

January 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 1,995,300¹ Albertans employed, of which about 364,000 are self-employed. Nationally, the unemployment rate remained unchanged at 8.4 % in both November and December 2009, although there was a slight increase of 10,400 unemployed persons. Increases in health care and social assistance employment were offset by declines in transportation, support services and public administration. Unemployment in Alberta decreased between 152,300 (November 2009) to 140,600 (December 2009), moving from 7.1% to 6.6%. There are approximately 414,300 Albertans covered by union agreements. Alberta's union coverage rate is 25.4% while nationwide the union coverage rate is 31.5%².

¹Seasonally adjusted

² Statistics Canada Labour Force Survey (LFS)

Highlights

A Compulsary Arbitration Board (CAB) has been established involving the City of Calgary and the Fire Fighters Association, Local 255. Ratified agreements have been reached between Norquest College (Edmonton) and the Faculty Association, Grand Prairie Regional College and the Academic Staff Association, and Portage College and AUPE.

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 * | Total |
| Public | 27,573 | 11,087 | 29,535 | 28,373 | 96,568 | 5,039 | 9,263 | 1,350 | 291 | 15,943 | 30 | 30 |
| Private | 22,527 | 9,514 | 5,627 | 7,103 | 44,771 | 2,484 | 4,785 | 4,410 | 3,639 | 15,318 | 231 | 231 |
| All | 50,100 | 20,601 | 35,162 | 35,476 | 141,339 | 7,523 | 14,048 | 5,760 | 3,930 | 31,261 | 261 | 261 |
| Average Annual Wage Change % | | | | | | | | | | | | |
| Year | 2008 | | | | | 2009 | | | | | 2010 | |
| Quarter | 1 | 2 | 3 | 4 | Total | 1 | 2 | 3 | 4 | Total | 1 * | Total |
| Public | 2.0 | 4.0 | 4.2 | 4.4 | 3.6 | 2.8 | 2.7 | 0.2 | 2.3 | 2.5 | 1.6 | 1.6 |
| Private | 3.8 | 5.0 | 4.4 | 5.3 | 4.3 | 1.7 | 1.1 | 0.4 | 1.2 | 1.0 | 0.8 | 0.8 |
| All | 2.8 | 4.4 | 4.2 | 4.6 | 3.8 | 2.4 | 2.2 | 0.4 | 1.3 | 1.8 | 0.9 | 0.9 |

* 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 Data Development and Evaluation Branch of Alberta Employment and Immigration by calling (780) 427-8531.

