

# Bargaining Update

## July - August 2021

**Bargaining Update** is a monthly report that provides information about the unionized workforce, primarily in Alberta.

The settlement data reported in this issue of Bargaining Update is based on the collective agreement settlement information received by Mediation Services in July and August 2021.

In July and August 2021, Mediation Services received settlement information regarding 36 bargaining relationships encompassing 3,948 employees. There were 22 private sector and 14 public sector settlements, covering 3,122 and 826 employees respectively.

### In this Issue:

Alt+LeftArrow will take user back to the title page

- 2 [Alberta Settlements](#)
- 6 [Current & Upcoming Collective Bargaining](#)
- 13 [Essential Services Bargaining Relationships](#)
- 19 [Grievance Arbitration Awards](#)
- 21 Wage Settlements in Alberta  
[Public / Private Sector Wage Changes](#)
- 22 Wage Settlements in Alberta  
[Industry Wage Changes](#)
- 23 [Average Weekly Earnings \[AWE\], May 2021](#)
- 24 [Average Weekly Earnings \[AWE\], Jun 2021](#)
- 25 [Consumer Price Index \[CPI\], Jun 2021](#)
- 26 [Consumer Price Index \[CPI\], Jul 2021](#)
- 27 [CPI and AWE Comparison, Jul 2021](#)
- 28 [Union Data – Employees, Collective Agreements](#)
- 29 [Abbreviations / Acronyms Listing](#)
- 30 [Resource List](#)

For further information, contact:  
Collective Bargaining Information Services  
[Mediation Services](#), Alberta Labour & Immigration  
702, 10808 – 99 Avenue  
Edmonton AB T5K 0G5  
Telephone: 780-427-8301  
E-mail: [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca)

### CBA Received by Industry

Industry	CBA	EEs
Administrative and Support, Waste Management and Remediation Services	1	6
Arts, Entertainment, and Recreation	1	32
Construction	3	52
Education	2	1,200
Finance and Insurance	1	2
Health Care and Social Assistance	8	669
Manufacturing	6	255
Mining and Oil and Gas Extraction	1	35
Other Services (except Public Administration)	3	263
Public Administration	3	79
Retail Trade	3	297
Transportation and Warehousing	1	36
Utilities	3	1,022

### Agreements Ratified in 2021

Settlement Method	CBA	Employees
Negotiation	92	12,483
Mediation	44	6,311
Arbitration	3	356
<b>Total</b>	<b>139</b>	<b>19,150</b>

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Accommodation and Food Services</b>						
<b>Administrative and Support, Waste Management and Remediation Services</b>						
 Paladin Security Group Teamsters Local 362	6	24	2023-07-01	2021-07-13	1 <sup>st</sup> year 2 <sup>nd</sup> year	1.00% 0.25%
<b>Arts, Entertainment, and Recreation</b>						
 Creative Productions CLAC Local 301	32	24	2022-12-31	2021-01-13	1 <sup>st</sup> year 2 <sup>nd</sup> year	0% 0%
<b>Construction</b>						
 DLI Contractors – Construction Construction Maintenance & Allied Workers	37	36	2024-04-27	2021-06-10	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	-1.45% 1.75% 1.20%
 Link Scaffold Service CLAC Local 63	6	24	2022-02-28	2020-03-01	1 <sup>st</sup> year 2 <sup>nd</sup> year	1.2% 0.0%
 LTS Build Services CLAC Local 63	9	32	2023-11-30	2021-04-09	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1% TBD TBD
<b>Educational Services</b>						
 Boyle Street Education Centre ATA	11	24	2022-08-31	2021-03-22	1 <sup>st</sup> year 2 <sup>nd</sup> year	0% 0%
 University of Alberta Graduate Students' Association of the University of Alberta	1,189	24	2022-08-31	2021-04-30	1 <sup>st</sup> year 2 <sup>nd</sup> year	0% 0%
<b>Finance and Insurance</b>						
 Electrical Industry Education Trust Fund IBEW Local 1007	2	36	2022-12-31	2021-05-14	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0% 1% 1%
<b>Health Care and Social Assistance</b>						
 County of Stettler Housing Authority CUPE Local 4733	85	36	2023-12-31	2021-05-17	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0.25% 0.75% 1.00%
 Covenant Care – St. Teresa Place AUPE	265	19	2022-12-31	2021-07-06	1 <sup>st</sup> year 2 <sup>nd</sup> year	0%; \$500 lump sum TBD
 Intercare – Kingsland Terrace CUPE Local 8	44	24	2023-03-31	2021-05-27	1 <sup>st</sup> year 2 <sup>nd</sup> year	1% 1%
 Revera Lessee – Chateau Renoir Retirement Residence CUPE Local 8	45	48	2024-04-30	2021-03-08	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	2.0% 2.0% 3.5% 3.5%



# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Health Care and Social Assistance</b>						
 Season Retirement Communities – Sunrise Village (High River) – ANC CUPE Local 8	86	36	2023-06-30	2021-06-08	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0.00% 1.75% 0.50%
 Season Retirement Communities – Sunrise Village (High River) – GSS CUPE Local 8	45	36	2023-06-30	2021-04-29	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	2% 2% 2%
 Sylvan Lake Lodge CLAC Local 301	39	24	2022-12-31	2021-03-31	1 <sup>st</sup> year 2 <sup>nd</sup> year	1.5% 1.5%
<b>Information and Cultural Industries</b>						
<b>Manufacturing</b>						
 BURNCO Rock Products – Mixer Drivers, Red Deer Teamsters Local 362	10	24	2023-02-28	2021-08-31	1 <sup>st</sup> year 2 <sup>nd</sup> year	2% 0%
 Dalco Services Western Canada Employees' Association	28	36	2024-02-15	2021-02-03	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	\$.50 per hour \$.50 per hour \$.80 per hour
 EVRAZ Recycling – Navajo Metals [previously Jamel Metals] Steelworkers Local 6034	26	48	2024-12-31	2021-04-11	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.5% 1.0% 1.5% 1.5%
 Lafarge Canada – Pipe Plant [Calgary] Teamsters Local 362	40	36	2023-11-30	2021-03-25	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0% 0% 2%
 Lafarge Canada – Precast [Calgary] Teamsters Local 362	30	24	2023-03-31	2021-08-12	1 <sup>st</sup> year 2 <sup>nd</sup> year	\$.85 per hour \$.00 per hour
 Lehigh Hanson Materials – Lehigh Cement Boilermakers Local D359	94	24	2022-11-30	2021-07-06	1 <sup>st</sup> year 2 <sup>nd</sup> year	2.5% 2.5%
 Varsteel Steelworkers Local 6034	37	36	2023-08-31	2021-03-27	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1% 1% 2%
<b>Mining and Oil and Gas Extraction</b>						
 ML Northern Services Operating Engineers Local 955	35	21	2023-04-30	2021-07-24	1 <sup>st</sup> year 2 <sup>nd</sup> year	0% 0%
<b>Other Services (except Public Administration)</b>						
 AUPE Alberta Union of Labour Relations Professionals	219	36	2022-01-31	2021-02-02	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1% TBD TBD
 Civic Service Union 52 Steelworkers Local 1-207	17	36	2021-12-18	2020-11-26	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0.0%, \$1000 lump sum 0.0% 1.5%

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Other Services (except Public Administration)</b>						
 United Nurses of Alberta Unifor Local 445	27	24	2022-12-31	2021-01-20	1 <sup>st</sup> year 2 <sup>nd</sup> year	.5% .5%
<b>Professional, Scientific, and Technical Services</b>						
<b>Public Administration</b>						
 Lac Ste. Anne County CUPE Local 1928	27	36	2023-12-31	2021-03-16	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0.00% 0.75% 1.50%
 Smoky Lake County Operating Engineers Local 955	40	48	2024-12-31	2021-07-08	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0% 0% 0% 1%
 Town of Canmore CUPE Local 37	12	48	2024-12-31	2021-05-04	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.5% 1.0% 1.3% 1.3%
<b>Real Estate and Rental and Leasing</b>						
<b>Retail Trade</b>						
 Central Alberta Co-op UFCW Local 401	83	60	2026-08-08	2021-08-09	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	Signing bonus + lump sum 1.5% to top rated 1.5% to top rated 1.5% to top rated 1.5% to top rated
 FreshCo Heritage UFCW Local 401	79	48	2025-03-17	2021-03-09	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0% 0% 0% 0%
 FreshCo Tamarack Chalol UFCW Local 401	135	48	2025-03-25	2021-03-25	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0% 0% 0% 0%
<b>Transportation and Warehousing</b>						
 NCSG Crane & Heavy Haul Trans Tech Teamsters Local 362	36	24	2023-06-30	2021-07-13	1 <sup>st</sup> year 2 <sup>nd</sup> year	0% 0%
<b>Utilities</b>						
 Canadian Utilities Canadian Energy Workers Association	63	60	2023-12-31	2021-07-16	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	0.0% 1.5% 2.0% 2.0% 2.4%

## Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Utilities</b>						
 Capital Power Unifor Local 829	61	24	2022-12-17	2021-04-08	1 <sup>st</sup> year	2.25%
					2 <sup>nd</sup> year	2.00%
 FortisAlberta United Utility Workers' Association	898	24	2022-12-31	2021-08-06	1 <sup>st</sup> year	0.0%
					2 <sup>nd</sup> year	1.8%

---

### Wholesale Trade

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to August 31, 2021.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
ARAMARK Canada – University of Calgary	UFCW Local 401	2019-09-30	330		Bargaining
Civeo Services Employees	UNITE HERE Local 47	2021-06-30	100		
Compass Group – ESS First North Catering, Firebag	UNITE HERE Local 47	2019-06-30	170		
Compass Group – ESS Poplar Point – Remote Camp Services	UNITE HERE Local 47	2015-03-31	450		
Crown Camp Services - Syncrude - Culinary Workers	UNITE HERE Local 47	2017-06-30	160		
Dene West – Albian Sands Village	UNITE HERE Local 47	2019-04-30	250		
FHR Fairmont Jasper Park Lodge	Unifor Local 4534	2021-03-31	420		
Host International – Edmonton International Airport	Employees' Association	2021-03-31	235		
Northern Metis Catering – McClelland Lake Lodge	UNITE HERE Local 47	2019-04-30	120		
Sodexo Canada – Mt. Robson & Mt. Logan Lodge	UNITE HERE Local 47	2021-08-31	161		

## Administrative and Support, Waste Management and Remediation Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Shaw Conference Centre	UFCW Local 401	2020-11-22	397		Bargaining

## Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Exhibition & Stampede	Calgary Musicians Association	2021-03-31	300		
Calgary Exhibition & Stampede	IATSE Local 212	2021-02-28	178		
Edmonton Opera Association	IATSE Local 210	2020-06-30	100		
Edmonton Symphony Society, Francis Winspear	IATSE Local 210	2021-06-30	100		
Gateway Casinos – Grand Villa Casino	UFCW Local 401	2020-05-31	221		Mediation
Gateway Casinos – Starlight Casino	UFCW Local 401	2020-06-30	367		Bargaining
Jubilee Auditorium, North – Casual Stage Technicians	IATSE Local 210	2021-03-31	400		

## Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Coating Contractors Association	Painters Local 177	2019-04-30	549		Bargaining
Alberta Crane Owners Association	Operating Engineers Local 955	2021-04-30	843		
Alberta Roadbuilders & Heavy Construction	Operating Engineers Local 955	2020-02-29	551		Bargaining
Basilian Industrial Services	CLAC Local 63, Construction	2021-02-28	240		
BFI Constructors	Operating Engineers Local 955	2020-03-31	325		Mediation
Boilermaker Contractors Association	Boilermakers Local 146	2019-04-30	3,400		Mediation
CLR – Elevator Constructors	Elevator Constructors	2021-04-30	250		
CLR – Insulators	Insulators Local 110	2019-04-30	780		Bargaining
CLR – Labourers	Labourers	2019-04-30	9,000		Bargaining
CLR – Mechanical – Industrial Plumbers	Plumbers & Pipefitters	2019-04-30	9,800		Bargaining
CLR – Operating Engineers	Operating Engineers Local 955	2019-04-30	2,500		Bargaining
CLR – Refractory Bricklayers – Construction	Bricklayers Local 1	2019-04-30	650		Bargaining
CLR – Roofers	Multi-Union	2019-04-30	150		Bargaining
CLR – Sheet Metal	Sheet Metal Workers Local 8	2019-04-30	600		Bargaining
CLR – Sheeters, Deckers & Cladders	Sheet Metal Workers Local 8	2019-04-30	350		Bargaining
CLR – Structural Ironworkers	Iron Workers	2019-04-30	2,500		Bargaining
Electrical Contractors Association	IBEW Local 424	2019-04-30	7,500		Bargaining
Emcon/Carillion Canada Inc.	AUPE	2019-10-31	447		Bargaining
Fabricom – Construction	CLAC Local 63, Construction	2019-10-31	200		No work
Industrial Contractors' Association of Alberta	Teamsters Local 362	2019-04-30	440		Bargaining
JVD Installations – Construction	CLAC Local 63, Construction	2020-08-30	100		
Midwest Pipelines	CLAC Local 63, Construction	2021-05-31	210		
Sidewalk, Curbs & Gutters Industry Agreement	Labourers Local 92	2021-04-30	335		Settled
Standard Industrial Services	Canada West Construction	2020-10-31	120		
Westwood Electric	CLAC Local 63, Construction	2018-04-29	320		
Willbros Mine Services	CLAC Local 63, Construction	2021-01-31	378		

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to August 31, 2021.

