

# Bargaining Update

## September 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 September 2023.

In September 2023, Mediation Services received settlement information regarding 23 bargaining relationships encompassing 4,682 employees. There were 13 private sector and 10 public sector settlements, covering 1,692 and 2,990 employees respectively.

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### CBA Received by Industry

Industry	CBA's	EEs
Administrative and Support, Waste Management and Remediation Services	2	346
Arts, Entertainment, and Recreation	5	598
Construction	2	247
Educational Services	1	570
Health Care and Social Assistance	9	2,420
Manufacturing	2	447
Other Services	1	50
Transportation and Warehousing	1	4
<b>Total</b>	<b>23</b>	<b>4,682</b>

### Expired and Expiring Collective Bargaining Agreements

Year	CBA's	Employees
2017-2022	288	56,507
2023	226	51,704
2024	421	256,347

For further information, contact:  
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## 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.

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# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Accommodation and Food Services</b>						
Agreements not filed, no settlements to report						
<b>Administrative and Support, Waste Management and Remediation Services</b>						
 Canadian Corps of Commissionaires – Lethbridge Police Service Teamsters Local 362	15	36	2025-12-31	2023-09-05	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	\$1.00 to \$2.00 per hr. 2.0% 2.5%
 Clean Harbors Energy & Industrial Services Teamsters Local 362	331	36	2026-07-10	2023-07-11	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1.5% + \$.50 1.5% 1.5%
<b>Arts, Entertainment, and Recreation</b>						
 Calgary Philharmonic Society Calgary Musicians Association	59	36	2025-06-30	2023-06-07	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	2.00% 3.25% 3.25%
 Jubilee Auditorium, Northern Alberta – Casual Stage Technicians IATSE Local 210	500	36	2026-03-31	2027-07-24	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	2.5% 2.5% 2.5%
 Stage West Calgary Musicians Association	7	36	2026-07-02	2023-07-17	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	2.0% 1.5% 1.5%
<b>Construction</b>						
 Alpine Heating Independent Air Handlers Employees Association	17	36	2026-07-31	2023-07-27	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	4.5% 4.0% 3.0%
 Triple J Pipelines (2019) CLAC Local 63	230	24	2025-05-31	2023-06-25	1 <sup>st</sup> year 2 <sup>nd</sup> year	2.5% 3.0%
<b>Educational Services</b>						
 Bow Valley College Bow Valley College Faculty Association	570	48	2024-06-30	2022-12-14	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.00% 0.00% 0.00% 2.75% + potential for additional 0.5% based on economic factors
<b>Finance and Insurance</b>						
Agreements not filed, no settlements to report						
<b>Health Care and Social Assistance</b>						
 Brazeau Foundation AUPE	33	36	2026-05-31	2023-09-11	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	3% 2% 2%
 Carewest – ANC AUPE	1,340	48	2024-06-30	2023-08-31	1 <sup>st</sup> year Jan 2022 Dec 2022 4 <sup>th</sup> year	0.00% 1.00% 1.25% 2.00%

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Health Care and Social Assistance</b>						
 Carewest – GSS AUPE	160	48	2024-06-30	2023-09-01	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.00% 0.00% 1.25% 2.00%
 East Central Ambulance Association HSAA	21	36	2025-07-31	2023-07-04	Oct 2021 Sep 2022 Apr 2023 Apr 2024	1.00% 1.25% 2.00% TBD
 Entrust Adult Inc. CLAC Local 301	650	32	2026-07-31	2023-07-19	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	4.5% to 18.75% 0.0% 0.0%
 House Next Door HSAA	59	48	2026-03-31	2023-02-28	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.00% + 2% lump sum 1.00% 1.25% 1.75%
 Park Place Seniors Living – Copper Sky Lodge AUPE	190	36	2026-03-31	2023-06-15	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	3.25% 1.75% 2.00%
 Park Place Seniors Living – Silverado Seniors Village AUPE	150	36	2026-07-20	2023-07-21	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1.50% 1.50% 1.75%
 Revera Retirement – McConachie Gardens AUPE	130	36	2023-12-31	2023-08-30	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1.75% 1.75% 1.25%
 Revera Retirement – Our Parents’ Home AUPE	95	24	2023-12-31	2023-08-30	1 <sup>st</sup> year 2 <sup>nd</sup> year	1.75% 1.25%
<b>Information and Cultural Industries</b>						
Agreements not filed, no settlements to report						
<b>Manufacturing</b>						
 Alberta Exchanger Boilermakers Local 146	30	36	2028-08-14	2023-08-23	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	13% 2% 2%
 West Fraser Mills – Pulp & Sawmill Unifor Local 855	417	48	2025-05-31	2022-05-16	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.0% 2.5% 2.5% 3.0%
<b>Mining and Oil and Gas Extraction</b>						
Agreements not filed, no settlements to report						
<b>Other Services (except Public Administration)</b>						
 Imperial Parking Canada Teamsters Local 987	50	36	2025-12-31	2023-09-08	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	NA, First Agreement 5% 6%

