# Bargaining Update

## March 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 March 2021.

In March 2021, Mediation Services received settlement information regarding 42 bargaining relationships encompassing 7,247 employees. There were 29 private sector and 13 public sector settlements, covering 4,720 and 2,527 employees respectively.

**In this Issue:**
Alt+LeftArrow will take user back to the title page


3 Alberta Settlements

6 Current & Upcoming Collective Bargaining

13 Essential Services Bargaining Relationships

19 Grievance Arbitration Awards

20 Wage Settlements in Alberta
Public / Private Sector Wage Changes

21 Wage Settlements in Alberta
Industry Wage Changes

22 Average Weekly Earnings [AWE], Jan 2021

23 Consumer Price Index [CPI], Feb 2021

24 CPI and AWE Comparison, Feb 2021

25 Union Data – Employees, Collective Agreements

26 Abbreviations / Acronyms Listing

27 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


### College Wage Re-Openers

On March 25, 2021 Arbitrator David Tettensor issued wage re-opener decisions for collective agreements between AUPE and seven colleges, affecting approximately 3,000 employees. The arbitrator awarded a 1% increase for 2019. The following colleges were affected:

- Athabasca University
- Lakeland College
- Norquest College
- Northern Alberta Institute of Technology
- Northern Lakes College
- Red Deer College
- University of Lethbridge

### Wage Reopeners – Alberta Gaming, Liquor and Cannabis (AGLC) and Alberta Pensions Services (APS)

On March 31, 2021 Arbitrator David Tettensor issued an arbitration award dealing with the 2019 and 2020 wage reopeners for AUPE collective agreements with AGLC and APS respectively. Workers will receive a 1% increase.

### Coca Cola Refreshments Canada

A strike involving 270 employees of Coca Cola in Calgary and Teamsters Local 987 ended on March 31, 2021 with the ratification of a Memorandum of Agreement.

### Agreements Ratified in 2021

To date, 34 agreements were ratified since January 2021. Sixteen settlements affecting 434 employees were negotiated. Sixteen settlements affecting 2,943 employees were settled through the mediation process, and two settlements affecting 136 employees were settled by arbitration.

# New Grievance Mediation Program

Mediation Services is pleased to introduce a new program to assist unions and employers to resolve grievances. The program includes a roster of grievance mediators who are dispute resolution practitioners from the labour relations community that are available to assist parties involved in grievances. We have also created an online Practitioner's Portal where you can see the availability and contact information of grievance mediators.

## Why Choose Grievance Mediation?

Mediation is a proven method of problem solving. Other labour relations jurisdictions in Canada that use grievance mediation quote very high success rates. Grievance arbitration, while resulting in a binding outcome is costly, often involving long delays for hearings and the issuing of awards. Grievance mediation is not a replacement for arbitration but an early intervention alternative that is cost effective, timely and informal. The parties are always in control of the outcome.

## Are you Interested?

For further information regarding the program please visit our website at: https://www.alberta.ca/labour-relations-grievance-mediation.aspx

To find contact information and availability for a grievance mediator visit the Mediation Services Portal at: https://mediationservices.labour.alberta.ca/practitioners/

*It should be noted that you will also find online calendar availability for many of our Designated Mediator Roster and Grievance Arbitration Roster practitioners on the Portal.

# Alberta Settlements

| | Parties | EEs | Term | Expiry | Settled On | Wage | Settlement |
|---|---|---|---|---|---|---|---|
| | **Accommodation and Food Services** | | | | | | |
| | Compass Group – Eurest Dining Services<br>UFCW Local 401 | 117 | 48 | 2023-03-31 | 2021-03-05 | 1st year<br>2nd year<br>3rd year<br>4th year | 1.75%<br>1.75%<br>2.00%<br>2.00% |
| | **Administrative and Support, Waste Management and Remediation Services** | | | | | | |
| | **Arts, Entertainment, and Recreation** | | | | | | |
| | **Construction** | | | | | | |
| | CLR – Millwrights<br>Millwrights Local 1460 | 1,208 | 28 | 2023-04-30 | 2020-12-17 | 1st year<br>2nd year | 0%<br>0% |
| | EllisDon Energy Services<br>CLAC Local 63 | 14 | 24 | 2023-01-31 | 2021-02-17 | 1st year<br>2nd year | .5%<br>TBD |
| | Golderado Civil<br>CLAC Local 63 | 3 | 24 | 2023-01-31 | 2021-02-17 | 1st year<br>2nd year | 0%<br>TBD |
| | Golderado Contracting<br>CLAC Local 63 | 120 | 24 | 2023-01-31 | 2021-02-17 | 1st year<br>2nd year | 0%<br>TBD |
| | Golderado Contracting – Shop<br>CLAC Local 63 | 10 | 24 | 2023-01-31 | 2021-01-17 | 1st year<br>2nd year | 1.5%<br>TBD |
| | Technical Workforce – Roadbuilding & Heavy Construction<br>CLAC Local 63 | 10 | 32 | 2023-09-30 | 2021-02-01 | 1st year<br>2nd year | 1.5%<br>1.5% |
| | Traugott Building Contractors<br>CLAC Local 63 | 10 | 24 | 2023-01-31 | 2021-03-04 | 1st year<br>2nd year | 0%<br>TBD |
| | **Educational Services** | | | | | | |
| | **Finance and Insurance** | | | | | | |
| | **Health Care and Social Assistance** | | | | | | |
| | Canadian Blood Services, Calgary<br>UNA | 21 | 72 | 2023-03-31 | 2021-03-22 | 1st year<br>2nd year<br>3rd year<br>4th year<br>5th year<br>6th year | 0%<br>0%<br>0%<br>TBD<br>TBD<br>TBD |
| | Canadian Blood Services, Edmonton<br>UNA | 38 | 72 | 2023-03-31 | 2021-03-22 | 1st year<br>2nd year<br>3rd year<br>4th year<br>5th year<br>6th year | 0%<br>0%<br>0%<br>TBD<br>TBD<br>TBD |

# Alberta Settlements

| | Parties | EEs | Term | Expiry | Settled On | Wage | Settlement |
|---|---|---|---|---|---|---|---|
| | **Health Care and Social Assistance** | | | | | | |
| | Canadian Blood Services – Plasma Donor Centre, Lethbridge | 5 | 72 | 2023-03-31 | 2021-03-22 | 1st year<br>2nd year<br>3rd year<br>4th year<br>5th year<br>6th year | 0%<br>0%<br>0%<br>TBD<br>TBD<br>TBD |
| | Canadian Blood Services – Techs HSAA | 243 | 48 | 2021-03-21 | 2021-02-05 | 1st year<br>2nd year<br>3rd year<br>4th year | 0%<br>0%<br>0%<br>TBD |
| | Christenson Communities – Royal Oak Manor HSAA | 93 | 48 | 2024-01-31 | 2021-02-22 | 1st year<br>2nd year<br>3rd year<br>4th year | 0.00%<br>1.00%<br>1.25%<br>1.50% |
| | **Information and Cultural Industries** | | | | | | |
| | **Manufacturing** | | | | | | |
| | Lehigh Hanson Materials – Inland Pipe Teamsters Local 362 | 26 | 16 | 2021-07-31 | 2020-07-07 | 1st year | 0% |
| | Maple Leaf Poultry CLAC Local 56 | 426 | 36 | 2023-07-31 | 2020-11-01 | 1st year<br>2nd year<br>3rd year | $.50 per hour<br>$.45 per hour<br>$.45 per hour |
| | Sofina Foods – Lilydale, Calgary UFCW Local 401 | 428 | 72 | 2025-04-02 | 2021-03-16 | 1st year<br>2nd year<br>3rd year<br>4th year<br>5th year<br>6th year | $.55 per hour<br>$.40 per hour<br>$.35 per hour<br>$.35 per hour<br>$.45 per hour<br>$.50 per hour |
| | Vitro Flat Glass Canada Painters Local 177 | 15 | 60 | 2025-05-31 | 2020-10-06 | 1st year<br>2nd year<br>3rd year<br>4th year<br>5th year | 1.50% plus $750<br>1.75%<br>2.00%<br>2.00% plus $750<br>2.00% plus $750 |
| | Wetaskiwin Co-Operative Association – Edmonton Feed Mill Teamsters Local 987 | 12 | 36 | 2023-08-31 | 2020-11-28 | 1st year<br>2nd year<br>3rd year | 0%<br>0%<br>2% |
| | **Mining and Oil and Gas Extraction** | | | | | | |
| | **Other Services (except Public Administration)** | | | | | | |
| | ABB Industrial Solutions (Canada) Unifor Local 591 | 16 | 21 | 2022-02-11 | 2020-12-01 | 1st year<br>2nd year | 0%<br>2% |
| | Unifor Local 707A Canadian Office & Professional Employees Local 458 | 2 | 60 | 2025-05-01 | 2020-09-16 | 1st year<br>2nd year<br>3rd year<br>4th year<br>5th year | NA<br>0.0%<br>2.0%<br>2.0%<br>2.0% |