**Red font** represents changes from last issue

Essential Services Relationships [ES] indicated by √

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta University of the Arts	AUPE	2020-06-30	104	√	
Alberta University of the Arts	Faculty Association	2020-06-30	106	√	Bargaining
Athabasca University	AUPE	2020-06-30	248	√	Bargaining
Athabasca University	Faculty Association	2020-06-30	400	√	Bargaining
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	294	√	Bargaining
<b>Black Gold School Division</b>	<b>CUPE Local 3484</b>	<b>2021-08-31</b>	<b>508</b>		
Bow Valley College	AUPE	2020-06-30	358	√	Bargaining
Bow Valley College	Faculty Association	2020-06-30	598	√	
<b>Calgary Board of Education</b>	<b>Construction &amp; Maintenance . . .</b>	<b>2021-08-31</b>	<b>130</b>		
Calgary Board of Education	CUPE Local 40	2020-08-31	750		
Calgary Board of Education	CBE Professional Staff Assn	2020-08-31	235		
Calgary Board of Education	CBE Staff Association	2020-08-31	5,000		
Calgary Roman Catholic Separate School Division	CUPE Local 520	2020-08-31	328		
Calgary Roman Catholic Separate School Division	Unifor Local 1990	2018-08-31	1,757		Bargaining
<b>East Central Alberta Catholic Separate School Division</b>	<b>CUPE Local 5352</b>	<b>2021-08-31</b>	<b>103</b>		
Edmonton Catholic Separate School Division	AUPE	2020-08-31	398		Bargaining
Edmonton Catholic Separate School Division	Unifor Local 52A	2020-08-31	1,137		
Edmonton School Division – Custodial	CUPE Local 474	2020-08-31	946		
Edmonton School Division – Maintenance	CUPE Local 784	2020-08-31	274		
Edmonton School Division – Support Staff	CUPE Local 3550	2020-08-31	3,487		
<b>Elk Island Catholic Separate School Division</b>	<b>Unifor Local 71</b>	<b>2021-08-31</b>	<b>183</b>		
Foothills School Division	CUPE Local 5040	2020-08-31	215		
Fort McMurray Catholic Board of Education	CUPE Local 2559	2020-08-31	270		
<b>Fort McMurray School Division</b>	<b>CUPE Local 2545</b>	<b>2021-08-31</b>	<b>366</b>		
Grande Prairie Regional College	Academic Staff Association	2019-08-14	145	√	Bargaining
Grande Prairie Regional College	Employees' Association	2021-06-30	144	√	
Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	2020-08-31	196		
<b>Grande Prairie School Division</b>	<b>Employees' Association</b>	<b>2021-08-31</b>	<b>364</b>		
<b>Grande Yellowhead School Division</b>	<b>CUPE Local 1367</b>	<b>2021-08-31</b>	<b>210</b>		
Grant MacEwan University	Faculty Association	2020-06-30	984	√	Bargaining
Grant MacEwan University	MacEwan Staff Association	2020-06-30	1,200	√	<b>Bargaining</b>
Greater St. Albert Roman Catholic Separate School Division	Unifor Local 72A	2020-08-31	109		
Holy Spirit Roman Catholic Separate School Division	CUPE Local 1825	2020-08-31	224		
Keyano College	CUPE Local 2157	2020-06-30	114	√	Bargaining
Keyano College	Faculty Association	2020-06-30	105	√	Bargaining
Lakeland College	AUPE	2020-06-30	292	√	Bargaining
Lakeland College	Faculty Association	2018-06-30	194	√	Bargaining
Lethbridge College	AUPE	2020-06-30	348	√	Bargaining
Lethbridge College	Faculty Association	2020-06-30	373	√	
Lethbridge School Division	CUPE Local 2843	2020-08-31	400		
Living Waters Catholic Separate School Division	AUPE	2020-08-31	107		Bargaining
Medicine Hat College	AUPE	2020-06-30	151	√	Bargaining
Medicine Hat College	Faculty Association	2020-06-30	260	√	Bargaining
Mount Royal University	Faculty Association	2020-06-30	830	√	Bargaining
Mount Royal University	Staff Association	2020-06-30	646	√	Bargaining
NAIT	Academic Staff Association	2019-06-30	1,200	√	Bargaining
NAIT	AUPE	2020-06-30	1,240	√	Bargaining
Norquest College	AUPE	2020-06-30	418	√	Bargaining
Norquest College	Faculty Association	2020-06-30	400	√	Bargaining
Northern Lakes College	AUPE	2020-06-30	125	√	Bargaining
Northern Lakes College	Faculty Association	2020-06-30	116	√	
Olds College	AUPE	2020-06-30	153	√	Bargaining
<b>Peace River School Division – Bus Drivers</b>	<b>CUPE Local 4839</b>	<b>2021-08-31</b>	<b>100</b>		
<b>Peace River School Division – Support Staff</b>	<b>CUPE Local 4839</b>	<b>2021-08-31</b>	<b>252</b>		

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to August 31, 2021.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Portage College	AUPE	2020-06-30	124	v	Bargaining
Portage College	Faculty Association	2021-06-30	104	v	
Prairie Land School Division	CUPE Local 5829	2021-08-31	120		
Red Deer Catholic Separate School Division	CUPE Local 417	1 <sup>st</sup> Agmt	285		Mediation
Red Deer College	AUPE	2020-06-30	301	v	Bargaining
Red Deer College	CUPE Local 1445	2019-06-30	135	v	Bargaining
Red Deer College	Faculty Association	2019-06-30	425	v	Mediation
SAIT	Academic Staff Association	2020-06-30	654	v	Bargaining
SAIT	AUPE	2020-06-30	798	v	Bargaining
Teachers' Employer Bargaining Association	ATA	2020-08-31	47,343		
University of Alberta	Association of Academic Staff	2020-06-30	4,360	v	Bargaining
University of Alberta	Non-Academic Staff Association	2019-03-31	7,000	v	Bargaining
University of Calgary	AUPE	2020-03-31	5,596	v	Bargaining
University of Calgary	Faculty Association	2020-06-30	2,400	v	Bargaining
University of Lethbridge	AUPE	2020-06-30	506	v	Bargaining
University of Lethbridge	Faculty Association	2020-06-30	565	v	

## Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Age Care – Beverly Centre Glenmore	AUPE	2018-09-10	170	v	Mediation
Alberta Health Services	UNA	2020-03-31	29,354	v	Bargaining
Alberta Health Services – ANC	AUPE	2020-03-31	19,959	v	Bargaining
Alberta Health Services – GSS	AUPE	2020-03-31	24,243		Bargaining
Alberta Health Services – PMP/PMT	HSAA	2020-03-31	19,000	v	
Alberta Public Laboratories	HSAA	2020-09-30	4,720	v	
Allen Gray Continuing Care – ANC	AUPE	2020-03-31	153	v	Bargaining
Associated Ambulance & Services (Whitecourt)	HSAA	2020-03-31	214		
Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-17	128	v	Mediation
Aster Joint Venture – AgeCare SkyPointe - ANC	AUPE	1 <sup>st</sup> Agmt	287	v	Mediation
Aster Joint Venture – AgeCare SkyPointe – GSS	AUPE	1 <sup>st</sup> Agmt	112	v	Mediation
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	v	Bargaining
Aster Joint Venture – Age Care Walden Heights – GSS	AUPE	2020-06-01	111	v	Bargaining
AXR Operating National – Central Park Lodge Riverview	UFCW Local 401	2019-03-31	140	v	Mediation
AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	v	Bargaining
Bethany Care Centre - Calgary – ANC	AUPE	2017-08-31	443	v	Mediation
Bethany Care Centre – Collegesside	AUPE	2017-08-31	166	v	Mediation
Bethany Care Centre – Didsbury	AUPE	2017-08-31	109	v	Mediation
Bethany Nursing Home - Rosehaven & Bethany LTC	AUPE	2020-03-31	513	v	Bargaining
Brenda Strafford Foundation – Clifton Manor	AUPE	2019-03-31	212	v	Bargaining
Canadian Blood Services	CUPE Local 1846	2017-03-31	150	v	Mediation
Canadian Blood Services – Techs	HSAA	2021-03-31	243	v	
Canterbury Foundation	AUPE	2020-12-31	180	v	
Capital Care	UNA	2020-03-31	207	v	
Capital Care – ANC	AUPE	2020-06-30	1,150	v	Bargaining
Capital Care – Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	v	
Capital Care – GSS	AUPE	2020-06-30	425	v	Bargaining
Capital Care – PMP/PMT	HSAA	2020-03-31	144	v	
Carewest – ANC	AUPE	2020-06-30	1,340	v	Mediation
Carewest – GSS	AUPE	2020-06-30	160	v	Mediation
Carewest – PMP/PMT	HSAA	2020-06-30	192	v	
CBI Home Health	AUPE	2020-12-31	482	v	Bargaining
Chantelle Management – Edith Cavell Care Centre	AUPE	2020-11-30	124	v	Mediation
Chantelle Management – Grande Prairie Care Centre	CUPE Local 2158	2020-06-30	133	v	Bargaining



# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to August 31, 2021.

**Red font** represents changes from last issue

Essential Services Relationships [ES] indicated by ✓

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Chantelle Management – Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	112	✓	Mediation
Chartwell Master Care – Eau Claire	AUPE	1 <sup>st</sup> Agmt	102	✓	Enhanced
Chartwell Master Care – Emerald Hills	AUPE	1 <sup>st</sup> Agmt	100	✓	Bargaining
Chartwell Master Care – Griesbach and Heritage Valley	AUPE	1 <sup>st</sup> Agmt	313	✓	Arbitration
Choices in Community Living – Copper Sky Lodge	AUPE	2019-03-31	157	✓	Bargaining
Choices in Community Living – Legacy Lodge	AUPE	2021-03-31	115	✓	
Covenant Care – St. Marguerite Manor	AUPE	1 <sup>st</sup> Agmt	NA	✓	Bargaining
Covenant Health	UNA	2020-03-31	2,876	✓	
Covenant Health – ANC	AUPE	2020-03-31	2,210	✓	Bargaining
Covenant Health – Bonnyville Health Centre – GSS	HSAA	2020-03-31	116	✓	
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	✓	
Covenant Health – GSS	AUPE	2020-03-31	638	✓	
Covenant Health – Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	✓	
Covenant Health – PMP/PMT	HSAA	2020-03-31	1,246	✓	
Covenant Health – St. Therese Vila	AUPE	2020-03-31	202	✓	Bargaining
Covenant Health – Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2020-03-31	200	✓	
Educating & Employing Entities	Prof Assn of Resident Physicians of Alberta	2021-06-30	1,700		
Entrust Adult Inc.	CLAC Local 301	2021-03-31	326		
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	✓	Bargaining
Extendicare (Canada)	CUPE	2020-12-31	415	✓	
Extendicare (Canada) – Cedars Villa	AUPE	2017-12-31	282	✓	Bargaining
Extendicare (Canada) – Eaux Claires	AUPE	2017-12-31	195	✓	Bargaining
Extendicare (Canada) – Fairmont Park	AUPE	2017-12-31	179	✓	Bargaining
Extendicare (Canada) – Hillcrest	AUPE	2017-12-31	169	✓	Bargaining
Extendicare (Canada) – Michener Hill	AUPE	2017-12-31	488	✓	Bargaining
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	✓	
Golden Life Management – Evanston Grand Village	AUPE	2019-09-30	149	✓	Mediation
Good Samaritan Society - Dr. Gerald Zetter	CUPE Local 1031	2017-06-30	120	✓	Bargaining
Good Samaritan Society – Group Homes	AUPE	2018-06-60	265	✓	Mediation
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,891	✓	Mediation
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	✓	Bargaining
Good Samaritan Society – South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	✓	
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	✓	Bargaining
Homeland Housing	CUPE Local 1461 & 2832	2020-12-31	150	✓	Bargaining
Lamont Health Care Centre – ANC	AUPE	2020-03-31	108	✓	Bargaining
Mountain View Seniors' Housing – Sundre	AUPE	2020-12-31	100	✓	Bargaining
Nutra 2000	CNFIU	2020-11-30	1,100	✓	Bargaining
Park Place Seniors Living – Hardisty Care Centre – ANC	AUPE	2020-03-31	140	✓	Bargaining
Park Place Seniors Living – Newport Harbour Care Centre	AUPE	2020-03-31	163	✓	Bargaining
Park Place Seniors Living – Villa Marguerite and Sprucewood Place	AUPE	2020-03-31	317	✓	Bargaining
Parkland Community Living & Supports Society	LiUNA Local 3000	2020-08-31	517		Mediation
Points West Living Stettler	AUPE	2020-05-10	110	✓	Bargaining
Revera Lessee – Riverbend Retirement	AUPE	2020-12-31	113	✓	Bargaining
Revera Lessee – Scenic Acres	AUPE	2017-12-31	100	✓	Mediation
Seasons Retirement Communities – Sunrise Village (Camrose)	AUPE	2019-12-31	129	✓	Bargaining
Shepherd's Care – Kensington Village - ANC	AUPE	2020-09-30	147	✓	Bargaining
Shepherd's Care – Millwoods – ANC	AUPE	2020-09-30	124	✓	Bargaining
St. Elizabeth Health Care – St. Thomas Health Centre	AUPE	2019-12-31	140		

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to August 31, 2021.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
St. Michael's Long Term Care Centre	AUPE	2018-06-30	110	v	
Venta Care Centre – ANC	AUPE	2017-07-31	100	v	Bargaining
Well Being Services – Millrise	AUPE	2019-12-31	219	v	Bargaining
Wood's Homes	CUPE Local 4731	2020-09-30	396		Mediation

## Information and Cultural Industries

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Public Library	CUPE Local 1169	2020-12-31	650		Bargaining
Edmonton Public Library	Civic Service Union 52	2018-12-22	620		Bargaining

## Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Agropur Cooperative – Milk Plant	UFCW Local 401	2021-05-28	105		
AltaSteel	Steelworkers Local 5220	2021-07-31	254		
ATCO Structures & Logistics	Carpenters Local 2010	2020-05-29	120		Bargaining
Building Products of Canada	Unifor Local 777	2021-05-14	112		
BURNCO Rock Products	Operating Engineers	2021-06-30	158		
Cargill	UFCW Local 401	2020-12-31	2,100		Mediation
Cavendish Farms – Potatoes	UFCW Local 401	2021-02-28	169		
Coca Cola Refreshments Canada	Unifor Local 350	2021-05-15	224		
EVRAZ	Steelworkers Local 6673	2020-07-31	160		Bargaining
JV Driver Fabricators – Steel Shop	CLAC Local 56	2021-01-31	100		
Kawneer Company Canada	Unifor Local 99	2020-02-29	215		Mediation
Labatt Alberta Brewery	Unifor Local 250A	2021-03-31	148		
Lafarge Canada – Precast	Carpenters Local 2010	2021-05-31	130		
MaXfield	Employees' Organization	2020-12-31	109		Bargaining
Multi-Employer Fabrication & Manufacturing	Plumbers & Pipefitters 488	2020-04-30	1,500		Bargaining
Ply Gem Canada	Carpenters Local 2010	2021-06-30	360		
Prudential Steel	Steelworkers local 7226	2020-03-31	120		
Richardson Oilseed	UFCW Local 401	2019-08-31	125		Bargaining
Sofina Foods – Lilydale, Edmonton	UFCW Local 401	2019-03-31	190		Bargaining
Supreme Group	Iron Workers Local 805	2021-05-31	163		
Triple M Housing	Carpenters Local 2010	2020-05-31	283		Bargaining
Waiward Steel Fabricators	Iron Workers Local 805	2021-05-31	250		
West Fraser Mills – Forest Products	Unifor Local 855	1 <sup>st</sup> Agmt.	121		Mediation
West Fraser Mills –Pulp & Sawmill	Unifor Local 855	2021-05-31	467		

## Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
AECOM Maintenance Contractors	CLAC Local 63, Construction	2020-12-31	900		
Aecon Mining	Operating Engineers Local 955	2020-04-30	300		
Innovator Industrial Services	Unifor Local 3000CA	2017-02-19	339		
Integral Energy Services	CLAC Local 63, Construction	2021-05-31	100		
KMC Mining	Operating Engineers Local 955	2020-04-30	480		Mediation
North American Mining	Operating Engineers Local 955	2020-04-30	520		Mediation

## Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Parking Authority	CUPE Local 38	2021-05-31	130		
DLI – Maintenance	CMAW	2021-02-28	257		
Kal Tire	Machinists Local 99	2021-03-31	128		Mediation

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to August 31, 2021.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by √

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
InnoTech Alberta	AUPE	2020-09-30	159		Bargaining
NDT Management Association	Quality Control Council Canada	2021-04-30	1,000		Mediation

## Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Gaming, Liquor & Cannabis Commission	AUPE	2020-07-31	694	√	Bargaining
Alberta Pensions Administration	AUPE	2020-12-31	206	√	Bargaining
ATB Financial	AUPE	2020-03-31	1,086	√	Bargaining
City of Calgary	ATU Local 583	2021-01-03	3,100		
City of Calgary	Calgary Police Association	2021-01-03	2,200		
City of Calgary	IAFF Local 255	2019-12-31	1,387		Bargaining
City of Calgary	IBEW Local 254	2021-03-31	162		
City of Calgary – Civic Foremen	CUPE Local 709	2021-01-03	460		Bargaining
City of Calgary – Emergency Communications Officers	IBEW Local 254	2021-01-03	307		
City of Calgary – Inside Workers	CUPE Local 38	2021-01-03	4,200		Bargaining
City of Calgary – Outside Workers	CUPE Local 37	2021-01-03	2,800		Bargaining
City of Edmonton	Civic Service Union 52	2020-12-09	4,400		Bargaining
City of Edmonton	CUPE Local 30	2020-12-19	3,545		Bargaining
City of Edmonton	Edmonton Police Association	2020-12-20	1,881		Bargaining
City of Edmonton	IAFF Local 209	2018-12-25	1,284		Bargaining
City of Edmonton	ATU Local 569	2020-12-19	2,592		Mediation
City of Lethbridge	IAFF Local 237	2020-12-31	211		Bargaining
City of Lethbridge	Lethbridge Police Association	2020-12-31	166		Bargaining
City of Medicine Hat	Medicine Hat Police Association	2020-12-31	114		
City of Red Deer	ATU Local 1374	2020-12-31	142		Bargaining
City of Red Deer	IAFF Local 1190	2019-06-30	198		Bargaining
City of St. Albert	IAFF Local 2130	2019-12-31	116		
Government of Alberta	AUPE	2020-03-31	20,000	√	Mediation
Municipality of Jasper	CUPE Local 1458	2020-12-31	116		Settled
Regional Municipality of Wood Buffalo	CUPE Local 1505	2020-12-31	750		Bargaining
Regional Municipality of Wood Buffalo	IAFF Local 2494	2020-12-31	175		
Rocky View County	IAFF Local 4794	2020-12-31	151		Bargaining
Special Areas Board	AUPE	2018-12-31	253		Mediation
Strathcona County	AUPE	2019-12-31	165		Bargaining
Strathcona County	IAFF Local 2461	2019-12-31	184		Bargaining
Town of High River	Employee Association	2020-09-30	187		
Workers' Compensation Board – Millard Health	HSAA	2020-12-31	129	√	

## Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
----------	-------	--------	-----------	----	--------

## Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Co-Op	Union of Calgary Co-Op Employees	2020-10-31	3,000		
North Central Co-Op, Retail, Meat & Deli	UFCW Local 401	2019-05-05	102		Mediation
Sobeys West – Retail Support Centre	UFCW Local 401	2017-12-30	158		Settled
South Country Co-Op	UFCW Local 401	2020-07-18	315		Mediation
Westfair Foods – Real Canadian Superstore	UFCW Local 401	2018-08-05	3,858		Mediation
Westfair Foods – Real Canadian Superstore	UFCW Local 401	2018-08-05	3,138		Mediation
Westfair Foods – Real Canadian Superstore	UFCW Local 401	2018-08-05	1,748		Mediation

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to August 31, 2021.

**Red font** represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
FirstCanada – Wood Buffalo	Operating Engineers Local 955	2021-07-31	275		
Fort McKay Strategic Services	Labourers Local 92	2019-10-01	180		
Golden Arrow Industrial	Operating Engineers Local 955	2021-06-30	228		
Prairie Rail Agreement	Labourers Local 92	2021-05-31	470		
Sobeys Capital – Retail Support Centre	UFCW Local 401	2021-03-31	229		
Sobeys West – Calgary Refrigerated Warehouse & Commissary	UFCW Local 401	2021-08-28	259		

## Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
ATCO Gas & Pipelines	Natural Gas Employees' Assn.	2020-12-31	1,277		
Capital Power	IBEW Local 1007	2020-12-19	111		Bargaining
ENMAX Corporation	CUPE Local 38	2019-12-31	692		Bargaining
EPCOR Utilities	Civic Service Union 52	2020-12-19	1,031		Bargaining
EPCOR Utilities	CUPE Local 30	2020-12-19	635		Settled
Transalta Generation Partnership (TAGP)	IBEW Local 254	2019-12-31	285		Bargaining

## Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Core-Mark International	UFCW Local 401	2021-08-31	134		
Federated Co-Operatives	Teamsters Local 987	2020-08-31	179		Mediation

# Essential Services Bargaining Relationships

Parties subject to essential services provisions are organized alphabetically by expiry year.

Red font represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced.

## Government, Boards, and Agencies

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Gaming, Liquor & Cannabis Commission	AUPE	2020-07-31	620	Expired
Alberta Innovates	AUPE	2020-09-30	85	Bargaining
Alberta Pensions Administration	AUPE	2020-12-31	206	Bargaining
ATB Financial	AUPE	2020-03-31	1,086	Expired
Government of Alberta	AUPE	2020-03-31	20,000	Mediation
Travel Alberta	AUPE	2020-03-31	30	Bargaining
Workers' Compensation Board	HSA	2020-12-31	154	Expired

## Education

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Lakeland College	Faculty Association	2018-06-30	194	Bargaining
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	294	Bargaining
Grande Prairie Regional College	Academic Staff	2019-08-14	145	Bargaining
NAIT	Academic Staff	2019-06-30	1,200	Bargaining
Red Deer College	CUPE Local 1445	2019-06-30	135	Bargaining
Red Deer College	Faculty Association	2019-06-30	425	Mediation
University of Alberta	Non-Academic Staff Assn	2019-03-31	7,000	Bargaining
Alberta University of the Arts	AUPE	2020-06-30	104	Expired
Alberta University of the Arts	Faculty Association	2020-06-30	106	Bargaining
Athabasca University	AUPE	2020-06-30	248	Bargaining
Athabasca University	Faculty Association	2020-06-30	400	Bargaining
Bow Valley College	AUPE	2020-06-30	350	Expired
Bow Valley College	Faculty Association	2020-06-30	591	Expired
Grande Prairie Regional College - Fairview Campus	AUPE	2020-06-30	62	Bargaining
Grant MacEwan University	Faculty Association	2020-06-30	984	Bargaining
Grant MacEwan University	Staff Association	2020-06-30	1,200	Bargaining
Keyano College	Faculty Association	2020-06-30	105	Bargaining
Keyano College	CUPE Local 2157	2020-06-30	114	Bargaining
Lakeland College	AUPE	2020-06-30	292	Bargaining
Lethbridge College	AUPE	2020-06-30	348	Bargaining
Lethbridge College	Faculty Association	2020-06-30	373	Expired
Medicine Hat College	AUPE	2020-06-30	151	Bargaining
Medicine Hat College	Faculty Association	2020-06-30	260	Bargaining
Mount Royal University	Faculty Association	2020-06-30	830	Bargaining
Mount Royal University	Staff Association	2020-06-30	646	Bargaining
NAIT	AUPE	2020-06-30	1,100	Bargaining
NorQuest College	AUPE	2020-06-30	224	Bargaining
NorQuest College	Faculty Association	2020-06-30	400	Bargaining
Northern Lakes College	Faculty Association	2020-06-30	116	Expired
Northern Lakes College	AUPE	2020-06-30	125	Bargaining
Olds College	AUPE	2020-06-30	153	Bargaining
Olds College	Faculty Association	2020-06-30	83	Expired
Portage College	AUPE	2020-06-30	124	Bargaining
Red Deer College	AUPE	2020-06-30	250	Bargaining
SAIT	AUPE	2020-06-30	798	Bargaining
SAIT	Faculty Association	2020-06-30	654	Bargaining
University of Alberta	Academic Staff	2020-06-30	4,360	Bargaining
University of Calgary	AUPE	2020-03-31	5,596	Bargaining
University of Calgary	Faculty Association	2020-06-30	2,400	Bargaining
University of Lethbridge	AUPE	2020-06-30	506	Bargaining
University of Lethbridge	Faculty Association	2020-06-30	600	Expired
Concordia University College	Faculty Association	2021-06-30	61	Bargaining
Grande Prairie Regional College	Employees' Association	2021-06-30	144	Expired
Portage College	Faculty Association	2021-06-30	104	Expired

# Essential Services Bargaining Relationships

Parties subject to essential services provisions are organized alphabetically by expiry year.

Red font represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced.

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Aster Joint Venture – AgeCare Seton	AUPE		324	ALRB Cert
Aster Joint Venture – AgeCare Skypointe	UNA		22	ALRB Cert
<b>Bethany Care Society – Airdrie</b>	<b>UNA</b>			<b>ALRB Cert</b>
Bethany Care Society - Riverview	UNA			ALRB Cert
Bethany Nursing Home – Home Care Wetaskiwin	AUPE			ALRB Cert
Carewest – Glenmore Park	UNA		60	ALRB Cert
Carewest – Signal Pointe	UNA			ALRB Cert
Chartwell Mastercare – Country Cottage Retirement	Steelworkers Local 1-207			ALRB Cert
Chartwell Mastercare – St. Albert Retirement Residence	Steelworkers Local 1-207			ALRB Cert
<b>Connecting Care (2000) – The Wellington</b>	<b>Steelworkers Local 1595</b>			<b>ALRB Cert</b>
Covenant Care – Foyer Lacombe - ANC	AUPE			ALRB Cert
Covenant Care – Foyer Lacombe - GSS	AUPE			ALRB Cert
Covenant Health – St. Mary’s Health Care Centre (Trochu)	UNA			ALRB Cert
Intercare – Chinook Care	UNA			ALRB Cert
Masterpiece Southland Meadows	AUPE			ALRB Cert
Masterpiece Southland Meadows	UNA			ALRB Cert
Parkland Community Living and Supports Society	CNFIU			ALRB Cert
Revera Retirement – McConachie Gardens	AUPE		80	ALRB Cert
Revera Retirement – Our Parents’ Home	AUPE		80	ALRB Cert
<b>Revera Retirement – Scenic Grande</b>	<b>CUPE Local 8</b>			<b>ALRB Cert</b>
Sage Properties – Prince of Peace Manor & Harbour	UNA			ALRB Cert
Seasons Retirement Communities (Encore)	AUPE			ALRB Cert
<b>Whitehorn Village Retirement Community</b>	<b>AUPE</b>			<b>ALRB Cert</b>
Aster Joint Venture – Age Care SkyPointe – ANC	AUPE	1 <sup>st</sup> Agmt	287	Enhanced
Aster Joint Venture – Age Care SkyPointe – GSS	AUPE	1 <sup>st</sup> Agmt	112	Enhanced
<b>Bayshore HealthCare</b>	<b>UFCW Local 401</b>	<b>1<sup>st</sup> Agmt</b>	<b>31</b>	<b>Bargaining</b>
Chartwell Master Care – Eau Claire Care	AUPE	1 <sup>st</sup> Agmt	102	Enhanced
Chartwell Master Care – Emerald Hills	AUPE	1 <sup>st</sup> Agmt	100	Bargaining
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	1 <sup>st</sup> Agmt	313	Arbitration
Covenant Care – St. Marguerite Manor	AUPE	1 <sup>st</sup> Agmt		Enhanced
Optima Living Alberta – Wild Rose	AUPE	1 <sup>st</sup> Agmt		Enhanced
Rosedale Partnership	AUPE	1 <sup>st</sup> Agmt		Bargaining
Chinatown Multi-Level Care Foundation	UNA	2014-03-31	22	Bargaining
Optima Living Alberta - Century Park	AUPE	2015-03-31	90	Mediation
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE Local 1031	2016-06-30	120	Bargaining
Good Samaritan Society – Telecare	CUPE Local 1031	2016-07-31	5	Bargaining
Age Care - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	Bargaining
Age Care - Valleyview	UNA	2017-03-31	22	Bargaining
AXR Operating (National)	UNA	2017-12-31	89	Bargaining
Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	71	Mediation
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	Bargaining
Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	443	Mediation
Bethany Care Centre - Calgary - GSS	AUPE	2017-08-31	44	Bargaining
Bethany Care Centre - Cochrane	AUPE	2017-08-31	73	Mediation
Bethany Care Centre - Collegeside	AUPE	2017-08-31	166	Mediation
Bethany Care Centre - Didsbury	AUPE	2017-08-31	109	Mediation
Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	64	Mediation
Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	63	Mediation
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2017-03-31	15	Bargaining
Bethany Nursing Home - Rosehaven Care Centre	UNA	2017-03-31	21	Bargaining
Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	Expired
Canadian Blood Services	CUPE Local 1846	2017-03-31	150	Mediation
Canadian Blood Services - Drivers	HSAA	2017-03-31	16	Bargaining
Carewest – Rouleau Manor	UNA	2017-03-31	10	Settled
Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	26	<b>Bargaining</b>



# Essential Services Bargaining Relationships

Parties subject to essential services provisions are organized alphabetically by expiry year.

