

Bargaining Update

December 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 December 2021.

In December 2021, Mediation Services received settlement information regarding 29 bargaining relationships encompassing 26,404 employees. There were 21 private sector and 8 public sector settlements, covering 5,483 and 20,921 employees respectively.

In this Issue:

Alt+LeftArrow will take user back to the title page

- 2 [Alberta Settlements](#)
- 5 [Current & Upcoming Collective Bargaining](#)
- 12 [Essential Services Bargaining Relationships](#)
- 18 [Grievance Arbitration Awards](#)
- 19 Wage Settlements in Alberta
[Public / Private Sector Wage Changes](#)
- 20 Wage Settlements in Alberta
[Industry Wage Changes](#)
- 21 [Average Weekly Earnings \[AWE\], Oct 2021](#)
- 22 [Consumer Price Index \[CPI\], Nov 2021](#)
- 23 [CPI and AWE Comparison, Nov 2021](#)
- 24 [Union Data – Employees, Collective Agreements](#)
- 25 [Abbreviations / Acronyms Listing](#)
- 26 [Resource List](#)

CBA's Received by Industry

Industry	CBA's	EEs
Accommodation and Food Services	1	300
Administrative and Support, Waste Management and Remediation Services	1	13
Construction	2	12
Health Care and Social Assistance	9	978
Manufacturing	10	4,610
Other Services (except Public Administration)	4	176
Public Administration	1	20,000
Retail Trade	1	315
Total	29	26,404

Agreements Ratified in 2021










Settlement Method	CBA's	Employees
Negotiation	156	18,503
Mediation	65	19,755
Arbitration	5	576
Total	226	38,834

Agreements Ratified in 2020

Settlement Method	CBA's	Employees
Negotiation	224	52,065
Mediation	50	36,714
Arbitration	3	2,389
Total	277	91,168

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






Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Accommodation and Food Services						
 FHR Fairmont Jasper Park Lodge Unifor Local 4534	300	60	2026-03-31	2021-06-09	1 st year 2 nd year 3 rd year 4 th year 5 th year	2.7% 1.5% 2.0% 2.5% 3.0%
Administrative and Support, Waste Management and Remediation Services						
 TMS International Canada Steelworkers Local 1-207	13	48	2024-02-29	2020-02-07	1 st year 2 nd year 3 rd year 4 th year	\$0.75 per hour \$0.75 per hour \$1.00 per hour \$1.00 per hour
Arts, Entertainment, and Recreation						
Agreements not filed, no settlements to report						
Construction						
 Cher-Noble Enterprises Steelworkers Local 1-207	12	60	2025-11-30	2021-09-23	1 st year 2 nd year 3 rd year 4 th year 5 th year	1% 1% 1% 1% 1%
 PCL Builders – Roadbuilding CLAC Local 63	0	24	2024-01-31	2021-12-07	1 st year 2 nd year	3.4% TBD
Educational Services						
Agreements not filed, no settlements to report						
Finance and Insurance						
Agreements not filed, no settlements to report						
Health Care and Social Assistance						
 Chartwell Master Care – Country Cottage Steelworkers Local 1-207	38	36	2022-01-03	2020-02-12	1 st year 2 nd year 3 rd year	1.5% 1.5% 2.0%
 Chartwell Master Care – St. Albert Steelworkers Local 1-207	121	48	2022-12-02	2020-02-06	1 st year 2 nd year 3 rd year 4 th year	1.5% Lump sum Not available 1.5% 1.5%
 Children First – Community Child Care Network Society CUPE Local 2559	14	31	2024-06-30	2021-12-13	1 st year 2 nd year 3 rd year	Not available 0% 0%
 Saint Elizabeth Health Care @ Sagebrush AUPE	43	31	2023-12-31	2021-05-27	1 st year 2 nd year 3 rd year	NA 1% 1%
 Saint Elizabeth Health Care @ St. Thomas Health Centre AUPE	98	48	2023-12-31	2021-06-22	1 st year 2 nd year 3 rd year 4 th year	0.5% 0.5% 1.0% 1.0%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Health Care and Social Assistance						
 Seasons Retirement Communities - Sunrise Village (Wetaskiwin) AUPE	48	36	2023-12-31	2021-11-16	1 st year 2 nd year 3 rd year	2.00% 1.75% 2.00%
 Vegreville Association for Living in Dignity (VALID) Steelworkers Local 1-207	31	36	2023-09-30	2021-07-13	1 st year 2 nd year 3 rd year	0% TBD TBD
 Wood's Homes CUPE Local 4731	396	36	2023-9-30	2021-11-24	1 st year 2 nd year 3 rd year	0% 0% 1%
Information and Cultural Industries						
Agreements not filed, no settlements to report						
Manufacturing						
 Agropur Cooperative – Milk Plant UFCW Local 401	98	60	2026-05-28	2021-03-04	1 st year 2 nd year 3 rd year 4 th year 5 th year	2.50% 2.00% 2.00% 2.00% 1.75%
 Cargill UFCW Local 401	2,100	72	2026-12-31	2021-12-04	1 st year 2 nd year 3 rd year 4 th year 5 th year 6 th year	\$2.25 per hour \$0.50 per hour \$0.50 per hour \$0.50 per hour \$0.50 per hour \$0.75 per hour
 Labatt Alberta Brewery Unifor Local 250A	140	12	2022-03-22	2021-03-15	1 st year	2.75%
 Lehigh Hanson Materials – Inland Concrete, Camrose Teamsters Local 362	4	12	2022-02-28	2021-09-07	1 st year	0%
 Moduline Industries Medicine Hat Employees' Association	120	36	2024-05-27	2021-05-03	1 st year 2 nd year 3 rd year	2.5% 2.0% 2.0%
 Shaw Pipe Protection – 21 Street Labourers Local 92	35	36	2024-05-31	2021-05-26	1 st year 2 nd year 3 rd year	0% 1% 1%
 Supreme Group Iron Workers Local 805	140	36	2024-05-31	2021-09-23	1 st year 2 nd year 3 rd year	2.0% 1.5% 1.5%
 Waiward Industrial Iron Workers Local 805	220	31	2024-05-31	2021-11-09	1 st year 2 nd year 3 rd year	1.0% 1.0% 1.5%
Mining and Oil and Gas Extraction						
Agreements not filed, no settlements to report						

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Other Services (except Public Administration)						
 Alberta Teachers' Association ATA Professional Staff Association	40	24	2022-08-31	2021-01-15	1 st year 0% 2 nd year 0%	
 EMC Electric IBEW Local 424	2	12	2022-05-15	2021-06-09	1 st year 2.25%	
 Kal Tire Machinists Local 99	128	48	2025-03-31	2021-11-15	1 st year 2.5% 2 nd year 2.5% 3 rd year 2.0% 4 th year 2.0%	
Professional, Scientific, and Technical Services						
Agreements not filed, no settlements to report						
Public Administration						
 Government of Alberta AUPE	20,000	48	2024-03-31	2021-12-13	1 st year 0.00% 2 nd year 0.00% 3 rd year 0.00% 4 th year 2.75%	
Real Estate and Rental and Leasing						
Agreements not filed, no settlements to report						
Retail Trade						
 South Country Co-Op, Medicine Hat UFCW Local 401	315	60	2025-07-18	2021-11-10	1 st year 1.00% to top rate 2 nd year 1.00% to top rate 3 rd year 1.00% to top rate 4 th year 1.25% to top rate 5 th year 1.50% to top rate	
Transportation and Warehousing						
Agreements not filed, no settlements to report						
Utilities						
Agreements not filed, no settlements to report						
Wholesale Trade						
Agreements not filed, no settlements to report						

