

May 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 ■

Freedom To Create. Spirit To Achieve.



Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,979,400¹ Albertans employed, of which about 344,300 are self-employed. Nationally, the unemployment rate decreased from 8.2% (March 2010) to 8.1% (April 2010), with the number of unemployed persons decreasing by 16,800 to a total of 1,498,300. Decreases in unemployment were entirely in the private sector. Two-thirds of the employment growth was among men aged 25 and over.² Unemployment in Alberta decreased from 159,200 (March 2010) to 158,500 (April 2010), with the rate decreasing from 7.5% in March 2010 to 7.4%. There are approximately 411,400 Albertans covered by union agreements. Alberta's union coverage rate is 25.2% while nationwide the union coverage rate is 31.3%².

¹Seasonally adjusted

²Statistics Canada Labour Force Survey (LFS)

Highlights

In negotiations between Extencicare Canada Inc. (six locations) and AUPE, the mediator issued recommendations for settlement which were accepted by the parties.

Alberta Health Services and UNA continue to negotiate for the renewal of their provincial collective agreement and further mediation meetings are scheduled for June 10 to 13, 2010. The parties have completed negotiations regarding transitional issues and the mediator will be issuing recommendations regarding the outstanding transitional issues.

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 |
| Public | 27,573 | 11,099 | 29,535 | 28,373 | 96,580 | 5,390 | 9,442 | 2,594 | 1,857 | 19,283 | 1,292 | 48 | 1,340 |
| Private | 22,527 | 9,502 | 5,704 | 7,103 | 44,836 | 2,968 | 9,891 | 6,857 | 5,630 | 25,346 | 2,794 | 124 | 2,918 |
| All | 50,100 | 20,601 | 35,239 | 35,476 | 141,416 | 8,358 | 19,333 | 9,451 | 7,487 | 44,629 | 4,086 | 172 | 4,258 |
| Average Annual Wage Change % | | | | | | | | | | | | | |
| Year | 2008 | | | | | 2009 | | | | | 2010 | | |
| Quarter | 1 | 2 | 3 | 4 | Total | 1 | 2 | 3 | 4 | Total | 1 | 2 * | Total |
| Public | 1.9 | 4.0 | 4.2 | 4.4 | 3.6 | 2.8 | 2.7 | 1.1 | 1.4 | 2.4 | 2.6 | 2.4 | 2.6 |
| Private | 3.8 | 5.0 | 4.3 | 5.3 | 4.3 | 1.5 | 2.0 | 0.6 | 1.8 | 1.5 | 0.9 | 0.4 | 0.9 |
| All | 2.7 | 4.4 | 4.2 | 4.6 | 3.8 | 2.3 | 2.3 | 0.8 | 1.7 | 1.9 | 1.5 | 1.0 | 1.5 |

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.