# Alberta Settlements

| Parties | EEs | Term | Expiry | Settled On | Wage | Settlement |
|---|---|---|---|---|---|---|
| **Professional, Scientific, and Technical Services** | | | | | | |
| **Public Administration** | | | | | | |
| City of Fort Saskatchewan<br>CUPE Local 30 | 265 | 36 | 2021-12-31 | 2021-03-09 | 1st year<br>2nd year<br>3rd year | 0.0%<br>0.0%<br>1.5% |
| City of Lethbridge – Access A Ride<br>ATU Local 987 | 35 | 60 | 2024-12-31 | 2021-03-09 | 1st year<br>2nd year<br>3rd year<br>4th year<br>5th year | 1.5%<br>0.0%<br>0.0%<br>1.5%<br>2.0% |
| County of Wetaskiwin No. 10<br>Operating Engineers Local 955 | 36 | 35 | 2023-12-31 | 2021-02-11 | 1st year<br>2nd year<br>3rd year | 0%<br>0%<br>0% |
| Town of Three Hills<br>CUPE Local 417 | 21 | 36 | 2023-12-31 | 2021-02-04 | 1st year<br>2nd year<br>3rd year | 0.0%<br>0.5%<br>0.5% |
| **Real Estate and Rental and Leasing** | | | | | | |
| LaPrairie Crane<br>Operating Engineers Local 955 | 0 | 36 | 2024-02-20 | 2021-02-21 | 1st year<br>2nd year<br>3rd year | NA<br>1.25% or CPI<br>1.25% or CPI |
| **Retail Trade** | | | | | | |
| **Transportation and Warehousing** | | | | | | |
| Martin Brower of Canada<br>Teamsters Local 362 | 143 | 60 | 2026-01-31 | 2021-03-08 | 1st year<br>2nd year<br>3rd year<br>4th year<br>5th year | 0.0% plus $500<br>1.0%<br>1.5%<br>2.0%<br>2.5% |
| Triple Random<br>Teamsters Local 362 | 36 | 12 | 2021-01-31 | 2021-01-21 | 1st year | 0% |
| **Utilities** | | | | | | |
| **Wholesale Trade** | | | | | | |

# Current & Upcoming Collective Bargaining

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**Red font** represents changes from last issue

Essential Services Relationships [ES] indicated by √ Enhanced Mediation [1st 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 |
| Buffalo Metis Catering Employees Limited | UFCW Local 401 | 2019-12-31 | **216** | | **Mediation** |
| 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, Calgary | CUPE Local 4822 | 2020-10-31 | 311 | | |
| Sodexo Canada, Lethbridge | CUPE Local 408 | 2020-03-31 | 104 | | |

## Administrative and Support, Waste Management and Remediation Services

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

## 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 | 2020-06-30 | 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 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 | | Bargaining |
| Boilermaker Contractors Association | Boilermakers Local 146 | 2019-04-30 | 3,400 | | Mediation |
| 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 Local424 | 2019-04-30 | 7,500 | | Bargaining |
| EllisDon Energy Services | CLAC Local 63, Construction | 2021-01-31 | 100 | | Settled |
| 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 | | |
| MCL Power | CLAC Local 63, Construction | 2021-01-31 | 105 | | |
| PCL Builders – Construction | CLAC Local 63, Construction | 2020-12-31 | 300 | | |
| Pyramid Corporation | CLAC Local 63, Construction | 2021-01-31 | 650 | | |
| Standard Industrial Services | Canada West Construction | 2020-10-31 | 120 | | |

# Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by √ Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

## Construction

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| Westwood Electric | CLAC Local 63, Construction | 2018-04-29 | 320 | | |
| Willbros Mine Services | CLAC Local 63, Construction | 2021-01-31 | 378 | | |

## 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 | √ | |
| Athabasca University | AUPE | 2020-06-30 | 248 | √ | |
| Athabasca University | Faculty Association | 2020-06-30 | 400 | √ | |
| Athabasca University – Tutors | CUPE Local 3911 | 2019-06-30 | 294 | √ | Bargaining |
| Bow Valley College | AUPE | 2020-06-30 | 358 | √ | **Bargaining** |
| Bow Valley College | Faculty Association | 2020-06-30 | 598 | √ | |
| 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 |
| 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 | | |
| Foothills School Division | CUPE Local 5040 | 2020-08-31 | 215 | | |
| Fort McMurray Catholic Board of Education | CUPE Local 2559 | 2020-08-31 | 270 | | |
| Grande Prairie Regional College | Academic Staff Association | 2019-08-14 | 145 | √ | Bargaining |
| Grande Prairie Roman Catholic Separate School Division | Unifor Local 328 | 2020-08-31 | 196 | | |
| Grant MacEwan University | Faculty Association | 2020-06-30 | 984 | √ | |
| Grant MacEwan University | MacEwan Staff Association | 2020-06-30 | 1,200 | √ | |
| 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 | 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 | √ | |
| 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 | √ | |
| Parkland School Division | CAAMSE | 2019-08-31 | 362 | | Bargaining |
| Portage College | AUPE | 2020-06-30 | 124 | √ | |
| Red Deer Catholic Separate School Division | CUPE Local 417 | 1st Agmt | **285** | | Mediation |
| Red Deer College | AUPE | 2020-06-30 | 301 | √ | Bargaining |
| Red Deer College | CUPE Local 1445 | 2019-06-30 | 135 | √ | Bargaining |

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## Educational Services

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| Red Deer College | Faculty Association | 2019-06-30 | 425 | √ | Mediation |
| SAIT | Academic Staff Association | 2020-06-30 | 654 | √ | Bargaining |
| Teachers' Employer Bargaining Association | ATA | 2020-08-31 | 47,343 | | |
| University of Alberta | Association of Academic Staff | 2020-06-30 | 4,360 | √ | Bargaining |
| University of Alberta | Non-Academic Staff Association | 2019-03-31 | 7,000 | √ | Bargaining |
| University of Calgary | AUPE | 2020-03-31 | 5,596 | √ | Bargaining |
| University of Calgary | Faculty Association | 2020-06-30 | 2,400 | √ | |
| University of Lethbridge | AUPE | 2020-06-30 | 506 | √ | Bargaining |
| University of Lethbridge | Faculty Association | 2020-06-30 | 565 | √ | |

## Health Care and Social Assistance

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| Age Care – Beverly Centre Glenmore | AUPE | 2018-09-10 | 170 | √ | Mediation |
| Age Care – Sagewood Seniors Community | AUPE | 2018-11-17 | 128 | √ | Mediation |
| Age Care – SkyPointe Seniors Community - ANC | AUPE | 1st Agmt | 287 | √ | Mediation |
| Age Care – SkyPointe Seniors Community – GSS | AUPE | 1st Agmt | 112 | √ | Mediation |
| Age Care – Walden Heights – ANC | AUPE | 2020-01-26 | 257 | √ | Bargaining |
| Age Care – Walden Heights – GSS | AUPE | 2020-06-01 | 111 | √ | |
| Alberta Health Services | UNA | 2020-03-31 | 28,600 | √ | Bargaining |
| Alberta Health Services – ANC | AUPE | 2020-03-31 | 19,959 | √ | Bargaining |
| Alberta Health Services – GSS | AUPE | 2020-03-31 | 24,243 | | Bargaining |
| Alberta Health Services – PMP/PMT | HSAA | 2020-03-31 | 19,000 | √ | |
| Alberta Public Laboratories | HSAA | 2020-09-30 | 4,720 | √ | |
| Allen Gray Continuing Care – ANC | AUPE | 2020-03-31 | 153 | √ | Bargaining |
| Associated Ambulance & Services (Whitecourt) | HSAA | 2020-03-31 | 214 | | |
| AXR Operating National - Bow Crest | CUPE Local 8 | 2018-10-31 | 152 | √ | Bargaining |
| AXR Operating National – Central Park Lodge Riverview | UFCW Local 401 | 2019-03-31 | 140 | √ | Mediation |
| AXR Operating National - Jasper Place, South Terrace, Miller Crossing | AUPE | 2018-03-31 | 455 | √ | Bargaining |
| Bethany Care Centre - Calgary – ANC | AUPE | 2017-08-31 | 443 | √ | Mediation |
| Bethany Care Centre – Collegeside | AUPE | 2017-08-31 | 166 | √ | Mediation |
| Bethany Care Centre – Didsbury | AUPE | 2017-08-31 | 109 | √ | Mediation |
| Bethany Nursing Home - Rosehaven & Bethany LTC | AUPE | 2020-03-31 | 513 | √ | Bargaining |
| Brenda Strafford Foundation – Clifton Manor | AUPE | 2019-03-31 | 212 | √ | Bargaining |
| Canadian Blood Services | CUPE Local 1846 | 2017-03-31 | 150 | √ | Mediation |
| **Canadian Blood Services – Techs** | **HSAA** | **2021-03-31** | **243** | **√** | |
| Canterbury Foundation | AUPE | 2020-12-31 | 180 | √ | |
| Capital Care | UNA | 2020-03-31 | 207 | √ | |
| Capital Care – ANC | AUPE | 2020-06-30 | 1,150 | √ | Bargaining |
| Capital Care – Dickensfield, Norwood | CUPE Local 1158 | 2020-06-30 | 440 | √ | |
| Capital Care – GSS | AUPE | 2020-06-30 | 425 | √ | Bargaining |
| Capital Care – PMP/PMT | HSAA | 2020-03-31 | 144 | √ | |
| Carewest – ANC | AUPE | 2020-06-30 | 1,582 | √ | |
| Carewest – GSS | AUPE | 2020-06-30 | 175 | √ | |
| Carewest – PMP/PMT | HSAA | 2020-06-30 | 192 | √ | |
| CBI Home Health | AUPE | 2020-12-31 | 482 | √ | |
| Chantelle Management – Grande Prairie Care Centre | CUPE Local 2158 | 2020-06-30 | 133 | √ | |
| Chantelle Management – Sunset Manor, Innisfail Country Manor | AUPE | 2017-02-01 | 112 | √ | Mediation |
| Chartwell Master Care – Eau Claire | AUPE | 1st Agmt | 102 | √ | Mediation |
| Chartwell Master Care – Griesbach and Heritage Valley | AUPE | 1st 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** | **√** | |

# Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by √ Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