Current & Upcoming Collective Bargaining

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

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

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
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		
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
ACDEN Bee Clean North	Labourers Local 92	2021-11-15	750		
Shaw Conference Centre	UFCW Local 401	2020-11-22	397		Bargaining
Waste Management Canada	Unifor Local 4050	2021-10-31	325		

Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Exhibition & Stampede	IATSE Local 212	2021-02-28	178		
Canadian Media Producers Agreement	ACTRA	2021-12-31	950		
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		Bargaining
National Commercial Agreement	ACTRA	2021-06-30	950		Bargaining

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
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
Industrial Contractors' Association of Alberta	Teamsters Local 362	2019-04-30	440		Bargaining
JVD Installations – Construction	CLAC Local 63, Construction	2020-08-30	100		
Kiewit Energy Construction	CLAC Local 63, Construction	2021-10-16	1,360		
Midwest Pipelines	CLAC Local 63, Construction	2021-05-31	210		
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		Settled

Current & Upcoming Collective Bargaining

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

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta University of the Arts	AUPE	2020-06-30	104	v	Bargaining
Alberta University of the Arts	Faculty Association	2020-06-30	106	v	Bargaining
Athabasca University	AUPE	2020-06-30	248	v	Bargaining
Athabasca University	Faculty Association	2020-06-30	400	v	Bargaining
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	294	v	Bargaining
Black Gold School Division	CUPE Local 3484	2021-08-31	508		
Bow Valley College	AUPE	2020-06-30	358	v	Bargaining
Bow Valley College	Faculty Association	2020-06-30	598	v	Bargaining
Calgary Board of Education	Construction & Maintenance . . .	2021-08-31	130		
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		Bargaining
Calgary Roman Catholic Separate School Division	Unifor Local 1990	2018-08-31	1,757		Bargaining
East Central Alberta Catholic Separate School Division	CUPE Local 5352	2021-08-31	103		
Edmonton Catholic Separate School Division	AUPE	2020-08-31	398		Bargaining
Edmonton Catholic Separate School Division	Unifor Local 52A	2020-08-31	1,137		Bargaining
Edmonton School Division – Custodial	CUPE Local 474	2020-08-31	946		
Edmonton School Division – Maintenance	CUPE Local 784	2020-08-31	274		Bargaining
Edmonton School Division – Support Staff	CUPE Local 3550	2020-08-31	3,487		
Elk Island Catholic Separate School Division	Unifor Local 71	2021-08-31	183		
Foothills School Division	CUPE Local 5040	2020-08-31	215		Bargaining
Fort McMurray Catholic Board of Education	CUPE Local 2559	2020-08-31	270		
Fort McMurray School Division	CUPE Local 2545	2021-08-31	366		
Grande Prairie Regional College	Academic Staff Association	2019-08-14	145	v	Bargaining
Grande Prairie Regional College	Employees' Association	2021-06-30	144	v	
Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	2020-08-31	196		
Grande Prairie School Division	Employees' Association	2021-08-31	364		
Grande Yellowhead School Division	CUPE Local 1367	2021-08-31	210		
Grant MacEwan University	Faculty Association	2020-06-30	984	v	Bargaining
Grant MacEwan University	MacEwan Staff Association	2020-06-30	1,200	v	Bargaining
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		
Horizon School Division	CUPE Local 3203	2020-08-31	176		Bargaining
Keyano College	CUPE Local 2157	2020-06-30	114	v	Bargaining
Keyano College	Faculty Association	2020-06-30	105	v	Bargaining
Lakeland College	AUPE	2020-06-30	292	v	Bargaining
Lakeland College	Faculty Association	2018-06-30	194	v	Bargaining
Lethbridge College	AUPE	2020-06-30	348	v	Bargaining
Lethbridge College	Faculty Association	2020-06-30	373	v	Bargaining
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	v	Bargaining
Medicine Hat College	Faculty Association	2020-06-30	260	v	Bargaining
Mount Royal University	Faculty Association	2020-06-30	800	v	Mediation
Mount Royal University	Staff Association	2020-06-30	646	v	Bargaining
NAIT	Academic Staff Association	2019-06-30	1,200	v	Bargaining
NAIT	AUPE	2020-06-30	1,240	v	Bargaining
Norquest College	AUPE	2020-06-30	418	v	Bargaining
Norquest College	Faculty Association	2020-06-30	400	v	Bargaining
Northern Lakes College	AUPE	2020-06-30	125	v	Bargaining
Northern Lakes College	Faculty Association	2020-06-30	116	v	
Olds College	AUPE	2020-06-30	153	v	Bargaining
Peace River School Division – Bus Drivers	CUPE Local 4839	2021-08-31	100		

Current & Upcoming Collective Bargaining

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

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Peace River School Division – Support Staff	CUPE Local 4839	2021-08-31	252		
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 st 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
Sturgeon School Division	CUPE Local 4625	2020-08-31	180		
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	579	v	Mediation

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Age Care – Beverly Centre Glenmore	AUPE	2018-09-10	170	v	Mediation
Age Care – Midnapore	CUPE Local 8	2021-10-31	164	v	
Alberta Health Services	UNA	2020-03-31	29,354	v	Tentative
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	Bargaining
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 st Agmt	287	v	Mediation
Aster Joint Venture – AgeCare SkyPointe – GSS	AUPE	1 st 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 – Collegeside	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
Bridges Community Living	CUPE Local 838	2021-12-31	112	v	
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	Bargaining
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

Current & Upcoming Collective Bargaining

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

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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
Chartwell Master Care – Eau Claire	AUPE	1 st Agmt	102	v	Enhanced
Chartwell Master Care – Emerald Hills	AUPE	1 st Agmt	100	v	Bargaining
Chartwell Master Care – Griesbach and Heritage Valley	AUPE	1 st Agmt	313	v	Arbitration
Choices in Community Living – Copper Sky Lodge	AUPE	2019-03-31	157	v	Tentative CBA
Choices in Community Living – Legacy Lodge	AUPE	2021-03-31	115	v	Bargaining
Covenant Care – St. Marguerite Manor	AUPE	1 st Agmt	NA	v	Bargaining
Covenant Health	UNA	2020-03-31	2,876	v	Tentative
Covenant Health – ANC	AUPE	2020-03-31	2,210	v	Bargaining
Covenant Health – Bonnyville Health Centre – GSS	HSAA	2020-03-31	116	v	
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	v	Bargaining
Covenant Health – GSS	AUPE	2020-03-31	638	v	
Covenant Health – Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	v	Bargaining
Covenant Health – PMP/PMT	HSAA	2020-03-31	1,246	v	Bargaining
Covenant Health – St. Therese Vila	AUPE	2020-03-31	202	v	Bargaining
Covenant Health – Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2020-03-31	200	v	
Educating & Employing Entities	Prof Assn of Resident Physicians	2021-06-30	1,700		
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	v	Bargaining
Extendicare (Canada)	CUPE	2020-12-31	415	v	
Extendicare (Canada) [9 sites]	UNA	2021-12-31	139	v	
Extendicare (Canada) – Cedars Villa	AUPE	2017-12-31	282	v	Bargaining
Extendicare (Canada) – Eaux Claires	AUPE	2017-12-31	195	v	Bargaining
Extendicare (Canada) – Fairmont Park	AUPE	2017-12-31	179	v	Bargaining
Extendicare (Canada) – Hillcrest	AUPE	2017-12-31	169	v	Bargaining
Extendicare (Canada) – Michener Hill	AUPE	2017-12-31	488	v	Bargaining
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	v	
Golden Life Management – Evanston Grand Village	AUPE	2019-09-30	149	v	Mediation
Good Samaritan Society - Dr. Gerald Zetter	CUPE Local 1031	2017-06-30	120	v	Settled
Good Samaritan Society – Group Homes	AUPE	2018-06-60	265	v	Mediation
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,891	v	Mediation
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	v	Bargaining
Good Samaritan Society – South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	v	
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	v	Bargaining
Homeland Housing	CUPE Local 1461 & 2832	2020-12-31	150	v	Bargaining
I Have a Chance Support Service	UFCW Local 401	1 st Agmt	135	v	Mediation
Lamont Health Care Centre – ANC	AUPE	2020-03-31	108	v	Bargaining
Mountain View Seniors' Housing – Sundre	AUPE	2020-12-31	100	v	Bargaining
Nutra 2000	CNFIU	2020-11-30	1,100	v	Mediation
Park Place Seniors Living – Hardisty Care Centre – ANC	AUPE	2020-03-31	140	v	Bargaining
Park Place Seniors Living – Newport Harbour Care Centre	AUPE	2020-03-31	163	v	Bargaining
Park Place Seniors Living – Villa Marguerite and Sprucewood Place	AUPE	2020-03-31	317	v	Bargaining
Parkland Community Living & Supports Society	LiUNA Local 3000	2020-08-31	517		Arbitration
Revera Lessee – Riverbend Retirement	AUPE	2020-12-31	113	v	Bargaining
Revera Lessee – Scenic Acres	AUPE	2017-12-31	100	v	Arbitration
Seasons Retirement Communities – Sunrise Village (Camrose)	AUPE	2019-12-31	129	v	Bargaining
Shepherd's Care – Kensington Village - ANC	AUPE	2020-09-30	147	v	Bargaining
Shepherd's Care – Millwoods – ANC	AUPE	2020-09-30	124	v	Bargaining

