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# Collective Agreement Wage Tables Health Care and Social Assistance

## September - October 2022

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# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>AAKOM-KIYII Health Services</b>																
UNA	2022-03-31	6	27	2020-01-03	Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%				
<b>Abby Road Housing Co-Operative Ltd</b>																
CUPE	2022-09-30	26	9	2022-02-28	Health Care Aide	\$ 19.52 1.5%	20.87* 1%	\$ 21.08 1%	\$ 21.50 2%	\$ 21.72 1%	\$ 22.15 2%	\$ 22.59 2%	\$ 22.82 1.0%			
<b>Age Care - Beverly Centre Glenmore</b>																
AUPE	2018-09-10	210	36	2015-09-08	Health Care Aide	\$ 22.77 4.9%	\$ 23.45 3%	\$ 24.16 3%								
					Licensed Practical Nurse	\$ 33.95 1%	\$ 34.63 2%	\$ 34.97 1%								
<b>Age Care - Beverly Centre Lake Midnapore</b>																
UNA	2017-08-31	55	41	2015-06-24	Licensed Practical Nurse	\$ 34.36 1.2%	\$ 34.63 0.8%									
					Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%									
<b>Age Care - Columbia Assisted Living</b>																
AUPE	2023-03-31	27	36	2022-01-13	Health Care Aide	\$ 23.74 3%	\$ 24.46 3%	\$ 24.70 1%	\$ 24.95 1%	\$ 25.20 1%	\$ 25.20 0%	\$ 25.39 1%	\$ 25.83 1.5%			
<b>Age Care - Midnapore</b>																
CUPE (ANC)	2023-10-31	180	24	2022-03-21	Health Care Aide	\$ 22.38 0%	\$ 22.92 2.4%	\$ 23.38 2%	\$ 23.38 0%	\$ 23.73 1.5%	\$ 24.11 1.6%	\$ 24.47 1.5%	\$ 24.84 1.5%			
CUPE (GSS)	2023-08-02	75	24	2022-08-31	Cook											\$ 23.77
					Housekeeping											3.0%
																\$ 17.49
																3.0%

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>AgeCare - Valleyview</b>																
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%	3%	2%	0%	1%	0%	1%	1.5%			
					Licensed Practical Nurse	\$ 32.95	\$ 33.94	\$ 34.62	\$ 34.62	\$ 34.97	\$ 34.97	\$ 35.32	\$ 35.85			
						0%	3%	2%	0%	1%	0%	1%	1.5%			
UNA	2017-03-31	22	36	2015-08-26	Registered Nurse	\$ 46.96	\$ 48.37									
						2.25%	3%									
<b>Alberta Health Services</b>																
AUPE (ANC)	2024-03-31	18,277	48	2022-05-12	Health Care Aide	\$ 24.75	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95	\$ 25.20	\$ 25.52	\$ 26.03		
						1.2%	0.8%	0%	0%	0%	0%	1%	1.25%	2%		
					Licensed Practical Nurse	\$ 34.36	\$ 34.63	\$ 34.63	\$ 34.63	\$ 34.63	\$ 34.63	\$ 34.98	\$ 35.42	\$ 36.13		
						1.2%	0.8%	0%	0%	0%	0%	1%	1.25%	2%		
AUPE (GSS)	2024-03-31	32,589	48	2022-09-12	Cook II	\$ 28.20	\$ 28.48	\$ 18.48	\$ 18.48	\$ 28.76	\$ 28.76	\$ 28.76	\$ 29.12	\$ 29.70		
						2%	1%	0%	0%	1%	0%	0%	1.25%	2%		
					Housekeeping	\$ 20.81	\$ 21.02	\$ 21.02	\$ 21.02	\$ 21.23	\$ 21.23	\$ 21.23	\$ 21.50	\$ 21.93		
						2%	1%	0%	0%	1%	0%	0%	1.25%	2%		
HSAA	2024-03-31	21,807	48	2022-07-25	Advanced Care Paramedic	\$ 43.87	\$ 44.75	\$ 44.75	\$ 44.75	\$ 44.75	\$ 44.75	\$ 45.20	\$ 45.77	\$ 46.69		
						1.25%	2%	0%	0%	0%	0%	1%	1.25%	2%		
UNA	2024-03-31	294	48	2022-01-27	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.85	\$ 50.45	\$ 51.46		
						2.25%	3%	0%	0%	0%	0%	1%	3.25%	2%		
<b>Alberta Precision Laboratories</b>																
CUPE	2021-12-31	76	6	2021-06-11	Driver							\$ 23.91				
<b>Alberta Public Laboratories</b>																
HSAA	2020-09-30	47	42	2020-01-30	Laboratory Technologist I	\$ 43.88	\$ 44.75	\$ 44.75	\$ 44.75	\$ 44.75						
						1.25%	2%	0%	0%	0%						
<b>Allen Gray Continuing Care</b>																
AUPE (ANC)	2024-03-31	146	48	2022-05-12	Health Care Aide	\$ 24.75	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95	\$ 25.20	\$ 25.52	\$ 26.03		
						1.2%	0.8%	0%	0%	0%	0%	1%	1.25%	2%		
					Licensed Practical Nurse	\$ 34.36	\$ 34.63	\$ 34.63	\$ 34.63	\$ 34.63	\$ 34.63	\$ 34.98	\$ 35.42	\$ 36.13		
						1.2%	0.8%	0%	0%	0%	0%	1%	1.25%	2%		
UNA	2020-06-30	10	30	2018-01-04	Registered Nurse				\$ 48.37	\$ 48.37						
									0%	0%						

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Amica Aspen Woods</b>																
CUPE	2024-02-29	85	21	2022-06-02	Cook								\$ 22.00	\$ 22.44		
					Health Care Aide (Resident Care Partner)								\$ 21.50	\$ 21.93		
					Housekeeper								\$ 18.50	\$ 18.87		
					LPN (Wellness Nurse)								\$ 29.15	\$ 29.74		
<b>ARAMARK Canada - Bethany Collegeseide</b>																
UFCW	2022-05-14	43	36	2019-05-15	Cook					\$ 18.00	\$ 18.36	\$ 18.64	\$ 18.91			
					Housekeeping					\$ 16.00	\$ 16.32	\$ 16.56	\$ 17.00			
											2%	1.5%	1.5%			
											2%	1.5%	2.7%			
<b>ARAMARK Canada - Shepherd's Care - Eden House &amp; Heritage Market Grill</b>																
Teamsters	2023-05-30	5	36	2020-06-04	Cook					\$ 24.32	\$ 24.56	\$ 24.80				
					Housekeeping					\$ 17.65	\$ 17.82	\$ 17.99				
											1%	1%				
											1%	1%				
<b>ARAMARK Canada - Shepherd's Care - Greenfield</b>																
Teamsters	2023-05-30	14	36	2020-06-04	Cook					\$ 24.32	\$ 24.56	\$ 24.80				
					Housekeeping					\$ 17.65	\$ 17.82	\$ 17.99				
											1%	1%				
											1%	1%				
<b>ARAMARK Canada - Shepherd's Care - Kensington</b>																
Teamsters	2024-07-19	45	36	2021-09-11	Cook	\$ 21.58	\$ 22.23	\$ 22.89	\$ 23.40	\$ 23.83	\$ 24.31	\$ 24.61	\$ 25.26	\$ 25.96	\$ 26.31	
					Housekeeping	\$ 15.56	\$ 16.03	\$ 16.51	\$ 16.98	\$ 17.30	\$ 17.65	\$ 17.95	\$ 18.60	\$ 19.30	\$ 19.65	
						3%	3%	3%	2.25%	1.8%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35	
						3%	3%	3%	2.9%	1.9%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35	

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Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>ARAMARK Canada - Shepherd's Care - Millwoods</b>																
Teamsters	2024-07-19	55	36	2021-09-11	Cook	\$ 21.58	\$ 22.23	\$ 22.89	\$ 23.40	\$ 23.83	\$ 24.31	\$ 24.61	.25.26	.25.96	\$ 26.31	
						3%	3%	3%	2.25%	1.8%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35	
					Housekeeping	\$ 15.56	\$ 16.03	\$ 16.51	\$ 16.98	\$ 17.30	\$ 17.65	\$ 17.95	\$ 18.60	\$ 19.30	\$ 19.65	
						3%	3%	3%	2.9%	1.9%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35	
<b>ARAMARK Canada - Shepherd's Care - Southside Manor</b>																
Teamsters	2023-05-30	7	36	2020-06-04	Cook						\$ 24.32	\$ 24.56	\$ 24.80			
												1%	1%			
					Housekeeping						\$ 17.65	\$ 17.82	\$ 17.99			
												1%	1%			
<b>ARAMARK Canada - Shepherd's Care - Vanguard</b>																
Teamsters	2024-07-19	11	36	2021-09-11	Cook		\$ 22.23	\$ 22.89	\$ 23.40	\$ 23.83	\$ 24.31	\$ 24.61	.25.26	.25.96	\$ 26.31	
							3%	3%	2.25%	1.8%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35	
					Housekeeping				\$ 16.98	\$ 17.30	\$ 17.65	\$ 17.95	\$ 18.60	\$ 19.30	\$ 19.65	
									2.9%	1.9%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35	
<b>Associated Ambulance &amp; Services (Whitecourt)</b>																
CUPE	2022-03-31	189	12	2021-04-01	Advanced Care Paramedic	\$ 45.85	\$ 46.89	\$ 46.89	\$ 46.89	\$ 46.89	\$ 46.89	\$ 46.89				
						2%	2.25%	0%	0%	0%	0%	0%				
HSA	2020-03-31	214	36	2018-07-24	EMT-P [Advanced Care Paramedic]	\$ 45.85	\$ 46.89	\$ 46.89	\$ 46.89	\$ 46.89						
						2%	2.25%	0%	0%	0%						
<b>Aster Joint Venture - AgeCare - Sagewood</b>																
AUPE	2018-11-27	128	36	2015-11-18	Health Care Aide	\$ 22.43	\$ 23.10	\$ 23.79								
						7%	3%	3%								
					Licensed Practcal Nurse	\$ 33.61	\$ 34.28	\$ 34.97								
						4%	2%	2%								

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Aster Joint Venture - AgeCare - Skypointe - ANC</b>																
AUPE	2024-12-31	287	36	2022-09-29	Health Care Aide								NA	NA	NA	
													1%	1.5%	2%	
					Licensed Practical Nurse								NA	NA	NA	
													1%	1.5%	2%	
<b>Aster Joint Venture - AgeCare - Skypointe - GSS</b>																
AUPE	2024-12-31	112	36	2022-09-29	Cook								\$ 21.18	\$ 21.50	\$ 21.93	
													1%	1.5%	2%	
					Housekeeping								\$ 16.35	\$ 16.60	\$ 16.93	
													1%	1.5%	2%	
<b>Aster Joint Venture - AgeCare - Sunrise Gardens</b>																
AUPE	2018-12-14	85	36	2015-12-29	Health Care Aide	\$ 23.05	\$ 23.28	\$ 23.98	\$ 24.58							
							1%	3%	2.5%							
					Licensed Practical Nurse	\$ 31.99	\$ 32.95	\$ 33.94	\$ 34.96							
							3%	3%	3%							
<b>Aster Joint Venture - AgeCare - Walden Heights - ANC</b>																
AUPE	2020-01-26	0	36	2017-01-30	Health Care Aide		\$ 20.76	\$ 22.84	\$ 23.30	\$ 23.65						
								10%	2%	1.5%						
					Licensed Practical Nurse		\$ 32.32	\$ 34.10	\$ 34.78	\$ 35.30						
								5.5%	2%	1.5%						
<b>Aster Joint Venture - AgeCare - Walden Heights - GSS</b>																
AUPE	2020-06-01	111	36	2017-06-02	Housekeeping			\$ 15.56	\$ 15.87	\$ 16.18						
								2%	2%	2%						
<b>AXR Operating National - Bow Crest</b>																
CUPE	2022-10-31	144	48	2020-12-21	Health Care Aide	\$ 21.81	\$ 22.30	\$ 22.75	\$ 22.98	\$ 22.98	\$ 22.98	\$ 23.21	\$ 23.50			
							1.25%	2.25%	2%	1%	0%	0%	1%	1.25%		
					Housekeeping	\$ 19.66	\$ 20.11	\$ 20.51	\$ 20.72	\$ 20.72	\$ 20.72	\$ 20.93	\$ 21.19			
							1.25%	2.25%	2%	1%	0%	0%	1%	1.25%		
					Licensed Practical Nurse	\$ 30.95	\$ 31.65	\$ 32.29	\$ 32.61	\$ 32.61	\$ 32.61	\$ 32.94	\$ 33.35			
							1.25%	2.25%	2%	1%	0%	0%	1%	1.25%		

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025				
<b>AXR Operating National - Jasper Place, South Terrace, Miller Crossing</b>																				
AUPE	2022-03-31	429	48	2022-03-03	Cook	\$ 27.82	\$ 28.45	\$ 29.02	\$ 29.02	\$ 29.02	\$ 29.31	\$ 29.63								
						2%	2.25%	2%	0%	0%	1%	1.25%								
					Health Care Aide	\$ 23.77	\$ 24.31	\$ 24.79	\$ 24.79	\$ 24.79	\$ 25.04	\$ 25.35								
						2%	2.25%	2%	0%	0%	1%	1.25%								
					Housekeeping	\$ 20.23	\$ 20.69	\$ 21.10	\$ 21.10	\$ 21.10	\$ 21.31	\$ 21.58								
	2%	2.25%	2%	0%	0%	1%	1.25%													
					Licensed Practical Nurse	\$ 34.63	\$ 35.41	\$ 36.12	\$ 36.12	\$ 36.12	\$ 36.48	\$ 36.94								
						2%	2.25%	2%	0%	0%	1%	1.25%								
<b>AXR Operating National - McKenzie Towne Continuing Care</b>																				
CUPE	2022-10-31	146	48	2020-02-26	Health Care Aide	\$ 21.40	\$ 21.89	\$ 22.33	\$ 22.55	\$ 22.55	\$ 22.78	\$ 23.06								
						1.25%	2.25%	2%	1%	0%	1%	1.25%								
					Housekeeping	\$ 17.91	\$ 18.13	\$ 18.68	\$ 18.87	\$ 18.87	\$ 19.06	\$ 19.30								
						1.25%	2.25%	2%	1%	0%	1%	1.25%								
					Licensed Practical Nurse	\$ 30.60	\$ 31.29	\$ 31.92	\$ 32.24	\$ 32.24	\$ 32.56	\$ 32.97								
						1.25%	2.25%	2%	1%	0%	1%	1.25%								
<b>AXR Operating National - Mount Royal</b>																				
CUPE	2022-10-31	93	48	2020-12-14	Health Care Aide	\$ 21.35	\$ 21.62	\$ 22.05	\$ 22.50	\$ 22.50	\$ 22.88	\$ 23.31								
						1.25%	1.25%	2%	1%	0%	1.7%	1.9%								
					Housekeeping	\$ 17.56	\$ 17.78	\$ 18.14	\$ 18.50	\$ 18.50	\$ 18.99	\$ 19.52								
						1.25%	1.25%	2%	1%	0%	2.7%	2.8%								
					Licensed Practical Nurse	\$ 29.69	\$ 30.06	\$ 30.66	\$ 31.28	\$ 31.28	\$ 31.74	\$ 32.29								
						1.25%	1.25%	2%	1%	0%	1.5%	1.75%								
<b>Beaver Ambulance Society</b>																				
CUPE	2020-03-31	40	36	2018-05-18	EMT-P	\$ 44.19	\$ 44.74	\$ 44.74	\$ 44.74	\$ 44.74										
						0%	1.25%	0%	0%	0%										
<b>Bethany Auxiliary Hospital / Bethany Nursing Home</b>																				
UNA	2024-03-31	12	48	2022-01-27	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.85	\$ 50.45	\$ 51.46						
						2.25%	3%	0%	0%	0%	0%	1%	3.25%	2%						

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Bethany Care Centre - Airdrie - ANC</b>																
AUPE	2017-08-31	64	38	2016-04-15	Health Care Aide	\$ 24.75	\$ 24.95									
						1.2%	0.8%									
					Licensed Practical Nurse	\$ 34.36	\$ 34.63									
						1.2%	0.8%									
<b>Bethany Care Centre - Airdrie - GSS</b>																
AUPE	2017-08-31	22	38	2016-04-15	Housekeeping	\$ 21.57	\$ 21.79									
						2%	1%									
<b>Bethany Care Centre - Calgary</b>																
HSAA	2020-07-31	12	36	2018-12-21	Occupational Therapist	\$ 47.35	\$ 48.29	\$ 48.29	\$ 48.29	TBD						
						1.3%	2%	0%	0%							
UNA	2020-03-31	65	36	2020-01-30	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37						
						2.25%	3%	0%	0%	0%						
<b>Bethany Care Centre - Calgary - ANC</b>																
AUPE	2017-08-31	428	36	2016-04-15	Health Care Aide	\$ 24.75	\$ 24.95									
						1.2%	0.8%									
					Licensed Practical Nurse	\$ 34.36	\$ 34.63									
						1.2%	0.8%									
<b>Bethany Care Centre - Cochrane</b>																
AUPE	2017-08-31	70	38	2016-04-15	Health Care Aide	\$ 24.75	\$ 24.95									
						1.2%	0.8%									
					Licensed Practical Nurse	\$ 34.36	\$ 34.63									
						1.2%	0.8%									
UNA	2020-03-31	12	36	2020-01-30	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37						
						2.25%	3%	0%	0%	0%						
<b>Bethany Care Centre - Collegeside</b>																
AUPE	2017-08-31	134	38	2016-04-15	Health Care Aide	\$ 24.75	\$ 24.95									
						1.2%	0.8%									
					Licensed Practical Nurse	\$ 34.36	\$ 34.63									
						1.2%	0.8%									
UNA	2020-03-31	18	36	2020-01-30	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37						
						2.25%	3%	0%	0%	0%						



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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Bethany Care Centre - Didsbury</b>																
AUPE	2017-08-31	108	27	2016-11-30	Health Care Aide	\$ 24.31	\$ 24.50									
							0.8%									
					Licensed Practical Nurse	\$ 34.00	\$ 34.27									
							0.8%									
<b>Bethany Care Centre - Harvest Hills</b>																
AUPE	2017-08-31	52	36	2016-04-15	Health Care Aide	\$ 24.75	\$ 24.95									
							1.2%	0.8%								
					Licensed Practical Nurse	\$ 34.36	\$ 34.63									
							1.2%	0.8%								
<b>Bethany Care Centre - Harvest Hills</b>																
AUPE	2017-08-31	64	36	2016-04-15	Health Care Aide	\$ 24.75	\$ 24.95									
							1.2%	0.8%								
					Licensed Practical Nurse	\$ 34.36	\$ 34.63									
							1.2%	0.8%								
UNA	2020-03-31	8	36	2020-01-30	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37						
							2.25%	3%	0%	0%	0%					
<b>Bethany Care Centre - Bashaw, Rosealta . . . .</b>																
AUPE	2020-03-31	143	24	2018-12-17	Health Care Aide	\$ 24.94	\$ 24.94	\$ 25.32	\$ 25.32	\$ 25.32						
							2%	0%	1.5%	0%	0%					
					Housekeeping	\$ 18.08	\$ 18.44	\$ 18.73	\$ 18.73	\$ 18.92						
							2%	2%	1.5%	0%	1%					
					Licensed Practical Nurse	\$ 34.62	\$ 34.62	\$ 35.15	\$ 35.15	\$ 35.15						
							2%	0%	2%	0%	0%					
<b>Bethany Care Centre - Rosehaven Care Centre</b>																
HSA	2024-03-31	15	48	2022-07-25	Advanced Care Paramedic	\$ 43.87	\$ 44.75	\$ 44.75	\$ 44.75	\$ 44.75	\$ 44.75	\$ 44.75	\$ 44.75	\$ 45.20	\$ 45.77	\$ 46.69
							1.25%	2%	0%	0%	0%	0%	1%	1.25%	2%	

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Bethany Care Centre - Rosehaven, Bethany Long Term</b>																
AUPE	2020-03-30	4	24	2018-11-29	Health Care Aide	\$ 24.74	\$ 24.94	\$ 24.94	\$ 24.94	\$ 24.94						
						1.2%	0.8%	0%	0%	0%						
					Housekeeping	\$ 22.57	\$ 22.80	\$ 22.80	\$ 22.80	\$ 23.03						
						2%	1%	0%	0%	1%						
					Licensed Practical Nurse	\$ 34.35	\$ 34.62	\$ 34.62	\$ 34.62	\$ 34.62						
						1.2%	0.8%	0%	0%	0%						
UNA	2024-03-31	21	48	2022-01-27	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.85	\$ 50.45	\$ 51.46		
						2.25%	3%	0%	0%	0%	0%	1%	3.25%	2%		
<b>Blood Tribe Department of Health</b>																
Teamsters	2018-11-29	21	24	2016-11-30	EMT-P [Advanced Care Paramedic]		\$ 39.27	\$ 40.06								
								2%								
UNA	2021-03-31	34	36	2019-04-23	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37					
						2.25%	3%	0%	0%	0%	0%					
<b>Bonnyville Regional Fire Authority</b>																
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%	0%	0%	0%	1%	1%				
<b>Brazeau Foundation</b>																
AUPE	2023-05-31	33	36	2021-10-21	Cook	\$ 20.20	\$ 21.01	\$ 21.33	\$ 21.75	\$ 22.30	\$ 22.30	\$ 22.30	\$ 22.69			
						3%	4%	1.5%	2%	2.5%	0%	0%	1.75%			
					Housekeeping	\$ 19.03	\$ 19.79	\$ 20.09	\$ 20.49	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.37			
						3%	4%	1.5%	2%	2.5%	0%	0%	1.75%			
<b>Brenda Strafford Foundation - Clifton Manor</b>																
AUPE	2019-03-31	212	48	2017-06-28	Health Care Aide	\$ 24.70	\$ 24.95	\$ 25.20	\$ 25.50							
						1%	1%	1%	1.2%							
					Licensed Practical Nurse	\$ 34.28	\$ 34.62	\$ 34.97	\$ 35.39							
						1%	1%	1%	1.2%							
UNA	2017-03-31	41	48	2015-08-21	Registered Nurse	\$ 45.93										
						2%										

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Brenda Strafford Foundation - Wentworth Manor</b>																
AUPE	2020-12-30	139	28	2020-09-11	Health Care Aide						\$ 25.87	\$ 25.87				
											0%	0%				
					Licensed Practical Nurse						\$ 35.67	\$ 35.67				
											0%	0%				
<b>Bridges Community Living</b>																
CUPE	2023-12-31	72	24	2022-06-30	Health Care Aide	\$ 22.06	\$ 22.56	\$ 23.01	\$ 23.31	\$ 23.61	\$ 23.61	\$ 23.61	\$ 24.08	\$ 24.56		
						3%	2.25%	2%	1.3%	1.3%	0%	0%	2%	2%		
					Housekeeping	\$ 18.13	\$ 18.54	\$ 18.91	\$ 19.15	\$ 19.39	\$ 19.39	\$ 19.39	\$ 19.78	\$ 20.18		
						3%	2.25%	2%	1.3%	1.3%	0%	0%	2%	2%		
<b>Canadian Blood Services</b>																
CUPE	2017-03-31	146	36	2015-01-27	Phlebotomist	\$ 27.95	\$ 28.51									
						1.25%	2%									
<b>Canadian Blood Services - Drivers</b>																
HSA	2021-03-31	11	48	2022-04-21	Driver	\$ 24.07	\$ 24.55	\$ 24.55	\$ 24.55	\$ 24.55	\$ 24.55	\$ 24.55				
						1.25%	2%	0%	0%	0%	0%					
<b>Canadian Blood Services - Techs</b>																
HSA	2021-03-31	243	48	2021-02-05	Medical Laboratory Technologist I	\$ 43.88	\$ 44.76	\$ 44.76	\$ 44.76	\$ 44.76	\$ 44.76	\$ 44.76				
						1.25%	2%	0%	0%	0%	0%					
<b>Canadian Blood Services (Edmonton, Calgary &amp; Lethbridge)</b>																
UNA	2023-03-31	64	72	2021-03-22	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.85	\$ 49.46			
						2.25%	3%	0%	0%	0%	0%	1%	1.25%			
<b>Canterbury Foundation</b>																
AUPE	2020-12-31	180	36	2018-05-31	Housekeeping	\$ 17.47	\$ 18.00	\$ 18.54	\$ 18.82	\$ 19.01	\$ 19.20	\$ 19.20				
						3%	3%	3%	1.5%	1%	1%					
					Licensed Practical Nurse	\$ 33.95	\$ 34.97	\$ 36.02	\$ 36.02	\$ 36.02	\$ 36.02	\$ 36.02				
						3%	3%	3%	0%	0%	0%					
					Registered Nurse	\$ 48.71	\$ 51.18	\$ 51.69	\$ 51.69	\$ 51.69	\$ 51.69	\$ 51.69				
						3%	3%	3%	0%	0%	0%					

