

October 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 2,004,200 Albertans employed, of which about 341,300 are self-employed. Nationally, the seasonally adjusted unemployment rate decreased from 8.1% in August 2010, to 8.0% in September 2010, with the number of unemployed persons decreasing by 17,900 to a total of 1,493,000. Gains in full-time employment were offset by part-time employment and participation losses, particularly among 15 to 24 year olds. Unemployment in Alberta decreased from 140,000 in August 2010, to 131,600 in September 2010, with the rate decreasing from 6.5% to 6.2%. There are approximately 400,700 Albertans covered by union agreements. Alberta's union coverage rate is 24.1% while nationwide the union coverage rate is 32.1%\*.

\*Statistical data courtesy Statistics Canada.

## Highlights

Negotiations continue between the Government of Alberta and AUPE for an agreement covering approximately 22,000 public servants which expired August 31, 2010.

Within the past twelve months, IAFF has certified four new bargaining units covering fire fighters in Alberta. IAFF is currently in bargaining for first agreements with the City of Airdrie, the City of Leduc, Rocky View County and the Town of Cochrane. In Alberta, fire fighters and the municipalities with which they bargain do not have the right to strike or lockout.

### *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	4 *	Total
Public	27,573	11,099	43,535	28,373	110,580	5,390	11,834	2,659	1,884	21,767	3,386	3,591	468	0	7,445
Private	24,522	9,564	5,839	7,453	47,378	2,968	10,501	7,019	6,022	26,510	5,114	3,209	1,178	32	9,533
All	52,095	20,663	49,374	35,826	157,958	8,358	22,335	9,678	7,906	48,277	8,500	6,800	1,646	32	16,978

Average Annual Wage Change %															
Year	2008					2009					2010				
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3	4 *	Total
Public	2.5	4.0	4.4	4.4	3.8	2.8	2.7	1.1	1.7	2.4	2.3	2.2	4.0	0.0	2.3
Private	3.9	5.4	4.3	5.1	4.4	1.7	2.0	0.6	1.7	1.5	0.6	1.4	1.3	-5.8	1.0
All	3.1	4.6	4.4	4.5	4.0	2.4	2.3	0.8	1.7	1.9	1.3	1.9	2.1	-5.8	1.6

\* 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 ( October )

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	4	471	25.3	0.7	1.8
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	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	0.4	1.0
2009	37	8,619	24.0	0.8	1.5
2008	18	9,381	43.6	6.1	23.4
<b>Educational Services</b>					
2010	12	1,526	32.8	1.1	4.6
2009	17	2,565	28.7	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	17	2,261	24.1	2.7	4.6
2009	51	5,466	35.1	2.8	8.1
2008	54	72,923	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	24	1,383	27.7	0.9	2.3
2009	37	3,819	34.1	0.9	2.6
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	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	14	2,304	17.7	1.6	3.0
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	15	1,499	39.9	1.9	6.4
2008	16	1,137	36.5	6.6	21.4
<b>Utilities</b>					
2010	2	988	37.9	4.3	13.9
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	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><u>Public Sector</u></b>					
<b><u>Public Administration</u></b>					
County of Strathcona	AUPE, Local 118	200	24	31-Dec-11	1 <sup>st</sup> year – 3.5% 2 <sup>nd</sup> year – 3.5%
<b><u>Private Sector</u></b>					
<b><u>Manufacturing</u></b>					
AltaSteel Ltd.	USW, Local 5220	286	36	31-Jul-13	1 <sup>st</sup> year - \$0.273/hr cost of living, increases resulting in \$0.485/hr difference between job classes, signing bonus of \$1,000 2 <sup>nd</sup> year – increases resulting in a \$0.50/hr difference between job classes 3 <sup>rd</sup> year – \$0.30/hr increase to base rate
PTI Travco Modular Structures	Carpenters, Local 2010	95	30	30-Apr-13	1 <sup>st</sup> year – 3.0% 2 <sup>nd</sup> year – 3.0% 3 <sup>rd</sup> year – 3.0% and a CPI increase differential greater than 3.0% to maximum of 4.0% (or up to an additional 1.0%)
<b><u>Utilities</u></b>					
TransAlta Generation Partnership (Poplar Creek)	CEP, Local 707	123	36	30-Apr-13	1 <sup>st</sup> year – 2.5% + \$1,500 lump sum 2 <sup>nd</sup> year – 4.0% 3 <sup>rd</sup> year – 4.0%