*Year to date

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

| Time period of Settlement by Industry | Number of Agreements | Number of Employees | Weighted Avg. Duration (months) | Percentage Change | |
|--|----------------------|---------------------|---------------------------------|-------------------------|---------------------|
| | | | | Weighted Average Annual | Total Over Duration |
| Accommodation And Food Services | | | | | |
| 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 |
| Administrative And Support, Waste Management And Remediation Services | | | | | |
| 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 |
| Agriculture, Forestry, Fishing And Hunting | | | | | |
| 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 |
| Arts, Entertainment And Recreation | | | | | |
| 2010 | 1 | 42 | 36.0 | 0.0 | 0.0 |
| 2009 | 9 | 560 | 33.1 | 1.3 | 3.1 |
| 2008 | 3 | 82 | 23.7 | 2.4 | 4.9 |
| Construction | | | | | |
| 2010 | 13 | 1,718 | 26.4 | 0.9 | 2.3 |
| 2009 | 36 | 8,419 | 24.0 | 0.8 | 1.6 |
| 2008 | 18 | 9,381 | 43.6 | 5.6 | 22.3 |
| Educational Services | | | | | |
| 2010 | 4 | 575 | 19.5 | 0.1 | 0.1 |
| 2009 | 17 | 2,565 | 28.7 | 0.4 | 1.0 |
| 2008 | 82 | 38,873 | 50.8 | 2.2 | 8.8 |
| Finance And Insurance | | | | | |
| 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 |
| Health Care And Social Assistance | | | | | |
| 2010 | 7 | 455 | 21.9 | 5.9 | 7.5 |
| 2009 | 49 | 5,393 | 35.2 | 2.8 | 7.9 |
| 2008 | 53 | 58,923 | 38.3 | 4.6 | 15.2 |
| Information And Cultural Industries | | | | | |
| 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 |
| Management of Companies And Enterprises | | | | | |
| 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 |
| Manufacturing | | | | | |
| 2010 | 8 | 675 | 27.1 | 0.9 | 2.3 |
| 2009 | 34 | 3,205 | 32.5 | 1.1 | 3.2 |
| 2008 | 28 | 3,366 | 35.3 | 5.2 | 15.5 |
| Mining And Oil And Gas Extraction | | | | | |
| 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 |
| Other Services (except Public Administration) | | | | | |
| 2010 | 2 | 51 | 30.2 | 2.1 | 5.1 |
| 2009 | 7 | 182 | 23.3 | 2.1 | 4.0 |
| 2008 | 10 | 368 | 25.2 | 4.3 | 9.5 |
| Professional, Scientific And Technical Services | | | | | |
| 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 |
| Public Administration | | | | | |
| 2010 | 4 | 269 | 31.7 | 2.8 | 7.5 |
| 2009 | 35 | 9,729 | 26.8 | 2.5 | 5.9 |
| 2008 | 26 | 3,897 | 33.7 | 4.3 | 12.7 |
| Real Estate And Rental And Leasing | | | | | |
| 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 |
| Retail Trade | | | | | |
| 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 |
| Transportation And Warehousing | | | | | |
| 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 |
| Utilities | | | | | |
| 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 |
| Wholesale Trade | | | | | |
| 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 |
|---|------------------|------------------|-------------------|-------------|---|
| Construction | | | | | |
| Alberta Roadbuilders & Heavy Construction Association | IUOE, Local 955 | 259 | 12 | 28-Feb-11 | 1 st year – 0% |
| Food Production | | | | | |
| Maple Leaf Foods Inc. (Lethbridge) | UFCW, Local 401 | 100 | 36 | 28-Feb-13 | Ratification – \$0.25 01-Mar-11 – \$0.30 01-Mar-10 – \$0.35 |
| Richardson Oilseed | UFCW, Local 401 | 165 | 72 | 31-Aug-14 | 1 st year – 2% 2 nd year – 2.5% 3 rd year – 3% 4 th year – 3% 5 th year – 3% 6 th year – 3% Signing Bonus \$300 |
| Health Care | | | | | |
| Extendicare (Canada) Inc. Calgary – Cedars Villa and Hillcrest Athabasca – General support services and Auxiliary nursing care Mayerthorpe Holyrood | AUPE | 501 | 48 | 12-Dec-12 | Health Care/Care Aide: 01-Jan-09 – 9% 28-May-09 – 8% 01-Jan-11 – 3.5% 01-Apr-11 – AUPE/MER Nursing Attendant rate 01-Apr-12 – 4.5% or AWEA (whichever is greater) Recreation Aide/Unit Clerk: 01-Jan-09 – 5% 28-May-10 – 8% 01-Jan-11 – 3.5% 01-Jan-12 – 2% Licensed Practical Nurses: 01-Apr-09 – 5% 01-Apr-10 – 4.5% 01-Apr-11 – AUPE/MER rates 01-Apr-12 – AUPE/MER rates For all other classifications: 01-Jan-09 – 5% 28-May-10 – 2% 01-Jan-11 – 2% 01-Jul-11 – 2% 01-Jan-12 – 1% <i>Full-time excluding LPN, Health Care Aide, Care Aide, Recreation Aide, Rehabilitation Aide and Unit Clerk</i> 28-May-10 – \$750.00 |
| Wood's Christian Homes | CUPE, Local 4731 | 262 | 60 | 30-Sept-14 | 1 st year – 3% 2 nd and subsequent years – wage reopener by 09-Sept-11 |
| Natural Resource | | | | | |
| Sherritt International Corporation | CEP, Local 530-A | 344 | 36 | 30-Mar-13 | 1 st year – 3% 2 nd year – 3.25% 3 rd year – 3.75% |

