

July 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.*

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# Bargaining Update

## Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,999,800<sup>1</sup> Albertans employed, of which about 332,100 are self-employed. Nationally, the unemployment rate decreased from 8.1% (May 2010) to 7.9% (June 2010), with the number of unemployed persons decreasing by 31,200 to a total of 1,475,200. Increases in employment were within the service industries including retail and wholesale trades; business, building and other support services; and healthcare and social assistance. Unemployment in Alberta increased from 141,600 (May 2010) to 143,300 (June 2010), with the rate increasing from 6.6% to 6.7%. There are approximately 424,400 Albertans covered by union agreements. Alberta's union coverage rate is 25.4% while nationwide the union coverage rate is 32.4%<sup>2</sup>.

<sup>1</sup>Seasonally adjusted

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

## Highlights

Although ATB Financial and AUPE were in arbitration, the parties have reached a memorandum of agreement outside the arbitration process. The union is conducting a mail-in vote with results expected after August 20, 2010.

UFCW, Local 401, employees with McKesson Canada Corporation (Calgary) went on strike on June 28, 2010 and the employer locked out the employees on July 2, 2010.

The Alberta Labour Relations Board (LRB) is dealing with a number of applications for certification related to the taxi cab industry. The Miscellaneous Employees and Teamsters, Local 987 have applied for certification of approximately 800 taxi cab operators in greater Edmonton and approximately 400 taxi cab operators in Fort McMurray. The LRB has conducted votes, the results of which will be sealed pending the outcome of hearings scheduled for late October and early November 2010.

### *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	3 *	Total
<b>Public</b>	27,573	11,099	29,535	28,373	<b>96,580</b>	5,390	9,488	2,591	1,857	<b>19,326</b>	3,344	510	0	<b>3,854</b>
<b>Private</b>	22,602	9,564	5,839	7,103	<b>45,108</b>	2,968	10,151	7,057	6,022	<b>26,198</b>	19,048	1,819	232	<b>21,099</b>
<b>All</b>	50,175	20,663	35,374	35,476	<b>141,688</b>	8,358	19,639	9,648	7,879	<b>45,524</b>	22,392	2,329	232	<b>24,953</b>
Average Annual Wage Change %														
Year	2008					2009					2010			
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3 *	Total
<b>Public</b>	1.9	4.0	4.2	4.4	<b>3.6</b>	2.8	2.7	1.1	1.4	<b>2.4</b>	2.3	1.6	0.0	<b>2.2</b>
<b>Private</b>	3.8	4.9	4.3	5.3	<b>4.3</b>	1.5	2.0	0.6	1.7	<b>1.5</b>	3.6	0.8	1.1	<b>3.3</b>
<b>All</b>	2.7	4.4	4.2	4.6	<b>3.8</b>	2.3	2.3	0.8	1.7	<b>1.9</b>	3.4	1.0	1.1	<b>3.2</b>

\* year-to-date

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 ( July )**

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	1	112	59.0	1.7	8.6
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	2	370	21.5	0.3	0.6
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	2	55	26.5	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	3	115	34.2	0.9	2.7
2009	9	560	33.1	1.3	3.1
2008	3	82	23.7	2.4	4.9
<b>Construction</b>					
2010	25	4,352	23.4	0.4	1.1
2009	37	8,619	24.0	0.8	1.5
2008	18	9,381	43.6	5.6	22.3
<b>Educational Services</b>					
2010	9	1,233	31.9	1.2	5.0
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	15	16,039	35.4	4.4	13.9
2009	50	5,439	35.2	2.8	8.0
2008	53	58,923	38.3	4.6	15.2
<b>Information And Cultural Industries</b>					
2010	2	62	33.3	1.0	2.8
2009	5	1,379	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	19	1,208	27.0	0.8	2.1
2009	38	3,857	34.0	0.9	2.6
2008	31	3,638	36.0	5.1	15.5
<b>Mining And Oil And Gas Extraction</b>					
2010	2	32	28.3	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	3	81	27.9	1.8	4.1
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	1	28	24.0	2.0	4.0
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
<b>Public Administration</b>					
2010	8	396	31.8	2.8	8.0
2009	35	9,726	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	9	551	32.3	2.3	6.9
2009	14	1,465	40.0	1.8	6.2
2008	16	1,137	36.5	6.6	21.4
<b>Utilities</b>					
2010	1	80	48.0	1.0	4.0
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	3	239	29.0	1.0	2.5
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>Entertainment</b>					
Canadian Football League	Canadian Football League Players Association	92	48	Jun-14 <sup>1</sup>	1 <sup>st</sup> year – +\$1,000 (min. player salary) 2 <sup>nd</sup> year – +\$1,000 (min. player salary) 3 <sup>rd</sup> year – +\$1,000 (min. player salary) 4 <sup>th</sup> year – +\$1,000 (min. player salary) Changes to salary cap formula Establish min. team salary
<b>Food and Beverage</b>					
Saputo Foods Limited – Cheese (Calgary)	Teamsters 987	125	36	30-Apr-13	1 <sup>st</sup> year – 2% 2 <sup>nd</sup> year – 2% 3 <sup>rd</sup> year – 2%
<b>Manufacturing</b>					
JV Driver Fabricators	CLAC, Local 63	150	24	15-Feb-12	30-May-10 – -3% (rollback) 29-Aug-10 – Wage Review
<b>Utilities</b>					
AltaLink Management	UUWA	304	36	31-Dec-12	01-Jan-10 – 2.5% 01-Jan-11 – 3.0% 01-Jan-12 – 3.0%
<b>Public Sector</b>					
Strathcona County	AUPE, Local 118	160	24	31-Dec-11	1 <sup>st</sup> year – 3.5% 2 <sup>nd</sup> year – 3.5%

