
Collective Agreement Wage Tables Health Care and Social Assistance

April 2021

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Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26	EMT-P [Advanced Care Paramedic]	43.33	43.87	44.75	44.75	44.75	44.75				
							1.00	1.25	2.00	0.00	0.00	0.00				
Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37				
							2.00	2.25	3.00	0.00	0.00	0.00				
Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14	Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95				
							3.00	1.20	0.80	0.00	0.00	0.00				
						Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63				
							3.00	1.20	0.80	0.00	0.00	0.00				
Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15	Housekeeping	20.40	20.81	21.02	21.02	21.02	21.23				
							2.00	2.00	1.00	0.00	0.00	1.00				
AAKOM-KIYII Health Services	UNA	2022-03-31	6	27	2020-01-03	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	TBD	TBD		
							2.00	2.25	3.00	0.00	0.00	0.00				
Abby Road Housing Co-Operative Ltd	CUPE	2019-12-31	25	24	2019-01-16	Health Care Aide	19.23	19.52	20.87*	21.08	21.50	21.72				
							0.00	1.50	1.00	1.00	2.00	1.00				
Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08	Health Care Aide	21.71	22.77	23.45	24.16						
							2.00	4.90	3.00	3.00						
						Licensed Practical Nurse	33.62	33.95	34.63	34.97						
							2.00	1.00	2.00	1.00						
AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24	Licensed Practical Nurse	33.95	34.36	34.63							
							3.00	1.20	0.80							
						Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
AgeCare - Columbia Assisted Living	AUPE	2020-03-31	29	45	2019-01-31	Health Care Aide	23.05	23.74	24.46	24.70	24.95	25.20				
							3.00	3.00	3.00	1.00	1.00	1.00				
AgeCare - Midnapore	CUPE	2021-10-31	164	36	2020-01-07	Health Care Aide	22.38	22.38	22.92	23.38	23.38	23.73	24.11			
							5.20	0.00	2.40	2.00	0.00	1.50	1.60			
Age Care - Sagewood Seniors Community	AUPE	2018-11-27	128	36	2015-11-18	Health Care Aide	20.96	22.43	23.10	23.79						
								7.00	3.00	3.00						
						Licensed Practcal Nurse	32.31	33.61	34.28	34.97						
								4.00	2.00	2.00						
Age Care - Sunrise Gardens	AUPE	2018-12-14	85	36	2015-12-29	Health Care Aide		23.05	23.28	23.98	24.58					
									1.00	3.00	2.50					
						Licensed Practical Nurse		31.99	32.95	33.94	34.96					
									3.00	3.00	3.00					

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

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

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

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Employer

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Canadian Blood Services	CUPE	2017-03-31	146	36	2015-01-27	Phlebotomist	27.60*	27.95	28.51							
							1.50	1.25	2.00							
Canadian Blood Services - Drivers	HSAA	2017-03-31	16	36	2016-01-27	Driver	23.77	24.07	24.55							
							1.00	1.25	2.00							
Canadian Blood Services - Techs	HSAA	2021-03-31	243	48	2021-02-05	Medical Laboratory Technologist I	43.34	43.88	44.76	44.76	44.76	44.76	TBD			
							1.00	1.25	2.00	2.00	2.00	2.00				
Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA	2023-03-31	64	72	2021-03-22	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	TBD	TBD	TBD	
							2.00	2.25	3.00	0.00	0.00	0.00				
Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31	Housekeeping	16.96	17.47	18.00	18.54	18.82	19.01	TBD			
								3.00	3.00	3.00	1.50	1.00				
						Licensed Practical Nurse	32.95	33.95	34.97	36.02	36.02	36.02	TBD			
								3.00	3.00	3.00	0.00	0.00				
						Registered Nurse	47.28	48.71	50.18	51.69	51.69	51.69	TBD			
								3.00	3.00	3.00	0.00	0.00				
CapitalCare	UNA	2020-03-31	207	36	2020-01-23	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37				
								2.00	2.25	3.00	0.00	0.00				
CapitalCare - ANC	AUPE	2020-06-30	1,150	36	2019-04-29	Health Care Aide	24.47	24.76	24.96	24.96	24.96	24.96				
								3.00	1.20	0.80	0.00	0.00				
						Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63				
								3.00	1.20	0.80	0.00	0.00				
CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2016-11-22	Health Care Aide	23.76	24.47*	24.67	24.96	24.96	24.96				
								0.00	3.00	0.80	1.20	0.00	0.00			
						Housekeeping	19.83	20.23	20.63	20.84	20.84	21.05				
								0.00	2.00	2.00	1.00	0.00	1.00			
CapitalCare - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2020-06-30	425	36	2019-05-27	Housekeeping	20.23	20.63	20.84	20.84	20.84	21.05				
								2.00	2.00	1.00	0.00	0.00	1.00			
CapitalCare - PMP/PMT	HSAA	2020-03-31	144	36	2019-04-15	Occupational Therapist I	48.08	48.68	49.65	49.65	49.65	49.65				
								1.00	1.25	2.00	0.00	0.00				
Carewest - ANC	AUPE	2020-06-30	1,582	36	2019-09-09	Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95				
								3.00	1.20	0.80	0.00	0.00				
						Licensed Practical Nurse	33.94	34.36	34.63	34.63	34.63	34.63				
								3.00	1.20	0.80	0.00	0.00				
Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07	Food Services Assistant	18.14	18.50	18.68	18.68	18.68	TBD				
								2.00	2.00	1.00	0.00	0.00				
Carewest - Colonel Belcher et.al.	UNA	2020-03-31	129	36	2020-03-02	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37				
								2.00	2.25	3.00	0.00	0.00				
Carewest - GSS	AUPE	2020-06-30	175	36	2019-09-09	Food Services Assistant	18.14	18.50	18.68	18.68	18.68	18.87				
								2.00	2.00	1.00	0.00	0.00	1.00			

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

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Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	24	2019-09-03	Health Care Aide	22.40	22.96	23.42	23.89	24.43	24.67	TBD				
							3.00	2.50	2.00	2.00	2.25	1.00					
						Housekeeping	15.41	16.37	16.70	17.03	17.41	17.58	TBD				
							3.00	2.50	2.00	2.00	2.25	1.00					
Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	48	2021-02-22	Health Care Aide	23.18	23.70	23.70	23.82	23.94	24.36	24.36	24.60	24.91	25.28	
							2.00	2.25	0.00	0.50	0.50	1.75	0.00	1.00	1.25	1.50	
						Licensed Practical Nurse	31.07	31.77	31.77	31.93	32.09	32.65	32.65	32.98	33.39	33.89	
							2.00	2.25	0.00	0.50	0.50	1.75	0.00	1.00	1.25	1.50	
Club Sierra Lifestyles at River Ridge	UNA	2017-06-30	13	36	2015-03-26	Registered Nurse	45.99	46.95	47.65	48.36							
							1.00	2.00	1.50	1.50							
Cold Lake Ambulance Society	HSAA	2022-05-31	51	58	2019-06-06	EMT-P [Advanced Care Paramedic]					43.33	43.76	44.20	44.64			
											0.00	1.00	1.00	1.00			
Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-28	Health Care Aide							24.35	24.72	25.09		
															1.50	1.50	
						Housekeeping											18.10
						Licensed Practical Nurse							34.28	34.79	35.31		
																1.50	1.50
County of Stettler Housing Authority	CUPE	2020-12-31	82	36	2018-01-15	Housekeeping	16.76	17.22	17.71	18.24	18.47	18.70	19.08				
							3.00	2.75	2.85	3.00	1.25	1.25	2.00				
Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02	Health Care Aide			21.85	24.70							
						Housekeeping			16.85	20.74							
						Licensed Practical Nurse			30.32	34.29							
																13.10	
Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20	Registered Nurse					48.37	48.37					
											0.00	0.00					
Covenant Care - Holy Cross	AUPE	2017-06-30	70	24	2015-12-17	Health Care Aide	20.06	23.50	24.46								
						Licensed Practical Nurse	28.26	32.32	33.95								
Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17	Health Care Aide	20.06	23.50	24.46								
						Licensed Practical Nurse	28.26	32.32	33.95								

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

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

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2020-12-31	50	36	2018-06-12	Health Care Aide	19.55	19.94	20.34	20.75	21.01	21.32	21.75			
							2.25	2.00	2.00	2.00	1.25	1.50	2.00			
						Housekeeping	15.86	16.18	16.50	16.83	17.04	17.30	17.64			
							2.25	2.00	2.00	2.00	1.25	1.50	2.00			
DynaLIFE DX	HSAA	2022-03-31	1,069	60	2019-02-06	Medical Laboratory Technologist I	40.49	41.00	41.82	41.82	41.82	41.82	TBD	TBD		
							1.00	1.25	2.00	0.00	0.00	0.00				
Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15	Health Care Aide	21.73	21.95	22.17	22.61	23.07	23.07	23.30	23.65		
							0.00	1.00	1.00	2.00	2.00	0.00	1.00	1.50		
						Housekeeping	17.11	17.28	17.45	17.80	18.15	18.15	18.33	18.61		
							0.00	1.00	1.00	2.00	2.00	0.00	1.00	1.50		
East Central 911 Call Answer Society	HSAA	2024-12-31	6	60	2020-01-23	Emergency Fire Dispatcher	23.44	23.91	24.39	24.88	25.38	25.89	25.89	25.89	TBD	TBD
							2.00	2.00	2.00	2.00	2.00	2.00	0.00	0.00		
East Central Ambulance Association	HSAA	2022-07-31	28	24	2021-01-26	Primary Care Paramedic (PCP)	30.69	30.69	31.61	32.01	34.40*	34.40	34.40	34.40		
							3.00	0.00	3.00	1.25	0.00	0.00	0.00	0.00		
Evergreens Foundations	IUOE	2022-06-19	83	24	2019-05-29	Housekeeping	18.29	18.66	19.06	19.63	20.02	21.52*	21.95			
							2.00	2.00	2.00	3.00	2.00	0.00	2.00			
Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20	Health Care Aide	19.99	20.19	20.19	20.28	20.48	20.48				
							1.00	1.00	0.00	0.45	1.00	0.00				
						Licensed Practical Nurse	29.49	29.78	29.78	29.94	30.24	30.24				
							1.00	1.00	0.00	0.54	1.00	0.00				
Extendicare (Canada)	CUPE	2020-12-31	415	48	2019-10-29	Health Care Aide	23.11	23.69	24.16	24.16	24.16	24.40	24.71			
							3.00	2.50	2.00	0.00	0.00	1.00	1.25			
						Housekeeping	18.70	19.17	19.55	19.55	19.55	19.75	19.99			
							3.00	2.50	2.00	0.00	0.00	1.00	1.25			
						Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63	TBD			
							3.00	1.20	0.80	0.00	0.00	0.00				
Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04	Health Care Aide	23.11	23.63	24.16	24.16						
							3.87	2.25	2.25	0.00						
						Licensed Practical Nurse	33.95	34.71	35.49	35.49						
							3.00	2.25	2.25	0.00						
Extendicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	36	2016-08-04	Housekeeping	19.19	19.62	20.06	20.06						
							3.00	2.25	2.25	0.00						

