

# Bargaining Update

## January 2021

### In this Issue:

- 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], Nov 2020
- 22 Consumer Price Index [CPI], Dec 2020
- 23 CPI and AWE Comparison, Dec 2020
- 24 Union Data – Employees, Collective Agreements
- 25 Abbreviations / Acronyms Listing
- 26 Resource List

**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 January 2021.

In January 2021, Mediation Services received settlement information regarding 28 bargaining relationships encompassing 7,550 employees. There were 19 private sector and 9 public sector settlements, covering 7,002 and 548 employees respectively.

### Highlights

Settlements of Note	Employees
CLR-Carpenters and Carpenters Local 1325 & 2103	5,895
Saputo Dairy Products, Cheese and Teamsters Local 987	188
InnVest Hotels – Fairmont Palliser and Unifor Local 4050	240
Buy-Low Foods and CLAC Local 56	130

### Centre-Nord School Division

On January 25 and 26, 2021 278 teachers of the Centre-Nord School Division overwhelmingly voted to strike. A tentative agreement was reached days later avoiding any strike action. The last teachers' strike occurred in Parkland School Division in 2007.

### First Agreements Ratified in 2020

Nineteen *First Agreement* collective agreements filed with Mediation Services were ratified in 2020 affecting 6,245 employees.













Settlement Method	Agreements	Employees
Negotiated	13	1,440
Mediated	5	4,680
Arbitration	1	125

### Agreements Ratified in 2021

To date, three agreements were ratified in January 2021. One settlement affecting 15 employees was negotiated. One settlement affecting 144 employees were settled through the mediation process, and one settlement affecting 46 employees was settled by arbitration.

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# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Accommodation and Food Services</b>						
 InnVest Hotels – Fairmont Palliser Unifor Local 4050	240	36	2023-02-28	2020-10-17	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0% 0% 1%
<b>Administrative and Support, Waste Management and Remediation Services</b>						
 Canadian Corps of Commissionaires Teamsters Local 462	14	26	2022-12-31	2020-11-5	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	\$.50 per hour \$.50 per hour \$.75 per hour
<b>Arts, Entertainment, and Recreation</b>						
 Elbow River Casino UFCW Local 401	125	36	2023-10-31	2020-11-30	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	NA \$.50 per hour \$.75 per hour
<b>Construction</b>						
 Alpine Heating Independent Air Handlers Employees Association	15	12	2021-07-31	2021-01-14	1 <sup>st</sup> year	0%
 CLR – Carpenters Carpenters Locals 1325 and 2103	5,895	30	2023-04-30	2020-11-06	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0% 0% 0%
 nVent Project Services Canada CLAC Local 63	2	31	2023-01-31	2020-12-21	1 <sup>st</sup> year 2 <sup>nd</sup> year	0% TBD
 Trotter & Morton Building Technologies Employees' Association	65	12	2021-12-31	2020-11-04	1 <sup>st</sup> year	-\$4.25 per hour
<b>Educational Services</b>						
<b>Finance and Insurance</b>						
<b>Health Care and Social Assistance</b>						
 Bethany Care Centre – Calgary UNA	65	36	2020-03-31	2020-01-30	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0% 0% 0%
 Bethany Care Centre – Cochrane UNA	12	36	2020-03-31	2020-01-30	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0% 0% 0%
 Bethany Care Centre – Collegeside UNA	27	36	2020-03-31	2020-01-30	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0% 0% 0%
 Bethany Care Centre – Sylvan Lake UNA	14	36	2020-03-31	2020-01-30	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0% 0% 0%
 Bonnyville Indian Metis Rehabilitation Centre Teamsters Local 987	11	24	2022-03-31	2020-11-24	1 <sup>st</sup> year 2 <sup>nd</sup> year	\$.50 per hour \$.25 per hour

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Health Care and Social Assistance</b>						
 Cypress View Foundation CUPE Local 46	80	48	2023-12-31	2020-10-27	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0% 0% 0% 1%
 Southern Alberta Community Living Association CUPE Local 4791	144	36	2021-12-31	2021-01-15	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0% 0% 0%
 Travois Holdings – Mayfair/Glamorgan Care Centres CLAC Local 301	160	36	2023-03-31	2020-02-07	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	2% 3% 3%
<b>Information and Cultural Industries</b>						
 Medicine Hat Public Library CUPE Local 46	35	36	2023-12-31	2020-11-02	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	2.0% 1.5% 0.0%
<b>Manufacturing</b>						
 Chemtrade West – Plant Unifor Local 530A	8	60	2024-04-03	2019-10-30	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	2.75% 3.00% 3.00% 3.50% 3.50%
 Oerlikon Metco Unifor Local 530A	27	36	2023-03-31	2020-03-31	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1.50% 2.00% 2.75%
 Praxair Canada Teamsters Local 987	41	36	2023-03-12	2020-10-31	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	\$ .25 per hour \$ .65 per hour \$ .85 per hour
 Saputo Dairy Products – Cheese Teamsters Local 987	188	60	2025-04-30	2020-11-07	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	1.00% 1.25% 1.50% 2.00% 2.50%
<b>Mining and Oil and Gas Extraction</b>						
 Plains Midstream Canada Unifor Local 746	50	48	2023-01-31	2020-03-19	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	2.50% 2.75% 3.00% 3.50%
<b>Other Services (except Public Administration)</b>						
 Graduate Students’ Association of the University of Alberta Non-Academic Staff Association	4	60	2025-03-31	2020-04-28	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	2% CPI CPI CPI CPI

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Professional, Scientific, and Technical Services</b>						
 Magna IV Engineering IBEW Local 424	46	12	2022-01-22	2021-01-23	1 <sup>st</sup> year	0%
<b>Public Administration</b>						
<b>Real Estate and Rental and Leasing</b>						
 Procor Limited Unifor Local 21A	93	36	2023-01-31	2020-09-20	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1.50% 2.00% 2.25%
<b>Retail Trade</b>						
 Buy-Low Foods CLAC Local 56	130	36	2023-12-31	2020-12-20	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	\$.75 per hour \$.60 per hour \$.60 per hour
<b>Transportation and Warehousing</b>						
<b>Utilities</b>						
<b>Wholesale Trade</b>						
 Agrifoods International Teamsters Local 987	21	48	2024-07-31	2020-08-06	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	1.25% TBD TBD TBD

# Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by v

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

## Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
ARAMARK Canada – University of Calgary	UFCW Local 401	2019-09-30	330		Bargaining
Buffalo Metis Catering Employees Limited	UFCW Local 401	2019-12-31	430		Bargaining
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		
Compass Group – Eurest Dining Services	UFCW Local 401	2019-03-31	117		Mediation
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		
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
Edmonton Opera Association	IATSE Local 210	2020-06-30	100		<b>On Hold</b>
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		<b>Bargaining</b>

