

March 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 1,972,800<sup>1</sup> Albertans employed, of which about 344,600 are self-employed. Nationally, the unemployment rate decreased slightly from 8.3% (January 2010) to 8.2% (February 2010), with the number of unemployed persons decreasing by 12,300 to a total of 1,519,400. Full-time and public sector work enjoyed the largest increases. Gains were made entirely within the male 55+ age bracket<sup>2</sup>. Unemployment in Alberta increased from 139,600 (January 2010) to 145,900, with the rate increasing from 6.6% in January 2010 to 6.9%. There are approximately 405,300 Albertans covered by union agreements. Alberta's union coverage rate is 24.9% while nationwide the union coverage rate is 31.2%<sup>2</sup>.

<sup>1</sup>Seasonally adjusted

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

## Highlights

Bargaining has commenced between Alberta Health Services and the UNA, representing about 24,000 registered nurses and registered psychiatric nurses for an agreement which expired March 31, 2010. The parties met in March and then in April, the UNA applied for mediation. A mediator has been appointed and the parties are meeting in April.

A Compulsory Arbitration Board (CAB) has been appointed by the Labour Relations Board involving ATB Financial and AUPE. Jim Casey, QC, was appointed as CAB Chair, on the request of the parties.

### *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	11,099	29,535	28,373	96,580	5,390	9,332	1,790	303	16,815	297	297
Private	22,527	9,502	5,704	7,103	44,836	2,609	5,111	4,410	3,701	15,831	1,201	1,201
All	50,100	20,601	35,239	35,476	141,416	7,999	14,443	6,200	4,004	32,646	1,498	1,498
Average Annual Wage Change %												
Year	2008					2009					2010	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	1.9	4.0	4.2	4.4	3.6	2.8	2.7	0.8	2.2	2.5	0.6	0.6
Private	3.8	5.0	4.3	5.3	4.3	1.3	1.0	0.4	1.2	1.0	1.4	1.4
All	2.7	4.4	4.2	4.6	3.8	2.3	2.1	0.6	1.3	1.8	1.3	1.3

\* 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 ( March )**

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	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
<b>Administrative And Support, Waste Management And Remediation Services</b>					
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
<b>Agriculture, Forestry, Fishing And Hunting</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
<b>Arts, Entertainment And Recreation</b>					
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
<b>Construction</b>					
2010	7	742	28.8	1.6	4.3
2009	23	7,388	24.3	1.0	1.8
2008	18	9,381	43.6	5.6	22.3
<b>Educational Services</b>					
2010	2	195	12.9	0.2	0.3
2009	14	2,066	30.8	0.4	1.2
2008	82	38,873	50.8	2.2	8.8
<b>Finance And Insurance</b>					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
<b>Health Care And Social Assistance</b>					
2010	2	102	21.4	1.5	2.7
2009	41	3,792	34.4	3.2	9.7
2008	53	58,923	38.3	4.6	15.2
<b>Information And Cultural Industries</b>					
2010	1	48	36.0	1.0	3.0
2009	4	1,327	24.7	3.5	7.3
2008	1	55	24.0	7.3	15.1
<b>Management of Companies And Enterprises</b>					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
<b>Manufacturing</b>					
2010	1	45	23.0	0.0	0.0
2009	18	2,281	32.5	1.1	3.2
2008	28	3,366	35.3	5.2	15.5
<b>Mining And Oil And Gas Extraction</b>					
2010	1	20	32.0	0.0	0.0
2009	2	558	50.0	2.2	10.5
2008	2	2,750	58.5	3.1	16.0
<b>Other Services (except Public Administration)</b>					
2010	1	24	36.0	1.7	5.1
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	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
<b>Public Administration</b>					
2010	0	0	0.0	0.0	0.0
2009	32	9,478	26.4	2.5	5.9
2008	26	3,897	33.7	4.3	12.7
<b>Real Estate And Rental And Leasing</b>					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
<b>Retail Trade</b>					
2010	0	0	0.0	0.0	0.0
2009	3	3,130	50.1	0.0	0.1
2008	11	15,421	43.0	3.1	12.8
<b>Transportation And Warehousing</b>					
2010	2	122	35.4	1.5	4.7
2009	13	965	43.1	1.7	6.3
2008	16	1,137	36.5	6.6	21.4
<b>Utilities</b>					
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
<b>Wholesale Trade</b>					
2010	2	200	30.0	1.0	2.6
2009	1	48	36.0	2.0	6.1
2008	6	1,566	36.0	5.7	21.2

## Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
<b>Academic</b>					
Norquest College	AUPE	230	36	30-Jun-12	1 <sup>st</sup> year – Grid Adjustments 2 <sup>nd</sup> year – Wage Reopener 3 <sup>rd</sup> year – Wage Reopener
<b>Construction</b>					
Canonbie Contracting Limited	CLAC	225	30	31-Jul-12	01-Feb-10 -0.5% (rollback) 01-Mar-10 – 2% (increase) 01-Aug-10 – Wage Reopener
Willbros Canada LP	CLAC, Local 63	350	24	01-Mar-12	1 <sup>st</sup> year – 4.5% 2 <sup>nd</sup> year – 3.0%
<b>Manufacturing</b>					
New Food Classics	UFCW, Local 401	164	18	31-May-10	23-Mar-10 – \$0.50/hr Lump Sum of \$750
<b>Wholesale</b>					
Buy Low Foods	CLAC, Local 56	100	36	31-Dec-12	1 <sup>st</sup> year – 2% 2 <sup>nd</sup> year – 2% 3 <sup>rd</sup> year – 2%
<b>Utilities</b>					
TransAlta Generation Partnership (Wabamun)	IBEW, Local 254	448	24	31-Dec-11	1 <sup>st</sup> year – 3.0% 2 <sup>nd</sup> year – 3.0%

## Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
<b>Public Sector</b>				
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.
Extendicare (six locations)	AUPE	580	31-Dec-08	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.
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 Calgary	Fire Fighters Association, Local 255	1,200	31-Dec-08	In Arbitration.
City of Red Deer	CUPE, Local 417	700	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.
<b>Private Sector</b>				
Calgary Co-operative Association Limited	Union of Calgary Co-Operative Employees	3,400	24-10-09	Negotiations continue
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 401	500	31-Aug-08	Negotiations continue.
Oilsands Transportation Ltd. – Coach Division	Teamsters, Local 362	300	31-Dec-09	Negotiations continue.
Waste Management Canada Corp. (Calgary)	CAW, Local 4050	240	31-Oct-09	Negotiations continue.
Goodyear Canada	USW, Local 628	239	22-Jul-09	Negotiations continue
Richardson Oilseed Ltd. (Lethbridge)	UFCW, Local 401	165	31-Aug-09	Negotiations continue.
Lakeside Packers (XL Foods) - Brooks	UFCW, Local 401	2,032	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	Bakery Workers	252	17-Mar-10	Negotiations continue.
Canada Safeway – Retail	UFCW, Local 401	6,837	20-Mar-10	Negotiations continue.

## Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
<b>Public Sector</b>				
<b>British Columbia</b>				
City of Richmond	Fire Fighters	218	48	31-Dec-10
Terms: 1 <sup>st</sup> year 3.5%, 2 <sup>nd</sup> year 5.0%, 3 <sup>rd</sup> year 5.0%, 4 <sup>th</sup> year 0%				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 17, 2009.				
City of Terrace	CUPE	100	36	31-Dec-12
Terms: 1 <sup>st</sup> year: 2.0%, 2 <sup>nd</sup> year: 2.0%, 3 <sup>rd</sup> year 2.0%				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 20, 2010.				
<b>Ontario</b>				
City of Thunder Bay.	CUPE, Local 87	690	24	31-Dec-10
Terms: 1 <sup>st</sup> year 2.0%, 2 <sup>nd</sup> year 1.5%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2009.				
McMaster University (Hamilton)	CAW, Local 155, Unit 1	2,200	38	31-Aug-12
Terms: 1 <sup>st</sup> year 1.0%, 2 <sup>nd</sup> year 2.0%, 3 <sup>rd</sup> year 2.75%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2009.				
York University	Faculty Association	1,400	36	30-Apr-12
Terms: 1 <sup>st</sup> year 3.0%, 2 <sup>nd</sup> year 3.0%, 3 <sup>rd</sup> year 2.5%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2009.				
<b>Private Sector</b>				
<b>British Columbia</b>				
Finning International	Machinists, Local 692	750	24	14-Apr-11
Terms: 1 <sup>st</sup> year 0%, 2 <sup>nd</sup> year 0%				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 17, 2009.				
Bekaert Canada (formerly Titan Steel)	Teamsters, Local 213	125	36	30-Jun-11
Terms: 1 <sup>st</sup> year average 1.02%, 2 <sup>nd</sup> year average 1.02%, 3 <sup>rd</sup> year average 1.02%.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 17, 2009.				
Penaville Servisair	Mechanics and Aerospace Workers, District Lodge 140	200 (baggage handlers and ramp attendants)	12	31-Aug-10
Terms: 1 <sup>st</sup> year 0%, (depending on CPI)				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 17, 2009.				
<b>Ontario</b>				
Cami Automotive	CAW, Local 88	2,143	36	16-Sep-13
Terms: 1 <sup>st</sup> year 0%, 2 <sup>nd</sup> year 0%, 3 <sup>rd</sup> year 2.6%				
Note: COLA adjustments reactivated in June 2010, as per future General Motors COLA payments.				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2009.				
<b>Canada</b>				
Canadian National Railways	Teamsters Canada Rail Conference	1,700 (locomotive engineers)	36	31-Dec-11
Terms: 1 <sup>st</sup> year 1.8% 2 <sup>nd</sup> year 2.4%, 3 <sup>rd</sup> year 2.6%				
Source: Canadian Press, "Arbitrator gives CN Rail locomotive engineers 6.8 per cent wage increase", March 19, 2010.				

## **Recent Labour Relations Developments in Other Jurisdictions**

### **Ontario**

About 3,200 members of the USW, Local 6500 (Sudbury) and Local 6200 (Port Colborne) with Vale Inco Ltd. remain on a strike which began on July 13, 2009. The Brazilian owners of Vale Inco have stated their commitment to Canada and the development of the Canadian mining industry, and the Steelworkers have stated the labour dispute does not indicate any animosity on their part towards Brazil. The employees recently rejected an employer offer, and the Steelworkers held a parade and rally on March 22, 2010, which was attended by eight or more union leaders from Brazil.

Source: The Sudbury Star, Carol Mulligan, “No beef with Brazilians: USW”, March 19, 2010.

### **Quebec**

An arrest warrant was issued recently for Jocelyn Dupuis, former head of the construction wing of the Quebec Federation of Labour (FTQ). It is claimed by police that \$125,000 worth of fraudulent expense claims were submitted while Mr. Dupuis held the position. The union fired him when the allegations were first raised eighteen months ago. Meanwhile, Quebec Labour Minister Sam Hamad has stated the government is worried about instances of intimidation and discrimination on construction sites, but the FTQ says the problem is marginal from their perspective. Michael Arsenault, President of the FTQ, met with Mr. Hamad on March 18, 2010 to discuss this matter. They agreed that, rather than appointing a public inquiry, the FTQ would let the authorities investigate the complaints, and institute internal controls to prevent further occurrences. A regional representative of the FTQ for the North Shore (of the St. Lawrence River), where most allegations have been made, will report directly to Mr. Arsenault in this regard.

Source: ctvmontreal.ca, “Labour Minister meets FTQ head amid scandal”, March 19, 2010.

### **Prince Edward Island**

Negotiations between 1,250 health care workers, represented by the PEI Union of Public Sector Employees, and the provincial Department of Health are headed for arbitration. The employees, who have been without a contract since March 31, 2009, include licensed practical nurses, resident care workers, and some other professional job categories. The impasse went to conciliation (mediation) early this month, without resolving issues. The main issues in dispute are wages, recruitment, and retention.