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21	Health Care Aide	23.11	23.63	24.16	24.16						
							3.00	2.25	2.25	0.00						
						Housekeeping	18.70	19.12	19.55	19.55						
						Licensed Practical Nurse	33.95	34.71	35.49	35.49						
							3.00	2.25	2.25	0.00						
Extendicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28	Registered Nurse			48.37	48.37	48.37					
										0.00	0.00					
Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22	Health Care Aide	23.11	23.63	24.16	24.16						
							3.00	2.25	2.25	0.00						
						Licensed Practical Nurse	33.95	34.71	35.49	35.49						
							3.00	2.25	2.25	0.00						
Extendicare (Canada) - Eaux Claires	UNA	2017-07-31	32	48	2015-12-15	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20	Health Care Aide	23.11	23.63	24.16	24.16						
							3.00	2.25	2.25	0.00						
						Housekeeping	18.70	19.12	19.55	19.55						
							3.00	2.25	2.25	0.00						
						Licensed Practical Nurse	33.95	34.71	35.49	35.49						
							3.00	2.25	2.25	0.00						
Extendicare (Canada) - Fort Macleod	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20	Health Care Aide	23.11	23.63	24.16	24.16						
							4.00	2.25	2.25	0.00						
						Housekeeping	18.70	19.13	19.55	19.55						
							3.00	2.25	2.25	0.00						
						Licensed Practical Nurse	33.95	34.71	35.49	35.49						
							3.00	2.25	2.25	0.00						
Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20	Health Care Aide	23.11	23.63	24.16	24.16						
							4.90	2.25	2.25	0.00						
						Housekeeping	18.71	19.13	19.56	19.56						
							3.00	2.25	2.25	0.00						
						Licensed Practical Nurse	33.95	34.71	35.49	35.49						
							3.00	2.25	2.25	0.00						
Extendicare (Canada) - Holyrood	UNA	2017-07-31	20	48	2015-12-15	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
Extendicare (Canada) - Leduc	UNA	2017-07-31	17	48	2015-12-15	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20	Health Care Aide	23.11	23.63	24.16	24.16						
							3.87	2.25	2.25	0.00						
						Housekeeping	19.19	19.62	20.06	20.06						
							3.00	2.25	2.25	0.00						
						Licensed Practical Nurse	33.95	34.71	35.49	35.49						
							3.00	2.25	2.25	0.00						
Extendicare (Canada) - Mayerthorpe	UNA	2017-07-31	5	48	2015-12-15	Registered Nurse	45.93	46.96	48.37	TBD						
							2.00	2.25	3.00							
Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26	Health Care Aide	23.11	23.63	24.16	24.16						
							3.00	2.25	2.25	0.00						
						Housekeeping	18.70	19.12	19.55	19.55						
							3.00	2.25	2.25	0.00						
						Licensed Practical Nurse	33.95	34.71	35.49	35.49						
							3.00	2.25	2.25	0.00						
Extendicare (Canada) - Michener Hill	UNA	2017-07-31	45	48	2015-12-15	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
Extendicare (Canada) - Viking	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
Extendicare (Canada) - Vulcan	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15	Registered Nurse		45.93	48.37	48.37	48.37					
									5.25	0.00	0.00					
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15	Health Care Aide		24.46	24.95	25.32	25.70					
								2.00	1.50	1.50						
						Licensed Practical Nurse		33.95	34.63	35.15	35.68					
								2.00	1.50	1.50						
Foothills Regional Emergency Services Commission	HSAA	2022-12-31	14	36	2020-01-29	Communications Specialist	31.55	32.50	33.47	34.47	35.50	36.57	37.12	37.68	38.43	
							3.00	3.00	3.00	3.00	3.00	3.00	1.50	1.50	2.00	
Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23	Health Care Aide			23.34	23.81	24.29					
									2.00	2.00						
						Housekeeping			19.12	19.50	19.89					
									2.00	2.00						
						Licensed Practical Nurse			32.00	32.64	33.29					
									2.00	2.00						
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06	Health Care Aide	23.75	TBD								
							0.00									
						Housekeeping	18.88	TBD								
							0.00									

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11	Health Care Aide	24.46	24.75	24.95							
							3.00	1.20	0.80							
						Housekeeping	19.26	19.65	19.85							
							2.00	2.00	1.00							
						Licensed Practical Nurse	33.94	34.35	34.62							
							3.00	1.20	0.80							
Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	36	2019-07-11	Occupational Therapist I	48.08	48.68	49.65	49.65	49.65	49.65				
							1.00	1.25	2.00	0.00	0.00	0.00				
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	48	2015-11-17	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
Good Samaritan Society - South Ridge Village	USWA	2021-06-30	150	48	2018-07-04	Health Care Aide	23.76	24.05	24.24	24.24	24.24	24.24				
							1.50	1.20	0.80	0.00	0.00	0.00				
						Housekeeping	19.06	19.44	19.63	19.63	19.63	19.83				
							1.50	2.00	1.00	0.00	0.00	1.00				
						Licensed Practical Nurse	32.97	33.37	33.64	33.64	33.64	33.64				
							1.50	1.20	0.80	0.00	0.00	0.00				
Grande Spirit Foundation	CUPE	2022-06-30	98	36	2019-07-10	Housekeeping	18.13	18.67	18.67	18.86	19.05	19.62	20.21	20.82		
							3.00	3.00	0.00	1.00	1.00	3.00	3.00	3.00		
Green Acres Foundation - Alberta Rose Lodge	AUPE	2021-12-31	20	47	2018-02-16	Food Services	18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82		
								3.00	2.50	2.50	1.50	1.50	1.50	2.00		
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16	Food Services	18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82		
								3.00	2.50	2.50	1.50	1.50	1.50	2.00		
						Health Care Aide	23.75	24.46	25.07	25.70	26.09	26.48	26.87	27.41		
								3.00	2.50	2.50	1.50	1.50	1.50	2.00		
						Licensed Practical Nurse	32.96	33.95	34.80	35.67	36.21	36.75	37.30	38.05		
							3.00	2.50	2.50	1.50	1.50	1.50	2.00			
						Registered Nurse	44.59	45.93	47.08	48.26						
							3.00	2.50	2.50							
Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2016-02-16	Food Services	18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82		
								3.00	2.50	2.50	1.50	1.50	1.50	2.00		
						Health Care Aide	23.75	24.46	25.07	25.70	26.09	26.48	26.87	27.41		
								3.00	2.50	2.50	1.50	1.50	1.50	2.00		
						Licensed Practical Nurse	32.96	33.95	34.80	35.67	36.21	36.75	37.30	38.05		
							3.00	2.50	2.50	1.50	1.50	1.50	2.00			
						Registered Nurse	44.59	45.93	47.08	48.26						
							3.00	2.50	2.50							

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Haven of Rest and Sunnyside Nursing Home	USWA	2020-03-31	126	36	2017-04-01	Health Care Aide	24.45	24.45	24.94	27.94	27.94	27.94					
							3.00	0.00	2.00	0.00	0.00	0.00					
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28	Housekeeping Aide	18.60	18.60	18.97	18.97	18.97	18.97					
							3.00	0.00	2.00	0.00	0.00	0.00					
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28	Licensed Practical Nurse	33.95	34.36	34.63	34.63							
								1.20	0.80	0.00							
Homeland Housing	CUPE	2020-12-31	150	36	2018-02-21	Registered Nurse		46.96	48.37	48.37							
								3.00	0.00								
Homeland Housing	CUPE	2020-12-31	150	36	2018-02-21	Housekeeping	18.13	18.49	18.86	19.24	19.24	19.62	20.02				
							1.00	2.00	2.00	2.00	0.00	2.00	2.00				
Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31	Health Care Aide	24.46	24.86	25.20	25.58							
							3.00	1.60	1.40	1.50							
Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31	Licensed Practical Nurse	33.95	34.46	34.98	35.50							
							3.00	1.50	1.50	1.50							
Hong Lok Management - Edmonton Chinatown Care Centre	UNA	2014-03-31	22	29	2012-09-18	Registered Nurse											
Intercare - Brentwood, Chinook, Southwood	CUPE	2020-06-30	934	24	2018-09-12	Health Care Aide	21.75	21.75	22.19	22.52	22.75	23.20*					
							3.00	0.00	2.00	1.50	1.00	1.00					
						Housekeeping	18.30	18.30	18.67	18.95	18.95	18.95					
	2.00	0.00	2.00	1.50	0.00	0.00											
Intercare - Kingsland Terrace	CUPE	2021-03-31	46	24	2020-03-19	Licensed Practical Nurse	32.03	32.03	32.67	33.17	33.50	33.84					
							3.00	0.00	2.00	1.50	1.00	1.00					
Intercare - Kingsland Terrace	CUPE	2021-03-31	46	24	2020-03-19	Housekeeping				17.42	17.59	17.59	17.68				
									2.50	1.00	0.00	0.50					
Lacombe Foundation	CLAC	2021-12-31	73	24	2020-02-24	Licensed Practical Nurse				30.30	30.60	30.60	30.75				
									1.00	1.00	0.00	0.50					
Lacombe Foundation	CLAC	2021-12-31	73	24	2020-02-24	Health Care Aide	20.30	20.71	21.12	21.62	23.78	24.26	24.62	TBD			
							2.00	2.00	2.00	2.35	10.00	2.00	1.50				
Lacombe Foundation	CLAC	2021-12-31	73	24	2020-02-24	Housekeeping	17.52	17.87	18.23	18.48	19.22	19.60	19.89	TBD			
							2.00	2.00	2.00	1.35	4.00	2.00	1.50				
Lakeland Lodge & Housing Foundation	CUPE	2021-12-31	27	24	2019-07-01	Housekeeping	17.12	17.55	17.99	18.12	18.25	18.62	18.80	18.99			
	CUPE	2021-12-31	27	24	2019-07-01	Housekeeping				3.00	2.50	2.50	0.70	0.70	2.00	1.00	1.00
Lamont County Housing	AUPE	2021-12-31	40	36	2018-12-21	Housekeeping			17.22	17.65	18.09	18.45	18.82	19.20			
	AUPE	2021-12-31	40	36	2018-12-21	Housekeeping				2.50	2.50	2.00	2.00	2.00			
Lamont Health Care Centre	HSAA	2020-03-31	13	36	2018-03-26	EMT-P [Advanced Care Paramedic]	43.33	43.87	44.75	44.75	44.75	44.75					
	HSAA	2020-03-31	13	36	2018-03-26	EMT-P [Advanced Care Paramedic]		1.00	1.25	2.00	0.00	0.00	0.00				
Lamont Health Care Centre	UNA	2017-03-31	34	48	2014-08-07	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					
	UNA	2017-03-31	34	48	2014-08-07	Registered Nurse		2.00	2.25	3.00	0.00	0.00	0.00				

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¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14	Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95							
							3.00	1.20	0.80	0.00	0.00	0.00							
Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	36	2019-06-14	Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63							
							3.00	1.20	0.80	0.00	0.00	0.00							
Lloydminster Region Housing Group - Pioneer Complex	CUPE	2021-02-28	75	36	2018-06-28	Housekeeping	20.89	21.31	21.52	21.52	21.52	21.74							
							2.00	2.00	1.00	0.00	0.00	1.00							
						Health Care Aide									24.46	24.83	25.32		
Medicine Hat Diagnostic Laboratory	HSAA	2017-03-31	70	16	2015-11-13	Housekeeping	16.52	16.97	17.31	17.57	17.99	18.26	18.62						
							2.50	2.75	2.00	1.50	2.40	1.50	2.00						
						Licensed Practical Nurse									34.63	35.15	35.85		
Mountain View Seniors Housing - Mount View Lodge	AUPE	2021-12-31	50	44	2020-09-11	Medical Laboratory Technologist I		43.87	44.75										
								2.00											
Mountain View Seniors Housing - Sundre Seniors' Supportive Living	AUPE	2020-12-31	44	41	2019-04-05	Health Care Aide							24.22	24.95	25.20				
Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30	Housekeeping							17.07	17.58	17.76				
Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29	Health Care Aide							24.95	25.08					
Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30	Health Care Aide	23.31	23.77	24.25	24.67	25.10	25.54							
							2.00	2.00	2.00	1.75	1.75	1.75							
						Housekeeping	15.58	15.89	16.21	16.49	16.78	17.08							
Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29	Licensed Practical Nurse	32.32	32.97	33.63	34.22	34.82	35.43							
							2.00	2.00	2.00	1.75	1.75	1.75							
						Health Care Aide	22.41	22.75	23.09	23.44	23.91	24.51							
Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29	Housekeeping	18.05	18.32	18.59	18.87	19.25	19.73							
							5.00	1.50	1.50	1.50	2.00	2.50							
						Licensed Practical Nurse	27.52	27.93	28.35	28.77	29.34	30.07							

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023								
Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13	Health Care Aide						24.23	24.71											
															1.50	2.00								
						Housekeeping (Support Services)											18.04	18.40						
																	1.50	2.00						
						Licensed Practical Nurse						33.98	34.66											
																	1.50	2.00						
Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	18	2019-02-15	Registered Nurse						48.37												
																	0.00							
Park Place Seniors Living - Devonshire Care Centre	AUPE	2020-03-31	183	36	2020-01-10	Health Care Aide	22.38	22.83	23.17	23.63	23.63	23.87	24.11	24.35										
							6.75	2.00	1.50	2.00	0.00	1.00	1.00	1.00										
						Housekeeping	19.21	19.59	19.88	20.29	20.29	20.49	20.69	20.90										
																	3.00	2.00	1.50	2.00	0.00	1.00	1.00	1.00
						Licensed Practical Nurse	31.06	31.68	32.16	32.80	32.80	33.13	33.46	33.79										
																	3.64	2.00	1.50	2.00	0.00	1.00	1.00	1.00
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	18	48	2017-09-29	Registered Nurse	44.87	46.22	46.96	47.66	48.37	48.37												
																	3.00	3.00	1.60	1.50	1.50	0.00		
Park Place Seniors Living - Emerald Gardens	CUPE	2021-04-30	48	36	2018-09-21	Health Care Aide	22.76	22.99	23.33	23.80	24.04	24.46	24.89											
							3.00	1.00	1.50	2.00	1.00	1.75	1.75											
						Housekeeping	17.74	17.92	18.19	18.55	18.74	19.06	19.40											
																	3.00	1.00	1.50	2.00	1.00	1.75	1.75	
						Health Care Aide	22.38	22.83	23.17	23.40	23.75	24.23												
																	3.00	2.00	1.50	1.00	1.50	2.00		
						Licensed Practical Nurse	31.06	31.68	32.16	32.48	32.97	33.63												
																	4.00	2.00	1.50	1.00	1.50	2.00		
Park Place Seniors Living - Hardisty Care Centre - GSS	AUPE	2021-03-31	60	24	2020-01-21	Housekeeping			18.65	18.84	19.03	19.23	19.43											
										1.00	1.00	1.00	1.00											
Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	48	2018-01-12	Registered Nurse	45.48	45.93	46.96	48.37	48.37	48.37												
																	1.00	1.00	2.25	3.00	0.00	0.00		
Park Place Seniors Living - Hardisty Care Centre - PMP/PMT	UNA	2019-03-31	4	15	2018-01-12	Occupational Therapist			43.80	44.68	46.91													
										2.00	5.00													
Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23	Health Care Aide	22.85	23.31	23.66	23.89	24.49	24.85												
							5.30	2.00	1.50	1.00	2.50	1.50												
						Housekeeping	18.82	19.20	19.49	19.68	19.98	20.37												
																	3.00	2.00	1.50	1.00	1.50	2.00		
						Licensed Practical Nurse	33.95	34.46	34.80	35.15	36.03	36.57												
																	7.00	1.50	1.00	1.00	2.50	1.50		

