

Bargaining Update

March - April 2023

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

The settlement data reported in this issue of Bargaining Update is based on the collective agreement settlement information received by Mediation Services in March and April 2023.

In March and April 2023, Mediation Services received settlement information regarding 61 bargaining relationships encompassing 27,244 employees. There were 37 private sector and 24 public sector settlements, covering 17,111 and 10,133 employees respectively.

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CBA's Received by Industry

Industry	CBA's	EEs
Administrative and Support, Waste Management and Remediation Services	7	1,091
Arts, Entertainment, and Recreation	3	78
Construction	6	10,716
Educational Services	3	2,544
Health Care and Social Assistance	13	8308
Information and Cultural Industries	1	16
Manufacturing	7	593
Mining and Oil and Gas Extraction	1	45
Other Services	7	1,139
Professional, Scientific, and Technical Services	1	17
Public Administration	6	599
Transportation & Warehousing	2	27
Utilities	3	2,063
Wholesale Trade	1	8
Total	61	27,244



Alberta Collective Bargaining Agreements

The Labour Relations Code requires unions and employers to file a copy of their collective agreement with the Director of Mediation Services.

When [filing](#) a Collective Bargaining Agreement please include as much of the following as possible:

- date of ratification
- number of employees covered by the collective agreement
- ALRB certificate number(s) if applicable

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

Grievance Mediation Program

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

Why Choose Grievance Mediation?

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

Are you Interested?

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

To find contact information and availability for a grievance mediator visit the Mediation Services Portal at:



<https://mediationservices.labour.alberta.ca/practitioners/>

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

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Accommodation and Food Services						
Agreements not filed, no settlements to report						
Administrative and Support, Waste Management and Remediation Services						
 Bee Clean Northern Alberta – U of A Service Employees International Union Local 2	180	26	2024-09-30	2022-06-30	1 st year 2 nd year	\$.20 per hour \$.20 per hour
 Explore Edmonton Corporation, Convention Centre UFCW Local 401	400	48	2026-12-31	2023-01-13	1 st year 2 nd year 3 rd year 4 th year	Varies 2% 2% 2%
 Garda Canada Security – Suncor Refinery Teamsters Local 362	11	36	2026-02-01	2023-02-06	1 st year 2 nd year 3 rd year	10% TBD TBD
Arts, Entertainment, and Recreation						
 Creative Productions CLAC Local 301	37	24	2024-12-31	2023-01-18	1 st year 2 nd year	1.5% 1.5%
 Glenbow Alberta Institute CUPE Local 1645	21	36	2024-06-30	2023-01-23	1 st year 2 nd year 3 rd year	2.0% 2.0% 2.5%
Construction						
 CLR – Labourers Labourers Local 92	3,500	27	2025-04-30	2023-01-16	Jan 2023 Jul 2023 Jan 2024	7.5% 4.6% 3.6%
 Electrical Contractors Association of Alberta IBEW Local 424	4,006	25	2025-04-30	2023-03-08	Mar 2023 Oct 2023 May 2024	7.5% 4.0% 4.0%
 Pipeline Contractors Association, Distribution Labourers Local 92	100	36	2025-04-30	2022-05-01	1 st year 2 nd year 3 rd year	2.6% 3.8% 4.9%
 Pipeline Contractors Association, Distribution Operating Engineers Local 955	20	36	2025-04-30	2022-10-03	1 st year 2 nd year 3 rd year	4.9% 4.8% 4.9%
 Pipeline Contractors Association, Distribution Plumbers & Pipefitters	80	36	2025-04-30	2022-05-01	1 st year 2 nd year 3 rd year	2.6% 4.5% 5.1%
 True North Scaffolding & Insulation Canada West Construction Union	10	32	2025-10-31	2023-02-28	1 st year 2 nd year 3 rd year	1.5% TBD TBD

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Educational Services						
 Livingstone Range School Division Willow Creek School Bus Drivers Assn.	42	48	2024-08-31	2022-10-04	1 st year 2 nd year 3 rd year 4 th year	0.0% 0.0% Up to 3.5% 0.0%
 Portage College AUPE	124	48	2024-06-30	2023-03-03	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 0.00% 2.75% + potential for additional 0.5% based on economic factors
 University of Alberta Graduate Students' Association	2,378	24	2024-08-31	2022-12-09	1 st year 2 nd year	0.00% 2.75%
 Wild Rose School Division Central Alberta Association of Municipal & School Employees	201	48	2024-08-31	2022-11-16	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 1.25% 1.50% + potential for additional .5% based on economic factors
Finance and Insurance						
Agreements not filed, no settlements to report						
Health Care and Social Assistance						
 AgeCare – Midnapore UNA	56	48	2021-08-31	2021-12-16	1 st year 2 nd year 3 rd year 4 th year	0% 0% 0% 0%
 AgeCare – Valleyview UNA	12	48	2021-08-31	2021-12-16	1 st year 2 nd year 3 rd year 4 th year	0% 0% 0% 0%
 Alberta Precision Laboratories HSAA	4,271	48	2024-09-30	2022-10-28	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 1.00% 3.25%
 Bloom LP (formerly Revera) UNA	129	36	2020-12-31	2022-02-24	1 st year 2 nd year 3 rd year	0% 0% 0%
 Civida AUPE	99	36	2024-12-31	2023-02-08	1 st year 2 nd year 3 rd year	1.5% 1.5% 1.5%
 Covenant Health – ANC AUPE	1,599	48	2024-03-31	2022-09-29	1 st year 2 nd year 3 rd year 4 th year	0.00% 1.00% 1.25% 2.00%
 Covenant Health – St. Joseph's Home / Carmel Hospice CUPE Local 408	40	36	2024-03-31	2022-12-09	1 st year 2 nd year 3 rd year	1.00% 1.25% 2.00%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Health Care and Social Assistance						
 Foothills Alcohol Action Society – Foothills Centre CUPE Local 3782	23	36	2025-06-30	2022-12-14	1 st year 2 nd year 3 rd year	10% to 12% 1% 1%
 Foothills Regional Emergency Services Commission HSAA	12	36	2025-12-31	2023-02-10	1 st year 2 nd year 3 rd year	2.5% 2.5% TBD
 Grande Spirit Foundation CUPE Local 3623	177	36	2025-06-30	2022-11-15	1 st year 2 nd year 3 rd year	2.75% 2.50% 2.25%
 Intercare – Brentwood, Chinook, Southwood CUPE Local 8	1,050	24	2024-06-30	2022-10-19	1 st year 2 nd year	1.25% 1.50%
 Nutra 2000 LiUNA Local 3000	800	12	2023-11-30	2023-02-08	1st year	3%
 Qualicare – Rivercrest Lodge Nursing Home UNA	10	48	2024-03-31	2023-03-15	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 4.25% 2.00%
 Sage Properties – Prince of Peace Manor & Harbour – GSS CUPE Local 8	70	17	2024-06-30	2023-02-07	1 st year 2 nd year	NA , First Agreement 2%
 Trinity Place Foundation of Alberta CUPE Local 4731	95	24	2024-12-31	2023-04-19	1 st year 2 nd year	NA, First Agreement 0%
 Workers Compensation Board – Millard Health HSAA	169	48	2024-12-31	2022-10-01	1 st year 2 nd year 3 rd year 4 th year	0.00% 1.00% 1.25% 2.00%
Information and Cultural Industries						
 Town of Edson Library Board CUPE Local 2838	16	36	2025-12-31	2023-02-16	1 st year 2 nd year 3 rd year	3% 3% 3%
Manufacturing						
 Carry Steel Steelworkers Local 5575	65	36	2026-02-28	2023-02-15	1 st year 2 nd year 3 rd year	Lump sum \$.50 per hour \$.75 per hour
 Chemtrade Logistics, Edmonton Unifor Local 530A	9	36	2025-09-30	2023-03-17	1 st year 2 nd year 3 rd year	3.0% 3.0% 3.5%
 Heidelberg Materials Canada – Lehigh Cement Boilermakers Local D359	94	48	2026-11-30	2023-03-13	1 st year 2 nd year 3 rd year 4 th year	4.5% 3.0% 3.0% 3.5%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Manufacturing						
 Lafarge Canada – Concrete, Edmonton Operating Engineers Local 955	10	24	2024-02-28	2022-07-18	1 st year 2 nd year	3.5% 2.5%
 Lafarge Canada – Edmonton Cement Boilermakers Local D331	8	36	2024-12-31	2022-01-19	1 st year 2 nd year 3 rd year	3.5% 2.5% 2.5%
 Lafarge Canada – Pipe Plant, Edmonton Carpenters Local 2010	50	36	2024-05-31	2022-05-10	1 st year 2 nd year 3 rd year	1.0% 5.5% 2.0%
 Sherritt International Unifor Local 530A	357	36	2025-03-31	2023-03-23	1 st year 2 nd year 3 rd year	6.0% 3.5% 3.5%
Mining and Oil and Gas Extraction						
 Pieridae Energy – Caroline Complex Unifor Local 4050	45	36	2024-12-31	2022-12-01	1 st year 2 nd year 3 rd year	NA, First agreement 2% 2%
Other Services (except Public Administration)						
 Association of the Academic Staff of the University of Alberta Steelworkers Local 1-207	8	48	2026-06-30	2022-07-06	1 st year 2 nd year 3 rd year 4 th year	4% TBD TBD TBD
 CLR – Refractory Labourers – Maintenance Labourers Local 92	65	27	2025-04-30	2023-01-29	Jan 2023 Aug 2023 May 2024	7.5% 4.6% 3.6%
 OJ Industrial Maintenance Plumbers & Pipefitters Local 488	500	36	2025-07-31	2022-08-01	1 st year 2 nd year 3 rd year	3.75% 3.00% 3.00%
 Skyhigh Canada – Maintenance Support Carpenters Local 2010	8	31	2024-04-30	2023-01-23	1 st year 2 nd year 3 rd year	0% 3% 3%
 United Nurses of Alberta Unifor Local 445	28	24	2024-12-31	2023-02-21	1 st year 2 nd year	2% 2%
Professional, Scientific, and Technical Services						
 Centerline Geomatics Operating Engineers Local 955	17	36	2026-03-01	2023-02-23	1 st year 2 nd year 3 rd year	4% 3% 3%
Public Administration						
 City of Cold Lake AUPE	166	60	2026-12-31	2022-11-05	1 st year 2 nd year 3 rd year 4 th year 5 th year	1.50% 2.00% 2.25% 2.75% 3.25%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Public Administration						
 City of St. Albert CUPE Local 941	142	48	2025-12-31	2023-01-17	1 st year 2 nd year 3 rd year 4 th year	0.0% 1.0% 1.5% 2.0%
 City of St. Albert – Policing Services CUPE Local 5141	45	48	2025-12-31	2022-09-15	1 st year 2 nd year 3 rd year 4 th year	0.0% 1.0% 1.5% 2.0%
 Mackenzie County AUPE	69	48	2026-12-31	2023-02-09	1 st year 2 nd year 3 rd year 4 th year	2% 2% 2% 2%
 Town of Vulcan CUPE Local 37	8	24	2024-12-31	2022-12-16	1 st year 2 nd year	4% 3%
Real Estate and Rental and Leasing						
Agreements not filed, no settlements to report						
Retail Trade						
Agreements not filed, no settlements to report						
Transportation and Warehousing						
 2XL Transport Teamsters Local 362	3	22	2024-12-31	2023-03-03	1 st year 2 nd year	NA, First agreement 2%
 VersaCold Logistics Services Unifor Local 445	24	48	2026-12-31	2022-11-28	1 st year 2 nd year 3 rd year 4 th year	8% 4% 3% 3%
Utilities						
 Apex Utilities Unifor Local 1947	126	24	2024-12-31	2023-02-28	1 st year 2 nd year	3% 4%
 ATCO Electric Canadian Energy Workers Association	914	36	2024-12-31	2023-02-16	1 st year 2 nd year 3 rd year	2.5% 2.5% 3.0%
 EPCOR Utilities Civic Service Union 52	1,023	48	2024-12-16	2023-02-28	1 st year 2 nd year 3 rd year 4 th year	1.00% 1.50% 2.75% 3.15%
Wholesale Trade						
 Thermon Canada Services CLAC Local 63	8	32	2025-11-30	2023-04-01	1 st year 2 nd year	NA; First agreement TBD