Current & Upcoming Collective Bargaining

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

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Southern Alberta Community Living Association	CUPE Local 4791	2021-12-31	166		
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

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		Settled

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
AltaSteel	Steelworkers Local 5220	2021-07-31	254		
Building Products of Canada	Unifor Local 777	2021-05-14	112		
BURNCO Rock Products	Operating Engineers	2021-06-30	158		
Cavendish Farms – Potatoes	UFCW Local 401	2021-02-28	169		
Edmonton Exchanger & Manufacturing	Boilermakers Local 16	2021-09-30	116		
EVRAZ	Steelworkers Local 6673	2020-07-31	160		Bargaining
IPEX	Unifor Local 21A	2021-09-15	157		
JV Driver Fabricators – Steel Shop	CLAC Local 56	2021-01-31	100		
Kawneer Company Canada	Unifor Local 99	2020-02-29	215		Mediation
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	346		Mediation
Prudential Steel	Steelworkers local 7226	2020-03-31	120		
Richardson Oilseed	UFCW Local 401	2019-08-31	125		Bargaining
Sealy Canada	Steelworkers Local 1-207	2021-11-30	102		
Sofina Foods – Lilydale, Edmonton	UFCW Local 401	2019-03-31	190		Bargaining
Triple M Housing	Carpenters Local 2010	2020-05-31	283		Bargaining
Trochu Meat Processors – Sunterra Meats	UFCW Local 401	2021-12-31	112		
West Fraser Mills – Forest Products	Unifor Local 855	1 st Agmt	121		Mediation
West Fraser Mills –Pulp & Sawmill	Unifor Local 855	2021-05-31	467		
Weston Bakeries	Bakery Workers Local 252	2021-12-31	103		Mediation

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
BFI Constructors	Operating Engineers Local 955	2020-03-31	325		Settled
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		Settled
North American Mining	Operating Engineers Local 955	2020-04-30	520		Settled

Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Parking Authority	CUPE Local 38	2021-05-31	130		

Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
InnoTech Alberta	AUPE	2020-09-30	159		Bargaining

Current & Upcoming Collective Bargaining

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

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by √

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

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	√	Tentative
City of Calgary	ATU Local 583	2021-01-03	3,100		
City of Calgary	Calgary Police Association	2021-01-03	2,200		Bargaining
City of Calgary	IAFF Local 255	2019-12-31	1,387		Bargaining
City of Calgary	IBEW Local 254	2021-03-31	162		Bargaining
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		Bargaining
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 Camrose	CUPE Local 1425	2021-12-31	105		
City of Cold Lake	AUPE	2021-12-31	118		
City of Edmonton	ATU Local 569	2020-12-19	2,592		Mediation
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	IBEW Local 1007	2021-12-18	106		
City of Edmonton – DATS	ATU Local 569	2021-12-18	131		
City of Lethbridge	IAFF Local 237	2020-12-31	211		Bargaining
City of Lethbridge	Lethbridge Police Association	2020-12-31	166		Bargaining
City of Lloydminster	CUPE Local 1015	2021-12-31			
City of Medicine Hat	Medicine Hat Police Association	2020-12-31	114		Bargaining
City of Red Deer	ATU Local 1374	2020-12-31	120		Mediation
City of Red Deer	CUPE Local 417	2020-12-31	1,195		Bargaining
City of Red Deer	IAFF Local 1190	2019-06-30	198		Bargaining
City of St. Albert	CUPE Local 941	2021-12-31	154		
City of St. Albert	IAFF Local 2130	2019-12-31	116		
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	144		Mediation
Special Areas Board	AUPE	2018-12-31	253		Mediation
Strathcona County	AUPE	2019-12-31	165		Tentative
Strathcona County	IAFF Local 2461	2019-12-31	184		Bargaining
Town of High River	Employee Association	2021-09-30	187		
Workers' Compensation Board – Millard Health	HSA	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	184		Mediation
Sobeys West – Retail Support Centre	UFCW Local 401	2017-12-30	158		Settled

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
FirstCanada – Wood Buffalo	Operating Engineers Local 955	2021-07-31	275		

Current & Upcoming Collective Bargaining

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

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Prairie Rail Agreement	Labourers Local 92	2021-05-31	470		
Sobeys Capital – Retail Support Centre	UFCW Local 401	2021-03-31	229		Bargaining
Sobeys West – Calgary Refrigerated Warehouse & Commissary	UFCW Local 401	2021-08-28	259		

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
AltaLink Management	United Utility Workers Assn.	2021-12-31	398		
ATCO Electric	Canadian Energy Workers Assn.	2021-12-31	817		
Capital Power	IBEW Local 1007	2020-12-19	111		Bargaining
ENMAX Corporation	CUPE Local 38	2019-12-31	692		Settled
ENMAX Corporation	IBEW Local 254	2021-12-31	406		
EPCOR Utilities	Civic Service Union 52	2020-12-19	1,023		Mediation
EPCOR Utilities	CUPE Local 30	2020-12-19	635		Settled
EPCOR Utilities	IBEW Local 1007	2021-12-18	756		
Heartland Generation	Canadian Energy Workers Assn.	2021-12-31	178		
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		
McKesson Canada	UFCW Local 401	2021-12-31	208		

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 [1st Agreement Disputes] indicated by Enhanced.

Government, Boards, and Agencies

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Gaming, Liquor & Cannabis Commission	AUPE	2020-07-31	620	Bargaining
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	Tentative CBA
Travel Alberta	AUPE	2020-03-31	30	Bargaining
Workers' Compensation Board	HSAA	2020-12-31	154	Expired
Government of Alberta	AUPE	2024-03-31	20,000	Active

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	Bargaining
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	Bargaining
Bow Valley College	Faculty Association	2020-06-30	591	Bargaining
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	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	800	Mediation
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	579	Mediation
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 [1st Agreement Disputes] indicated by Enhanced.