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

Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>CapitalCare</b>																
AUPE (GSS)	2020-06-30	12	36	2019-04-29	Health Care Aide	\$ 24.76	\$ 24.96	\$ 24.96	\$ 24.96	\$ 24.96						
						1.2%	0.8%	0%	0%	0%						
HSA (PMP/PMT)	2020-03-31	144	36	2019-04-15	Licensed Practical Nurse	\$ 34.36	\$ 34.63	\$ 34.63	\$ 34.63	\$ 34.63						
						1.2%	0.8%	0%	0%	0%						
UNA	2020-03-31	207	36	2020-01-23	Occupational Therapist I	\$ 48.68	\$ 49.65	\$ 49.65	\$ 49.65	\$ 49.65						
						1.25%	2%	0%	0%	0%						
UNA	2020-03-31	207	36	2020-01-23	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37						
						2.25%	3%	0%	0%	0%						
<b>CapitalCare - Dickensfield, Norwood</b>																
CUPE	2020-06-30	4	36	2016-11-22	Health Care Aide	\$ 24.47	\$ 24.67	\$ 24.96	\$ 24.96	\$ 24.96						
						3%*	0.8%	1.2%	0%	0%						
CUPE	2020-06-30	4	36	2016-11-22	Housekeeping	\$ 20.23	\$ 20.63	\$ 20.84	\$ 20.84	\$ 21.05						
						2%	2%	1%	0%	1%						
<b>CapitalCare - Grandview, Kipnes, Strathcona, Lynwood</b>																
AUPE	2020-06-30	4	36	2019-05-27	Housekeeping	\$ 20.63	\$ 20.84	\$ 20.84	\$ 20.84	\$ 21.05						
						2%	1%	0%	0%	1%						
<b>Carewest</b>																
AUPE (GSS)	2020-06-30	2	36	2019-09-09	Food Services Assistant	\$ 18.50	\$ 18.68	\$ 18.68	\$ 18.68	\$ 18.87						
						2%	1%	0%	0%	1%						
AUPE (ANC)	2020-06-30	1,582	36	2019-09-09	Health Care Aide	\$ 24.75	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95						
						1.2%	0.8%	0%	0%	0%						
HSA (PMP/PMT)	2020-06-30	144	36	2019-04-15	Licensed Practical Nurse	\$ 34.36	\$ 34.63	\$ 34.63	\$ 34.63	\$ 34.63						
						1.2%	0.8%	0%	0%	0%						
HSA (PMP/PMT)	2020-06-30	144	36	2019-04-15	Occupational Therapist I	\$ 48.68	\$ 49.65	\$ 49.65	\$ 49.65	\$ 49.65						
						1.25%	2%	0%	0%	0%						
<b>Carewest - Colonel Belcher</b>																
CUPE	2020-06-30	70	36	2019-11-07	Cook I, Certified	\$ 24.55	\$ 24.80	\$ 24.80	\$ 24.80	\$ 25.05						
						2%	1%	0%	0%	1%						
<b>Carewest - Colonel Belcher et.al.</b>																
UNA	2020-03-31	129	36	2020-03-02	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37						
						2.25%	3%	0%	0%	0%						

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>CASA Child Adolescent &amp; Family Mental Health</b>																
HSA	2026-03-31	152	48	2022-09-30	Licensed Practical Nurse	\$ 29.46 2%	\$ 29.59 0%*	\$ 30.33 2.5%	\$ 30.51 0%*	\$ 30.51 0%*	\$ 30.51 0%	\$ 30.82 1%	\$ 36.46 18%*	\$ 36.92 1.25%	\$ 37.47 1.5%	\$ 38.22 2%
<b>CBI Home Health</b>																
AUPE	2020-12-31	482	36	2019-03-18	Health Care Aide				\$ 17.74	\$ 17.96 1.25%	\$ 18.19 1.25%					
					Licensed Practical Nurse				\$ 24.89	\$ 25.20 1.25%	\$ 25.52 1.25%					
<b>Chantelle Management - Edith Cavell Care Centre</b>																
AUPE	2020-11-30	95	36	2019-05-21	Health Care Aide	\$ 23.86 1.2%	\$ 24.58 3%	\$ 24.58 0%	\$ 24.58 0%	\$ 24.58 0%						
					Housekeeping	\$ 19.29 1%	\$ 19.87 3%	\$ 19.87 0%	\$ 19.87 0%	\$ 19.87 0%						
					Licensed Practical Nurse	\$ 33.52 1.2%	\$ 34.53 3%	\$ 34.53 0%	\$ 34.53 0%	\$ 34.53 0%						
UNA	2020-06-30	8	33	2022-04-20	Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%						
<b>Chantelle Management - Grande Prairie Care Centre</b>																
CUPE	2022-06-30	133	24	2021-12-10	Cook	\$ 20.17 2.25%	\$ 20.67 2.5%	\$ 20.77 0.5%	\$ 20.88 0.5%	\$ 20.98 0.5%	\$ 20.98 0%	\$ 21.11 0.6%				
					Health Care Aide	\$ 22.29 2.25%	\$ 22.85 2.5%	\$ 22.96 0.5%	\$ 23.08 0.5%	\$ 23.19 0.5%	\$ 23.19 0%	\$ 23.33 0.6%				
					Housekeeping	\$ 18.66 2.25%	\$ 19.12 2.5%	\$ 19.22 0.5%	\$ 19.31 0.5%	\$ 19.41 0.5%	\$ 19.41 0%	\$ 19.53 0.6%				
					Licensed Practical Nurse	\$ 32.50 2.25%	\$ 33.31 2.5%	\$ 33.48 0.5%	\$ 33.64 0.5%	\$ 33.81 0.5%	\$ 33.81 0%	\$ 34.01 0.6%				
UNA	2017-06-30	13	48	2015-01-15	Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%									

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

Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Chantelle Management - Sunset Manor, Innisfail Country Manor</b>																
AUPE	2022-01-31	122	60	2021-10-12	Assistant Cook	\$ 17.97	\$ 18.50	\$ 18.69	\$ 18.88	\$ 19.07	\$ 19.26	\$ 19.84				
						2.5%	3%	1%	1%	1%	1%	1%*				
					Health Care Aide	\$ 19.96	\$ 20.56	\$ 20.77	\$ 20.98	\$ 21.19	\$ 21.40	\$ 22.26				
						2.5%	3%	1%	1%	1%	1%	1%*				
					Housekeeping	\$ 16.06	\$ 16.55	\$ 16.72	\$ 19.16	\$ 19.35	\$ 19.54	\$ 20.13				
						2.5%	3%	1%	14%	1%	1%	1%*				
					Licensed Practical Nurse	\$ 27.81	\$ 28.64	\$ 28.93	\$ 29.22	\$ 29.51	\$ 29.81	\$ 31.02				
						2.5%	3%	1%	1%	1%	1%	1%*				
<b>Chartwell Master Care - Eau Claire</b>																
AUPE	2023-02-07	102	48	2022-06-01	Health Care Aide					\$ 21.16	\$ 21.48	\$ 21.80	\$ 22.13			
										0.0%	1.5%	1.5%	1.5%			
					Licensed Practical Nurse					\$ 29.95	\$ 30.40	\$ 30.86	\$ 31.32			
										0.0%	1.5%	1.5%	1.5%			
<b>Chartwell Master Care - Griesbach &amp; Heritage Valley</b>																
AUPE	2022-11-22	365	48	2022-08-04	Cook				\$ 21.33	\$ 21.33	\$ 21.65	\$ 22.08				
									2%	New grid	1.5%	2%				
					Health Care Aide				\$ 22.87	\$ 22.87	\$ 23.21	\$ 23.67				
									2%	New grid	1.5%	2%				
					Housekeeping				\$ 18.00	\$ 18.00	\$ 18.27	\$ 18.64				
									2%	New grid	1.5%	2%				
					Licensed Practical Nurse				\$ 31.50	\$ 31.50	\$ 31.97	\$ 32.61				
									2%	New grid	1.5%	2%				
<b>Chartwell Master Care - St. Albert</b>																
USW	2022-12-02	121	48	2020-02-06	Cook					\$ 21.33	\$ 21.65	\$ 21.97				
										1.5%	1.5%					
					Health Care Aide					\$ 22.87	\$ 23.21	\$ 23.56				
										1.5%	1.5%					
					Housekeeping					\$ 18.00	\$ 18.27	\$ 18.54				
										1.5%	1.5%					
					Licensed Practical Nurse					\$ 31.50	\$ 31.97	\$ 32.45				
										1.5%	1.5%					

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Choices in Community Living - Legacy Lodge</b>																
AUPE	2024-03-31	128	36	2022-06-08	Cook, Head Chef	\$ 23.94	\$ 24.42	\$ 24.91	\$ 25.47	\$ 25.72	\$ 25.72	\$ 25.98	\$ 26.31	\$ 27.24		
						3%	2%	2%	2.25%	1%	0%	1%	1.25%	2%*		
					Health Care Aide	\$ 22.96	\$ 23.42	\$ 23.89	\$ 24.43	\$ 24.67	\$ 24.67	\$ 24.92	\$ 25.23	\$ 25.74		
						2.5%	2%	2%	2.25%	1%	0%	1%	1.25%	2%		
	Housekeeping	\$ 16.37	\$ 16.70	\$ 17.03	\$ 17.41	\$ 17.58	\$ 17.58	\$ 17.76	\$ 17.98	\$ 18.62						
		2.5%	2%	2%	2.25%	1%	0%	1%	1.25%	2%*						
	Licensed Practical Nurse	\$ 31.84	\$ 32.48	\$ 33.13	\$ 33.87	\$ 34.21	\$ 34.21	\$ 34.55	\$ 34.98	\$ 35.68						
		2.5%	2%	2%	2.25%	1%	0%	1%	1.25%	2%						
<b>Christenson Communities - Royal Oak Manor</b>																
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%	0.5%	0.5%	1.75%	0%	1%	1.25%	1.5%		
	Licensed Practical Nurse	\$ 31.77	\$ 31.77	\$ 31.93	\$ 32.09	\$ 32.65	\$ 32.65	\$ 32.98	\$ 33.39	\$ 33.89						
		2.25%	0%	0.5%	0.5%	1.75%	0%	1%	1.25%	1.5%						
<b>Club Sierra Lifestyles at River Ridge</b>																
UNA	2017-06-30	13	36	2015-03-26	Registered Nurse	\$ 46.95	\$ 47.65	\$ 48.36								
						2%	1.5%	1.5%								
<b>Cold Lake Ambulance Society</b>																
HSAA	2022-05-31	51	58	2019-06-06	EMT-P [Advanced Care Paramedic]				\$ 43.33	\$ 43.76	\$ 44.20	\$ 44.64				
									0%	1%	1%	1%				
<b>Connecting Care (2000) - Meadow Ridge</b>																
Teamsters	2022-08-28	81	36	2019-08-28	Health Care Aide					\$ 24.35	\$ 24.72	\$ 25.09				
										1.5%	1.5%					
					Housekeeping				\$ 18.10	\$ 18.37	\$ 18.65					
									1.5%	1.5%						
	Licensed Practical Nurse				\$ 34.28	\$ 34.79	\$ 35.31									
									1.5%	1.5%						
<b>County of Stettler Housing Authority</b>																
CUPE	2023-12-31	85	36	2021-05-17	Housekeeping	\$ 17.22	\$ 17.71	\$ 18.24	\$ 18.47	\$ 18.70	\$ 19.08	\$ 19.13	\$ 19.27	\$ 19.46		
						2.75%	2.85%	3%	1.25%	1.25%	2%	0.25%	0.75%	1%		

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Covenant Care - Chateau Vitaline, Holy Cross Manor, St. Marguerite Manor, Villa Marie</b>																
AUPE	2022-12-31	7	48	2021-06-30	Cook								\$ 27.07			
					Health Care Aide								\$ 25.08			
					Housekeeping								\$ 21.05			
					Licensed Practical Nurse								\$ 34.80			
					Registered Nurse								\$ 49.59			
<b>Covenant Care - Chateau Vitaline</b>																
AUPE	2022-12-31	85	54	2021-06-30	Cook		\$ 20.51	\$ 26.67	\$ 26.67	\$ 26.67	\$ 26.67	\$ 27.07				
					Health Care Aide		\$ 21.85	\$ 24.70	\$ 24.70	\$ 24.70	\$ 24.70	\$ 25.08				
					Housekeeping		\$ 16.85	\$ 20.74	\$ 20.74	\$ 20.74	\$ 20.74	\$ 21.05				
					Licensed Practical Nurse		\$ 30.32	\$ 34.29	\$ 34.29	\$ 34.29	\$ 34.29	\$ 34.80				
<b>Covenant Care - Foyer Lacombe</b>																
AUPE	2022-12-31	52	14	2021-11-05	Cook						\$ 26.67	\$ 27.07				
					Health Care Aide						\$ 24.70	\$ 25.07				
					Housekeeping						\$ 20.74	\$ 21.05				
					Licensed Practical Nurse						\$ 34.29	\$ 34.80				
UNA	2020-03-31	23	24	2018-07-20	Registered Nurse				\$ 48.37	\$ 48.37						



# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Covenant Care - Holy Cross</b>																
AUPE	2022-12-31	124	66	2021-06-30	Health Care Aide	\$ 23.50 16.6%*	\$ 24.46 4%*	\$ 24.83 1.5%	\$ 24.83 0%	\$ 24.83 0%	\$ 24.83 0%	\$ 25.08 1%				
					Licensed Practical Nurse	\$ 32.32 13.92%*	\$ 33.95 5%*	\$ 34.46 1.5%	\$ 34.46 0%	\$ 34.46 0%	\$ 34.46 0%	\$ 34.80 1%				
					Registered Nurse			\$ 47.66 1.5%	\$ 47.66 0%	\$ 47.66 0%	\$ 47.66 0%	\$ 48.14 1%				
<b>Covenant Care - St. Teresa Place</b>																
AUPE	2022-12-31	246	19	2021-07-06	Health Care Aide							\$ 25.08 0%	.25.39 1.25%			
					Licensed Practical Nurse							\$ 34.80 0%	\$ 35.24 1.25%			
<b>Covenant Care - Villa Marie</b>																
AUPE	2022-12-31	212	66	2021-06-30	Health Care Aide	\$ 23.50 16.6%*	\$ 24.46 4%*	\$ 24.83 1.5%	\$ 24.83 0%	\$ 24.83 0%	\$ 24.83 0%	\$ 25.08 1%				
					Licensed Practical Nurse	\$ 32.32 13.9%*	\$ 33.95 5%*	\$ 34.46 1.5%	\$ 34.46 0%	\$ 34.46 0%	\$ 34.46 0%	\$ 34.80 1%				
					Registered Nurse			\$ 47.66 1.5%	\$ 47.66 0%	\$ 47.66 0%	\$ 47.66 0%	\$ 48.14 1%				
<b>Covenant Health</b>																
AUPE (ANC)	2020-03-31	2,210	36	2019-04-30	Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%						
					Licensed Practical Nurse	\$ 34.36 1.2%	\$ 34.63 0.8%	\$ 34.63 0%	\$ 34.63 0%	\$ 34.63 0%						
AUPE (GSS)	2020-03-31	638	36	2019-05-29	Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 0%						
HSAA	2020-03-31	1,246	36	2018-05-24	Occupational Therapist I	\$ 48.64 1.25%	\$ 49.65 2%	\$ 49.65 0%	\$ 49.65 0%	\$ 49.65 0%						
UNA	2024-03-31	2,876	48	2022-01-27	Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%		
<b>Covenant Health - Bonnyville Health Centre - GSS</b>																
HSAA	2020-03-31	116	36	2018-11-30	Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%						

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Covenant Health - Edmonton General, Grey Nuns</b>																
CUPE	2020-03-31	1,338	24	2018-04-01	Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%						
<b>Covenant Health - Misericordia, Villas Caritas</b>																
CUPE	2021-03-31	6	36	2019-07-10	Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%	TBD					
<b>Covenant Health - St. Joseph's Home / Carmel Hospice</b>																
CUPE	2021-03-31	40	36	2018-09-04	Health Care Aide	\$ 24.46 3%	\$ 24.95 2%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%					
					Licensed Practical Nurse	\$ 33.95 3%	\$ 34.63 2%	\$ 34.63 0%	\$ 34.63 0%	\$ 34.63 0%	\$ 34.63 0%					
<b>Covenant Health - St. Michael's Health Centre</b>																
CUPE	2020-03-31	91	24	2019-09-26	Housekeeping	\$ 17.28 2%	\$ 21.02 1%*	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%						
<b>Covenant Health - St. Therese Villa</b>																
AUPE	2020-03-31	202	24	2019-01-24	Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%						
					Licensed Practical Nurse	\$ 34.36 1.2%	\$ 34.63 0.8%	\$ 34.63 0%	\$ 34.63 0%	\$ 34.63 0%						
<b>Covenant Health - Youville Home (Grey Nuns) of St. Albert</b>																
USW	2020-03-31	2	36	2018-06-29	Health Care Aide	\$ 24.76 1.2%	\$ 24.96 0.8%	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%						
					Licensed Practical Nurse	\$ 34.36 1.2%	\$ 34.63 0.8%	\$ 34.63 0%	\$ 34.63 0%	\$ 34.63 0%						
<b>Crowsnest Pass Senior Housing</b>																
CUPE	2021-12-31	30	36	2019-04-22	Health Care Aide	\$ 19.06 2%	20.26* 1%	\$ 20.46 1%	\$ 20.87 2%	\$ 21.08 1%	\$ 21.40 1.5%	\$ 21.83 2%				
					Housekeeping	\$ 15.25 2%	17.38* 1%	\$ 17.56 1%	\$ 17.91 2%	\$ 18.09 1%	\$ 18.36 1.5%	\$ 18.73 2%				

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Cypress View Foundation</b>																
CUPE	2023-12-31	1	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%	2%	2%	2%	2%	0%	0%	0%	1%		
					Housekeeping	\$ 18.86	\$ 19.24	\$ 19.62	\$ 20.01	\$ 20.41	\$ 20.41	\$ 20.41	\$ 20.41	\$ 20.61		
						3%	2%	2%	2%	2%	0%	0%	0%	1%		
<b>Drumheller &amp; District Seniors Foundation - Sunshine Lodge</b>																
CUPE	2022-12-31	1	24	2021-05-27	Health Care Aide	\$ 19.94	\$ 20.34	\$ 20.75	\$ 21.01	\$ 21.32	\$ 21.75	\$ 21.86	\$ 21.97			
						2%	2%	2%	1.25%	1.5%	2%	0.5%	0.5%			
					Housekeeping	\$ 16.18	\$ 16.50	\$ 16.83	\$ 17.04	\$ 17.30	\$ 17.64	\$ 17.73	\$ 17.82			
						2%	2%	2%	1.25%	1.5%	2%	0.5%	0.5%			
<b>DynaLIFE DX</b>																
HSAA	2022-03-31	1,069	1	2019-02-06	Medical Laboratory Technologist I	\$ 41.00	\$ 41.82	\$ 41.82	\$ 41.82	\$ 41.82	TBD	TBD				
						1.25%	2%	0%	0%	0%						
<b>Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside</b>																
CUPE	2021-12-31	45	36	2019-07-15	Health Care Aide	\$ 21.95	\$ 22.17	\$ 22.61	\$ 23.07	\$ 23.07	\$ 23.30	\$ 23.65				
						1%	1%	2%	2%	0%	1%	1.5%				
					Housekeeping	\$ 17.28	\$ 17.45	\$ 17.80	\$ 18.15	\$ 18.15	\$ 18.33	\$ 18.61				
						1%	1%	2%	2%	0%	1%	1.5%				
<b>East Central 911 Call Answer Society</b>																
HSAA	2024-12-31	6	1	2020-01-23	Emergency Fire Dispatcher	\$ 23.91	\$ 24.39	\$ 24.88	\$ 25.38	\$ 25.89	\$ 25.89	\$ 25.89	TBD	TBD	TBD	
						2%	2%	2%	2%	2%	0%	0%				
<b>East Central Ambulance Association</b>																
HSAA	2022-07-31	28	24	2021-01-26	Primary Care Paramedic (PCP)	\$ 30.69	\$ 31.61	\$ 32.01	\$ 34.40	\$ 34.40	\$ 34.40	\$ 34.40				
						0%	3%	1.25%	0%*	0%	0%	0%				

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Edmonton Chinatown Care Centre</b>																
AUPE	2018-09-30	63	36	2016-12-31	Health Care Aide	\$ 24.86	\$ 25.20	\$ 25.58								
						1.6%	1.4%	1.5%								
					Licensed Practical Nurse	\$ 34.46	\$ 34.98	\$ 35.50								
						1.5%	1.5%	1.5%								
CUPE	2023-06-30	38	24	2021-06-17	Food Services Aide							\$ 18.85	\$ 18.85			
												NA	0%			
UNA	2014-03-31	22	29	2012-09-18	Registered Nurse											
<b>Evergreens Foundations</b>																
IUOE	2025-06-29	126	36	2022-07-21	Cook	\$ 26.01	\$ 26.58	\$ 27.38	\$ 27.93	\$ 29.43	\$ 30.02	\$ 30.62	\$ 31.54	\$ 32.48	\$ 33.46	
						2%	2.2%	3%	2%	\$ 1.50	2%	2%	3%	3%	3%	
					Housekeeping	\$ 18.66	\$ 19.06	\$ 19.63	\$ 20.02	\$ 21.52	\$ 21.95	\$ 22.39	\$ 23.06	\$ 23.75	\$ 24.47	
						2%	2%	3%	2%	\$ 1.50	2%	2%	3%	3%	3%	
<b>Excel Resources Society - Balwin Villa, Grand Manor</b>																
UFCW	2020-03-31	240	36	2018-09-20	Health Care Aide	\$ 20.19	\$ 20.19	\$ 20.28	\$ 20.48	\$ 20.48						
						1%	0%	0.5%	1%	0%						
					Licensed Practical Nurse	\$ 29.78	\$ 29.78	\$ 29.94	\$ 30.24	\$ 30.24						
						1%	0%	0.5%	1%	0%						
<b>Extendicare (Canada) - 6 sites</b>																
CUPE	2020-12-31	415	48	2019-10-29	Health Care Aide	\$ 23.69	\$ 24.16	\$ 24.16	\$ 24.16	\$ 24.40	\$ 24.71					
						2.5%	2%	0%	0%	1%	1.25%					
					Housekeeping	\$ 19.17	\$ 19.55	\$ 19.55	\$ 19.55	\$ 19.75	\$ 19.99					
						0.25%	2%	0%	0%	1%	1.25%					
					Licensed Practical Nurse	\$ 34.36	\$ 34.63	\$ 34.63	\$ 34.63	\$ 34.63	\$ 34.63					
						1.2%	0.8%	0%	0%	0%	0%					

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

### Hourly Rate and Per Cent Increase

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

### Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Extendicare (Canada) - Athabasca</b>																
AUPE (ANC)	2017-12-31	66	36	2016-08-04	Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%								
					Licensed Practical Nurse	\$ 34.71 2.25%	\$ 35.49 2.25%	\$ 35.49 0%								
AUPE (GSS)	2017-12-31	35	36	2016-08-04	Housekeeping	\$ 19.62 2.25%	\$ 20.06 2.25%	\$ 20.06 0%								
UNA	2021-12-31	0	53	2021-06-10	Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%				
<b>Extendicare (Canada) - Cedars Villa</b>																
AUPE	2017-12-31	282	36	2016-07-21	Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%								
					Housekeeping	\$ 19.12 2.25%	\$ 19.55 2.25%	\$ 19.55 0%								
					Licensed Practical Nurse	\$ 34.71 2.25%	\$ 35.49 2.25%	\$ 35.49 0%								
UNA	2019-07-31	27	20	2017-11-28	Registered Nurse		\$ 48.37	\$ 48.37 0%	\$ 48.37 0%							
<b>Extendicare (Canada) - Eaux Claires</b>																
AUPE	2017-12-31	195	36	2016-07-22	Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%								
					Licensed Practical Nurse	\$ 34.71 2.25%	\$ 35.49 2.25%	\$ 35.49 0%								
UNA	2021-12-31	31	53	2021-06-10	Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%				
<b>Extendicare (Canada) - Fairmont Park</b>																
AUPE	2017-12-31	179	36	2016-07-20	Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%								
					Housekeeping	\$ 19.12 2.25%	\$ 19.55 2.25%	\$ 19.55 0%								
					Licensed Practical Nurse	\$ 34.71 2.25%	\$ 35.49 2.25%	\$ 35.49 0%								

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Extendicare (Canada) - Fort Macleod</b>																
UNA	2021-12-31	14	53	2021-06-10	Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%				
<b>Extendicare (Canada) - Hillcrest</b>																
AUPE	2017-12-31	169	36	2016-07-20	Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%								
					Housekeeping	\$ 19.13 2.25%	\$ 19.55 2.25%	\$ 19.55 0%								
					Licensed Practical Nurse	\$ 34.71 2.25%	\$ 35.49 2.25%	\$ 35.49 0%								
<b>Extendicare (Canada) - Holyrood</b>																
AUPE	2017-12-31	90	36	2016-07-20	Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%								
					Housekeeping	\$ 19.13 2.25%	\$ 19.56 2.25%	\$ 19.56 0%								
					Licensed Practical Nurse	\$ 34.71 2.25%	\$ 35.49 2.25%	\$ 35.49 0%								
UNA	2021-12-31	18	53	2021-06-10	Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%				
<b>Extendicare (Canada) - Leduc</b>																
UNA	2021-12-31	16	53	2021-06-10	Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%				
<b>Extendicare (Canada) - Mayerthorpe</b>																
AUPE	2017-12-31	61	36	2016-07-20	Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%								
					Housekeeping	\$ 19.62 2.25%	\$ 20.06 2.25%	\$ 20.06 0%								
					Licensed Practical Nurse	\$ 34.71 2.25%	\$ 35.49 2.25%	\$ 35.49 0%								
UNA	2021-12-31	4	53	2021-06-10	Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%				