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

| 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 | 2 | 453 | 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 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2009 | 8 | 540 | 30.9 | 1.3 | 3.2 |
| 2008 | 3 | 82 | 23.7 | 2.4 | 4.9 |
| Construction | | | | | |
| 2010 | 2 | 117 | 25.1 | 0.0 | 0.0 |
| 2009 | 22 | 7,338 | 24.3 | 1.0 | 1.8 |
| 2008 | 18 | 9,381 | 43.6 | 5.6 | 22.3 |
| Educational Services | | | | | |
| 2010 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2009 | 14 | 2,066 | 30.8 | 0.4 | 1.2 |
| 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 | 1 | 30 | 15.0 | 1.6 | 2.0 |
| 2009 | 39 | 3,706 | 34.7 | 3.3 | 9.8 |
| 2008 | 53 | 58,923 | 38.3 | 4.6 | 15.2 |
| Information And Cultural Industries | | | | | |
| 2010 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2009 | 4 | 1,327 | 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 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2009 | 16 | 1,684 | 33.3 | 1.4 | 4.2 |
| 2008 | 28 | 3,366 | 35.3 | 5.2 | 15.5 |
| Mining And Oil And Gas Extraction | | | | | |
| 2010 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2009 | 2 | 558 | 50.0 | 2.2 | 10.5 |
| 2008 | 2 | 2,750 | 58.5 | 3.1 | 16.0 |
| Other Services (except Public Administration) | | | | | |
| 2010 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2009 | 6 | 172 | 23.3 | 2.0 | 3.9 |
| 2008 | 9 | 291 | 25.5 | 4.7 | 10.5 |
| 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 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2009 | 31 | 9,048 | 26.5 | 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 | 1 | 114 | 37.0 | 1.6 | 5.1 |
| 2009 | 12 | 825 | 46.3 | 1.9 | 7.4 |
| 2008 | 16 | 1,137 | 36.5 | 6.6 | 21.4 |
| Utilities | | | | | |
| 2010 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2009 | 2 | 77 | 26.0 | 2.2 | 4.9 |
| 2008 | 10 | 4,696 | 26.1 | 3.1 | 7.0 |
| Wholesale Trade | | | | | |
| 2010 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2009 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 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 |
|--|----------------------------|------------------|-------------------|-------------|--|
| Public Administration | | | | | |
| City of Lethbridge | IAFF, Local 237 | 148 | 24 | 31-Dec-2010 | 1 st year 0.5% 2 nd year 5.5% |
| Academic | | | | | |
| Portage College | AUPE | 150 | 24 | 30-Jun-2011 | 1 st year 4.0% 2 nd year wage reopener |
| Edmonton Separate School District | CEP, Local 52A | 800 | 24 | 31-Aug-2011 | 1 st year AWEA 2 nd year AWEA |
| Grande Prairie Regional College | Academic Staff Association | 240 | 36 | 14-Aug-2012 | 1 st year grid adjustments 2 nd year wage reopener 3 rd year wage reopener |
| Norquest College | Faculty Association | 325 | 12 | 30-Jun-2010 | 1 st year wage adjustments |
| Construction | | | | | |
| Flint | CLAC, Local 63 | 2400 | 18 | 30-Jun-2011 | 1 st year 2.0% 01-Sept-2010 wage reopener |
| Kiewit Construction | CLAC, Local 63 | 100 | 27 | 15-Feb-2012 | Wage Reopeners: May and Oct 2010 and every 4 months thereafter as necessary |
| Ledcor Instructial – General Construction Trades | CLAC, Local 63 | 700 | 32 | 28-Jul-2012 | 1 st year 2.0% 2 nd year wage reopener 3 rd year wage reopener |
| Manufacturing | | | | | |
| Building Products Corp. (Edmonton) | CEP | 151 | 36 | 14-May-2012 | 1 st year 1.5% 2 nd year 1.5% 3 rd year 1.5% |
| Transportation | | | | | |
| First Truck Centre | CLAC, Local 56 | 100 | 24 | 31-Oct-2011 | 1 st year 2.0% 2 nd year 2.0% |
| First Canada ULC | IUOE, Local 955 | 114 | 37 | 31-Jul-2012 | 1 st year 3.0 2 nd year 2.5%* 3 rd year 2.5%* *Or CPI whichever is greater |

Major Negotiations Underway

| Employer | Union | No. of Employees | Expiry Date | Details |
|---|--------------------------------------|------------------|-----------------|--------------------------|
| Public Sector | | | | |
| Parkland Community Living | AUPE | 460 | First Agreement | Negotiations continue. |
| Good Samaritan Society | AUPE | 120 | 30-Jun-09 | 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 |
| Norquest College | AUPE | 230 | 30-Jun-09 | Memorandum of Agreement. |
| Red Deer College | CUPE, Local 417 | 700 | 31-Dec-09 | Negotiations continue. |
| Fort McMurray Separate School Division | Support Staff Association | 160 | 31-Aug-08 | Negotiations continue. |
| Fort McMurray Public School District | CUPE, Local 2833 | 287 | 31-Aug-09 | 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 Edmonton | Police Association | 1,450 | 24-Dec-08 | In Arbitration. |
| City of Calgary | Fire Fighters Association, Local 255 | 1,200 | 31-Dec-08 | In Arbitration. |
| ATB Financial | AUPE | 1,890 | 31-Mar-09 | Negotiations continue |
| Alberta Research Council | AUPE | 255 | 31-Mar-09 | Negotiations continue. |
| Special Areas Board | AUPE | 200 | 31-Dec-09 | Negotiations continue. |
| Revera Long Term Care Centre | CUPE, Local 8 | 160 | 30-Jun-09 | Negotiations continue. |
| Private Sector | | | | |
| Hinton Wood Products | CEP, Local 855 | 636 | 31-May-08 | Negotiations continue. |
| Canada Safeway – Lucerne Foods Meat Plant (Calgary) | UFCW, Local 401 | 500 | 31-Aug-08 | Negotiations continue. |
| Waste Management Canada Corp. (Calgary) | CAW, Local 4050 | 240 | 31-Oct-09 | Negotiations continue. |
| Richardson Oilseed Ltd. (Lethbridge) | UFCW, Local 401 | 165 | 31-Aug-09 | Negotiations continue. |
| Oilsands Transportation Ltd. – Coach Division | Teamsters, Local 362 | 300 | 31-Dec-09 | Negotiations continue. |
| New Food Classics | UFCW, Local 401 | 164 | 30-Nov-08 | Negotiations continue. |