## 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
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 – Millwrights	Millwrights	2019-04-30	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
<b>EllisDon Energy Services</b>	<b>CLAC Local 63, Construction</b>	<b>2021-01-31</b>	<b>100</b>		
Emcon/Carillion Canada Inc.	AUPE	2019-10-31	447		Bargaining
Fabricom – Construction	CLAC Local 63, Construction	2019-10-31	200		No work
<b>Golderado Contracting</b>	<b>CLAC Local 63, Construction</b>	<b>2021-01-31</b>	<b>220</b>		
Industrial Contractors' Association of Alberta	Teamsters Local 362	2019-04-30	440		Bargaining
JVD Installations – Construction	CLAC Local 63, Construction	2020-08-30	100		
<b>MCL Power</b>	<b>CLAC Local 63, Construction</b>	<b>2021-01-31</b>	<b>105</b>		
PCL Builders – Construction	CLAC Local 63, Construction	2020-12-31	300		
<b>Pyramid Corporation</b>	<b>CLAC Local 63, Construction</b>	<b>2021-01-31</b>	<b>650</b>		
Standard Industrial Services	Canada West Construction Union	2020-10-31	120		
Westwood Electric	CLAC Local 63, Construction	2018-04-29	320		
<b>Willbros Mine Services</b>	<b>CLAC Local 63, Construction</b>	<b>2021-01-31</b>	<b>378</b>		

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## 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	√	
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 Association	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	2019-06-30	849	√	Bargaining
Greater North Central Francophone Education Region No. 2	ATA	2018-08-31	260		Mediation
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	2019-08-31	176		Mediation
Keyano College	Faculty Association	2020-06-30	105	√	<b>Bargaining</b>
Lakeland College	AUPE	2020-06-30	292	√	<b>Bargaining</b>
Lakeland College	Faculty Association	2018-06-30	194	√	Bargaining
Lethbridge College	AUPE	2020-06-30	348	√	<b>Bargaining</b>
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		
Medicine Hat College	AUPE	2020-06-30	151	√	
Medicine Hat College	Faculty Association	2020-06-30	260	√	<b>Bargaining</b>
Mount Royal University	Faculty Association	2020-06-30	830	√	<b>Bargaining</b>
Mount Royal University	Staff Association	2020-06-30	646	√	<b>Bargaining</b>
NAIT	Academic Staff Association	2019-06-30	1,200	√	Bargaining
NAIT	AUPE	2020-06-30	1,240	√	<b>Bargaining</b>
Norquest College	AUPE	2020-06-30	418	√	<b>Bargaining</b>
Norquest College	Faculty Association	2020-06-30	400	√	<b>Bargaining</b>
Northern Gateway School Division	ATA	2018-08-31	367		Mediation
Northern Lakes College	AUPE	2020-06-30	125	√	<b>Bargaining</b>
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	1 <sup>st</sup> Agmt	300		Mediation

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## Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Red Deer College	AUPE	2020-06-30	301	v	<b>Bargaining</b>
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	<b>Bargaining</b>
Sturgeon School Division	ATA	2018-08-31	414		Mediation
Sturgeon School Division	CUPE Local 4625	2019-08-31	263		Mediation
Teachers' Employer Bargaining Association	ATA	2020-08-31	47,343		
University of Alberta	Association of Academic Staff	2020-06-30	4,360	v	<b>Bargaining</b>
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	
University of Lethbridge	AUPE	2020-06-30	506	v	<b>Bargaining</b>
University of Lethbridge	Faculty Association	2020-06-30	565	v	
Wetaskiwin School Division	ATA	2018-08-31	327		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 – Sagewood Seniors Community	AUPE	2018-11-17	128	v	Mediation
Age Care – Walden Heights – ANC	AUPE	2020-01-26	257	v	Bargaining
Age Care – Walden Heights – GSS	AUPE	2020-06-01	111	v	
Alberta Health Services	UNA	2020-03-31	28,600	v	Bargaining
Alberta Health Services – ANC	AUPE	2020-03-31	19,959	v	Bargaining
Alberta Health Services – GSS	AUPE	2020-03-31	24,243		Bargaining
Alberta Health Services – PMP/PMT	HSAA	2020-03-31	19,000	v	
Alberta Public Laboratories	HSAA	2020-09-30	4,720	v	
Allen Gray Continuing Care – ANC	AUPE	2020-03-31	153	v	
Associated Ambulance & Services (Whitecourt)	HSAA	2020-03-31	214		
AXR Operating National - Bow Crest	CUPE Local 8	2018-10-31	152	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	AUPE	2020-03-31	513	v	
Brenda Strafford Foundation – Clifton Manor	AUPE	2019-03-31	212	v	Bargaining
Canadian Blood Services	CUPE Local 1846	2017-03-31	150	v	Mediation
Canadian Blood Services - Techs	HSAA	2017-03-31	243	v	Mediation
Canterbury Foundation	AUPE	2020-12-31	180	v	
Capital Care	UNA	2020-03-31	207	v	
Capital Care – ANC	AUPE	2020-06-30	1,150	v	<b>Bargaining</b>
Capital Care – Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	v	
Capital Care – GSS	AUPE	2020-06-30	425	v	<b>Bargaining</b>
Capital Care – PMP/PMT	HSAA	2020-03-31	144	v	
Carewest – ANC	AUPE	2020-06-30	1,582	v	
Carewest – GSS	AUPE	2020-06-30	175	v	
Carewest – PMP/PMT	HSAA	2020-06-30	192	v	
CBI Home Health	AUPE	2020-12-31	482	v	
Chantelle Management – Grande Prairie Care Centre	CUPE Local 2158	2020-06-30	133	v	
Chantelle Management – Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	112	v	Mediation
Chartwell Master Care – Eau Claire	AUPE	1 <sup>st</sup> Agmt	102	v	Mediation



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## Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Chartwell Master Care – Griesbach and Heritage Valley	AUPE	1 <sup>st</sup> Agmt	313	√	Arbitration
Choices in Community Living – Copper Sky Lodge	AUPE	2019-03-31	157	√	
Covenant Care – St. Marguerite Manor	AUPE	1 <sup>st</sup> Agmt	NA	√	Bargaining
Covenant Health	UNA	2020-03-31	2,876	√	
Covenant Health – ANC	AUPE	2020-03-31	2,210	√	Bargaining
Covenant Health – Bonnyville Health Centre – GSS	HSAA	2020-03-31	116	√	
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	√	
Covenant Health – GSS	AUPE	2020-03-31	638	√	
Covenant Health – 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	√	
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	√	
Extencicare (Canada)	CUPE	2020-12-31	415	√	
Extencicare (Canada)	UNA	2017-07-31	139	√	Mediation
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) – 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	√	<b>Bargaining</b>
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	√	
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	√	
Points West Living Stettler	AUPE	2020-05-10	110	√	<b>Bargaining</b>
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	<b>100</b>	√	<b>Mediation</b>
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	√	
Southern Alberta Community Living Association	CUPE	2018-12-31	144		Mediation



# Current & Upcoming Collective Bargaining

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## Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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		