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Amica Aspen Woods	CUPE Local 8			ALRB Cert
Aster Joint Venture – AgeCare Skypointe	UNA		22	ALRB Cert
Bethany Care Society – Airdrie	UNA			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
Connecting Care (2000) – The Wellington	Steelworkers Local 1595			ALRB Cert
Covenant Health – St. Mary’s Health Care Centre (Trochu)	UNA			ALRB Cert
Intercare – Chinook Care	UNA			ALRB Cert
Masterpiece Southland Meadows	UNA			ALRB Cert
Parkland Community Living and Supports Society	LIUNA			Arbitration
Revera Lessee – McKenzie Towne – GSS	CUPE Local 8			ALRB Cert
Sage Properties – Prince of Peace Manor & Harbour	UNA			ALRB Cert
Shepherd’s Care Foundation – Eden House	Machinists Local 1722			ALRB Cert
Trinity Place Foundation of Alberta	CUPE Local 4731			ALRB Cert
Aster Joint Venture – AgeCare Seton	AUPE	1 st Agmt	324	Bargaining
Aster Joint Venture – Age Care SkyPointe – ANC	AUPE	1 st Agmt	287	Enhanced
Aster Joint Venture – Age Care SkyPointe – GSS	AUPE	1 st Agmt	112	Enhanced
Bayshore HealthCare	UFCW Local 401	1 st Agmt	31	Mediation
Chartwell Master Care – Eau Claire Care	AUPE	1 st Agmt	102	Enhanced
Chartwell Master Care – Emerald Hills	AUPE	1 st Agmt	100	Bargaining
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	1 st Agmt	313	Arbitration
Covenant Care – Foyer Lacombe - ANC	AUPE	1 st Agmt		Tentative CBA
Covenant Care – Foyer Lacombe - GSS	AUPE	1 st Agmt		Tentative CBA
Covenant Care – St. Marguerite Manor	AUPE	1 st Agmt		Enhanced
I Have a Chance Support Service	UFCW Local 401	1 st Agmt	135	Mediation
Optima Living Alberta – Wild Rose	AUPE	1 st Agmt		Enhanced
Masterpiece Southland Meadows	AUPE	1 st Agmt		Bargaining
Revera Retirement – McConachie Gardens	AUPE	1 st Agmt	80	Bargaining
Revera Retirement – Our Parents’ Home	AUPE	1 st Agmt	80	Bargaining
Rosedale Partnership	AUPE	1 st Agmt	86	Bargaining
Seasons Retirement Communities (Encore)	AUPE	1 st Agmt		Bargaining
Whitehorn Village Retirement Community	AUPE	1 st 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	Settled
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

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 [1st Agreement Disputes] indicated by Enhanced.

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Carewest – Rouleau Manor	UNA	2017-03-31	10	Settled
Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	8	Bargaining
Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	Bargaining
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	Arbitration
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	Arbitration
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	Tentative CBA
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	Tentative CBA
Qualicare - Rivercrest Lodge Nursing Home	AUPE	2019-03-31	13	Bargaining
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	86	Arbitration
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 [1st 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
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	Tentative CBA
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	Bargaining
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	Tentative CBA
Bethany Care Centre – Calgary	HSAA	2020-07-31	12	Expired
Bethany Care Centre – Calgary	UNA	2020-03-31	65	Tentative CBA
Bethany Care Centre - Cochrane	UNA	2020-03-31	12	Tentative CBA
Bethany Care Centre - Colleside	UNA	2020-03-31	27	Tentative CBA
Bethany Care Centre - Sylvan Lake	UNA	2020-03-31	14	Tentative CBA
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	70	Bargaining
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	Tentative CBA
Covenant Health – ANC	AUPE	2020-03-31	2,411	Bargaining
Covenant Health – GSS	AUPE	2020-03-31	587	Bargaining
Covenant Health - PMP/PMT	HSAA	2020-03-31	1,246	Bargaining
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
Extendicare (Canada) [6 sites]	CUPE	2020-12-31	415	Expired
Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	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	Bargaining
Lamont Health Care Centre	HSAA	2020-03-31	13	Expired
Lamont Health Care Centre	UNA	2020-03-31	34	Tentative CBA
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	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 [1st Agreement Disputes] indicated by Enhanced.

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Nutra 2000	CNFIU	2020-11-30	1,100	Mediation
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
Qualicare – Rivercrest Lodge Nursing Home	UNA	2020-03-31	32	Expired
Revera Lessee - McKenzie Towne Retirement Residence	CUPE Local 8	2020-12-31	54	Settled
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	Bargaining
Salem Manor Nursing Home	Steelworkers Local 1-207	2020-07-13	40	Bargaining
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
Wood Buffalo Housing & Development – Rotary House	CUPE Local 1505	2020-12-31	25	Mediation
Age Care - Midnapore	CUPE Local 8	2021-10-31	164	Expired
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	Bargaining
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	Bargaining
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2021-03-31	40	Bargaining
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	Expired
Extencicare (Canada) - Eaux Claires	UNA	2021-12-31	31	Expired
Extencicare (Canada) - Fort Macleod	UNA	2021-12-31	14	Expired
Extencicare (Canada) - Holyrood	UNA	2021-12-31	18	Expired
Extencicare (Canada) - Leduc	UNA	2021-12-31	16	Expired
Extencicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	Expired
Extencicare (Canada) - Michener Hill	UNA	2021-12-31	41	Expired
Extencicare (Canada) - Viking	UNA	2021-12-31	7	Expired
Extencicare (Canada) - Vulcan	UNA	2021-12-31	8	Expired
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	Expired
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	Expired
Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	Expired
Lacombe Foundation	CLAC Local 301	2021-12-31	73	Expired
Lakeland Lodge & Housing Foundation	CUPE Local 2771	2021-12-31	27	Expired
Lamont County Housing	AUPE	2021-12-31	40	Expired
Mountain View Seniors' Housing – Mount View Lodge, Olds	AUPE	2021-12-31	48	Expired
Park Place Seniors Living – Benevolence Care Centre	AUPE	2021-03-31	92	Expired
Park Place Seniors Living – Hardisty Care Centre – GSS	AUPE	2021-03-31	68	Expired
Revera Lessee – River Ridge	AUPE	2021-12-31	95	Expired
Seasons Retirement Communities (Ponoka)	AUPE	2021-12-31	27	Expired
Signature Retirement - Rocky Ridge	AUPE	2021-12-31	90	Expired
Smoky Lake Foundation – Bar V Nook, Vilna Lodge	CUPE Local 1461	2021-12-31	45	Expired
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

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 [1st Agreement Disputes] indicated by Enhanced.