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Professional, Scientific, and Technical Services</b>						
Agreements not filed, no settlements to report						
<b>Public Administration</b>						
Agreements not filed, no settlements to report						
<b>Real Estate and Rental and Leasing</b>						
Agreements not filed, no settlements to report						
<b>Retail Trade</b>						
Agreements not filed, no settlements to report						
<b>Transportation and Warehousing</b>						
	Sarens Canada	4	36	2026-06-30	2023-07-14	1 <sup>st</sup> year 7%
	Teamsters Local 362					2 <sup>nd</sup> year 3%
						3 <sup>rd</sup> year 2%
<b>Utilities</b>						
Agreements not filed, no settlements to report						
<b>Wholesale Trade</b>						
Agreements not filed, no settlements to report						

# 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
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 – Albian 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		Bargaining

## Administrative and Support, Waste Management and Remediation Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
ADT Security Services Canada	United Steelworkers	First Agmt.	164		Mediation
Alberta Beverage Container Recycling	UFCW Local 401	2022-12-31	135		Bargaining
Bee Clean Northern Alberta – LRT Edmonton	Labourers Local 92	2023-07-31	100		
Bee Clean Northern Alberta – LRT Calgary	Labourers Local 92	2023-07-31	150		

## Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Citadel Theatre	IATSE Local 210	2023-06-30	100		
Edmonton Space & Science Foundation	Civic Service Union 52	2022-12-31	131		Bargaining
Edmonton Symphony Society	IATSE Local 210	2023-06-30	100		
Institute of Communication Agencies	ACTRA	2023-05-31	1,200		
Motion Picture Production	IATSE Local 212	2023-03-31	1,400		
Pure Canadian Gaming – Casino Calgary	CUPE Local 4655	2023-08-24	255		

## Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Coating Contractors Association	Painters Local 177	2019-04-30	549		Bargaining
JVD Installations – Construction	CLAC Local 63, Construction	2020-08-30	100		
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		Bargaining
Sidewalks, Curbs & Gutters Industry Agreement	Labourers Local 92	2023-04-30	335		
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	350	v	Mediation
Black Gold School Division	CUPE Local 3484	2021-08-31	508		Bargaining
Buffalo Trail Public Schools	CUPE Local 1606	2022-08-31	200		Mediation
Calgary Board of Education	Construction & Maintenance . . .	2021-08-31	130		Mediation
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		Settled
Calgary Roman Catholic Separate School Division	Unifor Local 1990	2018-08-31	1,757		Settled
East Central Alberta Catholic Separate School Division	CUPE Local 5352	2021-08-31	103		Bargaining
Edmonton School Division	ATA	2020-08-31	7,162		Mediation
Edmonton School Division – Custodial	CUPE Local 474	2020-08-31	946		Bargaining

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## Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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 Roman Catholic Separate School Div.	ATA	2020-08-31	393		Mediation
Fort McMurray Roman Catholic Separate School Div.	CUPE Local 2559	2020-08-31	270		
Fort McMurray School Division	CUPE Local 2545	2021-08-31	366		Bargaining
Grande Prairie School Division	ATA	2020-08-31	500		Mediation
Grande Yellowhead School Division	CUPE Local 1357	2021-08-31	210		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
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		Bargaining
Living Waters Catholic Separate School Division	AUPE	2020-08-31	113		Mediation
Medicine Hat School Division	CUPE Local 829	2023-08-31	280		
Parkland School Division	CAAMSE	2023-08-31	336		
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
Rocky View School Division	ATA	2020-08-31	1,787		Mediation
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
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	Settled
Bloom LP	UNA	2020-12-31	129	v	Bargaining
Bloom LP - AgeCare - Riverview	UFCW Local 401	2023-03-31	128	v	
Bloom LP – Bow-Crest Care Centre	CUPE Local 8	2022-10-31	144	v	Settled
Brenda Strafford Foundation – Clifton Manor	AUPE	2019-03-31	162	v	Mediation
Brenda Strafford Foundation – Wentworth Manor	AUPE	2022-12-30	146	v	Mediation
Canadian Blood Services – Techs	HSAA	2021-03-31	243	v	Mediation
Capital Care – Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	v	Settled
Capital Care – PMP/PMT	HSAA	2020-03-31	144	v	Bargaining
Carewest – Colonel Belcher	UNA	2020-03-31	129	v	Settled
Carewest – PMP/PMT	HSAA	2020-06-30	208	v	Mediation
CBI Home Health	AUPE	2020-12-31	482	v	Bargaining
Chantelle Management – Edith Cavell Care Centre	AUPE	2020-11-30	124	v	Mediation
Chantelle Management – Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	v	Bargaining
Chantelle Management – Sunset Manor, Innisfail				v	
Country Manor	AUPE	2022-01-31	121		Mediation
Chartwell Master Care – Eau Claire	AUPE	2023-02-07	102		
Chartwell Master Care – Emerald Hills	AUPE	1 <sup>st</sup> Agmt	100	v	Bargaining