## 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
CANAM	Iron Workers Local 805	2020-05-31	105		
Cargill	UFCW Local 401	2020-12-31	1,938		
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		<b>Bargaining</b>
<b>JV Driver Fabricators – Steel Shop</b>	<b>CLAC Local 56</b>	<b>2021-01-31</b>	<b>100</b>		
Kawneer Company Canada	Unifor Local 99	2020-02-29	215		<b>Bargaining</b>
Kiewit Energy Fabricators	CLAC Local 63, Construction	2020-02-15	175		Bargaining
Lafarge Canada – Precast	Carpenters Local 2010	2020-05-31	130		
Maple Leaf Poultry	CLAC Local 56	2020-07-31	389		Settled
MaXfield	Employees' Organization	2020-12-31	109		
Multi-Employer Fabrication & Manufacturing	Plumbers & Pipefitters Local 488	2020-04-30	1,500		Bargaining
OEM Remanufacturing Company	CLAC Local 56	2020-12-31	593		
<b>Olymel</b>	<b>UFCW Local 401</b>	<b>2021-01-31</b>	<b>1,400</b>		
Prudential Steel	Steelworkers local 7226	2020-03-31	120		
Richardson Oilseed	UFCW Local 401	2019-08-31	125		<b>Bargaining</b>
Sofina Foods – Lilydale Calgary	UFCW Local 401	2019-04-02	428		Mediation
Sofina Foods – Lilydale, Edmonton	UFCW Local 401	2019-03-31	190		Bargaining
Triple M Housing	Carpenters Local 2010	2020-05-31	283		

## 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

## Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
AUPE	Unifor Local 880	2019-01-31	130		

## Professional, Scientific, and Technical Services

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

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## 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		
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 – 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	3,802		
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 Edmonton – DATS	ATU Local 569	2018-12-22	131		Settled
City of Edmonton – Transit	ATU Local 569	2018-12-22	2,269		Settled
City of Fort Saskatchewan	CUPE Local 30	2019-12-31	265		Mediation
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
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## 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

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## Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Fort McKay Strategic Services	Labourers Local 92	2019-10-01	180		
<b>Martin Brower of Canada</b>	<b>Teamsters Local 362</b>	<b>2021-01-31</b>	<b>102</b>		

## 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		

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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	HSA	2020-12-31	154	Expired

## Education

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Lakeland College	Faculty Association	2018-06-30	194	Bargaining
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	294	Bargaining
Grande Prairie Regional College	Academic Staff	2019-08-14	145	Bargaining
Grant MacEwan University	Staff Association	2019-06-30	849	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
Keyano College	Faculty Association	2020-06-30	105	<b>Bargaining</b>
Keyano College	CUPE Local 2157	2020-06-30	114	Expired
Lakeland College	AUPE	2020-06-30	292	<b>Bargaining</b>
Lethbridge College	AUPE	2020-06-30	348	<b>Bargaining</b>
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	<b>Bargaining</b>
Mount Royal University	Faculty Association	2020-06-30	830	<b>Bargaining</b>
Mount Royal University	Staff Association	2020-06-30	646	<b>Bargaining</b>
NAIT	AUPE	2020-06-30	1,100	<b>Bargaining</b>
NorQuest College	AUPE	2020-06-30	224	<b>Bargaining</b>
NorQuest College	Faculty Association	2020-06-30	400	<b>Bargaining</b>
Northern Lakes College	Faculty Association	2020-06-30	116	Expired
Northern Lakes College	AUPE	2020-06-30	125	<b>Bargaining</b>
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	<b>Bargaining</b>
SAIT	AUPE	2020-06-30	798	Expired
SAIT	Faculty Association	2020-06-30	654	<b>Bargaining</b>
University of Alberta	Academic Staff	2020-06-30	4,360	<b>Bargaining</b>
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	<b>Bargaining</b>
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

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## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
AgeCare - Skypointe	AUPE		121	ALRB Cert
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
Rosedale Partnership	AUPE			ALRB Cert
Seasons Retirement Communities (Encore)	AUPE			ALRB Cert
<b>Alberta Public Laboratories</b>	<b>CUPE Local 8</b>	<b>1<sup>st</sup> Agmt</b>	<b>82</b>	<b>Mediation</b>
Chartwell Mastercare – Eau Claire Care	AUPE	1 <sup>st</sup> Agmt	102	Mediation
Chartwell Mastercare – Griesbach & Heritage Valley	AUPE	1 <sup>st</sup> Agmt	313	Arbitration
Covenant Care – St. Marguerite Manor	AUPE	1 <sup>st</sup> Agmt		Enhanced
Covenant Care – St. Teresa Place	AUPE	1 <sup>st</sup> Agmt	NA	Mediation
Signature Retirement - Rocky Ridge	AUPE	1 <sup>st</sup> Agmt	90	Enhanced
Hong Lok Management - Edmonton Chinatown Care Centre	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 - Collegesside	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
Canadian Blood Services - Techs	HSAA	2017-03-31	243	Mediation
Canadian Blood Services, Calgary	UNA	2017-03-31	21	Mediation
Canadian Blood Services, Edmonton	UNA	2017-03-31	38	Mediation
Canadian Blood Services, Lethbridge	UNA	2017-03-31	5	Mediation
Carewest – Rouleau Manor	UNA	2017-03-31	10	Settled
Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	26	
Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	
Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	112	Mediation
Covenant Care - Holy Cross Manor	AUPE	2017-06-30	70	Bargaining

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## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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	UNA	2017-07-31	0	Mediation
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) - Eaux Claires	UNA	2017-07-31	31	Mediation
Extencicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	Bargaining
Extencicare (Canada) - Fort Macleod	UNA	2017-07-31	14	Mediation
Extencicare (Canada) - Hillcrest	AUPE	2017-12-31	169	Bargaining
Extencicare (Canada) - Holyrood	AUPE	2017-12-31	90	Bargaining
Extencicare (Canada) - Holyrood	UNA	2017-07-31	18	Mediation
Extencicare (Canada) - Leduc	UNA	2017-07-31	16	Mediation
Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	Bargaining
Extencicare (Canada) - Mayerthorpe	UNA	2017-07-31	4	Mediation
Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	488	Bargaining
Extencicare (Canada) - Michener Hill	UNA	2017-07-31	41	Mediation
Extencicare (Canada) - Viking	UNA	2017-07-31	7	Mediation
Extencicare (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	<b>125</b>	<b>Mediation</b>
River Ridge Seniors Village	UNA	2017-06-30	13	
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	Expired
Cypress View Foundation	CUPE Local 46	2019-12-31	80	Expired
Extencicare (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
Lacombe Foundation	CLAC Local 301	2019-12-31	80	Settled