**Red font** represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced.

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	Bargaining
Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	112	Mediation
Covenant Care - Holy Cross Manor	AUPE	2017-06-30	70	Bargaining
Covenant Care - Villa Marie	AUPE	2017-06-30	76	Bargaining
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2017-03-31	28	Bargaining
Extencicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	Bargaining
Extencicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	Bargaining
Extencicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	Bargaining
Extencicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	Bargaining
Extencicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	Bargaining
Extencicare (Canada) - Hillcrest	AUPE	2017-12-31	169	Bargaining
Extencicare (Canada) - Holyrood	AUPE	2017-12-31	90	Bargaining
Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	Bargaining
Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	488	Bargaining
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,891	Mediation
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	Bargaining
Revera Lessee - Scenic Acres	AUPE	2017-12-31	100	Mediation
River Ridge Seniors Village	UNA	2017-06-30	13	Expired
Salem Manor Nursing Home	AUPE	2017-07-13	86	Mediation
Salem Manor Nursing Home	UNA	2017-03-31	15	Bargaining
Touchmark at Wedgewood	AUPE	2017-08-31	52	Settled
Touchmark at Wedgewood	UNA	2017-03-31	15	Bargaining
Venta Care Centre	UNA	2017-08-31	16	Bargaining
Venta Care Centre - ANC	AUPE	2017-07-31	100	Bargaining
Venta Care Centre - GSS	AUPE	2017-07-31	50	Bargaining
Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	170	Mediation
Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-17	136	Mediation
Aster Joint Venture - AgeCare Sunrise Gardens	AUPE	2018-12-14	70	Mediation
AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	Bargaining
Covenant Care – Chateau Vitaline	AUPE	2018-06-30	72	Bargaining
Good Samaritan Society – Group Homes	AUPE	2018-06-30	265	Mediation
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	31	Bargaining
Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	Bargaining
Revera Lessee - Edgemont Retirement	AUPE	2018-12-31	98	Mediation
St. Michael's Manor Vegreville	AUPE	2018-03-31	27	Bargaining
St. Michael's Grove Manor	AUPE	2018-09-30	21	Bargaining
St. Michael's Long Term Care Centre	AUPE	2018-06-30	110	Bargaining
AXR Operating National - Central Park Lodge Riverview	UFCW Local 401	2019-03-31	122	Mediation
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	Bargaining
Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	Bargaining
Cypress View Foundation	CUPE Local 46	2019-12-31	80	Expired
Extencicare (Canada) - Cedars Villa	UNA	2019-07-31	27	Expired
Father Lacombe Care Centre	UNA	2019-08-31	34	Expired
Father Lacombe Care Centre – ANC	UNA	2019-08-31	235	Expired
Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	149	Mediation
Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	Expired
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	27	Expired
Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	Expired
Park Place Seniors Living – Hardisty Care Centre – PMP/PMT	UNA	2019-03-31	4	Expired
Points West Living Cold Lake	AUPE	2019-12-31	51	Bargaining
Qualicare - Rivercrest Lodge Nursing Home	AUPE	2019-03-31	13	Bargaining
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	86	Mediation
Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	Settled

# Essential Services Bargaining Relationships

Parties subject to essential services provisions are organized alphabetically by expiry year.

Red font represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced.

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Seasons Retirement Communities – Sunrise Village (Camrose)	AUPE	2019-12-31	129	Bargaining
Well Being Services - Millrise	AUPE	2019-12-31	219	Bargaining
Age Care - Columbia Assisted Living	AUPE	2020-03-31	29	Bargaining
Age Care - Valleyview	AUPE	2020-03-31	32	Bargaining
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	Bargaining
Aster Joint Venture – AgeCare Walden Heights – GSS	AUPE	2020-06-01	111	Bargaining
Alberta Health Services	UNA	2020-03-31	29,354	Bargaining
Alberta Health Services – ANC	AUPE	2020-03-31	19,959	Bargaining
Alberta Health Services – GSS	AUPE	2020-03-31	23,243	Bargaining
Alberta Health Services - PMP/PMT	HSAA	2020-03-31	19,000	Expired
Alberta Public Laboratories	HSAA	2020-09-30	4,720	Expired
Allen Gray Continuing Care	UNA	2020-06-30	10	Expired
Allen Gray Continuing Care – ANC	AUPE	2020-03-31	153	Bargaining
Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2020-03-31	12	Expired
Bethany Care Centre – Calgary	HSAA	2020-07-31	12	Expired
Bethany Care Centre – Calgary	UNA	2020-03-31	65	Expired
Bethany Care Centre - Cochrane	UNA	2020-03-31	12	Expired
Bethany Care Centre - Colleside	UNA	2020-03-31	27	Expired
Bethany Care Centre - Sylvan Lake	UNA	2020-03-31	14	Expired
Bethany Nursing Home - Rosehaven & Bethany LTC	AUPE	2020-03-31	513	Bargaining
Brazeau Foundation	AUPE	2020-05-31	35	Bargaining
Calgary Society for Persons with Disabilities	Steelworkers Local 1-207	2020-12-31	56	Expired
Canterbury Foundation	AUPE	2020-12-31	180	Bargaining
Capital Care	UNA	2020-03-31	207	Expired
Capital Care - ANC	AUPE	2020-06-30	1,150	Bargaining
Capital Care - GSS	AUPE	2020-06-30	425	Bargaining
Capital Care - PMP/PMT	HSAA	2020-03-31	140	Expired
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	Expired
Carewest – ANC	AUPE	2020-06-30	1,340	Mediation
Carewest - Colonel Belcher	CUPE Local 8	2020-06-30	61	Expired
Carewest - Colonel Belcher et. al.	UNA	2020-03-31	129	Expired
Carewest - GSS	AUPE	2020-06-30	160	Mediation
Carewest - PMP/PMT	HSAA	2020-06-30	192	Expired
CBI Home Health	AUPE	2020-12-31	482	Bargaining
Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	124	Bargaining
Chantelle Management - Grande Prairie Care Centre	CUPE Local 2158	2020-06-30	133	Bargaining
Covenant Care – Foyer Lacombe	UNA	2020-03-31	23	Expired
Covenant Health	UNA	2020-03-31	2,876	Expired
Covenant Health – ANC	AUPE	2020-03-31	2,411	Bargaining
Covenant Health – GSS	AUPE	2020-03-31	587	Expired
Covenant Health - PMP/PMT	HSAA	2020-03-31	1,246	Expired
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	Expired
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	Expired
Covenant Health - St. Michael's Health Centre	CUPE Local 408	2020-03-31	91	Expired
Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	Bargaining
Covenant Health - Youville Homes of St. Albert	Steelworkers Local 1-207	2020-03-31	200	Expired
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	Bargaining
Extencicare (Canada) [6 sites]	CUPE	2020-12-31	415	Expired
Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	Expired
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	Bargaining
Homeland Housing	CUPE Local 1461 & 2832	2020-12-31	150	Bargaining
Lamont Health Care Centre	HSAA	2020-03-31	13	Expired
Lamont Health Care Centre	UNA	2020-03-31	34	Expired
Lamont Health Care Centre – ANC	AUPE	2020-03-31	108	Expired
Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	Bargaining



# Essential Services Bargaining Relationships

Parties subject to essential services provisions are organized alphabetically by expiry year.

Red font represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced.

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Mountain View Seniors' Housing - Sundre	AUPE	2020-12-31	100	Bargaining
Nutra 2000	CNFIU	2020-11-30	1,100	Bargaining
Operation Friendship Seniors Society	CUPE Local 474	2020-03-31	59	Expired
Park Place Seniors Living - Benevolence Care Centre	AUPE	2020-12-31	90	Expired
Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	Bargaining
Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2020-03-31	163	Bargaining
Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	Bargaining
Points West Living Lac La Biche	AUPE	2020-12-31	35	Expired
Points West Living Slave Lake	AUPE	2020-12-31	49	Bargaining
Points West Living Stettler	AUPE	2020-05-10	110	Bargaining
Qualicare – Rivercrest Lodge Nursing Home	UNA	2020-03-31	32	Expired
Revera Lessee - McKenzie Towne Retirement Residence	CUPE Local 8	2020-12-31	54	Expired
Revera Lessee - Meadowlands	UFCW Local 401	2020-12-31	73	Bargaining
Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	Bargaining
Ridge Country Housing	CUPE Local 408	2020-12-31	27	Expired
Salem Manor Nursing Home	Steelworkers Local 1-207	2020-07-13	40	Bargaining
Seasons Retirement Communities (Wetaskiwin)	AUPE	2020-12-31	33	Expired
Shepherd's Care - Barrhead	AUPE	2020-09-30	59	Bargaining
Shepherd's Care - Greenfield	AUPE	2020-09-30	27	Bargaining
Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	140	Bargaining
Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	126	Bargaining
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	14	Bargaining
Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	Expired
Shepherd's Care - Vanguard	AUPE	2020-09-30	76	Bargaining
St. Michael's Long Term Care Centre	UNA	2020-03-31	15	Expired
Vegreville Association for Living in Dignity (VALID)	Steelworkers Local 1-207	2020-09-30	32	Expired
Wood Buffalo Housing & Development – Rotary House	CUPE Local 1505	2020-12-31	25	Bargaining
Age Care - Midnapore	CUPE Local 8	2021-10-31	164	Active
Bridges Community Living	CUPE Local 838	2021-12-31	112	Active
Canadian Blood Services - Techs	HSAA	2021-03-31	243	Expired
Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	Expired
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	Expired
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2021-03-31	40	Expired
Crowsnest Pass Senior Housing	CUPE Local 812	2021-12-31	30	Active
Eagle Hill Foundation – Eagle Hill, Eagle View, Hillside	CUPE Local 1461	2021-12-31	45	Active
Extencicare (Canada) - Athabasca	UNA	2021-12-31	0	Active
Extencicare (Canada) - Eaux Claires	UNA	2021-12-31	31	Active
Extencicare (Canada) - Fort Macleod	UNA	2021-12-31	14	Active
Extencicare (Canada) - Holyrood	UNA	2021-12-31	18	Active
Extencicare (Canada) - Leduc	UNA	2021-12-31	16	Active
Extencicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	Active
Extencicare (Canada) - Michener Hill	UNA	2021-12-31	41	Active
Extencicare (Canada) - Viking	UNA	2021-12-31	7	Active
Extencicare (Canada) - Vulcan	UNA	2021-12-31	8	Active
Good Samaritan Society - South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	Expired
Green Acres Foundation- Alberta Rose Lodge	AUPE	2021-12-31	20	Active
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	Active
Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	Active
Lacombe Foundation	CLAC Local 301	2021-12-31	73	Active
Lakeland Lodge & Housing Foundation	CUPE Local 2771	2021-12-31	27	Active
Lamont County Housing	AUPE	2021-12-31	40	Active
Lloydminster Region Housing Group – Pioneer Complex	CUPE Local 1015	2021-02-28	75	Expired
Mountain View Seniors' Housing – Mount View Lodge, Olds	AUPE	2021-12-31	48	Active
Park Place Seniors Living – Benevolence Care Centre	AUPE	2021-03-31	92	Expired
Park Place Seniors Living – Emerald Gardens	CUPE Local 3623	2021-04-30	48	Expired

# Essential Services Bargaining Relationships

Parties subject to essential services provisions are organized alphabetically by expiry year.

**Red font** represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced.

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Park Place Seniors Living – Hardisty Care Centre – GSS	AUPE	2021-03-31	68	Expired
Revera Lessee – River Ridge	AUPE	2021-12-31	95	Active
Seasons Retirement Communities (Ponoka)	AUPE	2021-12-31	27	Active
Signature Retirement - Rocky Ridge	AUPE	2021-12-31	90	Active
Smoky Lake Foundation – Bar V Nook, Vilna Lodge	CUPE Local 1461	2021-12-31	45	Active
AXR Operating National - Bow Crest	CUPE Local 8	2022-10-31	144	Active
AXR Operating National - McKenzie Towne Care Centre	CUPE Local 8	2022-10-31	146	Active
AXR Operating National - Mount Royal	CUPE Local 8	2022-10-31	93	Active
Brenda Strafford Foundation - Wentworth Manor	AUPE	2022-12-30	204	Active
Connecting Care (2000) - Meadow Ridge Seniors Village	Teamsters Local 987	2022-08-28	81	Active
<b>Covenant Care – St. Teresa Place</b>	<b>AUPE</b>	<b>2022-12-31</b>	<b>265</b>	<b>Active</b>
Drumheller & District Seniors Foundation – Sunshine Lodge	CUPE Local 715	2022-12-31	60	Active
DynaLIFE DX	HSAA	2022-03-31	1,069	Active
Evergreens Foundation	Operating Engineers 955	2022-06-19	83	Active
Grande Spirit Foundation	CUPE Local 3623	2022-06-30	98	Active
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2022-06-30	1,417	Active
Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	188	Active
Points West Living Heritage House	AUPE	2022-03-31	53	Active
Qualicare - Citadel Care	Steelworkers Local 1-207	2022-06-30	139	Active
Qualicare - Rivercrest Lodge Nursing Home	Steelworkers Local 1-207	2022-07-31	98	Active
Revera Lessee - Heartland Retirement Residence	CUPE Local 8	2022-12-31	45	Active
River Ridge Seniors Village	Steelworkers Local 1-207	2022-03-31	104	Active
Sage Properties - Prince of Peace Manor & Harbour	CUPE Local 8	2022-06-30	100	Active
Salvation Army - Agape Hospice	UNA	2022-03-31	62	Active
Salvation Army - Grace Manor	AUPE	2022-09-30	98	Active
Seasons Retirement Communities (Drayton Valley)	AUPE	2022-01-25	27	Active
Seasons Retirement Communities (Lethbridge)	AUPE	2022-05-31	20	Active
Season Retirement Communities – Lethbridge Gardens	AUPE	2022-10-31	15	Active
<b>Sylvan Lake Lodge</b>	<b>CLAC Local 301</b>	<b>2022-12-31</b>	<b>39</b>	<b>Active</b>
Well Being Services - Monterey Place	AUPE	2022-03-31	130	Active
Canadian Blood Services, Calgary	UNA	2023-03-31	21	Active
Canadian Blood Services, Edmonton	UNA	2023-03-31	38	Active
Canadian Blood Services –Plasma Donor Centre, Lethbridge	UNA	2023-03-31	5	Active
<b>County of Stettler Housing Authority</b>	<b>CUPE Local 4733</b>	<b>2023-12-31</b>	<b>85</b>	<b>Active</b>
Edmonton Chinatown Care Centre	CUPE Local 1158-14	2023-06-30	38	Active
<b>Intercare – Kingsland Terrace</b>	<b>CUPE Local 8</b>	<b>2023-03-31</b>	<b>44</b>	<b>Active</b>
<b>Seasons Retirement – Sunrise Village (High River) - ANC</b>	<b>CUPE Local 8</b>	<b>2023-06-30</b>	<b>86</b>	<b>Active</b>
<b>Seasons Retirement – Sunrise Village (High River) - GSS</b>	<b>CUPE Local 8</b>	<b>2023-06-30</b>	<b>45</b>	<b>Active</b>
Taber & District Housing – Clearview Lodge	CUPE Local 2038	2023-05-31	27	Active
Travois Holdings – Mayfair/Glamorgan Care Centres	CLAC Local 301	2023-03-31	160	Active
Wheatland Lodge	CUPE Local 8	2023-04-30	23	Active
Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	Active
<b>Revera Lessee - Chateau Renoir Retirement Residence</b>	<b>CUPE Local 8</b>	<b>2024-04-30</b>	<b>45</b>	<b>Active</b>
SbrAREIT Assisted Living – Amica Britannia	CUPE Local 8	2024-02-29	100	Active

