

April 2010

# Bargaining Update

## Summary of Key Alberta Labour Activity

*Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.*

Government  
of Alberta ■

Alberta ■

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# Bargaining Update

## Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,969,400<sup>1</sup> Albertans employed, of which about 344,100 are self-employed. Nationally, the unemployment rate remained unchanged at 8.2% (February and March 2010), with the number of unemployed persons decreasing by 14,300 to a total of 1,515,100. Decreases in unemployment were due to an increase of part-time positions. Despite the March part-time gains, part-time employment has fallen by 0.6% since July 2009<sup>2</sup>. Unemployment in Alberta increased from 145,900 (February 2010) to 159,200, with the rate increasing from 6.9% in February 2010 to 7.5%. There are approximately 409,300 Albertans covered by union agreements. Alberta's union coverage rate is 25.2% while nationwide the union coverage rate is 31.3%<sup>2</sup>.

<sup>1</sup>Seasonally adjusted

<sup>2</sup> Statistics Canada Labour Force Survey (LFS)

## Highlights

On April 17, 2010, Brandt Tractor (Edmonton) locked out the Teamsters, local 987, for 30 minutes, resulting in a termination of the collective agreement. The employer unilaterally provided a 3.0% increase for the employees, and all employees have returned to work.

The Minister has established a Compulsory Arbitration Board (CAB) involving Alberta Health Services (formerly Parkland Ambulance Authority) and CUPE, Local 3671.

### *Quarterly Public and Private Sector Settlement Trends in Alberta*

Number of Employees Covered by Ratified Collective Bargaining Agreements													
Year	2008					2009					2010		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
<b>Public</b>	27,573	11,099	29,535	28,373	<b>96,580</b>	5,390	9,442	1,767	1,543	<b>18,142</b>	738	0	<b>738</b>
<b>Private</b>	22,527	9,502	5,704	7,103	<b>44,836</b>	2,968	9,891	6,857	5,630	<b>25,346</b>	2,535	11	<b>2,546</b>
<b>All</b>	50,100	20,601	35,239	35,476	<b>141,416</b>	8,358	19,333	8,624	7,173	<b>43,488</b>	3,273	11	<b>3,284</b>
Average Annual Wage Change %													
Year	2008					2009					2010		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
<b>Public</b>	1.9	4.0	4.2	4.4	<b>3.6</b>	2.8	2.7	1.0	1.5	<b>2.4</b>	1.8	0.0	<b>1.8</b>
<b>Private</b>	3.8	5.0	4.3	5.3	<b>4.3</b>	1.5	2.0	0.6	1.8	<b>1.5</b>	1.0	1.3	<b>1.0</b>
<b>All</b>	2.7	4.4	4.2	4.6	<b>3.8</b>	2.3	2.3	0.7	1.7	<b>1.9</b>	1.2	1.3	<b>1.2</b>

#### Note:

Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Employment and Immigration by calling (780)427-8301 or emailing [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