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## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	Expired
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	27	Expired
Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	Expired
Park Place Seniors Living – Hardisty Care Centre – PMP/PMT	UNA	2019-03-31	4	Expired
Points West Living Cold Lake	AUPE	2019-12-31	51	Bargaining
Qualicare - Rivercrest Lodge Nursing Home	AUPE	2019-03-31	13	Bargaining
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	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	Expired
Age Care - Valleyview	AUPE	2020-03-31	32	Expired
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	Expired
Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2020-03-31	12	Expired
Bethany Care Centre – Calgary	HSAA	2020-07-31	12	Expired
<b>Bethany Care Centre – Calgary</b>	<b>UNA</b>	<b>2020-03-31</b>	<b>65</b>	<b>Expired</b>
<b>Bethany Care Centre - Cochrane</b>	<b>UNA</b>	<b>2020-03-31</b>	<b>12</b>	<b>Expired</b>
<b>Bethany Care Centre - Collegeside</b>	<b>UNA</b>	<b>2020-03-31</b>	<b>27</b>	<b>Expired</b>
<b>Bethany Care Centre - Sylvan Lake</b>	<b>UNA</b>	<b>2020-03-31</b>	<b>14</b>	<b>Expired</b>
Bethany Nursing Home - Rosehaven & Bethany LTC	AUPE	2020-03-31	513	Expired
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	<b>1,150</b>	<b>Bargaining</b>
Capital Care - GSS	AUPE	2020-06-30	<b>425</b>	<b>Bargaining</b>
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
Christenson Communities - Royal Oak Manor	HSAA	2020-02-01	72	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



# Essential Services Bargaining Relationships

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

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

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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	50	Expired
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	221	Expired
Extendicare (Canada) [6 sites]	CUPE	2020-12-31	415	Expired
Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	Expired
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	Bargaining
Homeland Housing	CUPE Local 1461 & 2832	2020-12-31	150	Expired
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2020-06-30	943	<b>Bargaining</b>
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	Expired
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	Expired
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	<b>Bargaining</b>
Prince of Peace Manor & Harbour	CUPE Local 8	2020-06-30	99	<b>Settled</b>
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
Salem Manor Nursing Home	Steelworkers Local 1-207	2020-07-13	<b>40</b>	<b>Bargaining</b>
SbraREIT Assisted Living – Maison Senior Living	CUPE Local 8	2020-02-29	80	Expired
Seasons Retirement Communities – Sunrise Village (High River) - ANC	CUPE Local 8	2020-06-30	77	<b>Bargaining</b>
Seasons Retirement Communities – Sunrise Village (High River) - GSS	CUPE Local 8	2020-06-30	48	<b>Bargaining</b>
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
Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	Active
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	Active
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2021-03-31	40	Active
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

# Essential Services Bargaining Relationships

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## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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
Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	Active
Intercare – Kingsland Terrace	CUPE Local 8	2021-03-31	46	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	Active
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	Active
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	Active
Revera Lessee – River Ridge	AUPE	2021-12-31	95	Active
Seasons Retirement Communities (Ponoka)	AUPE	2021-12-31	27	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
Taber & District Housing – Clearview Lodge	CUPE Local 2038	2023-05-31	27	Active
<b>Travois Holdings – Mayfair/Glamorgan Care Centres</b>	<b>CLAC Local 301</b>	<b>2023-03-31</b>	<b>160</b>	<b>Active</b>

## Grievance Arbitration Awards Received in January 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** [Air Liquide Canada](#)  
**Union** Unifor Local 777  
**Arbitrator** Yingst-Bartel  
**Date of Award** January 13, 2021  
**Issue** Interpretation question regarding long term benefits.  
**Decision Rendered** Grievance allowed.

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**Employer** [Alberta Health Services - ANC](#)  
**Union** AUPE  
**Arbitrator** Sims  
**Date of Award** January 11, 2021  
**Issue** Dismissal for invading personal space and inappropriate groping.  
**Decision Rendered** Grievance dismissed.

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**Employer** [Diamond International Trucks](#)  
**Union** Machinists Local 1722  
**Arbitrator** Sims  
**Date of Award** January 4, 2021  
**Issue** Use of bulletin boards.  
**Decision Rendered** Partially upheld.

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**Employer** [IBEW Local 424](#)  
**Union** IBEW Local 1007  
**Arbitrator** Smith  
**Date of Award** January 6, 2021  
**Issue** Whether the grievors were entitled to compensation in lieu of notice when their positions were eliminated, and is so what would be considered reasonable notice.  
**Decision Rendered** Grievances dismissed.

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**Employer** [Vision Loss Rehabilitation Alberta](#)  
**Union** UFCW Local 401  
**Arbitrator** Oviatt  
**Date of Award** January 25, 2021  
**Issue** Sexual harassment.  
**Decision Rendered** Grievance allowed.

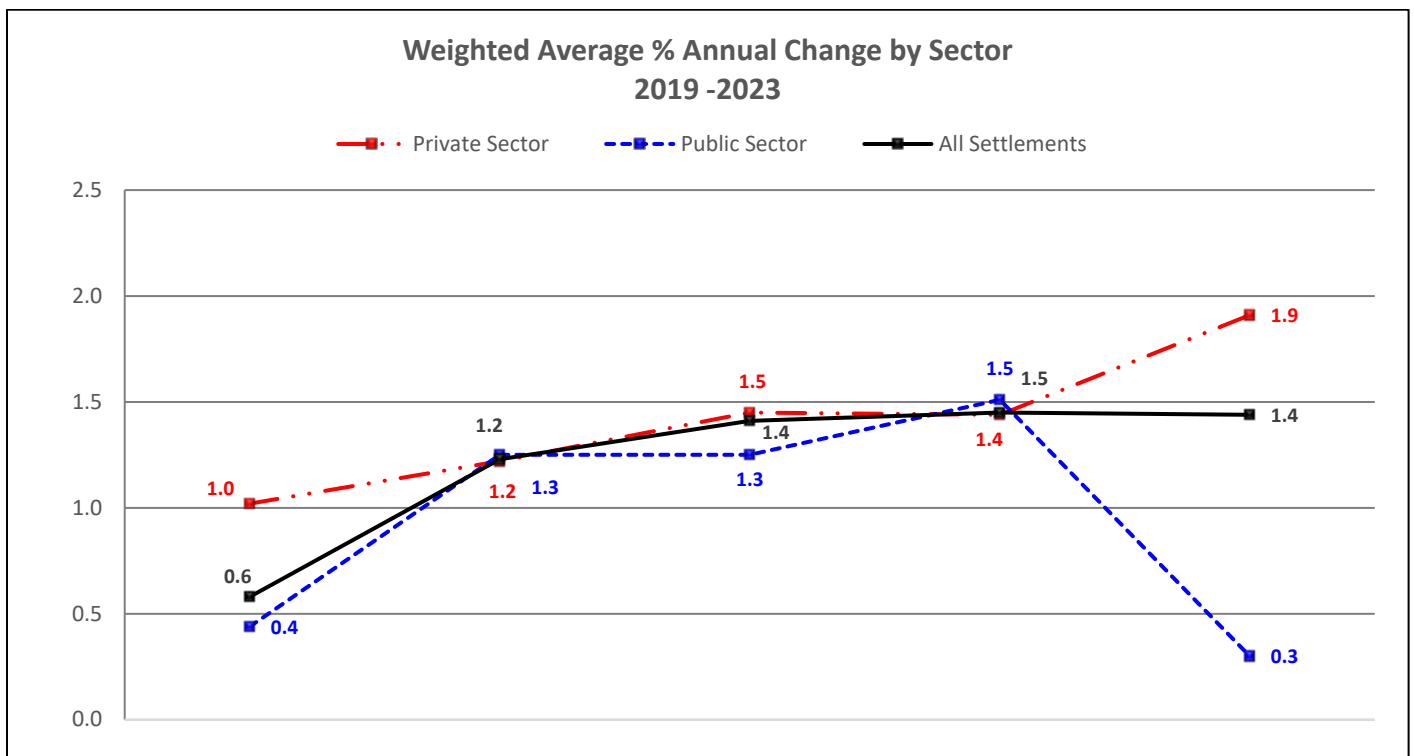
Copies of awards without URLs can be obtained by contacting Mediation Services at [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# Wage Settlements in Alberta