<sup>1</sup>Agreement will expire the day before 2014 training camp.

## Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
<b>Public Sector</b>				
Newport Harbour Care Centre (Calgary)	AUPE	170	28-Mar-10	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Olds College	Faculty Association	100	30-Jun-09	In Arbitration.
NAIT	AUPE	750	30-Jun-07	In Arbitration.
Keyano College	Faculty Association	130	30-Jun-09	Memorandum of Agreement.
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.
City of Calgary	Fire Fighters Association, Local 255	1,200	31-Dec-08	In Arbitration.
City of Grande Prairie	IAFF, Local 2770	82	31-Dec-09	Negotiations continue.
ATB Financial	AUPE	1,890	31-Mar-09	Memorandum of Agreement.
Alberta Research Council	AUPE	255	31-Mar-09	Negotiations continue.
Special Areas Board	AUPE	114	31-Dec-09	Negotiations continue.
<b>Private Sector</b>				
McKesson Canada Corporation	UFCW, Local 401	202	31-Dec-08	Strike/Lockout.
Transalta Generation Partnership (Poplar Creek)	CEP, Local 707	123	01-May-10	Negotiations continue.
Sidewalk, Curb and Gutter Contractors	Construction and Specialized Workers, Local 1111	400	30-Apr-10	Negotiations continue.
Calgary Co-operative Association Limited	Union of Calgary Co-Operative Employees	3,400	24-Oct-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.
Lakeside Packers - XL Foods (Brooks)	UFCW, Local 401	2,032	31-Dec-09	Negotiations continue.
XL Foods Inc – XL Beef	UFCW, Local 401	192	31-Mar-09	Negotiations continue.

## Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
<b>Public Sector</b>					
<b>British Columbia</b>					
Government Licensed Professionals	Professional Employees Association	1,600	24	31-Mar-12	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", March 19, 2010.					
B.C. Hydro	IBEW, Local 258	1,955	24	31-May-12	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", April 23, 2010.					
WorkSafe BC	Compensation Employees Union	2,307	39	31-May-12	1 <sup>st</sup> year 2.17% 2 <sup>nd</sup> year 2.16% 3 <sup>rd</sup> year and last 3 months 0.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", April 23, 2010.					
<b>Manitoba</b>					
Brandon School Division	Manitoba Teachers' Society	510	36	30-Jun-10	1 <sup>st</sup> year 3.0% 2 <sup>nd</sup> year 3.0% 3 <sup>rd</sup> year 3.0% plus \$500
Source: Manitoba Teachers' Society website, and Human Resources and Skills Development Canada, "Industrial Relations Bulletin", May 17, 2010.					
<b>Ontario</b>					
McMaster University	CUPE, Local 3906	3,175	24	31-Aug-11	1 <sup>st</sup> year \$0.85/hr 2 <sup>nd</sup> year \$0.55/hr
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2009					
Toronto Public Library Board	CUPE, Local 4948	2,400	36	31-Dec-11	1 <sup>st</sup> year 1.75% 2 <sup>nd</sup> year 2.0% 3 <sup>rd</sup> year 2.25%
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2009.					
<b>Private Sector</b>					
<b>British Columbia</b>					
Compass Group	Hospital Employees Union	1,300	48	30-Sep-12	1 <sup>st</sup> year 2.3% 2 <sup>nd</sup> year 3.0% 3 <sup>rd</sup> year 3.3% 4 <sup>th</sup> year 3.82%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", April 23, 2010.					
Hospitality Industrial Relations	CAW, Local 3000	120	48	28-Feb-12	1 <sup>st</sup> year 1.0% 2 <sup>nd</sup> year 2.0% 3 <sup>rd</sup> year 1.0% 4 <sup>th</sup> year 1.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", April 23, 2010					
Hospitality Industrial Relations	UNITE HERE, Local 40	2,200	48	31-May-12	1 <sup>st</sup> year 2.0% 2 <sup>nd</sup> year 2.0% 3 <sup>rd</sup> year 2.0% 4 <sup>th</sup> year 2.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", April 23, 2010.					
<b>Ontario</b>					
Guelph Products (Collins and Aikman)	CAW	276	36	31-Dec-12	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0% 3 <sup>rd</sup> year 0.0%
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2009.					
<b>Canada</b>					
MTS Allstream	CAW, Local 2000	550	24	01-Jan-12	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0% with a 1.0% increase in "variable pay"
Source: CAW News Release, "CAW Members Overwhelmingly Approve MTS Allstream Contract", April 6, 2010.					