Source: National Union of Public and General Employees (NUPGE) new release, “Arbitration planned in P.E.I. for 1,200 health employees”, March 17, 2010.

### **Newfoundland and Labrador**

About 200 members of USW at the Voisey’s Bay nickel mine in Labrador are also on strike with Vale Inco. The strike began on August 1, 2009, when the employees protested the company’s demands for a wage freeze and a rollback on bonuses. Vale Inco and USW have agreed to work with a conciliator (mediator) in an attempt to end the dispute. Talks in early January 2010 accomplished very little, and led the Vale Inco’s decision to reopen the mine operations without the striking workers.

Source: CBC News, “Vale Inco, union to talk on Voisey’s strike”, March 4, 2010.

### **Finland**

A strike by stevedores at Finland’s ports began in early March 2010. The employees are represented by the Finnish Transport Workers Union (AKT) in bargaining with the Finnish Port Operators Association, assisted by a national conciliator (mediator). Participating in the negotiations are senior representatives of the Central Organization of Finnish Trade Unions (SAK) and the Confederation of Finnish Industry (EK). The main issues in dispute are job security, sub-contracting, and working hour arrangements. Some of the port operators are apparently recruiting replacement workers through Facebook and this led to a scuffle between strikers and recruits at the port city of Kotka, east of Helsinki.

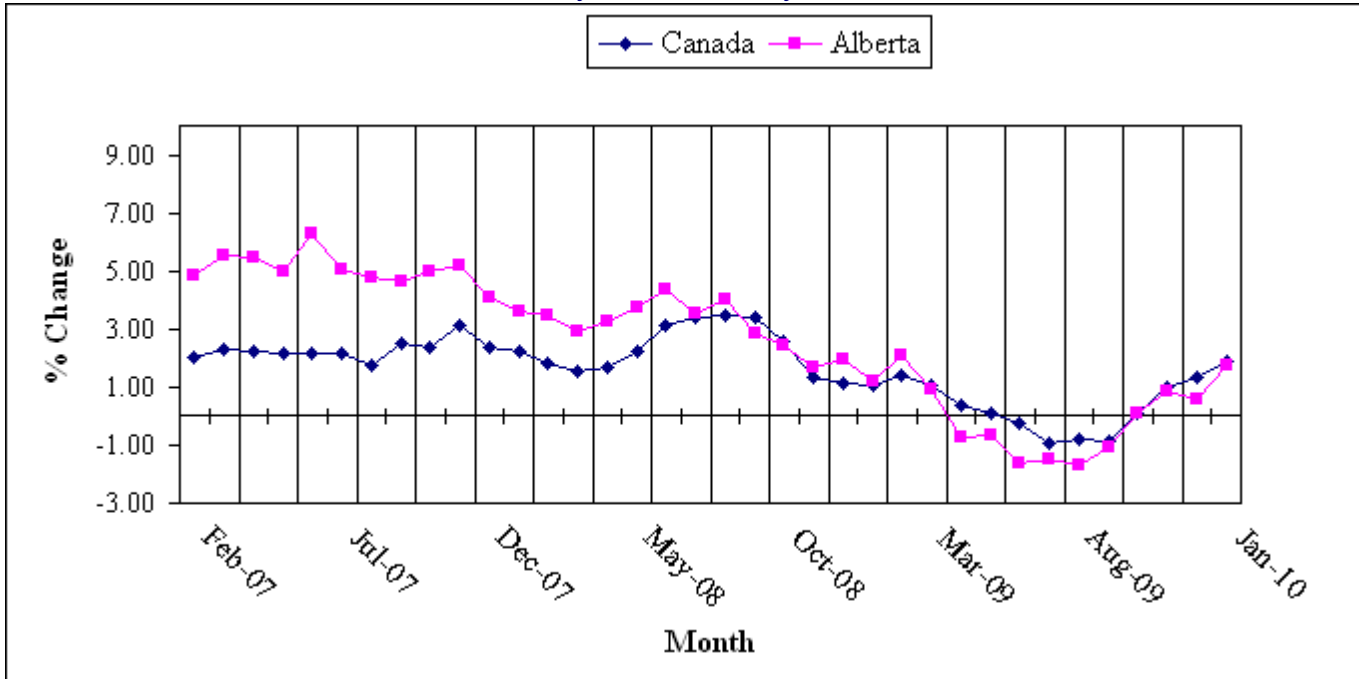
Source: Helsingin Sanomat – International Edition, “Facebook used to recruit strikebreakers in harbour strike”, March 19, 2010.