## Health Care and Social Assistance

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| Covenant Care – St. Marguerite Manor | AUPE | 1st 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 | √ | |
| Covenant Health – Youville Homes (Grey Nuns) of St. Albert | Steelworkers Local 1-207 | 2020-03-31 | 200 | √ | |
| **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) | UNA | 2017-07-31 | 139 | √ | Mediation |
| 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 |
| 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 | √ | |
| Intercare – Brentwood, Chinook, Southwood | CUPE Local 8 | 2020-06-30 | 943 | √ | Bargaining |
| Lamont Health Care Centre – ANC | AUPE | 2020-03-31 | 108 | √ | |
| Mountain View Seniors' Housing – Sundre | AUPE | 2020-12-31 | 100 | √ | |
| Nutra 2000 | CNFIU | 2020-11-30 | 993 | √ | |
| 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 | √ | |
| Park Place Seniors Living – Villa Marguerite and Sprucewood Place | AUPE | 2020-03-31 | 317 | √ | Bargaining |
| Points West Living Stettler | AUPE | 2020-05-10 | 110 | √ | Bargaining |
| Prairie Emergency Medical Systems | HSAA | 2020-03-31 | 141 | | Mediation |
| Revera Lessee – Edgemont Retirement | AUPE | 2018-12-31 | 118 | √ | Bargaining |
| Revera Lessee – Riverbend Retirement | AUPE | 2020-12-31 | 113 | √ | |
| Revera Lessee – Scenic Acres | AUPE | 2017-12-31 | 100 | √ | Mediation |
| River Ridge Seniors Village | Steelworkers Local 1-207 | 2020-03-31 | 105 | √ | Bargaining |
| Seasons Retirement Communities – Sunrise Village (Camrose) | AUPE | 2019-12-31 | 129 | √ | Bargaining |
| Shepherd's Care – Kensington Village - ANC | AUPE | 2020-09-30 | 147 | √ | |
| Shepherd's Care – Millwoods – ANC | AUPE | 2020-09-30 | 124 | √ | |
| St. Elizabeth Health Care – St. Thomas Health Centre | AUPE | 2019-12-31 | 140 | | |
| St. Michael's Long Term Care Centre | AUPE | 2018-06-30 | 110 | √ | |
| Venta Care Centre – ANC | AUPE | 2017-07-31 | 100 | √ | Bargaining |
| Well Being Services – Millrise | AUPE | 2019-12-31 | 219 | √ | Bargaining |
| Wood's Homes | CUPE Local 4731 | 2020-09-30 | 299 | | |

# Current & Upcoming Collective Bargaining

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## Information and Cultural Industries

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

## Manufacturing

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| ATCO Structures & Logistics | Carpenters Local 2010 | 2020-05-29 | 120 | | Bargaining |
| Cargill | UFCW Local 401 | 2020-12-31 | 1,938 | | **Bargaining** |
| Cavendish Farms – Potatoes | UFCW Local 401 | 2021-02-28 | 169 | | |
| Coca Cola Refreshments Canada | Teamsters Local 987 | 2020-10-01 | 270 | | Mediation |
| EVRAZ | Steelworkers Local 6673 | 2020-07-31 | 160 | | |
| EVRAZ | Unifor Local 551 | 2020-01-31 | 102 | | Bargaining |
| JV Driver Fabricators – Steel Shop | CLAC Local 56 | 2021-01-31 | 100 | | |
| Kawneer Company Canada | Unifor Local 99 | 2020-02-29 | 215 | | Bargaining |
| **Labatt Alberta Brewery** | **Unifor Local 250A** | **2021-03-31** | **148** | | |
| Lafarge Canada – Precast | Carpenters Local 2010 | 2020-05-31 | 130 | | |
| MaXfield | Employees' Organization | 2020-12-31 | 109 | | |
| Multi-Employer Fabrication & Manufacturing | Plumbers & Pipefitters 488 | 2020-04-30 | 1,500 | | Bargaining |
| OEM Remanufacturing Company | CLAC Local 56 | 2020-12-31 | 593 | | |
| Olymel | UFCW Local 401 | 2021-01-31 | 1,400 | | |
| 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 |
| Triple M Housing | Carpenters Local 2010 | 2020-05-31 | 283 | | Bargaining |

## 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 | | |
| KMC Mining | Operating Engineers Local 955 | 2020-04-30 | 480 | | Bargaining |
| North American Mining | Operating Engineers Local 955 | 2020-04-30 | 520 | | Bargaining |
| **Shell Canada – Scotford Refinery** | **Unifor Local 530A** | **2021-04-18** | **218** | | **Mediation** |

## Other Services (except Public Administration)

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| AUPE | Unifor Local 880 | 2019-01-31 | 130 | | |
| DLI – Maintenance | CMAW | 2021-02-28 | 257 | | |
| **Kal Tire** | **Machinists Local 99** | **2021-03-31** | **128** | | **Mediation** |

## Professional, Scientific, and Technical Services

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| InnoTech Alberta | AUPE | 2020-09-30 | 159 | | |
| **NDT Management Association** | **Quality Control Council of 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 | √ | |
| Alberta Pensions Administration | AUPE | 2020-12-31 | 206 | √ | |
| ATB Financial | AUPE | 2020-03-31 | 1,086 | √ | |
| City of Calgary | ATU Local 583 | 2021-01-03 | 3,100 | | |

# Current & Upcoming Collective Bargaining

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## Public Administration

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| City of Calgary | Calgary Police Association | 2021-01-03 | 2,200 | | |
| City of Calgary | IAFF Local 255 | 2019-12-31 | 1,387 | | |
| **City of Calgary** | **IBEW Local 254** | **2021-03-31** | **162** | | |
| City of Calgary – Civic Foremen | CUPE Local 709 | 2021-01-03 | 460 | | |
| 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 | | |
| City of Calgary – Outside Workers | CUPE Local 37 | 2021-01-03 | 2,800 | | |
| City of Edmonton | Civic Service Union 52 | 2018-12-22 | 4,500 | | Settled |
| City of Edmonton | CUPE Local 30 | 2020-12-19 | 3,545 | | |
| City of Edmonton | Edmonton Police Association | 2020-12-20 | 1,881 | | |
| City of Edmonton | IAFF Local 209 | 2018-12-25 | 1,284 | | Bargaining |
| City of Edmonton | IBEW Local 1007 | 2018-12-22 | 100 | | Settled |
| City of Lethbridge | IAFF Local 237 | 2020-12-31 | 211 | | |
| City of Lethbridge | Lethbridge Police Association | 2020-12-31 | 166 | | |
| City of Medicine Hat | Medicine Hat Police Association | 2020-12-31 | 114 | | |
| City of Red Deer | ATU Local 1374 | 2020-12-31 | 142 | | |
| 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 | 23,893 | √ | Bargaining |
| Municipality of Jasper | CUPE Local 1458 | 2020-12-31 | 116 | | |
| Regional Municipality of Wood Buffalo | CUPE Local 1505 | 2020-12-31 | 750 | | |
| Regional Municipality of Wood Buffalo | IAFF Local 2494 | 2020-12-31 | 175 | | |
| Rocky View County | IAFF Local 4794 | 2020-12-31 | 151 | | |
| 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 |
|---|---|---|---|---|---|
| **Herc Rentals** | **Teamsters Local 362** | **2021-03-31** | **118** | | **Mediation** |

## Retail Trade

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| Calgary Co-Op | Union of Calgary Co-Op Employees | 2020-10-31 | 3,000 | | |
| Central Alberta Co-Op | UFCW Local 401 | 2019-07-13 | 155 | | |
| North Central Co-Op, Retail, Meat & Deli | UFCW Local 401 | 2019-05-05 | 102 | | Mediation |
| Save On Foods | CLAC Local 301 | 2019-05-31 | 4,228 | | Settled |
| Sobeys West | Bakery Workers Local 252 | 2017-03-18 | 231 | | Settled |
| Sobeys West – Retail Support Centre | UFCW Local 401 | 2017-12-30 | 158 | | Settled |
| South Country Co-Op | UFCW Local 401 | 2020-07-18 | 355 | | Bargaining |
| Westfair Foods – Real Canadian Superstore | UFCW Local 401 | 2018-08-05 | 3,858 | | Bargaining |
| Westfair Foods – Real Canadian Superstore | UFCW Local 401 | 2018-08-05 | 3,138 | | Bargaining |
| Westfair Foods – Real Canadian Superstore | UFCW Local 401 | 2018-08-05 | 1,748 | | Bargaining |

## Transportation and Warehousing

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| Fort McKay Strategic Services | Labourers Local 92 | 2019-10-01 | 180 | | |
| **Sobeys Capital – Retail Support Centre** | **UFCW Local 401** | **2021-03-31** | **229** | | |

# Current & Upcoming Collective Bargaining

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## Utilities

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| AltaGas Utilities | Unifor Local 1947 | 2020-12-31 | 128 | | |
| ATCO Gas & Pipelines | Natural Gas Employees' Assn. | 2020-12-31 | 1,277 | | |
| Capital Power | IBEW Local 1007 | 2020-12-19 | 111 | | |
| ENMAX Corporation | CUPE Local 38 | 2019-12-31 | 692 | | Bargaining |
| EPCOR Utilities | Civic Service Union 52 | 2020-12-19 | 1,031 | | |
| EPCOR Utilities | CUPE Local 30 | 2020-12-19 | 635 | | |
| FortisAlberta | United Utility Workers' Assn. | 2020-12-31 | 950 | | |
| Transalta Generation Partnership (TAGP) | IBEW Local 254 | 2019-12-31 | 285 | | Bargaining |

## Wholesale Trade

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---|---|---|---|---|
| Federated Co-Operatives | Teamsters Local 987 | 2020-08-31 | 166 | | |

# Essential Services Bargaining Relationships

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

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## 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 | 265 | Expired |
| Alberta Pensions Administration | AUPE | 2020-12-31 | 189 | Active |
| ATB Financial | AUPE | 2020-03-31 | 1,086 | Expired |
| Government of Alberta | AUPE | 2020-03-31 | 23,893 | Bargaining |
| Travel Alberta | AUPE | 2020-03-31 | 30 | Expired |
| Workers' Compensation Board | HSAA | 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 | Expired |
| Athabasca University | AUPE | 2020-06-30 | 248 | Expired |
| Athabasca University | Faculty Association | 2020-06-30 | 400 | Expired |
| 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 | Expired |
| Grant MacEwan University | Faculty Association | 2020-06-30 | 984 | Expired |
| **Grant MacEwan University** | **Staff Association** | **2020-06-30** | **1,200** | **Expired** |
| Keyano College | Faculty Association | 2020-06-30 | 105 | Bargaining |
| Keyano College | CUPE Local 2157 | 2020-06-30 | 114 | Expired |
| 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 | Expired |
| 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 | Expired |
| Olds College | Faculty Association | 2020-06-30 | 83 | Expired |
| Portage College | AUPE | 2020-06-30 | 124 | Expired |
| Red Deer College | AUPE | 2020-06-30 | 250 | Bargaining |
| SAIT | AUPE | 2020-06-30 | 798 | Expired |
| 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 | Expired |
| 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 | Active |
| Grande Prairie Regional College | Employees' Association | 2021-06-30 | 144 | Active |
| Portage College | Faculty Association | 2021-06-30 | 104 | Active |