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

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

	Sector	Agreements	Employees	Weighted Average % Annual Change
2019	Private Sector	560	89,228	1.02
	Public Sector	472	270,386	0.44
	<b>All Settlements</b>	<b>1,032</b>	<b>359,614</b>	<b>0.58</b>
2020	Private Sector	451	80,766	1.22
	Public Sector	231	44,686	1.25
	<b>All Settlements</b>	<b>682</b>	<b>125,452</b>	<b>1.23</b>
2021	Private Sector	219	40,246	1.45
	Public Sector	111	11,599	1.25
	<b>All Settlements</b>	<b>330</b>	<b>51,845</b>	<b>1.41</b>
2022	Private Sector	105	20,837	1.44
	Public Sector	44	5,147	1.51
	<b>All Settlements</b>	<b>149</b>	<b>25,984</b>	<b>1.45</b>
2023	Private Sector	23	1,972	1.91
	Public Sector	7	805	0.30
	<b>All Settlements</b>	<b>30</b>	<b>2,777</b>	<b>1.44</b>



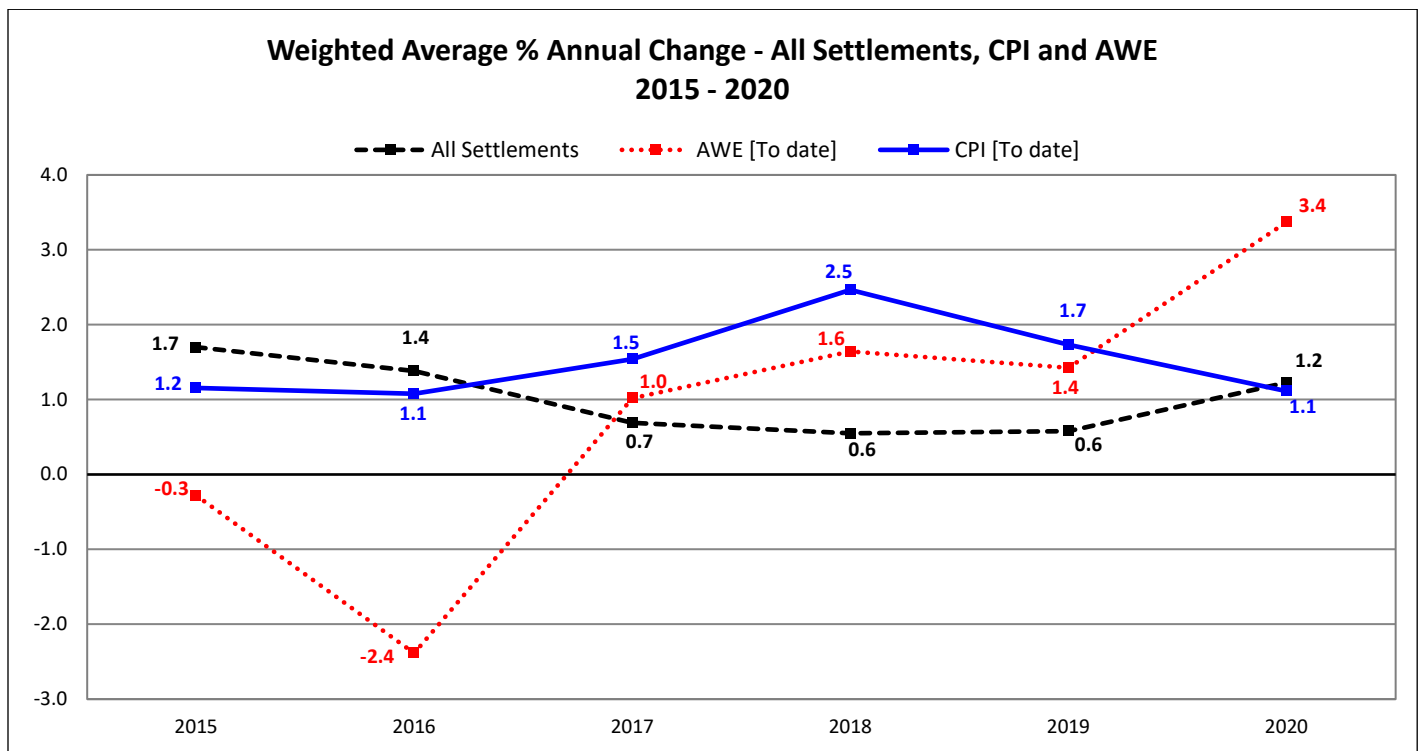
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour & Immigration by calling (780) 427-8301 or emailing [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# Wage Settlements in Alberta