\*Year to date

**Wage Settlements In Alberta By Industry – 2008 to 2010 ( May )**

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
<b>Accommodation And Food Services</b>					
2010	0	0	0.0	0.0	0.0
2009	3	477	25.7	1.6	3.1
2008	6	632	36.7	4.3	15.6
<b>Administrative And Support, Waste Management And Remediation Services</b>					
2010	0	0	0.0	0.0	0.0
2009	4	337	34.4	2.0	6.1
2008	2	145	30.6	3.9	11.2
<b>Agriculture, Forestry, Fishing And Hunting</b>					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
<b>Arts, Entertainment And Recreation</b>					
2010	0	0	0.0	0.0	0.0
2009	9	560	33.1	1.3	3.1
2008	3	82	23.7	2.4	4.9
<b>Construction</b>					
2010	11	1,452	26.9	1.1	2.7
2009	36	8,419	24.0	0.8	1.6
2008	18	9,381	43.6	5.6	22.3
<b>Educational Services</b>					
2010	3	300	15.4	0.1	0.2
2009	17	2,565	28.7	0.4	1.0
2008	82	38,873	50.8	2.2	8.8
<b>Finance And Insurance</b>					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
<b>Health Care And Social Assistance</b>					
2010	3	217	23.3	3.1	6.4
2009	47	4,304	33.2	3.2	9.0
2008	53	58,923	38.3	4.6	15.2
<b>Information And Cultural Industries</b>					
2010	1	48	36.0	1.0	3.0
2009	4	1,327	24.7	3.5	7.3
2008	1	55	24.0	7.3	15.1
<b>Management of Companies And Enterprises</b>					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
<b>Manufacturing</b>					
2010	7	650	27.2	1.0	2.4
2009	34	3,205	32.5	1.1	3.2
2008	28	3,366	35.3	5.2	15.5
<b>Mining And Oil And Gas Extraction</b>					
2010	1	20	32.0	0.0	0.0
2009	8	5,613	55.5	2.9	14.8
2008	2	2,750	58.5	3.1	16.0
<b>Other Services (except Public Administration)</b>					
2010	1	24	36.0	1.7	5.1
2009	7	182	23.3	2.1	4.0
2008	10	368	25.2	4.3	9.5
<b>Professional, Scientific And Technical Services</b>					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
<b>Public Administration</b>					
2010	3	221	28.1	2.9	7.0
2009	35	9,729	26.8	2.5	5.9
2008	26	3,897	33.7	4.3	12.7
<b>Real Estate And Rental And Leasing</b>					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
<b>Retail Trade</b>					
2010	0	0	0.0	0.0	0.0
2009	3	3,130	50.1	0.0	0.1
2008	11	15,421	43.0	3.1	12.8
<b>Transportation And Warehousing</b>					
2010	3	152	33.3	1.4	4.3
2009	14	1,465	40.0	1.8	6.2
2008	16	1,137	36.5	6.6	21.4
<b>Utilities</b>					
2010	0	0	0.0	0.0	0.0
2009	7	1,587	20.0	3.5	4.7
2008	10	4,696	26.1	3.1	7.0
<b>Wholesale Trade</b>					
2010	2	200	30.0	1.0	2.6
2009	3	588	65.4	3.0	17.5
2008	6	1,566	36.0	5.7	21.2

## Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
<b>Academic</b>					
Athabasca University	Faculty Association	498	24	30-Jun-12	1 <sup>st</sup> year – 0% 2 <sup>nd</sup> year – 0%
Norquest College	AUPE, Local 71	275	24	30-Jun-11	01-Jul-09 – -4.0% (rollback) 01-Apr-10 – Wage review 15-Jun-10 – Wage review
Fort McMurray School District #2833	CUPE, Local 2545	323	43	31-Aug-13	1 <sup>st</sup> year – 4.8% 2 <sup>nd</sup> year – 3.0% 3 <sup>rd</sup> year – 3.0% 4 <sup>th</sup> year – 4.5%
<b>Construction</b>					
Flint Maintenance Services	CLAC, Local 63	350	27	30-Apr-12	01-Feb-10 – 0% 01-Sept-10 – 2.0% 01-Feb-11 – Wage reopener
Ber-mac Electrical And Instrumentation	CLAC, Local 63	150	21	23-Oct-11	01-Feb-10 – 1.5% 01-May-10 – Wage review (and quarterly thereafter)
Ledcor Construction Limited	CLAC, Local 63	150	24	31-Jan-12	01-Feb-10 – -5.0% (rollback) 02-Aug-10 – 1.0% (increase) 01-Feb-11 – Wage review
Ledcor RMC Services	CLAC, Local 63	985	12	28-Feb-11	28-Feb-10 – 2.0% 17-Mar-10 – 5.0%
<b>Health Care</b>					
Bethany Care Centre – Collegeside	AUPE, Local 48	115	24	30-Jun-11	1 <sup>st</sup> year – 5.0% 2 <sup>nd</sup> year – 4.5%
Bethany Care Centre – Airdrie	AUPE, Local 48	115	24	30-Jun-11	1 <sup>st</sup> year – Total increases 15.5% 2 <sup>nd</sup> year – 4.5%
Shepherd's Care – Kensington Village	AUPE, Local 47	200	12.5	30-Sept-10	15-Jan-10 – 2.5% 01-Apr-10 – 2.5%
<b>Public Administration</b>					
City of Red Deer	CUPE, Local 417	847	24	31-Dec-11	01-Jan-10 – 2.0% 08-Aug-10 – 2.0% 01-Jan-11 – 3.0%
<b>Other</b>					
Waste Management Canada Corp.	CAW, Local 4050	240	36	31-Oct-09	Edmonton 1 <sup>st</sup> year – 1.25% 2 <sup>nd</sup> year – 1.75% 3 <sup>rd</sup> year – 2.0% Red Deer and Calgary 1 <sup>st</sup> year – 1.5% 2 <sup>nd</sup> year – 2.0% 3 <sup>rd</sup> year – 2.0% Fort McMurray 1 <sup>st</sup> year – 3.0% 2 <sup>nd</sup> year – 2.5% 3 <sup>rd</sup> year – 2.5%
Oilsands Transportation Ltd. – Coach Division	Teamsters, Local 362	300	36	31-Dec-09	1 <sup>st</sup> year – 3.0% 2 <sup>nd</sup> year – 2.5% 3 <sup>rd</sup> year – 2.5%

## Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
<b>Public Sector</b>				
Alberta Health Services	UNA	24,000	31-Mar-10	Negotiations continue.
Revera Long Term Care Centre	CUPE, Local 8	160	30-Jun-09	Negotiations continue.
Extendicare (six locations)	AUPE	580	31-Dec-08	Negotiations continue.
Innovative Housing Society of Canada	AUPE	180	First Agreement	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Olds College	Faculty Association	100	30-Jun-09	In Arbitration.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
NAIT	AUPE	750	30-Jun-07	In Arbitration
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Elk Island Separate Regional School Division	CEP, Local 71	500	31-Aug-09	Negotiations continue
Livingstone Range Public School Division	CUPE, Local 2133	100	31-Aug-09	Negotiations continue
City of Calgary	Fire Fighters Association, Local 255	1,200	31-Dec-08	In Arbitration.
ATB Financial	AUPE	1,890	31-Mar-09	In Arbitration.
Alberta Research Council	AUPE	255	31-Mar-09	Negotiations continue.
Special Areas Board	AUPE	200	31-Dec-09	Negotiations continue.
<b>Private Sector</b>				
Calgary Co-operative Association Limited	Union of Calgary Co-Operative Employees	3,400	24-10-09	Negotiations continue
Goodyear Canada	USW, Local 628	239	22-Jul-09	Negotiations continue
Richardson Oilseed Ltd. (Lethbridge)	UFCW, Local 401	170	31-Aug-09	Negotiations continue.
Canada Safeway (Meats and Deli) – Southern Alberta	UFCW, Local 401	1,321	17-Mar-10	Negotiations continue.
Canada Safeway (Meats and Deli) – Northern Alberta	UFCW, Local 1118	780	17-Mar-10	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 401	500	31-Aug-08	Negotiations continue.
Canada Safeway	Bakery Workers	252	17-Mar-10	Negotiations continue.
Canada Safeway – Retail	UFCW, Local 401	6,837	20-Mar-10	Negotiations continue.
Maple Leaf Foods – Potatoes (Lethbridge)	UFCW, Local 401	100	28-Feb-10	Negotiations continue.
McKesson Canada Corporation	UFCW, Local 401	202	31-Dec-08	Negotiations continue.
Lakeside Packers - XL Foods (Brooks)	UFCW, Local 401	2,032	31-Dec-09	Negotiations continue.

## Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
<b>Public Sector</b>				
<b>British Columbia</b>				
Fraser Valley Regional Library	CUPE, Local 1698	350	36	31-Dec-11
Terms: 1 <sup>st</sup> year 3.0%, 2 <sup>nd</sup> year 3.0%, 3 <sup>rd</sup> year 3.0% Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 20, 2010.				
<b>Ontario</b>				
City of Ottawa	CUPE, Local 503	5,930	36	31-Dec-11
Terms: 1 <sup>st</sup> year 2.5%, 2 <sup>nd</sup> year 2.5%, 3 <sup>rd</sup> year 2.75% Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", May 2009.				
Government of Ontario	Association of Management, Administrative and Professional Crown Employees of Ontario	9,798	36	31-Mar-12
Terms: 1 <sup>st</sup> year 1.75%, 2 <sup>nd</sup> year 2.0%, 3 <sup>rd</sup> year 2.0% Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", May 2009.				
<b>Canada</b>				
National Research Council	Professional Institute of the Public Service of Canada	1,540	48	19-Jul-11
Terms: 1 <sup>st</sup> year 2.3%, 2 <sup>nd</sup> year 1.5% 3 <sup>rd</sup> year 1.5%, 4 <sup>th</sup> year 1.5% Source: Human Resources and Skills Development Canada, "Workplace Bulletin", June 21, 2009.				
NAV Canada	CAW, Local 5454	2,100	24	31-Mar-11
Terms: 1 <sup>st</sup> year 2.0%, 2 <sup>nd</sup> year 2.5% Source: Human Resources and Skills Development Canada, "Workplace Bulletin", June 21, 2009.				
<b>Private Sector</b>				
<b>British Columbia</b>				
Crown Packaging	CEP, Local 433	165	48	30-Jun-12
Terms: 1 <sup>st</sup> year 2.0%, 2 <sup>nd</sup> year 2.5%, 3 <sup>rd</sup> year 2.5%, 4 <sup>th</sup> year 3.0% Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 20, 2010.				
Teleflex	USW Local 2952	235	36	12-Aug-12
Terms: 1 <sup>st</sup> year 0.0%, 2 <sup>nd</sup> year 2.0%, 3 <sup>rd</sup> year 2.0%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 20, 2010.				
B.C. Sheet Metal Association	Sheet Metal Workers, Local 30	1,900	45	30-Apr-13
Terms: 1 <sup>st</sup> year 3.2%, 2 <sup>nd</sup> year 2.2%, 3 <sup>rd</sup> year 2.1%, 4 <sup>th</sup> year 2.1% Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 20, 2010.				
<b>Ontario</b>				
MacDonald Dettwiler and Associates- Robotics/Terrestrial (Brampton)	SPAR Professional and Technical Employees Association	231	48	31-Dec-12
Terms: 1 <sup>st</sup> year 1.0%, 2 <sup>nd</sup> year 3.0%, 3 <sup>rd</sup> year 3.0%, 4 <sup>th</sup> year 3.0% Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2009.				
Canpar Transport LP (Mississauga)	USW	650	36	31-Oct-12
Term: 1 <sup>st</sup> year, 0.0%, 2 <sup>nd</sup> year 1.0%, 3 <sup>rd</sup> year 2.0% Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2009.				



## Recent Labour Relations Developments in Other Jurisdictions

### British Columbia

Health Services Minister, Kevin Falcon, is proposing amendments to the *Emergency and Health Services Act*. These involve an expanded role for paramedics including providing care to people with chronic illnesses in residential-care facilities, joining with community-care workers to assist patients in their homes, and perhaps providing care in hospital emergency rooms. These services would apply particularly in rural areas. CUPE, Local 873, representing the paramedics, has expressed some support for the proposed changes. They indicate they have been pressing for an increased role for paramedics for some time. However, they also note they were not consulted on the proposed changes. CUPE Local 873 was on strike from April to November 2009, and ambulance service was maintained through essential services provisions.