# Essential Services Bargaining Relationships

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## Health Care

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | STATUS |
|---|---|---|---|---|
| AgeCare - Skypointe | UNA | | 22 | ALRB Cert |
| 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 |
| 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 |
| Hong Lok Management Services | CUPE Local 1158 | | | 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 |
| Sage Properties – Prince of Peace Manor & Harbour | UNA | | | ALRB Cert |
| Seasons Retirement Communities (Encore) | AUPE | | | ALRB Cert |
| Age Care – SkyPointe Seniors' Community – ANC | AUPE | 1st Agmt | 287 | Mediation |
| Age Care – SkyPointe Seniors' Community – GSS | AUPE | 1st Agmt | 112 | Mediation |
| Alberta Public Laboratories | CUPE Local 8 | 1st Agmt | 82 | Mediation |
| Chartwell Mastercare – Eau Claire Care | AUPE | 1st Agmt | 102 | Mediation |
| Chartwell Mastercare – Griesbach & Heritage Valley | AUPE | 1st Agmt | 313 | Arbitration |
| Covenant Care – St. Marguerite Manor | AUPE | 1st Agmt | | Enhanced |
| Covenant Care – St. Teresa Place | AUPE | 1st Agmt | NA | Mediation |
| Rosedale Partnership | AUPE | 1st 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) [Previously Revera] | 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 | Expired |
| Chantelle Management - Grande Prairie Care Centre | UNA | 2017-06-30 | 13 | Expired |
| 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 |

# Essential Services Bargaining Relationships

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## Health Care

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | STATUS |
|---|---|---|---|---|
| Extendicare (Canada) - Athabasca | UNA | 2017-07-31 | 0 | Mediation |
| Extendicare (Canada) - Athabasca - ANC | AUPE | 2017-12-31 | 66 | Bargaining |
| Extendicare (Canada) - Athabasca - GSS | AUPE | 2017-12-31 | 35 | Bargaining |
| Extendicare (Canada) - Cedars Villa | AUPE | 2017-12-31 | 282 | Bargaining |
| Extendicare (Canada) - Eaux Claires | AUPE | 2017-12-31 | 195 | Bargaining |
| Extendicare (Canada) - Eaux Claires | UNA | 2017-07-31 | 31 | Mediation |
| Extendicare (Canada) - Fairmont Park | AUPE | 2017-12-31 | 179 | Bargaining |
| Extendicare (Canada) - Fort Macleod | UNA | 2017-07-31 | 14 | Mediation |
| Extendicare (Canada) - Hillcrest | AUPE | 2017-12-31 | 169 | Bargaining |
| Extendicare (Canada) - Holyrood | AUPE | 2017-12-31 | 90 | Bargaining |
| Extendicare (Canada) - Holyrood | UNA | 2017-07-31 | 18 | Mediation |
| Extendicare (Canada) - Leduc | UNA | 2017-07-31 | 16 | Mediation |
| Extendicare (Canada) - Mayerthorpe | AUPE | 2017-12-31 | 61 | Bargaining |
| Extendicare (Canada) - Mayerthorpe | UNA | 2017-07-31 | 4 | Mediation |
| Extendicare (Canada) - Michener Hill | AUPE | 2017-12-31 | 488 | Bargaining |
| Extendicare (Canada) - Michener Hill | UNA | 2017-07-31 | 41 | Mediation |
| Extendicare (Canada) - Viking | UNA | 2017-07-31 | 7 | Mediation |
| Extendicare (Canada) - Vulcan | UNA | 2017-07-31 | 8 | Mediation |
| 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 | Expired |
| 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 |
| Age Care - Sagewood Seniors Community | AUPE | 2018-11-17 | 136 | Mediation |
| Age Care - Sunrise Gardens | AUPE | 2018-12-14 | 70 | Mediation |
| AXR Operating National - Bow Crest | CUPE Local 8 | 2018-10-31 | 152 | Bargaining |
| AXR Operating National - Jasper Place, South Terrace, Miller Crossing | AUPE | 2018-03-31 | 455 | Bargaining |
| AXR Operating National - Mount Royal | CUPE Local 8 | 2018-10-31 | 96 | 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 | 110 | Bargaining |
| Revera Lessee - Heartland Retirement Residence | CUPE Local 8 | 2018-12-31 | 31 | Bargaining |
| 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 |
| Extendicare (Canada) - Cedars Villa | UNA | 2019-07-31 | 27 | Bargaining |
| 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 |

# Essential Services Bargaining Relationships

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

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## Health Care

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | STATUS |
|---|---|---|---|---|
| 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 | 94 | Bargaining |
| Revera Lessee - Churchill Retirement Community | AUPE | 2019-12-31 | 67 | Bargaining |
| River Ridge Seniors Village | Steelworkers Local 1-207 | 2019-03-31 | 105 | Bargaining |
| 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 |
| Age Care - Walden Heights - ANC | AUPE | 2020-01-26 | 257 | Bargaining |
| Age Care - Walden Heights - GSS | AUPE | 2020-06-01 | 111 | Expired |
| Alberta Health Services | UNA | 2020-03-31 | 28,353 | 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 - Collegeside | 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 | Expired |
| Calgary Society for Persons with Disabilities | Steelworkers Local 1-207 | 2020-12-31 | 56 | Expired |
| Canterbury Foundation | AUPE | 2020-12-31 | 180 | Expired |
| 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 | 1,506 | Expired |
| 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 | 165 | Expired |
| Carewest - PMP/PMT | HSAA | 2020-06-30 | 192 | Expired |
| CBI Home Health | AUPE | 2020-12-31 | 482 | Expired |
| Chantelle Management - Edith Cavell Care Centre | AUPE | 2020-11-30 | 100 | Expired |
| Chantelle Management - Grande Prairie Care Centre | CUPE Local 2158 | 2020-06-30 | 133 | Expired |
| County of Stettler Housing Authority | CUPE Local 4733 | 2020-12-31 | 82 | Expired |
| 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 | Expired |
| Covenant Health - Youville Homes of St. Albert | Steelworkers Local 1-207 | 2020-03-31 | 200 | Expired |
| Drumheller & District Seniors Foundation – Sunshine Lodge | CUPE Local 715 | 2020-12-31 | **60** | **Mediation** |
| Excel Resources Society – Balwin Villa, Grand Manor | UFCW Local 401 | 2020-03-31 | 240 | Bargaining |
| Extendicare (Canada) [6 sites] | CUPE | 2020-12-31 | 415 | Expired |

# Essential Services Bargaining Relationships

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## Health Care

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | STATUS |
|---|---|---|---|---|
| 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 | Expired |
| Intercare - Brentwood, Chinook, Southwood | CUPE Local 8 | 2020-06-30 | 943 | 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 |
| Mountain View Seniors' Housing - Sundre | AUPE | 2020-12-31 | 100 | Expired |
| Nutra 2000 | CNFIU | 2020-11-30 | 993 | Expired |
| 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 | Expired |
| 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 | Expired |
| Points West Living Stettler | AUPE | 2020-05-10 | 110 | Bargaining |
| Qualicare – Rivercrest Lodge Nursing Home | UNA | 2020-03-31 | 32 | Expired |
| Revera Lessee - Chateau Renoir Retirement Residence | CUPE Local 8 | 2020-04-30 | 23 | Bargaining |
| Revera Lessee - McKenzie Towne Retirement Residence | CUPE Local 8 | 2020-12-31 | 54 | Expired |
| Revera Lessee - Meadowlands | UFCW Local 401 | 2020-12-31 | 73 | Expired |
| Revera Lessee - Riverbend Retirement | AUPE | 2020-12-31 | 113 | Expired |
| Ridge Country Housing | CUPE Local 408 | 2020-12-31 | 27 | Expired |
| Sage Properties - Prince of Peace Manor & Harbour | CUPE Local 8 | 2020-06-30 | 99 | Settled |
| Salem Manor Nursing Home | Steelworkers Local 1-207 | 2020-07-13 | 40 | Bargaining |
| SbraREIT Assisted Living – Maison Senior Living | CUPE Local 8 | 2020-02-29 | 80 | **Settled** |
| Seasons Retirement Communities – Sunrise Village (High River) - ANC | CUPE Local 8 | 2020-06-30 | 77 | Bargaining |
| Seasons Retirement Communities – Sunrise Village (High River) - GSS | CUPE Local 8 | 2020-06-30 | 48 | Bargaining |
| Seasons Retirement Communities (Wetaskiwin) | AUPE | 2020-12-31 | 33 | Expired |
| Shepherd's Care - Barrhead | AUPE | 2020-09-30 | 59 | Expired |
| Shepherd's Care - Greenfield | AUPE | 2020-09-30 | 27 | Expired |
| Shepherd's Care - Kensington Village - ANC | AUPE | 2020-09-30 | 140 | Expired |
| Shepherd's Care - Millwoods - ANC | AUPE | 2020-09-30 | 126 | Expired |
| Shepherd's Care - Millwoods Manor & Southside Manor | AUPE | 2020-09-30 | 14 | Expired |
| Shepherd's Care - Millwoods & Kensington Village | UNA | 2020-03-31 | 53 | Expired |
| Shepherd's Care - Vanguard | AUPE | 2020-09-30 | 76 | Expired |
| St. Michael's Long Term Care Centre | UNA | 2020-03-31 | 15 | Expired |
| Sylvan Lake Lodge | CLAC Local 301 | 2020-12-30 | 30 | Expired |
| Vegreville Association for Living in Dignity (VALID) | Steelworkers Local 1-207 | 2020-09-30 | 32 | Expired |
| Wheatland Lodge | CUPE Local 8 | 2020-04-30 | 25 | Bargaining |
| Wood Buffalo Housing & Development – Rotary House | CUPE Local 1505 | 2020-12-31 | 25 | Expired |
| 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 |
| Good Samaritan Society - South Ridge Village | Steelworkers Local 1-207 | 2021-06-30 | 150 | Active |
| Green Acres Foundation- Alberta Rose Lodge | AUPE | 2021-12-31 | 20 | Active |
| Green Acres Foundation - Piyami | AUPE | 2021-12-31 | 49 | Active |