## Weighted Average % Annual Change by Industry

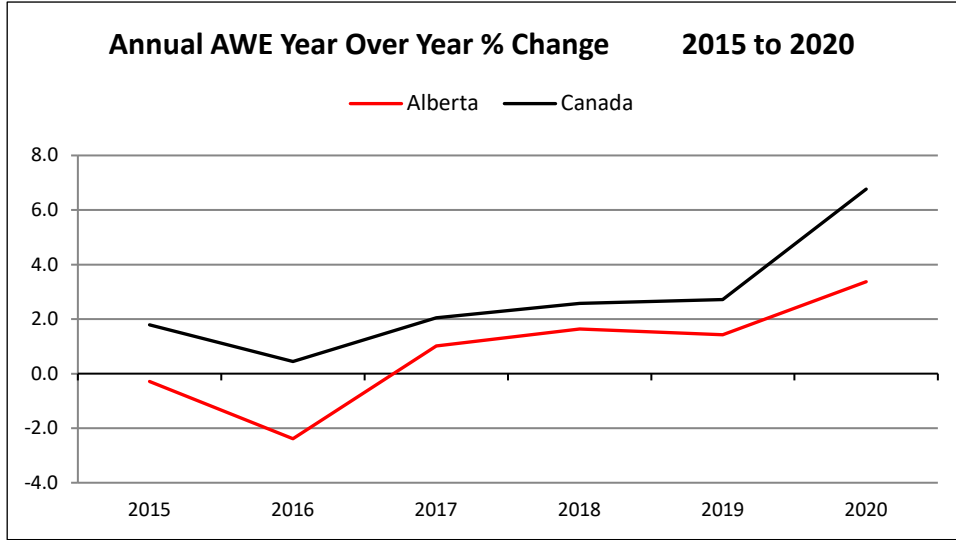
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2019			2020			2021			2022		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	30	4,172	1.42	20	2,072	1.59	13	1,002	1.56	8	571	1.39
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	34	5,103	1.42	20	3,435	2.13	9	1,248	1.69
Construction	112	18,662	0.19	95	22,962	0.43	26	10,140	0.35	11	8,453	0.47
Educational Services	160	89,582	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	171	121,061	0.34	77	6,873	1.17	43	2,785	1.13	8	575	1.09
Information & Cultural Industries	13	1,006	0.28	10	958	0.43	8	234	1.43	5	137	2.02
Manufacturing	173	20,719	1.52	137	18,072	1.57	71	9,368	1.85	37	3,482	2.21
Mining & Oil & Gas Extraction	28	6,812	2.17	21	5,356	2.34	16	4,864	2.52	12	3,651	3.47
Other Services (except Public Administration)	46	5,887	1.11	32	5,571	1.47	13	3,727	1.20	3	173	0.10
Professional, Scientific, & Technical Services	9	2,352	0.97	7	2,192	0.96	5	140	0.71	3	88	1.00
Public Administration	122	55,687	0.88	100	28,285	1.30	48	4,994	1.27	24	2,904	1.90
Real Estate & Rental & Leasing	7	466	2.00	7	651	1.88	2	289	2.68	1	93	2.25
Retail Trade	26	13,709	0.14	19	8,980	1.43	7	915	1.25	5	545	1.51
Transportation & Warehousing	41	3,773	0.64	40	3,702	1.29	20	1,769	1.69	8	928	1.63
Utilities	21	5,852	2.29	18	4,793	2.33	9	2,746	2.28	2	91	2.18
Wholesale Trade	14	1,964	2.06	12	1,783	1.79	9	1,591	2.22	5	544	1.40
<b>All Settlements</b>	<b>1,032</b>	<b>359,614</b>	<b>0.58</b>	<b>682</b>	<b>125,452</b>	<b>1.23</b>	<b>330</b>	<b>51,845</b>	<b>1.41</b>	<b>149</b>	<b>25,984</b>	<b>1.45</b>

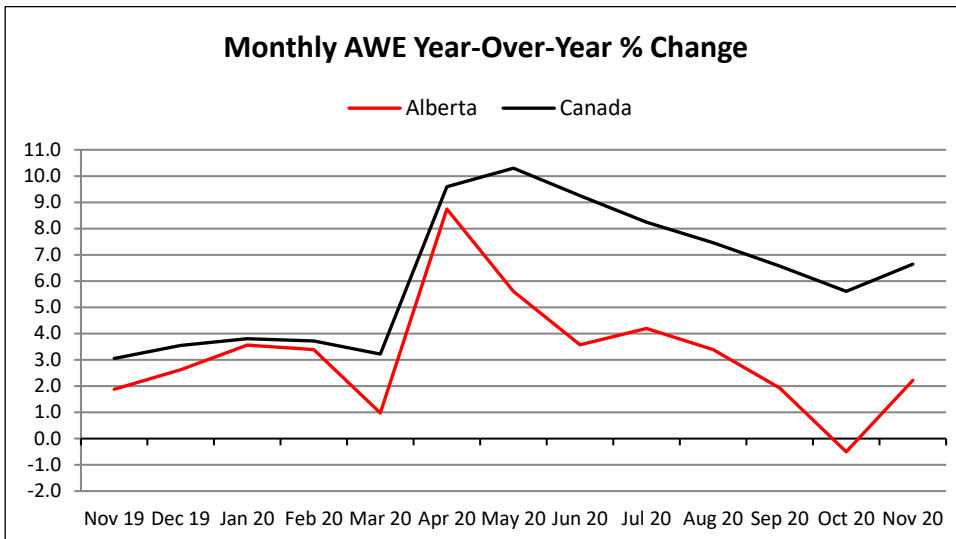


## Average Weekly Earnings (AWE)\*

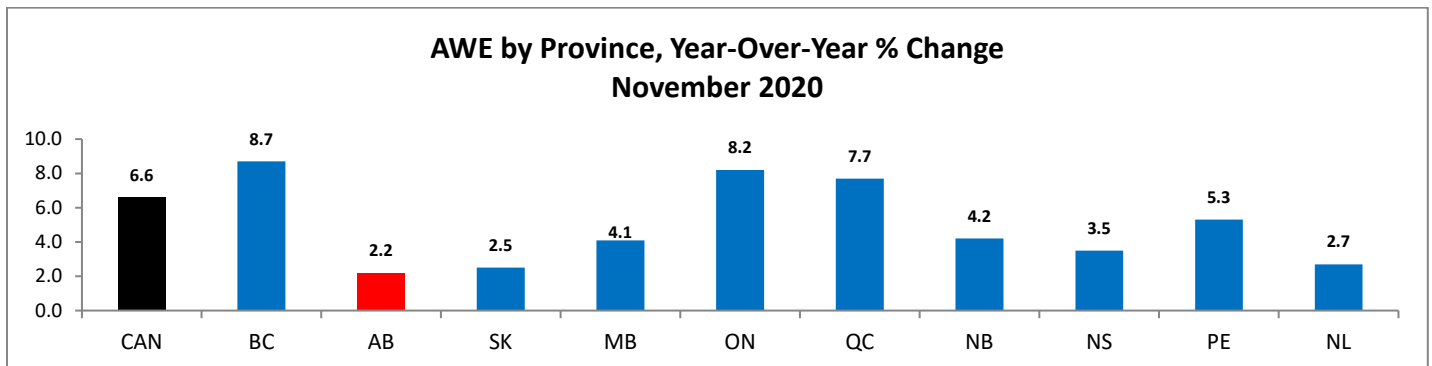
In **November 2020** the Alberta AWE increased .93% from October 2020. Between November 2020 and November 2019 the Alberta AWE increased 2.2% to \$1,197.26 from \$1,171.31.