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

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

February 2007 to February 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**	115.35	0.80	122.50	0.86	122.40	0.64	122.40	0.55
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)
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	114.6	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

\*\* - 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

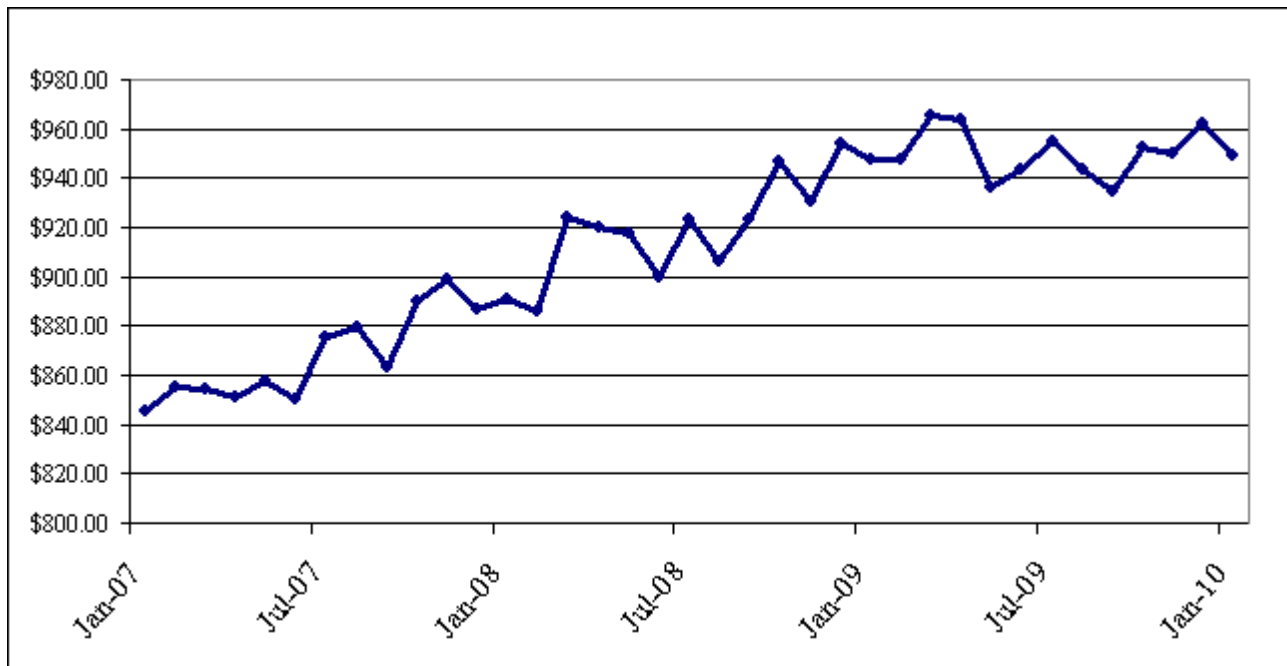
**Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

## Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA\*)

January 2007 to January 2010



Monthly AWEA		
Yr. Over Yr. % Change (Monthly)		
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	\$962.54	0.89
Dec-09	\$949.32	0.18
Jan-10	\$965.09	1.81

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**	\$965.09	1.55

\*\*Year to date. (2009 data was not finalized at time of publication)

**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.