# Essential Services Bargaining Relationships

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## Health Care

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | STATUS |
|---|---|---|---|---|
| Green Acres Foundation - Sunny South | AUPE | 2021-12-31 | 61 | Active |
| Intercare – Kingsland Terrace | CUPE Local 8 | 2021-03-31 | 46 | **Expired** |
| 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 | Active |
| 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 - McKenzie Towne Care Centre | CUPE Local 8 | 2022-10-31 | 146 | 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 |
| 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 |
| 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 |
| 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 |
| 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** |
| 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 |
| **Christenson Communities - Royal Oak Manor** | **HSAA** | **2024-01-31** | **93** | **Active** |

# Grievance Arbitration Awards Received in March 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 |
| **Union** | United Nurses of Alberta |
| **Arbitrator** | Tettensor |
| **Date of Award** | March 17, 2021 |
| **Issue** | Does the scope of the grievance include the issue of contracting out and contracting in, and did the employer breach the agreement by using Agency nurses. |
| **Decision Rendered** | Grievance dismissed. |

| | |
|---|---|
| **Employer** | FortisAlberta |
| **Union** | United Utility Workers' Association |
| **Arbitrator** | Asbell |
| **Date of Award** | March 15, 2021 |
| **Issue** | Grievor lacked the minimum requirements and qualifications for the position applied for. |
| **Decision Rendered** | Grievance dismissed. |

| | |
|---|---|
| **Employer** | Government of Alberta |
| **Union** | AUPE |
| **Arbitrator** | Kanee |
| **Date of Award** | March 2, 2021 |
| **Issue** | Appropriateness of imposed discipline. |
| **Decision Rendered** | Grievance partially upheld. |

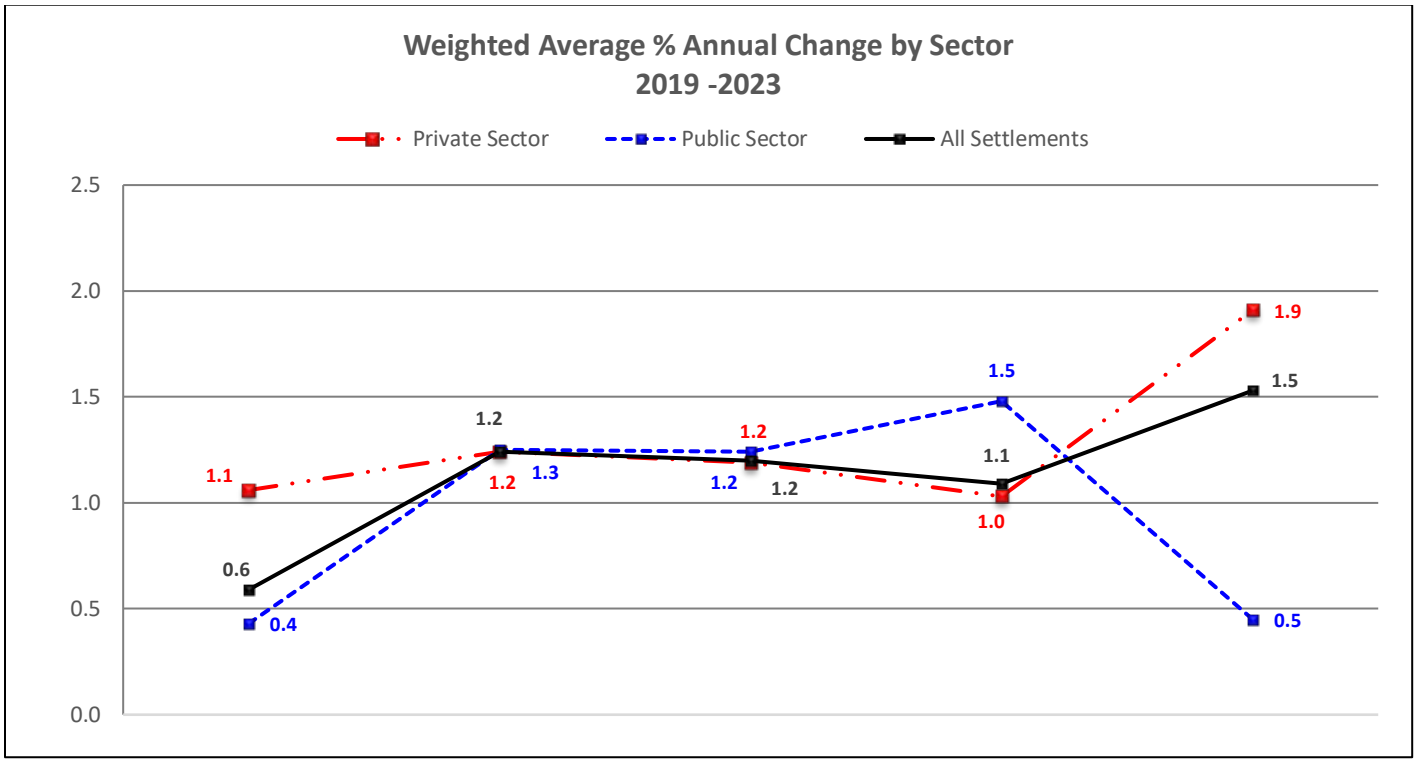
| | |
|---|---|
| **Employer** | NAIT |
| **Union** | NAIT Academic Staff Association |
| **Arbitrator** | Sims |
| **Date of Award** | March 22, 2021 |
| **Issue** | Grievance was untimely, deemed abandoned, and was not an appropriated case in which to extend the time limit. |
| **Decision Rendered** | Grievance dismissed. |

Copies of awards without URLs can be obtained by contacting Mediation Services at 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 |
|---|---|---|---|---|
| | Private Sector | 564 | 91,053 | 1.06 |
| **2019** | Public Sector | 484 | 275,480 | 0.43 |
| | **All Settlements** | **1,048** | **366,533** | **0.59** |
| | Private Sector | 473 | 83,453 | 1.24 |
| **2020** | Public Sector | 236 | 44,961 | 1.25 |
| | **All Settlements** | **709** | **128,414** | **1.24** |
| | Private Sector | 253 | 51,111 | 1.19 |
| **2021** | Public Sector | 119 | 12,109 | 1.24 |
| | **All Settlements** | **372** | **63,220** | **1.20** |
| | Private Sector | 127 | 31,303 | 1.03 |
| **2022** | Public Sector | 49 | 5,340 | 1.48 |
| | **All Settlements** | **176** | **36,643** | **1.09** |
| | Private Sector | 31 | 2,784 | 1.91 |
| **2023** | Public Sector | 11 | 990 | 0.45 |
| | **All Settlements** | **42** | **3,774** | **1.53** |

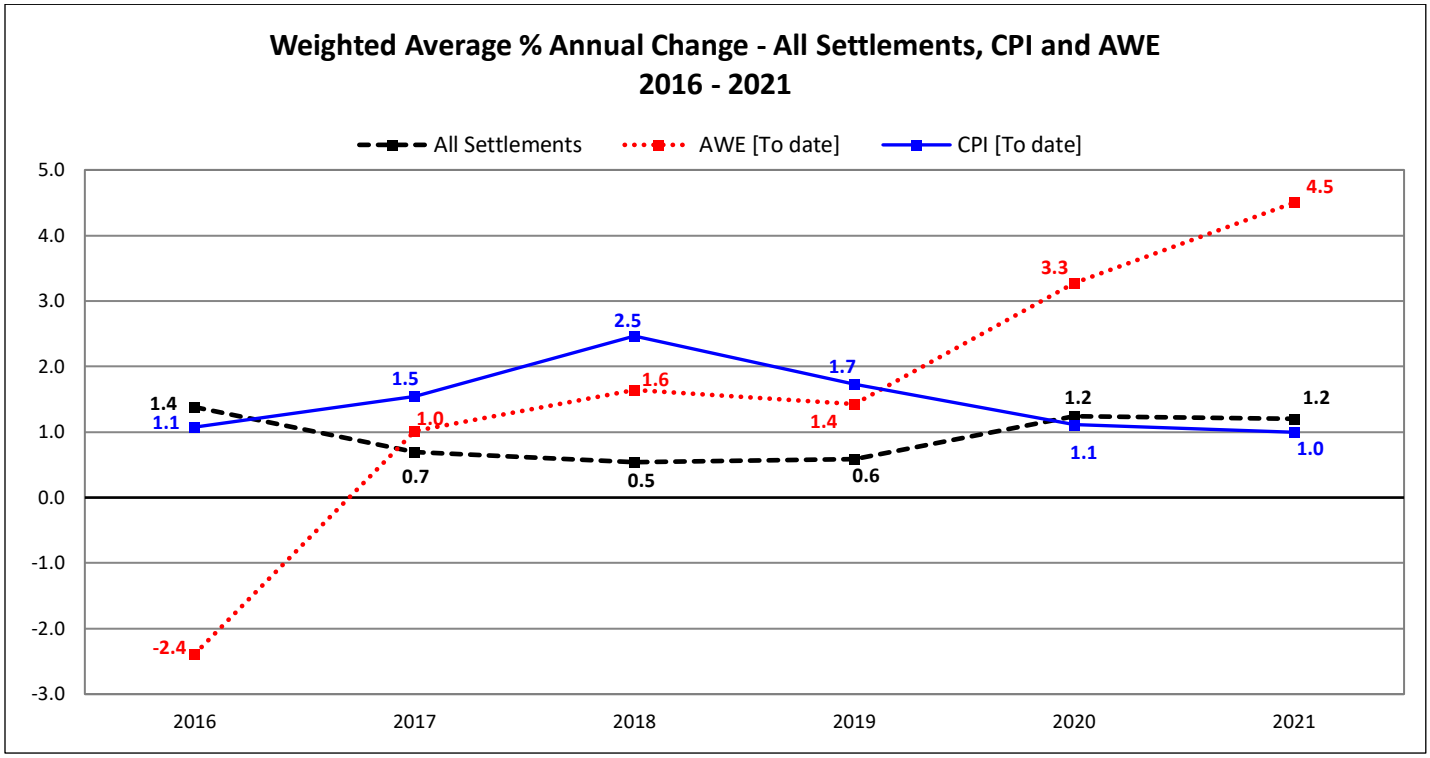



Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour & Immigration by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