Major Negotiations Underway

| Employer | Union | No. of Employees | Expiry Date | Details |
|---|---|------------------|-----------------|--------------------------|
| Public Sector | | | | |
| 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. |
| 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 | Memorandum of Agreement. |
| City of Calgary | Fire Fighters Association, Local 255 | 1,200 | 31-Dec-08 | In Arbitration. |
| Strathcona County | AUPE | 160 | 31-Dec-09 | Negotiations continue. |
| 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. |
| City of Grande Prairie | IAFF, Local 2770 | 82 | 31-Dec-09 | Negotiations continue. |
| Private Sector | | | | |
| Calgary Co-operative Association Limited | Union of Calgary Co-Operative Employees | 3,400 | 24-Oct-09 | Negotiations continue |
| Goodyear Canada (Medicine Hat) | USW, Local 628 | 239 | 22-Jul-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. |
| AltaLink Management Ltd. | UUWA | 304 | 31-Dec-09 | 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 |
|--|---|---|----------|-------------|
| Public Sector | | | | |
| British Columbia | | | | |
| Health Employers Association of BC | Nurses Bargaining Association (BC Nurses Union, Union of Psychiatric Nurses of BC, Health Services Association of BC) | 32,000 | 24 | 31-Mar-12 |
| Terms: 1 st year 3.0%, 2 nd year 3.0% Note: These increases represent labour market adjustments inclusive of wages, health and welfare benefits, and other agreed upon changes to resolve recruitment and retention issues. Source: Business Council of British Columbia, "Industrial Relations Bulletin", March 19, 2010. | | | | |
| Ontario | | | | |
| Canadian Blood Services | OPSEU | 870 | 36 | 31-Mar-11 |
| Terms: 1 st year 2.5%, 2 nd year 1.5%, 3 rd year 1.5% Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2009. | | | | |
| 54 Participating Hospitals | CUPE, various locals | 16,851 (auxiliary nurses, support staff, paramedical employees) | 48 | 28-Sep-13 |
| Terms: 1 st year 2.0%, 2 nd year 2.0%, 3 rd year 2.0%, 4 th year 2.0% Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2009. | | | | |
| City of London | Firefighters | 395 | 36 | 31-Dec-10 |
| Terms: 1 st year 3.3%, 2 nd year 3.2%, 3 rd year 3.1% Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2009. | | | | |
| Canada | | | | |
| Envirotest Canada | B.C. Government and Service Employees' Union | 125 | 24 | 31-Dec-11 |
| Terms: 1 st year 2.0%, 2 nd year 2.0% Source: Business Council of British Columbia, "Industrial Relations Bulletin", March 19, 2010 | | | | |
| Private Sector | | | | |
| British Columbia | | | | |
| Sunrise Poultry Processors Ltd. (Surrey) | UFCW, Local 1518 | 400 | 36 | 30-Jun-10 |
| Terms: 1 st year approx. 1.02%, 2 nd year approx. 1.02%, 3 rd year approx. 1.03% Source: Business Council of British Columbia, "Industrial Relations Bulletin", February 18, 2010. | | | | |
| White Spot Limited | CAW, Local 3000 | 750 | 36 | 15-Jan-13 |
| Terms: 1 st year 1.0%, 2 nd year 1.0%, 3 rd year 1.75%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", February 18, 2010. | | | | |
| Teck Coal Limited (Line Creek – Sparwood) | Operating Engineers, Local 115 | 257 | 60 | 31-May-14 |
| Terms: 1 st year 3.0%, 2 nd year 3.0%, 3 rd year 3.0%, 4 th year 3.0%, 5 th year 3.0% Source: Business Council of British Columbia, "Industrial Relations Bulletin", March 19, 2010. | | | | |
| Canada | | | | |
| Jazz Air | CAW, Local 2002 | 920 (aircraft technical and maintenance employees) | 36 | 30-Jun-12 |
| Terms: 1 st year 2.0%, 2 nd year 2.0%, 3 rd year 2.0% Source: Human Resources and Skills Development Canada, "Workplace Bulletin", October 2009 | | | | |

Recent Labour Relations Developments in Other Jurisdictions

Saskatchewan

Protestors, including unionized construction workers and the Saskatchewan Provincial Building and Construction Trades Council, converged outside the Legislature to oppose various measures taken by the government. Among those protesting were members of First Nations concerned about the proposed sale of wildlife habitat lands and health care union members concerned about slow progress in collective bargaining negotiations. Construction building trades members protested Bill 80 (*The Construction Industry Labour Relations Amendment Act*), which will end the requirement that workers join the union specific to their trade and open the door to unions currently not allowed to organize in Saskatchewan's construction sector. Bill 80 passed Third Reading on May 19, 2010 and received Royal Assent May 20, 2010. It requires Proclamation to become law.