Recent Settlements in Other Jurisdictions

| Employer | Union | No. of Employees | Duration | Expiry Date |
|---|---|--------------------------------|----------|--------------|
| Public Sector | | | | |
| Ontario | | | | |
| Ontario Power Generation Inc. | CUPE, Local 1000 | 7,705 | 36 | 31-Mar-2012 |
| Terms: 1 st year 3.0%, 2 nd year 3.0%, 3 rd year 3.0% | | | | |
| Source: Ontario Ministry of Labour, <i>Collective Bargaining Highlights</i> , April 2009 | | | | |
| City of Ottawa | Professional Firefighters Association | 926 | 36 | 31-Dec-2011 |
| Terms: 1 st year 3.2%, 2 nd year 3.25%, 3 rd year same percentage as Ottawa police constables | | | | |
| Source: Ontario Ministry of Labour, <i>Collective Bargaining Highlights</i> , April 2009 | | | | |
| Perley Rideau Veterans' Health Centre (Ottawa) | CUPE, Local 870 | 500 | 36 | 28-Sept-2009 |
| Terms: 1 st year 2.75%, 2 nd year 3.0%, 3 rd year 2.6% | | | | |
| Source: Ontario Ministry of Labour, <i>Collective Bargaining Highlights</i> , April 2009 | | | | |
| Durham Regional Police Services Board | Police Association | 1,372 (973 police officers) | 24 | 31-Dec-2009 |
| Terms: 1 st year 3.13%, 2 nd year 3.02% | | | | |
| Source: Ontario Ministry of Labour, <i>Collective Bargaining Highlights</i> , May 2009 | | | | |
| Newfoundland and Labrador | | | | |
| Government of Newfoundland and Labrador | Newfoundland and Labrador Nurses' Union | 5,200 | 48 | 30-Jun-2012 |
| Terms: 1 st year 8.0%, 2 nd year 4.0%, 3 rd year 4.0%, 4 th year 4.0% | | | | |
| Source: thepacket.ca, " <i>Nurses Ratify Collective Agreement</i> ", June 17, 2009 | | | | |
| Private Sector | | | | |
| British Columbia | | | | |
| B.C. Maritime Employers' Association | Foremen, International Longshore and Warehouse Union – Ship and Dock, Local 118 | 1,101 | 36 | 31-Mar-2010 |
| Terms: 1 st year \$1.53/ hr, 2 nd year \$1.60/hr, 3 rd year \$1.60/hr | | | | |
| Source Business Council of British Columbia, " <i>Industrial Relations Bulletin</i> ", October, 16, 2009 | | | | |
| Fortis B.C. | IBEW | 282 | 48 | 31-Jan-2013 |
| Terms: 1 st year 3.0%, 2 nd year 3.0%, 3 rd year 4.0%, 4 th year 5.0% | | | | |
| Source: Business Council of British Columbia, <i>Industrial Relations Bulletin</i> ", October 16, 2009 | | | | |
| Fraser Wharves Ltd. | Teamsters, Local 213 | 140 | 48 | 31-Jan-2013 |
| Terms: 1 st year 0.0%, 2 nd year 1.5%, 3 rd year 1.5%, 4 th year 1.5% | | | | |
| Source: Business Council of British Columbia, <i>Industrial Relations Bulletin</i> ", October 16, 2009 | | | | |
| The Bay (Victoria) | UFCW, Local 1518 | 250 | 48 | 31-Jan-2012 |
| Terms: 1st year about 1.5%, 2 nd year about 1.5%, 3 rd year about 1.25%, 4 th year about 1.25% | | | | |
| Source: Business Council of British Columbia, <i>Industrial Relations Bulletin</i> ", November 16, 2009 | | | | |
| Nova Scotia | | | | |
| Halifax Employers' Association | International Longshoremen's Association | 470 | 36 | 31-Jan-2012 |
| Terms: 1 st year 0.0%, 2 nd year 3.75%, 3 rd year 3.75% | | | | |
| Source: ACD News, " <i>Halifax Longshoremen Reach New Deal</i> ", March 19, 2009 | | | | |
| Canada | | | | |
| Jazz Air | CAW | 920 | 48 | 31-Jan-2012 |
| Terms: 1 st year 2.0%, 2 nd year 2.0%, 3 rd year 2.0%, 4 th year 2.0% | | | | |
| Source: CAW, News Release, " <i>Jazz Air Technical Services Ratify New Agreement, Avoiding Strike</i> ", September 12, 2009 | | | | |

