

February 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
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Alberta ■

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Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,987,600¹ Albertans employed, of which about 353,900 are self-employed. Nationally, the unemployment rate decreased slightly from 8.4% (December 2009) to 8.3% (January 2010), with the number of unemployed persons decreasing by 24,100 to a total of 1,531,700. Part-time and private sector employment enjoyed the highest employment increase, while the number of full-time workers remained little changed. Unemployment in Alberta decreased marginally from 140,600 (December 2009) to 139,600, with the rate remaining unchanged at 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 30.9%².

¹Seasonally adjusted

² Statistics Canada Labour Force Survey (LFS)

Highlights

In the arbitration of a difference between the Government of Alberta and the Alberta Teachers' Association, the arbitrator issued a ruling on February 2, 2010 in which it was determined that the rate of Average Weekly Earnings for Alberta for 2008 is 5.99 per cent. As a result, this figure will be utilized by school boards in the wage increase for teachers, effective retroactive to September 1, 2009.

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	1,350	303	16,375	102	102
Private	22,527	9,502	5,627	7,103	44,759	2,184	4,751	4,410	3,627	14,972	279	279
All	50,100	20,601	35,162	35,476	141,339	7,574	14,083	5,760	3,930	31,347	381	381
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	2.2	2.5	1.5	1.5
Private	3.8	5.0	4.4	5.3	4.3	1.5	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	1.0	1.0

* 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.

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	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
Information And Cultural Industries					
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
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
Academic					
Mount Royal University	Support Staff Association	700	36	30-Jun-12	1 st year 4.5% 2 nd year 0% 3 rd year 0%
Elk Island Catholic Schools	CEP, Local 71	180	12	31-Aug-10	1 st year 9.5%
Health Care					
Good Samaritan Society (Edmonton)	AUPE	120	12	30-Jun-10	1 st year Lump sum payment equal to 4.0%
Manufacturing					
Ply Gem (Calgary)	Carpenters, Local 2010	305	24	31-Dec-11	1 st year \$0.50 2 nd year \$0.65
Resource Development					
West Fraser Mills Ltd. (Hinton Pulp and Wood Products Sawmill Division)	CEP, Local 855	510	48	31-May-12	1 st year 2.0% 2 nd year 2.5% 3 rd year 2.5% 4 th year 3.0%
Telecommunications					
SNC –Lavalin ATP Inc	UUWA	120	36	31-Dec-12	1 st year 4.0% 2 nd year 3.0% 3 rd year 3.0%