## Recent Labour Relations Developments in Other Jurisdictions

### British Columbia

Flight delays were reported at Vancouver airport as fuel supervisors were locked out. Represented by Public Service Alliance of Canada, Local 20221, the fuel supervisors were bargaining for a first contract when the employer, GlobeGround/Servisair, locked them out on July 19, 2010. Local 20221 had been in mediation over the supervisors' contract since May, 2010. The Local also represents fuellers, who signed a contract in April and narrowly avoided a work stoppage.

Source: Public Service Alliance of Canada website, July 22, 2010.

### Ontario

Ontario Finance Minister Dwight Duncan met with union leaders to make a case for a two-year wage freeze for over 700,000 public sector employees, to help ease the pressure on the provincial economy. Reining in spending on public sector salaries, Ontario's largest expenditure, is a major part of the government's plan to eliminate its \$21 billion deficit over the next eight years. In its 2010 Budget, the government announced that it would freeze non-union public sector employees' salaries for two years, but honour existing labour contracts. Unions reacted negatively to the meeting. The CAW called Duncan's proposal an unfair attack on workers' bargaining rights, while the Ontario Federation of Labour said unions will seek legal action if an unwanted wage freeze is enforced.

Source: Windsor Star, "Union calls wage freeze 'unfair attack'", July 21, 2010.

Production and maintenance workers represented by USW at Vale Inco's Sudbury and Port Colborne plants ratified a five-year collective bargaining agreement. The deal included the company's two major demands: cheaper, RRSP based pension plans for the next generation of workers and a cap on the "nickel bonus" at \$15,000. Members received a \$2,000 bonus for signing the deal, along with a retirement incentive of \$15,000 to \$30,000, depending on seniority. New employees will be on a defined contribution pension plan, rather than the existing defined benefit plan, while defined benefit pensions for existing workers were improved. The company dropped its multi-million dollar lawsuits against members, and the nine members fired for picket line activity will have their cases heard by the Ontario Labour Relations Board. The settlement marks the end of a strike that began on July 13, 2009. Employees are expected to return to work by late August.

Source: Labour Notes, "After a Year on Strike, Vale Inco Miners In Ontario Take Their Lumps", July 16, 2010.

### Quebec

About 850 longshoremen at the port of Montreal were locked out July 19, 2010 by the Maritime Employers Association, in an ongoing dispute over a new collective agreement. The key issues were job security and revenue guarantees for recent hires. The longshoremen have been without a contract since Dec. 31, 2008. There was pressure to end the port lockout, as the port is Canada's second biggest after Vancouver. Leaders with Canadian Union of Public Employees Local 375, which represents the longshoremen, are pressing for talks to resume. On July 22, the Federal Labour Minister referred the dispute to the Canadian Industrial Relations Board, to examine the issue of maintenance of activities, as the parties have not reached their own maintenance of activities agreement. The Minister indicated that there needs to be assurances that public health and safety are not jeopardized.

Sources: CBC News, "Montreal port lockout enters 3rd day", July 21, 2010 and Global Montreal, "Raitt refers Montreal port lockout to Industrial Relations Board", July 21, 2010.

Update: The lockout ended on July 23, 2010 when a back-to-work protocol, reached by the parties on July 22, 2010, was adopted by the union members. The employees were returning to work on Saturday, July 24, 2010, and negotiations for a new agreement were resuming on Monday, July 26, 2010. To facilitate bargaining, the parties have agreed to a suspension of all means of pressure (from both sides) until September 3, 2010. By mutual consent, this could be extended by forty-five days.