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Extendicare (Canada) - Michener Hill</b>																
AUPE	2017-12-31	488	36	2016-10-26	Health Care Aide	\$ 23.63	\$ 24.16	\$ 24.16								
						2.25%	2.25%	0%								
					Housekeeping	\$ 19.12	\$ 19.55	\$ 19.55								
					Licensed Practical Nurse	\$ 34.71	\$ 35.49	\$ 35.49								
						2.25%	2.25%	0%								
UNA	2021-12-31	41	53	2021-06-10	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37				
						2.25%	3%	0%	0%	0%	0%	0%				
<b>Extendicare (Canada) - Viking</b>																
UNA	2021-12-31	7	53	2021-06-10	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37				
						2.25%	3%	0%	0%	0%	0%	0%				
<b>Extendicare (Canada) - Vulcan</b>																
UNA	2021-12-31	8	53	2021-06-10	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37				
						2.25%	3%	0%	0%	0%	0%	0%				
<b>Father Lacombe Care Society</b>																
UNA	2019-08-31	235	36	2016-09-15	Health Care Aide	\$ 24.46	\$ 24.95	\$ 25.32	\$ 25.70							
							2%	1.5%	1.5%							
					Licensed Practical Nurse	\$ 33.95	\$ 34.63	\$ 35.15	\$ 35.68							
							2%	1.5%	1.5%							
	2019-08-31	34	36	2016-09-15	Registered Nurse	\$ 45.93	\$ 48.37	\$ 48.37	\$ 48.37							
							5.25%	0%	0%							
<b>Foothills Regional Emergency Services Commission</b>																
HSA	2022-12-31	14	36	2020-01-29	Communications Specialist	\$ 32.50	\$ 33.47	\$ 34.47	\$ 35.50	\$ 36.57	\$ 37.12	\$ 37.68	\$ 38.43			
							3%	3%	3%	3%	3%	1.5%	1.5%	2%		
<b>Golden Life Management - Evanston Grand Village</b>																
AUPE	2019-09-30	135	36	2016-09-23	Health Care Aide		\$ 23.34	\$ 23.81	\$ 24.29							
							2%	2%								
					Housekeeping		\$ 19.12	\$ 19.50	\$ 19.89							
							2%	2%								
					Licensed Practical Nurse		\$ 32.00	\$ 32.64	\$ 33.29							
								2%	2%							

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Good Samaritan Society - Dr. Gerald Zetter Care Centre</b>																
CUPE	2016-06-30	1	36	2014-02-06	Health Care Aide	\$ 24.75	\$ 24.95									
						1.2%	0.8%									
					Housekeeping	\$ 19.65	\$ 19.85									
						2%	1%									
<b>Good Samaritan Society - Multi-Facility</b>																
AUPE	2017-06-30	2	36	2016-04-11	Health Care Aide	\$ 24.75	\$ 24.95									
						1.2%	0.8%									
					Housekeeping	\$ 19.65	\$ 19.85									
						2%	1%									
					Licensed Practical Nurse	\$ 34.35	\$ 34.62									
						1.2%	0.8%									
HSA	2020-03-31	26	36	2019-07-11	Occupational Therapist I	\$ 48.68	\$ 49.65	\$ 49.65	\$ 49.65	\$ 49.65						
						1.25%	2%	0%	0%	0%						
UNA	2017-03-31	133	48	2015-11-17	Registered Nurse	\$ 46.96	\$ 48.37									
						2.25%	3%									
<b>Good Samaritan Society - South Ridge Village</b>																
USW	2021-06-30	2	48	2018-07-04	Health Care Aide	\$ 24.05	\$ 24.24	\$ 24.24	\$ 24.24	\$ 24.24						
						1.2%	0.8%	0%	0%	0%						
					Housekeeping	\$ 19.44	\$ 19.63	\$ 19.63	\$ 19.63	\$ 19.83						
						2%	1%	0%	0%	1%						
					Licensed Practical Nurse	\$ 33.37	\$ 33.64	\$ 33.64	\$ 33.64	\$ 33.64						
						1.2%	0.8%	0%	0%	0%						
<b>Grande Spirit Foundation</b>																
CUPE	2022-06-30	98	36	2019-07-10	Housekeeping	\$ 18.67	\$ 18.67	\$ 18.86	\$ 19.05	\$ 19.62	\$ 20.21	\$ 20.82				
						3%	0%	1%	1%	3%	3%	3%				
<b>Green Acres Foundation - Alberta Rose Lodge</b>																
AUPE	2025-12-31	21	48	2022-05-28	Cook I	\$ 27.72	\$ 28.41	\$ 29.12	\$ 29.56	\$ 30.00	\$ 30.45	\$ 31.06	\$ 31.29	\$ 31.61	\$ 32.00	\$ 32.64
						3%	2.5%	2.5%	1.5%	1.5%	1.5%	2%	0.75%	1.0%	1.25%	2.0%



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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Green Acres Foundation - Piyami</b>																
AUPE	2025-12-31	51	43	2022-05-28	Cook I	\$ 27.72	\$ 28.41	\$ 29.12	\$ 29.56	\$ 30.00	\$ 30.45	\$ 31.06	\$ 31.29	\$ 31.61	\$ 32.00	\$ 32.64
						3%	2.5%	2.5%	1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%
					Health Care Aide	\$ 24.46	\$ 25.07	\$ 25.70	\$ 26.09	\$ 26.48	\$ 26.87	\$ 27.41	\$ 27.62	\$ 27.89	\$ 28.24	\$ 28.81
						3%	2.5%	2.5%	1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%
					Licensed Practical Nurse	\$ 33.95	\$ 34.80	\$ 35.67	\$ 36.21	\$ 36.75	\$ 37.30	\$ 38.05	\$ 38.34	\$ 38.72	\$ 39.20	\$ 39.99
						3%	2.5%	2.5%	1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%
<b>Green Acres Foundation - Sunny South</b>																
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%	2.5%	2.5%	1.5%	1.5%	1.5%	2%				
					Health Care Aide	\$ 24.46	\$ 25.07	\$ 25.70	\$ 26.09	\$ 26.48	\$ 26.87	\$ 27.41				
						3%	2.5%	2.5%	1.5%	1.5%	1.5%	2%				
					Licensed Practical Nurse	\$ 33.95	\$ 34.80	\$ 35.67	\$ 36.21	\$ 36.75	\$ 37.30	\$ 38.05				
						3%	2.5%	2.5%	1.5%	1.5%	1.5%	2%				
					Registered Nurse	\$ 45.93	\$ 47.08	\$ 48.26								
						3%	2.5%	2.5%								
<b>Haven of Rest and Sunnyside Nursing Home</b>																
USW	2020-03-31	126	36	2017-04-01	Health Care Aide	\$ 24.45	\$ 24.94	\$ 27.94	\$ 27.94	\$ 27.94						
						0%	2%	0%	0%	0%						
					Housekeeping Aide	\$ 18.60	\$ 18.97	\$ 18.97	\$ 18.97	\$ 18.97						
						0%	2%	0%	0%	0%						
UNA	2018-09-30	34	36	2016-07-28	Licensed Practical Nurse	\$ 34.36	\$ 34.63	\$ 34.63								
						1.2%	0.8%	0%								
					Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37								
							3%	0%								
<b>Homeland Housing</b>																
CUPE	2023-12-31	105	36	2021-12-08	Cook				\$ 22.06	\$ 22.50	\$ 22.95	\$ 23.18	\$ 23.64	\$ 24.12		
									0%	2%	2%	1%	2%	2%		
					Housekeeping	\$ 18.49	\$ 18.86	\$ 19.24	\$ 19.24	\$ 19.62	\$ 20.02	\$ 20.22	\$ 20.63	\$ 21.04		
						2%	2%	2%	0%	2%	2%	1%	2%	2%		
<b>I Have a Chance Support Service</b>																
UFCW	2025-03-05	139	36	2022-02-17	Health Care Aide								\$ 24.30	\$ 24.30	\$ 24.30	\$ 24.30
														0%	0%	0%

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Intercare - Brentwood, Chinook, Southwood</b>																
CUPE	2022-06-30	1,417	24	2022-02-22	Health Care Aide	\$ 21.75	\$ 22.19	\$ 22.52	\$ 22.75	23.20*	\$ 23.43	\$ 23.67				
						0%	2%	1.5%	1%	1%	1%	1%				
					Housekeeping	\$ 18.30	\$ 18.67	\$ 18.95	\$ 18.95	\$ 18.95	\$ 19.14	\$ 19.33				
						0%	2%	1.5%	0%	0%	1%	1%				
					Licensed Practical Nurse	\$ 32.03	\$ 32.67	\$ 33.17	\$ 33.50	\$ 33.84	\$ 34.18	\$ 34.69				
						0%	2%	1.5%	1%	1%	1%	1%*				
<b>Intercare - Kingsland Terrace</b>																
CUPE	2023-03-31	44	24	2021-05-27	Housekeeping			\$ 17.42	\$ 17.59	\$ 17.59	\$ 17.68	\$ 17.86	\$ 18.04			
								2.5%	1%	0%	0.5%	1%	1%			
					Licensed Practical Nurse			\$ 30.30	\$ 30.60	\$ 30.60	\$ 30.75	\$ 31.06	\$ 32.63			
								1%	1%	0%	0.5%	1%*	1%*			
<b>Lacombe Foundation</b>																
CLAC	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%	2%	2.4%	10%	2%	1.5%	0%				
					Housekeeping	\$ 17.87	\$ 18.23	\$ 18.48	\$ 19.22	\$ 19.60	\$ 19.89	\$ 19.89				
						2%	2%	1.4%	4%	2%	1.5%	0%				
<b>Lakeland Lodge &amp; Housing Foundation</b>																
CUPE	2021-12-31	27	24	2019-07-01	Housekeeping	\$ 17.55	\$ 17.99	\$ 18.12	\$ 18.25	\$ 18.62	\$ 18.80	\$ 18.99				
						2.5%	2.5%	0.7%	0.7%	2%	1%	1%				
<b>Lamont County Housing</b>																
AUPE	2021-12-31	40	36	2018-12-21	Housekeeping		\$ 17.22	\$ 17.65	\$ 18.09	\$ 18.45	\$ 18.82	\$ 19.20				
								2.5%	2.5%	2%	2%	2%				

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Lamont Health Care Centre</b>																
HSAA	2024-03-31	13	48	2022-07-25	EMT-P [Advanced Care Paramedic]	\$ 43.87 1.25%	\$ 44.75 2%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 1%	\$ 45.20 1.25%	\$ 45.77 2%	\$ 46.69	
UNA	2024-03-31	34	48	2022-01-27	Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%		
AUPE (ANC)	2024-03-31	95	48	2022-05-12	Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.52 1.25%	\$ 26.03 2%		
					Licensed Practical Nurse	\$ 34.36 1.2%	\$ 34.63 0.8%	\$ 34.63 0%	\$ 34.63 0%	\$ 34.63 0%	\$ 34.63 0%	\$ 34.98 1%	\$ 35.42 1.25%	\$ 36.13 2%		
AUPE (GSS)	2020-03-31	71	36	2019-06-14	Housekeeping	\$ 21.31 2%	\$ 21.52 1%	\$ 21.52 0%	\$ 21.52 0%	\$ 21.74 1%						
<b>Lloydminster Region Housing Group - Pioneer Complex</b>																
CUPE	2024-02-29	1	36	2021-03-29	Cook	\$ 18.24 2.75%	\$ 18.60 2%	\$ 18.88 1.5%	\$ 19.32 2.3%	\$ 19.61 1.5%	\$ 20.00 2%	\$ 20.30 1.5%	\$ 22.62 1.5%*	\$ 23.07 2%		
					Health Care Aide				\$ 24.46 1.5%	\$ 24.83 1.5%	\$ 25.32 2%	\$ 25.7 1.5%	\$ 26.09 1.5%	\$ 26.61 2%		
					Housekeeping	\$ 16.97 2.75%	\$ 17.31 2%	\$ 17.57 1.5%	\$ 17.99 2.4%	\$ 18.26 1.5%	\$ 18.62 2%	\$ 18.90 1.5%	\$ 19.18 1.5%	\$ 19.57 2%		
					Licensed Practical Nurse				\$ 34.63 1.5%	\$ 35.15 1.5%	\$ 35.85 2%	\$ 36.39 1.5%	\$ 38.97 1.5%*	\$ 39.75 2%		
<b>Masterpiece - Southland Meadows - ANC</b>																
AUPE	2024-03-31	1	36	2022-03-22	Health Care Aide								\$ 25.57 0%	\$ 25.89 1.25%	\$ 26.12 1%	
					Licensed Practical Nurse								\$ 37.18 0%	\$ 37.64 1.25%	\$ 38.12 1.25%	
<b>Mountain View Seniors Housing - Mount View Lodge</b>																
AUPE	2021-12-31	1	44	2020-09-11	Health Care Aide					\$ 24.22 3%	\$ 24.95 3%	\$ 25.20 1%				
					Laundry/Housekeeping					\$ 17.07 3%	\$ 17.58 3%	\$ 17.76 1%				

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Mountain View Seniors Housing - Sundre Seniors' Supportive Living</b>																
AUPE	2020-12-31	44	41	2019-04-05	Health Care Aide					\$ 24.95	\$ 25.08					
					Housekeeping					\$ 17.58	\$ 17.67	0.5%				
					Licensed Practical Nurse					\$ 34.32	\$ 34.49	0.5%				
<b>Nutra 2000</b>																
CNFIU	2022-11-30	11	24	2022-01-10	Health Care Aide	\$ 23.77	\$ 24.25	\$ 24.67	\$ 25.10	\$ 25.54	\$ 25.80	\$ 26.06				
					Housekeeping	\$ 15.89	\$ 16.21	\$ 16.49	\$ 16.78	\$ 17.08	\$ 17.25	\$ 17.42	2%	2%	1.75%	1.75%
					Licensed Practical Nurse	\$ 32.97	\$ 33.63	\$ 34.22	\$ 34.82	\$ 35.43	\$ 35.78	\$ 36.14	2%	2%	1.75%	1.75%
<b>Operation Friendship Seniors Society</b>																
CUPE	2022-03-31	70	24	2021-08-04	Cook	\$ 19.91	\$ 20.21	\$ 20.51	\$ 20.92	\$ 21.44	\$ 21.44	\$ 21.44	1.5%	1.5%	1.5%	2%
					Health Care Aide	\$ 22.75	\$ 23.09	\$ 23.44	\$ 23.91	\$ 24.51	\$ 24.51	\$ 24.51	1.5%	1.5%	1.5%	2%
					Housekeeping	\$ 18.32	\$ 18.59	\$ 18.87	\$ 19.25	\$ 19.73	\$ 19.73	\$ 19.73	1.5%	1.5%	1.5%	2%
					Licensed Practical Nurse	\$ 27.93	\$ 28.35	\$ 28.77	\$ 29.34	\$ 30.07	\$ 30.07	\$ 30.07	150.0%	150.0%	150.0%	200.0%
<b>Optima Living Alberta - Country Cottage</b>																
USW	2026-01-03	37	48	2022-06-07	Cook					\$ 18.83	\$ 19.11	\$ 19.49	\$ 19.88	\$ 19.98	\$ 20.08	\$ 20.33
					Health Care Aide					\$ 22.53	\$ 22.87	\$ 23.33	\$ 23.80	\$ 23.92	\$ 24.04	\$ 24.34
					Housekeeping					\$ 17.16	\$ 17.42	\$ 17.77	\$ 18.13	\$ 18.22	\$ 18.31	\$ 18.54
					Licensed Practical Nurse					\$ 31.86	\$ 32.34	\$ 32.99	\$ 33.65	\$ 33.82	\$ 33.99	\$ 34.41

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025								
<b>Park Place Seniors Living - Benevolence Care Centre</b>																								
AUPE	2021-03-31	92	23	2019-02-13	Health Care Aide					\$ 24.23	\$ 24.71	1.5%	2%											
					Housekeeping (Support Services)					\$ 18.04	\$ 18.40	1.5%	2%											
					Licensed Practical Nurse					\$ 33.98	\$ 34.66	1.5%	2%											
UNA	2019-12-31	13	18	2019-02-15	Registered Nurse					\$ 48.37		0%												
<b>Park Place Seniors Living - Copper Sky Lodge</b>																								
AUPE	2022-03-31	2	36	2021-11-22	Cook	\$ 23.60	\$ 24.07	\$ 24.55	\$ 25.10	\$ 25.23	\$ 25.35	\$ 26.12												
					Health Care Aide	\$ 22.96	\$ 23.42	\$ 23.89	\$ 24.43	\$ 24.55	\$ 24.67	\$ 25.42	2.5%	2%	2%	2.25%	0.5%	0.5%	3%					
					Housekeeping	\$ 16.37	\$ 16.70	\$ 17.03	\$ 17.41	\$ 17.50	\$ 17.58	\$ 18.12	2.5%	2%	2%	2.25%	0.5%	0.5%	3%					
					Licensed Practical Nurse	\$ 31.84	\$ 32.48	\$ 33.13	\$ 33.87	\$ 34.04	\$ 34.21	\$ 35.24	2.5%	2%	2%	2.25%	0.5%	0.5%	3%					
<b>Park Place Seniors Living - Devonshire Care Centre</b>																								
AUPE	2020-03-31	183	36	2020-01-10	Health Care Aide	\$ 22.83	\$ 23.17	\$ 23.63	\$ 23.63	\$ 23.87	\$ 24.11	\$ 24.35	2%	1.5%	2%	0%	1%	1%	1%					
					Housekeeping	\$ 19.59	\$ 19.88	\$ 20.29	\$ 20.29	\$ 20.49	\$ 20.69	\$ 20.90	2%	1.5%	2%	0%	1%	1%	1%					
					Licensed Practical Nurse	\$ 31.68	\$ 32.16	\$ 32.80	\$ 32.80	\$ 33.13	\$ 33.46	\$ 33.79	2%	1.5%	2%	0%	1%	1%	1%					
UNA	2019-12-31	18	48	2017-09-29	Registered Nurse	\$ 46.22	\$ 46.96	\$ 47.66	\$ 48.37	\$ 48.37			3%	1.6%	1.5%	1.5%	0%							
<b>Park Place Seniors Living - Emerald Gardens</b>																								
CUPE	2024-04-30	55	36	2021-08-16	Cook/Cook Prep	\$ 20.46	\$ 20.77	\$ 21.18	\$ 21.39	\$ 21.77	\$ 22.15	\$ 22.32	\$ 22.12	\$ 22.40										
					Health Care Aide	\$ 22.99	\$ 23.33	\$ 23.80	\$ 24.04	\$ 24.46	\$ 24.89	\$ 25.08	\$ 25.26	\$ 25.45	1%	1.5%	2%	1%	1.75%	1.75%	0.75%	0.75%	0.75%	1.2%
					Housekeeping	\$ 17.92	\$ 18.19	\$ 18.55	\$ 18.74	\$ 19.06	\$ 19.40	\$ 19.55	\$ 19.69	\$ 19.84	1%	1.5%	2%	1%	1.75%	1.75%	0.75%	0.75%	0.75%	

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

Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Park Place Seniors Living - Hardisty Care Centre</b>																
AUPE	2024-03-31	182	48	2022-10-18	Cook		\$ 21.10	\$ 21.31	\$ 21.52	\$ 21.74	\$ 21.96	\$ 21.96	\$ 22.12	\$ 22.40		
								1%	1.0%	1%	1%	0%	0.75%	1.2%		
					Health Care Aide	\$ 22.83	\$ 23.17	\$ 23.40	\$ 23.75	\$ 24.23	\$ 24.23	\$ 24.41	\$ 24.59	\$ 24.88		
						2%	1.5%	1%	1.5%	2%	0%	0.75%	0.75%	1.2%		
					Licensed Practical Nurse	\$ 31.68	\$ 32.16	\$ 32.48	\$ 32.97	\$ 33.63	\$ 33.63	\$ 33.88	\$ 34.13	\$ 34.54		
						2%	1.5%	1%	1.5%	2%	0%	0.75%	0.75%	1.2%		
					Housekeeping		\$ 18.65	\$ 18.84	\$ 19.03	\$ 19.23	\$ 19.43	\$ 19.43	\$ 19.58	\$ 19.82		
								1%	1%	1%	1%	0%	0.75%	1.2%		
UNA	2019-12-31	15	48	2018-01-12	Registered Nurse	\$ 45.93	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37						
						1%	2.25%	3%	0%	0%						
	2019-03-31	4	15	2018-01-12	Occupational Therapist		\$ 43.80	\$ 44.68	\$ 46.91							
								2%	5%							
<b>Park Place Seniors Living - Newport Harbour Care Centre</b>																
AUPE	2024-03-31	158	48	2022-10-14	Cook	\$ 21.31	\$ 21.63	\$ 21.84	\$ 22.17	\$ 22.61	\$ 22.61	\$ 22.61	\$ 23.23	\$ 23.52		
							2%	1.5%	1%	1.5%	2.0%	0%	0%	2.75%	1.25%	
					Health Care Aide	\$ 23.31	\$ 23.66	\$ 23.89	\$ 24.49	\$ 24.85	\$ 24.85	\$ 24.85	\$ 25.53	\$ 25.85		
						2%	1.5%	1%	2.5%	1.5%	0%	0%	2.75%	1.25%		
					Housekeeping	\$ 19.20	\$ 19.49	\$ 19.68	\$ 19.98	\$ 20.37	\$ 20.37	\$ 20.37	\$ 20.93	\$ 21.19		
						2%	1.5%	1%	1.5%	2%	0%	0%	2.75%	1.25%		
					Licensed Practical Nurse	\$ 34.46	\$ 34.80	\$ 35.15	\$ 36.03	\$ 36.57	\$ 36.57	\$ 36.57	\$ 37.58	\$ 38.05		
						1.5%	1%	1%	2.5%	1.5%	0%	0%	2.75%	1.25%		
<b>Park Place Seniors Living - Villa Marguerite, Sprucewood Place</b>																
AUPE	2024-03-31	498	48	2022-04-01	Cook	\$ 21.92	\$ 22.25	\$ 22.47	\$ 22.81	\$ 23.26	\$ 23.26	\$ 23.43	\$ 23.65	\$ 23.89		
							1%	1%	1%	1.5%	2%	0%	0.75%	0.95%	1%	
					Health Care Aide	\$ 24.70	\$ 25.08	\$ 25.33	\$ 25.71	\$ 26.22	\$ 26.22	\$ 26.42	\$ 26.67	\$ 26.94		
							1%	1.5%	1%	1.5%	2%	0%	0.75%	0.95%	1%	
					Housekeeping	\$ 17.33	\$ 17.59	\$ 17.77	\$ 18.03	\$ 18.39	\$ 18.39	\$ 18.53	\$ 18.71	\$ 18.90		
							1%	1.5%	1%	1.5%	2%	0%	0.75%	0.95%	1%	
					Licensed Practical Nurse	\$ 34.29	\$ 34.80	\$ 35.15	\$ 35.68	\$ 36.39	\$ 36.39	\$ 36.66	\$ 37.00	\$ 37.37		
							1%	1.5%	1%	1.5%	2%	0%	0.75%	0.95%	1%	
<b>Pharma Plus Speciality Pharmacy Services [Calgary]</b>																
HSAA	2019-06-30	30	36	2017-02-14	Pharmacy Technician I	\$ 35.35	\$ 35.79	\$ 36.24	\$ 36.78							
							0%	1.25%	1.25%	1.5%						

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Points West Living Century Park</b>																
AUPE	2015-03-31	90	36	2012-11-07	Health Care Aide											
					Licensed Practical Nurse											
<b>Points West Living Cold Lake</b>																
AUPE	2022-12-31	48	36	2021-12-10	Cook			\$ 18.76	\$ 19.14	\$ 19.52	\$ 19.52	\$ 19.62	\$ 19.81			
					Health Care Aide			NA	2%	2%	0%	0.5%	1%			
					Housekeeping			\$ 15.92	\$ 16.24	\$ 16.56	\$ 16.56	\$ 16.64	\$ 16.81			
					Licensed Practical Nurse			\$ 32.98	\$ 33.64	\$ 34.31	\$ 34.31	\$ 34.48	\$ 34.83			
								NA	2%	2%	0%	0.5%	1%			
<b>Points West Living Heritage House</b>																
AUPE	2022-03-31	53	36	2019-09-24	Health Care Aide	\$ 24.70	\$ 25.08	\$ 25.45	\$ 25.83	\$ 25.96	\$ 26.09	\$ 26.22				
					Housekeeping	\$ 18.40	\$ 18.68	\$ 18.96	\$ 19.24	\$ 19.34	\$ 19.44	\$ 19.54				
					Licensed Practical Nurse	\$ 34.29	\$ 34.80	\$ 35.33	\$ 35.86	\$ 36.04	\$ 36.22	\$ 36.40				
								1%	1.5%	1.5%	1.5%	0.5%	0.5%	0.5%		
								1%	1.5%	1.5%	1.5%	0.5%	0.5%	0.5%		
<b>Points West Living Lac La Biche</b>																
AUPE	2022-12-31	35	36	2020-01-20	Health Care Aide					\$ 24.70	\$ 24.95	\$ 25.07	\$ 25.20			
					Licensed Practical Nurse					\$ 33.98	\$ 34.32	\$ 34.49	\$ 34.66			
					Cook					\$ 18.76	\$ 18.95	\$ 19.04	\$ 19.14			
										1%	0.5%	0.5%				
<b>Points West Living Slave Lake</b>																
AUPE	2020-12-31	49	1	2019-03-14	Cook			\$ 18.99	\$ 19.13	\$ 19.52	\$ 19.71					
					Health Care Aide			\$ 24.28	\$ 24.46	\$ 24.95	\$ 25.20					
					Licensed Practical Nurse			\$ 33.39	\$ 33.64	\$ 34.32	\$ 34.66					
								0.75%	0.75%	2%	1%					
								0.75%	0.75%	2%	1%					
								1%	1%	2%	1%					