Source: Victoria Times Colonist, "Paramedics' role to be expanded", April 22, 2010

### Manitoba

A tentative agreement has been reached between Canadian Blood Services and the Manitoba Government Employees Union, Local 200. A conciliator (mediator) assisted in the negotiations. Terms were not released, but the union is recommending approval of the agreement to its members.

Source: National Union of Public and General Employees, "Tentative deal with Canadian Blood Services-MGEU", April 22, 2010

### Ontario

About 2,900 casino workers, at both Fallsview Casino and Casino Niagara, in Niagara Falls are voting on whether to join the CAW. Four previous attempts by the CAW since 1999 to represent the employees have failed. Niagara Casinos, which manages both casinos, says that they will respect whatever decision the employees make, but would prefer to deal with their employees directly, rather than through a labour union. The voting is taking place April 21 to 23, 2010. Casino management offered to pay taxi fares for employees coming to vote if they're not scheduled to work, and reimbursing out-of-town employees up to \$100 if they come to vote.

Source: The Niagara Falls Review, Corey Larocque, "Casino workers to vote on CAW representation", April 21, 2010, and Corey Larocque, "CAW, casino getting the vote out", April 22, 2010

Labatt Breweries, owned by Belgian Brewer Interbrew, announced on March 31, 2010 that it is closing the Lakeport Brewery in Hamilton, effective April 30, 2010. About 140 unionized employees, represented by the Teamsters, Local 938, are affected. Labatt says it will be transferring its Lakeport operations to the London, Ontario facility.

Negotiations are underway between Labatt and the Teamsters concerning a closure agreement for Lakeport, involving such issues as severance and benefits for the affected employees. Teamsters, Local 938 President Craig McInnes has indicated the Lakeport plant may be a good purchasing opportunity for another brewery.

Source: Teamsters Canada news release, "Labatt to Close Lakeport Brewery in Hamilton!", April 22, 2010