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Revera Long Term Care Centre	CUPE, Local 8	160	30-Jun-09	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.
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	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	Negotiations continue
Alberta Research Council	AUPE	255	31-Mar-09	Negotiations continue.
Special Areas Board	AUPE	200	31-Dec-09	Negotiations continue.
Private Sector				
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.
Richardson Oilseed Ltd. (Lethbridge)	UFCW, Local 401	165	31-Aug-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				
Liquor Central Board	Ontario Public Service Employees Union	5,500	48	31-Mar-13
Terms: 1 st year 1.75%, 2 nd year 2.0%, 3 rd year 2.0%, 4 th year 2.0%				
Source: Ontario Ministry of Labour, <i>Collective Bargaining Highlights</i> , August 2009				
Bruce Power LP	The Society of Energy Professionals	850	12	31- Dec-10
Terms: 1 st year: 3.0%				
Source: Ontario Ministry of Labour, <i>Collective Bargaining Highlights</i> , August 2009				
Nova Scotia				
Halifax International Airport Authority	Public Service Alliance of Canada, Local 80829	139 (support staff)	48	31-Jan-12
Terms: 1 st year 3.0%, 2 nd year 3.0%, 3 rd year 3.0%, 4 th year 3.0%				
Source: Human Resources and Skills Development Canada, <i>Workplace Bulletin</i> , Settlement Summary - June 15,2009				
Canada				
Canada Post Corporation	Association of Postal Officials	3,400	60	31-Mar-14
Terms: 1 st year 1.9%, 2 nd year 1.9%, 3 rd year 1.9%, 4 th year 1.9%, 5 th year 1.9%				
Source: Business Council of British Columbia, <i>Industrial Relations Bulletin</i> , November, 18, 2009				
Private Sector				
British Columbia				
Canadian Fishing Co.	United Fishermen and Allied Workers	821	48	15-Apr-13
Terms: 1 st year \$0.20/hr, 2 nd year \$0.20/hr, 3 rd year \$0.18/hr, 4 th year \$0.17/hr				
Source: Business Council of British Columbia, <i>Industrial Relations Bulletin</i> , November 18, 2009				
Allied Windows	CAW, Local 3000	100	35	31-Aug-12
Terms: 1 st year 0%, 2 nd year 2.0%, 3 rd year 3.0%				
Source: Business Council of British Columbia, <i>Industrial Relations Bulletin</i> , November 18, 2009				
Vancouver International Airport Authority	Public Service Alliance of Canada, Local 20221	324	48	31-Dec-12
Terms: 1 st year 2.0%, 2 nd year 3.0%, 3 rd year 3.0%, 4 th year 4.5%				
Source: Business Council of British Columbia, <i>Industrial Relations Bulletin</i> , November 18, 2009				
Lomark Bulk Carriers	Transport, Construction and General Employees Association, Local 66	135	36	28-Feb-11
Terms: 1 st year 3.0%, 2 nd year 3.0%, 3 rd year 3.0%				
Source: Business Council of British Columbia, <i>Industrial Relations Bulletin</i> , November 18, 2009				
Quebec				
Rio Tinto Alcan (Jonquiere)	CAW	1,250	36	31-Dec-11
Terms: 1 st year 2.0%, 2 nd year wage reopener, 3 rd year 2.0% and wage reopener*				
(* reopener depending on economic situation.)				
Source: Human Resources and Skills Development Canada, <i>Workplace Bulletin</i> , Settlement Summary - June 15,2009				
Rio Tinto (Alma)	Steelworkers, Local 9490	710	36	31-Dec-11
Terms: 1 st year 2.8%, 2 nd year wage reopener, 3 rd year 2.0% and wage reopener*				
(*reopener depending on economic situation.)				
Source: Human Resources and Skills Development Canada, <i>Workplace Bulletin</i> , Settlement Summary - June 15,2009				
Canada				
Jazz Air	CAW, Local 2002	950	48	13-Jan-13
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>Tentative Agreement Ratified at Jazz Air</i> , December 17, 2009				

Recent Labour Relations Developments in Other Jurisdictions

British Columbia

The Industrial Inquiry Commission reviewing service delivery and operational models for the B.C. Ambulance Service, including options on an appropriate collective bargaining structure, delivered its report to Labour Minister Murray Coell in mid-January 2010. About 3,400 ambulance workers, represented by CUPE, Local 873 were on strike from April to November, 2009. Ambulance service was maintained during that period by an essential services ruling of the Labour Relations Board. The report, completed by Commissioner Chris Trumpy, has been provided to both CUPE, Local 873 and the employer, the Emergency and Health Services Commission. The report is non-binding, providing options for consideration by the provincial government. The main options identified from a labour relations perspective were: 1) two arbitration processes to resolve labour disputes – either an interest-based process (identifying common interests and seeking consensus, as opposed to a more confrontational approach), and final offer selection (choosing one set of proposals from submissions from each party), and 2) continuing with the current stand alone bargaining unit, or adopting a multi- employer approach which would see ambulance workers negotiating collective agreements as part of a larger group.

Source: Government of B.C. News Release, *Commission Delivers Report on B.C. Ambulance Service*, January 18, 2010.

Sixteen food and convenience outlets at Vancouver International Airport have been closed for five days as HMS Host, which contracts work for the restaurants, has locked out its employees following a strike that occurred on February 17, 2010. About 285 employees, represented by UNITE HERE, are affected. The dispute involves 60 employees who will lose their jobs on March 31, 2010 when the Milestones restaurant is closed and the location reopened as a non-union White Spot. HMS Host contracts workers for both restaurants and its Milestones employees are refusing to negotiate the terms of their collective agreement, which expired in 2009, if HMS Host will not guarantee them jobs at the new White Spot. HMS Host has filed a complaint with the B.C. Labour Relations Board, and has said they would allow employees to return to work as long as they agree to negotiate the terms of their collective agreement, and not take any more job action during the Winter Olympics.

Source: Globe and Mail, Kevin Suave, *Food-service dispute continues at YVR*”, February 22, 2010.

