

November 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 2,021,200 Albertans employed, of which about 345,600 are self-employed. Nationally, the seasonally adjusted unemployment rate decreased from 8.0% in September 2010, to 7.9% in October 2010, with the number of unemployed persons decreasing by 7,300 to a total of 1,485,700. Losses in part-time employment for those aged 25-54 were offset by gains in employment primarily among women aged 55 and over. Unemployment in Alberta decreased from 131,600 in September 2010, to 129,500 in October 2010, with the rate decreasing from 6.2% to 6.0%. There are approximately 408,300 Albertans covered by union agreements. Alberta's union coverage rate is 24.4% while nationwide the union coverage rate is 31.9%\*.

\*Statistical data courtesy Statistics Canada.

## Highlights

AUPE is currently meeting with members throughout the province to discuss the current status of negotiations with the Government of Alberta for approximately 22,000 workers.

A ratified agreement has been reached between Grande Prairie Regional College and support staff at the Fairview Campus, represented by AUPE. The Fairview Campus had been part of NAIT until it was transferred to Grande Prairie Regional College in 2009. The remainder of support staff at the College are represented by the Grand Prairie Regional College Employees' Association.

A ratified agreement has been reached between North American Mining Inc and IUOE, Local 955. The collective agreement covers 1,400 employees who perform overburden work in the oilsands.

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

<b>Number of Employees Covered by Ratified Collective Bargaining Agreements</b>															
Year	2008					2009					2010				
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3	4 *	Total
<b>Public</b>	27,573	11,099	43,535	28,373	<b>110,580</b>	5,390	13,866	2,659	1,914	<b>23,829</b>	3,386	3,631	718	0	<b>7,735</b>
<b>Private</b>	24,522	9,564	5,839	7,453	<b>47,378</b>	2,968	10,581	7,019	6,022	<b>26,590</b>	5,114	3,209	1,386	187	<b>9,896</b>
<b>All</b>	52,095	20,663	49,374	35,826	<b>157,958</b>	8,358	24,447	9,678	7,936	<b>50,419</b>	8,500	6,840	2,104	187	<b>17,631</b>
<b>Average Annual Wage Change %</b>															
Year	2008					2009					2010				
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3	4 *	Total
<b>Public</b>	2.5	4.0	4.4	4.4	<b>3.8</b>	2.8	2.7	1.1	1.6	<b>2.5</b>	2.3	2.2	3.5	0.0	<b>2.4</b>
<b>Private</b>	3.9	5.4	4.3	5.1	<b>4.4</b>	1.7	1.9	0.7	2.8	<b>1.8</b>	0.6	1.6	1.4	1.5	<b>1.0</b>
<b>All</b>	3.1	4.7	4.4	4.5	<b>4.0</b>	2.4	2.4	0.9	2.5	<b>2.1</b>	1.3	1.9	2.1	1.5	<b>1.6</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).

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

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	3	406	25.6	0.5	1.6
2009	4	337	34.4	2.0	6.1
2008	1	80	36.0	5.2	16.4
<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	7	573	27.1	4.3	8.0
2009	10	910	34.2	1.3	3.4
2008	3	82	23.7	2.4	4.9
<b>Construction</b>					
2010	30	4,969	24.3	0.5	1.3
2009	37	8,619	24.0	1.6	2.7
2008	18	9,381	43.6	6.1	23.4
<b>Educational Services</b>					
2010	13	1,566	32.2	1.2	4.5
2009	17	2,595	28.5	0.4	1.0
2008	82	38,873	50.8	2.6	10.8
<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	19	2,496	24.9	2.7	4.7
2009	51	5,466	35.1	2.8	8.1
2008	55	72,988	38.0	4.7	15.2
<b>Information And Cultural Industries</b>					
2010	5	126	46.6	1.6	6.8
2009	5	1,379	24.7	3.5	7.3
2008	2	405	30.0	2.6	6.4
<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	28	1,687	29.2	1.1	3.2
2009	38	3,899	33.6	1.1	3.1
2008	31	3,638	36.0	5.1	15.6
<b>Mining And Oil And Gas Extraction</b>					
2010	3	33	28.0	0.1	0.1
2009	8	5,613	55.5	3.0	15.3
2008	3	4,670	58.7	3.9	20.6
<b>Other Services (except Public Administration)</b>					
2010	4	140	36.4	1.7	5.0
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	80	24.0	3.6	7.2
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	8.2	26.8
<b>Public Administration</b>					
2010	15	2,332	17.8	1.6	3.1
2009	37	12,106	26.2	2.6	5.8
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	13	1,179	34.6	3.0	6.6
2009	16	3,499	27.9	2.4	5.3
2008	16	1,137	36.5	6.6	21.4
<b>Utilities</b>					
2010	2	988	37.9	4.3	13.9
2009	8	1,619	19.9	3.7	4.8
2008	10	4,696	26.1	3.1	7.0
<b>Wholesale Trade</b>					
2010	5	607	38.1	1.4	5.0
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)