Source: CUPE News Release, "Lockout ends at Port of Montreal", July 23, 2010.

### Newfoundland and Labrador

Contract talks between Vale and about 130 striking mine and mill employees, represented by USW at the company's operations in Voisey's Bay, Labrador, have broken off without a deal. The union said a bonus system was a key sticking point, as the proposed bonus system was based "entirely on incentives, rather than the present one based solely on the average realized price of nickel or the profitability of the company." The contract ratified by Steelworkers at Vale in Sudbury, Ont., includes a bonus linked to nickel prices and worldwide company profitability.

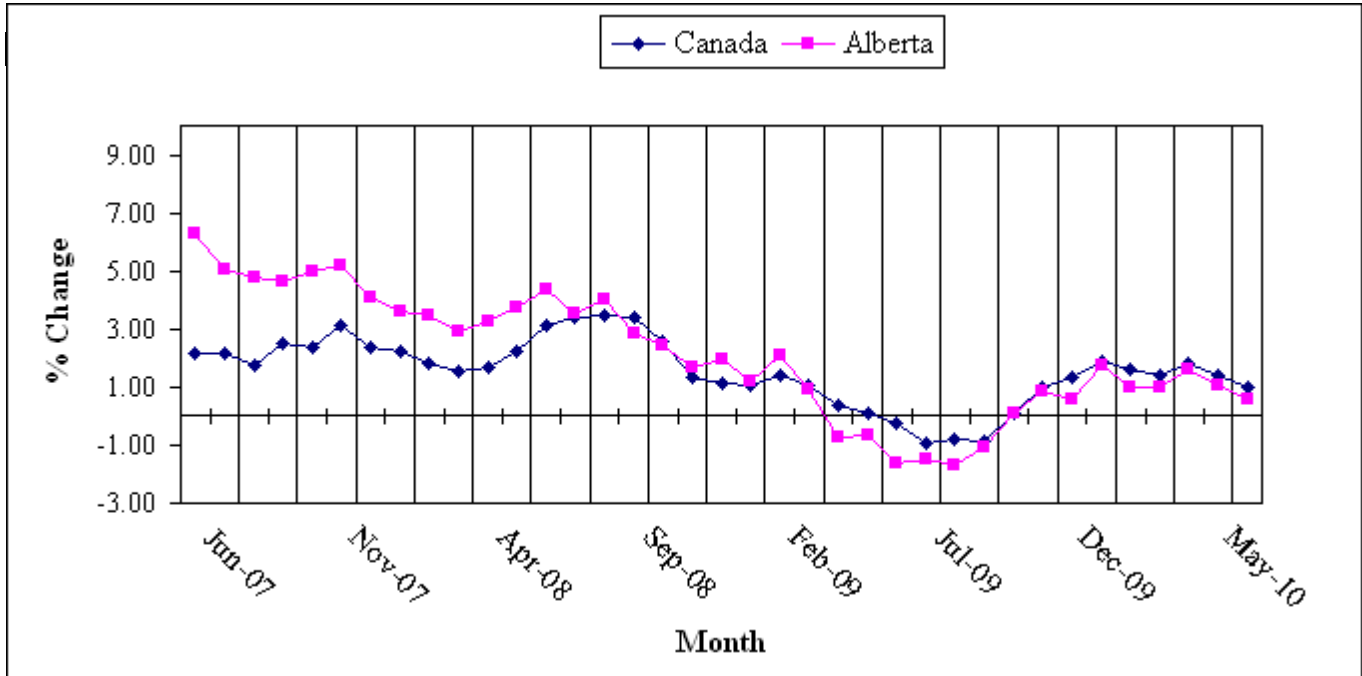
Source: CBC News, "Vale talks break off in Labrador", July 20, 2010.



## Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100))

June 2007 to June 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**	115.80	1.19	122.47	0.83	122.62	0.82	122.60	0.71
Month (2009/2010)	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)
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
Apr-10	116.0	1.84	122.3	1.58	122.6	1.74	122.4	1.32
May-10	116.3	1.39	122.7	1.07	122.8	0.99	122.8	1.07
Jun-10	116.2	0.96	122.7	0.57	122.7	0.41	122.9	0.66