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Points West Living Stettler</b>																
AUPE	2023-05-10	104	36	8/.25/2021	Cook		\$ 18.17	\$ 18.44	\$ 18.58	\$ 18.95	\$ 19.05	\$ 19.15	\$ 19.34			
							0.75%	1.5%	0.75%	2%	0.5%	0.5%	1%			
					Health Care Aide		\$ 23.92	\$ 24.28	\$ 24.46	\$ 24.95	\$ 25.08	\$ 25.21	\$ 25.46			
							0.75%	1.5%	0.75%	2%	0.5%	0.5%	1%			
					Housekeeping		\$ 15.96	\$ 16.20	\$ 16.32	\$ 16.65	\$ 16.73	\$ 16.81	\$ 16.98			
							0.75%	1.5%	0.75%	2%	0.5%	0.5%	1%			
					Licensed Practical Nurse		\$ 32.89	\$ 33.39	\$ 33.64	\$ 34.32	\$ 34.49	\$ 34.66	\$ 35.01			
							0.75%	1.5%	0.75%	2%	0.5%	0.5%	1%			
<b>Prairie Emergency Medical Systems</b>																
HSA	2020-03-31	141	36	2018-08-24	EMT-P [Advanced Care Paramedic]	\$ 46.53	\$ 47.46	\$ 47.46	\$ 47.46	\$ 47.46						
							1.5%	2%	0%	0%	0%					
<b>Qualicare - Citadel Care</b>																
USW	2022-06-30	139	36	2019-12-09	Health Care Aide	\$ 21.00	\$ 21.32	\$ 21.32	\$ 21.53	\$ 21.53	\$ 21.75	\$ 21.97				
							10.75%	1.5%	0%	1%	0%	1%	1%			
					Housekeeping	\$ 17.96	\$ 18.23	\$ 18.23	\$ 18.41	\$ 18.41	\$ 18.59	\$ 18.78				
							10.75%	1.5%	0%	1%	0%	1%	1%			
					Licensed Practical Nurse	\$ 30.93	\$ 31.40	\$ 31.40	\$ 31.71	\$ 31.71	\$ 32.03	\$ 32.35				
							10.75%	1.5%	0%	1%	0%	1%	1%			
<b>Qualicare - Rivercrest Lodge Nursing Home Ltd</b>																
AUPE	2019-03-31	13	48	2017-02-13	Licensed Practical Nurse	\$ 31.06	\$ 31.53	\$ 31.84	\$ 32.16							
							0%	1.5%	1%	1%						
UNA	2020-03-31	32	33	2020-03-03	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37						
							6.75%*	3%	0%	0%	0%					
USW	2022-07-31	98	36	2019-11-18	Health Care Aide	\$ 21.01	\$ 21.22	\$ 21.43	\$ 21.65	\$ 21.65	\$ 21.87	\$ 22.09				
							10.75%	1%	1%	1%	0%	1%	1%			
					Housekeeping	\$ 17.52	\$ 17.70	\$ 17.87	\$ 18.05	\$ 18.05	\$ 18.23	\$ 18.41				
							10.75%	1%	1%	1%	0%	1%	1%			
<b>Revera</b>																
UNA	2017-12-31	89	48	2015-06-15	Registered Nurse	\$ 45.93	\$ 46.96	\$ 46.96								
							2%	2.25%	0%							



# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Revera - Riverview</b>																
UFCW	2019-03-31	1	36	2016-09-28	Health Care Aide	\$ 21.42 2.5%	\$ 21.85 2%	\$ 22.34 2.25%	\$ 22.84 2.25%							
					Housekeeping	\$ 18.70 2.5%	\$ 19.07 2%	\$ 19.50 2.25%	\$ 19.94 2.25%							
					Licensed Practical Nurse	\$ 32.15 2.5%	\$ 32.79 2%	\$ 33.53 2.25%	\$ 34.28 2.25%							
<b>Revera Lessee - Aspen Ridge</b>																
AUPE	2019-01-31	94	36	2016-02-01	Health Care Aide	\$ 22.38 18.25%*	\$ 22.83 2%	\$ 23.29 2%	\$ 23.76 2%							
					Housekeeping	\$ 17.76 3%	\$ 18.12 2%	\$ 18.48 2%	\$ 18.85 2%							
					Licensed Practical Nurse	\$ 30.33 3%	\$ 30.94 2%	\$ 31.56 2%	\$ 32.19 2%							
<b>Revera Lessee - Chateau Renoir Retirement Residence</b>																
CUPE	2024-04-30	45	48	2021-03-08	Housekeeping	\$ 14.32 2.5%	\$ 14.72 2.75%	\$ 15.01 2%	\$ 15.31 2%	\$ 15.70 2.5%	\$ 16.01 2%	\$ 16.66 2%*	\$ 17.24 3.5%	\$ 17.84 3.5%		
<b>Revera Lessee - Churchill Retirement Community</b>																
AUPE	2022-12-31	67	36	2021-09-24	Cook	\$ 18.59 3%	\$ 19.14 3%	\$ 19.52 2%	\$ 19.91 2%	\$ 20.31 2%	\$ 20.67 1.75%	\$ 20.98 1.5%	\$ 21.24 1.25%			
					Health Care Aide	\$ 23.19 3%	\$ 23.90 3%	\$ 24.38 2%	\$ 24.87 2%	\$ 25.36 2%	\$ 25.80 1.75%	\$ 26.19 1.5%	\$ 26.52 1.25%			
					Housekeeping	\$ 14.53 3%	\$ 14.97 3%	\$ 15.27 2%	\$ 15.57 2%	\$ 15.89 2%	\$ 16.17 1.75%	\$ 16.41 1.5%	\$ 16.62 1.25%			
					Licensed Practical Nurse	\$ 31.77 3%	\$ 32.73 3%	\$ 33.38 2%	\$ 34.05 2%	\$ 34.73 2%	\$ 35.34 1.75%	\$ 35.87 1.5%	\$ 36.32 1.25%			
<b>Revera Lessee - Edgemont</b>																
AUPE	2018-12-31	118	36	2017-05-12	Health Care Aide	\$ 23.05 3%	\$ 23.51 2%	\$ 23.98 2%	\$ 24.46 2%							
					Housekeeping	\$ 15.43 3%	\$ 15.74 2%	\$ 16.05 2%	\$ 16.53 3%							
					Licensed Practical Nurse	\$ 31.99 3%	\$ 32.63 2%	\$ 33.28 2%	\$ 33.95 2%							

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Revera Lessee - Heartland Retirement Residence</b>																
CUPE	2022-12-31	45	48	2020-12-17	Health Care Aide	\$ 17.71	\$ 18.11	\$ 18.65	\$ 19.02	\$ 19.40	\$ 19.79	\$ 21.18	\$ 22.61			
						2.5%	2.25%	3%	2%	2%	2%	7%	6.75%			
					Licensed Practical Nurse	\$ 26.77	\$ 27.31	\$ 27.58	\$ 28.13	\$ 28.69	\$ 29.27	\$ 30.85	\$ 32.47			
						2.5%	2%	1%	2%	2%	2%	5.4%	5.25%			
<b>Revera Lessee - McKenzie Towne Retirement Residence</b>																
CUPE (ANC)	2023-12-31	51	36	2021-11-17	Health Care Aide	\$ 20.11	\$ 20.51	\$ 20.93	\$ 21.35	\$ 21.78	\$ 22.22	\$ 22.72	\$ 23.06	\$ 23.52		
						2%	2%	2%	2%	2%	2%	2.25%	1.5%	2%		
					Licensed Practical Nurse	\$ 29.45	\$ 30.04	\$ 30.64	\$ 31.26	\$ 31.89	\$ 32.53	\$ 33.26	\$ 33.76	\$ 34.44		
						2%	2%	2%	2%	2%	2%	2%	2%	2%		
CUPE (GSS)	2024-12-31	45	32	2022-05-10	Cook								\$ 24.93	\$ 25.43	\$ 25.94	
																2%
					Housekeeping								\$ 17.95	\$ 18.40	\$ 18.86	
																2.5%
<b>Revera Lessee - Meadowlands</b>																
UFCW	2023-12-31	70	36	2021-08-11	Cook	\$ 18.47	\$ 19.43	\$ 19.87	\$ 20.31	\$ 20.72	\$ 21.13	\$ 21.55	\$ 21.98	\$ 22.42		
						2%	5.2%	2.25%	2.25%	2%	2%	2%	2%	2%	2%	2%
					Health Care Aide	\$ 19.04	\$ 19.52	\$ 19.96	\$ 20.41	\$ 20.82	\$ 21.23	\$ 21.65	\$ 22.08	\$ 22.52		
						2%	2.5%	2.25%	2.25%	2%	2%	2%	2%	2%	2%	2%
					Housekeeping	\$ 15.27	\$ 15.65	\$ 16.00	\$ 16.36	\$ 16.69	\$ 17.02	\$ 17.36	\$ 17.71	\$ 18.06		
						2%	2.5%	2.25%	2.25%	2%	2%	2%	2%	2%	2%	
					Licensed Practical Nurse	\$ 26.05	\$ 27.70	\$ 28.32	\$ 28.96	\$ 29.54	\$ 30.13	\$ 31.73	\$ 32.86	\$ 34.02		
						2%	6.3%	2.25%	2.25%	2%	2%	5.3%	3.6%	3.5%		
<b>Revera Lessee - River Ridge</b>																
AUPE	2021-12-31	95	27	2019-10-15	Health Care Aide			\$ 22.73	\$ 22.96	\$ 23.19	\$ 23.48	\$ 23.77				
								1%	1%	1.25%	1.25%					
					Housekeeping		\$ 18.37	\$ 18.55	\$ 18.74	\$ 18.97	\$ 19.21					
								1%	1%	1.25%	1.25%					
					Licensed Practical Nurse		\$ 31.42	\$ 31.73	\$ 32.05	\$ 32.45	\$ 32.86					
								1%	1%	1.25%	1.25%					

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	
<b>Revera Lessee - Riverbend Retirement</b>																	
AUPE	2020-12-31	113	36	2019-09-03	Health Care Aide	\$ 22.99	\$ 23.62	\$ 24.21	\$ 24.69	\$ 25.18	\$ 25.62						
						2.75%	2.75%	2.5%	2%	2%	1.75%						
					Housekeeping	\$ 16.09	\$ 16.53	\$ 16.94	\$ 17.28	\$ 17.63	\$ 17.94						
						2.75%	2.75%	2.5%	2%	2%	1.75%						
					Licensed Practical Nurse	\$ 31.91	\$ 32.79	\$ 33.61	\$ 34.28	\$ 34.97	\$ 35.58						
						2.75%	2.75%	2.5%	2%	2%	1.75%						
<b>Revera Lessee - Scenic Acres</b>																	
AUPE	2022-12-31	106	60	2022-06-01	Cook	\$ 20.00	\$ 20.55	\$ 21.06	\$ 21.49	\$ 21.91	\$ 22.29	\$ 22.62	\$ 22.65				
						NA	2.75%	2.5%	2%	2%	1.75%	1.5%	1.25%				
					Health Care Aide	\$ 23.05	\$ 23.69	\$ 24.28	\$ 24.77	\$ 25.27	\$ 25.71	\$ 26.10	\$ 26.43				
						NA	2.75%	2.5%	2%	2%	1.75%	1.5%	1.25%				
					Housekeeping	\$ 15.56	\$ 15.99	\$ 16.39	\$ 16.72	\$ 17.05	\$ 17.35	\$ 17.61	\$ 17.83				
						NA	2.75%	2.5%	2%	2%	1.75%	1.5%	1.25%				
					Licensed Practical Nurse	\$ 30.99	\$ 31.84	\$ 32.64	\$ 33.29	\$ 33.96	\$ 34.55	\$ 35.07	\$ 35.51				
						NA	2.75%	2.5%	2%	2%	1.75%	1.5%	1.25%				
<b>Revera Lessee - Scenic Grande</b>																	
CUPE	2023-12-31	1	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							
<b>Rexall Pharma Plus Pharmacies [Edmonton]</b>																	
HSA	2019-06-30	39	39	2017-05-23	Pharmacy Technician I	\$ 35.35	\$ 35.35	\$ 36.00	\$ 36.72								
						0%	0%	1.85%	2%								
<b>Ridge Country Housing</b>																	
CUPE	2024-12-31	33	48	2022-06-22	Head Cook	\$ 20.23	\$ 20.63	\$ 21.25	\$ 21.50	\$ 21.83	\$ 22.38	\$ 22.38	\$ 22.60	\$ 22.94	\$ 23.40		
						2%	2%	3%	\$ 0.25	1.5%	2.5%	0%	1%	1.5%	2%		
					Housekeeping	\$ 16.23	\$ 16.55	\$ 17.05	\$ 17.30	\$ 17.56	\$ 18.00	\$ 18.00	\$ 18.18	\$ 18.45	\$ 18.82		
						2%	2%	3%	\$ 0.25	1.5%	2.5%	0%	1%	1.5%	2%		

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	
<b>River Ridge Seniors Village</b>																	
USW	2022-03-31	104	24	2021-02-01	Health Care Aide	\$ 23.52	\$ 24.58	\$ 24.58	\$ 24.58	\$ 24.58	\$ 24.58	\$ 24.58					
						4.5%	4.5%	0%	0%	0%	0%	0%					
					Housekeeping	\$ 18.98	\$ 19.55	\$ 19.55	\$ 19.55	\$ 19.55	\$ 19.55	\$ 19.55					
						3%	3%	0%	0%	0%	0%	0%					
					Licensed Practical Nurse	\$ 34.71	\$ 35.75	\$ 35.75	\$ 35.75	\$ 35.75	\$ 35.75	\$ 35.75					
						3%	3%	0%	0%	0%	0%	0%					
<b>Sage Properties - Prince of Peace Manor &amp; Harbour</b>																	
CUPE	2022-06-30	1	24	2020-11-03	Health Care Aide				\$ 20.10	\$ 20.42	\$ 20.73	\$ 21.08					
									1.6%	1.5%	1.7%						
					Licensed Practical Nurse				\$ 27.36	\$ 27.84	\$ 28.26	\$ 28.74					
									1.75%	1.5%	1.7%						
<b>Saint Elizabeth Health Care - Sagebrush</b>																	
AUPE	2023-12-31	43	31	2021-05-27	Health Care Aide							\$ 20.37	\$ 20.57	\$ 20.78			
															1%	1%	
					Licensed Practical Nurse										\$ 27.88	\$ 28.15	\$ 28.44
													1%	1%			
<b>Saint Elizabeth Health Care - St. Thomas Health Centre</b>																	
AUPE	2023-12-31	98	48	2021-06-22	Health Care Aide				\$ 20.58	\$ 20.79	\$ 20.89	\$ 21.00	\$ 21.21	\$ 21.42			
					Licensed Practical Nurse												
<b>Salem Manor Nursing Home</b>																	
AUPE	2017-07-13	85	48	2016-03-14	Health Care Aide	\$ 23.46	\$ 24.05										
						2.5%	0.8%*										
					Licensed Practical Nurse	\$ 33.56	\$ 34.58										
						2.5%	0.8%*										
UNA	2017-03-31	15	48	2015-11-16	Registered Nurse	\$ 46.96	\$ 48.37										
						2.25%	3%										
USW	2020-07-13	40	36	2018-10-11	Housekeeping	\$ 19.55	\$ 19.75	\$ 19.75	\$ 20.15	TBD							
						2.5%	1%	0%	0%*								

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

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

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

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

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

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

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Shepherd's Care - Millwoods</b>																
AUPE	2020-09-30	124	36	2019-01-10	Health Care Aide	\$ 24.83	\$ 25.08	\$ 25.08	\$ 25.33	\$ 25.33						
						2%	1%	0%	1%	0%						
					Licensed Practical Nurse	\$ 34.29	\$ 34.63	\$ 34.63	\$ 34.98	\$ 34.98						
						1%	1%	0%	1%	0%						
<b>Shepherd's Care - Millwoods &amp; Kensington Village</b>																
UNA	2020-03-31	53	36	2020-04-23	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37						
						2.25%	3%	0%	0%	0%						
<b>Shepherd's Care - Vanguard</b>																
AUPE	2020-09-30	81	36	2019-01-15	Health Care Aide	\$ 24.83	\$ 25.08	\$ 25.08	\$ 25.33	\$ 25.33						
						2%	1%	0%	1%	0%						
					Licensed Practical Nurse	\$ 34.29	\$ 34.63	\$ 34.63	\$ 34.98	\$ 34.98						
						1%	1%	0%	1%	0%						
<b>Signature Living - Rocky Ridge</b>																
AUPE	2021-12-31	96	40	2021-02-02	Cook											\$ 20.26
																1%
					Health Care Aide											\$ 23.11
																1%
					Housekeeping											\$ 16.23
																1%
					Licensed Practical Nurse											\$ 33.48
																1%
<b>Siksika Health Services</b>																
HSA	2023-03-31	20	70	2022-05-04	Advanced Care Paramedic											\$ 40.28
																2%
																\$ 41.08
																2%
																\$ 41.90
<b>Smoky Lake Foundation - Bar V Nook, Vilna Lodge</b>																
CUPE	2021-12-31	45	36	2019-02-11	Health Care Aide	\$ 21.09	\$ 21.30	\$ 21.41	\$ 21.75	\$ 22.39	\$ 22.72	\$ 23.06				
						NA	1%	0.5%	1.5%	1.5%	1.5%	1.5%				
					Housekeeping	\$ 17.87	\$ 18.05	\$ 18.14	\$ 18.41	\$ 18.69	\$ 19.25	\$ 19.54				
						5.93%	1%	0.5%	1.5%	1.5%	1.5%	1.5%				



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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>St. Elizabeth Health Care - St. Thomas Health Centre</b>																
AUPE	2019-12-31	1	23	2018-02-12	Health Care Aide				\$ 20.58	\$ 20.79						
					Licensed Practical Nurse				\$ 28.99	\$ 29.28						
<b>St. Michael's Grove Manor</b>																
AUPE	2018-09-30	21	48	2017-02-02	Health Care Aide	\$ 22.47	\$ 22.65	\$ 22.65								
						1.2%	0.8%	0%								
<b>St. Michael's Long Term Care Centre</b>																
AUPE	2025-06-30	106	84	2022-10-11	Health Care Aide	\$ 25.44	\$ 25.65	\$ 25.65	\$ 25.65	\$ 25.65	\$ 25.65	\$ 25.65	\$ 25.97	\$ 26.49	TBD	
					Licensed Practical Nurse	\$ 34.35	\$ 34.62	\$ 34.62	\$ 34.62	\$ 34.62	\$ 34.62	\$ 34.62	\$ 35.05	\$ 35.75	TBD	
						1.2%	0.8%	0%	0%	0%	0%	0%	1.25%	2%		
UNA	2020-03-31	15	36	2020-01-08	Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37						
						2.25%	3%	0%	0%	0%						
<b>St. Michael's Manor Vegreville</b>																
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								
						1.2%	0.8%	0%								
<b>Stettler &amp; District Ambulance Association</b>																
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			
						1.25%	2%	2%	2%	2%						
<b>Sylvan Lake Lodge</b>																
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			
						2.75%	2%	2%	2%	2%	2.25%	1.5%	1.5%			
<b>Taber &amp; District Housing - Clearview Lodge</b>																
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			
						2%	2%	2%	2.5%	2%	2%	2%	2.5%			
						2%	2%	2%	2.5%	2%	2%	2%	2.5%			

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

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

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

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025			
<b>Well Being Services - Millrise</b>																			
AUPE	2019-12-31	219	48	2018-04-24	Health Care Aide		\$ 21.21	\$ 21.53	\$ 22.18	\$ 22.85									
					Housekeeping		\$ 16.39	\$ 16.64	\$ 17.14	\$ 17.66									
					Licensed Practical Nurse		\$ 31.90	\$ 32.39	\$ 33.36	\$ 34.37									
					Registered Nurse		\$ 43.84	\$ 44.50	\$ 45.85	\$ 47.23									
<b>Well Being Services - Monterey Place</b>																			
AUPE	2022-03-31	1	1	2020-06-10	Health Care Aide	\$ 20.17	\$ 21.00	\$ 21.32	\$ 21.53	\$ 22.17	\$ 22.40	\$ 22.62							
					Housekeeping	\$ 15.91	\$ 16.39	\$ 16.64	\$ 16.80	\$ 17.31	\$ 17.48	\$ 17.65							
					Licensed Practical Nurse	\$ 31.14	\$ 32.07	\$ 32.55	\$ 32.88	\$ 33.86	\$ 34.20	\$ 34.54							
<b>Wheatland &amp; Adjacent Districts Emergency Medical Services</b>																			
HSAA	2018-03-31	35	36	2016-02-26	EMT-P	\$ 44.85	\$ 45.75	\$ 45.75											
<b>Wheatland Lodge</b>																			
CUPE	2023-04-30	23	36	2020-12-10	Housekeeping	\$ 18.42	\$ 18.79	\$ 19.16	\$ 19.54	\$ 19.93	\$ 19.93	\$ 20.13	\$ 20.33						
<b>Wood Buffalo Housing &amp; Development</b>																			
CUPE	2024-12-31	25	36	2022-05-26	Housekeeping	\$ 23.71	\$ 23.71	\$ 23.71	\$ 23.71	\$ 23.71	\$ 23.71	\$ 23.71	\$ 23.95	\$ 24.19	\$ 24.43				
<b>Wood Buffalo Housing &amp; Development - Rotary House</b>																			
CUPE	2023-12-31	20	36	2022-03-15	Cook	\$ 30.88	\$ 31.81	\$ 32.76	\$ 32.76	\$ 32.76	\$ 32.76	32.76	\$ 33.76	\$ 33.76					
					HCA, Resident Service Aide	\$ 26.71	\$ 27.51	\$ 28.34	\$ 28.34	\$ 28.34	\$ 28.34	28.34	\$ 29.34	\$ 29.34					
					Housekeeping	\$ 26.71	\$ 27.51	\$ 28.34	\$ 28.34	\$ 28.34	\$ 28.34	28.34	\$ 29.34	\$ 29.34					

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

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

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Workers Compensation Board - Millard Health</b>																
HSAA	2020-12-31	129	36	2019-03-11	Occupational Therapist I	\$ 48.84	\$ 49.82	\$ 50.94	\$ 50.94	\$ 50.94	\$ 50.94					
						2%	2%	2.5%	0%	0%	0%					