# Wage Settlements in Alberta
# Weighted Average % Annual Change by Industry

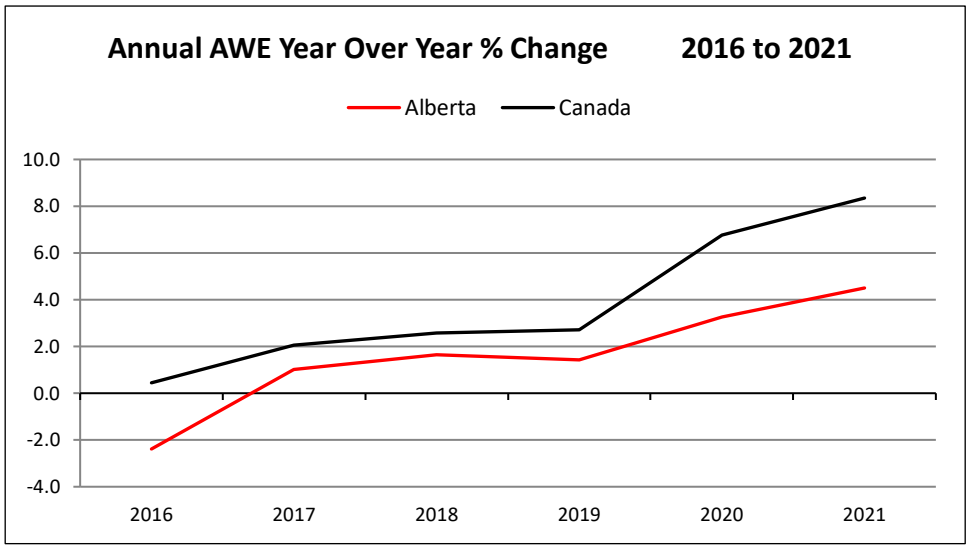
Wage data reflects the average yearly % change taking effect in the indicated year.

| | 2019 | | | 2020 | | | 2021 | | | 2022 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Industry Sector** | **CBAS** | **EEs** | **%** | **CBAS** | **EEs** | **%** | **CBAS** | **EEs** | **%** | **CBAS** | **EEs** | **%** |
| Accommodation & Food Services | 31 | 4,289 | 1.43 | 21 | 2,189 | 1.69 | 15 | 1,280 | 1.50 | 9 | 688 | 1.49 |
| Administrative & Support, Waste Management & Remediation Services | 14 | 2,008 | 1.41 | 14 | 1,627 | 1.54 | 7 | 486 | 1.87 | 2 | 149 | 1.54 |
| Arts, Entertainment, & Recreation | 41 | 5,861 | 1.90 | 35 | 5,203 | 1.40 | 21 | 3,459 | 2.13 | 10 | 1,272 | 1.69 |
| Construction | 112 | 18,662 | 0.27 | 95 | 22,962 | 0.43 | 35 | 11,546 | 0.31 | 14 | 9,682 | 0.41 |
| Educational Services | 164 | 91,765 | 0.20 | 37 | 6,455 | 0.37 | 13 | 3,360 | 0.25 | 6 | 2,352 | 0.08 |
| Finance & Insurance | 4 | 41 | 0.00 | 2 | 17 | 2.00 | | | | | | |
| Health Care & Social Assistance | 176 | 121,494 | 0.34 | 79 | 6,974 | 1.17 | 44 | 2,813 | 1.15 | 9 | 668 | 1.11 |
| Information & Cultural Industries | 13 | 1,006 | 0.28 | 10 | 958 | 0.43 | 8 | 234 | 1.43 | 5 | 137 | 2.02 |
| Manufacturing | 174 | 21,107 | 1.55 | 148 | 19,122 | 1.56 | 78 | 10,338 | 1.81 | 43 | 4,452 | 2.07 |
| Mining & Oil & Gas Extraction | 28 | 6,812 | 2.17 | 22 | 5,387 | 2.34 | 17 | 4,895 | 2.51 | 13 | 3,682 | 3.45 |
| Other Services (except Public Administration | 46 | 5,887 | 1.11 | 36 | 5,655 | 1.44 | 17 | 3,820 | 1.21 | 5 | 239 | 0.56 |
| Professional, Scientific, & Technical Services | 9 | 2,352 | 0.97 | 7 | 2,192 | 0.96 | 5 | 140 | 0.71 | 3 | 88 | 1.00 |
| Public Administration | 125 | 58,165 | 0.84 | 103 | 28,459 | 1.29 | 55 | 5,476 | 1.24 | 28 | 3,004 | 1.84 |
| Real Estate & Rental & Leasing | 7 | 466 | 2.00 | 7 | 651 | 1.88 | 3 | 289 | 2.68 | 2 | 93 | 2.25 |
| Retail Trade | 26 | 13,709 | 0.14 | 20 | 8,953 | 1.40 | 11 | 8,728 | 0.17 | 9 | 8,358 | 0.10 |
| Transportation & Warehousing | 42 | 3,816 | 0.66 | 41 | 3,747 | 1.30 | 24 | 1,996 | 1.55 | 11 | 1,144 | 1.56 |
| Utilities | 22 | 7,129 | 2.24 | 19 | 6,070 | 2.32 | 9 | 2,746 | 2.28 | 2 | 91 | 2.18 |
| Wholesale Trade | 14 | 1,964 | 2.06 | 13 | 1,793 | 1.79 | 10 | 1,614 | 2.19 | 5 | 544 | 1.40 |
| **All Settlements** | **1,048** | **366,533** | **0.59** | **709** | **128,414** | **1.24** | **372** | **63,220** | **1.20** | **176** | **36,643** | **1.09** |

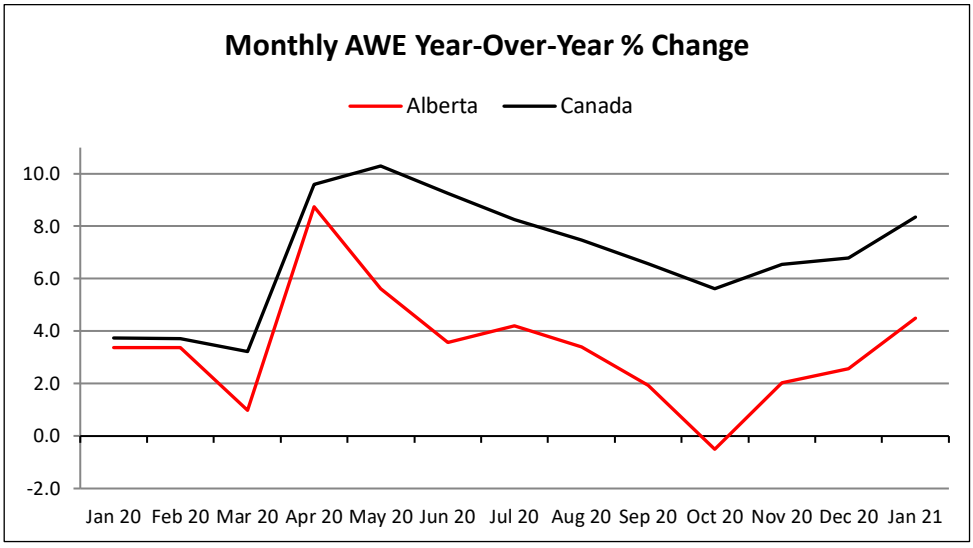


# Average Weekly Earnings (AWE)*

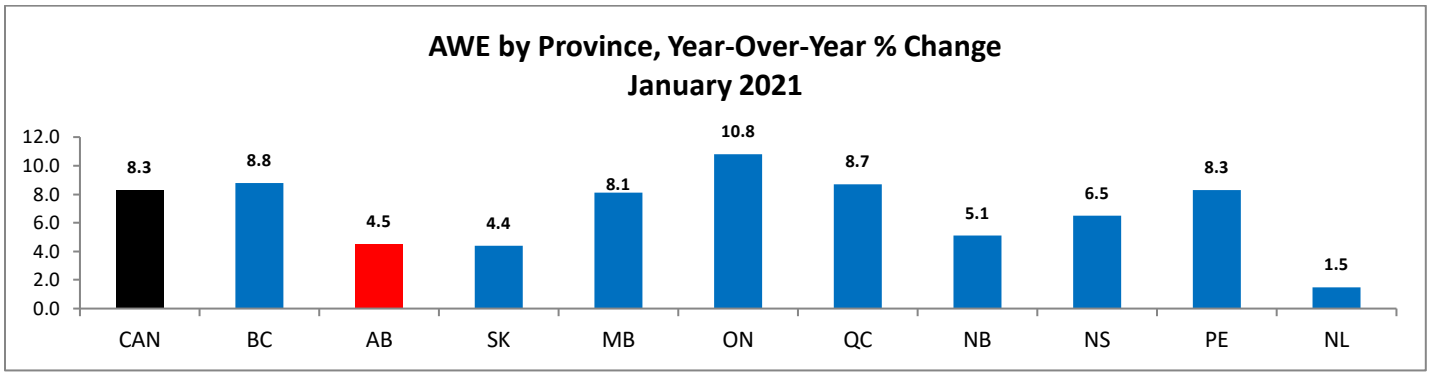
In **January 2021** the Alberta AWE increased 3.1 % from December 2020. Between January 2021 and January 2020 the Alberta AWE increased 4.5% to $1,238.65 from $1,185.29.