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28	Health Care Aide	24.46	24.70	25.08	25.33	25.71	26.22						
							3.00	1.00	1.50	1.00	1.50	2.00						
						Housekeeping	17.16	17.33	17.59	17.77	18.03	18.39						
							3.00	1.00	1.50	1.00	1.50	2.00						
						Licensed Practical Nurse	33.95	34.29	34.80	35.15	35.68	36.39						
							3.00	1.00	1.50	1.00	1.50	2.00						
Pharma Plus Speciality Pharmacy Services [Calgary]	HSAA	2019-06-30	30	36	2017-02-14	Pharmacy Technician I	35.35	35.35	35.79	36.24	36.78							
							0.00	0.00	1.25	1.25	1.50							
Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07	Health Care Aide	24.46											
							3.00											
						Licensed Practical Nurse	33.95											
							3.00											
Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21	Health Care Aide				23.98	24.46	24.95						
									NA	2.00	2.00							
						Housekeeping			15.92	16.24	16.56							
									NA	2.00	2.00							
						Licensed Practical Nurse				32.98	33.64	34.31						
										NA	2.00	2.00						
Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24	Health Care Aide	24.46	24.70	25.08	25.45	25.83	25.96	26.09	26.22				
							6.12	1.00	1.50	1.50	1.50	0.50	0.50	0.50				
						Housekeeping	18.22	18.40	18.68	18.96	19.24	19.34	19.44	19.54				
							3.00	1.00	1.50	1.50	1.50	0.50	0.50	0.50				
						Licensed Practical Nurse	33.95	34.29	34.80	35.33	35.86	36.04	36.22	36.40				
							7.17	1.00	1.50	1.50	1.50	0.50	0.50	0.50				
Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20	Health Care Aide						24.70	24.95	25.07	25.20			
																1.00	0.50	0.50
						Licensed Practical Nurse						33.98	34.32	34.49	34.66			
						Cook						18.76	18.95	19.04	19.14			
Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14	Cook				18.99	19.13	19.52	19.71					
						Health Care Aide				24.28	24.46	24.95	25.20					
										0.75	0.75	2.00	1.00					
						Licensed Practical Nurse				33.39	33.64	34.32	34.66					
										0.75	0.75	2.00	1.00					

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Points West Living Stettler	AUPE	2020-05-10	110	48	2018-11-07	Health Care Aide			23.92	24.28	24.70	25.08					
								0.75	1.50	1.75	1.50						
						Housekeeping			15.96	16.20	16.48	16.73					
								0.75	1.50	1.75	1.50						
						Licensed Practical Nurse			32.89	33.39	33.98	34.49					
									0.75	1.50	1.75	1.50					
Prairie Emergency Medical Systems	HSAA	2020-03-31	141	36	2018-08-24	EMT-P [Advanced Care Paramedic]	45.84	46.53	47.46	47.46	47.46	47.46					
							2.00	1.50	2.00	0.00	0.00	0.00					
Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-09	Health Care Aide	20.64	21.00	21.32	21.32	21.53	21.53	TBD				
																	1.00
						Housekeeping	17.65	17.96	18.23	18.23	18.41	18.84	TBD				1.00
									0.00	1.75	1.50	0.00	1.00	0.00			
						Licensed Practical Nurse	30.40	30.93	31.40	31.40	31.71	31.71	TBD				
									1.75	1.50	0.00	1.00	0.00			1.00	
Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18	Health Care Aide	20.65	21.01	21.22	21.43	21.65	21.65	TBD				
																	1.00
						Housekeeping	17.22	17.52	17.70	17.87	18.05	18.05	TBD				
							0.00	1.75	1.00	1.00	1.00	0.00				1.00	
Qualicare - Rivercrest Lodge Nursing Home Ltd	AUPE	2019-03-31	13	48	2017-02-13	Licensed Practical Nurse	31.06	31.06	31.53	31.84	32.16						
							4.70	0.00	1.50	1.00	1.00						
Qualicare - Rivercrest Lodge Nursing Home Ltd	UNA	2020-03-31	32	33	2020-03-03	Registered Nurse	43.99	46.96	48.37	48.37	48.37	48.37					
							2.50	6.75*	3.00	0.00	0.00	0.00					
Revera	UNA	2017-12-31	89	48	2015-06-15	Registered Nurse	45.03	45.93	46.96	46.96							
							0.00	2.00	2.25	0.00							
Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07	Health Care Aide	21.54	21.81	22.30	22.75	22.98						
						Housekeeping	19.42	19.66	20.11	20.51	20.72						
									2.00	1.25	2.25	2.00	1.00				
						Licensed Practical Nurse	30.57	30.95	31.65	32.29	32.61						
							2.00	1.25	2.25	2.00	1.00						

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Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25	Health Care Aide	23.30	23.77	24.31	24.79						
							3.00	2.00	2.25	2.00						
						Housekeeping	19.83	20.23	20.69	21.10						
						Licensed Practical Nurse	33.95	34.63	35.41	36.12						
							3.00	2.00	2.25	2.00						
Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09	Health Care Aide	21.09	21.35	21.62	22.05	22.50					
							2.00	1.25	1.25	2.00	2.00					
						Housekeeping	17.34	17.56	17.78	18.14	18.50					
						Licensed Practical Nurse	29.33	29.69	30.06	30.66	31.28					
							2.00	1.25	1.25	2.00	2.00					
Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28	Health Care Aide	20.89	21.42	21.85	22.34	22.84					
							2.50	2.50	2.00	2.25	2.25					
						Housekeeping	18.24	18.70	19.07	19.50	19.94					
						Licensed Practical Nurse	31.37	32.15	32.79	33.53	34.28					
							2.50	2.50	2.00	2.25	2.25					
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01	Health Care Aide	18.93	22.38	22.83	23.29	23.76					
							5.00	18.25	2.00	2.00	2.00					
						Housekeeping	17.24	17.76	18.12	18.48	18.85					
						Licensed Practical Nurse	29.45	30.33	30.94	31.56	32.19					
							3.00	3.00	2.00	2.00	2.00					
Revera Lessee - Chateau Renoir Retirement Residence	CUPE	2020-04-30	23	36	2017-11-23	Housekeeping	13.97	14.32	14.72	15.01	15.31	15.70				
							2.00	2.50	2.75	2.00	2.00	2.50				
Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08	Health Care Aide	22.52	23.19	23.90	24.38	24.87	25.36				
							3.00	3.00	3.00	2.00	2.00	2.00				
						Housekeeping	14.11	14.53	14.97	15.27	15.57	15.89				
						Licensed Practical Nurse	30.85	31.77	32.73	33.38	34.05	34.73				
							3.00	3.00	3.00	2.00	2.00	2.00				
Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12	Health Care Aide	22.38	23.05	23.51	23.98	24.46					
							3.50	3.00	2.00	2.00	2.00					
						Housekeeping	14.98	15.43	15.74	16.05	16.53					
						Licensed Practical Nurse	31.06	31.99	32.63	33.28	33.95					
							9.75	3.00	2.00	2.00	2.00					

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Revera Lessee - Heartland Retirement Residence	CUPE	2022-12-31	45	48	2020-12-17	Health Care Aide	17.28	17.71	18.11	18.65	19.02	19.40	19.79	21.18	22.61		
							2.50	2.50	2.25	3.00	2.00	2.00	2.00	7.00	6.75		
Revera Lessee - Heartland Retirement Residence	CUPE	2022-12-31	45	48	2020-12-17	Licensed Practical Nurse	26.12	26.77	27.31	27.58	28.13	28.69	29.27	30.85	32.47		
							2.50	2.50	2.00	1.00	2.00	2.00	2.00	5.40	5.25		
Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17	Health Care Aide	19.72	20.11	20.51	20.93	21.35	21.78	22.22				
							3.50	2.00	2.00	2.00	2.00	2.00	2.00				
Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17	Licensed Practical Nurse	28.87	29.45	30.04	30.64	31.26	31.89	32.53				
							3.50	2.00	2.00	2.00	2.00	2.00	2.00				
Revera Lessee - Meadowlands	UFCW	2020-12-31	73	48	2019-04-08	Health Care Aide	18.67	19.04	19.52	19.96	20.41	20.82	21.23				
							2.00	2.00	2.50	2.25	2.25	2.00	2.00				
						Housekeeping	14.97	15.27	15.65	16.00	16.36	16.69	17.02				
							2.00	2.00	2.50	2.25	2.25	2.00	2.00				
Revera Lessee - Meadowlands	UFCW	2020-12-31	73	48	2019-04-08	Licensed Practical Nurse	25.54	26.05	27.70	28.32	28.96	29.54	30.13				
							2.00	2.00	6.33	2.25	2.25	2.00	2.00				
Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15	Health Care Aide				22.73	22.96	23.19	23.48	23.77			
										1.00	1.00	1.25	1.25				
						Housekeeping				18.37	18.55	18.74	18.97	19.21			
										1.00	1.00	1.25	1.25				
Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15	Licensed Practical Nurse				31.42	31.73	32.05	32.45	32.86			
														1.00	1.00	1.25	1.25
Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03	Health Care Aide	22.38	22.99	23.62	24.21	24.69	25.18	25.62				
							3.50	2.75	2.75	2.50	2.00	2.00	1.75				
						Housekeeping	15.66	16.09	16.53	16.94	17.28	17.63	17.94				
										3.00	2.75	2.75	2.50	2.00	2.00	1.75	
Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03	Licensed Practical Nurse	31.06	31.91	32.79	33.61	34.28	34.97	35.58				
							9.80	2.75	2.75	2.50	2.00	2.00	1.75				
Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19	Health Care Aide		23.05	23.69	24.28							
								NA	2.75	2.50							
						Housekeeping		15.56	15.99	16.39							
										NA	2.75	2.50					
Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19	Licensed Practical Nurse		30.99	31.84	32.64							
Rexall Pharma Plus Pharmacies [Edmonton]	HSAA	2019-06-30	39	39	2017-05-23	Pharmacy Technician I	35.35	35.35	35.35	36.00	36.72						
							0.00	0.00	0.00	1.85	2.00						
Ridge Country Housing	CUPE	2020-12-31	27	36	2018-02-15	Housekeeping	15.91	16.23	16.55	17.05	17.30	17.56	18.00				
							3.00	2.00	2.00	3.00	\$0.25	1.50	2.50				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06	Health Care Aide	22.51	23.52	24.58	24.58	24.58	24.58				
							11.70	4.50	4.50	0.00	0.00	0.00				
						Housekeeping	18.43	18.98	19.55	19.55	19.55	19.55				
						Licensed Practical Nurse	33.70	34.71	35.75	35.75	35.75	35.75				
							11.60	3.00	3.00	0.00	0.00	0.00				
Sage Properties - Prince of Peace Manor & Harbour	CUPE	2022-06-30	100	24	2020-11-03	Health Care Aide						20.10	20.42	20.73	21.08	
																1.60
						Licensed Practical Nurse						27.36	27.84	28.26	28.74	
												1.75	1.50	1.70		
Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14	Health Care Aide	22.88	23.46	24.05*							
							3.00	2.50	0.80							
						Licensed Practical Nurse	32.74	33.56	34.58*							
							3.00	2.50	0.80							
Salem Manor Nursing Home	UNA	2017-03-31	15	48	2015-11-16	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
Salem Manor Nursing Home	USW	2020-07-13	40	36	2018-10-11	Housekeeping	19.08	19.55	19.75	19.75	20.15*	TBD				
							3.00	2.50	1.00	0.00	0.00					
Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15	Food Services (Dietary Aide)	18.64	19.01	19.20	19.20	19.20	19.39	TBD	TBD		
							2.00	2.00	1.00	0.00	0.00	1.00				
						Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95	TBD	TBD		
							3.00	1.20	0.80	0.00	0.00	0.00				
						Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	TBD	TBD		
							2.00	2.25	3.00	0.00	0.00	0.00				
Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13	Health Care Aide	24.30	24.91	25.66	26.04	26.44	26.44	26.44	27.23		
							2.50	2.50	3.00	1.50	1.50	0.00	0.00	3.00		
						Housekeeping	17.87	18.31	18.86	19.14	19.43	19.43	19.43	20.01		
							2.50	2.50	3.00	1.50	1.50	0.00	0.00	3.00		
						Licensed Practical Nurse	33.74	34.59	35.62	36.15	36.70	36.70	37.80			
							2.50	2.50	3.00	1.50	1.50	0.00	0.00	3.00		
SbraREIT Assisted Living I - Maison Senior Living	CUPE	2020-02-29	70	28	2017-10-23	Health Care Aide				19.75	20.15	20.55				
										2.00	2.00					
						Housekeeping				16.75	17.09	17.43				
										2.00	2.00					
						Licensed Practical Nurse				26.38	26.91	27.45				
											2.00	2.00				
Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15	Cook					17.00	17.17	17.34	17.52		
												1.00	1.00	1.00		