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	\$ 19.52 1.5%	20.87* 1%	\$ 21.08 1%	\$ 21.50 2%	\$ 21.72 1%	\$ 22.15 2%	\$ 22.59 2%	\$ 22.82 1.0%				Abby Road Housing Co-Operative Ltd	CUPE	2022-09-30	26	9	2022-02-28
Health Care Aide	\$ 22.77 4.9%	\$ 23.45 3%	\$ 24.16 3%									Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
Health Care Aide	\$ 23.74 3.0%	\$ 24.46 3%	\$ 24.70 1%	\$ 24.95 1%	\$ 25.20 1%	\$ 25.20 0%	\$ 25.39 1%	\$ 25.83 1.5%				AgeCare - Columbia Assisted Living	AUPE	2023-03-31	27	36	2022-01-13
Health Care Aide	\$ 22.38 0.0%	\$ 22.92 2%	\$ 23.38 2%	\$ 23.38 0%	\$ 23.73 2%	\$ 24.11 2%	\$ 24.47 2%	\$ 24.84 2%				AgeCare - Midnapore	CUPE	2023-10-31	150	24	2022-03-21
Health Care Aide	\$ 23.74 0.0%	\$ 24.45 3%	\$ 24.94 2%	\$ 24.94 0%	\$ 25.19 1%	\$ 25.19 0%	\$ 25.44 1%	\$ 25.82 1.5%				AgeCare - Valleyview	AUPE	2023-03-31	30	39	2021-09-17
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.52 1%	\$ 26.03 2%			Alberta Health Services - ANC	AUPE	2024-03-31	18,277	48	2022-05-12
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.52 1.3%	\$ 26.03 2%			Allen Gray Continuing Care - ANC	AUPE	2024-03-31	146	48	2022-05-12
Health Care Aide (Resident Care Partner)								\$ 21.50	\$ 21.93			Amica Aspen Woods	CUPE	2024-02-29	85	21	2022-06-02
Health Care Aide	\$ 22.43 7.0%	\$ 23.10 3%	\$ 23.79 3%									Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-27	128	36	2015-11-18
Health Care Aide								NA 1%	NA 1.5%	NA 2%		Aster Voint Venture - AgeCare Skypointe - ANC	AUPE	2024-12-31	287	36	2022-09-29
Health Care Aide	\$ 23.05	\$ 23.28 1%	\$ 23.98 3%	\$ 24.58 3%								Aster Voint Venture - AgeCare Sunrise Gardens	AUPE	2018-12-15	85	36	2015-12-29
Health Care Aide		\$ 20.76	\$ 22.84 10%	\$ 23.30 2%	\$ 23.65 2%							Aster Joint Venture - AceCare Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30
Health Care Aide	\$ 21.81 1.3%	\$ 22.30 2%	\$ 22.75 2%	\$ 22.98 1%	\$ 22.98 0%	\$ 22.98 0%	\$ 23.21 1%	\$ 23.50 1.3%				AXR Operating National - Bow Crest	CUPE	2022-10-31	144	48	2020-12-21
Health Care Aide	\$ 23.77 2.0%	\$ 24.31 2%	\$ 24.79 2%	\$ 24.79 0%	\$ 24.79 0%	\$ 25.04 1%	\$ 25.35 1%					AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	48	2022-03-03
Health Care Aide	\$ 21.40 1.3%	\$ 21.89 2%	\$ 22.33 2%	\$ 22.55 1%	\$ 22.55 0%	\$ 22.78 1%	\$ 23.06 1%					AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26
Health Care Aide	\$ 21.35 1.3%	\$ 21.62 1%	\$ 22.05 2%	\$ 22.50 1%	\$ 22.50 0%	\$ 22.88 2%	\$ 23.31 2%					AXR Operating National - Mount Royal	CUPE	2022-10-31	93	48	2020-12-14
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%										Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%										Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%										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 - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%										Bethany Care Centre - Collegedale	AUPE	2017-08-31	134	38	2016-04-15
Health Care Aide	\$ 24.31 1%	\$ 24.50										Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%										Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%										Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
Health Care Aide	\$ 24.94 2.0%	\$ 24.94 0%	\$ 25.32 2%	\$ 25.32 0%	\$ 25.32 0%							Bethany Nursing Home - Bashaw, Rosealta, . . .	AUPE	2020-03-31	143	24	2018-12-17
Health Care Aide	\$ 24.74 1.2%	\$ 24.94 1%	\$ 24.94 0%	\$ 24.94 0%	\$ 24.94 0%							Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
Health Care Aide	\$ 24.70 1.0%	\$ 24.95 1%	\$ 25.20 1%	\$ 25.50 1%								Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
Health Care Aide						\$ 25.87 0%	\$ 25.87 0%					Brenda Strafford Foundation Wentworth Manor	AUPE	2022-12-30	139	28	2020-09-11
Health Care Aide	\$ 22.06 3.0%	\$ 22.56 2%	\$ 23.01 2%	\$ 23.31 1%	\$ 23.61 1%	\$ 23.61 0%	\$ 23.61 0%	\$ 24.08 2%	\$ 24.56 2%			Bridges Community Living	CUPE	2023-12-31	72	24	2020-06-30
Health Care Aide	\$ 24.76 1.2%	\$ 24.96 1%	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%							CapitalCare - ANC	AUPE	2020-06-30	1,150	36	2019-04-29
Health Care Aide	\$ 24.47 3%*	\$ 24.67 1%	\$ 24.96 1%	\$ 24.96 0%	\$ 24.96 0%							CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2019-06-11
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%							Carewest - ANC	AUPE	2020-06-30	1,582	36	2019-09-09
Health Care Aide				\$ 17.74	\$ 17.96 1%	\$ 18.19 1%						CBI Home Health	AUPE	2020-12-31	482	36	2019-03-18
Health Care Aide	\$ 23.86 1.2%	\$ 24.58 3%	\$ 24.58 0%	\$ 24.58 0%	\$ 24.58 0%							Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
Health Care Aide	\$ 22.29 2.3%	\$ 22.85 3%	\$ 22.96 1%	\$ 23.08 1%	\$ 23.19 1%	\$ 23.19 0%	\$ 23.33 1%					Chantelle Management - Grande Prairie Care Centre	AUPE	2022-06-30	133	24	2021-12-10
Health Care Aide	\$ 19.96 2.5%	\$ 20.56 3%	\$ 20.77 1%	\$ 20.98 1%	\$ 21.19 1%	\$ 21.40 1%	\$ 22.26 1%*					Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	122	60	2021-10-12
Health Care Aide					\$ 21.16 0.0%	\$ 21.48 1.5%	\$ 21.80 1.5%	\$ 22.13 1.5%				Chartwell Master Care - Eau Claire	AUPE	2023-02-07	102	48	2022-06-01
Health Care Aide				\$ 22.87 2%	\$ 22.87 New grid	\$ 23.21 1.5%	\$ 23.67 2%					Chartwell Master Care - Griesbach & Heritage Valley	AUPE	2022-11-22	365	48	2022-08-04
Health Care Aide					\$ 22.87	\$ 23.21 2%	\$ 23.56 2%					Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26

# 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 - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	\$ 22.96 2.5%	\$ 23.42 2%	\$ 23.89 2%	\$ 24.43 2.25%	\$ 24.67 1%	\$ 24.67 0%	\$ 24.92 1%	\$ 25.23 1.25%	\$ 25.74 2%			Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	36	2022-06-08
Health Care Aide	\$ 23.70 2.3%	\$ 23.70 0%	\$ 23.82 1%	\$ 23.94 1%	\$ 24.36 2%	\$ 24.36 0%	\$ 24.60 1%	\$ 24.91 1%	\$ 25.28 2%			Christenson Communities - Royal Oak Manor	HSA	2024-01-31	93	48	2021-02-22
Health Care Aide					\$ 24.35	\$ 24.72 2%	\$ 25.09 2%					Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
Health Care Aide								\$ 25.08 0%				Covenant Care	AUPE	2022-12-31	680	48	2021-06-30
Health Care Aide		\$ 21.85	\$ 24.70 13%	\$ 24.70 0%	\$ 24.70 0%	\$ 24.70 0%	\$ 25.08 2%					Covenant Care - Chateau Vitaline	AUPE	2022-12-31	85	54	2021-06-30
Health Care Aide						\$ 24.70	\$ 25.07 2%					Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
Health Care Aide	\$ 23.50 16.7%*	\$ 24.46 4%*	\$ 24.83 2%	\$ 24.83 0%	\$ 24.83 0%	\$ 24.83 0%	\$ 25.08 1%					Covenant Care - Holy Cross	AUPE	2022-12-31	124	66	2021-06-30
Health Care Aide							\$ 25.08 0%	\$ 25.39 1%				Covenant Care - St. Teresa Place	AUPE	2022-12-31	246	19	2021-07-06
Health Care Aide	\$ 23.50 16.7%*	\$ 24.46 4%*	\$ 24.83 2%	\$ 24.83 0%	\$ 24.83 0%	\$ 24.83 0%	\$ 25.08 1%					Covenant Care - Villa Marie	AUPE	2022-12-31	212	66	2021-06-30
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%							Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30
Health Care Aide	\$ 24.46 3.0%	\$ 24.95 2%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%						Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04
Health Care Aide	\$ 24.75	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95							Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24
Health Care Aide	\$ 24.96 1.2%	\$ 24.96 1%	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%							Covenant Health - Youville Home (Grey Nuns) of St. Albert	USW	2020-03-31	200	36	2018-06-29
Health Care Aide	\$ 19.06 2.0%	20.26* 1%	\$ 20.46 1%	\$ 20.87 2%	\$ 21.08 1%	\$ 21.40 2%	\$ 21.83 2%					Crowsnest Pass Senior Housing	CUPE	2021-12-31	30	36	2019-04-22
Health Care Aide	\$ 21.53 3.0%	\$ 21.96 2%	\$ 22.40 2%	\$ 22.85 2%	\$ 23.30 2%	\$ 23.30 0%	\$ 23.30 0%	\$ 23.30 0.0%	\$ 23.53 1%			Cypress View Foundation	CUPE	2023-12-31	80	48	2020-10-27
Health Care Aide	\$ 19.94 2.0%	\$ 20.34 2%	\$ 20.75 2%	\$ 21.01 1%	\$ 21.32 2%	\$ 21.75 2%	\$ 21.86 1%	\$ 21.97 1%				Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2022-12-31	60	24	2021-05-27
Health Care Aide	\$ 21.95 1.0%	\$ 22.17 1%	\$ 22.61 2%	\$ 23.07 2%	\$ 23.07 0%	\$ 23.30 1%	\$ 23.65 2%					Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15
Health Care Aide	\$ 20.19 1.0%	\$ 20.19 0%	\$ 20.28 0%	\$ 20.48 1%	\$ 20.48 0%							Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20
Health Care Aide	\$ 23.69 2.5%	\$ 24.16 2%	\$ 24.16 0%	\$ 24.16 0%	\$ 24.40 1%	\$ 24.71 1%						Extendicare (Canada)	CUPE	2020-12-31	482	48	2019-10-29

# 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 - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	\$ 23.63 2.3%	\$ 24.16 2%	\$ 24.16 0%									Extencicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04
Health Care Aide	\$ 23.63 2.3%	\$ 24.16 2%	\$ 24.16 0%									Extencicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
Health Care Aide	\$ 23.63 2.3%	\$ 24.16 2%	\$ 24.16 0%									Extencicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22
Health Care Aide	\$ 23.63 2.3%	\$ 24.16 2%	\$ 24.16 0%									Extencicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
Health Care Aide	\$ 23.63 2.3%	\$ 24.16 2%	\$ 24.16 0%									Extencicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
Health Care Aide	\$ 23.63 2.3%	\$ 24.16 2%	\$ 24.16 0%									Extencicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Health Care Aide	\$ 23.63 2.3%	\$ 24.16 2%	\$ 24.16 0%									Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Health Care Aide	\$ 23.63 2.3%	\$ 24.16 2%	\$ 24.16 0%									Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Health Care Aide	\$ 24.46	\$ 24.95 2%	\$ 25.32 2%	\$ 25.70 2%								Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15
Health Care Aide		\$ 23.34	\$ 23.81 2%	\$ 24.29 2%								Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%										Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%										Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Health Care Aide	\$ 24.05 1.2%	\$ 24.24 1%	\$ 24.24 0%	\$ 24.24 0%	\$ 24.24 0%							Good Samaritan Society - South Ridge Village	USW	2021-06-30	150	48	2018-07-04
Health Care Aide	\$ 24.46 3.0%	\$ 25.07 3%	\$ 25.70 3%	\$ 26.09 2%	\$ 26.48 2%	\$ 26.87 2%	\$ 27.41 2%	\$ 27.62 0.75%	\$ 27.89 1%	\$ 28.24 1.25%	\$ 28.81 2%	Green Acres Foundation - Piyami	AUPE	2025-12-31	51	43	2022-05-28
Health Care Aide	\$ 24.46 3.0%	\$ 25.07 3%	\$ 25.70 3%	\$ 26.09 2%	\$ 26.48 2%	\$ 26.87 2%	\$ 27.41 2%					Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Health Care Aide	\$ 24.45 0.0%	\$ 24.94 2%	\$ 27.94 0%	\$ 27.94 0%	\$ 27.94 0%							Haven of Rest and Sunnyside Nursing Home	USWA	2020-03-31	126	36	2017-04-01
Health Care Aide	\$ 24.86 1.6%	\$ 25.20 1%	\$ 25.58 2%									Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31
Health Care Aide								\$ 24.30	\$ 24.30 0%	\$ 24.30 0%		I Have a Chance Support Service	UFCW	2025-03-05	139	36	2022-02-17
Health Care Aide	\$ 21.75 0.0%	\$ 22.19 2%	\$ 22.52 2%	\$ 22.75 1%	23.20* 1%	\$ 23.43 1%	\$ 23.67 1%					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	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	\$ 20.71 2.0%	\$ 21.12 2%	\$ 21.62 2%	\$ 23.78 10%	\$ 24.26 2%	\$ 24.62 2%	\$ 24.62 0%					Lacombe Foundation	CLAC	2021-12-31	73	24	2020-02-24
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.50 1%	\$ 26.03 2%			Lamont Health Care Centre - ANC	AUPE	2024-03-31	95	48	2022-05-12
Health Care Aide				\$ 24.46 2%	\$ 24.83 2%	\$ 25.32 2%	\$ 25.7 2%	\$ 26.09 1.5%	\$ 26.61 2%			Lloydminster Region Housing Group - Pioneer Complex	CUPE	2024-02-29	80	36	2021-03-29
Health Care Aide							\$ 25.57 0%	\$ 25.89 1%	\$ 26.12 1%			Masterpiece - Southland Meadows - ANC	AUPE	2024-03-31	77	36	2022-03-22
Health Care Aide					\$ 24.22 3%	\$ 24.95 1%	\$ 25.20					Mountain View Seniors Housing - Mount View Lodge	AUPE	2021-12-31	50	44	2020-09-11
Health Care Aide					\$ 24.95 1%	\$ 25.08						Mountain View Seniors Housing - Sundre Seniors Supportive Living	AUPE	2020-12-31	44	41	2019-04-05
Health Care Aide	\$ 23.77 2.0%	\$ 24.25 2%	\$ 24.67 2%	\$ 25.10 2%	\$ 25.54 2%	\$ 25.80 1%	\$ 26.06 1%					Nutra 2000	CNFIU	2022-11-30	1,100	24	2022-01-10
Health Care Aide	\$ 22.75 1.5%	\$ 23.09 2%	\$ 23.44 2%	\$ 23.91 2%	\$ 24.51 3%	\$ 24.51 0%	\$ 24.51 0%					Operation Friendship Seniors Society	CUPE	2022-03-31	70	24	2021-08-04
Health Care Aide					\$ 22.53 1.5%	\$ 22.87 1.5%	\$ 23.33 2%	\$ 23.80 2%	\$ 23.92 0.5%	\$ 24.04 0.5%	\$ 24.34 1.25%	Optima Living Alberta - Country Cottage	USW	2026-01-03	37	48	2022-06-07
Health Care Aide					\$ 24.23 2%	\$ 24.71 2%						Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13
Health Care Aide	\$ 22.96 2.5%	\$ 23.42 2%	\$ 23.89 2%	\$ 24.43 2%	\$ 24.55 1%	\$ 24.67 1%	\$ 25.42 3%					Park Place Seniors Living - Copper Sky Lodge	AUPE	2022-03-31	170	36	2022-11-22
Health Care Aide	\$ 22.83 2.0%	\$ 23.17 2%	\$ 23.63 2%	\$ 23.63 0%	\$ 23.87 1%	\$ 24.11 1%	\$ 24.35 1%					Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10
Health Care Aide	\$ 22.99 1.0%	\$ 23.33 2%	\$ 23.80 2%	\$ 24.04 1%	\$ 24.46 2%	\$ 24.89 2%	\$ 25.08 1%	\$ 25.26 1%	\$ 25.45 1%			Park Place Seniors Living - Emerald Gardens	CUPE	2024-04-30	55	36	2021-08-16
Health Care Aide	\$ 22.83 2.0%	\$ 23.17 2%	\$ 23.40 1%	\$ 23.75 2%	\$ 24.23 2%	\$ 24.23 0%	\$ 24.41 1%	\$ 24.59 0.8%	\$ 24.88 1%			Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2024-03-31	190	48	2022-04-22
Health Care Aide	\$ 23.31 2.0%	\$ 23.66 2%	\$ 23.89 1%	\$ 24.49 3%	\$ 24.85 2%	\$ 24.85 0%	\$ 25.53 0%	\$ 25.85 2.75%	\$ 25.85 1.25%			Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	48	2022-10-14
Health Care Aide	\$ 24.70 1.0%	\$ 25.08 2%	\$ 25.33 1%	\$ 25.71 2%	\$ 26.22 2%	\$ 26.22 0%	\$ 26.42 1%	\$ 26.67 1.0%	\$ 26.94 1%			Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	48	2022-04-01
Health Care Aide												Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07
Health Care Aide			\$ 23.98 NA	\$ 24.46 2%	\$ 24.95 2%	\$ 24.95 0%	\$ 25.07 1%	\$ 25.33 1.0%				Points West Living Cold Lake	AUPE	2022-12-31	48	36	2021-12-10
Health Care Aide	\$ 24.70 1.0%	\$ 25.08 2%	\$ 25.45 2%	\$ 25.83 2%	\$ 25.96 1%	\$ 26.09 1%	\$ 26.22 1%					Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24

# 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 - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide					\$ 24.70	\$ 24.95	\$ 25.07	\$ 25.20				Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
						1%	1%	0.5%									
Health Care Aide			\$ 24.28	\$ 24.46	\$ 24.95	\$ 25.20						Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
			1%	1%	2%	1%											
Health Care Aide		\$ 23.92	\$ 24.28	\$ 24.46	\$ 24.95	\$ 25.08	\$ 25.21	\$ 25.46				Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25
		1%	2%	1%	2%	1%	1%	1.0%									
Health Care Aide	\$ 21.00	\$ 21.32	\$ 21.32	\$ 21.53	\$ 21.53	\$ 21.75	\$ 21.97					Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
	10.8%	2%	0%	1%	0%	1%	1%										
Health Care Aide	\$ 21.01	\$ 21.22	\$ 21.43	\$ 21.65	\$ 21.65	\$ 21.87	\$ 22.09					Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18
	10.8%	1%	1%	1%	0%	1%	1%										
Health Care Aide	\$ 21.42	\$ 21.85	\$ 22.34	\$ 22.84								Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
	2.5%	2%	2%	2%													
Health Care Aide	\$ 22.38	\$ 22.83	\$ 23.29	\$ 23.76								Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
	18.25%*	2%	2%	2%													
Health Care Aide	\$ 23.19	\$ 23.90	\$ 24.38	\$ 24.87	\$ 25.36	\$ 25.80	\$ 26.19	\$ 26.52				Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	36	2021-09-24
	3.0%	3%	2%	2%	2%	11%	2%	1%									
Health Care Aide	\$ 23.05	\$ 23.51	\$ 23.98	\$ 24.46								Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
	3.0%	2%	2%	2%													
Health Care Aide	\$ 17.71	\$ 18.11	\$ 18.65	\$ 19.02	\$ 19.40	\$ 19.79	\$ 21.18	\$ 22.61				Revera Lessee - Heartland Retirement Residence	CUPE	2022-12-31	45	48	2020-12-17
	2.5%	2%	3%	2%	2%	2%	7%	7%									
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
	2.0%	2%	2%	2%	2%	2%	2%	1.5%	2%								
Health Care Aide	\$ 19.04	\$ 19.52	\$ 19.96	\$ 20.41	\$ 20.82	\$ 21.23	\$ 21.65	\$ 22.08	\$ 22.52			Revera Lessee - Meadowlands	UFCW	2023-12-31	70	36	2021-08-11
	2.0%	3%	2%	2%	2%	2%	2%	2%	2%								
Health Care Aide			\$ 22.73	\$ 22.96	\$ 23.19	\$ 23.48	\$ 23.77					Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
			1%	1%	1%	1%											
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
	2.8%	3%	3%	2%	2%	2%											
Health Care Aide	\$ 23.05	\$ 23.69	\$ 24.28	\$ 24.77	\$ 25.27	\$ 25.71	\$ 26.10	\$ 26.43				Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	60	2022-06-01
	NA	3%	3%	2%	2%	2%	2%	1.3%									
Health Care Aide							\$ 26.25	\$ 26.78	\$ 27.32			Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06
							2%	2.0%	2%								
Health Care Aide	\$ 23.52	\$ 24.58	\$ 24.58	\$ 24.58	\$ 24.58	\$ 24.58	\$ 24.58					River Ridge Seniors Village	USW	2022-03-31	104	24	2021-02-01
	4.5%	5%	0%	0%	0%	0%	0%										
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
				2%	2%	2%											
Health Care Aide							\$ 20.37	\$ 20.57	\$ 20.78			Saint Elizabeth Health Care - Sagebrush	AUPE	2023-12-31	43	31	2021-05-27
							1%	1%									

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide				\$ 20.58	\$ 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%	1%	1%	1.0%	1%								
Health Care Aide	\$ 23.46	\$ 24.05										Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
	2.5%	0.8%*															
Health Care Aide	\$ 24.75	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95	\$ 25.20					Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15
	1.2%	1%	0%	0%	0%	0%	1%										
Health Care Aide	\$ 24.91	\$ 25.66	\$ 26.04	\$ 26.44	\$ 26.44	\$ 26.44	\$ 27.23					Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
	2.5%	3%	2%	2%	0%	0%	3%										
Health Care Aide [Registered Care]			\$ 19.75	\$ 20.15	\$ 20.55	\$ 20.96	\$ 21.38	\$ 21.81	\$ 22.24			SbraREIT Assisted Living I - Amica Britannia	CUPE	2024-02-29	100	48	2020-12-22
			2%	2%	2%	2%	2%	2.0%	2%								
Health Care Aide		\$ 23.05	\$ 23.45	\$ 23.86	\$ 24.22	\$ 24.59						Seasons Retirement Communities - Encore	AUPE	2020-12-31	56	42	2017-06-22
			2%	2%	2%	2%											
Health Care Aide		\$ 21.39	\$ 21.82	\$ 22.21	\$ 22.54	\$ 22.77	\$ 23.22	\$ 23.69	\$ 24.16			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2023-12-31	121	48	2022-04-07
			2%	2%	2%	1%	2%	2.0%	2%								
Health Care Aide			\$ 21.39	\$ 21.82	\$ 22.25	\$ 22.64	\$ 23.15					Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25
			2%	2%	2%	2%	2%										
Health Care Aide (RGA-Care)	\$ 23.28	\$ 23.75	\$ 24.10	\$ 24.58	\$ 25.07	\$ 25.07	\$ 25.51	\$ 25.64				Seasons Retirement Communities Sunrise Village [High River] - ANC	CUPE	2023-06-30	86	36	2021-06-08
	1.0%	2%	2%	2%	2%	0%	2%	0.5%									
Health Care Aide			\$ 19.71	\$ 20.10	\$ 20.51	\$ 20.87	\$ 21.33					Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16
			2%	2%	2%	2%	2%										
Health Care Aide			\$ 19.71	\$ 20.10	\$ 20.41	\$ 20.76	\$ 21.23					Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05
			2%	2%	2%	2%	2%										
Health Care Aide		\$ 19.71	\$ 20.05	\$ 20.41	\$ 20.71	\$ 21.02	\$ 21.44	\$ 21.82	\$ 22.26			Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2023-12-31	48	36	2021-11-16
			2%	2%	2%	2%	2%	2%	2%								
Health Care Aide	\$ 24.83	\$ 25.08	\$ 25.08	\$ 25.33	\$ 25.33							Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
	2.0%	1%	0%	1%	0%												
Health Care Aide	\$ 24.83	\$ 25.08	\$ 25.08	\$ 25.33	\$ 25.33							Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18
	2.0%	1%	0%	1%	0%												
Health Care Aide	\$ 24.83	\$ 25.08	\$ 25.08	\$ 25.33	\$ 25.33							Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	147	36	2019-01-14
	2.0%	1%	0%	1%	0%												
Health Care Aide	\$ 24.83	\$ 25.08	\$ 25.08	\$ 25.33	\$ 25.33							Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10
	2.0%	1%	0%	1%	0%												
Independent Living Attendant	\$ 22.33	\$ 22.56	\$ 22.56	\$ 23.01	\$ 23.01							Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	16	36	2019-01-14
	1.0%	1%	0%	2%	0%												
Health Care Aide	\$ 24.83	\$ 25.08	\$ 25.08	\$ 25.33	\$ 25.33							Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15
	2.0%	1%	0%	1%	0%												
Health Care Aide							\$ 23.11					Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02
							1%										

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	\$ 21.09 NA	\$ 21.30 1%	\$ 21.41 1%	\$ 21.75 2%	\$ 22.39 2%	\$ 22.72 2%	\$ 23.06 2%					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%							St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12
Health Care Aide	\$ 22.47 1.2%	\$ 22.65 1%	\$ 22.65 0%									St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02
Health Care Aide	\$ 25.44 1.2%	\$ 25.65 0.8%	\$ 25.65 0%	\$ 25.65 0%	\$ 25.65 0%	\$ 25.65 0%	\$ 25.65 0%	\$ 25.97 1.25%	\$ 26.49 2%	TBD		St. Michael's Long Term Care Centre	AUPE	2025-06-30	106	84	2022-10-11
Health Care Aide	\$ 21.81 1.2%	\$ 21.98 1%	\$ 21.98 0%									St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01
Health Care Aide	\$ 21.97 2.0%	\$ 22.41 2%	\$ 22.86 2%	\$ 23.43 3%	\$ 23.90 2%	\$ 24.38 2%	\$ 24.87 2%	\$ 25.49 2.5%				Taber & District Housing - Clearview Lodge	CUPE	2023-05-31	27	48	2019-12-03
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 1%										Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
Health Care Aide	\$ 21.81 2.0%	\$ 22.46 3%	\$ 23.13 3%	\$ 23.83 3%	\$ 24.78 4%	\$ 25.28 2%	\$ 26.03 3%	\$ 26.81 3%				Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC	2023-03-31	160	36	2020-02-07
Health Care Aide							\$ 19.00 NA					We Care Health Services	Teamsters	2022-08-31	35	19	2021-02-18
Health Care Aide		\$ 21.21	\$ 21.53 2%	\$ 22.18 3%	\$ 22.85 3%							Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Health Care Aide	\$ 20.17 3.0%	\$ 21.00 4%	\$ 21.32 2%	\$ 21.53 1%	\$ 22.17 3%	\$ 22.40 1%	\$ 22.62 1%					Well Being Services - Monterey Place	AUPE	2022-03-31	130	60	2020-06-10
Health Care Aide, Resident Service	\$ 26.71 3.0%	\$ 27.51 3%	\$ 28.34 3%	\$ 28.34 0%	\$ 28.34 0%	\$ 28.34 0%	\$ 28.34 0%	\$ 29.34 100%	\$ 29.34 0%			Wood Buffalo Housing & Development - Rotary House	CUPE	2023-12-31	20	36	2022-03-15