## Grievance Arbitration Awards Received in July and August 2021

Section 141(2) of the Labour Relations Code requires that every Arbitrator, Arbitration Board or other body shall, immediately upon making an award, file a copy of the award with the Director of Mediation Services.

**Employer** [Alberta Health Services – GSS](#)  
**Union** AUPE  
**Arbitrator** Tettensor  
**Date of Award** July 8, 2021  
**Issue** Failure to remove disciplinary files after 18 months.  
**Decision Rendered** Grievance dismissed.

---

**Employer** [Alberta Health Services – ANC](#)  
**Union** AUPE  
**Arbitrator** Chankasingh  
**Date of Award** August 23, 2021  
**Issue** Theft of funds from a resident’s chequing account. Preliminary issue of anonymizing the grievor’s name was denied.  
**Decision Rendered** Grievance dismissed.

---

**Employer** [Alberta Health Services](#)  
**Union** HSAA  
**Arbitrator** Jones  
**Date of Award** July 15, 2021  
**Issue** Grievance - Payment for travel expenses and time for starting or ending the work day at other than the employee's designated work location.  
**Decision Rendered** Grievance dismissed.

---

**Employer** [Alberta Health Services](#)  
**Union** UNA  
**Arbitrator** Kanee  
**Date of Award** July 5, 2021  
**Issue** Grievance - Reinstatement rights. Can a regular or temporary employee who becomes a casual employee return to their previous position within the trial period?  
**Decision Rendered** Grievance dismissed.

---

**Employer** [Alberta Health Services](#)  
**Union** UNA  
**Arbitrator** Yingst Bartel  
**Date of Award** August 19, 2021  
**Issue** Was the grievor entitled to be compensated for a fourth day of professional development?  
**Decision Rendered** Grievance allowed.

---

**Employer** [CESSCO Fabrication & Engineering](#)  
**Union** Boilermakers Local 146  
**Arbitrator** Asbell  
**Date of Award** August 12, 2021  
**Issue** Improper layoff of senior employee.  
**Decision Rendered** Grievance allowed.

---

## Grievance Arbitration Awards Received in July and August 2021

Section 141(2) of the Labour Relations Code requires that every Arbitrator, Arbitration Board or other body shall, immediately upon making an award, file a copy of the award with the Director of Mediation Services.

<b>Employer</b>	<a href="#">CLR – Carpenters</a>
<b>Union</b>	Carpenters Local 1325 and 2103
<b>Arbitrator</b>	Kanee
<b>Date of Award</b>	June 10, 2021
<b>Issue</b>	Employer grievance regarding case managed aftercare.
<b>Decision Rendered</b>	Grievance allowed.

---

<b>Employer</b>	Covenant Health – Edmonton General, Grey Nuns
<b>Union</b>	CUPE Local 41
<b>Arbitrator</b>	Wilson
<b>Date of Award</b>	July 21, 2021
<b>Issue</b>	Scheduling of work on named holidays.
<b>Decision Rendered</b>	Grievance dismissed.

---

<b>Employer</b>	<a href="#">Government of Alberta</a>
<b>Union</b>	AUPE
<b>Arbitrator</b>	Smith
<b>Date of Award</b>	July 7, 2021
<b>Issue</b>	Employer grievance as to whether the union was required to consolidate 120 individual grievances into group grievances.
<b>Decision Rendered</b>	Grievance dismissed.

---

<b>Employer</b>	<a href="#">McKesson Canada</a>
<b>Union</b>	UFCW Local 401
<b>Arbitrator</b>	Casey
<b>Date of Award</b>	August 16, 2021
<b>Issue</b>	Whether the selection of an employee with less seniority than the grievor was a violation of the collective agreement.
<b>Decision Rendered</b>	Grievance dismissed.

---

<b>Employer</b>	<a href="#">K+S Windsor Salt</a>
<b>Union</b>	Unifor Local 474
<b>Arbitrator</b>	Kanee
<b>Date of Award</b>	June 29, 2021
<b>Issue</b>	Preliminary decision determining the extension of time limits
<b>Decision Rendered</b>	Allowed.

---

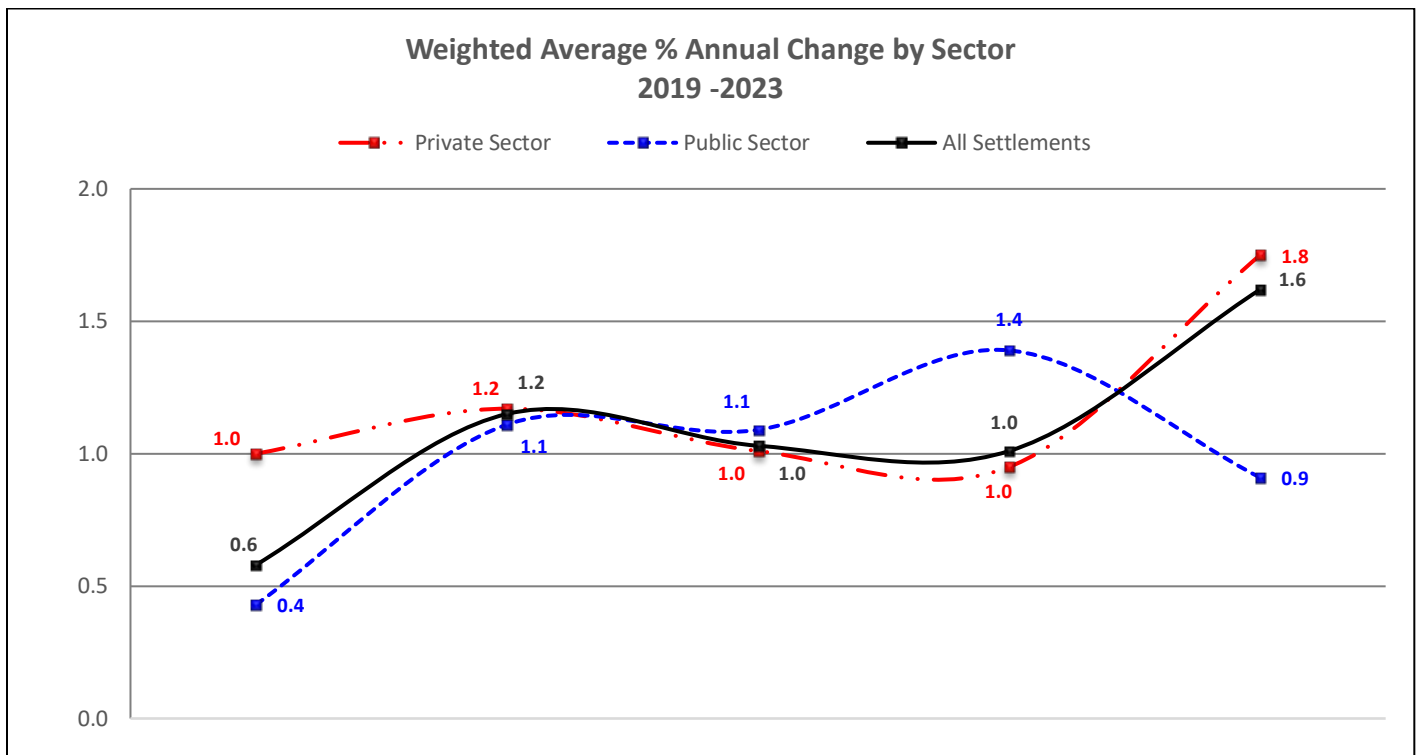
Copies of awards without URLs can be obtained by contacting Mediation Services at [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# Wage Settlements in Alberta

## Weighted Average % Annual Change by Sector 2019-2023

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
2019	Private Sector	582	99,294	1.00
	Public Sector	513	289,755	0.43
	<b>All Settlements</b>	<b>1,095</b>	<b>389,049</b>	<b>0.58</b>
2020	Private Sector	522	95,622	1.17
	Public Sector	269	52,824	1.11
	<b>All Settlements</b>	<b>791</b>	<b>148,446</b>	<b>1.15</b>
2021	Private Sector	355	77,650	1.01
	Public Sector	170	16,079	1.09
	<b>All Settlements</b>	<b>525</b>	<b>93,729</b>	<b>1.03</b>
2022	Private Sector	167	43,097	0.95
	Public Sector	74	6,820	1.39
	<b>All Settlements</b>	<b>241</b>	<b>49,917</b>	<b>1.01</b>
2023	Private Sector	52	8,113	1.75
	Public Sector	22	1,540	0.91
	<b>All Settlements</b>	<b>74</b>	<b>9,653</b>	<b>1.62</b>



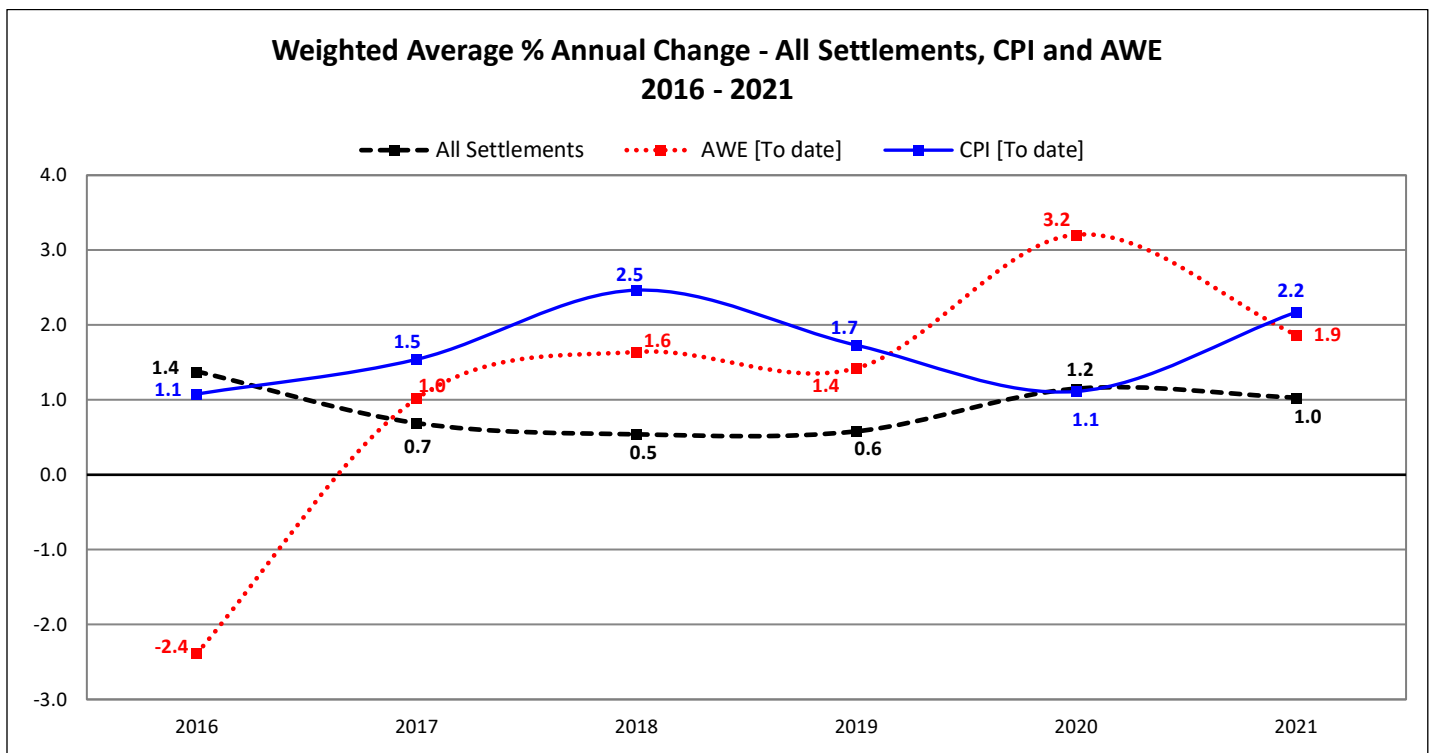
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour & Immigration by calling (780) 427-8301 or emailing [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# Wage Settlements in Alberta