Current & Upcoming Collective Bargaining

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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		Settled
Bridge Gap Chateau	UNITE HERE Local 47	2022-12-31	135		
Compass Group – ESS Poplar Point – Remote Camp Services	UNITE HERE Local 47	2015-03-31	450		
Compass Group – Eurest Dining Services	UFCW Local 401	2023-03-31	119		
Crown Camp Services - Syncrude - Culinary Workers	UNITE HERE Local 47	2017-06-30	160		
Dene West – Alban Sands Village	UNITE HERE Local 47	2019-04-30	250		
InnVest Hotels – Fairmont Palliser	Unifor Local 4050	2023-02-28	240		
Sodexo Canada, Calgary	CUPE Local 4822	2022-04-30	333		Bargaining
Sodexo Canada, Lethbridge	CUPE Local 408	2023-03-31	118		

Administrative and Support, Waste Management and Remediation Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Beverage Container Recycling	UFCW Local 401	2022-12-31	135		
Clean Harbors Energy & Industrial Services	Teamsters Local 362	2022-07-31	380		Mediation
Waste Management Canada	Unifor Local 4050	2022-10-31	283		

Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Canadian Media Producers	Teamsters Local 362	2023-03-31	221		
Citadel Theatre	IATSE Local 210	2022-06-30	100		
Edmonton Space & Science Foundation	Civic Service Union 52	2022-12-31	131		
Gateway Casinos – Starlight Casino	UFCW Local 401	2020-06-30	367		Bargaining
Jubilee Auditorium, Northern Alberta	IATSE Local 210	2023-03-31	400		
Motion Picture Production	IATSE Local 212	2023-03-31	1,400		
Regional Recreation Corporation of Wood Buffalo	CUPE Local 1505	2022-12-31	290		

Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Coating Contractors Association	Painters Local 177	2019-04-30	549		Bargaining
CLR – Insulators	Insulators Local 110	2019-04-30	1,850		Tentative
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
Golderado Contracting	CLAC Local 63, Construction	2023-01-31	120		
JVD Installations – Construction	CLAC Local 63, Construction	2020-08-30	100		
Ledcor Pipeline	CLAC Local 63, Construction	2022-05-31	1,358		
Masonry Contractors Association of Alberta	Bricklayers Local 1	2023-04-30	500		
Pipeline Contractors Association - Mainline Pipeline	Labourers Local 92	2023-04-30	400		
Pipeline Contractors Association - Mainline Pipeline	Operating Engineers Local 955	2023-04-30	718		
Pipeline Contractors Association - Mainline Pipeline	Plumbers & Pipefitters	2023-04-30	500		
Pipeline Contractors Association - Mainline Pipeline	Teamsters Local 362	2023-04-30	200		
PTW Industrial Services	CLAC Local 63, Construction	2023-01-31	225		
Sidewalks, Curbs & Gutters Industry Agreement	Labourers Local 92	2023-04-30	335		
Soogadin Field Services	CLAC Local 63, Construction	2023-01-31	310		
Westwood Electric	CLAC Local 63, Construction	2018-04-29	320		

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	294	v	Bargaining
Black Gold School Division	CUPE Local 3484	2021-08-31	508		Bargaining
Bow Valley College	Faculty Association	2020-06-30	598	v	Bargaining
Buffalo Trail Public Schools	CUPE Local 1606	2022-08-31	244		
Calgary Board of Education	Construction & Maintenance . . .	2021-08-31	130		Mediation

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Board of Education	CUPE Local 40	2020-08-31	750		
Calgary Board of Education	CBE Professional Staff Assn	2020-08-31	200		Mediation
Calgary Board of Education	CBE Staff Association	2020-08-31	4,000		Mediation
Calgary Roman Catholic Separate School Division	ATA	2020-08-31	4,091		Mediation
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		Bargaining
Edmonton Catholic Separate School Division	Unifor Local 52A	2020-08-31	1,137		Bargaining
Edmonton School Division	ATA	2020-08-31	7,162		Bargaining
Edmonton School Division – Custodial	CUPE Local 474	2020-08-31	946		Bargaining
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		Bargaining
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		
Fort Vermilion School Division	ATA	2020-08-31	245		Mediation
Grande Prairie School Division	ATA	2020-08-31	500		Mediation
Grande Yellowhead School Division	CUPE Local 1367	2021-08-31	210		Bargaining
Grant MacEwan University	MacEwan Staff Association	2020-06-30	1,200	v	Bargaining
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	180	v	Mediation
Keyano College	Faculty Association	2020-06-30	105	v	Mediation
Lakeland College	Faculty Association	2020-06-30	174	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	113		Mediation
Peace River School Division – Bus Drivers	CUPE Local 4839	2021-08-31	100		
Peace River School Division – Support Staff	CUPE Local 4839	2021-08-31	252		
Prairie Land School Division	CUPE Local 5829	2021-08-31	120		Bargaining
Red Deer Catholic Separate School Division	CUPE Local 417	2022-08-31	285		Bargaining
St. Albert School Division	CUPE Local 1099	2022-08-31	367		
Sturgeon School Division	CUPE Local 4625	2020-08-31	180		Bargaining
University of Calgary	Graduate Students' Association	2022-12-31	1,404		
Wolf Creek School Division	ATA	2020-08-31	544		Mediation

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Age Care – Beverly Centre Glenmore	AUPE	2018-09-10	170	v	Mediation
Associated Ambulance & Services (Whitecourt)	CUPE Local 4351	2022-03-31	189		Bargaining
Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-17	136	v	Mediation
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	v	Bargaining
AXR Operating National – Bow Crest	CUPE Local 8	2022-10-31	144	v	
AXR Operating National – McKenzie Towne	CUPE Local 8	2022-10-31	146	v	
Continuing Care					
Bethany Care Centre - Calgary – ANC	AUPE	2017-08-31	443	v	Mediation
Bethany Care Centre – Collegesside	AUPE	2017-08-31	166	v	Mediation
Bethany Care Centre – Didsbury	AUPE	2017-08-31	109	v	Mediation
Bethany Care Society – Riverview	AUPE	1st Agmt	363	v	Mediation
Bethany Nursing Home – Lodges	AUPE	2020-03-31	143	v	Mediation
Bethany Nursing Home - Rosehaven & Bethany LTC	AUPE	2020-03-31	291	v	Mediation
Bloom LP - AgeCare - Riverview	UFCW Local 401	2023-03-31	128		
Brenda Strafford Foundation – Clifton Manor	AUPE	2019-03-31	212	v	Bargaining
Brenda Strafford Foundation – Wentworth Manor	AUPE	2022-12-30	139	v	
Canadian Blood Services	CUPE Local 1846	2017-03-31	150	v	Mediation

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by ✓

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Canadian Blood Services – Techs	HSAA	2021-03-31	243	✓	Bargaining
Capital Care	UNA	2020-03-31	207	✓	
Capital Care – Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	✓	Expired
Capital Care – GSS	AUPE	2020-06-30	425	✓	Settled
Capital Care – PMP/PMT	HSAA	2020-03-31	144	✓	Bargaining
Carewest – ANC	AUPE	2020-06-30	1,340	✓	Mediation
Carewest – GSS	AUPE	2020-06-30	160	✓	Mediation
Carewest – PMP/PMT	HSAA	2020-06-30	208	✓	Mediation
CBI Home Health	AUPE	2020-12-31	482	✓	Bargaining
Chantelle Management – Edith Cavell Care Centre	AUPE	2020-11-30	124	✓	Mediation
Chantelle Management – Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	✓	Bargaining
Chantelle Management – Sunset Manor, Innisfail				✓	
Country Manor	AUPE	2022-01-31	112		Bargaining
Chartwell Master Care – Eau Claire	AUPE	2023-02-07	102		
Chartwell Master Care – Emerald Hills	AUPE	1 st Agmt	100	✓	Bargaining
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	2022-11-22	365	✓	
Chartwell Master Care – St. Albert	Steelworkers Local 1-207	2022-12-02	121	✓	
Covenant Care	AUPE	2022-12-31	680	✓	
Covenant Care – St. Teresa Place	AUPE	2022-12-31	246	✓	
Covenant Health – Bonnyville Health Centre – GSS	HSAA	2020-03-31	116	✓	Bargaining
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	✓	Bargaining
Covenant Health – Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	✓	Bargaining
Covenant Health – PMP/PMT	HSAA	2020-03-31	1,246	✓	Settled
Covenant Health – St. Therese Villa	AUPE	2020-03-31	202	✓	Settled
Covenant Health – Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2020-03-31	200	✓	Bargaining
DynaLIFE DX	HSAA	2022-03-31	1,200	✓	Mediation
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	✓	Bargaining
Extencicare (Canada)	AUPE	2017-12-31	1,450	✓	Tentative
Extencicare (Canada)	CUPE	2020-12-31	415	✓	
Extencicare (Canada)	UNA	2021-12-31	139	✓	
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	✓	
Golden Life Management – Evanston Grand Village	AUPE	2019-09-30	164	✓	Mediation
Good Samaritan Society - Dr. Gerald Zetter	CUPE Local 1031	2020-06-30	240	✓	
Good Samaritan Society – Group Homes	AUPE	2018-06-60	265	✓	Mediation
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,891	✓	Mediation
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	✓	Bargaining
Good Samaritan Society – South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	✓	Bargaining
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	✓	Bargaining
Mosaic Primary Care Network	HSAA	2023-03-31	187		
Park Place Seniors Living – Copper Sky Lodge	AUPE	2022-03-31	170	✓	Bargaining
Park Place Seniors Living – Devonshire Care Centre	AUPE	2022-03-31	183	✓	Bargaining
Revera Lessee – Riverbend Retirement	AUPE	2020-12-31	113	✓	Bargaining
Revera Lessee – Scenic Acres	AUPE	2022-12-31	106	✓	
River Ridge Seniors Village	Steelworkers Local 1-207	2022-03-31	104	✓	Bargaining
Sage Properties – Prince of Peace Manor & Harbour	CUPE Local 8	2022-06-30	100	✓	Bargaining
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	✓	Mediation
Shepherd's Care – Kensington Village - ANC	AUPE	2020-09-30	147	✓	Bargaining
Shepherd's Care – Millwoods – ANC	AUPE	2020-09-30	124	✓	Bargaining
Signature Retirement – Rocky Ridge	AUPE	2021-12-31	107	✓	Mediation
Swan Evergreen Village	AUPE	1 st Agmt	165	✓	Mediation
Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC Local 301	2023-03-31	160		
Venta Care Centre – ANC	AUPE	2017-07-31	100	✓	Bargaining
Well Being Services – Monterey	AUPE	2022-03-31	130	✓	Bargaining