Collective Agreement Wage Table - Health Care and Social Assistance

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¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10	Health Care Aide			21.39	21.82	22.21	22.54							
									2.00	1.75	1.50								
						Housekeeping			16.62	16.95	17.91*	18.18							
									2.00	1.75	1.50								
						Licensed Practical Nurse			29.72	30.31	30.84	31.30							
										2.00	1.75	1.50							
Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25	Health Care Aide				21.39	21.82	22.25	22.64	23.15					
											2.00	2.00	1.75	2.25					
						Housekeeping				16.81	17.15	17.49	17.80	18.25					
											2.00	2.00	1.75	2.25					
Seasons Retirement Communities - Sunrise Village [High River] - ANC	CUPE	2020-06-30	77	24	2019-03-25	Health Care Aide		23.28	23.75	24.10	24.58	25.07							
									1.00	2.00	1.50	2.00	2.00						
						Licensed Practical Nurse		32.00	32.64	33.13	33.79	34.47							
										1.00	2.00	1.50	2.00	2.00					
Seasons Retirement Communities - Sunrise Village [High River] - GSS	CUPE	2020-06-30	48	12	2019-10-30	Housekeeping						15.93							
												1.50							
Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16	Health Care Aide				19.71	20.10	20.51	20.87	21.33					
													2.00	2.00	1.75	2.25			
						Housekeeping				16.25	16.58	16.91	17.20	17.59					
											2.00	2.00	1.75	2.25					
Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05	Health Care Aide				19.71	20.10	20.41	20.76	21.23					
													2.00	1.50	1.75	2.25			
						Housekeeping				16.25	16.58	16.82	17.12	17.50					
											2.00	1.50	1.75	2.25					
Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2020-12-31	33	48	2017-04-24	Health Care Aide			19.71	20.05	20.41	20.71	21.02						
													1.75	1.75	1.50	1.50			
						Housekeeping				16.81	17.10	17.66	17.93						
											1.75	1.75	1.50	1.50					
Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16	Health Care Aide	24.34	24.83	25.08	25.08	25.33	25.33							
													1.50	2.00	1.00	0.00	1.00	0.00	
						Housekeeping	19.92	20.32	20.53	20.53	20.74	20.95							
										1.50	2.00	1.00	0.00	1.00	1.00				
						Licensed Practical Nurse	33.95*	34.29	34.63	34.63	34.98	34.98							
										0.00	1.00	1.00	0.00	1.00	0.00				

Collective Agreement Wage Table - Health Care and Social Assistance

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18	Health Care Aide	24.34	24.83	25.08	25.08	25.33	25.33					
							1.50	2.00	1.00	0.00	1.00	0.00					
						Housekeeping	19.92	20.32	20.53	20.53	20.74	20.95					
							1.50	2.00	1.00	0.00	1.00	1.00					
Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	147	36	2019-01-14	Health Care Aide	24.34	24.83	25.08	25.08	25.33	25.33					
							1.50	2.00	1.00	0.00	1.00	0.00					
						Licensed Practical Nurse	33.95	34.29	34.63	34.63	34.98	34.98					
							0.00	1.00	1.00	0.00	1.00	0.00					
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	16	36	2019-01-14	Independent Living Attendant	22.11	22.33	22.56	22.56	23.01	23.01					
							2.50	1.00	1.00	0.00	2.00	0.00					
Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10	Health Care Aide	24.34	24.83	25.08	25.08	25.33	25.33					
							1.50	2.00	1.00	0.00	1.00	0.00					
						Licensed Practical Nurse	33.95	34.29	34.63	34.63	34.98	34.98					
							0.00	1.00	1.00	0.00	1.00	0.00					
Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	36	2020-04-23	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					
							2.00	2.25	3.00	0.00	0.00	0.00					
Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15	Health Care Aide	24.34	24.83	25.08	25.08	25.33	25.33					
							1.50	2.00	1.00	0.00	1.00	0.00					
						Licensed Practical Nurse	33.95	34.29	34.63	34.63	34.98	34.98					
							0.00	1.00	1.00	0.00	1.00	0.00					
Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2021-12-31	45	36	2019-02-11	Health Care Aide		21.09	21.30	21.41	21.75	22.39*	22.72	23.06			
								NA	1.00	0.50	1.50	1.50	1.50	1.50			
						Housekeeping	16.87	17.87	18.05	18.14	18.41	18.69*	19.25	19.54			
							2.00	5.93	1.00	0.50	1.50	1.50	1.50	1.50			
St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12	Health Care Aide					20.58	20.79					
						Licensed Practical Nurse					28.99	29.28					
St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02	Health Care Aide	22.20	22.47	22.65	22.65							
							3.50	1.20	0.80	0.00							
St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15	Health Care Aide	25.14	25.44	25.65	TBD							
							3.00	1.20	0.80								
						Licensed Practical Nurse	33.94	34.35	34.62	TBD							
							3.00	1.20	0.80								
St. Michael's Long Term Care Centre	UNA	2020-03-31	15	36	2020-01-08	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					
							2.00	2.25	3.00	0.00	0.00	0.00					

Collective Agreement Wage Table - Health Care and Social Assistance

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¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01	Health Care Aide	21.55	21.81	21.98	21.98						
							NA	1.20	0.80	0.00						
Stettler & District Ambulance Association	HSAA	2023-03-31	20	48	2019-09-16	Housekeeping	16.64	16.84	16.97	16.97						
							NA	1.20	0.80	0.00						
Sylvan Lake Lodge	CLAC	2020-12-31	30	36	2018-03-21	Advanced Care Paramedic	43.33	43.87	44.75	44.75	44.75	44.75	TBD	TBD	TBD	
							1.00	1.25	2.00	2.00	2.00	2.00				
Taber & District Housing - Clearview Lodge	CUPE	2023-05-31	27	48	2019-12-03	Housekeeping	17.06	17.53	17.88	18.24	18.60	18.97	19.40			
							2.00	2.75	2.00	2.00	2.00	2.00	2.25			
Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25	Health Care Aide	21.54	21.97	22.41	22.86	23.43	23.90	24.38	24.87	25.49	
							2.00	2.00	2.00	2.00	2.50	2.00	2.00	2.00	2.00	2.00
Touchmark at Wedgewood	UNSA	2017-03-31	15	48	2015-01-22	Housekeeping	17.06	17.40	17.75	18.11	18.56	18.93	19.31	19.70	20.19	
							2.00	2.00	2.00	2.00	2.50	2.00	2.00	2.00	2.00	2.00
Touchmark at Wedgewood	UNSA	2017-03-31	15	48	2015-01-22	Health Care Aide	24.46	24.75	24.95							
							3.00	1.20	0.80							
Touchmark at Wedgewood	UNSA	2017-03-31	15	48	2015-01-22	Licensed Practical Nurse	33.95	34.36	34.63							
							3.00	1.20	0.80							
Town of Vegreville - Ambulance	CUPE	2017-10-31	25	31	2016-01-15	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
Travois Holdings - Mayfair/Glamorgan Care Centres	CUPE	2017-10-31	25	31	2016-01-15	EMT-P	38.72	43.87	44.75	TBD						
							2.25	13.30	2.00							
Vegreville Association for Living in Dignity	USW	2020-09-30	32	60	2017-12-20	Health Care Aide	21.38	21.81	22.46	23.13	23.83	24.78	25.28	26.03	26.81	
							3.00	2.00	3.00	3.00	3.00	4.00	2.00	3.00	3.00	
Vegreville Association for Living in Dignity	USW	2020-09-30	32	60	2017-12-20	Housekeeping	19.89	20.29	20.90	21.53	22.18	23.06	23.52	24.23	24.95	
							3.00	2.00	3.00	3.00	3.00	4.00	2.00	3.00	3.00	
Vegreville Association for Living in Dignity	USW	2020-09-30	32	60	2017-12-20	Community Disability Worker	20.48	20.48	20.48	20.48	20.48	20.48				
							12.60	0.00	0.00	0.00	0.00	0.00				
Venta Care Centre Ltd.	UNSA	2017-08-31	16	48	2015-01-15	Registered Nurse	45.93	46.96	48.37							
							2.00	2.25	3.00							
Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21	Health Care Aide	24.46	24.75	24.95							
							3.00	1.20	0.80							
Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21	Licensed Practical Nurse	33.94	34.35	34.62							
							3.00	1.20	0.80							
Venta Care Centre Ltd. - GSS	AUPE	2017-07-31	50	24	2016-12-21	Housekeeping	20.10	20.50	20.91							
							3.00	2.00	2.00							

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24	Health Care Aide			21.21	21.53	22.18	22.85				
									1.50	3.00	3.00					
						Housekeeping			16.39	16.64	17.14	17.66				
									9.50	1.50	3.00	3.00				
Well Being Services - Monterey Place	AUPE	2022-03-31	130	60	2020-06-10	Licensed Practical Nurse			31.90	32.39	33.36	34.37				
									1.45	1.50	3.00	3.00				
						Registered Nurse			43.84	44.50	45.85	47.23				
									3.54	1.50	3.00	3.00				
Westlock Foundation - Pembina Lodge & Smithfield Lodge	CUPE	2017-12-31	60	36	2014-10-22	Health Care Aide	19.57	20.17	21.00	21.32	21.53	22.17	22.40	22.62		
							4.00	3.00	4.00	1.50	1.00	3.00	1.00	1.00		
						Housekeeping	15.45	15.91	16.39	16.64	16.80	17.31	17.48	17.65		
			3.00	3.00	3.00	1.50	1.00	3.00	1.00	1.00						
Wheatland & Adjacent Districts Emergency Medical Services	HSAA	2018-03-31	35	36	2016-02-26	Licensed Practical Nurse	30.53	31.14	32.07	32.55	32.88	33.86	34.20	34.54		
							2.00	2.00	3.00	1.50	1.00	3.00	1.00	1.00		
Wheatland Lodge	CUPE	2020-04-30	25	24	2018-06-11	Housekeeping	17.28	17.63	18.07	18.61						
							3.00	2.00	2.50	3.00						
Wheatland & Adjacent Districts Emergency Medical Services	HSAA	2018-03-31	35	36	2016-02-26	EMT-P	44.19	44.85	45.75	45.75						
							3.00	1.50	2.00	0.00						
Wheatland Lodge	CUPE	2020-04-30	25	24	2018-06-11	Housekeeping	17.97	18.42	18.79	19.16	19.54	19.93				
							2.50	2.50	2.00	2.00	2.00	2.00				
Willow Creek Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05	Health Care Aide	19.98	20.48	20.99							
							2.50	2.50	2.50							
Willow Creek Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05	Housekeeping	17.95	18.40	18.86							
							2.50	2.50	2.50							
Wood Buffalo Housing & Development	CUPE	2020-12-31	41	36	2019-10-17	Housekeeping	23.02	23.71	23.71	23.71	23.71	23.71	23.71	23.71		
							3.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Wood Buffalo Housing & Development - Rotary House	CUPE	2020-12-31	25	24	2019-04-15	Resident Service Aide	25.93	26.71	27.51	28.34	28.34	28.34	28.34			
							4.00	3.00	3.00	3.00	0.00	0.00	0.00			
Wood Buffalo Housing & Development - Rotary House	CUPE	2020-12-31	25	24	2019-04-15	Housekeeping	25.93	26.71	27.51	28.34	28.34	28.34	28.34			
							4.00	3.00	3.00	3.00	0.00	0.00	0.00			
Workers Compensation Board - Millard Health	HSAA	2020-12-31	129	36	2019-03-11	Occupational Therapist I	47.89	48.84	49.82	50.94	50.94	50.94	50.94			
							3.00	2.00	2.00	2.50	0.00	0.00	0.00			

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Classification - Health Care Aide