<u>Employer</u>	<u>Union</u>	<u>No. of Employees</u>	<u>Duration (months)</u>	<u>Expiry Date</u>	<u>Terms</u>
<b>Arts, Entertainment and Recreation</b>					
Edmonton Space and Science Foundation	CSU 52	105	24	31-Dec-12	1st year 3.0% 2nd year 3.0%
<b>Health Care and Social Assistance</b>					
Club Sierra Lifestyles at River Ridge (Medicine Hat)	USW	93	12	30-Jun-11	1 <sup>st</sup> year 2.0%
<b>Manufacturing</b>					
Canada Bread Company	BCTGM	245	48	31-Mar-14	1 <sup>st</sup> year \$0.60/hour Signing Bonus: \$1,200 for average 35 hours/week \$750 for average 21 - <35 hours/week \$550 for average 14 - <21 hours/week \$300 for average 7 - <14 hours/week \$125 for average 1 - <7 hours/week 2 <sup>nd</sup> year \$0.50/hour 3 <sup>rd</sup> year \$0.55/hour 4 <sup>th</sup> year \$0.60/hour
<b>Mining and Oil and Gas Extraction</b>					
North American Mining Inc.	IUOE, Local 955	1,400	65	31-Mar-15	28-Nov-10 2.0% 06-May-12 2.0% min or Average of Oilsands Mining Industry less 1.0% (whichever is greater) 05-May-13 2.0% min or Average of Oilsands Mining Industry (whichever is greater) 04-May-14 2.0% min or Average of Oilsands Mining Industry (whichever is greater) -No rollbacks or red circling

## Major Negotiations Underway

<u>Public Sector</u>	<u>Employer</u>	<u>Union</u>	<u>No. of Employees</u>	<u>Expiry Date</u>	<u>Details</u>
	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	Memorandum of Agreement.
	NAIT	AUPE	750	30-Jun-10	Negotiations continue.
	University of Calgary	Faculty Association	1,700	30-Jun-10	Negotiations continue.
	University of Calgary	AUPE	2,900	31-Mar-10	Negotiations continue.
	Buffalo Trail Public Schools (Wainwright)	CUPE, Local 1606	246	31-Aug-10	Negotiations continue.
	Calgary Board of Education (CBE)	CBE Staff Association	3,535	31-Aug-10	Negotiations continue.
	CBE	CBE Staff Association - Professional Staff	150	31-Aug-10	Negotiations continue.
	Calgary Roman Catholic Separate School	CEP, Local 1990	1,300	31-Aug-10	Negotiations continue.
	Grande Prairie Public School District	Grande Prairie Public School District Employees Association	222	31-Aug-10	Negotiations continue.
	St. Albert Protestant Separate School Division	CUPE, Local 1099	215	31-Aug-10	Negotiations continue.
	Elk Island Catholic Separate Regional School Division	CEP, Local 71	180	31-Aug-10	Negotiations continue.
	Calgary Handi-Bus Association	ATU, Local 583	174	31-Dec-10	Negotiations continue.
	City of Grande Prairie	IAFF, Local 2770	82	31-Dec-09	In arbitration.
	Special Areas Board	AUPE	114	31-Dec-09	Negotiations continue.
	Government of Alberta	AUPE	22,000	31-Aug-10	Negotiations continue.
	<b><u>Private Sector</u></b>				
	Buffalo Metis Catering	UFCW, Local 401	900	31-Dec-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.
	Chateau Lacombe Hotel – Holiday Inn Crown Plaza	UNITE HERE, Local 47	143	31-Dec-09	Negotiations continue.
	Federated Cooperatives (Calgary)	Teamsters, Local 987	323	31-Mar-10	Negotiations continue.
	Lakeside Packers - XL Foods (Brooks)	UFCW, Local 401	2,032	31-Dec-09	Negotiations continue.
	Medicine Hat Co-op Ltd.	UFCW, Local 401	144	19-Jul-10	Negotiations continue.
	Real Canadian Wholesale Club	CLAC	550	16-Oct-10	Negotiations continue.
	XL Foods Inc – XL Beef (Calgary)	UFCW, Local 401	192	31-Mar-09	Negotiations continue.