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Information and Cultural Industries					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Edmonton Public Library	Civic Service Union 52	2020-12-19	630		Bargaining
Manufacturing					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Apel Extrusions	Steelworkers Local 6034	2021-06-30	120		Mediation
Cargill	UFCW Local 401	2022-12-31	361		
EVRAZ (Red Deer)	Iron Workers Local 805	2022-12-31	165		
EVRAZ (Camrose)	Unifor Local 551	2023-01-31	200		
Goodyear Canada	Steelworkers Local 628	2022-07-27	185		
Imperial Oil – Strathcona Refinery	Unifor Local 21A	2023-01-31	193		Bargaining
JV Driver Fabricators – Steel Shop	CLAC Local 56	2021-01-31	100		
Ledcor Fabrication	CLAC Local 63, Construction	2022-12-31	120		
Maple Leaf Foods – Pork	UFCW Local 401	2022-03-31	462		Mediation
PepsiCo Beverages	Unifor Local 1410	2022-12-31	167		Settled
Suncor Energy Products – Edmonton Refinery	Unifor Local 501A	2023-01-31	282		
Tolko Industries	Steelworkers Local 1-207	2022-07-31	327		Mediation
Trophy Foods	UFCW Local 401	2023-02-28	123		
West Fraser Mills –Pulp & Sawmill	Unifor Local 855	2021-05-31	467		Bargaining
Weyerhaeuser	Steelworkers Local 1-207	2023-03-31	135		
Mining and Oil and Gas Extraction					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Neegan Development	Operating Engineers Local 955	2022-12-31	217		Mediation
SMS Equipment	Unifor Local 707A	2023-04-30	400		
Teck Resources – Cardinal River	Mine Workers Local 1656	2022-06-30	279		
Other Services (except Public Administration)					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
AUPE	Alberta Union of Labour Relations Professionals	2022-01-31	213		Mediation
National Elevator & Escalator Association	Elevator Constructors	2023-04-30	632		Mediation
Redi Energy Services	CLAC Local 63, Construction	2022-02-28	100		
Professional, Scientific, and Technical Services					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Public Administration					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
City of Calgary	ATU Local 583	2021-01-03	3,100		Bargaining
City of Calgary	Calgary Police Association	2021-01-03	2,000		Arbitration
City of Calgary	IAFF Local 255	2020-12-31	1,470		Bargaining
City of Calgary	IBEW Local 254	2021-03-31	162		Bargaining
City of Calgary – Outside Workers	CUPE Local 37	2021-01-03	2,800		Settled
City of Edmonton	Civic Service Union 52	2020-12-09	4,400		Bargaining
City of Edmonton	Edmonton Police Association	2020-12-20	1,975		Arbitration
City of Edmonton	IAFF Local 209	2018-12-25	1,286		Arbitration
City of Edmonton	IBEW Local 1007	2021-12-18	106		
City of Edmonton – DATS	ATU Local 569	2021-12-18	130		Mediation
City of Fort Saskatchewan	CUPE Local 30	2022-12-31	247		
City of Lethbridge	CUPE Local 70	2022-12-31	860		

Current & Upcoming Collective Bargaining

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Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
City of Lethbridge	IAFF Local 237	2020-12-31	211		Bargaining
City of Lethbridge – Transit	ATU Local 987	2022-12-31	173		
City of Medicine Hat	CUPE Local 46	2022-12-31	800		
City of Medicine Hat	Medicine Hat Police Association	2020-12-31	114		Bargaining
City of Red Deer	ATU Local 569	2022-12-31	120		
City of Red Deer	IAFF Local 1190	2022-12-31	209		
City of St. Albert	IAFF Local 2130	2019-12-31	117		Arbitration
Regional Municipality of Wood Buffalo	CUPE Local 1505	2020-12-31	830		Mediation
Regional Municipality of Wood Buffalo	IAFF Local 2494	2020-12-31	172		Mediation
Rocky View County	IAFF Local 4794	2020-12-31	144		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	2022-05-31	187		Bargaining

Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Save On Foods [Meat & Deli; Retail]	UFCW Local 401	2020-03-28	111		Bargaining
Sobeys West – Gas Bars	UFCW Local 401	2022-09-30	264		Bargaining

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Diversified Transportation	Teamsters Local 362	2022-12-31	526		Mediation
FirstCanada – Branch 31720	Teamsters Local 987	2022-08-31	102		
FirstCanada – Branch 34040	Teamsters Local 362	2022-08-31	165		Settled
Fort McKay Strategic Services	Labourers Local 92	2022-12-31	117		
Prairie Rail Agreement	Labourers Local 92	2021-05-31	470		
Sobeys Capital – Retail Support Centre	UFCW Local 401	2021-03-31	229		Bargaining
TappCar	Teamsters Local 987	2022-08-31	379		

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
ENMAX Corporation	CUPE Local 38	2022-12-31	658		
EPCOR Utilities	IBEW Local 1007	2021-12-18	756		Settled

Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Federated Co-Operatives	Teamsters Local 987	2022-03-31	341		
Sysco Calgary	Teamsters Local 987	2023-03-02	140		Mediation

Essential Services Bargaining Relationships

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Government, Boards, and Agencies – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Workers' Compensation Board	HSAA	2020-12-31	154	Expired
Alberta Gaming, Liquor & Cannabis Commission	AUPE	2024-07-31	787	Active
Alberta Innovates	AUPE	2024-09-30	58	Active
Alberta Pensions Administration	AUPE	2024-03-31	197	Active
ATB Financial	AUPE	2024-03-31	559	Active
Government of Alberta	AUPE	2024-03-31	20,000	Active
InnoTech Alberta	AUPE	2024-09-30	118	Active
Travel Alberta	AUPE	2024-03-31	23	Active

Education – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	294	Bargaining
Bow Valley College	Faculty Association	2020-06-30	591	Bargaining
Grant MacEwan University	Staff Association	2020-06-30	1,200	Bargaining
Keyano College	Faculty Association	2020-06-30	105	Mediation
Keyano College	CUPE Local 2157	2020-06-30	180	Mediation
Lakeland College	Faculty Association	2020-06-30	174	Expired
Lethbridge College	Faculty Association	2020-06-30	373	Bargaining
Alberta University of the Arts	AUPE	2024-06-30	70	Active
Alberta University of the Arts	Faculty Association	2024-06-30	80	Active
Athabasca University	AUPE	2024-06-30	269	Active
Athabasca University	Faculty Association	2024-06-30	447	Active
Bow Valley College	AUPE	2024-06-30	302	Active
Grant MacEwan University	Faculty Association	2024-06-30	971	Active
Lakeland College	AUPE	2024-06-30	377	Active
Lethbridge College	AUPE	2024-06-30	366	Active
Medicine Hat College	AUPE	2024-06-30	139	Active
Medicine Hat College	Faculty Association	2024-06-30	220	Active
Mount Royal University	Faculty Association	2024-06-30	800	Active
Mount Royal University	Staff Association	2024-06-30	837	Active
NAIT	Academic Staff	2024-06-30	903	Active
NAIT	AUPE	2024-06-30	900	Active
NorQuest College	AUPE	2024-06-30	440	Active
NorQuest College	Faculty Association	2024-06-30	514	Active
Northern Lakes College	AUPE	2024-06-30	99	Active
Northern Lakes College	Faculty Association	2024-06-30	110	Active
Northwestern Polytechnic	Academic Staff	2024-08-14	178	Active
Northwestern Polytechnic	Employees' Association	2024-06-30	144	Active
Northwestern Polytechnic - Fairview Campus	AUPE	2024-06-30	37	Active
Olds College	AUPE	2024-06-30	140	Active
Olds College	Faculty Association	2024-06-30	98	Active
Portage College	AUPE	2024-06-30	124	Active
Portage College	Faculty Association	2024-06-30	104	Active
Red Deer Polytechnic	AUPE	2024-06-30	228	Active
Red Deer Polytechnic	CUPE Local 1445	2024-06-30	93	Active
Red Deer Polytechnic	Faculty Association	2024-06-30	450	Active
SAIT	AUPE	2024-06-30	520	Active
SAIT	Faculty Association	2024-06-30	689	Active
University of Alberta	Academic Staff	2024-06-30	3,800	Active
University of Alberta	Non-Academic Staff Assn	2024-03-31	6,114	Active
University of Calgary	AUPE	2024-03-31	5,596	Active
University of Calgary	Faculty Association	2024-06-30	2,074	Active
University of Lethbridge	AUPE	2024-03-31	505	Active
University of Lethbridge	Faculty Association	2024-06-30	579	Active

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Health Care – ALRB Certificates