AWE	Alberta	Canada
2015	-0.3	1.8
2016	-2.4	0.4
2017	1.0	2.0
2018	1.6	2.6
2019	1.4	2.7
2020*	3.4	6.8



AWE	Alberta	Canada
Nov 19	1.9	3.1
Dec 19	2.6	3.5
Jan 20	3.6	3.8
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
Nov 20	2.2	6.6



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

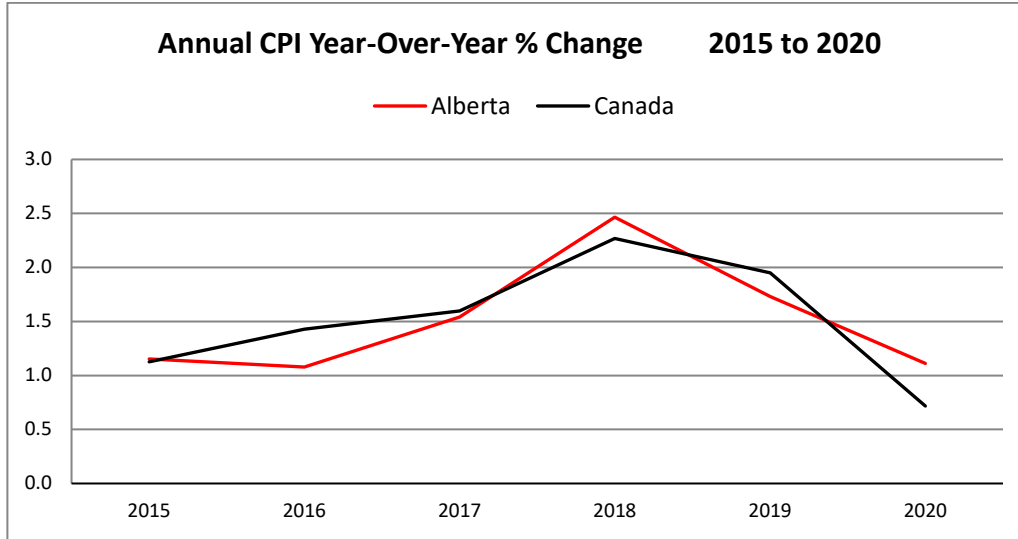
<sup>1</sup> Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

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

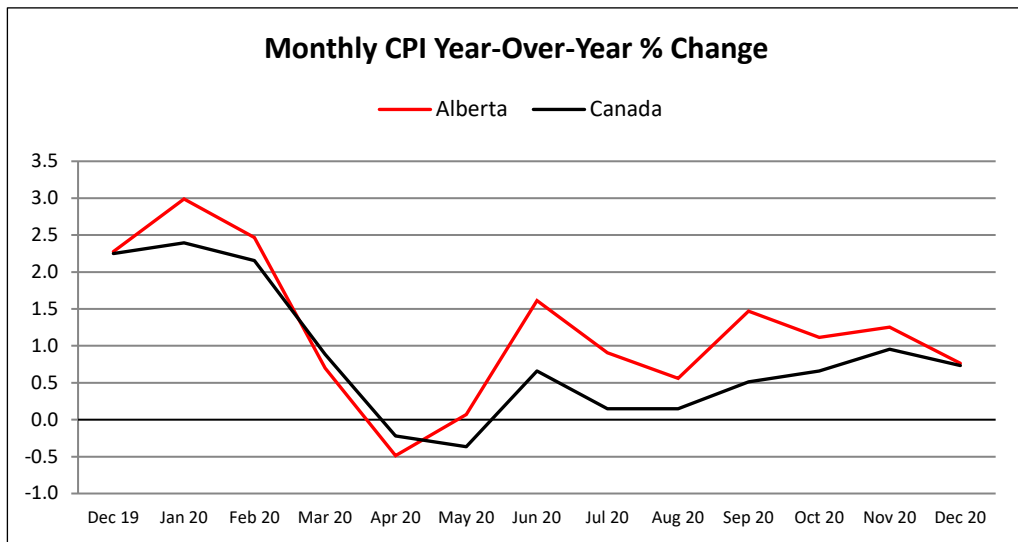
Source: Statistical data supplied by Statistics Canada

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

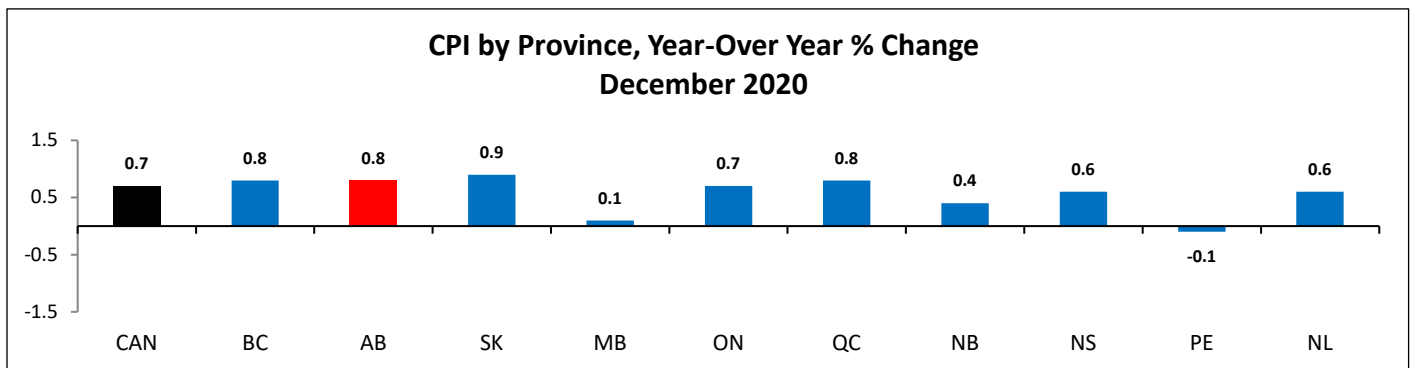
In **December 2020** the Alberta CPI decreased .4% from November 2020. Between December 2020 and December 2019 the Alberta CPI increased .8% to \$144.80 from \$143.70.



CPI	Alberta	Canada
2015	1.2	1.1
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



CPI	Alberta	Canada
Dec 19	2.3	2.2
Jan 20	3.0	2.4
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



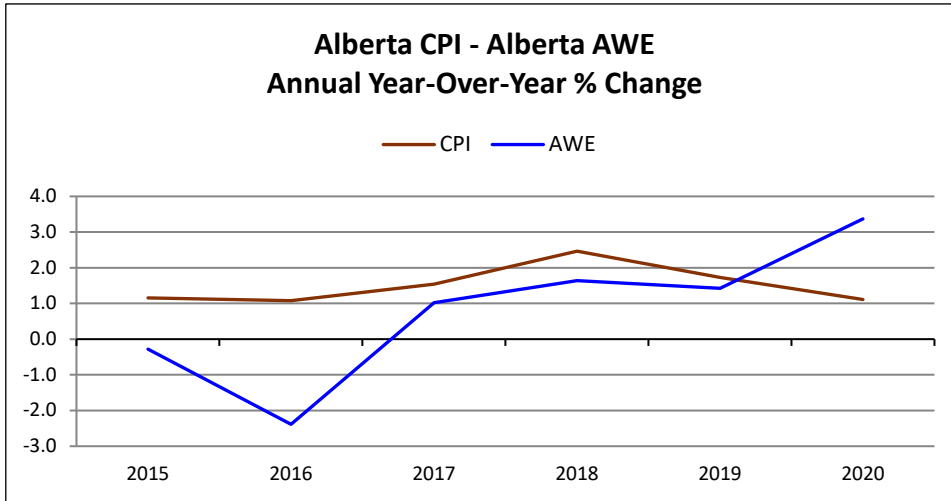
\*Year to date – Graph data available upon request.