Recent Labour Relations Developments in Other Jurisdictions

Manitoba

The Manitoba Labour Relations Board has agreed to a request by the Steelworkers Local 3-1375, representing about 265 of the workers at the Tembec's paper mill in Pine Falls, to appoint an arbitrator to settle the dispute between the parties. The Board's decision ended a four-and-a-half month lockout, but Tembec has no intentions of reopening the mill. The decision, though, may prompt Tembec to issue layoff notices, which will allow the workers to apply for employment insurance benefits. Tembec had announced during the lockout that the paper mill was for sale. There are three potential buyers, a former Tembec vice-president, the mill employees, and the nearby Sagkeeng First Nation., but none have made a solid offer. The future of the paper industry is not strong, due mainly to declining demand. During collective bargaining negotiations in the fall of 1999, Tembec had proposed a 35 per cent reduction in wages and benefits.

Source: Winnipeg Free Press, Larry Kusch, "Lockout Over: Three Potential Buyers Emerge for Tembec's Pine Falls Mill", January 15, 2010.

Ontario

USW, representing about 2,900 Vale Inco workers in Sudbury and 116 in Port Colborne, has filed a bargaining in bad faith application against the company with the Ontario Labour Relations Board. The submission on January 13, 2009 marked the six month anniversary of the strike by USW employees. The application includes a demand that the company meet with the union with the assistance of a mediator. It also asks that Vale compensate for lost wages, benefits, and seniority if the Board rules that bargaining in bad faith occurred. Premier McGinty has apparently indicated that the provincial government will do what it can to help resolve the dispute.

Source: www.Northernlife.com, Heidi Ulrichsen, "Union says Vale Inco Bargaining in Bad Faith", January 15, 2010.

Local 446 of the Carpenters has been merged into Local 2486, effective January 1, 2010. Local 2486 serves much of Northern Ontario, and is based in Sudbury. Local 446 has served the Sault Ste. Marie and Algoma District for 92 years. The International office, on the recommendation of the Greater Ontario Regional Council of Carpenters and Drywall and Allied Workers, rescinded the Local 446 Charter in March 2009 and the decision was upheld by the Ontario Labour Relations Board. The International implemented a policy more than a decade ago of merging small locals into larger ones, and creating regional councils. Local 446, which had 80 members, unanimously rejected the merger decision at a special membership meeting in early 2009. The Regional Council claimed that a larger local would enhance Local 446 opportunities while achieving cost savings that would allow for greater resources to be devoted to organizing and training. Sault Ste. Marie will retain an office, a business manager and a training centre, but all administrative and financial matters will be handled in Sudbury. Three other Sault Ste. Marie - based unions, the electrical workers, sheet metal workers, and painters have previously merged with their Sudbury local.

Source: www.saultstar.com, Dan Bellerose, "Carpenters Local in Sault Forced to Merge with Sudbury, North Bay and Timmins", January 15, 2010.