## Major Negotiations Underway

<u>Employer</u>	<u>Union</u>	<u>No. of Employees</u>	<u>Expiry Date</u>	<u>Details</u>
<b><u>Public Sector</u></b>				
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.
City of Grande Prairie	IAFF, Local 2770	82	31-Dec-09	Negotiations continue.
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 Bread Company	BCTGM, Local 252	245	31-Mar-10	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.
Club Sierra Lifestyles at River Ridge (Medicine Hat)	USW, Local 1-207	93	31-Mar-10	Negotiations continue.
Federated Cooperatives (Calgary)	Teamsters, Local 987	323	31-Mar-10	Negotiations continue.
Holiday Inn Crowne Plaza	UNITE HERE	143	31-Dec-09	Negotiations continue.
Lakeside Packers - XL Foods (Brooks)	UFCW, Local 401	2,032	31-Dec-09	Negotiations continue.
North American Mining Inc. (Fort McMurray)	IUOE, Local 955	1,400	31-Oct-09	Negotiations continue.
Waste Services (CA) Inc.	Teamsters, Local 362	155	23-Dec-09*	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>					
City of Abbotsford	CUPE, Local 774	500	24	31-Dec-11	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", August 20, 2010.					
BC Transit	CAW, Local 333 and COPE, Local 372	500 123	12 12	31-Mar-11 31-Mar-11	1 <sup>st</sup> year 0.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", August 20, 2010.					
<b>Saskatchewan</b>					
University of Saskatchewan (Saskatoon)	CUPE	1,800	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%
Sources: Human Resources and Skills Development Canada, "Workplace Bulletin", September 15, 2010 and University of Saskatchewan Human Resources website.					
<b>Ontario</b>					
College Compensation and Appointments Council	OPSEU	10,500	36	31-Aug-12	1 <sup>st</sup> year 1.75% 2 <sup>nd</sup> year 2.0% 3 <sup>rd</sup> year 2.0%
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", February 2010.					
Hamilton Public Library Board	CUPE	250	24	31-Dec-12	1 <sup>st</sup> year 3.0% 2 <sup>nd</sup> year 3.0%
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", February 2010.					
Sault Area Hospital	CAW	550	36	10-Oct-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", February 2010.					
<b>Private Sector</b>					
<b>British Columbia</b>					
Western Forest Products - Value-Added Remanufacturing Facility (Nanaimo)	Pulp, Paper and Woodworkers of Canada, Local 8	70	72	15-Oct-16	Two-tier wage schedule, with new hires under the new wage schedule. Lump sums as follows: 1 <sup>st</sup> year \$1,000 2 <sup>nd</sup> year \$500 3 <sup>rd</sup> year \$500 4 <sup>th</sup> year \$500 5 <sup>th</sup> year \$500 6 <sup>th</sup> year \$1,000
Source: Business Council of British Columbia, "Industrial Relations Bulletin", July 23, 2010.					
Western Forest Products - 8 sawmills and 3 remanufacturing facilities (Vancouver Island)	Steelworkers, Locals 1-1937 and 1-85	2,400	48	15-Jun-14	1 <sup>st</sup> year \$500 signing bonus 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", August 20, 2010.					
Chevron Canada (Burnaby Refinery)	CEP, Local 601	150	36	31-Jan-13	1 <sup>st</sup> year 2.5% 2 <sup>nd</sup> year 3.0% 3 <sup>rd</sup> year 3.25%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", August 20, 2010.					
<b>Ontario</b>					
Maple Leaf Foods – Consumer Foods Division (Burlington)	UFCW, Local 175	1,275	48	13-Mar-14	1 <sup>st</sup> year \$550 lump sum 2 <sup>nd</sup> year \$0.30/hr 3 <sup>rd</sup> year \$0.35/hr 4 <sup>th</sup> year \$0.40/hr
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", February 2010.					
London and District Construction Association	Labourers	200	36	31-Dec-12	1 <sup>st</sup> year 2.8% 2 <sup>nd</sup> year 2.8% 3 <sup>rd</sup> year 2.8%
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", February 2010.					

## Recent Labour Relations Developments in Other Jurisdictions

### Saskatchewan

About 97% of workers at two Cameco uranium mines in northern Saskatchewan voted in favour of strike action, which put the union in legal strike position as of October 22, 2010. Retiree benefits have been an issue in negotiations. The employees' last contract expired December 31, 2009.

Source: Montreal Gazette, "Steelworkers vote to strike at Cameco mines", October 5, 2010.

### Ontario

Canada's largest grocery-store chain reached a tentative settlement with local unions, avoiding an October 8 strike deadline. The agreement covers 30,000 union members at Loblaws, Zehrs, Real Canadian Superstores, Great Food and Fortinos stores in Ontario. Both sides agreed not to release details of the settlement until voting is concluded. The previous contract between the parties expired July 1, 2010.