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

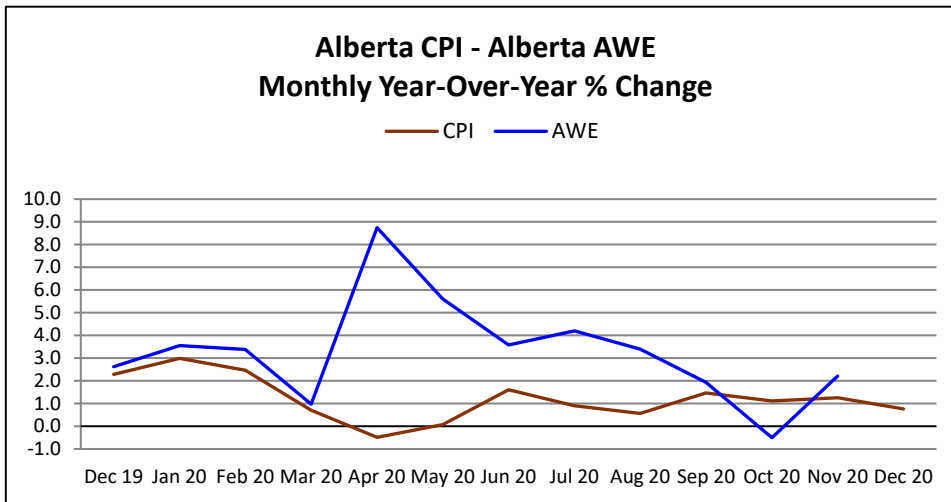
<sup>2</sup> Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100



## Alberta CPI and AWE Comparison



	CPI	AWE
2015	1.2	-0.3
2016	1.1	-2.4
2017	1.5	1.0
2018	2.5	1.6
2019	1.7	1.4
2020*	1.1	3.4



	CPI	AWE
Dec 19	2.3	2.6
Jan 20	3.0	3.6
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	2.2
Dec 20	0.8	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Dec 19	136.4	2.2	143.7	2.3	143.7	2.3	143.7	2.1
Jan 20	136.8	2.4	144.7	3.0	144.5	2.7	144.6	2.8
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

Average Weekly Earnings													
	Nov 19	Dec 19	Jan 20	Feb 20	Mar 20	Apr 20	May 20	Jun 20	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20
AWE \$	\$1,171.31	\$1,171.78	\$1,187.29	\$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	\$1,197.26
AWE %	1.88	2.62	3.56	3.39	0.97	8.74	5.61	3.57	4.20	3.39	1.93	-0.50	2.22

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

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

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

Source: Statistics Canada Consumer Price Index

## Union Data – Employees, Collective Agreements

UNION	EE	CBAs	UNION	EE	CBAs
ACTRA	1,900	2	IBEW	10,333	31
Advance Tank Centres Employees Association	42	1	Independent Air Handlers Employees Association	15	1
Alberta University of the Arts Faculty Association	91	1	Independent Sheet Metal Workers	61	1
Association of the Academic Staff of the University of Alberta	4,360	1	Insulators	780	1
ATA	48,248	68	Iron Workers	3,733	6
ATA Professional Staff Association	51	1	Keyano College Faculty Association	105	1
Athabasca University Faculty Association	400	1	Labourers	11,541	11
ATU	5,921	7	Lacombe Police Association	18	1
AUPE	100,908	142	Lakeland College Faculty Association	194	1
Bakery Workers	569	4	Lethbridge College Faculty Association	373	1
Bargaining Council of Construction & Maintenance Skilled Trades Unions	130	1	Lethbridge Police Association	166	1
Battle River School Bus Drivers' Association	34	1	Lethbridge Police Senior Officers	3	1
Blood Tribe Police Association	27	1	MacEwan Staff Association	849	1
Boilermakers	8,040	20	Machinists	2,063	11
Bow Valley College Faculty Association	598	1	MaXfield Employees' Organization	109	1
Bricklayers	2,100	4	Media & Communications Workers	65	2
Calgary Board of Education Staff Association	5,000	1	Medicine Hat Employees' Association	89	1
Calgary Board of Education Staff Association for Professional Support Staff	235	1	Medicine Hat Police Association	114	1
Calgary Musicians Association	481	7	Millwrights	800	1
Calgary Police Association	2,200	1	Mine Workers	279	1
Calgary Police Senior Officers' Association	37	1	Mount Royal Faculty Association	830	1
Camrose Police Association	28	1	Mount Royal Staff Association	646	1
CANA Services Employees Association	41	3	Multi-Union	200	2
Canada West Construction Union	190	4	NAIT Academic Staff Association	1,200	1
Canadian Energy Workers Association	995	2	National Hockey League Players Association	700	1
Canadian Football League Players' Association	175	1	Natural Gas Employees Association	1,277	1
Canadian Iron Steel & Industrial Workers	371	7	Non-Academic Staff Association	7,007	3
Canadian National Federation of Independent Unions [LiUNA Local 3000]	993	1	NorQuest College Faculty Association	400	1
Canadian Office & Professional Employees	81	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	9,237	63
Carpenters	6,966	14	Painters	601	3
Central Alberta Association of Municipal & School Employees	573	2	Plasterers & Cement Masons	930	3
Civic Service Union 52	6,352	5	Plumbers & Pipefitters	13,841	9
CLAC	18,893	119	Portage College Faculty Association	104	1
Commercial Industries Employees' Association	23	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	265	2	Quality Control Council of Canada	2,084	1
CUPE	41,023	179	Quinn Construction Employees Association	649	2
Edmonton Police Association	1,881	1	SAIT Academic Faculty Association	654	1
Edmonton Police Service Senior Officers' Association	40	1	Service Employees' International Union	240	3
Elevator Constructors	650	2	Sheet Metal Workers	974	3
Elk Island Catholic Transportation Association	36	1	Steelworkers	3,256	35
Employees' Association of Food & Bar Services	235	1	Taber Police Association	15	1
Faculty Association of Medicine Hat College	260	1	Teamsters	7,964	102
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	30,862	79
Foothills School Division No. 38 Bus Drivers' Association	80	1	UNA	33,316	51
Glass, Molders, Pottery, Plastics and Allied Workers Local 360	31	1	Unifor	14,194	94
Graduate Students' Association of the University of Calgary	1,404	1	Union of Calgary Co-Operative Employees	3,000	1
Grande Prairie Public School District Employees Association	364	1	Unisil Association	85	1
Grande Prairie Regional College Academic Staff Association	145	1	UNITE HERE	1,625	12
Grande Prairie Regional College Employees' Association	144	1	Unitech Electrical Contracting Employees' Association	48	1
Grant MacEwan University Faculty Association	984	1	United Utility Workers Association	1,433	6
HSA	28,042	30	University of Lethbridge Faculty Association	565	1
IAFF	4,243	18	Western Canada Employees' Association	185	4
IATSE	2,569	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](#)