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	\$ 33.95 1%	\$34.63 2%	\$34.97 1%									Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24
Licensed Practical Nurse	\$ 32.95 0%	\$33.94 3%	\$34.62 2%	\$34.62 0%	\$34.97 1%	\$34.97 0%	\$35.32 1%	\$35.85 2%				AgeCare - Valleyview	AUPE	2023-03-31	30	39	2021-09-17
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1%	\$36.13 2%			Alberta Health Services - ANC	AUPE	2024-03-31	18,277	48	2022-05-12
Licensed Practical Nurse	\$ 34.36 1%	\$34.63 1%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1%	\$36.13 2%			Allen Gray Continuing Care - ANC	AUPE	2024-03-31	146	48	2022-05-12
LPN (Wellness Nurse)								\$29.15 1%	\$29.74 1.5%	\$29.74 2%		Amica Aspen Woods	CUPE	2024-02-29	85	21	2022-06-02
Licensed Practical Nurse	\$ 33.61 4.0%	\$34.28 2.0%	\$34.97 2%									Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-27	128	36	2015-11-18
Licensed Practical Nurse								NA 1%	NA 1.5%	NA 2%		Aster Voint Venture - AgeCare Skypointe - ANC	AUPE	2024-12-31	287	36	2022-09-29
Licensed Practical Nurse	\$ 31.99	\$32.95 3%	\$33.94 3%	\$34.96 3%								Aster Voint Venture - AgeCare Sunrise Gardens	AUPE	2018-12-15	85	36	2015-12-29
Licensed Practical Nurse		\$32.32	\$34.10 6%	\$34.78 2%	\$35.30 2%							Aster Joint Venture - AceCare Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30
Licensed Practical Nurse	\$ 30.95 1%	\$31.65 2%	\$32.29 2%	\$32.61 1%	\$32.61 0%	\$32.61 0%	\$32.94 1%	\$33.35 1%				AXR Operating National - Bow Crest	CUPE	2022-10-31	144	48	2020-12-21
Licensed Practical Nurse	\$ 34.63 2.0%	\$35.41 2.3%	\$36.12 2%	\$36.12 0%	\$36.12 0%	\$36.48 1%	\$36.94 1%					AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	48	2022-03-03
Licensed Practical Nurse	\$ 30.60 1%	\$31.29 2%	\$31.92 2%	\$32.24 1%	\$32.24 0%	\$32.56 1%	\$32.97 1%					AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26
Licensed Practical Nurse	\$ 29.69 1.3%	\$30.06 1.3%	\$30.66 2%	\$31.28 1%	\$31.28 0%	\$31.74 2%	\$32.29 2%					AXR Operating National - Mount Royal	CUPE	2022-10-31	93	48	2020-12-14
Licensed Practical Nurse	\$ 34.36 1%	\$34.63 1%										Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15
Licensed Practical Nurse	\$ 34.36 1%	\$34.63 1%										Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Bethany Care Centre - Collegeseide	AUPE	2017-08-31	134	38	2016-04-15
Licensed Practical Nurse	\$ 34.00	\$34.27 1%										Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
Licensed Practical Nurse	\$ 34.36 1%	\$34.63 1%										Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
Licensed Practical Nurse	\$ 34.62 2.0%	\$34.62 0.0%	\$35.15 2%	\$35.15 0%	\$35.15 0%							Bethany Nursing Home - Bashaw, Rosealta, . . . .	AUPE	2020-03-31	143	24	2018-12-17
Licensed Practical Nurse	\$ 34.35 1%	\$34.62 1%	\$34.62 0%	\$34.62 0%	\$34.62 0%							Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
Licensed Practical Nurse	\$ 34.28 1.0%	\$34.62 1.0%	\$34.97 1%	\$35.39 1%								Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
Licensed Practical Nurse						\$35.67 0%	\$35.67 0%					Brenda Strafford Foundation Wentworth Manor	AUPE	2022-12-30	139	28	2020-09-11
Licensed Practical Nurse	\$ 33.95 3.0%	\$34.97 3.0%	\$36.02 3%	\$36.02 0%	\$36.02 0%	\$36.02 0%						Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
Licensed Practical Nurse	\$ 34.36 1%	\$34.63 1%	\$34.63 0%	\$34.63 0%	\$34.63 0%							CapitalCare - ANC	AUPE	2020-06-30	1,150	36	2019-04-29
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%							Carewest - ANC	AUPE	2020-06-30	1,582	36	2019-09-09
Licensed Practical Nurse	\$ 29.46 2%	\$29.59 0%*	\$30.33 2.5%	\$30.51 0%*	\$30.51 0%*	\$30.51 0%	\$30.82 1%	\$36.46 18%*	\$36.92 1.25%	\$37.47 1.5%	\$38.22 2%	CASA Child Adolescent & Family Mental Health	HSAA	2026-03-31	152	48	2022-09-30
Licensed Practical Nurse				\$24.89	\$25.20 1%	\$25.52 1%						CBI Home Health	AUPE	2020-12-31	482	36	2019-03-18
Licensed Practical Nurse	\$ 33.52 1%	\$34.53 3%	\$34.53 0%	\$34.53 0%	\$34.53 0%							Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
Licensed Practical Nurse	\$ 32.50 2.3%	\$33.31 2.5%	\$33.48 1%	\$33.64 1%	\$33.81 1%	\$33.81 0%	\$34.01 1%					Chantelle Management - Grande Prairie Care Centre	AUPE	2022-06-30	133	24	2021-12-10
Licensed Practical Nurse	\$ 27.81 3%	\$28.64 3%	\$28.93 1%	\$29.22 1%	\$29.51 1%	\$29.81 1%	\$31.02 1%*					Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	122	60	2021-10-12
Licensed Practical Nurse					\$29.95 0.0%	\$30.40 1.5%	\$30.86 1.5%	\$31.32 1.5%				Chartwell Master Care - Eau Claire	AUPE	2023-02-07	102	48	2022-06-01
Licensed Practical Nurse				\$31.50 2%	\$31.50 New grid	\$31.97 1.5%	\$32.61 2%					Chartwell Master Care - Griesbach & Heritage Valley	AUPE	2022-11-22	365	48	2022-08-04
Licensed Practical Nurse					\$31.50	\$31.97 2%	\$32.45 2%					Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26
Licensed Practical Nurse	\$ 31.84 2.5%	\$32.48 2%	\$33.13 2%	\$33.87 2.25%	\$34.21 1%	\$34.21 0%	\$34.55 1%	\$34.98 1.25%	\$35.68 2%			Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	36	2022-06-08
Licensed Practical Nurse	\$ 31.77 2%	\$31.77 0%	\$31.93 1%	\$32.09 1%	\$32.65 2%	\$32.65 0%	\$32.98 1%	\$33.39 1%	\$33.89 2%			Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	48	2021-02-22

# 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 - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse						\$34.28	\$34.79	\$35.31				Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
							2%	2%									
Licensed Practical Nurse											\$34.80	Covenant Care	AUPE	2022-12-31	680	48	2021-06-30
								0%									
Licensed Practical Nurse		\$30.32	\$34.29	\$34.29	\$34.29	\$34.29	\$34.80					Covenant Care - Chateau Vitaline	AUPE	2022-12-31	85	54	2021-06-30
			13%	0%	0%	0%	2%										
Licensed Practical Nurse						\$34.29	\$34.80					Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
							150%										
Licensed Practical Nurse	\$ 32.32	\$33.95	\$34.46	\$34.46	\$34.46	\$34.46	\$34.80					Covenant Care - Holy Cross	AUPE	2022-12-31	124	66	2021-06-30
	13.92%*	5%*	2%	0%	0%	0%	1%										
Licensed Practical Nurse	\$ 32.32	\$33.95	\$34.46	\$34.46	\$34.46	\$34.46	\$34.80					Covenant Care - Villa Marie	AUPE	2022-12-31	212	66	2021-06-30
	13.92%*	5%*	2%	0%	0%	0%	1%										
Licensed Practical Nurse							\$34.80	\$35.24				Covenant Care - St. Teresa Place	AUPE	2022-12-31	246	19	2021-07-06
							0%	1%									
Licensed Practical Nurse	\$ 34.36	\$34.63	\$34.63	\$34.63	\$34.63							Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30
	1%	1%	0%	0%	0%												
Licensed Practical Nurse	\$ 33.95	\$34.63	\$34.63	\$34.63	\$34.63	\$34.63						Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04
	3.0%	2.0%	0%	0%	0%	0%											
Licensed Practical Nurse	\$ 34.36	\$34.63	\$34.63	\$34.63	\$34.63							Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2020-03-31	200	36	2018-06-29
	1%	1%	0%	0%	0%												
Licensed Practical Nurse	\$ 29.78	\$29.78	\$29.94	\$30.24	\$30.24							Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20
	1.0%	0.0%	0%	1%	0%												
Licensed Practical Nurse	\$ 34.46	\$34.98	\$35.50									Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31
	2%	2%	2%														
Licensed Practical Nurse	\$ 34.36	\$34.63	\$34.63	\$34.63	\$34.63	\$34.63						Extendicare (Canada)	CUPE	2020-12-31	415	48	2019-10-29
	1%	1%	0%	0%	0%	0%											
Licensed Practical Nurse	\$ 34.71	\$35.49	\$35.49									Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04
	2.3%	2.3%	0%														
Licensed Practical Nurse	\$ 34.36	\$34.63										Extendicare (Canada) - Bonnyville	CUPE	2016-12-31	59	36	2016-01-11
	1%	1%															
Licensed Practical Nurse	\$ 34.71	\$35.49	\$35.49									Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
	2.3%	2.3%	0%														
Licensed Practical Nurse	\$ 34.71	\$35.49	\$35.49									Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22
	2%	2%	0%														
Licensed Practical Nurse	\$ 34.71	\$35.49	\$35.49									Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
	2.3%	2.3%	0%														
Licensed Practical Nurse	\$ 34.36	\$34.63										Extendicare (Canada) - Fort Macleod	CUPE	2016-12-31	75	36	2016-01-11
	1%	1%															

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	\$ 34.71 2.3%	\$35.49 2.3%	\$35.49 0%									Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
Licensed Practical Nurse	\$ 34.71 2%	\$35.49 2%	\$35.49 0%									Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Extendicare (Canada) - Leduc	CUPE	2016-12-31	81	36	2016-01-11
Licensed Practical Nurse	\$ 34.71 2%	\$35.49 2%	\$35.49 0%									Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Licensed Practical Nurse	\$ 34.71 2.3%	\$35.49 2.3%	\$35.49 0%									Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Licensed Practical Nurse	\$ 34.36 1%	\$34.63 1%										Extendicare (Canada) - St Paul	CUPE	2016-12-31	59	36	2016-01-11
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Extendicare (Canada) - Viking	CUPE	2016-12-31	58	36	2016-01-11
Licensed Practical Nurse	\$ 34.36 1%	\$34.63 1%										Extendicare (Canada) - Vulcan	CUPE	2016-12-31	61	36	2016-01-11
Licensed Practical Nurse	\$ 33.95	\$34.63 2.0%	\$35.15 2%	\$35.68 2%								Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15
Licensed Practical Nurse		\$32.00	\$32.64 2%	\$33.29 2%								Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Licensed Practical Nurse	\$ 34.35 1.2%	\$34.62 0.8%										Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Licensed Practical Nurse	\$ 33.37 1%	\$33.64 1%	\$33.64 0%	\$33.64 0%	\$33.64 0%							Good Samaritan Society - South Ridge Village	USW	2021-06-30	150	48	2018-07-04
Licensed Practical Nurse	\$ 33.95 3.0%	\$34.80 2.5%	\$35.67 3%	\$36.21 2%	\$36.75 2%	\$37.30 2%	\$38.05 2%	\$38.34 0.75%	\$38.72 1%	\$39.20 1.25%	\$39.99 2%	Green Acres Foundation - Piyami	AUPE	2025-12-31	51	43	2022-05-28
Licensed Practical Nurse	\$ 33.95 3%	\$34.80 3%	\$35.67 3%	\$36.21 2%	\$36.75 2%	\$37.30 2%	\$38.05 2%					Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%	\$34.63 0%									Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28
Licensed Practical Nurse	\$ 32.03 0.0%	\$32.67 2.0%	\$33.17 2%	\$33.50 1%	\$33.84 1%	\$34.18 1%	\$34.69 1%*					Intercare - Brentwood, Chinook, Southwood	CUPE	2022-06-30	1,417	24	2022-02-22
Licensed Practical Nurse			\$30.30 1%	\$30.60 1%	\$30.60 0%	\$30.75 1%	\$31.06 1%*	\$32.63 1%*				Intercare - Kingsland Terrace	CUPE	2023-03-31	44	24	2021-05-27
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1%	\$36.13 2%			Lamont Health Care Centre - ANC	AUPE	2024-03-31	95	48	2022-05-12
Licensed Practical Nurse				\$34.63 2%	\$35.15 2%	\$35.85 2%	\$36.39 2%	\$38.97 1.5%*	\$39.75 2%			Lloydminster Region Housing Group - Pioneer Complex	CUPE	2024-02-29	80	36	2021-03-29



# 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 - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse							\$37.18	\$37.64	\$38.12			Masterpiece - Southland Meadows - ANC	AUPE	2024-03-31	77	36	2022-03-22
							0%	1%	1%								
Licensed Practical Nurse					\$34.32	\$34.49						Mountain View Seniors Housing - Sundre Seniors' Supportive Living	AUPE	2020-12-31	44	41	2019-04-05
					1%												
Licensed Practical Nurse	\$ 32.97	\$33.63	\$34.22	\$34.82	\$35.43	\$35.78	\$36.14					Nutra 2000	CNFIU	2022-11-30	1,100	24	2022-01-10
	2.0%	2.0%	2%	2%	2%	1%	1%										
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
	2%	2%	2%	2%	3%	0%	0%										
Licensed Practical Nurse					\$31.86	\$32.34	\$32.99	\$33.65	\$33.82	\$33.99	\$34.41	Optima Living Alberta - Country Cottage	USW	2026-01-03	37	48	2022-06-07
					1.5%	1.5%	2%	2%	0.5%	0.5%	1.25%						
Licensed Practical Nurse					\$33.98	\$34.66						Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13
					2%	2%											
Licensed Practical Nurse	\$ 31.84	\$32.48	\$33.13	\$33.87	\$34.04	\$34.21	\$35.24					Park Place Seniors Living - Copper Sky Lodge	AUPE	2022-03-31	170	36	2022-11-22
	3%	2%	2%	2%	1%	1%	3%										
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
	2.0%	1.5%	2%	0%	1%	1%	1%										
Licensed Practical Nurse	\$ 31.68	\$32.16	\$32.48	\$32.97	\$33.63	\$33.63	\$33.88	\$34.13	\$34.54			Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2024-03-31	190	48	2022-04-22
	2%	2%	1%	2%	2%	0%	1%	1%	1%								
Licensed Practical Nurse	\$ 34.46	\$34.80	\$35.15	\$36.03	\$36.57	\$36.57	\$37.58	\$38.05				Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	48	2022-10-14
	1.5%	1.0%	1%	3%	2%	0%	0%	2.75%	1.25%								
Licensed Practical Nurse	\$ 34.29	\$34.80	\$35.15	\$35.68	\$36.39	\$36.39	\$36.66	\$37.00	\$37.37			Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	48	2022-04-01
	1%	2%	1%	2%	2%	0%	1%	1%	1%								
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%	2%	0%	1%	1%									
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
	1.0%	1.5%	2%	2%	1%	1%	1%										
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%	1%	1%										
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
			1%	1%	2%	1%											
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
		1%	2%	1%	2%	1%	1%	1%									
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
	10.8%	1.5%	0%	1%	0%	1%	1%										
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%	2%	1%	1%													

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	\$ 32.15 2.5%	\$32.79 2.0%	\$33.53 2%	\$34.28 2%								Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
Licensed Practical Nurse	\$ 30.33 3%	\$30.94 2%	\$31.56 2%	\$32.19 2%								Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Licensed Practical Nurse	\$ 31.77 3.0%	\$32.73 3.0%	\$33.38 2%	\$34.05 2%	\$34.73 2%	\$35.34 2%	\$35.87 2%	\$36.32 1%				Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	36	2021-09-24
Licensed Practical Nurse	\$ 31.99 3%	\$32.63 2%	\$33.28 2%	\$33.95 2%								Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
Licensed Practical Nurse	\$ 26.77 2.5%	\$27.31 2.0%	\$27.58 1%	\$28.13 2%	\$28.69 2%	\$29.27 2%	\$30.85 5%	\$32.47 5%				Revera Lessee - Heartland Retirement Residence	CUPE	2022-12-31	45	48	2020-12-17
Licensed Practical Nurse	\$ 29.45 2%	\$30.04 2%	\$30.64 2%	\$31.26 2%	\$31.89 2%	\$32.53 2%	\$33.26 2%	\$33.76 2%	\$34.44 2%			Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2023-12-31	51	36	2021-11-17
Licensed Practical Nurse	\$ 26.05 2.0%	\$27.70 6.3%	\$28.32 2%	\$28.96 2%	\$29.54 2%	\$30.13 2%	\$31.73 5%	\$32.86 4%	\$34.02 4%			Revera Lessee - Meadowlands	UFCW	2023-12-31	70	36	2021-08-11
Licensed Practical Nurse			\$31.42	\$31.73 1%	\$32.05 1%	\$32.45 1%	\$32.86 1%					Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
Licensed Practical Nurse	\$ 31.91 2.8%	\$32.79 2.8%	\$33.61 3%	\$34.28 2%	\$34.97 2%	\$35.58 2%						Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03
Licensed Practical Nurse	\$ 30.99 NA	\$31.84 3%	\$32.64 3%	\$33.29 2%	\$33.96 2%	\$34.55 2%	\$35.07 2%	\$35.51 1%				Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	60	2022-06-01
Licensed Practical Nurse							\$35.29 2%	\$36.00 2%	\$36.72 2%			Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06
Licensed Practical Nurse	\$ 34.71 3%	\$35.75 3%	\$35.75 0%	\$35.75 0%	\$35.75 0%	\$35.75 0%	\$35.75 0%					River Ridge Seniors Village	USW	2022-03-31	104	24	2021-02-01
Licensed Practical Nurse				\$27.36	\$27.84 2%	\$28.26 2%	\$28.74 2%					Sage Properties - Prince of Peace Manor & Harbour	CUPE	2022-06-30	100	24	2020-11-03
Licensed Practical Nurse							\$27.88	\$28.15 1%	\$28.44 1%			Saint Elizabeth Health Care - Sagebrush	AUPE	2023-12-31	43	31	2021-05-27
Licensed Practical Nurse				\$28.99	\$29.28 1%	\$29.43 1%	\$25.57 1%	\$29.87 1%	\$30.17 1%			Saint Elizabeth Health Care - St. Thomas Health Centre	AUPE	2023-12-31	98	48	2021-06-22
Licensed Practical Nurse	\$ 33.56 3%	\$34.58 0.8%*										Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
Licensed Practical Nurse	\$ 34.59 2.5%	\$35.62 3.0%	\$36.15 2%	\$36.70 2%	\$36.70 0%	\$36.70 0%	\$37.80 3%					Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
Licensed Practical Nurse			\$26.38	\$26.91 2%	\$27.45 2%	\$28.00 2%	\$28.56 2%	\$29.13 2%	\$29.71 2%			SbraREIT Assisted Living I - Amica Britannia	CUPE	2024-02-29	100	48	2020-12-22
Licensed Practical Nurse		\$31.68	\$32.23 2%	\$32.80 2%	\$33.29 2%	\$33.79 2%						Seasons Retirement Communities - Encore	AUPE	2020-12-31	56	42	2017-06-22

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

### Hourly Rate and Per Cent Increase

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

### Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse		\$29.72	\$30.31	\$30.84	\$31.30	\$31.61	\$32.25	\$32.89	\$33.55			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2023-12-31	121	48	2022-04-07
Licensed Practical Nurse	\$ 32.00	\$32.64	\$33.13	\$33.79	\$34.47	\$34.47	\$35.07	\$35.25				Seasons Retirement Communities Sunrise Village [High River] - ANC	CUPE	2023-06-30	86	36	2021-06-08
Licensed Practical Nurse	\$ 34.29	\$34.63	\$34.63	\$34.98	\$34.98							Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
Licensed Practical Nurse	\$ 34.29	\$34.63	\$34.63	\$34.98	\$34.98							Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18
Licensed Practical Nurse	\$ 34.29	\$34.63	\$34.63	\$34.98	\$34.98							Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	147	36	2019-01-14
Licensed Practical Nurse	\$ 34.29	\$34.63	\$34.63	\$34.98	\$34.98							Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10
Licensed Practical Nurse	\$ 34.29	\$34.63	\$34.63	\$34.98	\$34.98							Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15
Licensed Practical Nurse							\$33.48					Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02
Licensed Practical Nurse				\$28.99	\$29.28							St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12
Licensed Practical Nurse	\$ 34.35	\$34.62	\$34.62	\$34.62	\$34.62	\$34.62	\$34.62	\$35.05	\$35.75	TBD		St. Michael's Long Term Care Centre	AUPE	2025-06-30	106	84	2022-10-11
Licensed Practical Nurse	\$ 34.36	\$34.63										Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
Licensed Practical Nurse	\$ 34.35	\$34.62										Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21
Licensed Practical Nurse							\$26.00					We Care Health Services	Teamsters	2022-08-31	35	19	2021-02-18
Licensed Practical Nurse		\$31.90	\$32.39	\$33.36	\$34.37							Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Licensed Practical Nurse	\$ 31.14	\$32.07	\$32.55	\$32.88	\$33.86	\$34.20	\$34.54					Well Being Services - Monterey Place	AUPE	2022-03-31	130	60	2020-06-10

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Registered Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%					AAKOM-KIYII Health Services	UNA	2022-03-31	6	28	2020-01-03
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%										AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%										AgeCare - Valleyview	UNA	2017-03-31	22	36	2015-08-26
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%			Alberta Health Services	UNA	2024-03-31	29,354	48	2022-01-27
Registered Nurse				\$ 48.37 0%	\$ 48.37 0%							Allen Gray Continuing Care Centre	UNA	2020-06-30	10	30	2018-01-04
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%			Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2024-03-31	12	48	2022-01-27
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Bethany Care Centre - Calgary	UNA	2020-03-31	65	36	2020-01-30
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Bethany Care Centre - Cochrane	UNA	2020-03-31	12	36	2020-01-30
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Bethany Care Centre - Collegeseide	UNA	2020-03-31	18	36	2020-01-30
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Bethany Care Centre - Sylvan Lake	UNA	2020-03-31	8	36	2020-01-30
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%			Bethany Nursing Home - Rosehaven, Bethany Long Term	UNA	2024-03-31	21	48	2022-01-27
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%						Blood Tribe Department of Health	UNA	2021-03-31	34	36	2019-04-23
Registered Nurse	\$ 45.93 2.00%											Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	48	2015-08-21
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 49.46 1%				Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA	2023-03-31	64	72	2021-03-22
Registered Nurse	\$ 48.71 3.00%	\$ 51.18 3%	\$ 51.69 3%	\$ 51.69 0%	\$ 51.69 0%	\$ 51.69 0%	\$ 51.69 0%					Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							CapitalCare	UNA	2020-03-31	207	36	2020-01-23
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Carewest - Colonel Belcher et.al.	UNA	2020-03-31	129	36	2020-03-02
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Chantelle Management - Edith Cavell Care Centre	UNA	2020-06-30	8	33	2022-04-20
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%										Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	48	2015-01-15