## Weighted Average % Annual Change by Industry

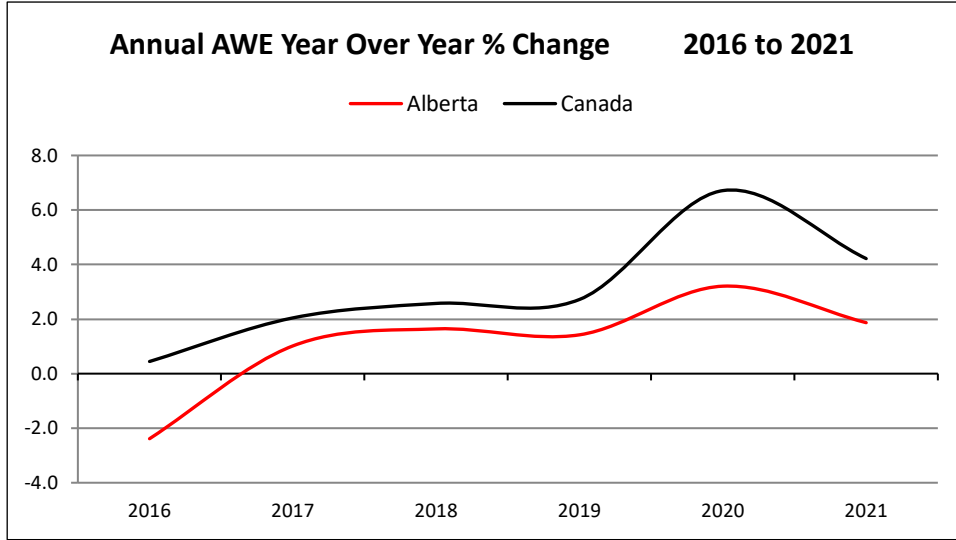
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2019			2020			2021			2022		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	32	4,409	1.39	25	3,137	1.20	17	1,775	2.31	11	1,183	1.69
Administrative & Support, Waste Management & Remediation Services	18	2,406	1.35	18	2,008	1.52	11	847	2.00	4	161	1.49
Arts, Entertainment, & Recreation	41	5,861	1.90	37	6,415	1.69	27	4,749	2.23	13	1,327	1.58
Construction	113	18,432	0.28	111	24,661	0.43	69	17,293	0.29	16	9,744	0.42
Educational Services	174	96,326	0.22	40	7,991	0.30	16	4,896	0.17	7	2,688	0.07
Finance & Insurance	4	41	0.00	3	19	1.79	1	2	1.00	1	2	1.00
Health Care & Social Assistance	192	127,277	0.33	103	9,506	1.11	73	5,841	1.07	20	1,278	1.37
Information & Cultural Industries	12	1,002	0.28	10	958	0.43	8	234	1.43	5	137	2.02
Manufacturing	175	20,980	1.56	153	19,655	1.51	101	13,554	1.68	55	7,411	1.79
Mining & Oil & Gas Extraction	31	7,121	2.07	24	5,611	2.26	22	5,592	2.25	17	4,196	3.15
Other Services (except Public Administration)	50	6,262	1.10	44	6,316	1.33	32	10,251	0.32	8	1,096	1.14
Professional, Scientific, & Technical Services	9	2,352	0.97	7	2,192	0.96	5	140	0.71	3	88	1.00
Public Administration	127	64,056	0.79	108	33,313	1.10	69	5,943	1.11	37	3,440	1.74
Real Estate & Rental & Leasing	7	466	2.00	7	651	1.88	5	583	1.48	3	207	1.01
Retail Trade	26	17,769	0.11	21	13,036	0.98	17	13,147	0.60	14	12,749	0.07
Transportation & Warehousing	44	3,897	0.67	44	3,925	1.27	27	2,072	1.54	15	1,275	1.50
Utilities	24	8,142	2.23	21	7,083	2.37	14	5,046	1.29	7	2,391	0.94
Wholesale Trade	16	2,250	1.80	15	1,969	1.72	11	1,764	2.00	5	544	1.40
<b>All Settlements</b>	<b>1,095</b>	<b>389,049</b>	<b>0.58</b>	<b>791</b>	<b>148,446</b>	<b>1.15</b>	<b>525</b>	<b>93,729</b>	<b>1.03</b>	<b>241</b>	<b>49,917</b>	<b>1.01</b>

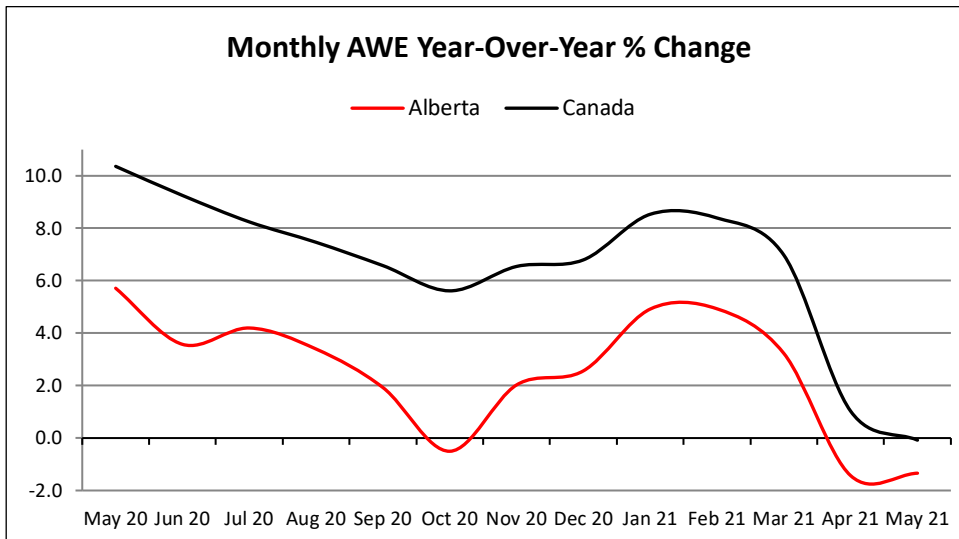


## Average Weekly Earnings (AWE)\* - May 2021

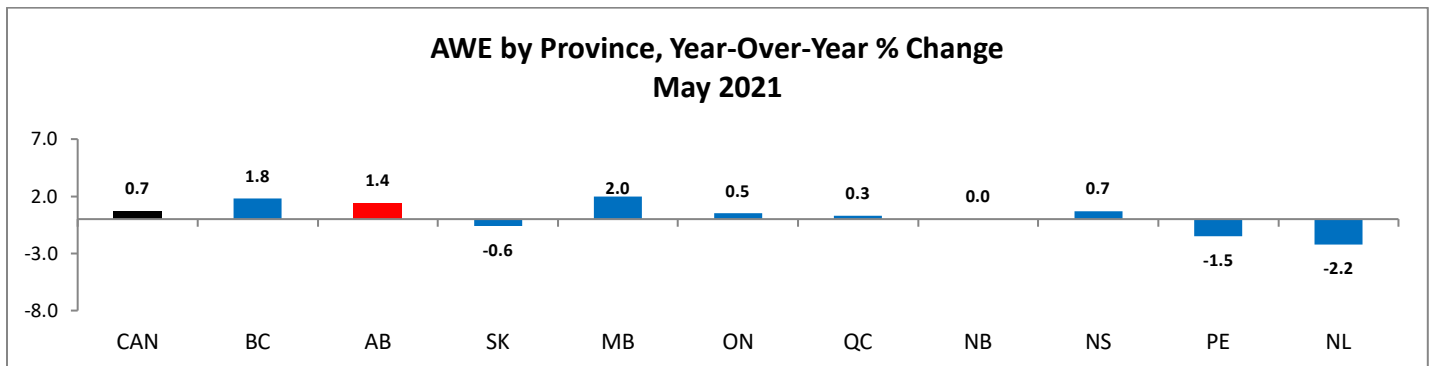
In **May 2021** the Alberta AWE increased .9 % from April 2021. Between May 2021 and May 2020 the Alberta AWE decreased 1.3% to \$1,234.51 from \$1,251.27.



AWE	Alberta	Canada
2016	-2.4	0.4
2017	1.0	2.0
2018	1.6	2.6
2019	1.4	2.7
2020	3.2	6.7
2021*	2.1	5.0



AWE	Alberta	Canada
May 20	5.7	10.4
Jun 20	3.6	9.3
Jul 20	4.2	8.2
Aug 20	3.4	7.5
Sep 20	1.9	6.6
Oct 20	-0.5	5.6
Nov 20	2.0	6.5
Dec 20	2.6	6.8
Jan 21	4.9	8.5
Feb 21	4.9	8.4
Mar 21	3.2	7.0
Apr 21	-1.4	1.1
May 21	-1.3	-0.1



\*To date preliminary figures. Graph data available upon request.

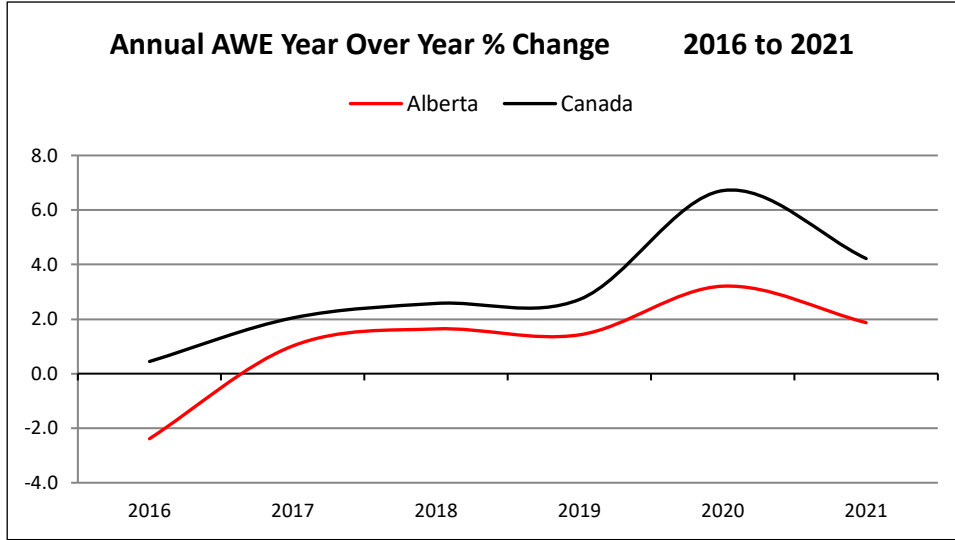
<sup>1</sup> Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

<sup>2</sup> Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

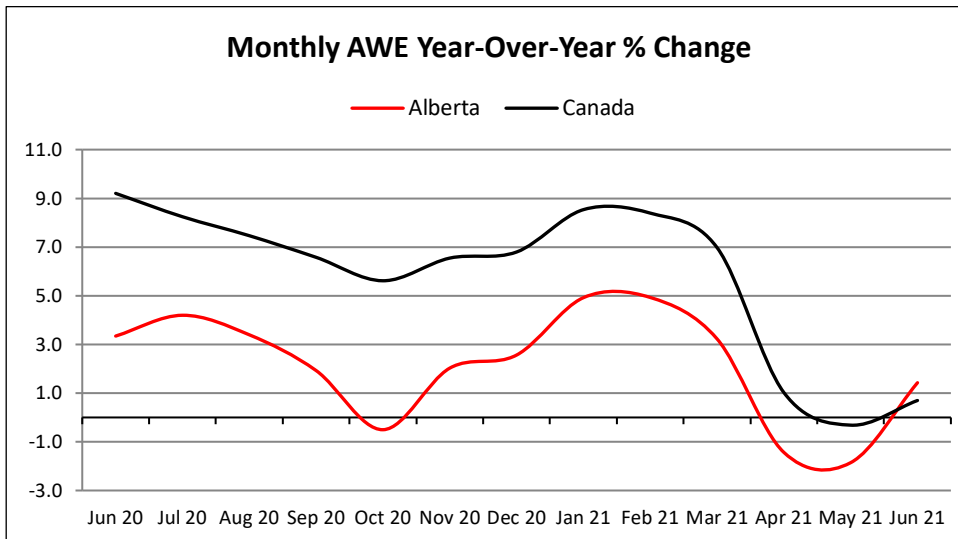
Source: Statistical data supplied by Statistics Canada

## Average Weekly Earnings (AWE)\* - June 2021

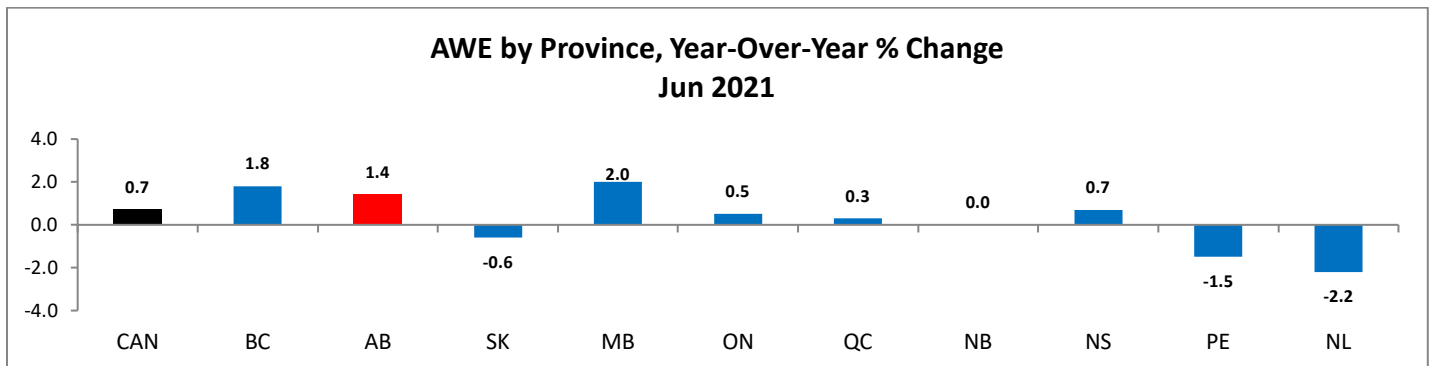
In **June 2021** the Alberta AWE decreased .6 % from May 2021. Between June 2021 and June 2020 the Alberta AWE increased 1.4% to \$1,220.68 from \$1,203.51.