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
AXR Operating National - Mount Royal	CUPE Local 8	2022-10-31	93	Active
Brenda Strafford Foundation - Wentworth Manor	AUPE	2022-12-30	204	Active
Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	112	Active
Chartwell Master Care – Country Cottage	Steelworkers Local 1-207	2022-01-03	38	Active
Chartwell Master Care – St. Albert Retirement Residence	Steelworkers Local 1-207	2022-12-02	121	Active
Connecting Care (2000) - Meadow Ridge Seniors Village	Teamsters Local 987	2022-08-28	81	Active
Covenant Care – St. Teresa Place	AUPE	2022-12-31	265	Active
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
Operation Friendship Seniors Society	CUPE Local 474	2022-03-31	70	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
Sylvan Lake Lodge	CLAC Local 301	2022-12-31	39	Active
We Care Health Services	Teamsters Local 987	2022-08-31	35	Active
Well Being Services - Monterey Place	AUPE	2022-03-31	130	Active
Age Care - Valleyview	AUPE	2023-03-31	30	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
County of Stettler Housing Authority	CUPE Local 4733	2023-12-31	85	Active
Edmonton Chinatown Care Centre	CUPE Local 1158-14	2023-06-30	38	Active
Intercare – Kingsland Terrace	CUPE Local 8	2023-03-31	44	Active
Points West Living Stettler	AUPE	2023-05-10	104	Active
Revera Retirement – Scenic Grande	CUPE Local 8	2023-12-31	60	Active
Seasons Retirement – Sunrise Village (High River) - ANC	CUPE Local 8	2023-06-30	86	Active
Seasons Retirement – Sunrise Village (High River) - GSS	CUPE Local 8	2023-06-30	45	Active
Seasons Retirement Communities (Wetaskiwin)	AUPE	2023-12-31	48	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
Vegreville Association for Living in Dignity (VALID)	Steelworkers Local 1-207	2023-09-30	31	Active
Wheatland Lodge	CUPE Local 8	2023-04-30	23	Active
Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	Active
Lloydminster Region Housing Group – Pioneer Complex	CUPE Local 1015	2024-02-29	75	Active
Park Place Seniors Living – Emerald Gardens	CUPE Local 3623	2024-04-30	55	Active
Revera Lessee - Chateau Renoir Retirement Residence	CUPE Local 8	2024-04-30	45	Active
SbrAREIT Assisted Living – Amica Britannia	CUPE Local 8	2024-02-29	100	Active

Grievance Arbitration Awards Received in December 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	McFetridge
Date of Award	December 17, 2021
Issue	Discharge for workplace misconduct.
Decision Rendered	Grievance dismissed.
<hr/>	
Employer	City of Calgary
Union	CUPE Local 709
Arbitrator	Casey
Date of Award	December 29, 2021
Issue	Discharge for scavenging, failure to wear safety boots and insubordination.
Decision Rendered	Grievance dismissed.
<hr/>	
Employer	City of Calgary*
Union	IBEW Local 254
Arbitrator	Sims
Date of Award	2021-11-30
Issue	Holiday pay. <i>[No reasons issued.]</i>
Decision Rendered	Grievance dismissed.
<hr/>	
Employer	City of Edmonton
Union	Civic Service Union 52
Arbitrator	Sims
Date of Award	December 7, 2021
Issue	Preliminary decision regarding WCB jurisdiction on the grievances filed.
Decision Rendered	Unanimous award.
<hr/>	

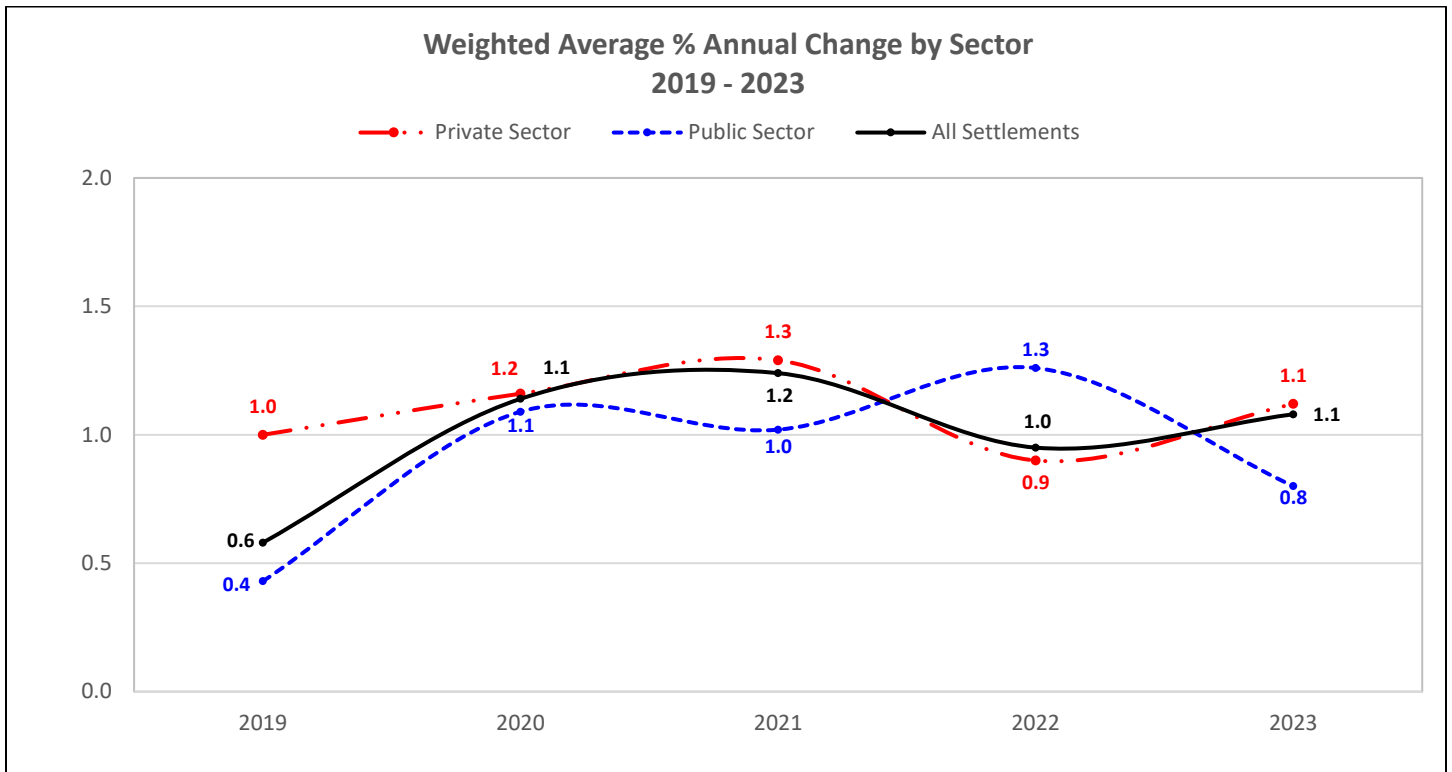
*Copies of awards without URLs can be obtained by contacting Mediation Services at cba.submissions@gov.ab.ca.

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
2019	Private Sector	585	99,310	1.00
	Public Sector	515	289,905	0.43
	All Settlements	1,100	389,215	0.58
2020	Private Sector	538	96,830	1.16
	Public Sector	281	54,264	1.09
	All Settlements	819	151,094	1.14
2021	Private Sector	428	93,927	1.29
	Public Sector	188	18,251	1.02
	All Settlements	616	112,178	1.24
2022	Private Sector	218	58,492	0.90
	Public Sector	87	8,417	1.26
	All Settlements	305	66,909	0.95
2023	Private Sector	96	22,759	1.12
	Public Sector	33	2,957	0.80
	All Settlements	129	25,716	1.08