EMPLOYER	UNION	EXPIRY	EES	ALRB Certificate
Alberta Health Services	AUNP			C1986-2021
Aster Joint Venture – AgeCare Skypointe	UNA		22	C1903-2021
Bethany Care Society – Airdrie	UNA			C1913-2021
Bethany Care Society – Mount View Lodge	AUPE			C2082-2022
Bethany Care Society - Riverview	UNA			C1764-2020
Bethany Care Society – Sundre Seniors’ Supportive Living	AUPE			C2046-2022
Brenda Strafford Foundation – Cambridge Manor	UNA			C2011-2022
Carewest – Glenmore Park	UNA		60	C80-2019
Carewest – Signal Pointe	UNA			C9-2018
Connecting Care (2000) – The Wellington	Steelworkers Local 1595			C1919-2021
Covenant Health	AUNP			C1984-2021
Covenant Health – St. Mary’s Health Care Centre (Trochu)	UNA			C-176-2018
Intercare – Chinook Care	UNA			C-89-2019
Masterpiece Southland Meadows	UNA			C-16-2019
Park Place Seniors Living – Silverado Creek	AUPE		115	C2052-2022
Points West Living Drayton Valley	AUPE			C2102-2023
Sage Properties – Prince of Peace Manor & Harbour	UNA			C1852-2020
Saint Elizabeth Health Care – Hawthorne	AUPE			C2061-2022
Saint Elizabeth Health Care – Points West Living (Nurses)	Teamsters Local 362			C2008-2022
Saint Elizabeth Health Care – Points West Living (ANC)	Teamsters Local 362			C2012-2022
Shepherd’s Care Foundation – Eden House	Machinists Local 1722			C1972-2021
Shepherd’s Care Foundation – Eden House	UNA			C2030-2022
Silverado Seniors Village Partnership	AUPE			C2052-2022

Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Aster Joint Venture – AgeCare Seton	AUPE	1 st Agmt	314	Enhanced
Bayshore HealthCare	UFCW Local 401	1 st Agmt	31	Enhanced
Bethany Care Society – Riverview	AUPE	1 st Agmt	363	Mediation
Bethany Nursing Home – Home Care Wetaskiwin	AUPE	1 st Agmt	34	Mediation
Chartwell Master Care – Emerald Hills	AUPE	1 st Agmt	100	Bargaining
Chartwell Master Care– Wescott Retirement Residence	AUPE	1 st Agmt	67	Bargaining
Optima Living Alberta – Wild Rose	AUPE	1 st Agmt		Enhanced
Revera Retirement – McConachie Gardens	AUPE	1 st Agmt	80	Arbitration
Revera Retirement – Our Parents’ Home	AUPE	1 st Agmt	80	Arbitration
Swan Evergreen Village	AUPE	1 st Agmt	165	Mediation
Whitehorn Village Retirement Community	AUPE	1 st Agmt	85	Enhanced
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 – Telecare	CUPE Local 1031	2016-07-31	5	Bargaining
Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	71	Mediation
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	14	Mediation
Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	443	Mediation
Bethany Care Centre - Calgary - GSS	AUPE	2017-08-31	49	Mediation
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
Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	Bargaining
Canadian Blood Services	CUPE Local 1846	2017-03-31	150	Mediation
Carewest – Rouleau Manor	UNA	2017-03-31	10	Settled
Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	Settled
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2017-03-31	28	Mediation

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Health Care – Collective Agreements

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Extendicare (Canada) - Athabasca – ANC	AUPE	2017-12-31	66	Tentative
Extendicare (Canada) - Athabasca – GSS	AUPE	2017-12-31	35	Tentative
Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	Tentative
Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	Tentative
Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	Tentative
Extendicare (Canada) – Hillcrest	AUPE	2017-12-31	169	Tentative
Extendicare (Canada) – Holyrood	AUPE	2017-12-31	90	Tentative
Extendicare (Canada) – Mayerthorpe	AUPE	2017-12-31	61	Tentative
Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	Tentative
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,891	Mediation
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	Bargaining
River Ridge Seniors Village	UNA	2017-06-30	13	Settled
Salem Manor Nursing Home	AUPE	2017-07-13	86	Mediation
Touchmark at Wedgewood	AUPE	2017-08-31	52	Settled
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
Good Samaritan Society – Group Homes	AUPE	2018-06-30	265	Mediation
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	31	Bargaining
St. Michael's Manor Vegreville	AUPE	2018-03-31	27	Bargaining
St. Michael's Grove Manor	AUPE	2018-09-30	21	Bargaining
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	Bargaining
Extendicare (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	164	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
Qualicare - Rivercrest Lodge Nursing Home	AUPE	2019-03-31	13	Settled
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	Mediation
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	Bargaining
Aster Joint Venture – AgeCare Walden Heights – GSS	AUPE	2020-06-01	80	Mediation
Bloom LP	UNA	2020-12-31	129	Expired
Allen Gray Continuing Care	UNA	2020-06-30	10	Bargaining
Bethany Care Centre – Calgary	HSAA	2020-07-31	12	Bargaining
Bethany Care Centre – Calgary	UNA	2020-03-31	65	Tentative
Bethany Care Centre - Cochrane	UNA	2020-03-31	12	Tentative
Bethany Care Centre - Collegieside	UNA	2020-03-31	27	Tentative
Bethany Care Centre - Sylvan Lake	UNA	2020-03-31	14	Tentative
Bethany Nursing Home – Lodges	AUPE	2020-03-31	143	Mediation
Bethany Nursing Home - Rosehaven & Bethany LTC	AUPE	2020-03-31	291	Mediation
Calgary Society for Persons with Disabilities	Steelworkers Local 1-207	2020-12-31	56	Expired
Capital Care	UNA	2020-03-31	207	Expired
Capital Care - GSS	AUPE	2020-06-30	425	Settled
Capital Care - PMP/PMT	HSAA	2020-03-31	144	Bargaining
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	Bargaining
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

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Health Care – Collective Agreements

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Carewest - PMP/PMT	HSAA	2020-06-30	208	Mediation
CBI Home Health	AUPE	2020-12-31	482	Bargaining
Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	124	Mediation
Chantelle Management - Edith Cavell Care Centre	UNA	2020-06-30	8	Settled
Covenant Care – Foyer Lacombe	UNA	2020-03-31	23	Expired
Covenant Health - PMP/PMT	HSAA	2020-03-31	1,246	Settled
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	Bargaining
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	Bargaining
Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	Settled
Covenant Health - Youville Homes of St. Albert	Steelworkers Local 1-207	2020-03-31	200	Bargaining
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 - Dr. Gerald Zetter Care Centre	CUPE Local 1031	2020-06-30	240	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
Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	Bargaining
Mountain View Seniors' Housing - Sundre	AUPE	2020-12-31	52	Mediation
Points West Living Lac La Biche	AUPE	2020-12-31	35	Expired
Points West Living Slave Lake	AUPE	2020-12-31	49	Bargaining
Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	Bargaining
Salem Manor Nursing Home	Steelworkers Local 1-207	2020-07-13	40	Bargaining
Salem Manor Nursing Home	UNA	2020-03-31	15	Expired
Seasons Retirement Communities (Encore)	AUPE	2020-12-31	93	Arbitration
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	Settled
Touchmark at Wedgewood	UNA	2020-03-31	10	Expired
Age Care - Midnapore	UNA	2021-08-31	56	Expired
Age Care - Valleyview	UNA	2021-08-31	12	Expired
Canadian Blood Services - Drivers	HSAA	2021-03-31	10	Bargaining
Canadian Blood Services - Techs	HSAA	2021-03-31	243	Bargaining
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	Bargaining
Crowsnest Pass Senior Housing	CUPE Local 812	2021-12-31	30	Bargaining
Eagle Hill Foundation – Eagle Hill, Eagle View, Hillside	CUPE Local 1461	2021-12-31	45	Bargaining
Extendicare (Canada) - Athabasca	UNA	2021-12-31	0	Expired
Extendicare (Canada) - Eaux Claires	UNA	2021-12-31	31	Expired
Extendicare (Canada) - Fort Macleod	UNA	2021-12-31	14	Expired
Extendicare (Canada) - Holyrood	UNA	2021-12-31	18	Expired
Extendicare (Canada) - Leduc	UNA	2021-12-31	16	Expired
Extendicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	Expired
Extendicare (Canada) - Michener Hill	UNA	2021-12-31	41	Expired
Extendicare (Canada) - Viking	UNA	2021-12-31	7	Expired
Extendicare (Canada) - Vulcan	UNA	2021-12-31	8	Expired
Good Samaritan Society - South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	Bargaining
Lakeland Lodge & Housing Foundation	CUPE Local 2771	2021-12-31	27	Bargaining
Mountain View Seniors' Housing – Mount View Lodge, Olds	AUPE	2021-12-31	48	Bargaining
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	Settled

Essential Services Bargaining Relationships

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Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced.

Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Signature Retirement - Rocky Ridge	AUPE	2021-12-31	107	Mediation
Smoky Lake Foundation – Bar V Nook, Vilna Lodge	CUPE Local 1461	2021-12-31	45	Bargaining
AXR Operating National - Bow Crest	CUPE Local 8	2022-10-31	144	Expired
AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	Expired
AXR Operating National - McKenzie Towne Care Centre	CUPE Local 8	2022-10-31	146	Expired
AXR Operating National - Mount Royal	CUPE Local 8	2022-10-31	93	Expired
Brenda Strafford Foundation - Wentworth Manor	AUPE	2022-12-30	204	Expired
Chantelle Management - Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	Bargaining
Chantelle Management - Sunset and Innisfail Country Manor	AUPE	2022-01-31	112	Bargaining
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	2022-11-22	365	Expired
Chartwell Master Care – St. Albert Retirement Residence	Steelworkers Local 1-207	2022-12-02	121	Expired
Connecting Care (2000) - Meadow Ridge Seniors Village	Teamsters Local 987	2022-08-28	81	Bargaining
Covenant Care – Villa Marie, Holy Cross, Vitaline, Marguerite	AUPE	2022-12-31	680	Expired
Covenant Care – Foyer Lacombe	AUPE	2022-12-31	52	Expired
Covenant Care – St. Teresa Place	AUPE	2022-12-31	265	Expired
Drumheller & District Seniors Foundation – Sunshine Lodge	CUPE Local 715	2022-12-31	60	Expired
DynaLIFE DX	HSAA	2022-03-31	1,200	Mediation
Operation Friendship Seniors Society	CUPE Local 474	2022-03-31	70	Bargaining
Park Place Seniors Living - Copper Sky Lodge	AUPE	2022-03-31	170	Bargaining
Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	188	Bargaining
Points West Living Cold Lake	AUPE	2022-12-31	48	Expired
Qualicare - Rivercrest Lodge Nursing Home	Steelworkers Local 1-207	2022-07-31	98	Bargaining
Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	Expired
Revera Lessee - Heartland Retirement Residence	CUPE Local 8	2022-12-31	45	Expired
Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	Expired
River Ridge Seniors Village	Steelworkers Local 1-207	2022-03-31	104	Bargaining
Sage Properties - Prince of Peace Manor & Harbour	CUPE Local 8	2022-06-30	100	Bargaining
Salvation Army - Agape Hospice	UNA	2022-03-31	62	Bargaining
Seasons Retirement Communities (Drayton Valley)	AUPE	2022-01-25	27	Expired
Seasons Retirement Communities (Lethbridge)	AUPE	2022-05-30	10	Bargaining
Season Retirement Communities – Lethbridge Gardens	AUPE	2022-10-31	15	Expired
Sylvan Lake Lodge	CLAC Local 301	2022-12-31	39	Expired
We Care Health Services	Teamsters Local 987	2022-08-31	35	Bargaining
Well Being Services - Monterey Place	AUPE	2022-03-31	130	Bargaining
Yarrow Ltd Partnership – Wildrose Seniors	AUPE	2022-11-22	60	Expired
Age Care - Columbia Assisted Living	AUPE	2023-03-31	27	Expired
Age Care – Midnapore - ANC	CUPE Local 8	2023-10-31	150	Active
Age Care – Midnapore – GSS	CUPE Local 8	2023-08-02	75	Active
Age Care - Riverview	UFCW Local 401	2023-03-31	128	Expired
Age Care - Valleyview	AUPE	2023-03-31	30	Expired
Brazeau Foundation	AUPE	2023-05-31	33	Active
Bridges Community Living	CUPE Local 838	2023-12-31	72	Active
Canadian Blood Services, Calgary	UNA	2023-03-31	21	Expired
Canadian Blood Services, Edmonton	UNA	2023-03-31	38	Expired
Canadian Blood Services –Plasma Donor Centre	UNA	2023-03-31	5	Expired
Canterbury Foundation	AUPE	2023-12-31	152	Active
Chartwell Master Care – Eau Claire Care	AUPE	2023-02-07	102	Expired
County of Stettler Housing Authority	CUPE Local 4733	2023-12-31	85	Active
Cypress View Foundation	CUPE Local 46	2023-12-31	80	Active
Edmonton Chinatown Care Centre	CUPE Local 1158-14	2023-06-30	38	Active
Homeland Housing	CUPE Local 2832	2023-12-31	105	Active
Intercare – Kingsland Terrace	CUPE Local 8	2023-03-31	44	Expired