AWE	Alberta	Canada
2016	-2.4	0.4
2017	1.0	2.0
2018	1.6	2.6
2019	1.4	2.7
2020	3.2	6.7
2021*	1.9	4.2



AWE	Alberta	Canada
Jun 20	3.3	9.2
Jul 20	4.2	8.2
Aug 20	3.4	7.5
Sep 20	1.9	6.6
Oct 20	-0.5	5.6
Nov 20	2.0	6.5
Dec 20	2.6	6.8
Jan 21	4.9	8.5
Feb 21	4.9	8.4
Mar 21	3.2	7.0
Apr 21	-1.4	1.1
May 21	-1.9	-0.3
Jun 21	1.4	0.7



\*To date preliminary figures. Graph data available upon request.

<sup>1</sup> Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

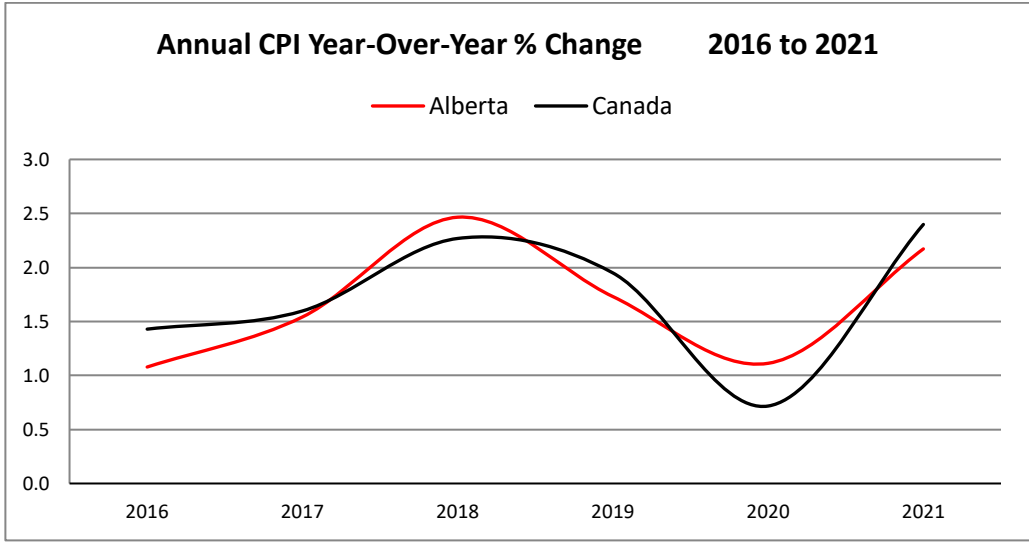
<sup>2</sup> Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Source: Statistical data supplied by Statistics Canada

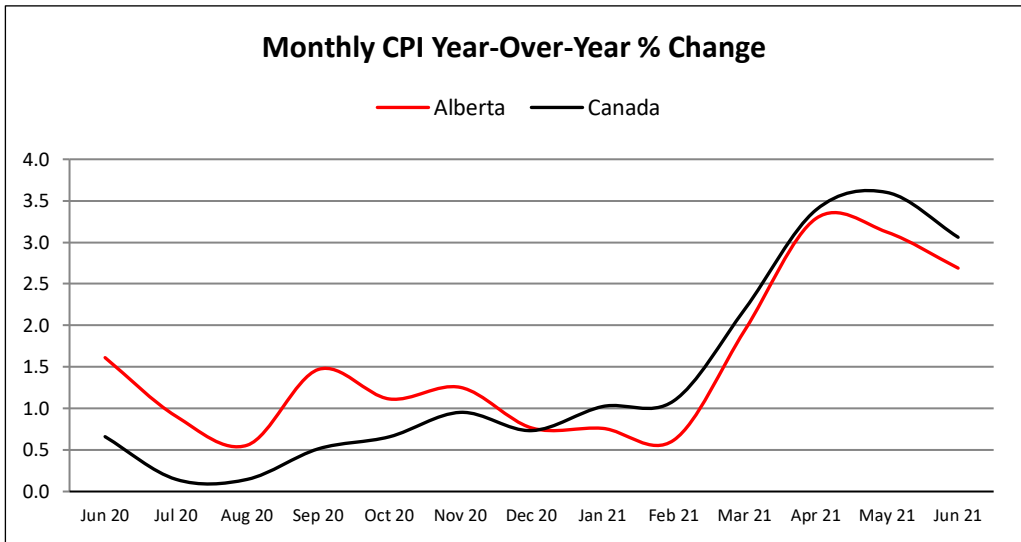


# Consumer Price Index (CPI)\*, 2002=100 – June 2021

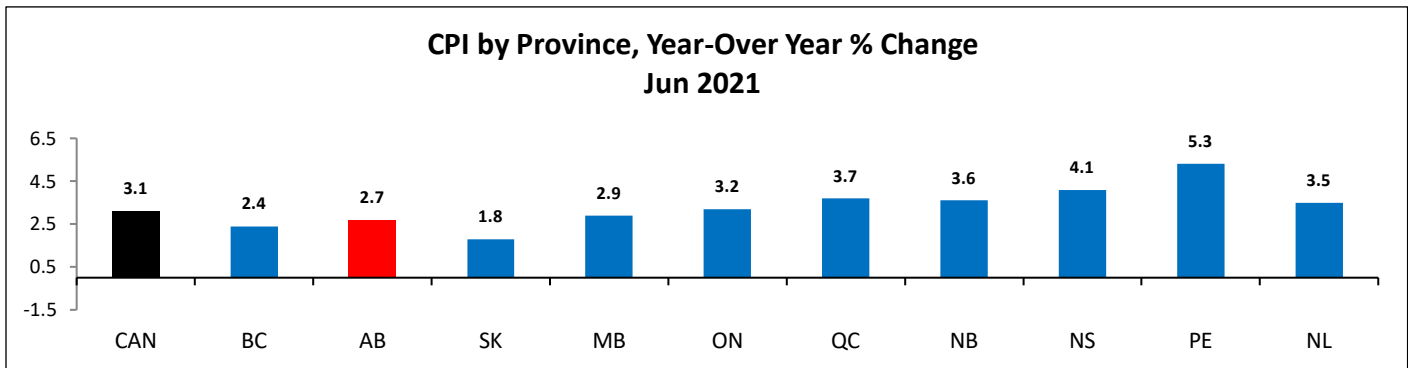
In **June 2021** the Alberta CPI increased .1% from May 2021. Between June 2021 and June 2020 the Alberta CPI increased 2.7% to \$148.90 from \$145.00.



CPI	Alberta	Canada
2016	1.1	1.4
2017	1.5	1.6
2018	2.5	2.3
2019	1.7	1.9
2020	1.1	0.7
2021	1.9	2.1



CPI	Alberta	Canada
Jun 20	1.6	0.7
Jul 20	0.9	0.1
Aug 20	0.6	0.1
Sep 20	1.5	0.5
Oct 20	1.1	0.7
Nov 20	1.3	1.0
Dec 20	0.8	0.7
Jan 21	0.8	1.0
Feb 21	0.6	1.1
Mar 21	1.9	2.2
Apr 21	3.3	3.4
May 21	3.1	3.6
Jun 21	2.7	3.1



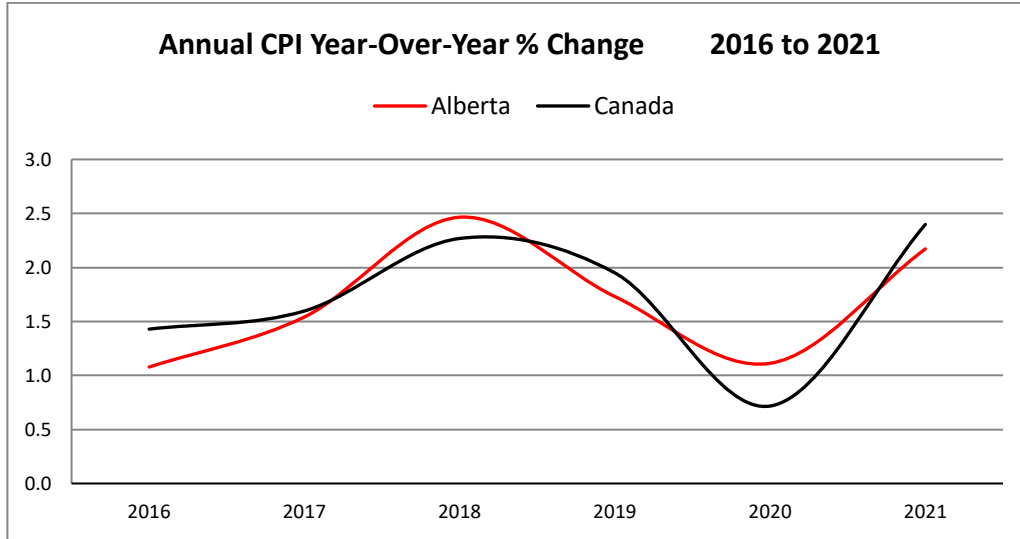
\*Year to date – Graph data available upon request.

<sup>1</sup> Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

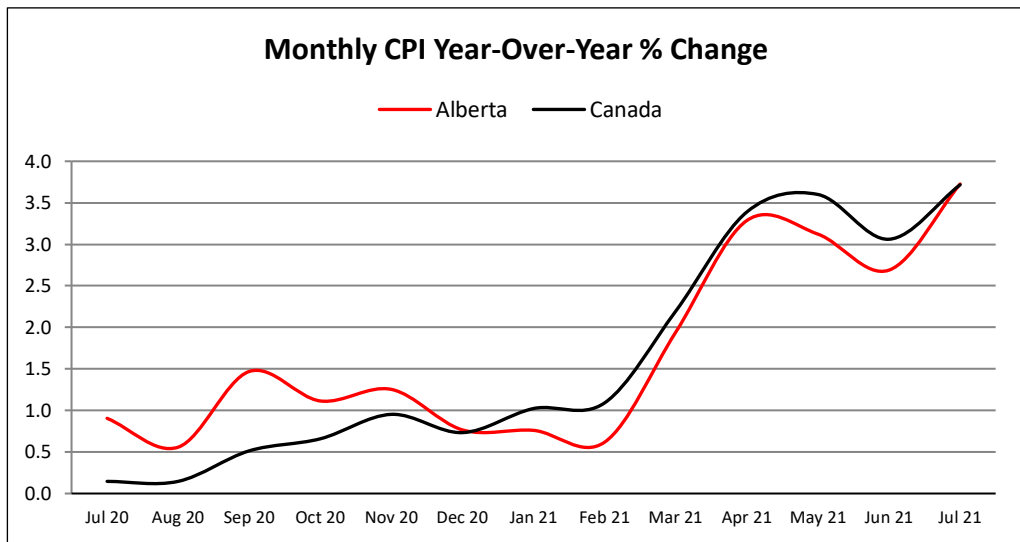
<sup>2</sup> Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

## Consumer Price Index (CPI)\*, 2002=100 – July 2021

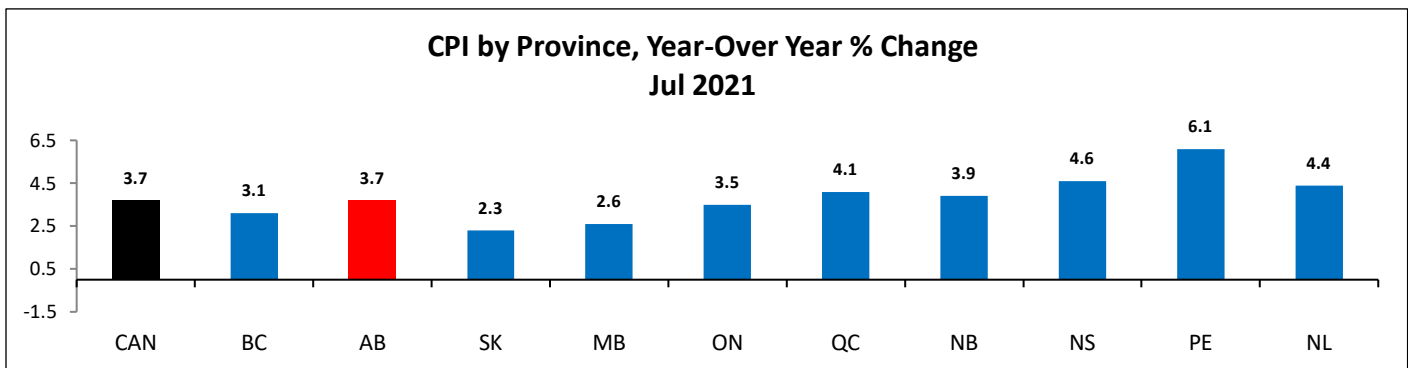
In **July 2021** the Alberta CPI increased .9% from June 2021. Between July 2021 and July 2020 the Alberta CPI increased 3.7% to \$150.03 from \$144.90.



CPI	Alberta	Canada
2016	1.1	1.4
2017	1.5	1.6
2018	2.5	2.3
2019	1.7	1.9
2020	1.1	0.7
2021	2.2	2.4



CPI	Alberta	Canada
Jul 20	0.9	0.1
Aug 20	0.6	0.1
Sep 20	1.5	0.5
Oct 20	1.1	0.7
Nov 20	1.3	1.0
Dec 20	0.8	0.7
Jan 21	0.8	1.0
Feb 21	0.6	1.1
Mar 21	1.9	2.2
Apr 21	3.3	3.4
May 21	3.1	3.6
Jun 21	2.7	3.1
Jul 21	3.7	3.7

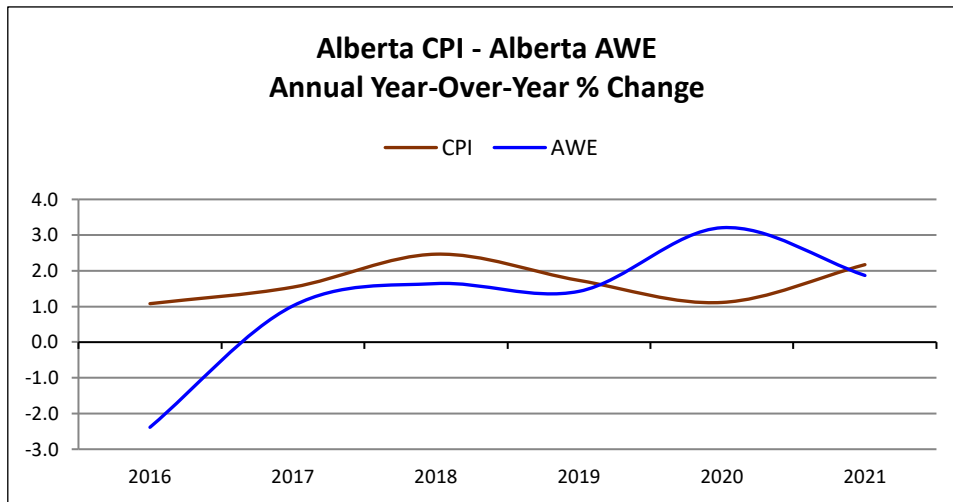


\*Year to date – Graph data available upon request.