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## Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	2022-11-22	365	√	
Chartwell Master Care – St. Albert	Steelworkers Local 1-207	2022-12-02	121	√	Bargaining
Covenant Care	AUPE	2022-12-31	680	√	
Covenant Care – St. Teresa Place	AUPE	2022-12-31	246	√	
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	√	Settled
Covenant Health – Youville Homes (Grey Nuns) 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)	CUPE	2020-12-31	415	√	Bargaining
Extendicare (Canada)	UNA	2021-12-31	139	√	Bargaining
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	√	Settled
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	√	Bargaining
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	HSA	2023-03-31	187		
Park Place Seniors Living – Devonshire Care Centre	AUPE	2022-03-31	183	√	Bargaining
Parkland Community Living & Supports Society	LiUNA Local 3000	2023-08-31	517		
Points West Senior Living Stettler	AUPE	2023-05-10	104		
Revera Lessee – Riverbend Retirement	AUPE	2020-12-31	113	√	Bargaining
Revera Lessee – Scenic Acres	AUPE	2022-12-31	106	√	
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	√	Tentative
Shepherd’s Care – Kensington Village - ANC	AUPE	2020-09-30	147	√	Tentative
Shepherd’s Care – Millwoods – ANC	AUPE	2020-09-30	124	√	Tentative
Signature Retirement – Rocky Ridge	AUPE	2021-12-31	107	√	Mediation
Southern Alberta Community Living Association	CUPE Local 4791	2023-06-30	196		
Swan Evergreen Village	AUPE	1 <sup>st</sup> Agmt	165	√	Mediation
Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC Local 301	2023-03-31	160		
Well Being Services – Monterey	AUPE	2022-03-31	146	√	Mediation
Wood’s Homes	CUPE Local 4731	2023-09-30	418		

## 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		Settled
ATCO Structures & Logistics	Carpenters Local 2010	2023-05-31	189		
Cargill	UFCW Local 401	2022-12-31	361		Bargaining
Ecco Heating Products	Teamsters Local 362	2023-08-06	280		Mediation
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		
Lafarge Canada – Precast	Carpenters Local 2010	2023-05-31	122		
Maple Leaf Foods – Pork	UFCW Local 401	2022-03-31	462		Mediation
Maple Leaf Poultry	CLAC Local 56	2023-07-31	426		
Suncor Energy Products – Edmonton Refinery	Unifor Local 501A	2023-01-31	282		
Triple M Housing	Carpenters Local 2010	2023-05-31	346		



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## Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Trophy Foods	UFCW Local 401	2023-02-28	123		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	462		Mediation
Suncor Energy – Base Plant	Unifor Local 707A	2023-05-01	2,899		
Suncor Energy – Firebag	Unifor Local 7.7A	2023-05-01	182		

## Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
AECOM Maintenance Contractors	CLAC Local 63, Construction	2023-08-31	967		
Chemco-Telecon Infrastructure Group	IBEW Local 42	2023-06-17	165		

## Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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## Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
City of Calgary	ATU Local 583	2021-01-03	3,100		Bargaining
City of Calgary	IAFF Local 255	2020-12-31	1,470		Bargaining
City of Edmonton	Civic Service Union 52	2020-12-09	4,400		Bargaining
City of Edmonton	IAFF Local 209	2018-12-25	1,286		Arbitration
City of Edmonton – DATS	ATU Local 569	2021-12-18	130		Mediation
City of Lethbridge	CUPE Local 70	2022-12-31	860		Bargaining
City of Lethbridge	IAFF Local 237	2020-12-31	211		Bargaining
City of Lethbridge – Transit	ATU Local 987	2022-12-31	173		
City of Red Deer	ATU Local 569	2022-12-31	131		Mediation
City of Red Deer	IAFF Local 1190	2022-12-31	209		Bargaining
City of St. Albert	IAFF Local 2130	2019-12-31	117		Arbitration
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	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
Herc Rentals	Teamsters Local 362	2023-09-30	114		

## 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 – Bus Drivers	Teamsters Local 362	2022-12-31	526		Mediation

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to September 30, 2023.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