\* Date Teamsters were certified as new bargaining agent

## Recent Settlements in Other Jurisdictions

<u>Employer</u>	<u>Union</u>	<u>No. of Employees</u>	<u>Duration (months)</u>	<u>Expiry Date</u>	<u>Terms</u>
<b>Public Sector</b>					
<b>British Columbia</b>					
BC Hydro	COPE, Local 378	1,803	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", September 21, 2010.					
BC Hydro	IBEW, Local 258	1,964	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", September 21, 2010.					
<b>Manitoba</b>					
Regional Health Authorities of Manitoba	Manitoba Nurses' Union	11,000	42	31-Mar-13	1 <sup>st</sup> year 2.0% (lump sum payment) 2 <sup>nd</sup> year 0.0% 3 <sup>rd</sup> year 4.0% 4 <sup>th</sup> year 0.0%
Sources: Human Resources and Skills Development Canada, "Workplace Bulletin", November 15, 2010. Winnipeg Free Press, "Nurses ratify collective agreement", June 17, 2010.					
<b>Ontario</b>					
Hamilton Health Sciences	OPSEU (paramedical)	850	24	31-Mar-11	1 <sup>st</sup> year 2.5% 2 <sup>nd</sup> year 2.5%
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", March 2010.					
Queensway-Carlton Hospital (Nepean)	OPSEU (paramedical professional)	340	24	31-Mar-11	1 <sup>st</sup> year 2.5% 2 <sup>nd</sup> year 2.5%
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", March 2010.					
<b>Nova Scotia</b>					
Government of Nova Scotia	Nova Scotia Government and General Employees Union	7,700	24	31-Mar-12	1 <sup>st</sup> year 1.0% 2 <sup>nd</sup> year 1.0%
Source: Human Resources and Skills Development Canada, "Workplace Bulletin", November 15, 2010. Nova Scotia Public Service Commissioner website.					
<b>Prince Edward Island</b>					
Department of Health	IUOE, Local 942 (paramedical technical and support staff)	710	36	31-Mar-12	Arbitration award: 1 <sup>st</sup> year 4.0% 2 <sup>nd</sup> year 1.0% 3 <sup>rd</sup> year 1.0%
Source: Human Resources and Skills Development Canada, "Workplace Bulletin", November 15, 2010. The Guardian (Charlottetown), "Union pleased with three-year deal for workers in P.E.I. health care sector", May 27, 2010.					