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.33	43.87	44.75	44.75	44.75	44.75					Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26
	1.00	1.25	2.00	0.00	0.00	0.00										
Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Housekeeping	20.40	20.81	21.02	21.02	21.02	21.23					Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
	2.00	2.00	1.00	0.00	0.00	1.00										
Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16
	2.00	2.25	3.00	0.00	0.00	0.00										
Health Care Aide	19.23	19.52	20.87*	21.08	21.50	21.72					Abby Road Housing Co-Operative Ltd	CUPE	2019-12-31	25	24	2019-01-16
	0.00	1.50	1.00	1.00	2.00	1.00										
Health Care Aide	21.71	22.77	23.45	24.16							Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
	2.00	4.90	3.00	3.00												
Health Care Aide	23.05	23.74	24.46	24.70	24.95	25.20					AgeCare - Columbia Assisted Living	AUPE	2020-03-31	29	36	2019-01-31
	3.00	3.00	3.00	1.00	1.00	1.00										
Health Care Aide	22.38	22.38	22.92	23.38	23.38	23.73	24.11				AgeCare - Midnapore	CUPE	2021-10-31	164	36	2020-01-07
	5.20	0.00	2.40	2.00	0.00	1.50	1.60									
Health Care Aide	20.96	22.43	23.10	23.79							Age Care - Sagewood Seniors Community	AUPE	2018-11-27	128	36	2015-11-18
		7.00	3.00	3.00												
Health Care Aide		23.05	23.28	23.98	24.58						Age Care - Sunrise Gardens	AUPE	2018-12-15	85	36	2015-12-29
			1.00	3.00	2.50											
Health Care Aide	23.74	23.74	24.45	24.94	24.94	25.19					AgeCare - Valleyview	AUPE	2020-03-31	32	24	2019-03-25
	3.00	0.00	3.00	2.00	0.00	1.00										
Health Care Aide			20.76	22.84	23.30	23.65					AgeCare - Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30
				10.00	2.00	1.50										
Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95					Allen Gray Continuing Care - ANC	AUPE	2020-03-31	153	24	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Health Care Aide	21.13	21.40	21.89	22.33	22.55	22.55	22.78	23.06			AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26
	2.00	1.25	2.25	2.00	1.00	0.00	1.00	1.25								
Health Care Aide	24.46	24.75	24.95								Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15
	3.00	1.20	0.80													
Health Care Aide	24.46	24.75	24.95								Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15
	3.00	1.20	0.80													
Health Care Aide	24.46	24.75	24.95								Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15
	3.00	1.20	0.80													

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Health Care Aide

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Health Care Aide	24.46 3.00	24.75 1.20	24.95 0.80								Bethany Care Centre - Colleside	AUPE	2017-08-31	134	38	2016-04-15
Health Care Aide		24.31	24.50 0.80								Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30
Health Care Aide	24.46 3.00	24.75 1.20	24.95 0.80								Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
Health Care Aide	24.46 2.77	24.75 1.20	24.95 0.80								Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
Health Care Aide	24.45	24.94 2.00	24.94 0.00	25.32 1.50	25.32 0.00	25.32 0.00					Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17
Health Care Aide	24.45 3.00	24.74 1.20	24.94 0.80	24.94 0.00	24.94 0.00	24.64 0.00					Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
Health Care Aide	24.46 3.00	24.70 1.00	24.95 1.00	25.20 1.00	25.50 1.20						Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
Health Care Aide							25.87 0.00	25.87 0.00			Brenda Strafford Foundation Wentworth Manor	AUPE	2022-12-30	139	28	2020-09-11
Health Care Aide	21.42 3.00	22.06 3.00	22.56 2.25	23.01 2.00	23.31 1.30	23.61 1.30	23.61 0.00	23.61 0.00			Bridges Community Living	CUPE	2021-12-31	112	24	2020-01-23
Health Care Aide	24.47 3.00	24.76 1.20	24.96 0.80	24.96 0.00	24.96 0.00	24.96 0.00					CapitalCare - ANC	AUPE	2020-06-30	1,150	36	2019-04-29
Health Care Aide	23.76 0.00	24.47* 3.00	24.67 0.80	24.96 1.20	24.96 0.00	24.96 0.00					CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2019-06-11
Health Care Aide	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00					Carewest - ANC	AUPE	2020-06-30	1,582	36	2019-09-09
Health Care Aide					17.74	17.96 1.25	18.19 1.25				CBI Home Health	AUPE	2020-12-31	482	36	2019-03-18
Health Care Aide	23.58 1.50	23.86 1.20	24.58 3.00	24.58 0.00	24.58 0.00	24.58 0.00					Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
Health Care Aide	21.80 2.00	22.29 2.25	22.85 2.50	22.96 0.50	23.08 0.50	23.19 0.50					Chantelle Management - Grande Prairie Care Centre	CUPE	2020-06-30	133	12	2019-10-28
Health Care Aide	19.48 2.50	19.96 2.50	20.56 3.00								Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	36	2014-01-30
Health Care Aide	22.40	22.96 2.50	23.42 2.00	23.89 2.00	24.43 2.25						Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19
Health Care Aide	22.40 3.00	22.96 2.50	23.42 2.00	23.89 2.00	24.43 2.25	24.67 1.00	TBD				Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	24	2019-09-03
Health Care Aide	23.18 2.00	23.70 2.25	23.70 0.00	23.82 0.50	23.94 0.50	24.36 1.75	24.36 0.00	24.60 1.00	24.91 1.25	25.28 1.50	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

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Health Care Aide

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

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Health Care Aide

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

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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Classification - Health Care Aide

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Health Care Aide	22.41	22.75	23.09	23.44	23.91	24.51					Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29
	5.00	1.50	1.50	1.50	2.00	2.50										
Health Care Aide						24.23	24.71				Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13
						1.50	2.00									
Health Care Aide	22.38	22.83	23.17	23.63	23.63	23.87	24.11	24.35			Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10
	6.75	2.00	1.50	2.00	0.00	1.00	1.00	1.00								
Health Care Aide	22.76	22.99	23.33	23.80	24.04	24.46	24.89				Park Place Seniors Living - Emerald Gardens	CUPE	2021-04-30	48	36	2018-09-21
	3.00	1.00	1.50	2.00	1.00	1.75	1.75									
Health Care Aide	22.38	22.83	23.17	23.40	23.75	24.23					Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24
	3.00	2.00	1.50	1.00	1.50	2.00										
Health Care Aide	22.85	23.31	23.66	23.90	24.49	24.85					Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23
	5.30	2.00	1.50	1.00	2.50	1.50										
Health Care Aide	24.46	24.70	25.08	25.33	25.71	26.22					Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
	3.00	1.00	1.50	1.00	1.50	2.00										
Health Care Aide	24.46										Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07
	3.00															
Health Care Aide				23.98	24.46	24.95					Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21
				NA	2.00	2.00										
Health Care Aide	24.46	24.70	25.08	25.45	25.83	25.96	26.09	26.22			Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24
	6.12	1.00	1.50	1.50	1.50	0.50	0.50	0.50								
Health Care Aide						24.70	24.95	25.07	25.20		Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
						1.00	0.50	0.50								
Health Care Aide			23.92	24.28	24.70	25.08					Points West Living Stettler	AUPE	2020-05-10	110	48	2018-11-07
			0.75	1.50	1.75	1.50										
Health Care Aide				24.28	24.46	24.95	25.20				Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
				0.75	0.75	2.00	1.00									
Health Care Aide	20.64	21.00	21.32	21.32	21.53	21.53	TBD				Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
	0.00	1.75	1.50	0.00	1.00	0.00		1.00								
Health Care Aide	20.65	21.01	21.22	21.43	21.65	21.65	TBD				Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18
	0.00	1.75	1.00	1.00	1.00	0.00		1.00								
Health Care Aide	21.54	21.81	22.30	22.75	22.98						Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07
	2.00	1.25	2.25	2.00	1.00											
Health Care Aide	23.30	23.77	24.31	24.79							Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25
	3.00	2.00	2.25	2.00												
Health Care Aide	21.09	21.35	21.62	22.05	22.50						Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09
	2.00	1.25	1.25	2.00	2.00											
Health Care Aide	20.89	21.42	21.85	22.34	22.84						Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
	2.50	2.50	2.00	2.25	2.25											

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

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Classification - Health Care Aide

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Health Care Aide	18.93 5.00	22.38 18.25	22.83 2.00	23.29 2.00	23.76 2.00						Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Health Care Aide	22.52 3.00	23.19 3.00	23.90 3.00	24.38 2.00	24.87 2.00	25.36 2.00					Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08
Health Care Aide	22.38 3.50	23.05 3.00	23.51 2.00	23.98 2.00	24.46 2.00						Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
Health Care Aide	17.28 2.50	17.71 2.50	18.11 2.25	18.65 3.00	19.02 2.00	19.40 2.00	19.79 2.00	21.18 7.00	22.61 6.75		Revera Lessee - Heartland Retirement Residence	CUPE	2022-12-31	45	48	2020-12-17
Health Care Aide	19.72 3.50	20.11 2.00	20.51 2.00	20.93 2.00	21.35 2.00	21.78 2.00	22.22 2.00				Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17
Health Care Aide	18.67 2.00	19.04 2.00	19.52 2.50	19.96 2.25	20.41 2.25	20.82 2.00	21.23 2.00				Revera Lessee - Meadowlands	UFCW	2020-12-31	73	48	2019-04-08
Health Care Aide				22.73 1.00	22.96 1.00	23.19 1.25	23.48 1.25	23.77 1.25			Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
Health Care Aide	22.38 3.50	22.99 2.75	23.62 2.75	24.21 2.50	24.69 2.00	25.18 2.00	25.62 1.75				Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03
Health Care Aide	19.22 3.00	19.60 2.00	20.00 2.00	20.60 3.00							Ridge Country Housing	CUPE	2017-12-31	33		
Health Care Aide	22.51 11.70	23.52 4.50	24.58 4.50	24.58 0.00	24.58 0.00	24.58 0.00					River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06
Health Care Aide					20.10 1.60	20.42 1.50	20.73 1.50	21.08 1.70			Sage Properties - Prince of Peace Manor & Harbour	CUPE	2022-06-30	100	24	2020-11-03
Health Care Aide	22.88 3.00	23.46 2.50	24.05* 0.80								Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
Health Care Aide	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00	TBD	TBD			Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15
Health Care Aide	24.30 2.50	24.91 2.50	25.66 3.00	26.04 1.50	26.44 1.50	26.44 0.00	26.44 0.00	27.23 3.00			Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
Health Care Aide [Registered Care]				19.75 2.00	20.15 2.00	20.55 2.00					SbraREIT Assisted Living I - Maison Senior Living	CUPE	2020-02-29	70	28	2017-10-23
Health Care Aide			21.39 2.00	21.82 1.75	22.21 1.50	22.54 1.50					Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10
Health Care Aide				21.39 2.00	21.82 2.00	22.25 2.00	22.64 1.75	23.15 2.25			Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25
Health Care Aide		23.28 1.00	23.75 2.00	24.10 1.50	24.58 2.00	25.07 2.00					Seasons Retirement Communities Sunrise Village [High River] - ANC	CUPE	2020-06-30	77	24	2019-03-25
Health Care Aide				19.71 2.00	20.10 2.00	20.51 2.00	20.87 1.75	21.33 2.25			Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Health Care Aide

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Health Care Aide				19.71	20.10	20.41	20.76	21.23	17.50		Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05
					2.00	1.50	1.75	2.25	2.25							
Health Care Aide			19.71	20.05	20.41	20.71	21.02				Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2020-12-31	33	48	2017-01-24
				1.75	1.75	1.50	1.50									
Health Care Aide	24.34	24.83	25.08	25.08	25.33	25.33					Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
	1.50	2.00	1.00	0.00	1.00	0.00										
Health Care Aide	24.34	24.83	25.08	25.08	25.33	25.33					Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18
	1.50	2.00	1.00	0.00	1.00	0.00										
Health Care Aide	24.34	24.83	25.08	25.08	25.33	25.33					Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	147	36	2019-01-14
	1.50	2.00	1.00	0.00	1.00	0.00										
Health Care Aide	24.34	24.83	25.08	25.08	25.33	25.33					Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10
	1.50	2.00	1.00	0.00	1.00	0.00										
Independent Living Attendant	22.11	22.33	22.56	22.56	23.01	23.01					Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	16	36	2019-01-14
	2.50	1.00	1.00	0.00	2.00	0.00										
Health Care Aide	24.34	24.83	25.08	25.08	25.33	25.33					Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15
	1.50	2.00	1.00	0.00	1.00	0.00										
Health Care Aide		21.09	21.30	21.41	21.75	22.39*	22.72	23.06			Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2021-12-31	45	36	2019-02-11
		NA	1.00	0.50	1.50	1.50	1.50	1.50								
Health Care Aide					20.58	20.79					St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12
						1.00										
Health Care Aide	22.20	22.47	22.65	22.65							St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02
	3.50	1.20	0.80	0.00												
Health Care Aide	25.14	25.44	25.65	TBD							St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15
	3.00	1.20	0.80													
Health Care Aide	21.55	21.81	21.98	21.98							St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01
	NA	1.20	0.80	0.00												
Health Care Aide	21.54	21.97	22.41	22.86	23.43	23.90	24.38	24.87	25.49		Taber & District Housing - Clearview Lodge	CUPE	2023-05-31	27	48	2019-12-03
	2.00	2.00	2.00	2.00	2.50	2.00	2.00	2.00	2.50							
Health Care Aide	24.46	24.75	24.95								Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
	3.00	1.20	0.80													
Health Care Aide	21.38	21.81	22.46	23.13	23.83	24.78	25.28	26.03	26.81		Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC	2023-03-31	160	36	2020-02-07
	3.00	2.00	3.00	3.00	3.00	4.00	2.00	3.00	3.00							
Health Care Aide	19.98	20.48	20.99								Willow Creek Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05
	2.50	2.50	2.50													
Health Care Aide			21.21	21.53	22.18	22.85					Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
				1.50	3.00	3.00										
Health Care Aide	19.57	20.17	21.00	21.32	21.53	22.17	22.40	22.62			Well Being Services - Monterey Place	AUPE	2022-03-31	130	60	2020-06-10
	4.00	3.00	4.00	1.50	1.00	3.00	1.00	1.00								