Ontario

The provincial government and public sector unions may be headed to a confrontation as the government attempts to address a \$25-billion deficit. Finance Minister Dwight Duncan has told union leaders that all options are on the table, including unpaid vacation days. Details are expected in the provincial budget to be presented in the legislature in March. Union leaders have vowed to resist any attempt to reduce the deficit “on the backs” of workers. In the early 1990s, then NDP-Premier Bob Rae required public sector workers to take 12 days of unpaid time to avoid cutting 40,000 jobs. Ontario has lost 205,000 jobs since September of 2008, primarily in the private sector. Major public sector collective agreements in Ontario do not expire until 2011 or 2012.

Source: Ottawa Citizen, Mohammed Adam, *McGinty, Unions gird for a fight as Ontario deals with \$25B deficit*, February 1, 2010.

Quebec

About 3,000 teachers, health care workers, and civil servants staged a protest at the National Assembly (Legislature Building) on February 22, 2010 over the state of current collective bargaining negotiations. Almost 500,000 unionized public sector employees have agreements expiring March 31, 2010, and the Quebec government is directly involved in most negotiations. Unions are generally asking for an 11.25 per cent salary increase over three years, to catch up with public sector workers elsewhere in Canada. The government has indicated its offer of a 7.0 per cent increase over five years still stands.

Source: CBC News, *Civil servants protest over wage talks*, February 22, 2010

New Brunswick

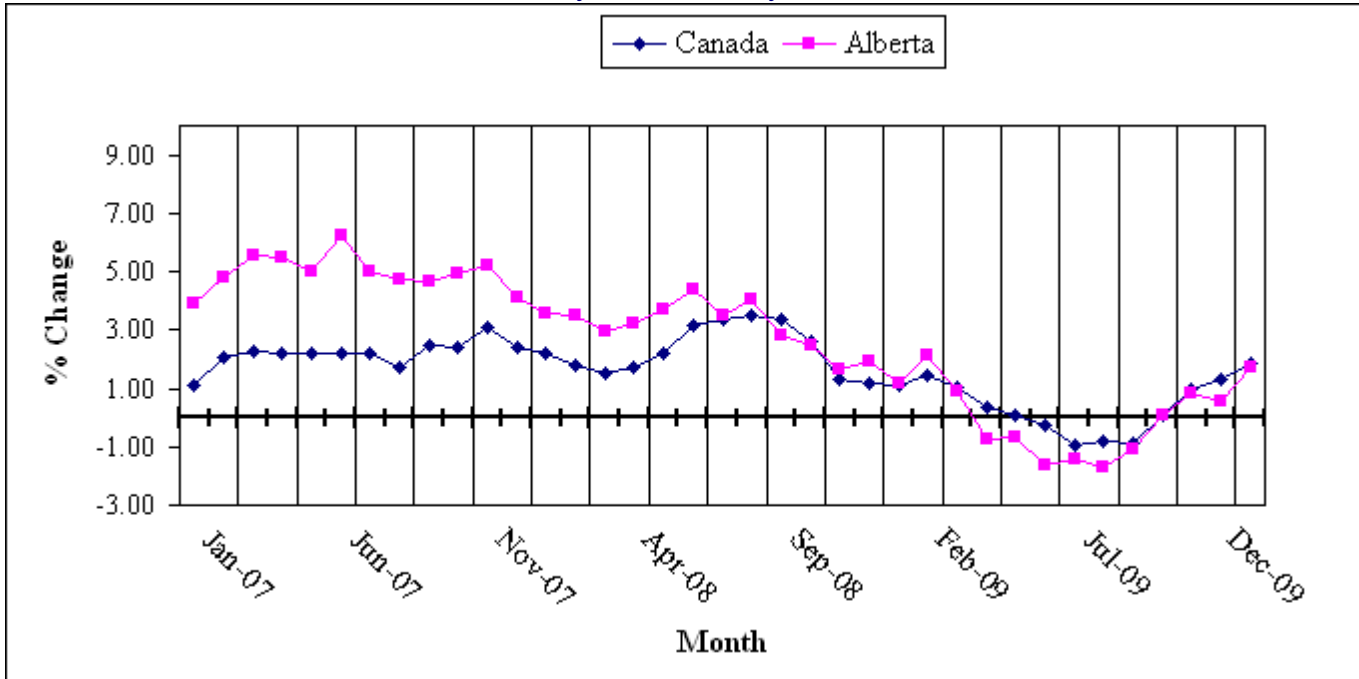
On February 15, 2010, New Brunswick introduced legislation to amend the *Public Service Labour Relations Act*. Bill 35, if passed, would allow casual and part-time civil servants to join a union immediately, instead of waiting six months. The Bill also provides these employees the right of recall, and ensures they are paid a minimum of 80 per cent of the classification in which they work. The proposed changes affect up to 8,000 employees. They are expected to come into effect June 17, 2010 if passed by the Legislature.