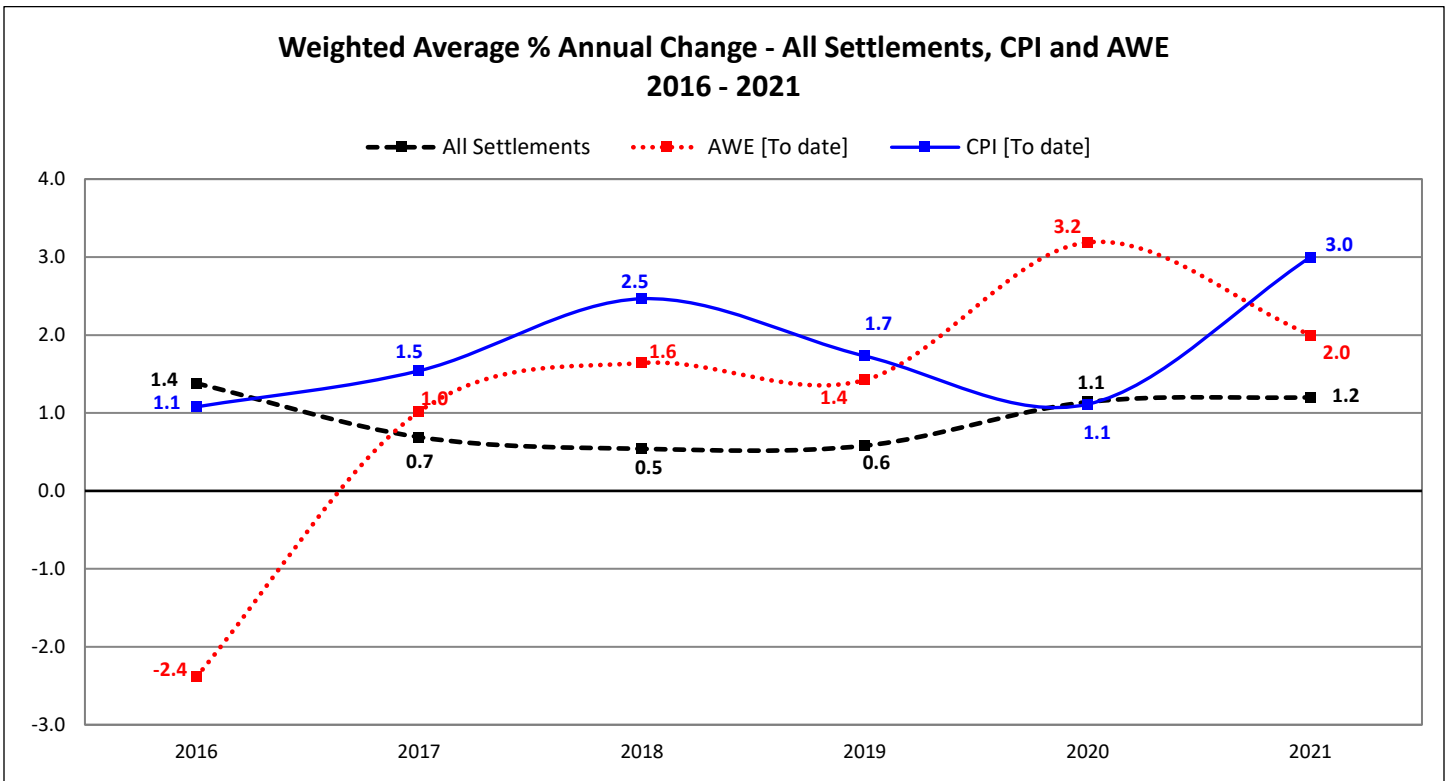
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour & Immigration by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Industry

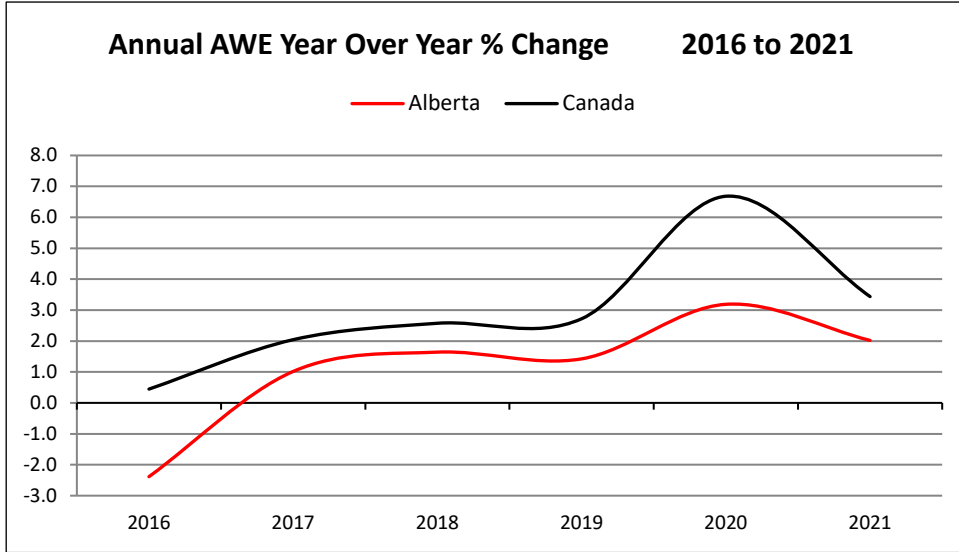
Wage data reflects the average yearly % change taking effect in the indicated year.

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	21	2,200	2.32	16	1,630	1.79
Administrative & Support, Waste Management & Remediation Services	19	2,419	1.36	19	2,021	1.53	12	860	2.01	6	186	1.51
Arts, Entertainment, & Recreation	41	5,861	1.90	39	6,545	1.66	29	4,879	2.19	16	1,477	1.51
Construction	115	18,508	0.28	111	24,661	0.43	87	18,254	0.31	21	10,118	0.45
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	194	127,427	0.33	113	10,832	1.01	88	7,841	0.92	30	2,714	0.96
Information & Cultural Industries	12	1,002	0.28	10	958	0.43	8	234	1.43	5	137	2.02
Manufacturing	174	20,910	1.56	158	20,084	1.50	124	17,362	2.73	73	11,025	1.80
Mining & Oil & Gas Extraction	30	7,115	2.07	25	5,696	2.23	23	5,677	2.22	17	4,196	3.15
Other Services (except Public Administration)	52	6,265	1.09	49	6,376	1.32	43	10,508	0.35	14	1,276	1.28
Professional, Scientific, & Technical Services	9	2,352	0.97	7	2,192	0.96	6	1,140	0.96	4	1,088	1.92
Public Administration	127	64,056	0.79	110	33,427	1.10	72	6,115	1.10	41	3,644	1.74
Real Estate & Rental & Leasing	7	466	2.00	7	651	1.88	5	585	1.48	3	209	1.01
Retail Trade	26	17,769	0.11	22	13,351	0.98	21	22,062	0.95	18	21,664	0.06
Transportation & Warehousing	44	3,897	0.67	44	3,925	1.27	32	2,541	1.68	20	1,744	1.35
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	16	2,145	1.66	14	1,976	1.89	6	720	1.30
All Settlements	1,100	389,215	0.58	819	151,094	1.14	616	112,178	1.24	305	66,909	0.95