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.33	43.87	44.75	44.75	44.75	44.75					Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26
	1.00	1.25	2.00	0.00	0.00	0.00										
Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Housekeeping	20.40	20.81	21.02	21.02	21.02	21.23					Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
	2.00	2.00	1.00	0.00	0.00	1.00										
Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16
	2.00	2.25	3.00	0.00	0.00	0.00										
Licensed Practical Nurse	33.62	33.95	34.63	34.97							Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
	2.00	1.00	2.00	1.00												
Licensed Practical Nurse	33.95	34.36	34.63								AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24
	3.00	1.20	0.80													
Licensed Practical Nurse	32.31	33.61	34.28	34.97							Age Care - Sagewood Seniors Community	AUPE	2018-11-27	128	36	2015-11-18
		4.00	2.00	2.00												
Licensed Practical Nurse		31.99	32.95	33.94	34.96						Age Care - Sunrise Gardens	AUPE	2018-12-15	85	36	2015-12-29
			3.00	3.00	3.00											
Licensed Practical Nurse	32.95	32.95	33.94	34.62	34.62	34.97					AgeCare - Valleyview	AUPE	2020-03-31	32	24	2019-03-25
	3.00	0.00	3.00	2.00	0.00	1.00										
Licensed Practical Nurse			32.32	34.10	34.78	35.30					AgeCare - Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30
				5.50	2.00	1.50										
Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63					Allen Gray Continuing Care - ANC	AUPE	2020-03-31	153	24	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Licensed Practical Nurse	30.22	30.60	31.29	31.92	32.24	32.24	32.56	32.97			AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26
	2.00	1.25	2.25	2.00	1.00	0.00	1.00	1.25								
Licensed Practical Nurse	33.95	34.36	34.63								Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15
	3.00	1.20	0.80													
Licensed Practical Nurse	33.95	34.36	34.63								Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15
	3.00	1.20	0.80													
Licensed Practical Nurse	33.95	34.36	34.63								Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15
	3.00	1.20	0.80													
Licensed Practical Nurse	33.95	34.36	34.63								Bethany Care Centre - Collegedale	AUPE	2017-08-31	134	38	2016-04-15
	3.00	1.20	0.80													
Licensed Practical Nurse		34.00	34.27								Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30
			0.80													

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Licensed Practical Nurse	33.95	34.36	34.63								Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
	3.00	1.20	0.80													
Licensed Practical Nurse	33.95	34.36	34.63								Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
	2.85	1.20	0.80													
Licensed Practical Nurse	33.94	34.62	34.62	35.15	35.15	35.15					Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17
		2.00	0.00	1.50	0.00	0.00										
Licensed Practical Nurse	33.94	34.35	34.62	34.62	34.62	34.62					Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
	3.00	1.20	0.80	0.00	0.00	0.00										
Licensed Practical Nurse	33.94	34.28	34.62	34.97	35.39						Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
	3.00	1.00	1.00	1.00	1.20											
Licensed Practical Nurse							35.67	35.67			Brenda Strafford Foundation Wentworth Manor	AUPE	2022-12-30	139	28	2020-09-11
							0.00	0.00								
Licensed Practical Nurse	32.95	33.95	34.97	36.02	36.02	36.02	TBD				Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
		3.00	3.00	3.00	0.00	0.00										
Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63					CapitalCare - ANC	AUPE	2020-06-30	1,150	36	2019-04-29
	3.00	1.20	0.80	0.00	0.00	0.00										
Licensed Practical Nurse	33.94	34.36	34.63	34.63	34.63	34.63					Carewest - ANC	AUPE	2020-06-30	1,582	36	2019-09-09
	3.00	1.20	0.80	0.00	0.00	0.00										
Licensed Practical Nurse					24.89	25.20	25.52				CBI Home Health	AUPE	2020-12-31	482	36	2019-03-18
						1.25	1.25									
Licensed Practical Nurse	33.12	33.52	34.53	34.53	34.53	34.53					Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
	1.50	1.20	3.00	0.00	0.00	0.00										
Licensed Practical Nurse	31.78	32.50	33.31	33.48	33.64	33.81					Chantelle Management - Grande Prairie Care Centre	CUPE	2019-06-30	126	24	2018-09-10
	2.00	2.25	2.50	0.50	0.50	0.50										
Licensed Practical Nurse	27.13	27.81	28.64								Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	36	2014-01-30
	2.50	2.50	3.00													
Licensed Practical Nurse	31.06	31.84	32.48	33.13	33.87						Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19
		2.50	2.00	2.00	2.25											
Licensed Practical Nurse	31.06	31.84	32.48	33.13	33.87	34.21	TBD				Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	24	2019-09-03
	3.00	2.50	2.00	2.00	2.25	1.00										
Licensed Practical Nurse	31.07	31.77	31.77	31.93	32.09	32.65	32.65	32.98	33.39	33.89	Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	48	2021-02-22
	2.00	2.25	0.00	0.50	0.50	1.75	0.00	1.00	1.25	1.50						
Licensed Practical Nurse						34.28	34.79	35.31			Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
							1.50	1.50								
Licensed Practical Nurse			30.32	34.29							Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02
				13.10												
Licensed Practical Nurse	28.26	32.32	33.95								Covenant Care - Holy Cross	AUPE	2017-06-30	70	24	2015-12-17
		13.92*	5.00*													

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Licensed Practical Nurse	28.26	32.32 13.92*	33.95 5.00*								Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17
Licensed Practical Nurse	33.95 3.00	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00					Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.63 2.00	34.63 0.00	34.63 0.00	34.63 0.00	TBD				Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04
Licensed Practical Nurse	33.95 6.00	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00					Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24
Licensed Practical Nurse	33.95 3.00	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00					Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2020-03-31	200	36	2018-06-29
Licensed Practical Nurse	29.49 1.00	29.78 1.00	29.78 0.00	29.94 0.54	30.24 1.00	30.24 0.00					Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20
Licensed Practical Nurse	33.95 3.00	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00	TBD				Extendicare (Canada)	CUPE	2020-12-31	415	48	2019-10-29
Licensed Practical Nurse	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00							Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04
Licensed Practical Nurse	33.95 3.00	34.36 1.20	34.63 0.80								Extendicare (Canada) - Bonnyville	CUPE	2016-12-31	59	36	2016-01-11
Licensed Practical Nurse	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00							Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
Licensed Practical Nurse	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00							Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22
Licensed Practical Nurse	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00							Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
Licensed Practical Nurse	33.95 3.00	34.36 1.20	34.63 0.80								Extendicare (Canada) - Fort Macleod	CUPE	2016-12-31	75	36	2016-01-11
Licensed Practical Nurse	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00							Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
Licensed Practical Nurse	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00							Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Licensed Practical Nurse	33.95 3.00	34.36 1.20	34.63 0.80								Extendicare (Canada) - Leduc	CUPE	2016-12-31	81	36	2016-01-11
Licensed Practical Nurse	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00							Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Licensed Practical Nurse	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00							Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Licensed Practical Nurse	33.95 3.00	34.36 1.20	34.63 0.80								Extendicare (Canada) - St Paul	CUPE	2016-12-31	59	36	2016-01-11

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Licensed Practical Nurse	33.95 3.00	34.36 1.20	34.63 0.80								Extendicare (Canada) - Viking	CUPE	2016-12-31	58	36	2016-01-11
Licensed Practical Nurse	33.95 3.00	34.36 1.20	34.63 0.80								Extendicare (Canada) - Vulcan	CUPE	2016-12-31	61	36	2016-01-11
Licensed Practical Nurse		33.95	34.63 2.00	35.15 1.50	35.68 1.50						Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15
Licensed Practical Nurse			32.00	32.64 2.00	33.29 2.00						Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Licensed Practical Nurse	33.94 3.00	34.35 1.20	34.62 0.80								Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Licensed Practical Nurse	32.97 1.50	33.37 1.20	33.64 0.80	33.64 0.00	33.64 0.00	33.64 0.00					Good Samaritan Society - South Ridge Village	USW	2021-06-30	150	48	2018-07-04
Licensed Practical Nurse	32.96	33.95 3.00	34.80 2.50	35.67 2.50	36.21 1.50	36.75 1.50	37.30 1.50	38.05 2.00			Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
Licensed Practical Nurse	32.96	33.95 3.00	34.80 2.50	35.67 2.50	36.21 1.50	36.75 1.50	37.30 1.50	38.05 2.00			Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Licensed Practical Nurse	33.95	34.36 1.20	34.63 0.80	34.63 0.00							Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28
Licensed Practical Nurse	33.95 3.00	34.46 1.50	34.98 1.50	35.50							Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31
Licensed Practical Nurse	32.03 3.00	32.03 0.00	32.67 2.00	33.17 1.50	33.50 1.00	33.84 1.00					Intercare - Brentwood, Chinook, Southwood	CUPE	2020-06-30	934	24	2018-09-12
Licensed Practical Nurse				30.30 1.00	30.60 1.00	30.60 0.00	30.75 0.50				Intercare - Kingsland Terrace	CUPE	2021-03-31	46	24	2020-03-19
Licensed Practical Nurse	33.95 3.00	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00					Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14
Licensed Practical Nurse					34.63 1.50	35.15 1.50	35.85 2.00				Lloydminster Region Housing Group - Pioneer Complex	CUPE	2021-02-28	75	36	2018-06-28
Licensed Practical Nurse	32.32 2.00	32.97 2.00	33.63 2.00	34.22 1.75	34.82 1.75	35.43 1.75					Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30
Licensed Practical Nurse						34.32	34.49 0.50				Mountain View Seniors Housing	AUPE	2020-12-31	44	41	2019-04-05
Licensed Practical Nurse	27.52 5.00	27.93 1.50	28.35 1.50	28.77 1.50	29.34 2.00	30.07 2.50					Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29
Licensed Practical Nurse						33.98 1.50	34.66 2.00				Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13
Licensed Practical Nurse	31.06 3.64	31.68 2.00	32.16 1.50	32.80 2.00	32.80 0.00	33.13 1.00	33.46 1.00	33.79 1.00			Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Licensed Practical Nurse	31.06 4.00	31.68 2.00	32.16 1.50	32.48 1.00	32.97 1.50	33.63 2.00					Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24
Licensed Practical Nurse	33.95 7.00	34.46 1.50	34.80 1.00	35.15 1.00	36.03 2.50	36.57 1.50					Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23
Licensed Practical Nurse	33.95 3.00	34.29 1.00	34.80 1.50	35.15 1.00	35.68 1.50	36.39 2.00					Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
Licensed Practical Nurse	33.95 3.00										Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07
Licensed Practical Nurse				32.98 NA	33.64 2.00	34.31 2.00					Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21
Licensed Practical Nurse	33.95 7.17	34.29 1.00	34.80 1.50	35.33 1.50	35.86 1.50	36.04 0.50	36.22 0.50	36.40 0.50			Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24
Licensed Practical Nurse						33.98	34.32	34.49	34.66		Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
Licensed Practical Nurse				33.39 0.75	33.64 0.75	34.32 2.00	34.66 1.00				Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
Licensed Practical Nurse			32.89 0.75	33.39 1.50	33.98 1.75	34.49 1.50					Points West Living Stettler	AUPE	2020-05-10	110	48	2018-11-07
Licensed Practical Nurse	30.40	30.93 1.75	31.40 1.50	31.40 0.00	31.71 1.00	31.71 0.00	TBD		1.00		Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
Licensed Practical Nurse	31.06 4.70	31.06 0.00	31.53 1.50	31.84 1.00	32.16 1.00						Qualicare - Rivercrest Lodge Nursing Home Ltd	AUPE	2019-03-31	13	48	2017-02-13
Licensed Practical Nurse	30.57 2.00	30.95 1.25	31.65 2.25	32.29 2.00	32.61 1.00						Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07
Licensed Practical Nurse	33.95 3.00	34.63 2.00	35.41 2.25	36.12 2.00							Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25
Licensed Practical Nurse	29.33 2.00	29.69 1.25	30.06 1.25	30.66 2.00	31.28 2.00						Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09
Licensed Practical Nurse	31.37 2.50	32.15 2.50	32.79 2.00	33.53 2.25	34.28 2.25						Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
Licensed Practical Nurse	29.45 3.00	30.33 3.00	30.94 2.00	31.56 2.00	32.19 2.00						Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Licensed Practical Nurse	30.85 3.00	31.77 3.00	32.73 3.00	33.38 2.00	34.05 2.00	34.73 2.00					Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08
Licensed Practical Nurse	31.06 9.75	31.99 3.00	32.63 2.00	33.28 2.00	33.95 2.00						Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
Licensed Practical Nurse	26.12 2.50	26.77 2.50	27.31 2.00	27.58 1.00	28.13 2.00	28.69 2.00	29.27 2.00	30.85 5.40	32.47 5.25		Revera Lessee - Heartland Retirement Residence	CUPE	2022-12-31	45	48	2020-12-17