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Registered Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Registered Nurse	\$ 46.95 2%	\$ 47.65 2%	\$ 48.36 2%									Club Sierra Lifestyles at River Ridge Inc	UNA	2017-06-30	13	36	2015-03-26
Registered Nurse								\$ 49.59 3%				Covenant Care	AUPE	2022-12-31	680	48	2021-06-30
Registered Nurse				\$ 48.37 0%	\$ 48.37 0%							Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20
Registered Nurse			\$ 47.66 2%	\$ 47.66 0%	\$ 47.66 0%	\$ 47.66 0%	\$ 48.14 1%					Covenant Care - Holy Cross	AUPE	2022-12-31	124	66	2021-06-30
Registered Nurse			\$ 47.66 2%	\$ 47.66 0%	\$ 47.66 0%	\$ 47.66 0%	\$ 48.14 1%					Covenant Care - Villa Marie	AUPE	2022-12-31	212	66	2021-06-30
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%			Covenant Health	UNA	2024-03-31	2,876	48	2022-01-27
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extendicare (Canada) - Athabasca	UNA	2021-12-31	0	53	2021-06-10
Registered Nurse		\$ 48.37	\$ 48.37 0%	\$ 48.37 0%								Extendicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extendicare (Canada) - Eaux Claires	UNA	2021-12-31	31	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extendicare (Canada) - Fort Macleod	UNA	2021-12-31	14	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extendicare (Canada) - Holyrood	UNA	2021-12-31	18	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extendicare (Canada) - Leduc	UNA	2021-12-31	16	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extendicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extendicare (Canada) - Michener Hill	UNA	2021-12-31	41	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extendicare (Canada) - Viking	UNA	2021-12-31	7	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extendicare (Canada) - Vulcan	UNA	2021-12-31	8	53	2021-06-10
Registered Nurse	\$ 45.93	\$ 48.37 5%	\$ 48.37 0%	\$ 48.37 0%								Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%										Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	48	2015-11-17
Registered Nurse	\$ 45.93 3.00%	\$ 47.08 3%	\$ 48.26 3%									Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Registered Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Registered Nurse	\$ 45.93 3.00%	\$ 47.08 3%	\$ 48.26 3%									Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Registered Nurse	\$ 46.96	\$ 48.37 3%	\$ 48.37 0%									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%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%			Lamont Health Care Centre	UNA	2024-03-31	34	48	2022-01-27
Registered Nurse					\$ 48.37 0%							Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	18	2019-02-15
Registered Nurse	\$ 46.22 3.00%	\$ 46.96 2%	\$ 47.66 2%	\$ 48.37 2%	\$ 48.37 0%							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%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%							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%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Qualicare - Rivercrest Lodge Nursing Home Ltd	UNA	2020-03-31	32	33	2020-03-03
Registered Nurse	\$ 45.93 2.00%	\$ 46.96 2%	\$ 46.96 0%									Revera	UNA	2017-12-31	89	48	2015-06-15
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%										Salem Manor Nursing Home	UNA	2017-03-31	15	48	2015-11-16
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%					Salvation Army - Agape Hospice	UNA	2016-03-31	85	30	2016-07-04
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	36	2020-04-23
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							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%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Touchmark at Wedgewood	UNA	2020-03-31	10	36	2021-03-21
Registered Nurse		\$ 43.84 4%	\$ 44.50 2%	\$ 45.85 3%	\$ 47.23 3%							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	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping								\$ 17.49				Age Care - Midnapore - GSS	CUPE	2023-08-02	75	24	2022-08-31
								3.00%									
Housekeeping	\$ 20.81	\$ 21.02	\$ 21.02	\$ 21.02	\$ 21.23	\$ 21.23	\$ 21.23	\$ 21.50	\$ 21.93			Alberta Health Services - GSS	AUPE	2024-03-31	32,589	48	2022-09-12
	2%	1%	0%	0%	1%	0%	0%	1.25%	2%								
Housekeeper								\$ 18.50	\$ 18.87			Amica Aspen Woods	CUPE	2024-02-29	85	21	2022-06-02
									2%								
Housekeeping					\$ 16.00	\$ 16.32	\$ 16.56	\$ 17.00				ARAMARK Canada - Bethany Collegside	UFCW	2022-05-14	43	36	2019-05-15
						2%	1.5%	2.7%									
Housekeeping						\$ 17.65	\$ 17.82	\$ 17.99				ARAMARK Canada - Shepherd's Care - Eden House & Heritage Market Grill	Teamsters	2023-05-30	5	36	2020-06-04
							1%	1%									
Housekeeping						\$ 17.65	\$ 17.82	\$ 17.99				ARAMARK Canada - Shepherd's Care - Greenfield	Teamsters	2023-05-30	14	36	2020-06-04
							1%	1%									
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 - Kensington	Teamsters	2024-07-19	45	36	2021-09-11
	3%	3%	3%	2.9%	1.9%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35							
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	55	36	2021-09-11
	3%	3%	3%	2.9%	1.9%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35							
Housekeeping						\$ 17.65	\$ 17.82	\$ 17.99				ARAMARK Canada - Shepherd's Care - Southside Manor	Teamsters	2023-05-30	7	36	2020-06-04
							1%	1%									
Housekeeping				\$ 16.98	\$ 17.30	\$ 17.65	\$ 17.95	\$ 18.60	\$ 19.30	\$ 19.65		ARAMARK Canada - Shepherd's Care - Vanguard	Teamsters	2024-07-19	11	36	2021-09-11
				2.9%	1.9%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35							
Housekeeping								\$ 16.35	\$ 16.60	\$ 16.93		Aster Voint Venture - AgeCare Skypointe - ANC	AUPE	2024-12-31	112	36	2022-09-29
								1%	1.5%	2%							
Housekeeping			\$ 15.56	\$ 15.87	\$ 16.18							Aster Joint Venture - AgeCare Walden Heights - GSS	AUPE	2020-06-01	111	36	2017-06-02
			2%	2%	2%												
Housekeeping	\$ 19.66	\$ 20.11	\$ 20.51	\$ 20.72	\$ 20.72	\$ 20.72	\$ 20.93	\$ 21.19				AXR Operating National - Bow Crest	CUPE	2022-10-31	144	48	2020-12-21
	1.25%	2.25%	2%	1%	0%	0%	1%	1.25%									
Housekeeping	\$ 20.23	\$ 20.69	\$ 21.10	\$ 21.10	\$ 21.10	\$ 21.31	\$ 21.58					AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	48	2022-03-03
	2%	2.25%	2%	0%	0%	1%	1.25%										
Housekeeping	\$ 17.91	\$ 18.13	\$ 18.68	\$ 18.87	\$ 18.87	\$ 19.06	\$ 19.30					AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26
	1.25%	2.25%	2%	1%	0%	1%	1.25%										
Housekeeping	\$ 17.56	\$ 17.78	\$ 18.14	\$ 18.50	\$ 18.50	\$ 18.99	\$ 19.52					AXR Operating National - Mount Royal	CUPE	2022-10-31	93	48	2020-12-14
	1.25%	1.25%	2%	1%	0%	2.7%	2.8%										
Housekeeping	\$ 21.57	\$ 21.79										Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15
	2%	1%															
Housekeeping	\$ 18.08	\$ 18.44	\$ 18.73	\$ 18.73	\$ 18.92							Bethany Nursing Home - Bashaw, Rosealta, . . . .	AUPE	2020-03-31	143	24	2018-12-17
	2%	2%	1.5%	0%	1%												
Housekeeping	\$ 22.57	\$ 22.80	\$ 22.80	\$ 22.80	\$ 23.03							Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
	2%	1%	0%	0%	1%												

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	\$ 19.03 3%	\$ 19.79 4%	\$ 20.09 1.5%	\$ 20.49 2%	\$ 21.00 2.5%	\$ 21.00 0%	\$ 21.00 0%	\$ 21.37 1.75%				Brazeau Foundation	AUPE	2023-05-31	33	36	2021-10-21
Housekeeping	\$ 18.13 3%	\$ 18.54 2.25%	\$ 18.91 2%	\$ 19.15 1.3%	\$ 19.39 1.3%	\$ 19.39 0%	\$ 19.39 0%	\$ 19.78 2%	\$ 20.18 2%			Bridges Community Living	CUPE	2023-12-31	72	24	2020-06-30
Housekeeping	\$ 17.47 3%	\$ 18.00 3%	\$ 18.54 3%	\$ 18.82 1.5%	\$ 19.01 1%	\$ 19.20 1%						Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
Housekeeping	\$ 20.23 2%	\$ 20.63 2%	\$ 20.84 1%	\$ 20.84 0%	\$ 21.05 1%							CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2019-06-11
Housekeeping	\$ 20.23 2%	\$ 20.63 2%	\$ 20.84 1%	\$ 20.84 0%	\$ 21.05 1%							CapitalCare - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2020-06-30	425	36	2019-05-27
Housekeeping	\$ 19.29 1%	\$ 19.87 3%	\$ 19.87 0%	\$ 19.87 0%	\$ 19.87 0%							Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
Housekeeping	\$ 18.66 2.25%	\$ 19.12 2.5%	\$ 19.22 0.5%	\$ 19.31 0.5%	\$ 19.41 0.5%	\$ 19.41 0%	\$ 19.53 0.6%					Chantelle Management - Grande Prairie Care Centre	AUPE	2022-06-30	133	24	2021-12-10
Housekeeping	\$ 16.06 2.5%	\$ 16.55 3%	\$ 16.72 1%	\$ 19.16 14%	\$ 19.35 1%	\$ 19.54 1%	\$ 20.13 1%*					Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	122	60	2021-10-12
Housekeeping				\$ 18.00 2%	\$ 18.00 New grid	\$ 18.27 1.5%	\$ 18.64 2%					Chartwell Master Care - Griesbach & Heritage Valley	AUPE	2022-11-22	365	48	2022-08-04
Housekeeping					\$ 18.00 1.5%	\$ 18.27 1.5%	\$ 18.54 1.5%					Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26
Housekeeping	\$ 16.37 2.5%	\$ 16.70 2%	\$ 17.03 2%	\$ 17.41 2.25%	\$ 17.58 1%	\$ 17.58 0%	\$ 17.76 1%	\$ 17.98 1.25%	\$ 18.62 2%*			Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	36	2022-06-08
Housekeeping					\$ 18.10 1.5%	\$ 18.37 1.5%	\$ 18.65 1.5%					Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
Housekeeping	\$ 17.22 2.75%	\$ 17.71 2.85%	\$ 18.24 3%	\$ 18.47 1.25%	\$ 18.70 1.25%	\$ 19.08 2%	\$ 19.13 0.25%	\$ 19.27 0.75%	\$ 19.46 1%			County of Stettler Housing Authority	CUPE	2023-12-31	85	36	2021-05-17
Housekeeping								\$ 21.05 0%				Covenant Care Villa Marie, Holy Cross, Vitaline, St. Marguerite	AUPE	2022-12-31	680	48	2021-06-30
Housekeeping		\$ 16.85 23%	\$ 20.74 0%	\$ 20.74 0%	\$ 20.74 0%	\$ 20.74 0%	\$ 21.05 1.5%					Covenant Care - Chateau Vitaline	AUPE	2022-12-31	85	54	2021-06-30
Housekeeping						\$ 20.74 1.5%	\$ 21.05 1.5%					Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%							Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	36	2018-11-30
Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%							Covenant Health - Edmonton General, Grey Nuns	CUPE	2020-03-31	1,338	24	2018-04-01
Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 0%							Covenant Health - GSS	AUPE	2020-03-31	638	36	2019-05-29



# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on	
Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%	TBD						Covenant Health - Misericordia, Villas Caritas	CUPE	2021-03-31	600	36	2019-07-10	
Housekeeping	\$ 17.28 2%	\$ 21.02 1%*	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%							Covenant Health - St. Michael's Health Centre	CUPE	2020-03-31	91	24	2019-09-26	
Housekeeping	\$ 15.25 2%	17.38* 1%	\$ 17.56 1%	\$ 17.91 2%	\$ 18.09 1%	\$ 18.36 1.5%	\$ 18.73 2%					Crowsnest Pass Senior Housing	CUPE	2021-12-31	30	36	2019-04-22	
Housekeeping	\$ 18.86 3%	\$ 19.24 2%	\$ 19.62 2%	\$ 20.01 2%	\$ 20.41 2%	\$ 20.41 0%	\$ 20.41 0%	\$ 20.41 0%	\$ 20.61 1%			Cypress View Foundation	CUPE	2023-12-31	80	48	2020-10-27	
Housekeeping	\$ 16.18 2%	\$ 16.50 2%	\$ 16.83 2%	\$ 17.04 1.25%	\$ 17.30 1.5%	\$ 17.64 2%	\$ 17.73 0.5%	\$ 17.82 0.5%				Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2022-12-31	60	24	2021-05-27	
Housekeeping	\$ 17.28 1%	\$ 17.45 1%	\$ 17.80 2%	\$ 18.15 2%	\$ 18.15 0%	\$ 18.33 1%	\$ 18.61 1.5%					Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15	
Housekeeping	\$ 18.66 2%	\$ 19.06 2%	\$ 19.63 3%	\$ 20.02 2%	\$ 21.52 \$ 1.50	\$ 21.95 2%	\$ 22.39 2%	\$ 23.06 3%	\$ 23.75 3%	\$ 24.47 3%	Evergreens Foundations		IUOE	2025-06-29	126	36	2022-07-21	
Housekeeping	\$ 19.62 2.25%	\$ 20.06 2.25%	\$ 20.06 0%									Extendicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	36	2016-08-04	
Housekeeping	\$ 19.17 0.25%	\$ 19.55 2%	\$ 19.55 0%	\$ 19.55 0%	\$ 19.75 1%	\$ 19.99 1.25%							Extendicare (Canada) - 6 sites	CUPE	2020-12-31	415	48	2019-10-29
Housekeeping	\$ 19.12 2.25%	\$ 19.55 2.25%	\$ 19.55 0%									Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21	
Housekeeping	\$ 19.12 2.25%	\$ 19.55 2.25%	\$ 19.55 0%									Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20	
Housekeeping	\$ 19.13 2.25%	\$ 19.55 2.25%	\$ 19.55 0%									Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20	
Housekeeping	\$ 19.13 2.25%	\$ 19.56 2.25%	\$ 19.56 0%									Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20	
Housekeeping	\$ 19.62 2.25%	\$ 20.06 2.25%	\$ 20.06 0%									Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20	
Housekeeping	\$ 19.12 2.25%	\$ 19.55 2.25%	\$ 19.55 0%									Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26	
Housekeeping		\$ 19.12	\$ 19.50 2%	\$ 19.89 2%									Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Housekeeping	\$ 19.65 2%	\$ 19.85 1%											Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06
Housekeeping	\$ 19.65 2%	\$ 19.85 1%											Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Housekeeping	\$ 19.44 2%	\$ 19.63 1%	\$ 19.63 0%	\$ 19.63 0%	\$ 19.83 1%							Good Samaritan Society - South Ridge Village	USW	2021-06-30	150	48	2018-07-04	

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	\$ 18.67 3%	\$ 18.67 0%	\$ 18.86 1%	\$ 19.05 1%	\$ 19.62 3%	\$ 20.21 3%	\$ 20.82 3%					Grande Spirit Foundation	CUPE	2022-06-30	98	36	2019-07-10
Housekeeping	\$ 18.60 0%	\$ 18.97 2%	\$ 18.97 0%	\$ 18.97 0%	\$ 18.97 0%							Haven of Rest and Sunnyside Nursing Home	USWA	2020-03-31	126	36	2017-04-01
Housekeeping	\$ 18.49 2%	\$ 18.86 2%	\$ 19.24 2%	\$ 19.24 0%	\$ 19.62 2%	\$ 20.02 2%	\$ 20.22 1%	\$ 20.63 2%	\$ 21.04 2%			Homeland Housing	CUPE	2023-12-31	105	36	2021-12-08
Housekeeping	\$ 18.30 0%	\$ 18.67 2%	\$ 18.95 1.5%	\$ 18.95 0%	\$ 18.95 0%	\$ 19.14 1%	\$ 19.33 1%					Intercare - Brentwood, Chinook, Southwood	CUPE	2022-06-30	1,417	24	2022-02-22
Housekeeping			\$ 17.42 2.5%	\$ 17.59 1%	\$ 17.59 0%	\$ 17.68 0.5%	\$ 17.86 1%	\$ 18.04 1%				Intercare - Kingsland Terrace	CUPE	2023-03-31	44	24	2021-05-27
Housekeeping	\$ 17.87 2%	\$ 18.23 2%	\$ 18.48 1.4%	\$ 19.22 4%	\$ 19.60 2%	\$ 19.89 1.5%	\$ 19.89 0%					Lacombe Foundation	CLAC	2021-12-31	73	24	2020-02-24
Housekeeping	\$ 17.55 2.5%	\$ 17.99 2.5%	\$ 18.12 0.7%	\$ 18.25 0.7%	\$ 18.62 2%	\$ 18.80 1%	\$ 18.99 1%					Lakeland Lodge & Housing Foundation	CUPE	2021-12-31	27	24	2019-07-01
Housekeeping		\$ 17.22	\$ 17.65 2.5%	\$ 18.09 2.5%	\$ 18.45 2%	\$ 18.82 2%	\$ 19.20 2%					Lamont County Housing	AUPE	2021-12-31	40	36	2018-12-21
Housekeeping	\$ 21.31 2%	\$ 21.52 1%	\$ 21.52 0%	\$ 21.52 0%	\$ 21.74 1%							Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	36	2019-06-14
Housekeeping	\$ 16.97 2.75%	\$ 17.31 2%	\$ 17.57 1.5%	\$ 17.99 2.4%	\$ 18.26 1.5%	\$ 18.62 2%	\$ 18.90 1.5%	\$ 19.18 1.5%	\$ 19.57 2%			Lloydminster Region Housing Group - Pioneer Complex	CUPE	2024-02-29	80	36	2021-03-29
Laundry/Housekeeping					\$ 17.07	\$ 17.58 3%	\$ 17.76 1%					Mountain View Seniors Housing - Mount View Lodge	AUPE	2021-12-31	50	44	2020-09-11
Housekeeping					\$ 17.58	\$ 17.67 0.5%						Mountain View Seniors Housing - Sundre Seniors Supportive Living	AUPE	2020-12-31	44	41	2019-04-05
Housekeeping	\$ 15.89 2%	\$ 16.21 2%	\$ 16.49 1.75%	\$ 16.78 1.75%	\$ 17.08 1.75%	\$ 17.25 1%	\$ 17.42 1%					Nutra 2000	CNFIU	2022-11-30	1,100	24	2022-01-10
Housekeeping	\$ 18.32 1.5%	\$ 18.59 1.5%	\$ 18.87 1.5%	\$ 19.25 2%	\$ 19.73 2.5%	\$ 19.73 0%	\$ 19.73 0%					Operation Friendship Seniors Society	CUPE	2022-03-31	70	24	2021-08-04
Housekeeping					\$ 17.16 1.5%	\$ 17.42 1.5%	\$ 17.77 2%	\$ 18.13 2%	\$ 18.22 0.5%	\$ 18.31 0.5%	\$ 18.54 1.25%	Optima Living Alberta - Country Cottage	USW	2026-01-03	37	48	2022-06-07
Housekeeping (Support Services)					\$ 18.04 1.5%	\$ 18.40 2%						Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13
Housekeeping	\$ 16.37 2.5%	\$ 16.70 2%	\$ 17.03 2%	\$ 17.41 2.25%	\$ 17.50 0.5%	\$ 17.58 0.5%	\$ 18.12 3%					Park Place Seniors Living - Copper Sky Lodge	AUPE	2022-03-31	170	36	2022-11-22
Housekeeping	\$ 19.59 2%	\$ 19.88 1.5%	\$ 20.29 2%	\$ 20.29 0%	\$ 20.49 1%	\$ 20.69 1%	\$ 20.90 1%					Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10
Housekeeping	\$ 17.92 1%	\$ 18.19 1.5%	\$ 18.55 2%	\$ 18.74 1%	\$ 19.06 1.75%	\$ 19.40 1.75%	\$ 19.55 0.75%	\$ 19.69 0.75%	\$ 19.84 0.75%			Park Place Seniors Living - Emerald Gardens	CUPE	2024-04-30	55	36	2021-08-16

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping		\$ 18.65	\$ 18.84	\$ 19.03	\$ 19.23	\$ 19.43	\$ 19.43	\$ 19.58	\$ 19.82			Park Place Seniors Living - Hardisty Care Centre	AUPE	2024-03-31	182	48	2022-10-18
			1%	1%	1%	1%	0%	0.75%	1.2%								
Housekeeping	\$ 19.20	\$ 19.49	\$ 19.68	\$ 19.98	\$ 20.37	\$ 20.37	\$ 20.37	\$ 20.93	\$ 21.19			Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	48	2022-10-14
	2%	1.5%	1%	1.5%	2%	0%	0%	2.75%	1.25%								
Housekeeping	\$ 17.33	\$ 17.59	\$ 17.77	\$ 18.03	\$ 18.39	\$ 18.39	\$ 18.53	\$ 18.71	\$ 18.90			Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	48	2022-04-01
Housekeeping			\$ 15.92	\$ 16.24	\$ 16.56	\$ 16.56	\$ 16.64	\$ 16.81				Points West Living Cold Lake	AUPE	2022-12-31	48	36	2021-12-10
			NA	2%	2%	0%	0.5%	1%									
Housekeeping	\$ 18.40	\$ 18.68	\$ 18.96	\$ 19.24	\$ 19.34	\$ 19.44	\$ 19.54					Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24
	1%	1.5%	1.5%	1.5%	0.5%	0.5%	0.5%										
Housekeeping		\$ 15.96	\$ 16.20	\$ 16.32	\$ 16.65	\$ 16.73	\$ 16.81	\$ 16.98				Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25
		0.75%	1.5%	0.75%	2%	0.5%	0.5%	1%									
Housekeeping	\$ 17.96	\$ 18.23	\$ 18.23	\$ 18.41	\$ 18.41	\$ 18.59	\$ 18.78					Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
	10.75%	1.5%	0%	1%	0%	1%	1%										
Housekeeping	\$ 17.52	\$ 17.70	\$ 17.87	\$ 18.05	\$ 18.05	\$ 18.23	\$ 18.41					Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18
	10.75%	1%	1%	1%	0%	1%	1%										
Housekeeping	\$ 18.70	\$ 19.07	\$ 19.50	\$ 19.94								Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
	2.5%	2%	2.25%	2.25%													
Housekeeping	\$ 17.76	\$ 18.12	\$ 18.48	\$ 18.85								Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
	3%	2%	2%	2%													
Housekeeping	\$ 14.32	\$ 14.72	\$ 15.01	\$ 15.31	\$ 15.70	\$ 16.01	\$ 16.66	\$ 17.24	\$ 17.84			Revera Lessee - Chateau Renoir Retirement Residence	CUPE	2024-04-30	45	48	2021-03-08
	2.5%	2.75%	2%	2%	2.5%	2%	2%*	3.5%	3.5%								
Housekeeping	\$ 14.53	\$ 14.97	\$ 15.27	\$ 15.57	\$ 15.89	\$ 16.17	\$ 16.41	\$ 16.62				Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	36	2021-09-24
	3%	3%	2%	2%	2%	1.75%	1.5%	1.25%									
Housekeeping	\$ 15.43	\$ 15.74	\$ 16.05	\$ 16.53								Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
	3%	2%	2%	3%													
Housekeeping								\$ 17.95	\$ 18.40	\$ 18.86		Revera Lessee - McKenzie Towne Retirement Residence - GSS	CUPE	2024-12-31	45	32	2022-05-10
								2.5%	2.5%	2.5%							
Housekeeping	\$ 15.27	\$ 15.65	\$ 16.00	\$ 16.36	\$ 16.69	\$ 17.02	\$ 17.36	\$ 17.71	\$ 18.06			Revera Lessee - Meadowlands	UFCW	2023-12-31	70	36	2021-08-11
	2%	2.5%	2.25%	2.25%	2%	2%	2%	2%	2%								
Housekeeping			\$ 18.37	\$ 18.55	\$ 18.74	\$ 18.97	\$ 19.21					Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
				1%	1%	1.25%	1.25%										
Housekeeping	\$ 16.09	\$ 16.53	\$ 16.94	\$ 17.28	\$ 17.63	\$ 17.94						Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03
	2.75%	2.75%	2.5%	2%	2%	1.75%											
Housekeeping	\$ 15.56	\$ 15.99	\$ 16.39	\$ 16.72	\$ 17.05	\$ 17.35	\$ 17.61	\$ 17.83				Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	60	2022-06-01
	NA	2.75%	2.5%	2%	2%	1.75%	1.5%	1.25%									
Housekeeping							\$ 18.36	\$ 18.73	\$ 19.10			Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06
							2%	2%	2%								