Source: Regina Leader-Post, "Several groups protest outside Saskatchewan's Legislative Building", May 18, 2010.

Manitoba

Hundreds of construction workers who are members of the Plumbers, Local 254 went on strike on May 17, 2010 after rejecting a tentative agreement the union had reached with the CLR of Manitoba. The workers had been working on high profile job sites such as the Canadian Museum for Human Rights and a new Winnipeg Airport terminal. The union's last contract, a three-year agreement, expired May 1, 2010 and members approved a strike mandate May 6, 2010. Workers from other trades who were not on strike did not cross the Airport project picket line on Monday, May 17, 2010. However, they indicated that, after a symbolic day or two of support for striking Plumbers, other trades not working under the same contract will return to work at the site.

Source: Winnipeg Sun, "Construction Stops During Day of Support for Strikers", May 17, 2010.

Ontario

The Ontario Labour Relations Board (LRB) issued a decision on May 17, 2010 directing the USW and Vale Inco to re-start negotiations "immediately," preferably with the assistance of a mediator. However, they are to set aside the issue of how workers will be recalled after the strike ends (which includes dealing with the issue of the nine strikers who were let go by Vale Inco because of alleged incidents on the picket line). Once the parties have worked out their differences on most of the major issues, if they aren't able to resolve the recall of workers, they have been directed to return to the LRB. No new talks had been scheduled between the parties as of May 18.

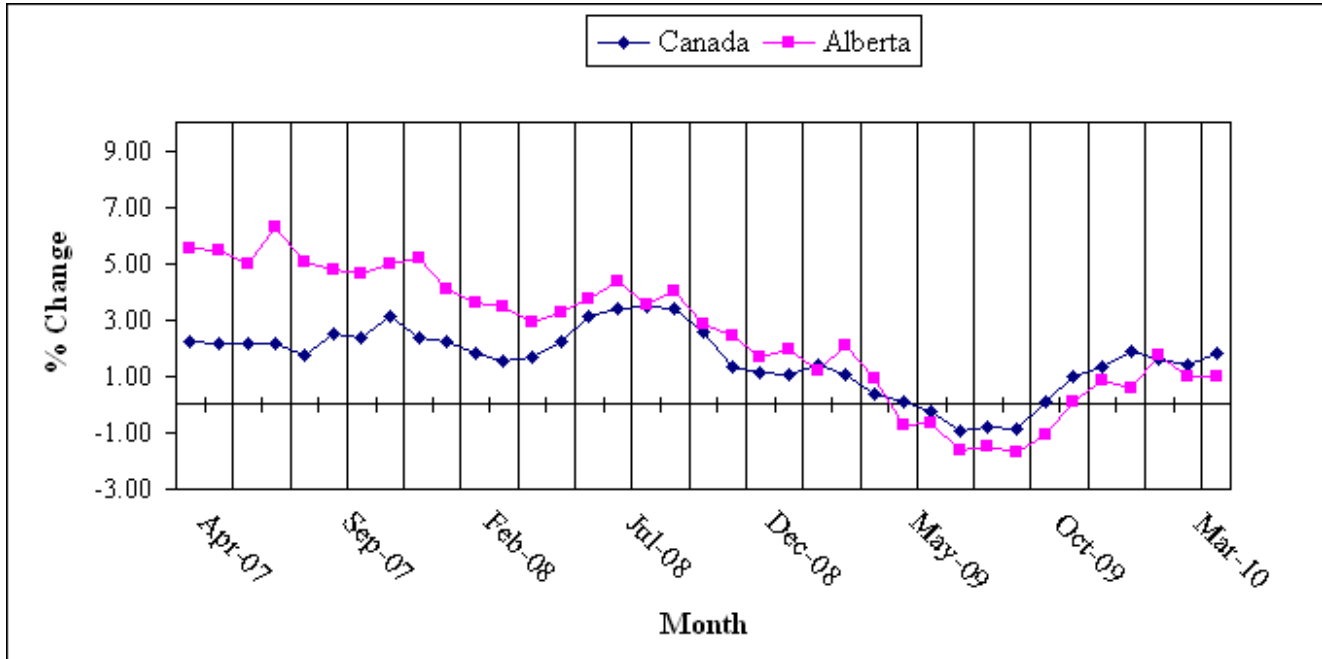
Source: Sudbury Northern Life, "Steelworkers' Lawyer Hopeful Negotiations Will Re-Start This Week", May 18, 2010.