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Licensed Practical Nurse	28.87	29.45	30.04	30.64	31.26	31.89	32.53				Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17
	3.50	2.00	2.00	2.00	2.00	2.00	2.00									
Licensed Practical Nurse	25.54	26.05	27.70	28.32	28.96	29.54	30.13				Revera Lessee - Meadowlands	UFCW	2020-12-31	73	48	2019-04-08
	2.00	2.00	6.33	2.25	2.25	2.00	2.00									
Licensed Practical Nurse				31.42	31.73	32.05	32.45	32.86			Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
					1.00	1.00	1.25	1.25								
Licensed Practical Nurse	31.06	31.91	32.79	33.61	34.28	34.97	35.58				Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03
	9.80	2.75	2.75	2.50	2.00	2.00	1.75									
Licensed Practical Nurse		30.99	31.84	32.64							Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19
		NA	2.75	2.50												
Licensed Practical Nurse	33.70	34.71	35.75	35.75	35.75	35.75					River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06
	11.60	3.00	3.00	0.00	0.00	0.00										
Licensed Practical Nurse					27.36	27.84	28.26	28.74			Sage Properties - Prince of Peace Manor & Harbour	CUPE	2022-06-30	100	24	2020-11-03
						1.75	1.50	1.70								
Licensed Practical Nurse	32.74	33.56	34.58*								Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
	3.00	2.50	0.80													
Licensed Practical Nurse	33.74	34.59	35.62	36.15	36.70	36.70	36.70	37.80			Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
	2.50	2.50	3.00	1.50	1.50	0.00	0.00	3.00								
Licensed Practical Nurse				26.38	26.91	27.45					SbraREIT Assisted Living I - Maison Senior Living	CUPE	2020-02-29	70	28	2017-10-23
					2.00	2.00										
Licensed Practical Nurse			29.72	30.31	30.84	31.30					Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10
				2.00	1.75	1.50										
Licensed Practical Nurse		32.00	32.64	33.13	33.79	34.47					Seasons Retirement Communities Sunrise Village [High River] - ANC	CUPE	2020-06-30	77	24	2019-03-25
		1.00	2.00	1.50	2.00	2.00										
Licensed Practical Nurse	33.95*	34.29	34.63	34.63	34.98	34.98					Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
	0.00	1.00	1.00	0.00	1.00	0.00										
Licensed Practical Nurse	33.95*	34.29	34.63	34.63	34.98	34.98					Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18
	0.00	1.00	1.00	0.00	1.00	0.00										
Licensed Practical Nurse	33.95*	34.29	34.63	34.63	34.98	34.98					Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	147	36	2019-01-14
	0.00	1.00	1.00	0.00	1.00	0.00										
Licensed Practical Nurse	33.95*	34.29	34.63	34.63	34.98	34.98					Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10
	0.00	1.00	1.00	0.00	1.00	0.00										
Licensed Practical Nurse	33.95*	34.29	34.63	34.63	34.98	34.98					Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15
	0.00	1.00	1.00	0.00	1.00	0.00										
Licensed Practical Nurse					28.99	29.28					St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12
						1.00										
Licensed Practical Nurse	33.94	34.35	34.62	TBD							St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15
	3.00	1.20	0.80													

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Licensed Practical Nurse	33.95 3.00	34.36 1.20	34.63 0.80								Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
Licensed Practical Nurse	33.94 3.00	34.35 1.20	34.62 0.80								Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21
Licensed Practical Nurse			31.90 1.45	32.39 1.50	33.36 3.00	34.37 3.00					Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Licensed Practical Nurse	30.53 2.00	31.14 2.00	32.07 3.00	32.55 1.50	32.88 1.00	33.86 3.00	34.20 1.00	34.54 1.00			Well Being Services - Monterey Place	AUPE	2022-03-31	130	60	2020-06-10

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Registered Nurse

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.33	43.87	44.75	44.75	44.75	44.75					Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26
	1.00	1.25	2.00	0.00	0.00	0.00										
Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Housekeeping	20.40	20.81	21.02	21.02	21.02	21.23					Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
	2.00	2.00	1.00	0.00	0.00	1.00										
Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16
	2.00	2.25	3.00	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	TBD	TBD			AAKOM-KIYII Health Services	UNA	2022-03-31	6	28	2020-01-03
	2.00	2.25	3.00	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37								AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24
	2.00	2.25	3.00													
Registered Nurse	45.93	46.96	48.37								AgeCare - Valleyview	UNA	2017-03-31	22	36	2015-08-26
	2.00	2.25	3.00													
Registered Nurse					48.37	48.37					Allen Gray Continuing Care Centre	UNA	2020-06-30	10	30	2018-01-04
					0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2020-03-31	12	36	2018-02-16
	2.00	2.25	3.00	3.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Bethany Care Centre - Calgary	UNA	2020-03-31	65	36	2020-01-30
	2.00	2.25	3.00	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Bethany Care Centre - Cochrane	UNA	2020-03-31	12	36	2020-01-30
	2.00	2.25	3.00	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Bethany Care Centre - Collegesside	UNA	2020-03-31	18	36	2020-01-30
	2.00	2.25	3.00	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Bethany Care Centre - Sylvan Lake	UNA	2020-03-31	8	36	2020-01-30
		2.25	3.00	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37								Bethany Nursing Home - Rosehaven, Bethany Long Term	UNA	2017-03-31	21	48	2014-08-07
	2.00	2.25	3.00													
Registered Nurse	45.93	46.96	48.37	48.37	48.37	TBD	TBD				Blood Tribe Department of Health	UNA	2021-03-31	34	36	2019-04-23
	2.00	2.25	3.00	0.00	0.00											
Registered Nurse	45.03	45.93									Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	48	2015-08-21
	0.00	2.00														
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	TBD	TBD	TBD		Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA	2023-03-31	64	72	2021-03-22
	2.00	2.25	3.00	0.00	0.00	0.00										

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Registered Nurse

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Registered Nurse	47.28	48.71	50.18	51.69	51.69	51.69	TBD				Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
		3.00	3.00	3.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					CapitalCare	UNA	2020-03-31	207	36	2020-01-23
	2.00	2.25	3.00	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Carewest - Colonel Belcher et.al.	UNA	2020-03-31	129	36	2020-03-02
	2.00	2.25	3.00	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37								Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	26	48	2015-01-15
	2.00	2.25	3.00													
Registered Nurse	45.93	46.96	48.37								Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	48	2015-01-15
	2.00	2.25	3.00													
Registered Nurse	45.99	46.95	47.65	48.36							Club Sierra Lifestyles at River Ridge Inc	UNA	2017-06-30	13	36	2015-03-26
	1.00	2.00	1.50	1.50												
Registered Nurse					48.37	48.37					Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20
					0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Covenant Health	UNA	2020-03-31	2,876	36	2018-02-16
	2.00	2.25	3.00	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37								Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15
	2.00	2.25	3.00													
Registered Nurse			48.37	48.37	48.37						Extendicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28
				0.00	0.00											
Registered Nurse	45.93	46.96	48.37								Extendicare (Canada) - Eaux Claires	UNA	2017-07-31	32	48	2015-12-15
	2.00	2.25	3.00													
Registered Nurse	45.93	46.96	48.37								Extendicare (Canada) - Fort Macleod	UNA	2017-07-31	11	48	2015-12-15
	2.00	2.25	3.00													
Registered Nurse	45.93	46.96	48.37								Extendicare (Canada) - Holyrood	UNA	2017-07-31	20	48	2015-12-15
	2.00	2.25	3.00													
Registered Nurse	45.93	46.96	48.37								Extendicare (Canada) - Leduc	UNA	2017-07-31	17	48	2015-12-15
	2.00	2.25	3.00													
Registered Nurse	45.93	46.96	48.37	TBD							Extendicare (Canada) - Mayerthorpe	UNA	2017-07-31	5	48	2015-12-15
	2.00	2.25	3.00													
Registered Nurse	45.93	46.96	48.37								Extendicare (Canada) - Michener Hill	UNA	2017-07-31	45	48	2015-12-15
	2.00	2.25	3.00													
Registered Nurse	45.93	46.96	48.37								Extendicare (Canada) - Viking	UNA	2017-07-31	11	48	2015-12-15
	2.00	2.25	3.00													
Registered Nurse	45.93	46.96	48.37								Extendicare (Canada) - Vulcan	UNA	2017-07-31	11	48	2015-12-15
	2.00	2.25	3.00													
Registered Nurse		45.93	48.37	48.37	48.37						Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15
			5.25	0.00	0.00											

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Registered Nurse

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Registered Nurse	45.93 2.00	46.96 2.25	48.37 3.00								Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	48	2015-11-17
Registered Nurse	44.59	45.93 3.00	47.08 2.50	48.26 2.50							Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
Registered Nurse	44.59	45.93 3.00	47.08 2.50	48.26 2.50							Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Registered Nurse		46.96	48.37 3.00	48.37 0.00							Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28
Registered Nurse											Hong Lok Management - Edmonton Chinatown Care Centre	UNA	2014-03-31	22	29	2012-09-18
Registered Nurse	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00					Lamont Health Care Centre	UNA	2020-03-31	34	48	2014-08-07
Registered Nurse											Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	18	2019-02-15
Registered Nurse	44.87 3.00	46.22 3.00	46.96 1.60	47.66 1.50	48.37 1.50	48.37 0.00					Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	18	48	2017-09-29
Registered Nurse	45.48 1.00	45.93 1.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00					Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	48	2018-01-12
Registered Nurse	43.99 2.50	46.96 6.75*	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00					Qualicare - Rivercrest Lodge Nursing Home Ltd	UNA	2020-03-31	32	33	2020-03-03
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	46.96 0.00							Revera	UNA	2017-12-31	89	48	2015-06-15
Registered Nurse	45.93 2.00	46.96 2.25	48.37 3.00								Salem Manor Nursing Home	UNA	2017-03-31	15	48	2015-11-16
Registered Nurse	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	TBD	TBD			Salvation Army - Agape Hospice	UNA	2016-03-31	85	30	2016-07-04
Registered Nurse	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00					Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	36	2020-04-23
Registered Nurse	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00					St. Michael's Long Term Care Centre	UNA	2020-03-31	15	36	2020-01-08
Registered Nurse	45.93 2.00	46.96 2.25	48.37 3.00								Touchmark at Wedgewood	UNA	2017-03-31	13	48	2015-01-22
Registered Nurse											Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - GSS Housekeeping

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.33	43.87	44.75	44.75	44.75	44.75					Alberta Health Services	HSA	2020-03-31	19,000	36	2018-03-26
	1.00	1.25	2.00	0.00	0.00	0.00										
Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Housekeeping	20.40	20.81	21.02	21.02	21.02	21.23					Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
	2.00	2.00	1.00	0.00	0.00	1.00										
Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16
	2.00	2.25	3.00	0.00	0.00	0.00										
Housekeeping				15.56	15.87	16.18					AgeCare - Walden Heights - GSS	AUPE	2020-06-01	111	36	2017-06-02
				2.00	2.00	2.00										
Housekeeping	17.60	17.91	18.13	18.68	18.87	18.87	19.06	19.30			AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26
	2.00	1.25	2.25	2.00	1.00	0.00	1.00	1.25								
Housekeeping	21.15*	21.57	21.79								Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15
	3.00	2.00	1.00													
Housekeeping	17.73	18.08	18.44	18.73	18.73	18.92					Bethany Nursing Home - Bashaw, Rosealta, . . .	AUPE	2020-03-31	143	24	2018-12-17
	2.00	2.00	2.00	1.50	0.00	1.00										
Housekeeping	22.13	22.57	22.80	22.80	22.80	23.03					Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
	3.00	2.00	1.00	0.00	0.00	1.00										
Housekeeping	18.48	19.03	19.79	20.09	20.49	21.00					Brazeau Foundation	AUPE	2020-05-31	35	36	2017-08-08
	3.00	3.00	4.00	1.50	2.00	2.50										
Housekeeping	17.60	18.13	18.54	18.91	19.15	19.39	19.39	19.39			Bridges Community Living	CUPE	2021-12-31	112	24	2020-01-23
	3.00	3.00	2.25	2.00	1.30	1.30	0.00	0.00								
Housekeeping	16.96	17.47	18.00	18.54	18.82	19.01	TBD				Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
		3.00	3.00	3.00	1.50	1.00										
Housekeeping	19.83	20.23	20.63	20.84	20.84	21.05					CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2019-06-11
	0.00	2.00	2.00	1.00	0.00	1.00										
Housekeeping	19.10	19.29	19.87	19.87	19.87	19.87					Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
	1.30	1.00	3.00	0.00	0.00	0.00										
Housekeeping	18.25	18.66	19.12	19.22	19.31	19.41					Chantelle Management - Grande Prairie Care Centre	CUPE	2020-06-30	133	12	2019-10-28
	2.00	2.25	2.50	0.50	0.50	0.50										
Housekeeping	16.47	16.96									Chantelle Management - Waterford of Summerlea	AUPE	2016-09-03	35	36	2013-09-02
	3.00	3.00														