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	\$ 16.23 2%	\$ 16.55 2%	\$ 17.05 3%	\$ 17.30 0.25%	\$ 17.56 1.5%	\$ 18.00 2.5%	\$ 18.00 0%	\$ 18.18 1%	\$ 18.45 1.5%	\$ 18.82 2%		Ridge Country Housing	CUPE	2024-12-31	33	48	2022-06-22
Housekeeping	\$ 18.98 3%	\$ 19.55 3%	\$ 19.55 0%	\$ 19.55 0%	\$ 19.55 0%	\$ 19.55 0%	\$ 19.55 0%					River Ridge Seniors Village	USW	2022-03-31	104	24	2021-02-01
Housekeeping	\$ 19.55 2.5%	\$ 19.75 1%	\$ 19.75 0%	\$ 20.15 0%*	TBD							Salem Manor Nursing Home	USW	2020-07-13	40	36	2018-10-11
Housekeeping	\$ 18.31 2.5%	\$ 18.86 3%	\$ 19.14 1.5%	\$ 19.43 1.5%	\$ 19.43 0%	\$ 19.43 0%	\$ 20.01 3%					Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
Housekeeping			\$ 16.75 2%	\$ 17.09 2%	\$ 17.43 2%	\$ 17.78 2%	\$ 18.13 2%	\$ 18.50 2%	\$ 18.87 2%			SbraREIT Assisted Living I - Amica Britannia	CUPE	2024-02-29	100	48	2020-12-22
Housekeeping		\$ 16.62 2%	\$ 16.95 1.75%*	\$ 17.91 1.5%	\$ 18.18 1%	\$ 18.36 2%	\$ 18.73 2%	\$ 19.10 2%	\$ 19.49 2%			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10
Housekeeping		\$ 16.62 2%	\$ 16.95 1.75%*	\$ 17.91 1.5%	\$ 18.18 1%	\$ 18.36 2%	\$ 18.73 2%	\$ 19.10 2%	\$ 19.49 2%			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2023-12-31	121	48	2022-04-07
Housekeeping			\$ 16.81 2%	\$ 17.15 2%	\$ 17.49 1.75%	\$ 17.80 2.25%	\$ 18.25					Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25
Housekeeping					\$ 15.93 2%	\$ 16.25 2%	\$ 16.57 2%	\$ 16.91 2%				Seasons Retirement Communities - Sunrise Village [High River] - GSS	CUPE	2023-06-30	45	36	2021-04-29
Housekeeping			\$ 16.25 2%	\$ 16.58 2%	\$ 16.91 1.75%	\$ 17.20 2.25%	\$ 17.59					Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16
Housekeeping			\$ 16.25 2%	\$ 16.58 1.5%	\$ 16.82 1.75%	\$ 17.12 2.25%	\$ 17.50					Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05
Housekeeping		\$ 16.81 1.75%	\$ 17.10 1.75%	\$ 17.40 1.75%	\$ 17.66 1.5%	\$ 17.93 1.5%	\$ 18.29 2%	\$ 18.61 1.75%	\$ 18.98 2%			Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2023-12-31	48	36	2021-11-16
Housekeeping	\$ 20.32 2%	\$ 20.53 1%	\$ 20.53 0%	\$ 20.74 1%	\$ 20.95 1%							Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
Housekeeping	\$ 20.32 2%	\$ 20.53 1%	\$ 20.53 0%	\$ 20.74 1%	\$ 20.95 1%							Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18
Housekeeping							\$ 16.23 1%					Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02
Housekeeping	\$ 17.87 5.93%	\$ 18.05 1%	\$ 18.14 0.5%	\$ 18.41 1.5%	\$ 18.69 1.5%	\$ 19.25 1.5%	\$ 19.54 1.5%					Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2021-12-31	45	36	2019-02-11
Housekeeping	\$ 16.84 1.2%	\$ 16.97 0.8%	\$ 16.97 0%									St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01
Housekeeping	\$ 17.53 2.75%	\$ 17.88 2%	\$ 18.24 2%	\$ 18.60 2%	\$ 18.97 2%	\$ 19.40 2.25%	\$ 19.69 1.5%	\$ 19.99 1.5%				Sylvan Lake Lodge	CLAC	2022-12-31	39	24	2021-03-31
Housekeeping	\$ 17.40 2%	\$ 17.75 2%	\$ 18.11 2%	\$ 18.56 2.5%	\$ 18.93 2%	\$ 19.31 2%	\$ 19.70 2%	\$ 20.19 2.5%				Taber & District Housing - Clearview Lodge	CUPE	2023-05-31	27	48	2019-12-03

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

### Hourly Rate and Per Cent Increase

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

### Classification - GSS Housekeeping

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

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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

Classification - GSS Food Services

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Cook								\$ 23.77 3.00%				Age Care - Midnapore - GSS	CUPE	2023-08-02	75	24	2022-08-31
Cook II	\$ 28.20 2%	\$ 28.48 1%	\$ 18.48 0%	\$ 18.48 0%	\$ 28.76 1%	\$ 28.76 0%	\$ 28.76 0%	\$ 29.12 1.25%	\$ 29.70 2%			Alberta Health Services - GSS	AUPE	2024-03-31	32,589	48	2022-09-12
Cook								\$ 22.00	\$ 22.44 2%			Amica Aspen Woods	CUPE	2024-02-29	85	21	2022-06-02
Cook					\$ 18.00	\$ 18.36 2%	\$ 18.64 1.5%	\$ 18.91 1.5%				ARAMARK Canada - Bethany Collegside	UFCW	2022-05-14	43	36	2019-05-15
Cook						\$ 24.32	\$ 24.56 1%	\$ 24.80 1%				ARAMARK Canada - Shepherd's Care - Eden House	Teamsters	2023-05-30	5	36	2020-06-04
Cook						\$ 24.32	\$ 24.56 1%	\$ 24.80 1%				ARAMARK Canada - Shepherd's Care - Greenfield	Teamsters	2023-05-30	14	36	2020-06-04
Cook	\$ 21.58 3%	\$ 22.23 3%	\$ 22.89 3%	\$ 23.40 2.25%	\$ 23.83 1.8%	\$ 24.31 2%	\$ 24.61 \$ 0.30	\$ 25.26 \$ 0.65	\$ 25.96 \$ 0.70	\$ 26.31 \$ 0.35		ARAMARK Canada - Shepherd's Care - Kensington	Teamsters	2024-07-19	45	36	2021-09-11
Cook	\$ 21.58 3%	\$ 22.23 3%	\$ 22.89 3%	\$ 23.40 2.25%	\$ 23.83 1.8%	\$ 24.31 2%	\$ 24.61 \$ 0.30	\$ 25.26 \$ 0.65	\$ 25.96 \$ 0.70	\$ 26.31 \$ 0.35		ARAMARK Canada - Shepherd's Care - Millwoods	Teamsters	2024-07-19	55	36	2021-09-11
Cook						\$ 24.32	\$ 24.56 1%	\$ 24.80 1%				ARAMARK Canada - Shepherd's Care -Southside Manor	Teamsters	2023-05-30	7	36	2020-06-04
Cook	\$ 21.58 3%	\$ 22.23 3%	\$ 22.89 3%	\$ 23.40 2.25%	\$ 23.83 1.8%	\$ 24.31 2%	\$ 24.61 \$ 0.30	\$ 25.26 \$ 0.65	\$ 25.96 \$ 0.70	\$ 26.31 \$ 0.35		ARAMARK Canada - Shepherd's Care - Vanguard	Teamsters	2024-07-19	11	36	2021-09-11
Cook								\$ 21.18 1%	\$ 21.50 1.5%	\$ 21.93 2%		Aster Voint Venture - AgeCare Skypointe - ANC	AUPE	2024-12-31	112	36	2022-09-29
Cook	\$ 27.82 2%	\$ 28.45 2.25%	\$ 29.02 2%	\$ 29.02 0%	\$ 29.02 0%	\$ 29.31 1%	\$ 29.63 1.25%					AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	48	2022-03-03
Cook	\$ 20.20 3%	\$ 21.01 4%	\$ 21.33 1.5%	\$ 21.75 2%	\$ 22.30 2.5%	\$ 22.30 0%	\$ 22.30 0%	\$ 22.69 1.75%				Brazeau Foundation	AUPE	2023-05-31	33	36	2021-10-21
Cook I, Certified	\$ 24.55 2%	\$ 24.80 1%	\$ 24.80 0%	\$ 24.80 0%	\$ 25.05 1%							Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07
Food Services Assistant	\$ 18.50 2%	\$ 18.68 1%	\$ 18.68 0%	\$ 18.68 0%	\$ 18.87 1%							Carewest - GSS	AUPE	2020-06-30	175	36	2019-09-09
Cook	\$ 20.17 2.25%	\$ 20.67 2.5%	\$ 20.77 0.5%	\$ 20.88 0.5%	\$ 20.98 0.5%	\$ 20.98 0%	\$ 21.11 0.6%					Chantelle Management - Grande Prairie Care Centre	AUPE	2022-06-30	133	24	2021-12-10
Assistant Cook	\$ 17.97 2.5%	\$ 18.50 3%	\$ 18.69 1%	\$ 18.88 1%	\$ 19.07 1%	\$ 19.26 1%	\$ 19.84 1%*					Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	122	60	2021-10-12

# 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 - GSS Food Services

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Cook				\$ 21.33 2%	\$ 21.33 New grid	\$ 21.65 1.5%	\$ 22.08 2%					Chartwell Master Care - Griesbach & Heritage Valley	AUPE	2022-11-22	365	48	2022-08-04
Cook					\$ 21.33 1.5%	\$ 21.65 1.5%	\$ 21.97					Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26
Cook, Head Chef	\$ 23.94 2.5%	\$ 24.42 2%	\$ 24.91 2%	\$ 25.47 2.25%	\$ 25.72 1%	\$ 25.72 0%	\$ 25.98 1%	\$ 26.31 1.25%	\$ 27.24 2%*			Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	36	2022-06-08
Cook								\$ 27.07 0%				Covenant Care Villa Marie, Holy Cross, Vitaline, St. Marguerite	AUPE	2022-12-31	680	48	2021-06-30
Cook		\$ 20.51	\$ 26.67 30%	\$ 26.67 0%	\$ 26.67 0%	\$ 26.67 0%	\$ 27.07 1.5%					Covenant Care - Chateau Vitaline	AUPE	2022-12-31	85	54	2021-06-30
Cook						\$ 26.67	\$ 27.07 1.5%					Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
Food Services Aide							\$ 18.85 NA	\$ 18.85 0%				Edmonton Chinatown Care Centre	CUPE	2023-06-30	38	24	2021-06-17
Cook	\$ 26.01 2%	\$ 26.58 2.2%	\$ 27.38 3%	\$ 27.93 2%	\$ 29.43 \$ 1.50	\$ 30.02 2%	\$ 30.62 2%	\$ 31.54 3%	\$ 32.48 3%	\$ 33.46 3%		Evergreens Foundations	IUOE	2025-06-29	126	36	2022-07-21
Cook I	\$ 27.72 3%	\$ 28.41 2.5%	\$ 29.12 2.5%	\$ 29.56 1.5%	\$ 30.00 1.5%	\$ 30.45 1.5%	\$ 31.06 2%	\$ 31.29 0.75%	\$ 31.61 1%	\$ 32.00 1.25%	\$ 32.64 2%	Green Acres Foundation - Alberta Rose Lodge	AUPE	2025-12-31	21	48	2022-05-28
Cook I	\$ 27.72 3%	\$ 28.41 2.5%	\$ 29.12 2.5%	\$ 29.56 1.5%	\$ 30.00 1.5%	\$ 30.45 1.5%	\$ 31.06 2%	\$ 31.29 0.75%	\$ 31.61 1%	\$ 32.00 1.25%	\$ 32.64 2%	Green Acres Foundation - Piyami	AUPE	2025-12-31	51	43	2022-05-28
Food Services	\$ 19.47 3%	\$ 19.96 2.5%	\$ 20.46 2.5%	\$ 20.77 1.5%	\$ 21.08 1.5%	\$ 21.39 1.5%	\$ 21.82 2%					Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Cook				\$ 22.06 0%	\$ 22.50 2%	\$ 22.95 2%	\$ 23.18 1%	\$ 23.64 2%	\$ 24.12 2%			Homeland Housing	CUPE	2023-12-31	105	36	2021-12-08
Cook	\$ 18.24 2.75%	\$ 18.60 2%	\$ 18.88 1.5%	\$ 19.32 2.3%	\$ 19.61 1.5%	\$ 20.00 2%	\$ 20.30 1.5%	\$ 22.62 1.5%*	\$ 23.07 2%			Lloydminster Region Housing Group - Pioneer Complex	CUPE	2024-02-29	80	36	2021-03-29
Cook	\$ 19.91 1.5%	\$ 20.21 1.5%	\$ 20.51 1.5%	\$ 20.92 2%	\$ 21.44 2.5%	\$ 21.44 0%	\$ 21.44 0%					Operation Friendship Seniors Society	CUPE	2022-03-31	70	24	2021-08-04
Cook					\$ 18.83 1.5%	\$ 19.11 1.5%	\$ 19.49 2%	\$ 19.88 2%	\$ 19.98 0.5%	\$ 20.08 0.5%	\$ 20.33 1.25%	Optima Living Alberta - Country Cottage	USW	2026-01-03	37	48	2022-06-07
Cook	\$ 23.60 2.5%	\$ 24.07 2%	\$ 24.55 2%	\$ 25.10 2.25%	\$ 25.23 0.5%	\$ 25.35 0.5%	\$ 26.12 3%					Park Place Seniors Living - Copper Sky Lodge	AUPE	2022-03-31	170	36	2022-11-22
Cook/Cook Prep	\$ 20.46 1%	\$ 20.77 1.5%	\$ 21.18 2%	\$ 21.39 1%	\$ 21.77 1.75%	\$ 22.15 1.75%	\$ 22.32 0.75%	\$ 22.48 0.75%	\$ 22.65 0.75%			Park Place Seniors Living - Emerald Gardens	CUPE	2024-04-30	55	36	2021-08-16
Cook		\$ 21.10	\$ 21.31 1%	\$ 21.52 1%	\$ 21.74 1%	\$ 21.96 1%	\$ 21.96 0%	\$ 22.12 0.75%	\$ 22.40 1.2%			Park Place Seniors Living - Hardisty Care Centre	AUPE	2024-03-31	182	48	2022-10-18
Cook	\$ 21.31 2%	\$ 21.63 1.5%	\$ 21.84 1%	\$ 22.17 1.5%	\$ 22.61 2.0%	\$ 22.61 0%	\$ 22.61 0%	\$ 23.23 2.75%	\$ 23.52 1.25%			Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	48	2022-10-14

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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

Classification - GSS Food Services

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Cook	\$ 21.92 1%	\$ 22.25 1%	\$ 22.47 1%	\$ 22.81 1.5%	\$ 23.26 2%	\$ 23.26 0%	\$ 23.43 0.75%	\$ 23.65 0.95%	\$ 23.89 1%			Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	48	2022-04-01
Cook			\$ 18.76 NA	\$ 19.14 2%	\$ 19.52 2%	\$ 19.52 0%	\$ 19.62 0.5%	\$ 19.81 1%				Points West Living Cold Lake	AUPE	2022-12-31	48	36	2021-12-10
Cook					\$ 18.76	\$ 18.95 1%	\$ 19.04 0.5%	\$ 19.14 0.5%				Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
Cook			\$ 18.99 0.75%	\$ 19.13 0.75%	\$ 19.52 2%	\$ 19.71 1%						Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
Cook		\$ 18.17 0.75%	\$ 18.44 1.5%	\$ 18.58 0.75%	\$ 18.95 2%	\$ 19.05 0.5%	\$ 19.15 0.5%	\$ 19.34 1%				Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25
Cook	\$ 18.59 3%	\$ 19.14 3%	\$ 19.52 2%	\$ 19.91 2%	\$ 20.31 2%	\$ 20.67 1.75%	\$ 20.98 1.5%	\$ 21.24 1.25%				Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	36	2021-09-24
Cook								\$ 24.93 2%	\$ 25.43 2%	\$ 25.94 2%		Revera Lessee - McKenzie Towne Retirement Residence - GSS	CUPE	2024-12-31	45	32	2022-05-10
Cook	\$ 18.47 2%	\$ 19.43 5.2%	\$ 19.87 2.25%	\$ 20.31 2.25%	\$ 20.72 2%	\$ 21.13 2%	\$ 21.55 2%	\$ 21.98 2%	\$ 22.42 2%			Revera Lessee - Meadowlands	UFCW	2023-12-31	70	36	2021-08-11
Cook	\$ 20.00 NA	\$ 20.55 2.75%	\$ 21.06 2.5%	\$ 21.49 2%	\$ 21.91 2%	\$ 22.29 1.75%	\$ 22.62 1.5%	\$ 22.65 1.25%				Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	60	2022-06-01
Cook							\$ 22.77 2%	\$ 23.22 2%	\$ 23.69 2%			Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06
Head Cook	\$ 20.23 2%	\$ 20.63 2%	\$ 21.25 3%	\$ 21.50 0.25	\$ 21.83 1.5%	\$ 22.38 2.5%	\$ 22.38 0%	\$ 22.60 1%	\$ 22.94 1.5%	\$ 23.40 2%		Ridge Country Housing	CUPE	2024-12-31	33	48	2022-06-22
Food Services	\$ 19.01 2%	\$ 19.20 1%	\$ 19.20 0%	\$ 19.20 0%	\$ 19.39 1%	TBD	TBD					Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15
Cook		\$ 17.50	\$ 17.81 1.75%	\$ 18.12 1.75%	\$ 18.39 1.5%	\$ 18.67 1.5%						Seasons Retirement Communities - Encore	AUPE	2020-12-31	56	42	2017-06-22
Cook				\$ 17.00	\$ 17.17 1%	\$ 17.34 1%	\$ 17.52 1%					Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15
Cook		\$ 19.64	\$ 20.03 2%	\$ 20.38 1.75%	\$ 20.68 1.5%	\$ 20.89 1%	\$ 21.30 2%	\$ 21.73 2%	\$ 22.17 2%			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2023-12-31	121	48	2022-04-07
Cook		\$ 19.13	\$ 19.46 1.75%	\$ 19.81 1.75%	\$ 20.10 1.5%	\$ 20.40 1.5%	\$ 20.81 2%	\$ 21.17 1.75%	\$ 21.59 2%			Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2023-12-31	48	36	2021-11-16
Cook							\$ 20.26 1%					Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02
Cook	\$ 30.88 3%	\$ 31.81 3%	\$ 32.76 3%	\$ 32.76 0%	\$ 32.76 0%	\$ 32.76 0%	32.76 0%	\$ 33.76 1.00	\$ 33.76 0%			Wood Buffalo Housing & Development - Rotary House	CUPE	2023-12-31	20	36	2022-03-15



# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Paramedical & Other

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Community Disability Worker	\$ 20.48 0%	\$ 20.48 0%	\$ 20.48 0%	\$ 20.48 0%	\$ 20.48 0%	\$ 20.48 0%	TBD	TBD				Vegreville Association for Living in Dignity	USW	2023-09-30	31	36	2021-07-13
Driver								\$ 23.91				Alberta Precision Laboratories	CUPE	2021-12-31	76	6	2021-06-11
Driver	\$ 24.07 1.25%	\$ 24.55 200%	\$ 24.55 0%	\$ 24.55 0%	\$ 24.55 0%	\$ 24.55 0%						Canadian Blood Services - Drivers	HSA	2021-03-31	11	48	2022-04-21
Emergency Fire Dispatcher	\$ 23.91 2%	\$ 24.39 2%	\$ 24.88 2%	\$ 25.38 2%	\$ 25.89 2%	\$ 25.89 0%	\$ 25.89 0%	TBD	TBD	TBD		East Central 911 Call Answer Society	HSA	2024-12-31	6	60	2020-01-23
Communications Specialist	\$ 32.50 3%	\$ 33.47 3%	\$ 34.47 3%	\$ 35.50 3%	\$ 36.57 3%	\$ 37.12 1.5%	\$ 37.68 1.5%	\$ 38.43 2%				Foothills Regional Emergency Services Commission	HSA	2022-12-31	14	36	2020-01-29
Advanced Care Paramedic	\$ 43.87 1.25%	\$ 44.75 2%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 45.20 1%	\$ 45.77 1.25%	\$ 46.69 2%			Alberta Health Services	HSA	2024-03-31	21,807	48	2022-07-25
Advanced Care Paramedic	\$ 45.85 2%	\$ 46.89 2.25%	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%					Associated Ambulance & Services (Whitecourt)	CUPE	2022-03-31	189	12	2021-04-01
Advanced Care Paramedic	\$ 45.85 2%	\$ 46.89 2.5%	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%							Associated Ambulance & Services (Whitecourt)	HSA	2020-03-31	214	36	2018-07-24
EMT-P	\$ 44.19 0%	\$ 44.74 1.25%	\$ 44.74 0%	\$ 44.74 0%	\$ 44.74 0%							Beaver Ambulance Society	CUPE	2020-03-31	40	36	2018-05-18
Advanced Care Paramedic	\$ 43.87 1.25%	\$ 44.75 2%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 45.20 1%	\$ 45.77 1.25%	\$ 46.69 2%		Bethany Nursing Home - Rosehaven Care Centre	HSA	2024-03-31	15	48	2022-07-25
Advanced Care Paramedic		\$ 39.27	\$ 40.06 2%									Blood Tribe Department of Health	Teamsters	2018-11-29	21	24	2016-11-30
Advanced Care Paramedic	\$ 40.05	\$ 40.85 2%	\$ 40.85 0%	\$ 40.85 0%	\$ 40.85 0%	\$ 41.26 1%	\$ 41.67 1%					Bonnyville Regional Fire Authority	HSA	2022-07-31	53	48	2020-11-27
Advanced Care Paramedic				\$ 43.33 0%	\$ 43.76 1%	\$ 44.20 1%	\$ 44.64 1%					Cold Lake Ambulance Society	HSA	2022-05-31	51	58	2019-06-06
Primary Care Paramedic (PCP)	\$ 30.69 0%	\$ 31.61 3%	\$ 32.01 1.25%	34.40* 0%	\$ 34.40 0%	\$ 34.40 0%	\$ 34.40 0%					East Central Ambulance Association	HSA	2022-07-31	28	24	2021-01-26
Advanced Care Paramedic	\$ 43.87 1.25%	\$ 44.75 2%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 45.20 1%	\$ 45.77 1.25%	\$ 46.69 2%		Lamont Health Care Centre	HSA	2024-03-31	13	48	2022-07-25
Advanced Care Paramedic	\$ 46.53 1.5%	\$ 47.46 2%	\$ 47.46 0%	\$ 47.46 0%	\$ 47.46 0%							Prairie Emergency Medical Systems	HSA	2020-03-31	141	36	2018-08-24
Advanced Care Paramedic						\$ 40.28	\$ 41.08 2%	\$ 41.90 2%				Siksika Health Services	HSA	2023-03-31	20	70	2022-05-04
Advanced Care Paramedic	\$ 43.87 1.25%	\$ 44.75 2%	\$ 44.75 2%	\$ 44.75 2%	\$ 44.75 2%	TBD	TBD	TBD				Stettler & District Ambulance Association	HSA	2023-03-31	20	48	2019-09-16
EMT-P	\$ 43.87 13.3%*	\$ 44.75 2%	TBD									Town of Vegreville - Ambulance	CUPE	2017-10-31	25	31	2016-01-15

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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

## Classification - Paramedical & Other

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
EMT-P	\$ 44.85 1.5%	\$ 45.75 2%	\$ 45.75 0%									Wheatland & Adjacent Districts Emergency Medical Services	HSA	2018-03-31	35	36	2016-02-26
Laboratory Technologist I	\$ 43.88 1.25%	\$ 44.75 2%	\$ 44.75 0%	\$ 44.75 0%	TBD							Alberta Public Laboratories	HSA	2020-09-30	4,720	42	2020-01-30
Medical Laboratory Technologist I	\$ 43.88 1.25%	\$ 44.76 2%	\$ 44.76 0%	\$ 44.76 0%	\$ 44.76 0%	\$ 44.76 0%						Canadian Blood Services - Techs	HSA	2021-03-31	243	48	2021-02-05
Medical Laboratory Technologist I	\$ 41.00 1.25%	\$ 41.82 2%	\$ 41.82 0%	\$ 41.82 0%	\$ 41.82 0%	TBD	TBD					DynaLIFE DX	HSA	2022-03-31	1,069	60	2019-02-06
Medical Laboratory Technologist I	\$ 43.87	\$ 44.75 2%										Medicine Hat Diagnostic Laboratory	HSA	2017-03-31	70	16	2015-11-13
Occupational Therapist	\$ 47.35 1.25%	\$ 48.29 2%	\$ 48.29 0%	\$ 48.29 0%	TBD							Bethany Care Centre - Calgary	HSA	2020-07-31	12	36	2018-12-21
Occupational Therapist		\$ 43.80	\$ 44.68 2%	\$ 46.91 5%								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%	\$ 49.65 0%	\$ 49.65 0%	\$ 49.65 0%							CapitalCare - PMP/PMT	HSA	2020-03-31	144	36	2019-04-15
Occupational Therapist I	\$ 48.68 1.25%	\$ 49.65 2%	\$ 49.65 0%	\$ 49.65 0%	\$ 49.65 0%							Carewest - PMP/PMT	HSA	2020-06-30	192	36	2019-11-19
Occupational Therapist I	\$ 48.64 1.25%	\$ 49.65 2%	\$ 49.65 0%	\$ 49.65 0%	\$ 49.65 0%							Covenant Health - PMP/PMT	HSA	2020-03-31	1,246	36	2018-05-24
Occupational Therapist I	\$ 48.68 1.25%	\$ 49.65 2%	\$ 49.65 0%	\$ 49.65 0%	\$ 49.65 0%							Good Samaritan Society - Multi Facility	HSA	2020-03-31	26	36	2019-07-11
Occupational Therapist I	\$ 48.84 2%	\$ 49.82 2%	\$ 50.94 2.5%	\$ 50.94 0%	\$ 50.94 0%	\$ 50.94 0%						Workers Compensation Board - Millard Health	HSA	2020-12-31	129	36	2019-03-11
Pharmacy Technician I	\$ 35.35 0%	\$ 35.79 1.25%	\$ 36.24 1.25%	\$ 36.78 1.5%								Pharma Plus Speciality Pharmacy Services [Calgary]	HSA	2019-06-30	30	36	2017-02-14
Pharmacy Technician I	\$ 35.35 0%	\$ 35.35 0%	\$ 36.00 1.85%	\$ 36.72 2%								Rexall Pharma Plus Pharmacies [Edmonton]	HSA	2019-06-30	39	39	2017-05-23
Phlebotomist	\$ 27.95 1.25%	\$ 28.51 2%										Canadian Blood Services	CUPE	2017-03-31	146	36	2015-01-27