| AWE | Alberta | Canada |
|---|---|---|
| 2016 | -2.4 | 0.4 |
| 2017 | 1.0 | 2.0 |
| 2018 | 1.6 | 2.6 |
| 2019 | 1.4 | 2.7 |
| 2020 | 3.3 | 6.8 |
| 2021* | 4.5 | 8.3 |



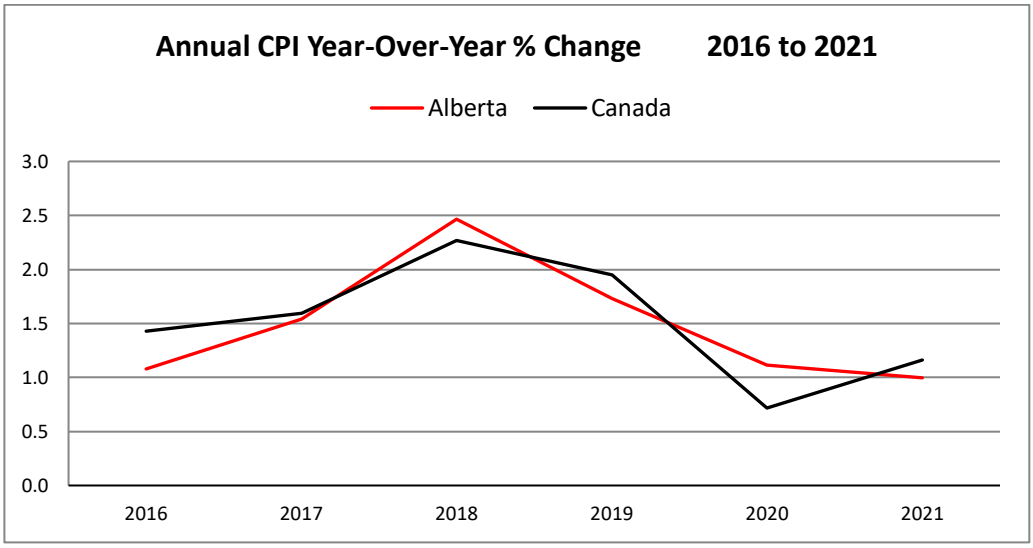

| AWE | Alberta | Canada |
|---|---|---|
| Jan 20 | 3.4 | 3.7 |
| Feb 20 | 3.4 | 3.7 |
| Mar 20 | 1.0 | 3.2 |
| Apr 20 | 8.7 | 9.6 |
| May 20 | 5.6 | 10.3 |
| Jun 20 | 3.6 | 9.3 |
| Jul 20 | 4.2 | 8.2 |
| Aug 20 | 3.4 | 7.5 |
| Sep 20 | 1.9 | 6.6 |
| Oct 20 | -0.5 | 5.6 |
| Nov20 | 2.0 | 6.5 |
| Dec 20 | 2.6 | 6.8 |
| Jan 21 | 4.5 | 8.3 |



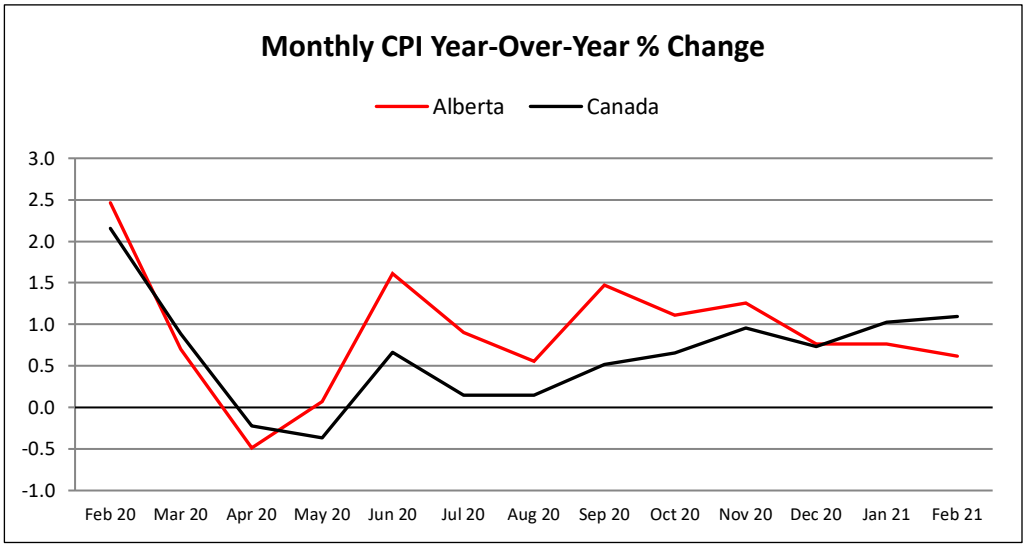

*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
**Source:** Statistical data supplied by Statistics Canada

# Consumer Price Index (CPI)*, 2002=100

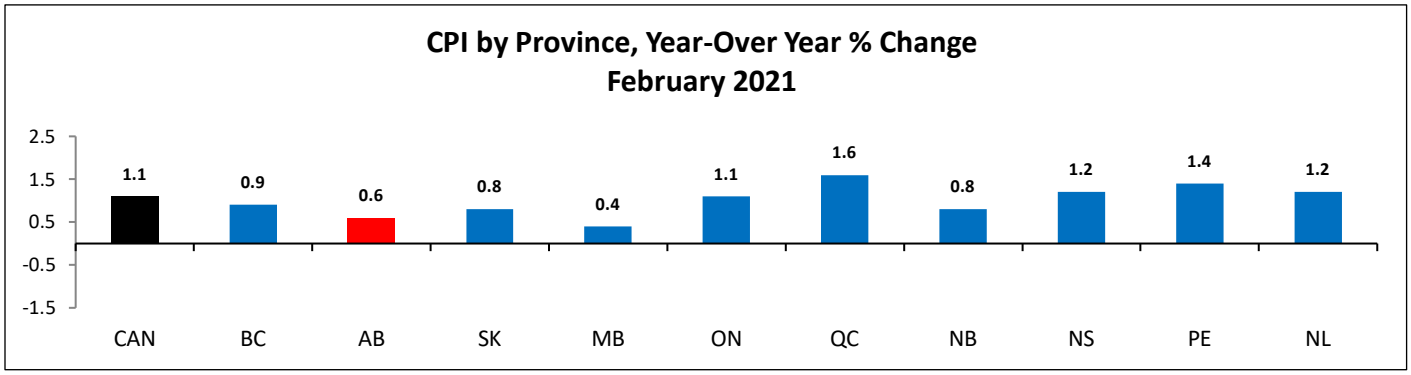
In **February 2021** the Alberta CPI increased .4% from January 2021. Between February 2021 and February 2020 the Alberta CPI increased .6% to $146.40 from $145.50.




| 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 | 1.0 | 1.2 |




| CPI | Alberta | Canada |
|---|---|---|
| Feb 20 | 2.5 | 2.2 |
| Mar 20 | 0.7 | 0.9 |
| Apr 20 | -0.5 | -0.2 |
| May 20 | 0.1 | -0.4 |
| 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 |

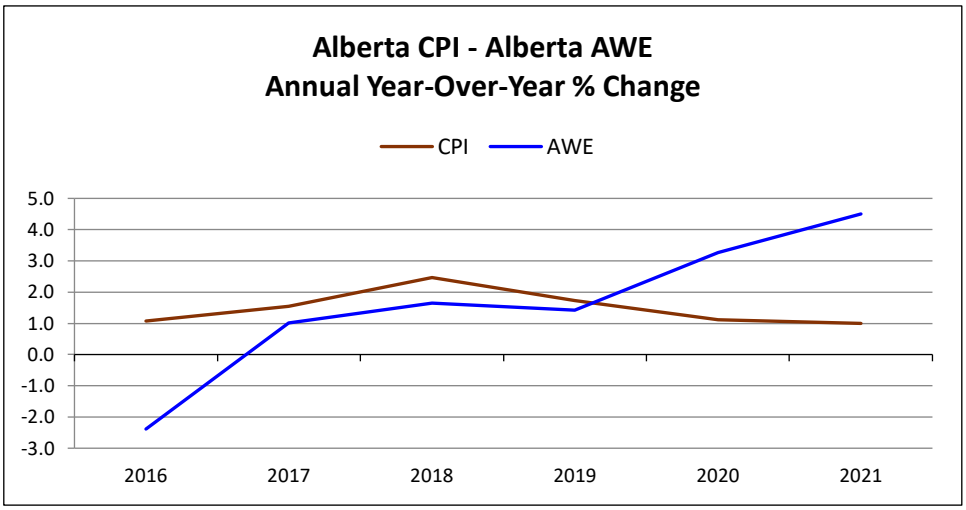



*Year to date – Graph data available upon request.