Source: Bloomberg News website, "Loblaw Reaches Tentative Agreement Covering 30,000 Ontario Union Members", October 2, 2010.

### Newfoundland and Labrador

USW indicated it will let the 200 employees, who have been on strike at the northern Labrador Vale Inco mine for 14 months, vote on the employer's latest offer even though talks broke down. The union leadership is recommending neither acceptance nor rejection. The terms of the deal have not been disclosed. The decision to vote came at the same time that Vale obtained a \$1 billion line of credit from the Export Development Corporation, a federal Crown corporation. A vote has yet to be held, and talks between the parties were held briefly on October 20, 2010, before breaking off. The provincial government has announced that labour lawyer John Roil will chair an Industrial Inquiry Commission in this dispute. The Commission, slated to begin work on October 22, 2010, has two months to complete their report for the Minister of Human Resources, Labour and Employment.

Source: CBC news website, "Voisey's Bay strikers to vote on offer", October 5, 2010, and VOXM.com, "Update: Steelworkers, Vale Talks Break Off", October 20, 2010.

### Canada

The federal government reached a tentative settlement for 95,000 public servants that includes a 5.25 % wage increase over three years (1.75% in 2011, 1.5% in 2012 and 2.0% in 2013) and eliminates severance pay for workers who retire or leave the public service. The tentative deal affects three out of five bargaining units of the [Public Service Alliance of Canada](#) (PSAC), the largest federal union. It primarily affects program and administrative staff. Technical workers and border-services officials were unable to reach a deal. The tentative deal is the first sign that the federal government is not looking for an outright freeze on pay as it attempts to balance the books. The talks generated concern among other public sector unions that a precedent is being set and the government will try to force the tentative PSAC deal on employees represented by other unions. Fifteen federal public sector unions expressed concerns about the government's approach in a letter to the Minister.

Source: Globe and Mail, "Ottawa strikes tentative labour deal with major public-sector union", October 4, 2010.

A strike at Canadian National (CN) was narrowly avoided when a tentative agreement was reached at the last minute with the Teamsters Canada Rail Conference (TCRC). The union represents some 2,700 CN conductors, yardmen and traffic coordinators. The results of the ratification vote will be known within 30 to 45 days.

Source: Teamsters Canada Rail Conference website, "Negotiations at CN: A Remarkable Teamwork Effort", October 5, 2010.

### Canada/United States

The National Hockey League (NHL) has reached a tentative four-year collective bargaining agreement with the NHL Officials' Association, ending any threat of a strike days before the 2010-11 season began. The deal is still subject to ratification between the league's board of governors and the union representing its officials (referees and linesmen). The previous contract expired on August 31, 2010, and the league's officials and linesmen had been working through the pre-season games without a deal in place.

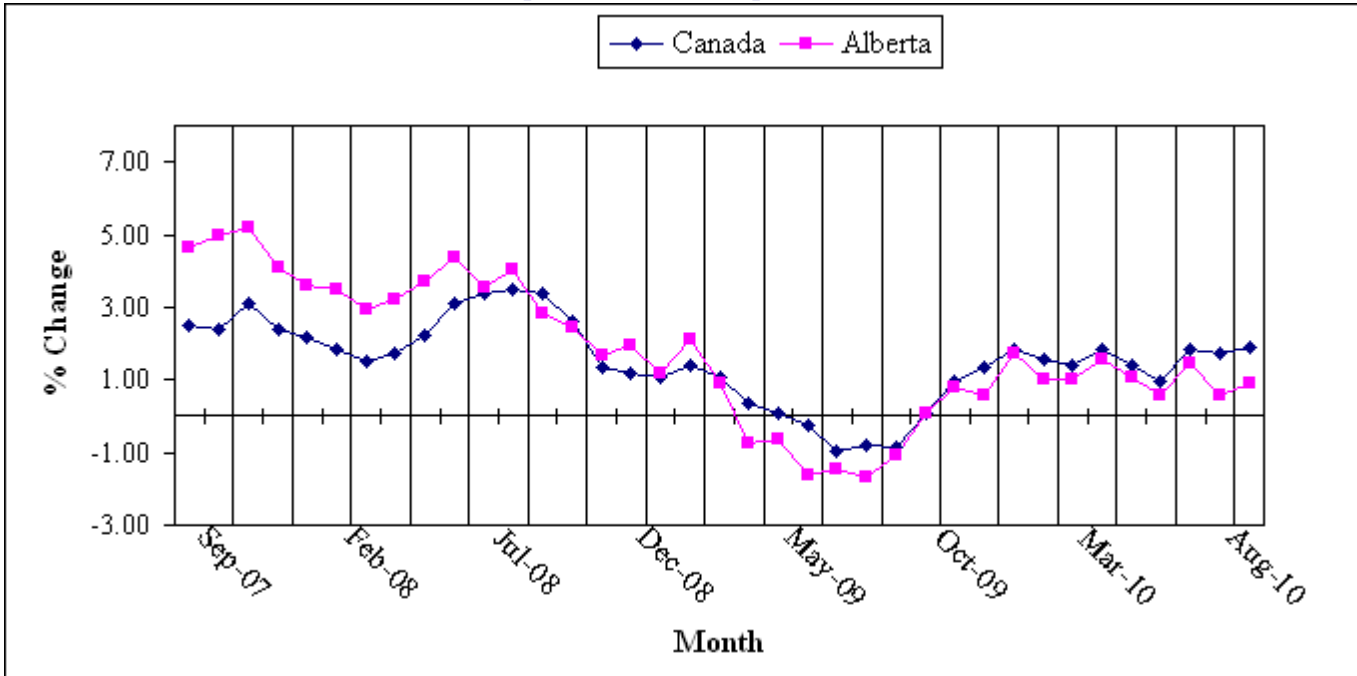
Source: Reuters Canada website, "League reaches tentative agreement with match officials", October 4, 2010.