\*\* - 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

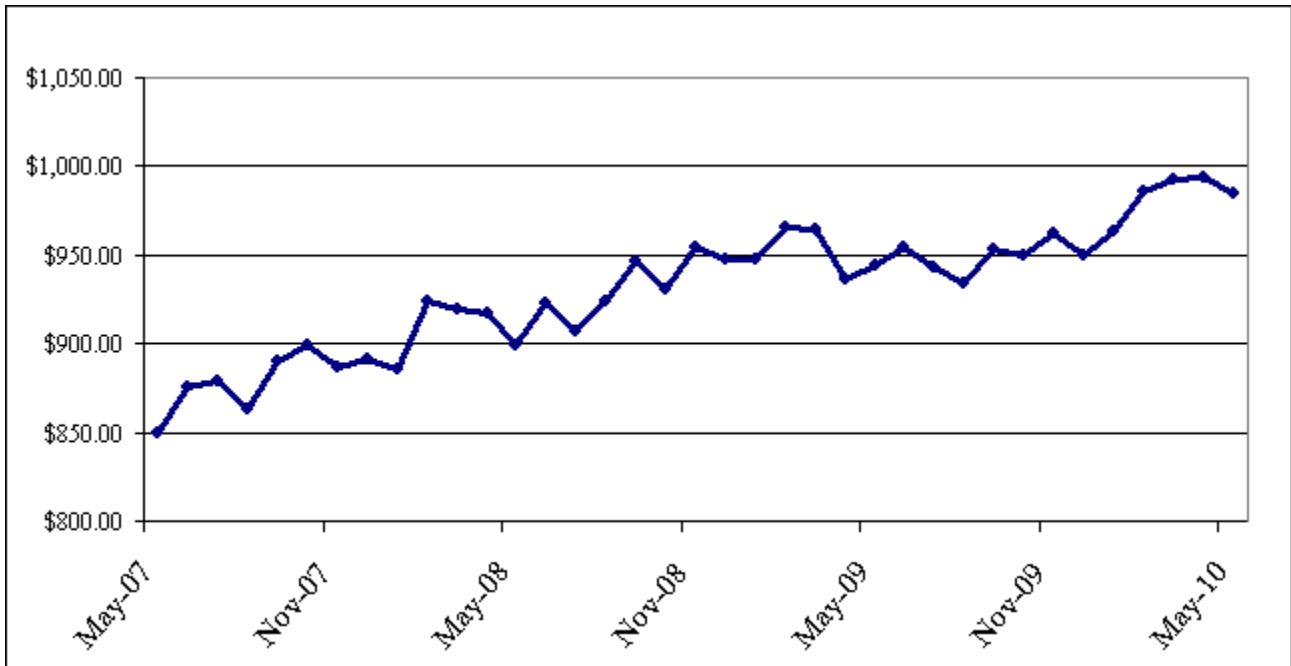
**Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

**Source:** Statistics Canada Consumer Price Index

## Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA\*)

May 2007 to May 2010



Monthly AWEA		
Yr. Over Yr. % Change (Monthly)		
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	\$985.99	2.15
Mar-10	\$993.04	3.00
Apr-10	\$993.17	6.07
May-10	\$985.17	4.39

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**	\$984.15	3.56

\*\*Year to date.

**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-

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## 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  
**BCGEU** – BC Government Employees’ Union  
**BCTGM** – Bakery, Confectionery, Tobacco and Grain Millers 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  
**HEU** – Hospital Employees’ Union (BC)  
**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

## Resource List

### **Other Alberta labour market resources:**

- [Alberta Labour Relations Board \(ALRB\)](#) - ([Active ALRB certificates](#))
- [Alberta Chamber of Commerce](#)
- [Alberta Economic Reviews](#) (contains key economic indicators, updated monthly)
- [Alberta Employment and Immigration Labour Market reports](#)
- [Alberta Labour Force Statistics](#)
- [Alberta Regional Labour Market News](#)
- [Alberta Learning Information Service \(ALIS\)](#)
- [City of Edmonton Economic Statistics](#)
- [City of Calgary Economic Reports](#)
- [Alberta Federation of Labour \(AFL\)](#)

### **Other Provinces' CBA and Mediation listings:**

- [Newfoundland/Labrador](#)
- [Ontario](#)
- [Manitoba](#) (various research resources)
- [Saskatchewan Mediation](#)
- [British Columbia CBA listing](#)
- [British Columbia Bargaining Database](#)

### **Federal Organizations:**

- [Human Resource and Social Development Canada \(HRSDC\)](#)
- [Canadian Labour Congress \(CLC\)](#)
- [Negotech](#) (Federal CBA search page)
- [Federal Public Service CBA listings](#)
- [University of Toronto resources](#) (various labour relations resources)

### **International:**

- [United States Department of Labor Contracts Database](#)

Please note: These links are available online at <http://www.employment.alberta.ca/SFW/6484.html>