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¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - GSS Housekeeping

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

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¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - GSS Housekeeping

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

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Classification - GSS Housekeeping

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
Housekeeping						17.58	17.67				Mountain View Seniors Housing - Sundre Seniors Supportive Living	AUPE	2020-12-31	44	41	2019-04-05
							0.50									
Housekeeping	15.58	15.89	16.21	16.49	16.78	17.08					Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30
	2.00	2.00	2.00	1.75	1.75	1.75										
Housekeeping	18.05	18.32	18.59	18.87	19.25	19.73					Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29
	5.00	1.50	1.50	1.50	2.00	2.50										
Housekeeping (Support Services)						18.04	18.40				Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13
						1.50	2.00									
Housekeeping	19.21	19.59	19.89	20.29	20.29	20.49	20.69	20.90			Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10
	3.00	2.00	1.50	2.00	0.00	1.00	1.00	1.00								
Housekeeping	17.74	17.92	18.19	18.55	18.74	19.06	19.40				Park Place Seniors Living - Emerald Gardens	CUPE	2021-04-30	48	36	2018-09-21
	3.00	1.00	1.50	2.00	1.00	1.75	1.75									
Housekeeping			18.65	18.84	19.03	19.23	19.43				Park Place Seniors Living - Hardisty Care Centre - GSS	AUPE	2021-03-31	60	24	2020-01-21
				1.00	1.00	1.00	1.00									
Housekeeping	18.82	19.20	19.49	19.68	19.98	20.37					Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23
	3.00	2.00	1.50	1.00	1.50	2.00										
Housekeeping	17.16	17.33	17.59	17.77	18.03	18.39					Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
	3.00	1.00	1.50	1.00	1.50	2.00										
Housekeeping				15.92	16.24	16.56					Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21
				NA	2.00	2.00										
Housekeeping	18.22	18.40	18.68	18.96	19.24	19.34	19.44	19.54			Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24
	3.00	1.00	1.50	1.50	1.50	0.50	0.50	0.50								
Housekeeping			15.96	16.20	16.48	16.73					Points West Living Stettler	AUPE	2020-05-10	110	48	2018-11-07
			0.75	1.50	1.75	1.50										
Housekeeping	17.65	17.96	18.23	18.23	18.41	18.41	TBD				Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
	0.00	1.75	1.50	0.00	1.00	0.00		1.00								
Housekeeping	17.22	17.52	17.70	17.87	18.05	18.05	TBD				Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18
	0.00	1.75	1.00	1.00	1.00	0.00		1.00								
Housekeeping	19.42	19.66	20.11	20.51	20.72						Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07
	2.00	1.25	2.25	2.00	1.00											
Housekeeping	19.83	20.23	20.69	21.10							Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25
	3.00	2.00	2.25	2.00												
Housekeeping	17.34	17.56	17.78	18.14	18.50						Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09
	2.00	1.25	1.25	2.00	2.00											
Housekeeping	18.24	18.70	19.07	19.50	19.94						Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
	2.50	2.50	2.00	2.25	2.25											
Housekeeping	17.24	17.76	18.12	18.48	18.85						Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
	3.00	3.00	2.00	2.00	2.00											

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

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Classification - GSS Housekeeping

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

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - GSS Food Services

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.33	43.87	44.75	44.75	44.75	44.75					Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26
	1.00	1.25	2.00	0.00	0.00	0.00										
Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Housekeeping	20.40	20.81	21.02	21.02	21.02	21.23					Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
	2.00	2.00	1.00	0.00	0.00	1.00										
Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16
	2.00	2.25	3.00	0.00	0.00	0.00										
Food Services Assistant	18.14	18.50	18.68	18.68	18.68	TBD					Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07
	2.00	2.00	1.00	0.00	0.00											
Food Services Assistant	18.14	18.50	18.68	18.68	18.68	18.87					Carewest - GSS	AUPE	2020-06-30	175	36	2019-09-09
	2.00	2.00	1.00	0.00	0.00	1.00										
Food Services	18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82			Green Acres Foundation - Alberta Rose Lodge	AUPE	2021-12-31	20	47	2018-02-16
		3.00	2.50	2.50	1.50	1.50	1.50	2.00								
Food Services	18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82			Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
		3.00	2.50	2.50	1.50	1.50	1.50	2.00								
Food Services	18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82			Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
		3.00	2.50	2.50	1.50	1.50	1.50	2.00								
Cook						18.76	18.95	19.04	19.14		Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
							1.00	0.50	0.50							
Cook				18.99	19.13	19.52	19.71				Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
				0.75	0.75	2.00	1.00									
Food Services	18.64	19.01	19.20	19.20	19.20	19.39	TBD	TBD			Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15
	2.00	2.00	1.00	0.00	0.00	1.00										

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Paramedical & Other

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.33	43.87	44.75	44.75	44.75	44.75					Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26
	1.00	1.25	2.00	0.00	0.00	0.00										
Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Housekeeping	20.40	20.81	21.02	21.02	21.02	21.23					Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
	2.00	2.00	1.00	0.00	0.00	1.00										
Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63					Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	3.00	1.20	0.80	0.00	0.00	0.00										
Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37					Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16
	2.00	2.25	3.00	0.00	0.00	0.00										
Community Disability Worker	20.48	20.48	20.48	20.48	20.48	20.48					Vegreville Association for Living in Dignity	Steelworkers	2020-09-30	32	60	2017-12-20
	12.60	0.00	0.00	0.00	0.00	0.00										
Driver	23.77	24.07	24.55								Canadian Blood Services - Drivers	HSAA	2017-03-31	16	36	2016-01-27
	1.00	1.25	2.00													
Emergency Fire Dispatcher	23.44	23.91	24.39	24.88	25.38	25.89	25.89	25.89	TBD	TBD	East Central 911 Call Answer Society	HSAA	2024-12-31	6	60	2020-01-23
	2.00	2.00	2.00	2.00	2.00	2.00	0.00	0.00								
Communications Specialist	31.55	32.50	33.47	34.47	35.50	36.57	37.12	37.68	38.43		Foothills Regional Emergency Services Commission	HSAA	2022-12-31	14	36	2020-01-29
	3.00	3.00	3.00	3.00	3.00	3.00	1.50	1.50	2.00							
EMT-P	44.96	45.85	46.89	46.89	46.89	46.89	46.89				Associated Ambulance & Services (Whitecourt)	CUPE	2021-03-31	64	48	2020-06-11
	1.00	2.00	2.25	0.00	0.00	0.00	0.00									
EMT-P [Advanced Care Paramedic]	44.96	45.85	46.89	46.89	46.89	46.89					Associated Ambulance & Services (Whitecourt)	HSAA	2020-03-31	214	36	2018-07-24
	1.00	2.00	2.25	0.00	0.00	0.00										
EMT-P	44.19	44.19	44.74	44.74	44.74	44.74					Beaver Ambulance Society	CUPE	2020-03-31	40	36	2018-05-18
	3.00	0.00	1.25	0.00	0.00	0.00										
EMT-P [Advanced Care Paramedic]	43.33	43.87	44.75	44.75	44.75	TBD					Bethany Nursing Home - Rosehaven Care Centre	HSAA	2020-03-31	15	36	2018-03-26
	1.00	1.25	2.00	0.00	0.00											
EMT-P [Advanced Care Paramedic]			39.27	40.06							Blood Tribe Department of Health	Teamsters	2018-11-29	21	24	2016-11-30
				2.00												
Advanced Care Paramedic		40.05	40.85	40.85	40.85	40.85	41.26	41.67			Bonnyville Regional Fire Authority	HSAA	2022-07-31	53	48	2020-11-27
			2.00	0.00	0.00	0.00	1.00	1.00								
EMT-P [Advanced Care Paramedic]					43.33	43.76	44.20	44.64			Cold Lake Ambulance Society	HSAA	2022-05-31	51	58	2019-06-06
					0.00	1.00	1.00	1.00								
Primary Care Paramedic (PCP)	30.69	30.69	31.61	32.01	34.40*	34.40	34.40	34.40	34.40		East Central Ambulance Association	HSAA	2022-07-31	28	24	2021-01-26
	3.00	0.00	3.00	1.25	0.00	0.00	0.00	0.00	0.00							
EMT-P [Advanced Care Paramedic]	43.33	43.87	44.75	44.75	44.75	44.75					Lamont Health Care Centre	HSAA	2020-03-31	13	36	2018-03-26
	1.00	1.25	2.00	0.00	0.00	0.00										

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Paramedical & Other

Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	Union	Expiry	EEs ¹	Term	Settled on
EMT-P [Advanced Care Paramedic]	45.84 2.00	46.53 1.50	47.46 2.00	47.46 0.00	47.46 0.00	47.46 0.00					Prairie Emergency Medical Systems	HSAA	2020-03-31	141	36	2018-08-24
Advanced Care Paramedic	43.33 1.00	43.87 1.25	44.75 2.00	44.75 2.00	44.75 2.00	44.75 2.00	TBD	TBD	TBD		Stettler & District Ambulance Association	HSAA	2023-03-31	20	48	2019-09-16
EMT-P	38.72 2.25	43.87 13.30*	44.75 2.00	TBD							Town of Vegreville - Ambulance	CUPE	2017-10-31	25	31	2016-01-15
EMT-P	44.19 3.00	44.85 1.50	45.75 2.00	45.75 0.00							Wheatland & Adjacent Districts Emergency Medical Services	HSAA	2018-03-31	35	36	2016-02-26
Laboratory Technologist I	43.34 1.00	43.88 1.25	44.75 2.00	44.75 0.00	44.75 0.00	TBD					Alberta Public Laboratories	HSAA	2020-09-30	4,720	42	2020-01-30
Medical Laboratory Technologist I	43.34 1.00	43.88 1.25	44.76 2.00	44.76 2.00	44.76 2.00	44.76 2.00	TBD				Canadian Blood Services - Techs	HSAA	2021-03-31	243	48	2021-02-05
Medical Laboratory Technologist I	40.49 1.00	41.00 1.25	41.82 2.00	41.82 0.00	41.82 0.00	41.82 0.00	TBD	TBD			DynaLIFE DX	HSAA	2022-03-31	1,069	60	2019-02-06
Medical Laboratory Technologist I		43.87	44.75 2.00								Medicine Hat Diagnostic Laboratory	HSAA	2017-03-31	70	16	2015-11-13
Occupational Therapist	46.76 1.00	47.35 1.25	48.29 2.00	48.29 0.00	48.29 0.00	TBD					Bethany Care Centre - Calgary	HSAA	2020-07-31	12	36	2018-12-21
Occupational Therapist			43.80	44.68 2.00	46.91 5.00						Park Place Seniors Living - Hardisty Care Centre - PMP/PMT	UNA	2019-03-31	4	15	2018-01-12
Occupational Therapist I	48.08 1.00	48.68 1.25	49.65 2.00	49.65 0.00	49.65 0.00	49.65 0.00					CapitalCare - PMP/PMT	HSAA	2020-03-31	144	36	2019-04-15
Occupational Therapist I	48.08 1.00	48.68 1.25	49.65 2.00	49.65 0.00	49.65 0.00	49.65 0.00					Carewest - PMP/PMT	HSAA	2020-06-30	192	36	2019-11-19
Occupational Therapist	41.81 0.00	42.65 2.00	42.65 0.00	43.72 2.50	43.72 0.00	49.43* 0.00	49.43 0.00	TBD			CASA Child Adolescent & Family Mental Health	HSAA	2022-03-31	134	36	2020-03-11
Occupational Therapist I	48.08 1.00	48.64 1.25	49.65 2.00	49.65 0.00	49.65 0.00	49.65 0.00					Covenant Health - PMP/PMT	HSAA	2020-03-31	1,246	36	2018-05-24
Occupational Therapist I	48.08 1.00	48.68 1.25	49.65 2.00	49.65 0.00	49.65 0.00	49.65 0.00					Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	36	2019-07-11
Occupational Therapist I	47.89 3.00	48.84 2.00	49.82 2.00	50.94 2.50	50.94 0.00	50.94 0.00	50.94 0.00				Workers Compensation Board - Millard Health	HSAA	2020-12-31	129	36	2019-03-11
Pharmacy Technician I	35.35 0.00	35.35 0.00	35.79 1.25	36.24 1.25	36.78 1.50						Pharma Plus Speciality Pharmacy Services [Calgary]	HSAA	2019-06-30	30	36	2017-02-14
Pharmacy Technician I	35.35 0.00	35.35 0.00	35.35 0.00	36.00 1.85	36.72 2.00						Rexall Pharma Plus Pharmacies [Edmonton]	HSAA	2019-06-30	39	39	2017-05-23
Phlebotomist	27.60* 1.50	27.95 1.25	28.51 2.00								Canadian Blood Services	CUPE	2017-03-31	146	36	2015-01-27