Canada

An internal survey of RCMP officers across the country found widespread support for a staff association with real bargaining power or a traditional trade union, rather than the existing staff association. Members are split on whether it should be an upgraded version of the Staff Relations Representative Program (SRRP) that now exists, or a traditional union with full bargaining rights. Support for a traditional union is stronger in central and western regions of the country. The RCMP are currently the only police officers in Canada who do not have the right to bargain collectively. Any change to their status would require an amendment to the *RCMP Act*. Previous efforts to push the change through Parliament have failed, but all three opposition parties now appear to be supporting a private member's bill that, if passed, would extend collective bargaining rights to the Mounties.

Source: National Union of Public and General Employees news release, "Canada's rank and file Mounties want a real union", May 14, 2010.

Consumer Price Index (CPI), Canada versus Alberta
Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)
April 2007 to April 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** | 115.58 | 1.00 | 122.35 | 0.73 | 122.43 | 0.67 | 122.37 | 0.52 |
| 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) |
| 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 |
| Apr-10 | 116.0 | 1.84 | 122.3 | 1.58 | 122.6 | 1.74 | 122.4 | 1.32 |

** - 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

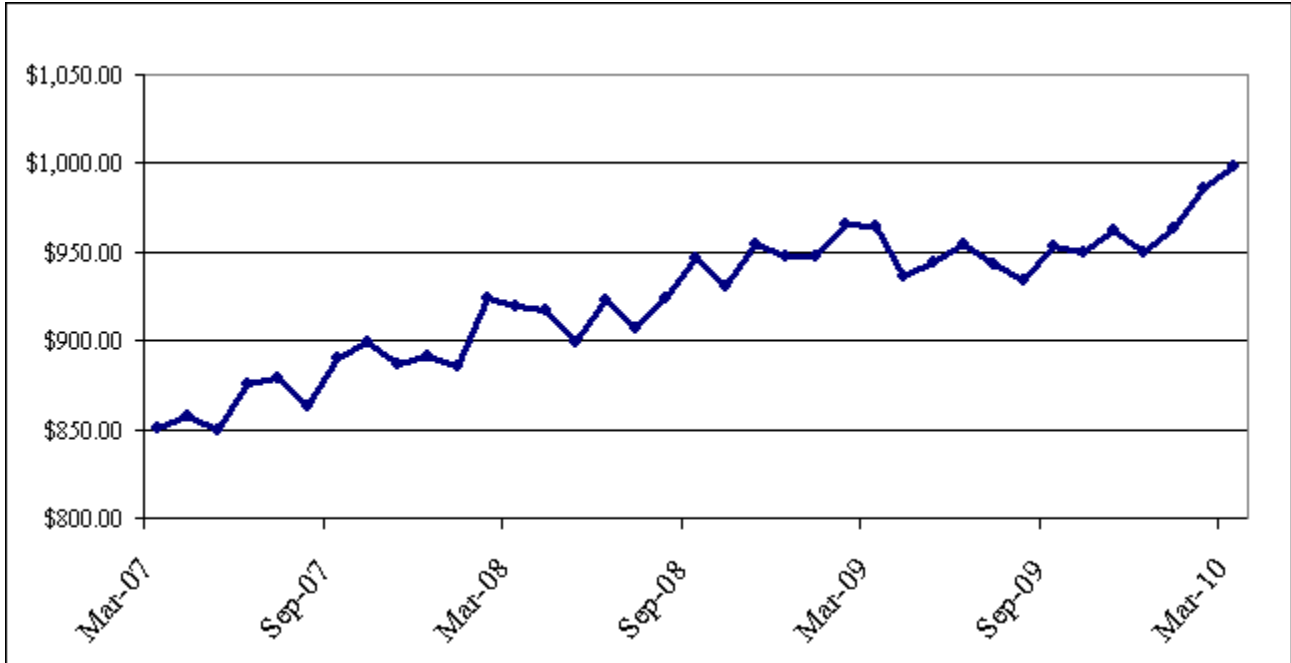
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

March 2007 to March 2010



| Monthly AWEA | | |
|---------------------------------|----------|------|
| Yr. Over Yr. % Change (Monthly) | | |
| 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 | \$985.99 | 2.15 |
| Mar-10 | \$998.49 | 3.57 |

| 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** | \$982.62 | 3.40 |

**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
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

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)
- [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>