<u>Employer</u>	<u>Union</u>	<u>No. of Employees</u>	<u>Duration (months)</u>	<u>Expiry Date</u>	<u>Terms</u>
<b>Private Sector</b>					
<b>British Columbia</b>					
Western Forest Products (Coast Master Agreement)	Steelworkers, Locals 1-1937 and 1-85	2,400	48	15-Jun-14	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0% 3 <sup>rd</sup> year 2.0% 4 <sup>th</sup> year 2.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", September 21, 2010.					
The Fairmont Empress Hotel	CAW, Local 4276	500	36	31-Aug-13	1 <sup>st</sup> year 1.0% 2 <sup>nd</sup> year 2.25% 3 <sup>rd</sup> year 2.75%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", September 21, 2010.					
<b>Ontario</b>					
Xstrata Canada Corp (Nickel Mine – Sudbury)	Smelter Workers, Local 598	1,093	36	31-Jan-13	1 <sup>st</sup> year COLA fold-in of \$1.08/hr Signing bonus of \$2,500 2 <sup>nd</sup> year no increase 3 <sup>rd</sup> year \$0.20/hr
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", February 2010.					
Invista (Canada) Co. (Kingston)	Kingston Independent Nylon Workers Union	800	36	27-Jan-13	1 <sup>st</sup> year \$0.10 - \$0.30/hr, Signing bonus of \$500, \$1,000 lump sum for above market employees (in lieu of an increase) 2 <sup>nd</sup> year \$0.10 - \$0.30/hr 3 <sup>rd</sup> year \$0.15 - \$0.40/hr
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", February 2010.					
Woodbine Entertainment Group (Toronto)	UNITE-HERE (food and beverage service)	353	36	31-Dec-12	1 <sup>st</sup> year 2.0% 2 <sup>nd</sup> year 2.0% 3 <sup>rd</sup> year 2.0%
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", March 2010.					
Nordia (Ontario) (Call Centre-Kitchener)	Steelworkers	400	36	30-Nov-12	1 <sup>st</sup> year 3.0% 2 <sup>nd</sup> year 3.0% 3 <sup>rd</sup> year 3.0%
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", March 2010.					



## Recent Labour Relations Developments in Other Jurisdictions

### **Saskatchewan**

The Saskatchewan Institute of Applied Science and Technology (SIASST) and the Saskatchewan Government and General Employees Union (SGEU) remain in bargaining for an agreement that expired 16 months ago. The SGEU represents 1,300 academic and 700 support staff at SIASST campuses across the province. The SGEU has issued strike notice and SIASST lockout notice. A request has been made by the SGEU for an out-of-province mediator to be appointed to assist in negotiations.

Source: National Union of Public and General Employees news release, "SGEU condemns request for biased SIASST mediator", November 22, 2010.

Some workers at the Weyburn Wal-Mart want to vote on whether they should be represented by a union. For the past two years, the 120 workers at the store have been represented by UFCW. However, no first collective agreement has been reached between the parties. The Saskatchewan Labour Relations Board has agreed to hear arguments on the decertification bid. At the time the UFCW was certified to represent the workers at the Weyburn Wal-Mart, the certification process involved sufficient numbers of employees signing membership cards. Now, the process requires a secret ballot vote.

Source: cbc.ca, "Weyburn Wal-Mart workers want to vote on union", November 18, 2010.

### **Manitoba**

The union representing Manitoba's Crown attorneys began an arbitration process with the provincial government in October 2010. The Manitoba Association of Crown Attorneys says workload issues need to be addressed, as they are causing staff illnesses and burnout. A report from 2009 recommended the province hire 70 additional Crown lawyers and 70 additional support staff over the next seven years. That would roughly double the number of Crown lawyers in the province. The report also recommended the average caseload for Crown attorneys be much less than the current average of 319.

Source: cbc.ca, "Man. Crown lawyers go to public arbitrations", October 20, 2010.

### **Ontario**

The International Labour Organization has requested that the Ontario government meet with the OPSEU to address the issue of union representation for part-time community college workers. Several thousand of these workers cast ballots about 22 months ago on whether they wish to be represented by OPSEU. However, the Ontario Labour Relations Board has yet to count the ballots. The colleges have disputed the composition of the proposed bargaining units.

Source: OPSEU news release, "ILO urges McGinty to address part-time college worker concerns", November 19, 2010.

### **Quebec**

About 400 outside workers with the City of Sherbrooke, represented by CUPE, Local 2729, have been without a new collective agreement since the end of 2007. The parties have been meeting with a conciliator (mediator) in an attempt to reach a new agreement. The City had proposed a seven-year agreement in October 2010. The union countered with their own proposal in November, calling for a five-year agreement, followed by an agreement to extend the deal for two more years. CUPE has also indicated that, regardless of the status of their contract at the time, the workers would not strike or use pressure tactics for the duration of the Canada Summer Games, which are being hosted by Sherbrooke in 2013.