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Nutra 2000	LiUNA Local 3000	2023-11-30	800	Active
Points West Living Stettler	AUPE	2023-05-10	104	Active
Revera Lessee - Edgemont Retirement	AUPE	2023-12-31	98	Active
Revera Lessee - McKenzie Towne Retirement Residence	CUPE Local 8	2023-12-31	51	Active
Revera Lessee - Meadowlands	UFCW Local 401	2023-12-31	70	Active
Revera Retirement – Scenic Grande	CUPE Local 8	2023-12-31	60	Active
Saint Elizabeth Health Care – Sagebrush	AUPE	2023-12-31	43	Active
Saint Elizabeth Health Care – St. Thomas Health Centre	AUPE	2023-12-31	98	Active
Seasons Retirement – Sunrise Village (Camrose)	AUPE	2023-12-31	121	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	Expired
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	Expired
Wood Buffalo Housing & Development – Rotary House	CUPE Local 1505	2023-12-31	25	Active
Alberta Health Services	UNA	2024-03-31	29,354	Active
Alberta Health Services – ANC	AUPE	2024-03-31	18,216	Active
Alberta Health Services – GSS	AUPE	2024-03-31	32,589	Active
Alberta Health Services - PMP/PMT	HSAA	2024-03-31	21,807	Active
Alberta Precision Laboratories	HSAA	2024-09-30	4,271	Active
Allen Gray Continuing Care – ANC	AUPE	2024-03-31	153	Active
Amica Aspen Woods	CUPE Local 8	2024-02-29	85	Active
Aster Joint Venture – Age Care SkyPointe – ANC	AUPE	2024-12-31	287	Active
Aster Joint Venture – Age Care SkyPointe – GSS	AUPE	2024-12-31	112	Active
Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2024-03-31	12	Active
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2024-03-31	15	Active
Capital Care - ANC	AUPE	2024-06-30	1,217	Active
Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	Active
Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	Active
Covenant Health	UNA	2024-03-31	2,876	Active
Covenant Health – ANC	AUPE	2024-03-31	1,599	Active
Covenant Health – GSS	AUPE	2024-03-31	675	Active
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2024-03-31	40	Active
Edmonton Chinatown Care Centre	AUPE	2024-03-31	64	Active
Intericare - Brentwood, Chinook, Southwood	CUPE Local 8	2024-06-30	1,050	Active
Lacombe Foundation	CLAC Local 301	2024-12-31	76	Active
Lamont County Housing	AUPE	2024-12-31	43	Active
Lamont Health Care Centre	HSAA	2024-03-31	13	Active
Lamont Health Care Centre	UNA	2024-03-31	34	Active
Lamont Health Care Centre – ANC	AUPE	2024-03-31	108	Active
Lloydminster Region Housing Group – Pioneer Complex	CUPE Local 1015	2024-02-29	75	Active
Masterpiece Southland Meadows	AUPE	2024-03-31	77	Active
Park Place Seniors Living – Emerald Gardens	CUPE Local 3623	2024-04-30	55	Active
Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2024-03-31	190	Active
Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	Active
Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	Active
Qualicare - Citadel Care	Steelworkers Local 1-207	2024-06-30	152	Active
Qualicare – Rivercrest Lodge Nursing Home	UNA	2024-03-31	32	Active
Revera Lessee - Aspen Ridge	AUPE	2024-01-31	86	Active
Revera Lessee - Chateau Renoir Retirement Residence	CUPE Local 8	2024-04-30	45	Active
Revera Lessee – McKenzie Towne Retirement Residence- GSS	CUPE Local 8	2024-12-31	45	Active
Ridge Country Housing	CUPE Local 408	2024-12-31	33	Active

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Sage Properties – Prince of Peace Manor & Harbour – GSS	CUPE Local 8	2024-06-30	70	Active
SbraREIT Assisted Living – Amica Britannia	CUPE Local 8	2024-02-29	100	Active
Seasons Retirement Communities (Ponoka)	AUPE	2024-12-31	38	Active
Trinity Place Foundation of Alberta	CUPE Local 4731	2024-12-31	95	Active
Evergreens Foundation	Operating Engineers 955	2025-06-29	126	Active
Grande Spirit Foundation	CUPE Local 3623	2025-06-30	177	Active
Green Acres Foundation- Alberta Rose Lodge	AUPE	2025-12-31	21	Active
Green Acres Foundation - Sunny South	AUPE	2025-12-31	93	Active
Green Acres Foundation - Piyami	AUPE	2025-12-31	41	Active
I Have a Chance Support Service	UFCW Local 401	2025-03-05	139	Active
Park Place Seniors Living - Benevolence Care Centre	AUPE	2025-03-31	140	Active
Points West Living Heritage House	AUPE	2025-03-31	43	Active
Rosedale Partnership	AUPE	2025-11-30	86	Active
Salvation Army - Grace Manor	AUPE	2025-09-30	120	Active
St. Michael's Long Term Care Centre	AUPE	2025-06-30	106	Active
Optima Living Alberta – Country Cottage	Steelworkers Local 1-207	2026-01-03	37	Active

Grievance Arbitration Awards Received in March and April 2023

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	HSAA
Arbitrator	Smith
Date of Award	March 21, 2023
Issue	Justification for discipline imposed on two paramedics for their failure to meet response requirements as per AHS policy.
Decision Rendered	Grievance allowed.

Employer	Alberta Health Services
Union	UNA
Arbitrator	Asbell
Date of Award	March 9, 2023
Issue	Whether the employer breached its duty to accommodate or whether it has accommodated the grievor to the point of undue hardship.
Decision Rendered	Grievance allowed.

Employer	Alberta Health Services
Union	UNA
Arbitrator	Asbell
Date of Award	March 10, 2013
Issue	Non suit application regarding classification.
Decision Rendered	Application dismissed.

Employer	Calgary Public Library
Union	CUPE Local 1169
Arbitrator	Wallace
Date of Award	August 12, 2022
Issue	Management created a new position and pay rate by merging two classifications. Whether the assignment of a pay rate for the new classification was reasonable even though it resulted in a wage reduction for some employees.
Decision Rendered	Grievance denied.

Employer	City of Calgary
Union	ATU Local 583
Arbitrator	Casey
Date of Award	March 7, 2023
Issue	Termination for off duty sexual harassment.
Decision Rendered	Grievance dismissed.

Employer	City of Spruce Grove
Union	IAFF Local 3021
Arbitrator	Norrie
Date of Award	March 6, 2023
Issue	Whether grievor was designated as acting lieutenant and entitled to acting pay.
Decision Rendered	Grievance allowed.

Grievance Arbitration Awards Received in March and April 2023

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	Diversified Transportation, Industrial
Union	Teamsters Local 362
Arbitrator	Norrie
Date of Award	April 10, 2023
Issue	Unsafe operation of motor vehicle resulting in injuries to passengers.
Decision Rendered	Grievance denied.

Employer	Foremost Universal
Union	Boilermakers Local 146
Arbitrator	Casey
Date of Award	April 19, 2023
Issue	Preliminary objection on the grounds that the steps in the grievance procedure were not followed.
Decision Rendered	Objection denied.

Employer	Fort McKay Logistics
Union	Teamsters Local 362
Arbitrator	Ponak
Date of Award	March 23, 2023
Issue	Pay for statutory holidays if absent due to COVID.
Decision Rendered	Grievance upheld.