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

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

September 2007 to September 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**	116.13	1.49	122.60	0.94	122.77	0.95	122.69	0.78
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)
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
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

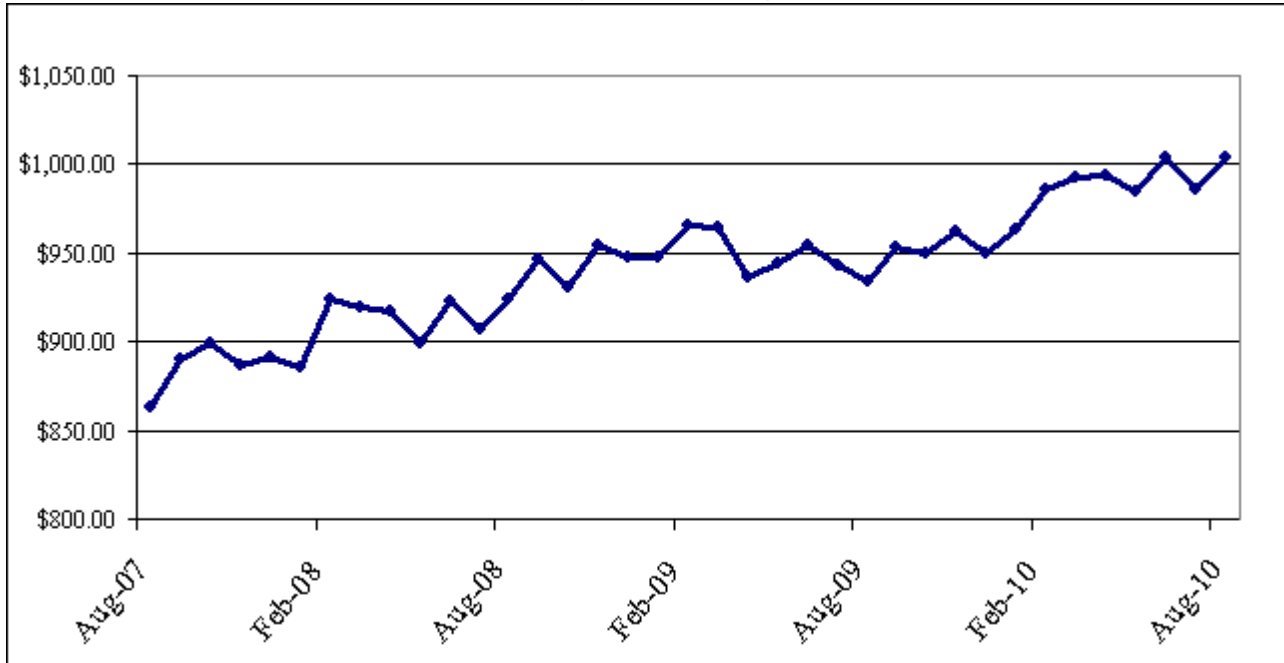
\*\* - Year to date

**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\*)**  
**August 2007 to August 2010**



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

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**	\$989.26	4.10

\*\*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  
**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  
**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>