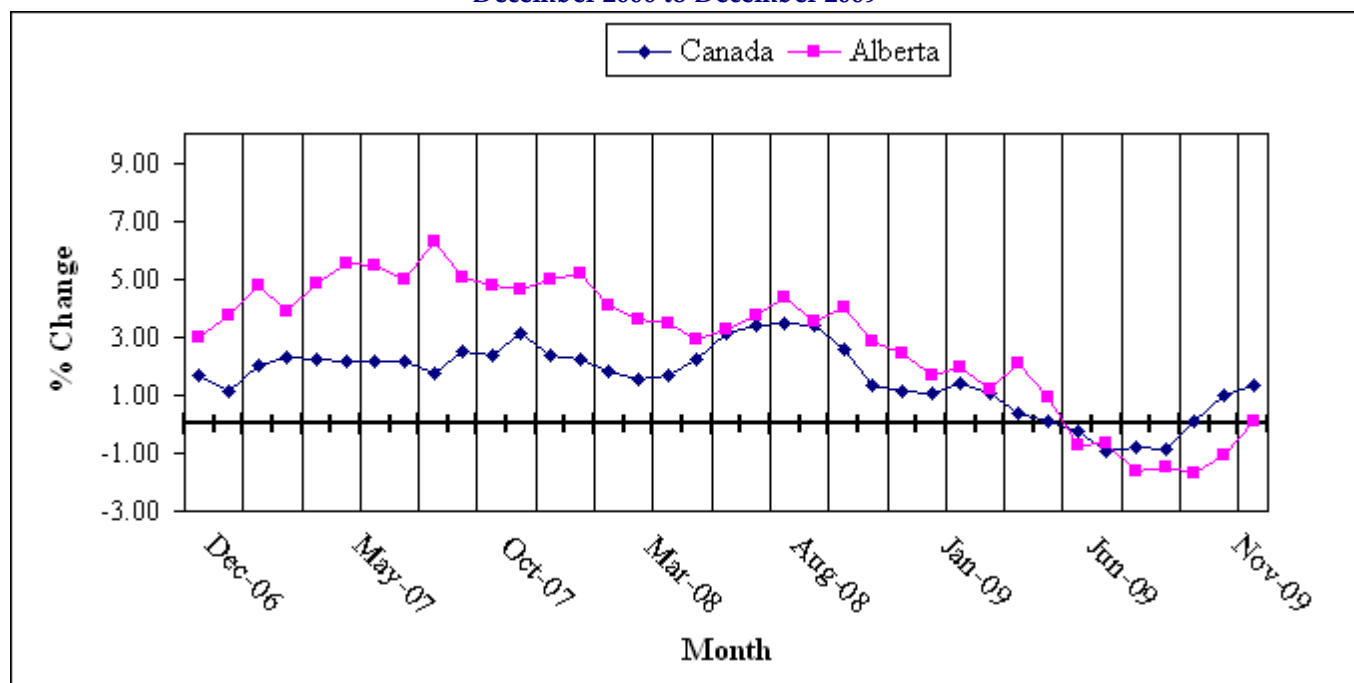
About 9,000 instructors at Ontario community colleges, represented by the Ontario Public Service Employees Union, voted 57 percent in favour of the strike action on January 13, 2010. The colleges are represented by the College Compensation and Appointments Council. Bargaining broke off on December 15, 2009, primarily over compensation, work load, and control over decision-making. The Council has offered an 8 per cent increase over four years, while the instructors would like 8 per cent over three years. The parties are expected to resume bargaining. Strike action in Ontario, if it occurs, is not expected for at least a month. Workload was a major issue when college teachers went on strike for three weeks in 2006.

Source: www.Brantfordexpositor.ca, Michelle Ruby, "Sides hope to avoid college strike", January 15, 2010.