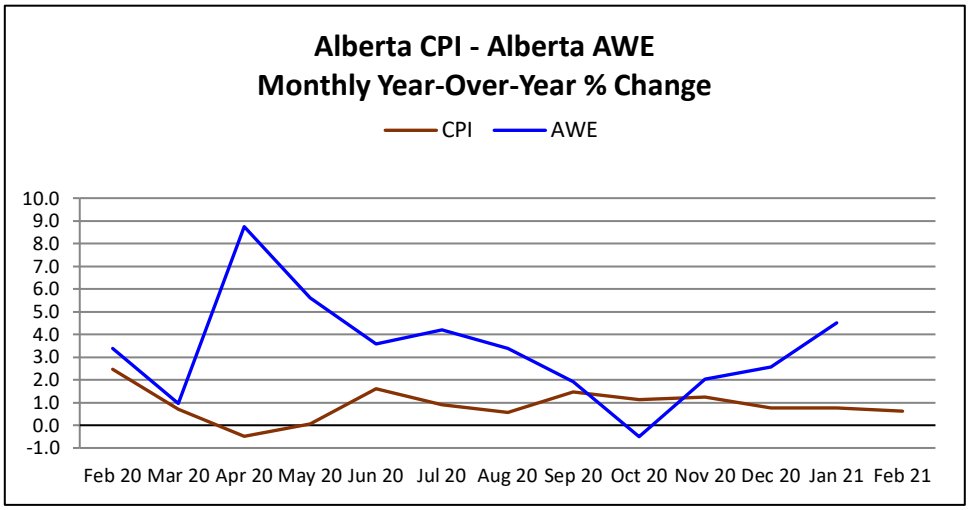
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **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




| | 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 | 3.3 |
| 2021* | 1.0 | 4.5 |




| | CPI | AWE |
|---|---|---|
| Feb 20 | 2.5 | 3.4 |
| Mar 20 | 0.7 | 1.0 |
| Apr 20 | -0.5 | 8.7 |
| May 20 | 0.1 | 5.6 |
| Jun 20 | 1.6 | 3.6 |
| 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 | 4.5 |
| Feb 21 | 0.6 | |

**Consumer Price Index**

| Month | Canada | | Alberta | | Edmonton | | Calgary | |
|---|---|---|---|---|---|---|---|---|
| | CPI | % Change | CPI | % Change | CPI | % Change | CPI | % Change |
| Feb 20 | 137.4 | 2.2 | 145.5 | 2.5 | 145.5 | 2.5 | 145.4 | 2.3 |
| Mar 20 | 136.6 | 0.9 | 144.1 | 0.7 | 144.3 | 0.9 | 144.2 | 0.6 |
| Apr 20 | 135.7 | -0.2 | 143.0 | -0.5 | 143.2 | -0.3 | 143.0 | -0.6 |
| May 20 | 136.1 | -0.4 | 144.1 | 0.1 | 144.0 | -0.1 | 144.2 | 0.1 |
| Jun 20 | 137.2 | 0.7 | 145.0 | 1.6 | 145.0 | 1.4 | 144.9 | 1.5 |
| 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 |

**Average Weekly Earnings**

| | Jan 20 | Feb 20 | Mar 20 | Apr 20 | May 20 | Jun 20 | Jul 20 | Aug 20 | Sep 20 | Oct 20 | Nov 20 | Dec 20 | Jan 21 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AWE $ | $1,185.29 | $1,179.61 | $1,169.04 | $1,243.85 | $1,250.08 | $1,206.21 | $1,210.26 | $1,205.86 | $1,197.03 | $1,186.13 | $1,195.04 | $1,201.81 | $1,238.65 |
| AWE % | 3.38 | 3.39 | 0.97 | 8.74 | 5.61 | 3.57 | 4.20 | 3.39 | 1.93 | -0.50 | 2.03 | 2.56 | 4.50 |

*Year to date – Graph data available upon request.

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

[2] **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 |
|---|---|---|
| ACTRA | 1,900 | 2 |
| Advance Tank Centres Employees Association | 42 | 1 |
| Alberta University of the Arts Faculty Association | 91 | 1 |
| Association of the Academic Staff of the University of Alberta | 4,360 | 1 |
| ATA | 48,194 | 68 |
| ATA Professional Staff Association | 51 | 1 |
| Athabasca University Faculty Association | 400 | 1 |
| ATU | 5,977 | 7 |
| AUPE | 100,933 | 143 |
| Bakery Workers | 569 | 4 |
| Bargaining Council of Construction & Maintenance Skilled Trades Unions | 130 | 1 |
| Battle River School Bus Drivers' Association | 34 | 1 |
| Blood Tribe Police Association | 27 | 1 |
| Boilermakers | 8,040 | 20 |
| Bow Valley College Faculty Association | 598 | 1 |
| Bricklayers | 2,100 | 4 |
| Calgary Board of Education Staff Association | 5,000 | 1 |
| Calgary Board of Education Staff Association for Professional Support Staff | 235 | 1 |
| Calgary Musicians Association | 481 | 7 |
| Calgary Police Association | 2,200 | 1 |
| Calgary Police Senior Officers' Association | 37 | 1 |
| Camrose Police Association | 28 | 1 |
| CANA Services Employees Association | 41 | 3 |
| Canada West Construction Union | 190 | 4 |
| Canadian Energy Workers Association | 1,058 | 3 |
| Canadian Football League Players' Association | 175 | 1 |
| Canadian Iron Steel & Industrial Workers | 371 | 7 |
| Canadian National Federation of Independent Unions [LiUNA Local 3000] | 993 | 1 |
| Canadian Office & Professional Employees | 81 | 19 |
| Canadian Staff Union | 28 | 1 |
| CANEM Systems Employees Association | 463 | 2 |
| Carpenters | 6,966 | 14 |
| Central Alberta Association of Municipal & School Employees | 573 | 2 |
| Civic Service Union 52 | 6,352 | 5 |
| CLAC | 18,485 | 118 |
| Commercial Industries Employees' Association | 11 | 1 |
| Concordia University College Faculty Association | 61 | 1 |
| Construction Maintenance & Allied Workers | 265 | 2 |
| CUPE | 40,564 | 178 |
| Edmonton Police Association | 1,881 | 1 |
| Edmonton Police Service Senior Officers' Association | 40 | 1 |
| Elevator Constructors | 650 | 2 |
| Elk Island Catholic Transportation Association | 36 | 1 |
| Employees' Association of Food & Bar Services | 235 | 1 |
| Faculty Association of Medicine Hat College | 260 | 1 |
| Faculty Association of Northern Lakes College | 116 | 1 |
| Faculty Association of Red Deer College | 449 | 1 |
| Faculty Association of the University of Calgary | 2,400 | 1 |
| Foothills School Division No. 38 Bus Drivers' Association | 80 | 1 |
| Glass, Molders, Pottery, Plastics and Allied Workers Local 360 | 31 | 1 |
| Graduate Students' Association of the University of Calgary | 1,404 | 1 |
| Grande Prairie Public School District Employees Association | 364 | 1 |
| Grande Prairie Regional College Academic Staff Association | 145 | 1 |
| Grande Prairie Regional College Employees' Association | 144 | 1 |
| Grant MacEwan University Faculty Association | 984 | 1 |
| HSAA | 28,043 | 30 |
| IAFF | 4,243 | 18 |
| IATSE | 2,569 | 20 |

| UNION | EE | CBAs |
|---|---|---|
| IBEW | 10,332 | 31 |
| Independent Air Handlers Employees Association | 15 | 1 |
| Independent Sheet Metal Workers | 61 | 1 |
| Insulators | 780 | 1 |
| Iron Workers | 3,729 | 6 |
| Keyano College Faculty Association | 105 | 1 |
| Labourers | 11,541 | 11 |
| Lacombe Police Association | 18 | 1 |
| Lakeland College Faculty Association | 194 | 1 |
| Lethbridge College Faculty Association | 373 | 1 |
| Lethbridge Police Association | 166 | 1 |
| Lethbridge Police Senior Officers | 3 | 1 |
| MacEwan Staff Association | 1,200 | 1 |
| Machinists | 2,049 | 11 |
| MaXfield Employees' Organization | 109 | 1 |
| Media & Communications Workers | 65 | 2 |
| Medicine Hat Employees' Association | 89 | 1 |
| Medicine Hat Police Association | 114 | 1 |
| Millwrights | 1,208 | 1 |
| Mine Workers | 279 | 1 |
| Mount Royal Faculty Association | 830 | 1 |
| Mount Royal Staff Association | 646 | 1 |
| Multi-Union | 200 | 2 |
| NAIT Academic Staff Association | 1,200 | 1 |
| National Hockey League Players Association | 700 | 1 |
| Natural Gas Employees Association | 1,308 | 2 |
| Non-Academic Staff Association | 7,007 | 3 |
| NorQuest College Faculty Association | 400 | 1 |
| Oil & Gas Union | 55 | 1 |
| Olds College Faculty Association | 83 | 1 |
| Operating Engineers | 9,233 | 64 |
| Painters | 599 | 3 |
| Plasterers & Cement Masons | 930 | 3 |
| Plumbers & Pipefitters | 13,841 | 9 |
| Portage College Faculty Association | 104 | 1 |
| Postdoctoral Association of the University of Calgary | 550 | 1 |
| Professional Association of Resident Physicians of Alberta | 1,700 | 1 |
| Quality Control Council of Canada | 2,084 | 1 |
| Quinn Construction Employees Association | 649 | 2 |
| SAIT Academic Faculty Association | 654 | 1 |
| Service Employees' International Union | 240 | 3 |
| Sheet Metal Workers | 974 | 3 |
| Steelworkers | 3,256 | 35 |
| Taber Police Association | 15 | 1 |
| Teamsters | 7,986 | 104 |
| Town of High River Employee Association | 187 | 1 |
| Trotter & Morton Technologies Employees' Association | 65 | 1 |
| UFCW | 30,562 | 79 |
| UNA | 33,271 | 51 |
| Unifor | 14,095 | 92 |
| Union of Calgary Co-Operative Employees | 3,000 | 1 |
| Unisil Association | 85 | 1 |
| UNITE HERE | 1,625 | 12 |
| Unitech Electrical Contracting Employees' Association | 48 | 1 |
| United Utility Workers Association | 1,433 | 6 |
| University of Lethbridge Faculty Association | 565 | 1 |
| Western Canada Employees' Association | 185 | 4 |
| Willow Creek School Bus Drivers Association | 27 | 1 |

# 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

B**ricklayers** – International Union of Bricklayers and Allied Craftsworkers

**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 |