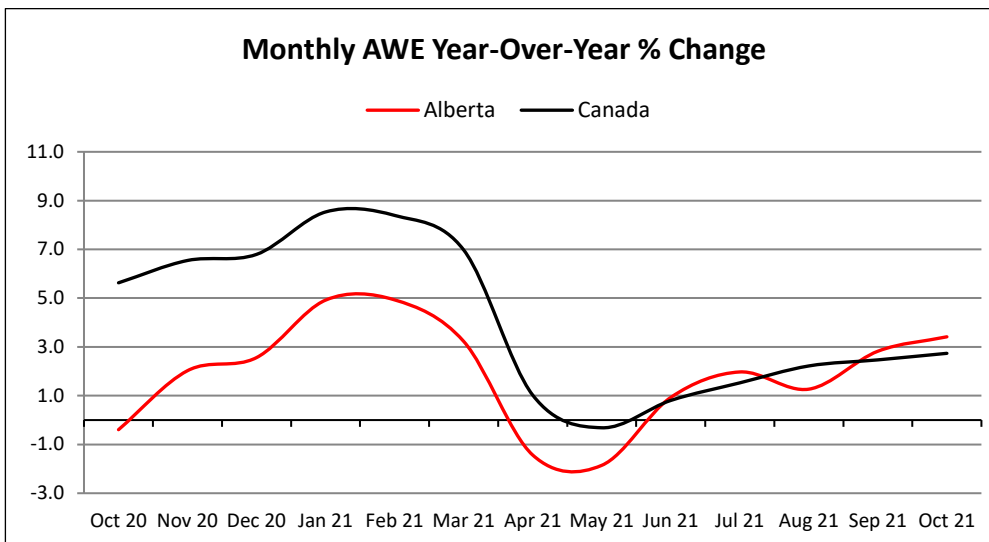


Average Weekly Earnings (AWE)*

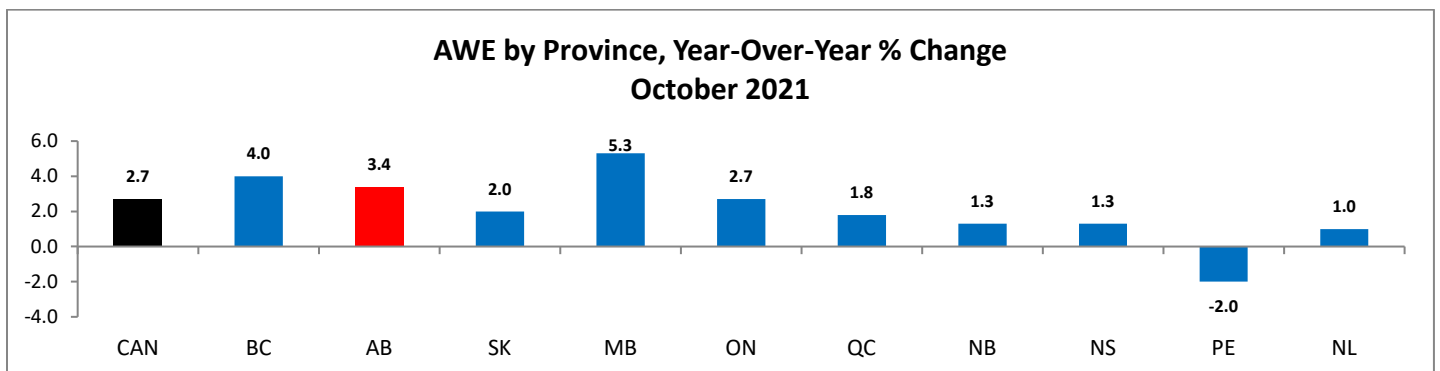
In **October 2021** the Alberta AWE decreased .2 % from September 2021. Between October 2021 and October 2020 the Alberta AWE increased 3.4% to \$1,227.97 from \$1,187.42.



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*	2.0	3.4



AWE	Alberta	Canada
Oct 20	-0.4	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	1.0
May 21	-1.9	-0.3
Jun 21	0.9	0.8
Jul 21	2.0	1.5
Aug 21	1.3	2.2
Sep 21	2.8	2.5
Oct 21	3.4	2.7



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

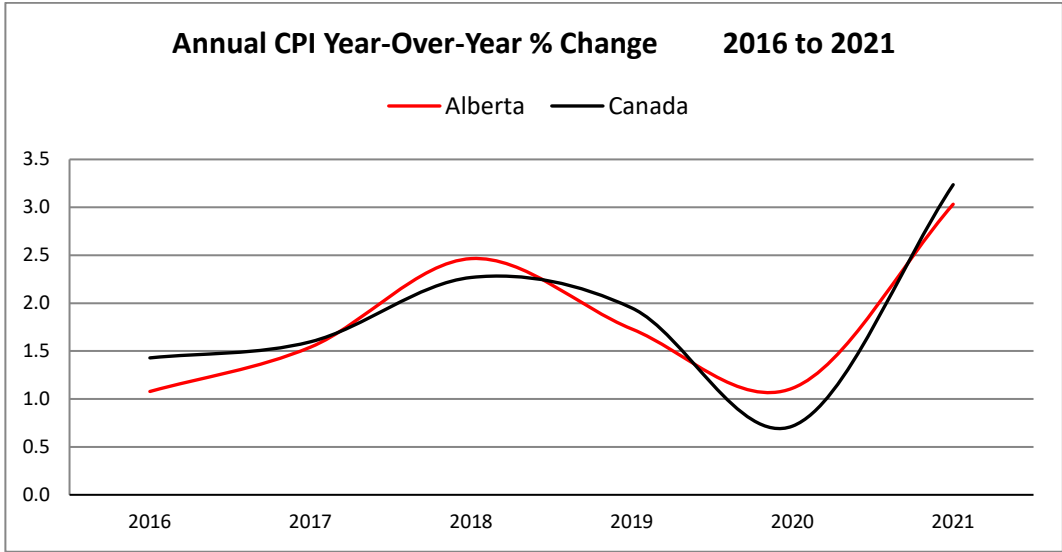
¹ Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

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

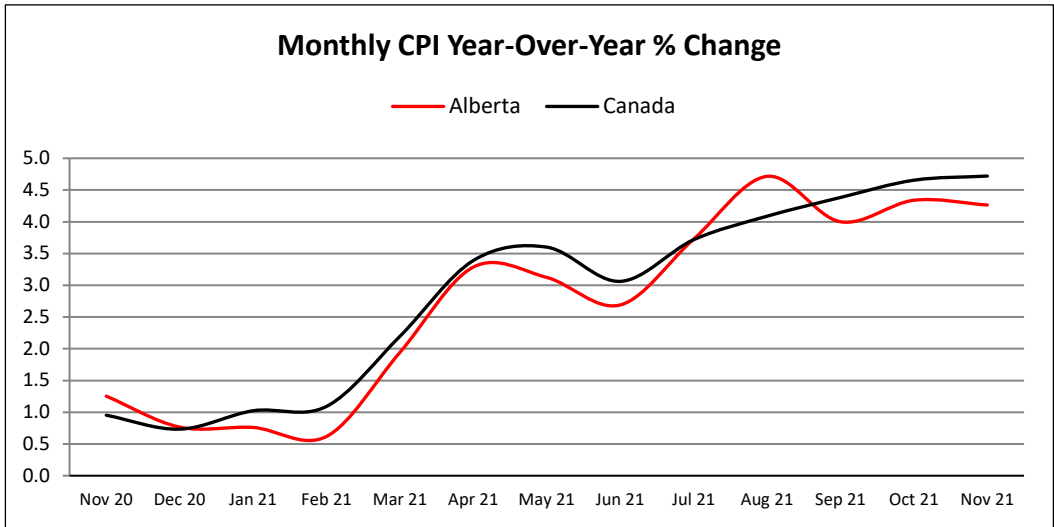
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI)*, 2002=100

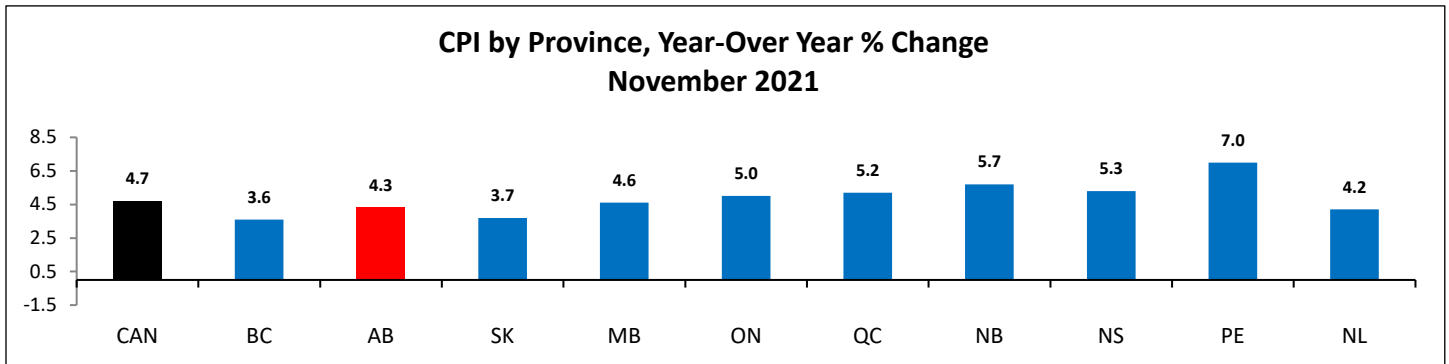
In **November 2021** the Alberta CPI increased .1% from October 2021. Between November 2021 and November 2020 the Alberta CPI increased 4.3% to \$151.60 from \$145.40.