Consumer Price Index (CPI), Canada versus Alberta

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

December 2006 to December 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 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) |
| 2006 | 109.12 | 2.00 | 112.34 | 3.88 | 112.01 | 3.12 | 111.92 | 4.56 |
| 2007 | 111.51 | 2.19 | 117.93 | 4.97 | 117.48 | 4.88 | 118.02 | 5.45 |
| 2008 | 114.11 | 2.33 | 121.63 | 3.14 | 121.39 | 3.33 | 121.79 | 3.20 |
| 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) |
| Dec-08 | 113.3 | 1.16 | 121.2 | 1.93 | 121.0 | 2.02 | 121.8 | 2.35 |
| Jan-09 | 113.0 | 1.07 | 120.2 | 1.18 | 120.2 | 1.43 | 120.7 | 1.51 |
| Feb-09 | 113.8 | 1.43 | 121.5 | 2.10 | 121.5 | 2.36 | 121.9 | 2.35 |
| 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 | 114.7 | 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 | 116.2 | 1.32 | 123.6 | 0.58 | 123.7 | 0.83 | 123.7 | 0.25 |

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

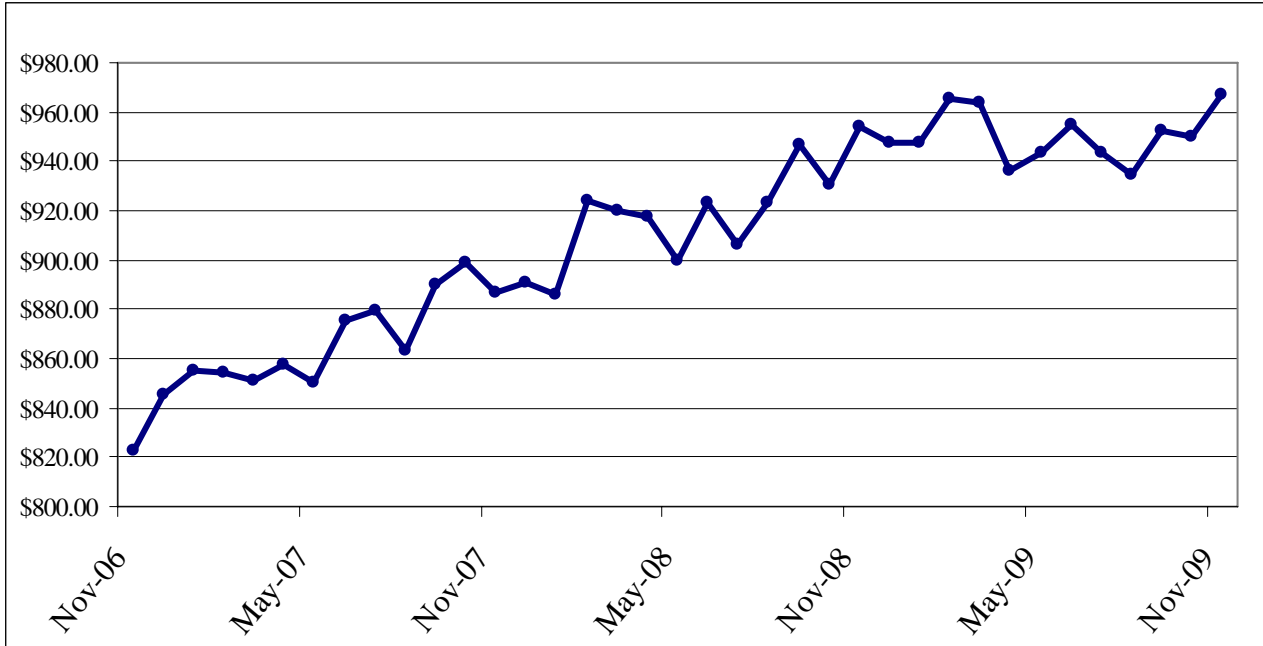
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

November 2006 to November 2009



| Monthly AWEA | | |
|---------------------------------|----------|------|
| Yr. Over Yr. % Change (Monthly) | | |
| Nov-08 | \$954.05 | 7.56 |
| Dec-08 | \$947.61 | 6.33 |
| Jan-09 | \$947.96 | 7.02 |
| 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 | \$967.00 | 1.36 |

| Yearly AWEA | | |
|--------------------------------|----------|------|
| Yr. Over Yr. % Change (Annual) | | |
| 2004 | \$741.06 | 3.32 |
| 2005 | \$783.90 | 5.78 |
| 2006 | \$823.35 | 5.03 |
| 2007 | \$871.06 | 5.79 |
| 2008 | \$923.21 | 5.99 |
| 2009** | \$950.84 | 2.99 |

**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 281-0026

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.