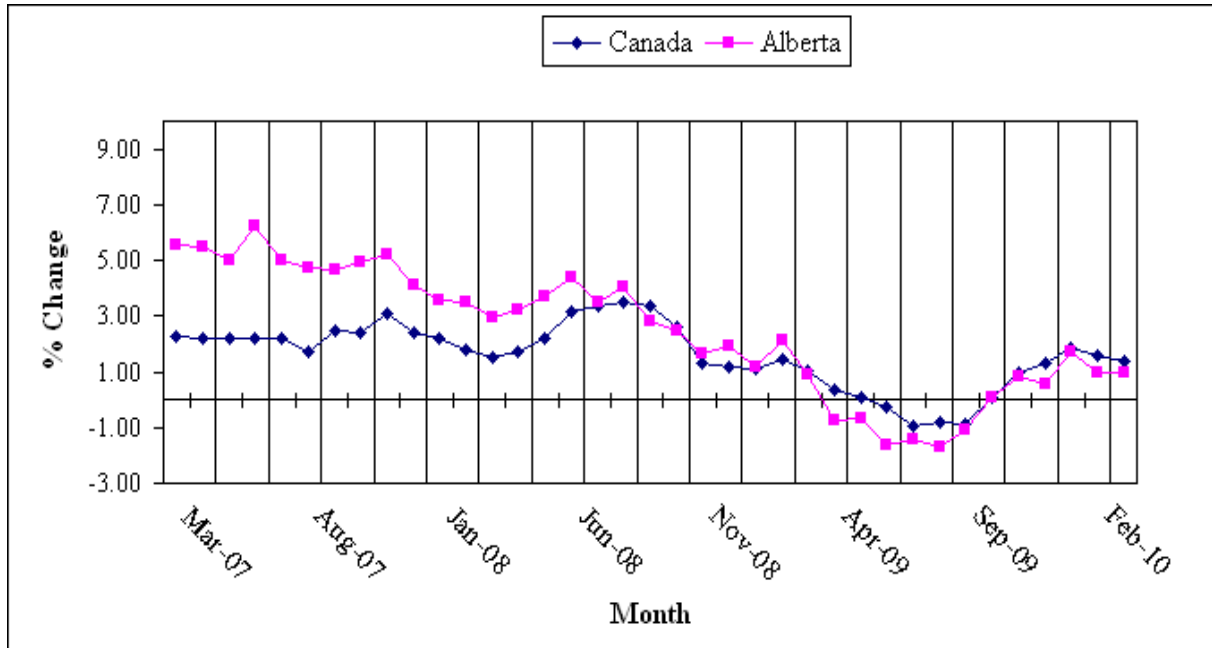
### Quebec

The City of Montreal and CUPE, Local 301, representing about 5,500 outside workers, have been operating under a collective agreement that expired August 31, 2007. A four-day "bargaining blitz" was held in early April 2010 involving a reworked set of contract proposals by the City developed under the supervision of a provincial conciliator (mediator). The City is bound by limits imposed across the municipal workforce by Mayor Gérald Tremblay of a wage freeze for 2007 and two per cent annually in subsequent years. Subcontracting to the private sector is a key issue. Up to March 2010, CUPE, Local 3017 had engaged in a series of one-day strikes, and beginning March 26, 2010, banned overtime, except in emergencies, resulting in a build-up in garbage throughout much of the City. Also, CUPE, Local 301 blocked public access to the popular attractions, the Biodôme and the Insectarium. On April 21, 2010, CUPE, Local 301 stated it would resume working overtime and would allow the reopening of two facilities, in an attempt to end the "climate of confrontation" between the City and the union.

Source: The (Montreal) Gazette, Jan Ravensbergen, "'Bargaining blitz' begins", April 6, 2010, and The Gazette, James Mennie, "Montreal blue collars declare truce", April 21, 2010.



**Consumer Price Index (CPI), Canada versus Alberta**  
**Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)**  
**March 2007 to March 2010**



**Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2007 to 2010**

Year	Canada		Alberta		Edmonton		Calgary	
	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2007	111.51	2.19	117.93	4.97	117.48	4.88	118.02	5.06
2008	114.11	2.33	121.63	3.14	121.39	3.33	121.79	3.20
2009	114.43	0.28	121.46	-0.14	121.62	0.19	121.73	-0.05
2010**	115.43	0.87	122.37	0.75	122.35	0.60	122.35	0.51
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33
May-09	114.7	0.09	121.4	-0.65	121.6	-0.25	121.5	-0.65
Jun-09	115.1	-0.26	122.0	-1.61	122.2	-1.21	122.1	-1.45
Jul-09	114.7	-0.95	121.5	-1.46	121.8	-1.46	121.6	-1.14
Aug-09	114.7	-0.78	122.0	-1.69	122.1	-1.21	122.1	-1.85
Sep-09	114.7	-0.86	121.5	-1.06	122.1	-0.16	122.1	-0.81
Oct-09	114.6	0.09	121.6	0.08	121.8	0.41	121.9	0.08
Nov-09	115.2	0.96	122.6	0.82	122.7	1.07	122.7	0.57
Dec-09	114.8	1.32	121.9	0.58	122.0	0.83	122.1	0.25
Jan-10	115.1	1.86	122.3	1.75	122.4	1.83	122.4	1.41
Feb-10	115.6	1.58	122.7	0.99	122.9	1.15	122.8	0.74
Mar-10	115.6	1.40	122.1	0.99	122.3	1.16	122.3	0.82