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	3.0	3.2



CPI	Alberta	Canada
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
Aug 21	4.7	4.1
Sep 21	4.0	4.4
Oct 21	4.3	4.7
Nov 21	4.3	4.7

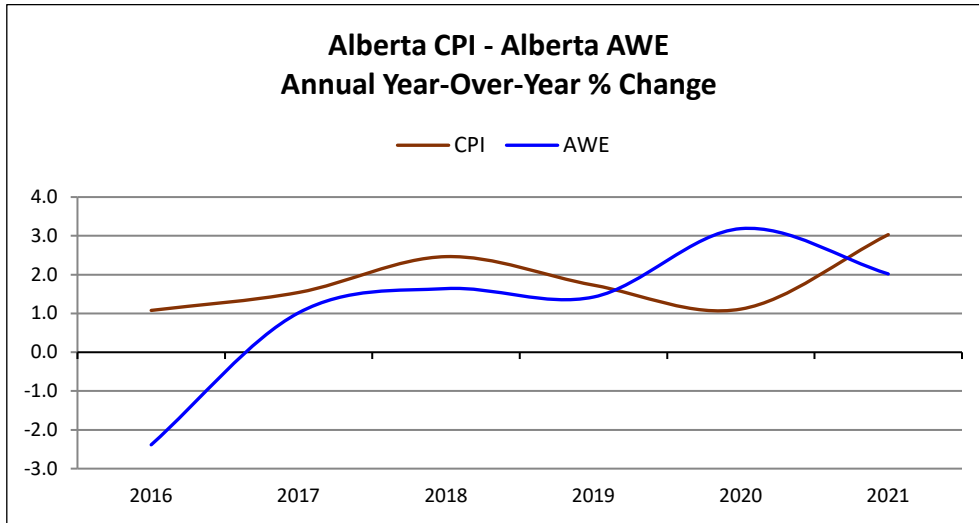


*Year to date – Graph data available upon request.

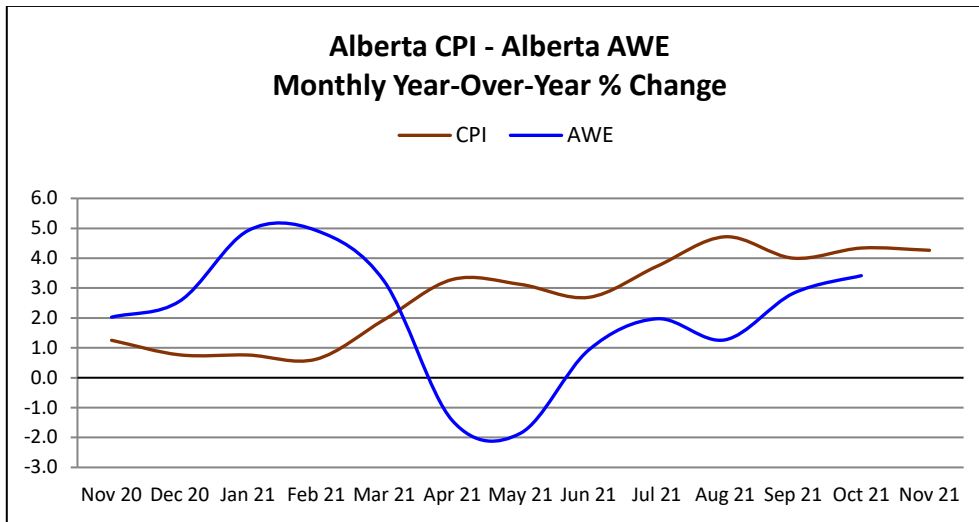
¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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 – November 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*	3.0	2.0



	CPI	AWE
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	0.9
Jul 21	3.7	2.0
Aug 21	4.7	1.3
Sep 21	4.0	2.8
Oct 21	4.3	3.4
Nov 21	4.3	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
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
Aug 21	142.6	4.1	151.0	4.7	150.7	4.4	151.3	4.9
Sep 21	142.9	4.4	150.8	4.0	150.3	3.7	151.1	4.2
Oct 21	143.9	4.7	151.5	4.3	151.0	4.1	151.7	4.3
Nov 21	144.2	4.7	151.6	4.3	151.1	3.9	152.0	4.4

Average Weekly Earnings													
	Oct 20	Nov 20	Dec 20	Jan 21	Feb 21	Mar 21	Apr 21	May 21	Jun 21	Jul 21	Aug 21	Sep 21	Oct 21
AWE \$	\$1,187.42	\$1,195.04	\$1,201.81	\$1,237.67	\$1,237.75	\$1,207.60	\$1,223.31	\$1,228.04	\$1,214.68	\$1,231.55	\$1,219.51	\$1,230.99	\$1,227.97
AWE %	-0.40	2.03	2.56	4.92	4.93	3.23	-1.43	-1.86	0.93	1.97	1.27	2.82	3.41

*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	UNION	EE	CBAs
ACTRA	1,900	2	IBEW	10,345	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	3,676	6
ATA	47,237	68	Keyano College Faculty Association	105	1
ATA Professional Staff Association	40	1	Labourers	11,590	12
Athabasca University Faculty Association	400	1	Lacombe Police Association	21	1
ATU	5,985	7	Lakeland College Faculty Association	194	1
AUPE	101,182	145	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	8,015	19	Machinists	2,038	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	120	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	160	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	401	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	80	19	Oil & Gas Union	55	1
Canadian Staff Union	28	1	Olds College Faculty Association	83	1
CANEM Systems Employees Association	463	2	Operating Engineers	9,286	64
Carpenters	7,035	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	13,846	10
CLAC	17,253	115	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	1,000	1
CUPE	41,426	181	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	3,514	40
Employees' Association of Food & Bar Services	235	1	Taber Police Association	15	1
Faculty Association of Medicine Hat College	260	1	Teamsters	8,057	104
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	30,885	80
Foothills School Division No. 38 Bus Drivers' Association	80	1	UNA	33,257	51
Glass, Molders, Pottery, Plastics and Allied Workers	31	1	Unifor	14,147	92
International Union, Local 360			Union of Calgary Co-Operative Employees	3,000	1
Graduate Students' Association of the University of Alberta	1,189	1	Unisil Association	85	1
Graduate Students' Association of the University of Calgary	1,404	1	UNITE HERE	1,647	12
Grande Prairie Public School District Employees Association	364	1	Unitech Electrical Contracting Employees' Association	48	1
Grande Prairie Regional College Academic Staff Association	145	1	United Utility Workers Association	1,381	6
Grande Prairie Regional College Employees' Association	144	1	University of Lethbridge Faculty Association	565	1
Grant MacEwan University Faculty Association	984	1	Western Canada Employees' Association	158	4
HSAA	28,049	30			
IAFF	4,243	18			
IATSE	3,025	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](#)