Source: The (Sherbrooke) Record, Doug McCooye, "City, blue-collars discuss contract proposal", November 23, 2010.

### **New Brunswick**

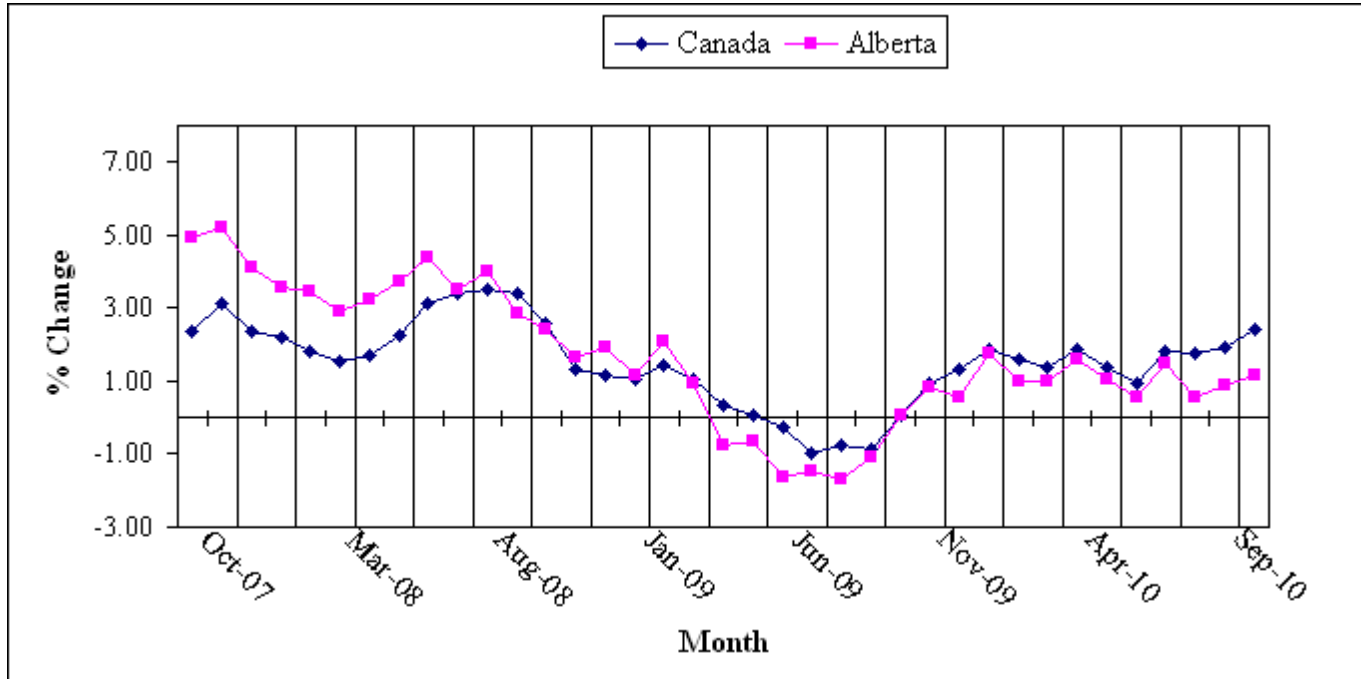
The City of St. John proposed a two year salary freeze for most city workers, together with a reduction in employer contributions to the pension fund. The deficit in the pension plan is increasing at about \$750,000 a month and now sits at \$129 million. The City says it is in danger of having assets seized if it does not make an overdue \$5 million payment on the pension fund. Outside workers have agreed to the pension proposal, but unions representing about half of St. John workers, including police and firefighters, have not signed off. It is not clear if their approval is required for pension changes to be made. Any agreement by the City would still depend on the provincial government giving them more time to bring the pension fund up to levels required by regulation.

Source: cbc.ca, "Saint John workers face wage freeze", November 23, 2010.