Source: Fredericton Gleaner, NB Government to bring in greater protections for casual, part-time workers, February 16, 2010.

Consumer Price Index (CPI), Canada versus Alberta

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

January 2007 to January 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
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)
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	114.6	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

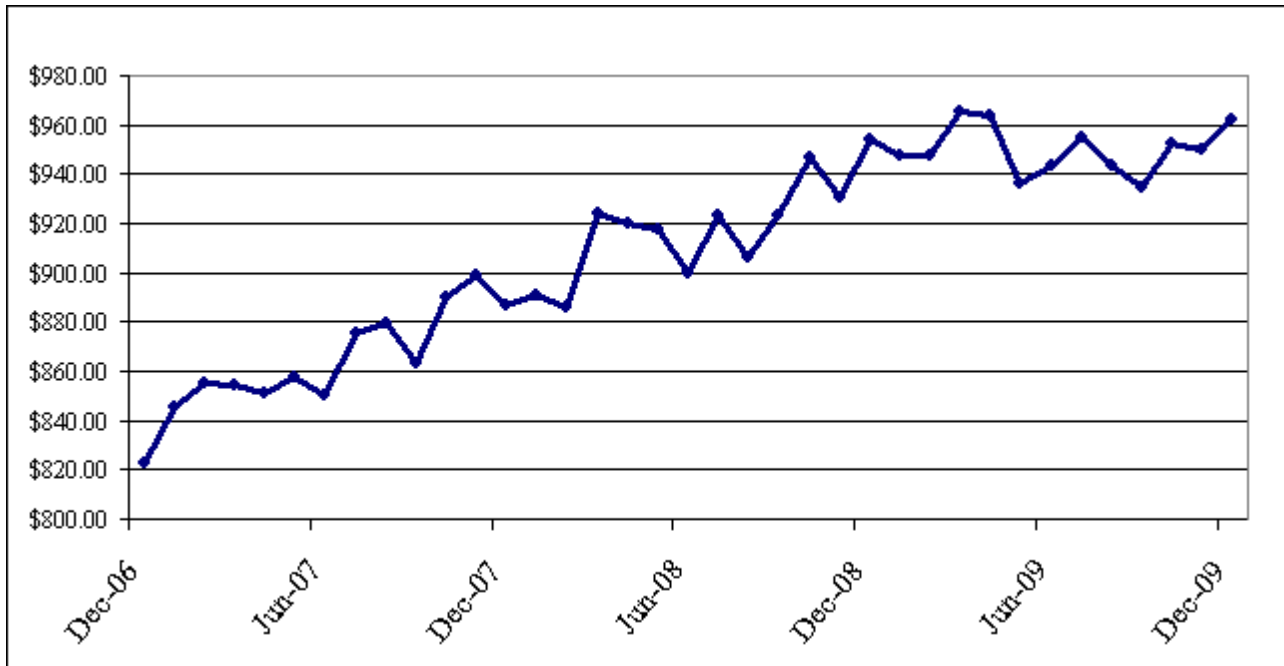
Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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*)



Monthly AWEA		
Yr. Over Yr. % Change (Monthly)		
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	\$962.54	0.89
Dec-09	\$959.40	1.24

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**	\$951.18	3.03

**Year to date.

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

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

Source: Statistics Canada, table 281-

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Employer Name Listing

CLR – Construction Labour Relations

GPC – General Presidents' Maintenance Committee for Canada

Union Name Listing

ACTRA - Alliance of Canadian Cinema, Television and Radio Artists
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
AWIU – International Association of Heat and Frost Insulators and Allied Workers
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CISIW – Canadian Iron, Steel and Industrial Workers
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
CWA-SCA – Media and Communications Workers of America (Canada)
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HERE – Hotel Employees and Restaurant Employees International Union
HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
Millwrights – Millwrights, Machinery, Erectors and Maintenance Union
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees
USW – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
UUWA – United Utility Workers Association

Please note that industry associations may not appear in the above listing.