\*\* - Year to date

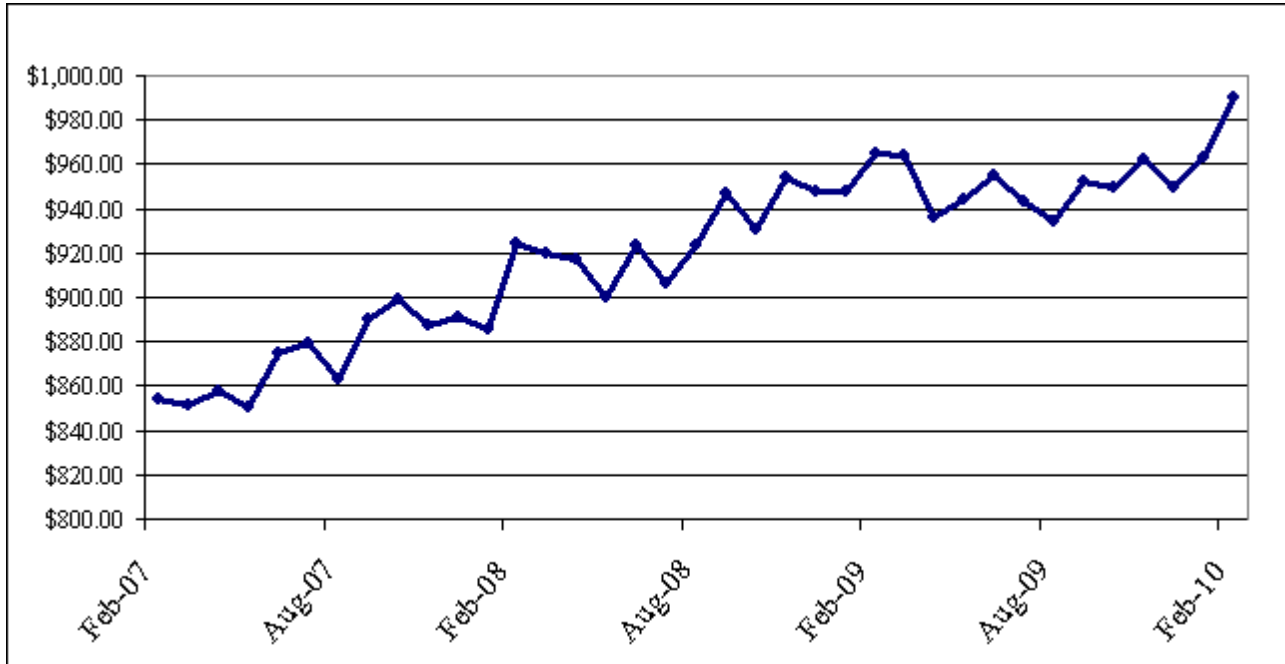
**Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

**Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

**Source:** Statistics Canada Consumer Price Index

## Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA\*)



Monthly AWEA		
Yr. Over Yr. % Change (Monthly)		
Feb-09	\$965.26	4.46
Mar-09	\$964.08	4.82
Apr-09	\$936.30	2.07
May-09	\$943.78	4.91
Jun-09	\$954.57	3.41
Jul-09	\$943.38	4.07
Aug-09	\$934.48	1.19
Sep-09	\$952.64	0.63
Oct-09	\$949.74	2.04
Nov-09	\$962.54	0.89
Dec-09	\$949.32	0.18
Jan-10	\$963.38	1.63
Feb-10	\$989.77	2.54

Yearly AWEA		
Yr. Over Yr. % Change (Annual)		
2005	\$783.90	5.78
2006	\$823.35	5.03
2007	\$871.06	5.79
2008	\$923.21	5.99
2009**	\$950.34	2.94
2010**	\$976.58	2.76

\*\*Year to date. (2009 data was not finalized at time of publication)

**Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

**Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AWEA) / Same month previous year AWEA x 100

**Source:** Statistics Canada, table 281-0026

## Employer Name Listing

CLR – Construction Labour Relations

GPC – General Presidents' Maintenance Committee for  
Canada

## Union Name Listing

**ACTRA** - Alliance of Canadian Cinema, Television  
and Radio Artists  
**ATA** – Alberta Teachers' Association  
**ATU** – Amalgamated Transit Union  
**AUPE** – Alberta Union of Provincial Employees  
**AWIU** – International Association of Heat and Frost  
Insulators and Allied Workers  
**Bakery Workers** – Bakery, Confectionery and Tobacco  
Workers International Union  
**Boilermakers** – International Brotherhood of  
Boilermakers, Ironship Builders, Blacksmiths, Forgers,  
and Helpers  
**Bricklayers** – International Union of Bricklayers and  
Allied Craftworkers  
**CAAMSE** – Central Alberta Association of Municipal  
School Employees Union  
**Carpenters** – United Brotherhood of Carpenters and  
Joiners of America  
**CAW** – Canada National Automobile, Aerospace,  
Transportation and General Workers Union of Canada  
**CEP** - Communications, Energy and Paperworkers  
Union  
**CISIW** – Canadian Iron, Steel and Industrial Workers  
**CLAC** – Christian Labour Association of Canada  
**Communications Workers** – Communications  
Workers of North America  
**COPE** – Canadian Office and Professional Employees  
Union  
**CSU 52** – Civic Service Union 52  
**CUPE** – Canadian Union of Public Employees  
**CWA-SCA** – Media and Communications Workers of  
America (Canada)  
**Elevator Constructors** – International Union of  
Elevators Constructors  
**GCIU** – Graphics Communications International  
Union  
**Glass, Molders, Pottery, Plastics** – Glass, Molders,  
Pottery, Plastics and Allied Workers International  
Union  
**Glass Workers** – Aluminum, Brick and Glass Workers  
International Union  
**HERE** – Hotel Employees and Restaurant Employees  
International Union  
**HSAA** – Health Sciences Association of Alberta

**IAFF** – International Association of Firefighters  
**IATSE** – International Alliance of Theatrical Stage  
Employees and Moving Picture Machine Operators of  
the United States and Canada  
**IBEW** – International Brotherhood of Electrical  
Workers  
**Iron Workers** – International Association of Bridge,  
Structural and Ornamental Iron Workers  
**IUOE** – International Union of Operating Engineers  
**Labourers** – Labourers' International Union of North  
America  
**Machinists** – International Association of Machinists  
and Aerospace Workers  
**Millwrights** – Millwrights, Machinery, Erectors and  
Maintenance Union  
**Mine Workers** – United Mine Workers of America  
**Musicians** – American Federation of Musicians of the  
United States and Canada  
**NASA** – Non-Academic Staff Association  
**Painters** – International Brotherhood of Painters and  
Allied Trades  
**Plasterers/Cement Masons** – Operative Plasterers and  
Cement Masons International Association of the  
United States and Canada  
**Plumbers** – The United Association of Journeymen  
and Apprentices of the Plumbing and Pipefitting  
Industry of the United States and Canada  
**PPWC** – Pulp, Paper and Woodworkers of Canada  
**PSAC** – Public Service Alliance of Canada  
**SEIU** – Service Employees International Union  
**Sheet Metal Workers** – Sheet Metal Workers  
International Association  
**Teamsters** – International Brotherhood of Teamsters  
**TWU** – Telecommunications Workers Union  
**UFCW** – United Food and Commercial Workers  
**UNA** – United Nurses of Alberta  
**UNITE HERE** – Union of Needletrades, Industrial and  
Textile Employees and Hotel Employees and  
Restaurant Employees  
**USW** – United Steel, Paper and Forestry, Rubber,  
Manufacturing, Energy, Allied Industrial and Service  
Workers International Union  
**UUWA** – United Utility Workers Association

Please note that industry associations may not appear in the above listing.