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

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

October 2007 to October 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**	116.26	1.60	122.64	0.97	122.82	0.99	122.71	0.80
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)
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
Jul-10	116.8	1.83	123.3	1.48	123.5	1.40	123.3	1.40
Aug-10	116.7	1.74	122.7	0.57	122.9	0.66	122.7	0.49
Sep-10	116.9	1.92	122.6	0.91	122.8	0.57	122.6	0.41
Oct-10	117.4	2.44	123.0	1.15	123.3	1.23	122.9	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

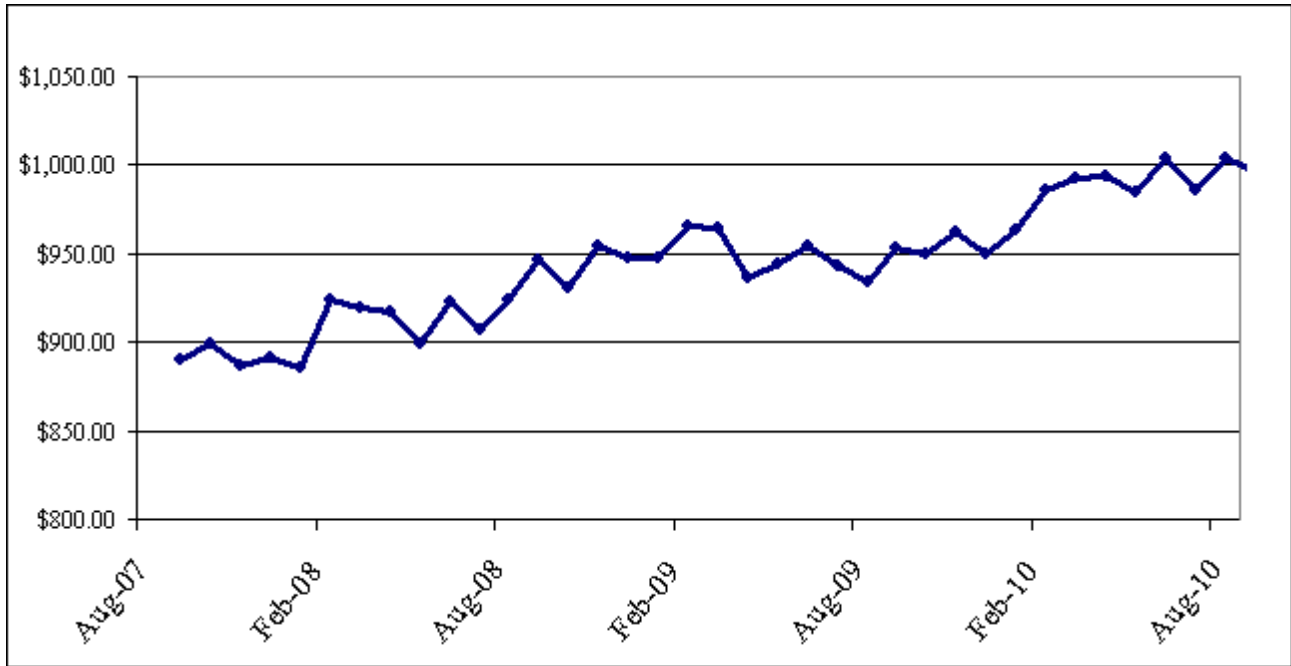
**Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

## Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA\*)

September 2007 to September 2010



Monthly AWEA		
Yr. Over Yr. % Change (Monthly)		
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	\$985.03	4.37
Jun-10	\$1,003.53	5.13
Jul-10	\$985.81	4.50
Aug-10	\$1,004.11	7.45
Sep-10	\$997.40	4.70

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**	\$990.16	4.19

\*\*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:** Statistical data supplied by Statistics Canada

## 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  
**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  
and 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  
Elevator Constructors  
**GCC** – Graphics Communications Conference  
(Teamsters)  
**Glass, Molders, Pottery, Plastics** – Glass, Molders,  
Pottery, Plastics and Allied Workers International  
Union  
**Glass Workers** – Aluminum, Brick and Glass Workers  
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  
**OPSEU** – Ontario Public Service Employees Union  
**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>