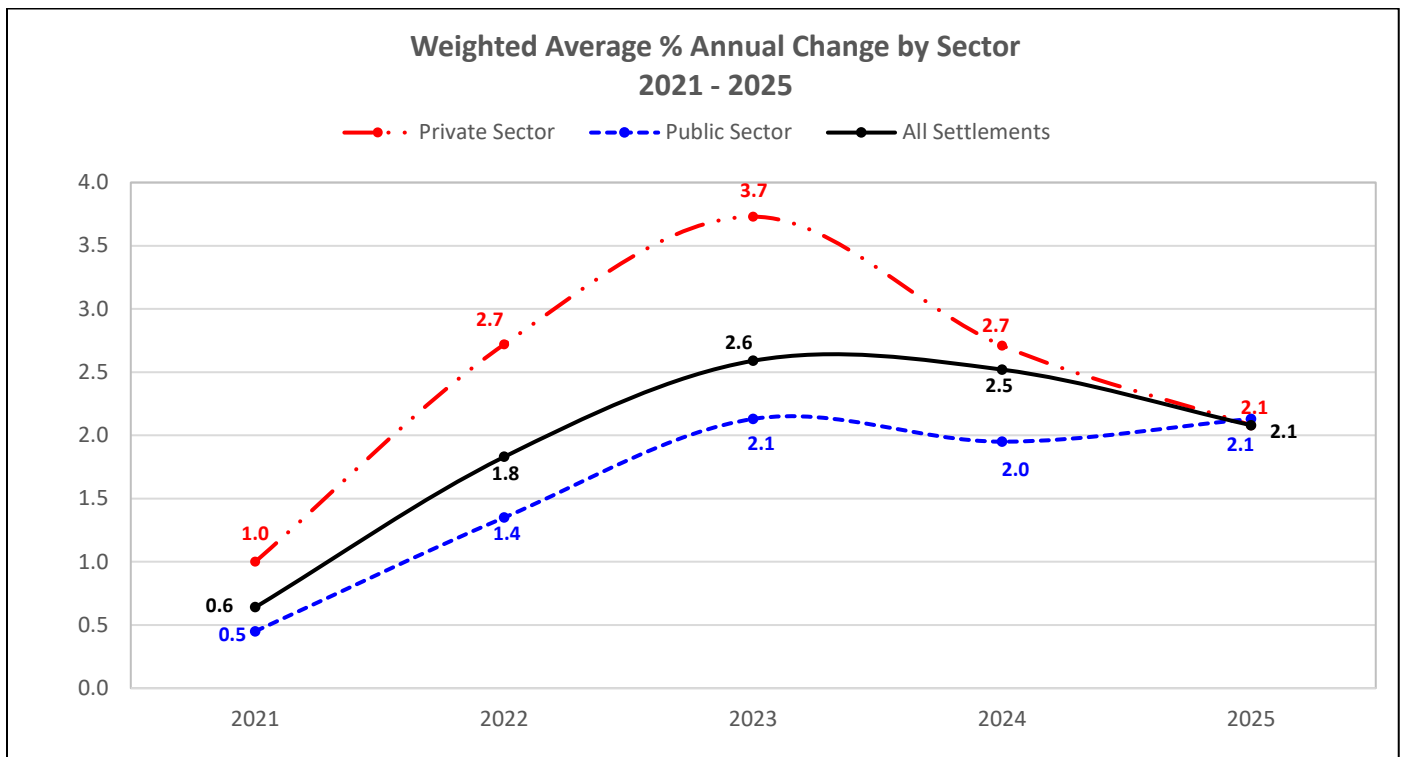
Copies of awards without URLs can be obtained by contacting Mediation Services at cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Sector 2021-2025

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

	Sector	Agreements	Employees	Weighted Average % Annual Change
2021	Private Sector	565	143,809	1.00
	Public Sector	429	261,247	0.45
	All Settlements	994	405,056	0.64
2022	Private Sector	534	134,455	2.72
	Public Sector	362	254,159	1.35
	All Settlements	896	388,614	1.83
2023	Private Sector	360	97,498	3.73
	Public Sector	283	245,625	2.13
	All Settlements	643	343,123	2.59
2024	Private Sector	213	75,108	2.71
	Public Sector	88	9,739	1.95
	All Settlements	301	84,847	2.52
2025	Private Sector	75	24,787	2.08
	Public Sector	18	1,568	2.13
	All Settlements	93	26,355	2.08



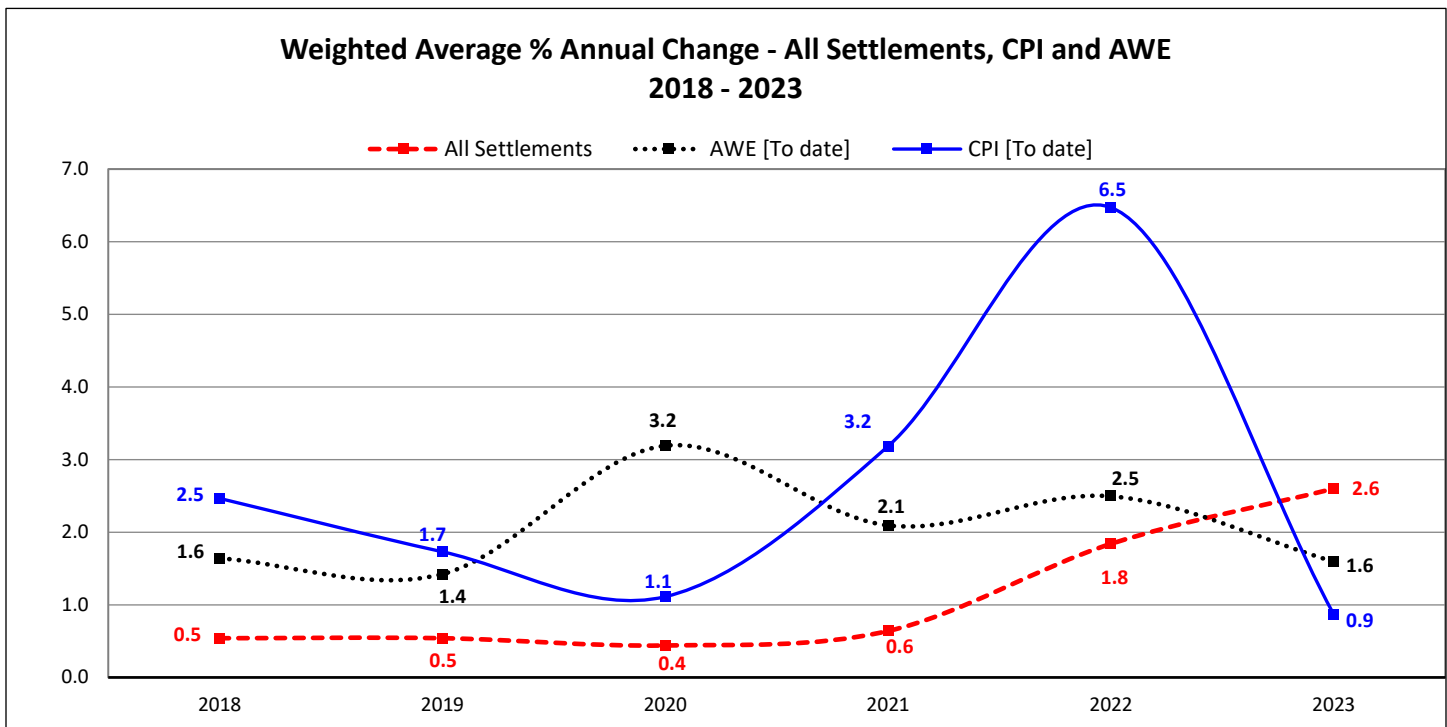
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Economy and Northern Development by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Industry

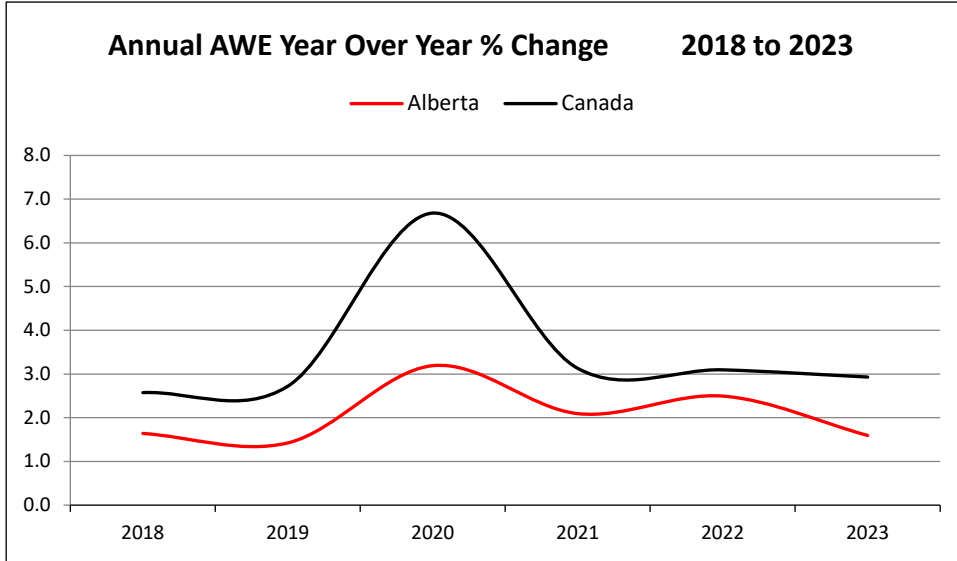
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2021			2022			2023			2024		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	26	2,927	0.90	23	2,568	1.71	11	1,400	3.05	8	811	2.26
Administrative & Support, Waste Management & Remediation Services	22	2309	1.77	20	1676	1.78	17	1713	2.90	7	575	1.97
Arts, Entertainment, & Recreation	37	5,611	1.96	39	7,118	2.29	19	2,738	2.58	13	2,361	2.45
Construction	115	50,250	0.27	112	44,941	4.67	65	38,914	6.32	25	33,216	3.61
Educational Services	138	84,591	0.01	128	82,304	0.99	121	81,431	2.23	18	2,825	1.59
Finance & Insurance	4	36	0.61	4	36	2.78	3	34	2.00	2	14	3.00
Health Care & Social Assistance	166	132,612	0.69	121	128,320	1.78	89	124,891	1.99	29	2,344	1.76
Information & Cultural Industries	10	930	1.41	8	855	1.47	4	704	1.92	2	19	2.76
Manufacturing	168	22,091	2.43	151	20,811	3.79	116	18,458	2.80	72	13,294	2.05
Mining & Oil & Gas Extraction	28	7,891	2.16	28	7,658	2.62	13	3,247	1.24	7	2,331	2.03
Other Services (except Public Administration)	59	10,044	0.18	52	8,433	0.83	38	3,335	3.09	24	1,848	2.94
Professional, Scientific, & Technical Services	8	1,267	0.87	8	1,278	1.92	5	1,185	1.74	4	185	1.65
Public Administration	103	43,463	0.38	93	42,773	0.59	65	39,266	2.41	37	3,090	1.87
Real Estate & Rental & Leasing	5	423	1.86	5	368	1.83	2	257	2.23	1	143	3.00
Retail Trade	27	26,478	0.88	30	26,779	0.10	20	14,538	0.09	19	14,408	1.43
Transportation & Warehousing	38	2,974	1.51	36	2,701	1.69	28	2,147	2.17	16	1,422	2.25
Utilities	23	7,548	1.15	22	6,768	1.56	16	5,972	2.40	11	3,711	2.96
Wholesale Trade	17	3,611	1.97	16	3,227	3.76	11	2,893	3.41	6	2,250	2.77
All Settlements	994	405,056	0.64	896	388,614	1.83	643	343,123	2.59	301	84,847	2.62