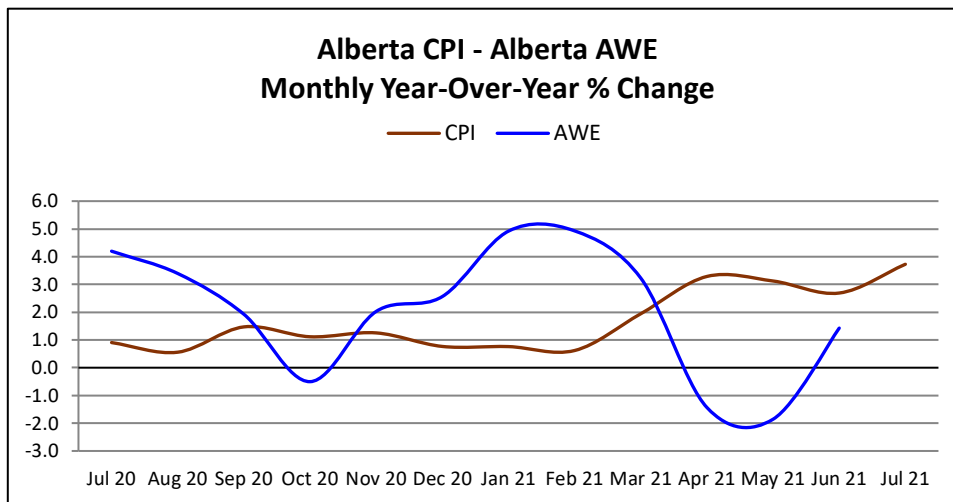
<sup>1</sup> Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

<sup>2</sup> Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

## Alberta CPI and AWE Comparison – July 2021



	CPI	AWE
2016	1.1	-2.4
2017	1.5	1.0
2018	2.5	1.6
2019	1.7	1.4
2020	1.1	3.2
2021*	12.2	1.9



	CPI	AWE
Jul 20	0.9	4.2
Aug 20	0.6	3.4
Sep 20	1.5	1.9
Oct 20	1.1	-0.5
Nov 20	1.3	2.0
Dec 20	0.8	2.6
Jan 21	0.8	4.9
Feb 21	0.6	4.9
Mar 21	1.9	3.2
Apr 21	3.3	-1.4
May 21	3.1	-1.9
Jun 21	2.7	1.4
Jul 21	3.7	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Jul 20	137.2	0.1	144.9	0.9	145.2	1.0	144.7	0.8
Aug 20	137.0	0.1	144.2	0.6	144.4	0.6	144.2	0.6
Sep 20	136.9	0.5	145.0	1.5	144.9	1.2	145.0	1.4
Oct 20	137.5	0.7	145.2	1.1	145.1	0.8	145.4	1.2
Nov 20	137.7	1.0	145.4	1.3	145.4	1.2	145.6	1.3
Dec 20	137.4	0.7	144.8	0.8	144.7	0.7	144.9	0.8
Jan 21	138.2	1.0	145.8	0.8	145.8	0.9	145.7	0.8
Feb 21	138.9	1.1	146.4	0.6	146.2	0.5	146.1	0.5
Mar 21	139.6	2.2	146.9	1.9	146.8	1.7	146.6	1.7
Apr 21	140.3	3.4	147.7	3.3	147.5	3.0	147.4	3.1
May 21	141.0	3.6	148.6	3.1	148.2	2.9	148.4	2.9
Jun 21	141.4	3.1	148.9	2.7	148.6	2.5	148.6	2.6
Jul 21	142.3	3.7	150.3	3.7	149.9	3.2	150.5	4.0

Average Weekly Earnings													
	Jun 20	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20	Dec 20	Jan 21	Feb 21	Mar 21	Apr 21	May 21	Jun 21
AWE \$	\$1,203.51	\$1,210.26	\$1,205.86	\$1,197.03	\$1,186.13	\$1,195.04	\$1,201.81	\$1,237.67	\$1,237.75	\$1,207.60	\$1,223.31	\$1,228.04	\$1,220.68
AWE %	3.34	4.20	3.39	1.93	-0.50	2.03	2.56	4.92	4.93	3.23	-1.43	-1.86	1.43

\*Year to date – Graph data available upon request.

<sup>1</sup> Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

<sup>2</sup> 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

## Union Data – Employees, Collective Agreements

UNION	EE	CBAs	UNION	EE	CBAs
ACTRA	1,900	2	IBEW	10,335	30
Advance Tank Centres Employees Association	42	1	Independent Air Handlers Employees Association	15	1
Alberta Union of Labour Relations Professionals	219	1	Independent Sheet Metal Workers	61	1
Alberta University of the Arts Faculty Association	91	1	Insulators	780	1
Association of the Academic Staff of the University of Alberta	4,360	1	Iron Workers	3,729	6
ATA	47,237	68	Keyano College Faculty Association	105	1
ATA Professional Staff Association	51	1	Labourers	11,596	12
Athabasca University Faculty Association	400	1	Lacombe Police Association	21	1
ATU	5,977	7	Lakeland College Faculty Association	194	1
AUPE	101,198	144	Lethbridge College Faculty Association	373	1
Bakery Workers	532	5	Lethbridge Police Association	166	1
Bargaining Council of Construction & Maintenance Skilled Trades Unions	130	1	Lethbridge Police Senior Officers	3	1
Battle River School Bus Drivers' Association	34	1	LiUNA	517	1
Blood Tribe Police Association	27	1	MacEwan Staff Association	1,200	1
Boilermakers	8,038	20	Machinists	2,043	11
Bow Valley College Faculty Association	598	1	MaXfield Employees' Organization	109	1
Bricklayers	2,020	4	Media & Communications Workers	65	2
Calgary Board of Education Staff Association	5,000	1	Medicine Hat Employees' Association	89	1
Calgary Board of Education Staff Association for Professional Support Staff	235	1	Medicine Hat Police Association	114	1
Calgary Musicians Association	181	6	Millwrights	1,208	1
Calgary Police Association	2,200	1	Mine Workers	279	1
Calgary Police Senior Officers' Association	37	1	Mount Royal Faculty Association	830	1
Camrose Police Association	28	1	Mount Royal Staff Association	646	1
CANA Services Employees Association	41	3	Multi-Union	200	2
Canada West Construction Union	190	4	NAIT Academic Staff Association	1,200	1
Canadian Energy Workers Association	1,058	3	National Hockey League Players Association	700	1
Canadian Football League Players' Association	175	1	Natural Gas Employees Association	1,184	2
Canadian Iron Steel & Industrial Workers	371	7	Non-Academic Staff Association	7,007	3
Canadian National Federation of Independent Unions [LiUNA Local 3000]	993	1	NorQuest College Faculty Association	400	1
Canadian Office & Professional Employees	82	20	Oil & Gas Union	55	1
Canadian Staff Union	28	1	Olds College Faculty Association	83	1
CANEM Systems Employees Association	463	2	Operating Engineers	9,258	64
Carpenters	6,966	14	Painters	599	3
Central Alberta Association of Municipal & School Employees	547	2	Plasterers & Cement Masons	930	3
Civic Service Union 52	6,252	5	Plumbers & Pipefitters	13,841	9
CLAC	17,129	116	Portage College Faculty Association	104	1
Commercial Industries Employees' Association	11	1	Postdoctoral Association of the University of Calgary	550	1
Concordia University College Faculty Association	61	1	Professional Association of Resident Physicians of Alberta	1,700	1
Construction Maintenance & Allied Workers	257	2	Quality Control Council of Canada	2,084	1
CUPE	41,125	179	Quinn Construction Employees Association	649	2
Edmonton Police Association	1,881	1	SAIT Academic Faculty Association	654	1
Edmonton Police Service Senior Officers' Association	40	1	Service Employees' International Union	245	3
Elevator Constructors	860	2	Sheet Metal Workers	974	3
Elk Island Catholic Transportation Association	36	1	Steelworkers	3,294	36
Employees' Association of Food & Bar Services	235	1	Taber Police Association	15	1
Faculty Association of Medicine Hat College	260	1	Teamsters	7,910	103
Faculty Association of Northern Lakes College	116	1	Town of High River Employee Association	187	1
Faculty Association of Red Deer College	449	1	Trotter & Morton Technologies Employees' Association	65	1
Faculty Association of the University of Calgary	2,400	1	UFCW	30,914	80
Foothills School Division No. 38 Bus Drivers' Association	80	1	UNA	33,257	51
Glass, Molders, Pottery, Plastics and Allied Workers Local 360	31	1	Unifor	14,285	92
Graduate Students' Association of the University of Alberta	1,189	1	Union of Calgary Co-Operative Employees	3,000	1
Graduate Students' Association of the University of Calgary	1,404	1	Unisil Association	85	1
Grande Prairie Public School District Employees Association	364	1	UNITE HERE	1,625	11
Grande Prairie Regional College Academic Staff Association	145	1	Unitech Electrical Contracting Employees' Association	48	1
Grande Prairie Regional College Employees' Association	144	1	United Utility Workers Association	1,381	6
Grant MacEwan University Faculty Association	984	1	University of Lethbridge Faculty Association	565	1
HSA	28,049	30	Western Canada Employees' Association	148	3
IAFF	4,243	18			
IATSE	3,069	20			

# Abbreviations / Acronyms Listing

**ACTRA** -Alliance of Canadian Cinema, Television and Radio Artists

**ANC** – Auxiliary Nursing Care

**ATA** – Alberta Teachers’ Association

**ATU** – Amalgamated Transit Union

**AUPE** – Alberta Union of Provincial Employees

**Bakery Workers** – 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

**CBA** – Collective Bargaining Agreement

**Cement Masons** – Operative Plasterers and Cement Masons International Association of the United States and Canada

**CEWA** – Canadian Energy Workers Association

**CISIW** – Canadian Iron, Steel and Industrial Workers

**CLAC** – Christian Labour Association of Canada

**CLR** – Construction Labour Relations

**CMAW** – Construction Maintenance & Allied Workers

**CNIFU** – Canadian National Federation of Independent Unions

**COPE** – Canadian Office and Professional Employees Union

**CSU 52** – Civic Service Union 52

**CUPE** – Canadian Union of Public Employees

**CUSW** – Canadian Union of Skilled Workers

**CWA-SCA** – Media and Communications Workers of America (Canada)

**Elevator Constructors** – International Union of Elevator Constructors

**Glass Workers** – Aluminum, Brick and Glass Workers International Union

**Glass, Molders, Pottery, Plastics** – Glass, Molders, Pottery, Plastics and Allied Workers International Union

**GPMC** – General Presidents’ Maintenance Committee for Canada

**GSS** – General Support Services

**HCA** – Health Care Aide

**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

**Insulators** - International Association of Heat and Frost Insulators and Allied Workers

**Iron Workers** – International Association of Bridge, Structural and Ornamental Iron Workers

**LPN** – Licensed Practical Nurse

**Operating Engineers** – International Union of Operating Engineers

**Machinists** – International Association of Machinists and Aerospace Workers

**Millwrights** – Millwrights, Machinery, Erectors and Maintenance Union

**Mine Workers** – United Mine Workers of America

**NAIT** – Northern Alberta Institute of Technology

**NASA** – Non-Academic Staff Association

**NGEA** – Natural Gas Employees’ Association

**PARA** – Professional Association of Resident Physicians of Alberta

**Painters** – International Brotherhood of Painters and Allied Trades

**Plasterers** – Operative Plasterers and Cement Masons International Association of the United States and Canada

**Plumbers & Pipefitters** – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

**PMP/PMT** – Paramedical Professional/Paramedical Technical

**SAIT** – Southern Alberta Institute of Technology

**SEIU** – Service Employees International Union

**Sheet Metal Workers** – Sheet Metal Workers International Association

**Steelworkers** - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

**Teamsters** – International Brotherhood of Teamsters

**TEBA** – Teachers’ Employer Bargaining Association

**UFCW** – United Food and Commercial Workers

**UNA** – United Nurses of Alberta

**Unifor** – Amalgamation of CEP and CAW

**UNITE HERE** – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

**UUWA** – United Utility Workers Association

# Resource List

## [Alberta Labour, Mediation Services](#)

- [Filing Collective Bargaining Agreements](#)
- [Search Collective Bargaining Agreements](#)
- [Publications](#) -Bargaining Update, Collective Agreement Wage Charts, Expiring Collective Agreements, Legal Work Stoppage

## [Alberta Labour Relations Board \(ALRB\)](#)

- [Active ALRB certificates](#)

## [Alberta Chamber of Commerce](#)

[Alberta Economic Reviews](#) (contains key economic indicators, updated monthly)

## [City of Edmonton Economic Statistics](#)

## [Alberta Federation of Labour \(AFL\)](#)

### COLLECTIVE AGREEMENTS



[Alberta Mediation Services](#)

**BC** [British Columbia Labour Relations Board](#)

**BC** [British Columbia Bargaining Database](#)

**ON** [Ontario Ministry of Labour](#)

**NL** [Newfoundland & Labrador Labour Relations Agency](#)

**NS** [Nova Scotia Labour & Advanced Education](#)

**NB** [New Brunswick Post-Secondary Education, Training and Labour](#)



[Negotech](#) - Canadian agreements from selected bargaining units of 100 or more under provincial jurisdiction, all bargaining units under federal jurisdiction, and all large bargaining units of 500 or more employees.



[U.S. Dept. of Labor. Office of Labor-Management Standards - Collective Bargaining Agreements Filer](#)