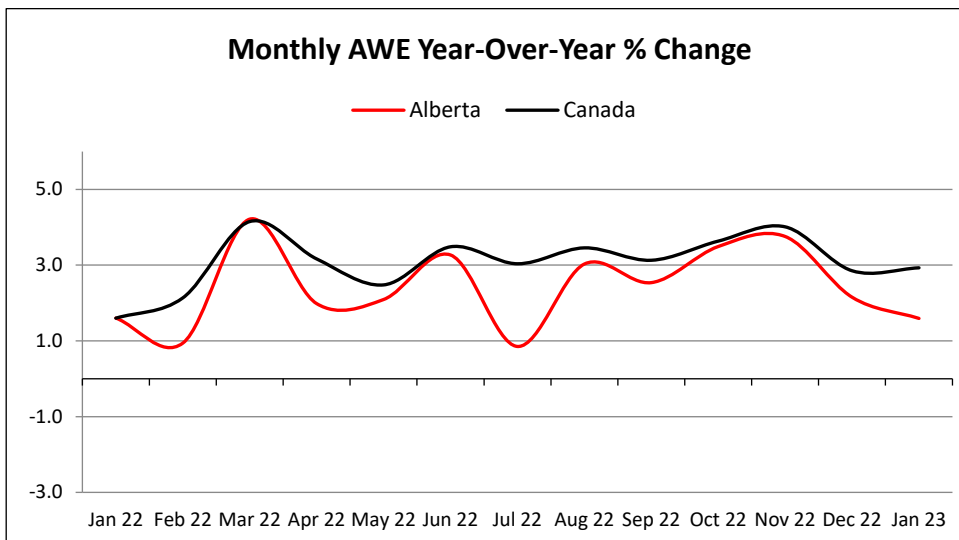


Average Weekly Earnings (AWE)*

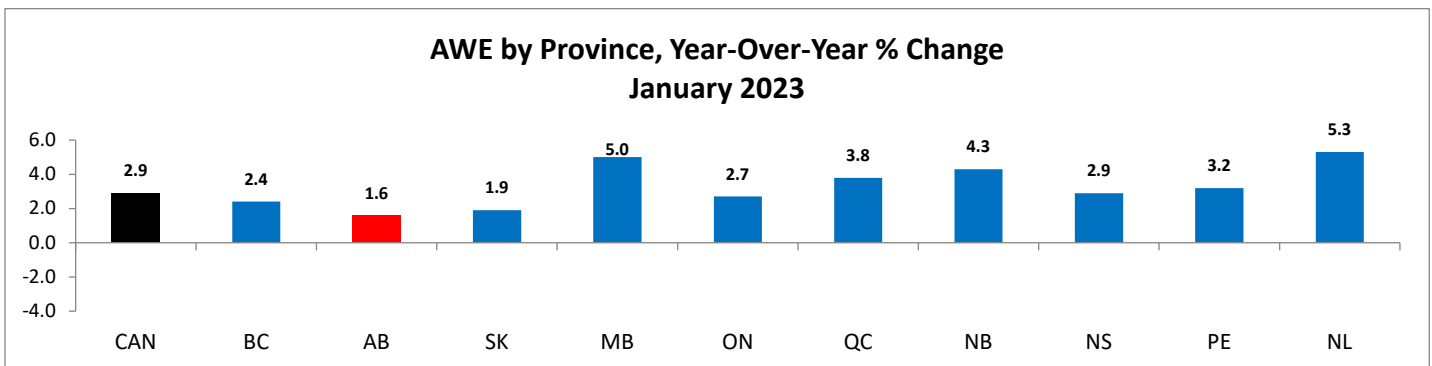
In **January 2023** the Alberta AWE increased 0.1% from December 2022. Between January 2023 and January 2022 the Alberta AWE increased 1.6% to \$1,268.44 from \$1,248.54.



AWE	Alberta	Canada
2018	1.6	2.6
2019	1.4	2.7
2020	3.2	6.7
2021	2.1	3.1
2022	2.5	3.1
2023*	1.6	2.9



AWE	Alberta	Canada
Jan 22	1.6	1.6
Feb 22	0.9	2.1
Mar 22	4.2	4.2
Apr 22	2.0	3.2
May 22	2.1	2.5
Jun 22	3.3	3.5
Jul 22	0.9	3.0
Aug 22	3.0	3.5
Sep 22	2.5	3.1
Oct 22	3.5	3.6
Nov 22	3.8	4.0
Dec 22	2.2	2.9
Jan 23	1.6	2.9



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

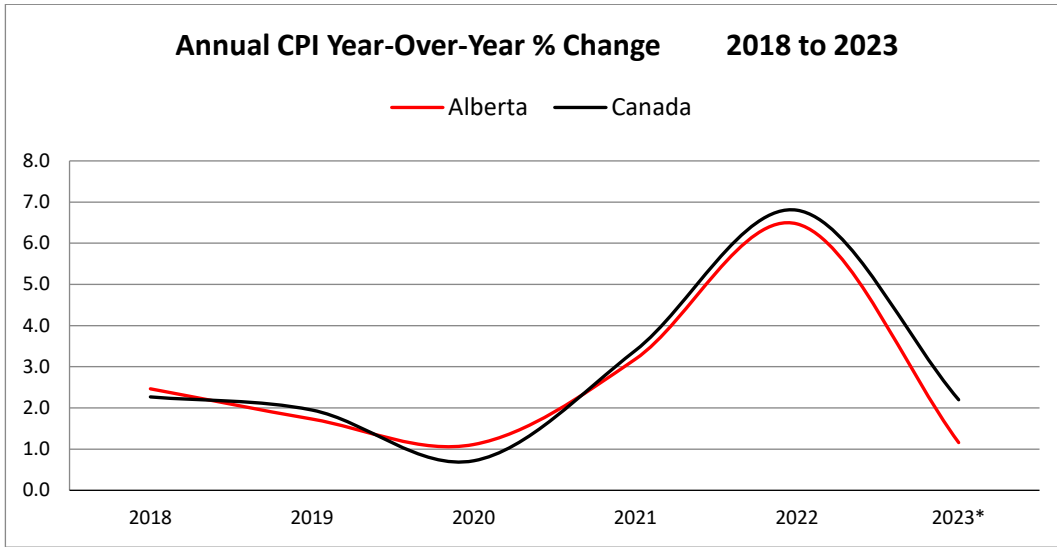
¹ Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

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

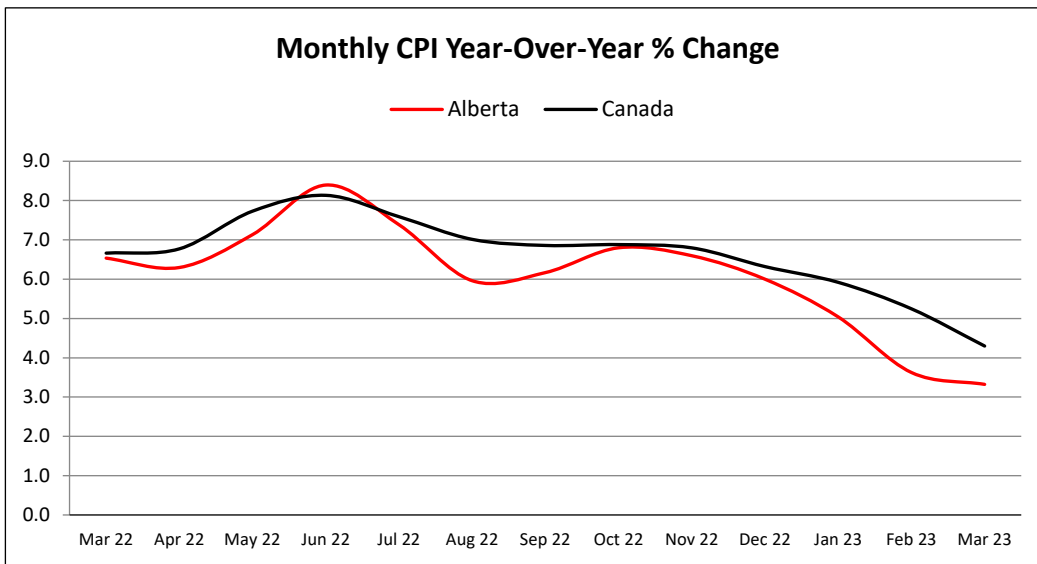
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI)*, 2002=100

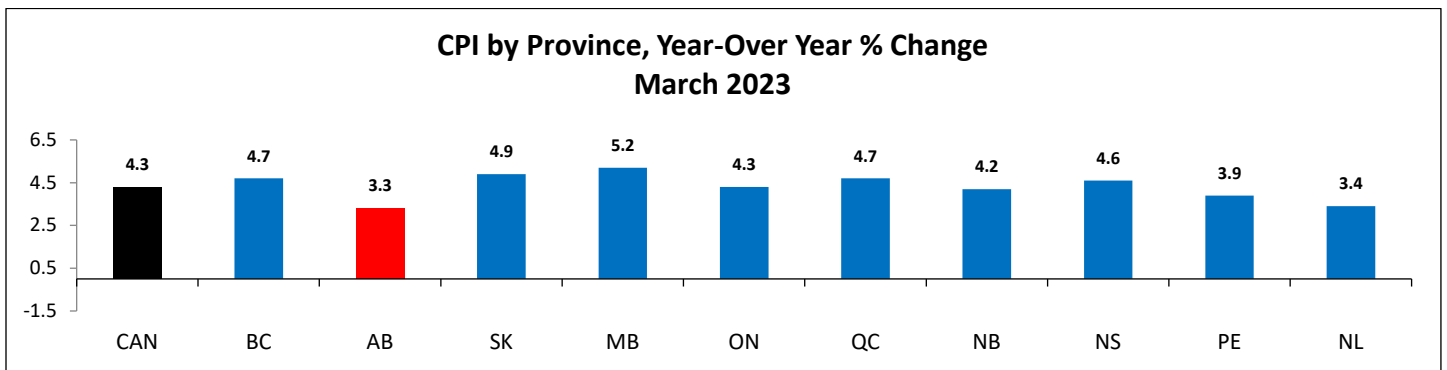
In **March 2023** the Alberta CPI increased 1.0% from February 2023. Between March 2023 and March 2022 the Alberta CPI increased 3.3% to \$161.70 from \$156.50.



CPI	Alberta	Canada
2018	2.5	2.3
2019	1.7	1.9
2020	1.1	0.7
2021	3.2	3.4
2022	6.5	6.8
2023*	1.2	2.2



CPI	Alberta	Canada
Mar 22	6.5	6.7
Apr 22	6.3	6.8
May 22	7.1	7.7
Jun 22	8.4	8.1
Jul 22	7.4	7.6
Aug 22	6.0	7.0
Sep 22	6.2	6.9
Oct 22	6.8	6.9
Nov 22	6.6	6.8
Dec 22	6.0	6.3
Jan 23	5.0	5.9
Feb 23	3.6	5.2
Mar 23	3.3	4.3

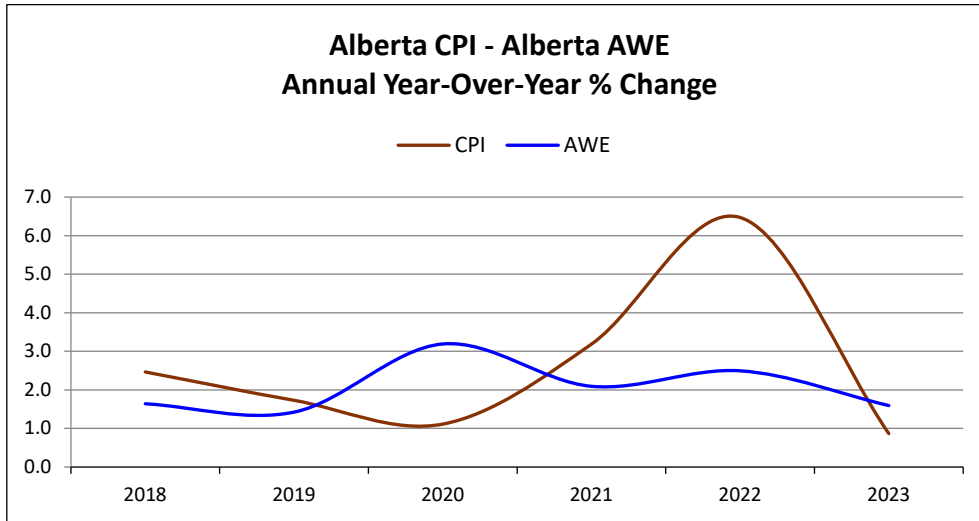


*Year to date – Graph data available upon request.

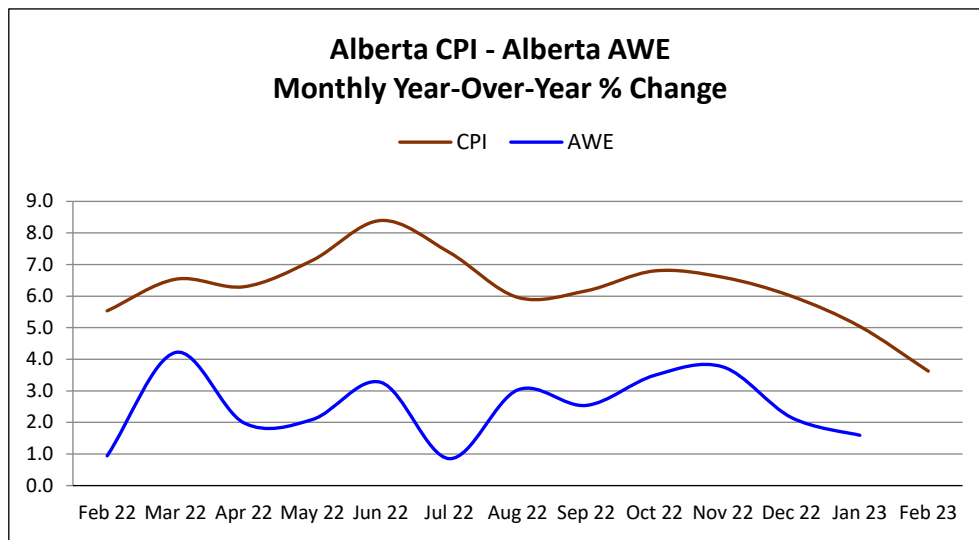
¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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

Alberta CPI and AWE Comparison



	CPI	AWE
2018	2.5	1.6
2019	1.7	1.4
2020	1.1	3.2
2021	3.2	2.1
2022	6.5	2.5
2023	0.9	1.6



	CPI	AWE
Feb 22	5.5	0.9
Mar 22	6.5	4.2
Apr 22	6.3	2.0
May 22	7.1	2.1
Jun 22	8.4	3.3
Jul 22	7.4	0.9
Aug 22	6.0	3.0
Sep 22	6.2	2.5
Oct 22	6.8	3.5
Nov 22	6.6	3.8
Dec 22	6.0	2.2
Jan 23	5.0	1.6
Feb 23	3.6	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Mar 22	148.9	6.7	156.5	6.5	156.3	6.5	157.3	7.3
Apr 22	149.8	6.8	157.0	6.3	156.5	6.1	157.9	7.1
May 22	151.9	7.7	159.2	7.1	158.7	7.1	160.3	8.0
Jun 22	152.9	8.1	161.4	8.4	161.2	8.5	162.8	9.6
Jul 22	153.1	7.6	161.4	7.4	161.3	7.6	162.8	8.2
Aug 22	152.6	7.0	160.0	6.0	159.2	5.6	161.4	6.7
Sep 22	152.7	6.9	160.1	6.2	159.2	5.9	161.4	6.8
Oct 22	153.8	6.9	161.8	6.8	161.3	6.8	163.0	7.4
Nov 22	154.0	6.8	161.6	6.6	160.6	6.3	163.1	7.3
Dec 22	153.1	6.3	160.8	6.0	159.8	5.5	162.3	6.6
Jan 23	153.9	5.9	160.5	5.0	159.0	4.3	162.0	5.5
Feb 23	154.5	5.2	160.1	3.6	158.4	2.7	161.5	3.9
Mar 23	155.3	4.3	161.7	3.3	160.3	2.6	163.1	3.7

Average Weekly Earnings													
	Jan 22	Feb 22	Mar 22	Apr 22	May 22	Jun 22	Jul 22	Aug 22	Sep 22	Oct 22	Nov 22	Dec 22	Jan 23
AWE \$	\$1,248.54	\$1,243.83	\$1,258.78	\$1,247.22	\$1,252.56	\$1,256.69	\$1,244.24	\$1,258.79	\$1,264.89	\$1,262.90	\$1,276.69	\$1,267.09	\$1,268.44
AWE %	1.6	0.9	4.2	2.0	2.1	3.3	0.9	3.0	2.5	3.5	3.8	2.2	1.6

*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
Academic Staff Association	178	1	Independent Sheet Metal Workers	61	1
ACTRA	2,400	2	Insulators	780	1
Advance Tank Centres Employees Association	31	1	Iron Workers	4,176	6
Alberta Union of Labour Relations Professionals	219	1	Keyano College Faculty Association	105	1
Alberta University of the Arts Faculty Association	80	1	Labourers	11,637	12
Association of the Academic Staff of the University of Alberta	3,800	1	Lacombe Police Association	21	1
ATA	45,802	68	Lakeland College Faculty Association	174	1
ATA Professional Staff Association	40	1	Lethbridge College Faculty Association	373	1
Athabasca University Faculty Association	447	1	Lethbridge Police Association	166	1
ATU	6,216	7	Lethbridge Police Senior Officers	3	1
AUPE	107,987	150	MacEwan Staff Association	1,200	1
Bakery Workers	548	5	Machinists	1,859	12
Bargaining Council of Construction & Maintenance Skilled Trades Unions	130	1	MaXfield Employees' Organization	91	1
Battle River School Bus Drivers' Association	34	1	Media & Communications Workers	65	2
Blood Tribe Police Association	28	1	Medicine Hat Employees' Association	120	1
Boilermakers	8,175	19	Medicine Hat Police Association	114	1
Bow Valley College Faculty Association	598	1	Millwrights	1,208	1
Bricklayers	820	4	Millwrights Local 1460	175	1
Calgary Board of Education Staff Association	5,000	1	Mine Workers	279	1
Calgary Board of Education Staff Association for Professional Support Staff	235	1	Mount Royal Faculty Association	800	1
Calgary Musicians Association	176	6	Mount Royal Staff Association	837	1
Calgary Police Association	2,200	1	Multi-Union	150	2
Calgary Police Senior Officers' Association	37	1	NAIT Academic Staff Association	903	1
Camrose Police Association	31	1	National Hockey League Players Association	700	1
CANA Services Employees Association	44	3	Natural Gas Employees Association	1,184	2
Canada West Construction Union	70	6	Non-Academic Staff Association	6,122	3
Canadian Energy Workers Association	1,009	3	NorQuest College Faculty Association	514	1
Canadian Football League Players' Association	175	1	Oil & Gas Union	49	1
Canadian Iron Steel & Industrial Workers	401	7	Olds College Faculty Association	98	1
Canadian National Federation of Independent Unions [LiUNA Local 3000]	1,617	2	Operating Engineers	8,599	65
Canadian Office & Professional Employees	73	17	Painters	599	3
Canadian Staff Union	28	1	Plasterers & Cement Masons	930	3
CANEM Systems Employees Association	290	2	Plumbers & Pipefitters	17,606	9
Carpenters	7,307	13	Portage College Faculty Association	95	1
Central Alberta Association of Municipal & School Employees	547	2	Post-Doctoral Fellows Association	600	1
Civic Service Union 52	6,262	5	Postdoctoral Association of the University of Calgary	550	1
CLAC	19,665	114	Professional Association of Resident Physicians of Alberta	1,700	1
Commercial Industries Employees' Association	11	1	Quality Control Council of Canada	1,000	1
Concordia University College Faculty Association	72	1	Quinn Construction Employees Association	417	2
Construction Maintenance & Allied Workers	257	2	Red Arrow Drivers Association	30	1
CUPE	41,498	186	SAIT Academic Faculty Association	689	1
Edmonton Police Association	1,881	1	Service Employees' International Union	255	3
Edmonton Police Service Senior Officers' Association	40	1	Sheet Metal Workers	971	3
Elevator Constructors	987	2	Steelworkers	3,815	41
Elk Island Catholic Transportation Association	36	1	Taber Police Association	16	1
Employees' Association	107	1	Teamsters	7,807	105
Faculty Association of Medicine Hat College	220	1	Town of High River Employee Association	187	1
Faculty Association of Northern Lakes College	110	1	Trotter & Morton Technologies Employees' Association	85	2
Faculty Association of Red Deer College	450	1	Twin Bridges Employees' Association	53	1
Faculty Association of the University of Calgary	2,074	1	UFCW	32,600	83
Foothills School Division No. 38 Bus Drivers' Association	80	1	UNA	35,049	50
Graduate Students' Association of the University of Alberta	1,189	1	Unifor	14,378	89
Graduate Students' Association of the University of Calgary	1,404	1	Union of Calgary Co-Operative Employees	2,800	1
Grande Prairie Public School District Employees Association	326	1	Unisil Association	65	1
Grant MacEwan University Faculty Association	971	1	UNITE HERE	1,699	10
HSAA	31,030	30	Unitech Electrical Contracting Employees' Association	38	1
IAFF	4,351	18	United Utility Workers Association	1,402	6
IATSE	3,256	20	University of Lethbridge Faculty Association	579	1
IBEW	9,968	29	Western Canada Employees' Association	408	6
Independent Air Handlers Employees Association	19	1	Willow Creek School Bus Drivers Association	27	1

Abbreviations / Acronyms Listing

ACTRA – Alliance of Canadian Cinema, Television and Radio Artists

ANC – Auxiliary Nursing Care

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUNP – Alberta Union of Nurse Practitioners

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 Jobs, Economy and Northern Development, Labour Relations](#)

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

[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 Jobs, Economy and Northern Development, Labour Relations](#)

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](#)