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

## Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Fort McKay Strategic Services	Labourers Local 92	2022-12-31	117		
Prairie Rail Agreement	Labourers Local 92	2021-05-31	470		
PWTransit	ATU Local 569	2022-12-31	101		Mediation
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
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		Settled
Western Grocers	Teamsters Local 987	2023-06-30	175		

# 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	350	Mediation
Keyano College	CUPE Local 2157	2020-06-30	180	Mediation
Lakeland College	Faculty Association	2020-06-30	174	Bargaining
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
Grant MacEwan University	Staff Association	2024-06-30	1,279	Active
Keyano College	Faculty Association	2024-06-30	105	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 – Dr. Vernon Fanning	UNA			C2136-2023
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
Points West Living Drayton Valley	AUPE			C2102-2023
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

## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Aster Joint Venture – AgeCare Seton	AUPE	1 <sup>st</sup> Agmt	314	Enhanced
Bethany Care Society - Riverview	AUPE	1 <sup>st</sup> Agmt	363	Mediation
Chartwell Master Care – Emerald Hills	AUPE	1 <sup>st</sup> Agmt	100	Bargaining
Chartwell Master Care– Wescott Retirement Residence	AUPE	1 <sup>st</sup> Agmt	67	Bargaining
Optima Living Alberta – Wild Rose	AUPE	1 <sup>st</sup> Agmt		Enhanced
Swan Evergreen Village	AUPE	1 <sup>st</sup> Agmt	165	Mediation
Whitehorn Village Retirement Community	AUPE	1 <sup>st</sup> 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	Settled
Carewest – Rouleau Manor	UNA	2017-03-31	10	Settled
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
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
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	31	Bargaining

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	162	Mediation
Extencicare (Canada) - Cedars Villa	UNA	2019-07-31	27	Expired
Father Lacombe Care Centre	UNA	2019-08-31	34	Settled
Father Lacombe Care Centre – ANC	UNA	2019-08-31	235	Settled
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	<b>Tentative</b>
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	Bargaining
Bethany Care Centre – Calgary	UNA	2020-03-31	65	Tentative
Bethany Care Centre - Cochrane	UNA	2020-03-31	12	Tentative
Bethany Care Centre - Colleside	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
Calgary Society for Persons with Disabilities	Steelworkers Local 1-207	2020-12-31	56	Expired
Capital Care - PMP/PMT	HSAA	2020-03-31	144	Bargaining
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	Settled
Carewest - Colonel Belcher	CUPE Local 8	2020-06-30	70	Settled
Carewest - Colonel Belcher et. al.	UNA	2020-03-31	129	Settled
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	2020-03-31	11	Expired
Covenant Care – Foyer Lacombe	UNA	2020-03-31	23	Expired
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	Bargaining
Covenant Health - St. Michael's Health Centre	CUPE Local 408	2020-03-31	91	Bargaining
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
Extencicare (Canada) [6 sites]	CUPE	2020-12-31	415	Bargaining
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE Local 1031	2020-06-30	240	Bargaining
Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	Mediation
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
Points West Living Lac La Biche	AUPE	2020-12-31	35	Expired
Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	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	Tentative
Shepherd's Care - Greenfield	AUPE	2020-09-30	27	Tentative
Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	140	Tentative
Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	126	Tentative
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	14	Tentative
Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	Tentative
Shepherd's Care - Vanguard	AUPE	2020-09-30	76	Tentative
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	Bargaining
Age Care - Valleyview	UNA	2021-08-31	12	Bargaining
Canadian Blood Services - Drivers	HSAA	2021-03-31	10	Bargaining
Canadian Blood Services - Techs	HSAA	2021-03-31	<b>191</b>	<b>Mediation</b>

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	Settled
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	Bargaining
Extendicare (Canada) - Eaux Claires	UNA	2021-12-31	31	Bargaining
Extendicare (Canada) - Fort Macleod	UNA	2021-12-31	14	Bargaining
Extendicare (Canada) - Holyrood	UNA	2021-12-31	18	Bargaining
Extendicare (Canada) - Leduc	UNA	2021-12-31	16	Bargaining
Extendicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	Bargaining
Extendicare (Canada) - Michener Hill	UNA	2021-12-31	41	Bargaining
Extendicare (Canada) - Viking	UNA	2021-12-31	7	Bargaining
Extendicare (Canada) - Vulcan	UNA	2021-12-31	8	Bargaining
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
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	Settled
AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	Expired
Bloom LP - Bow-Crest Care Centre	CUPE Local 8	2022-10-31	144	Settled
Bloom LP - Mount Royal Care Centre	CUPE Local 8	2022-10-31	93	Bargaining
Brenda Strafford Foundation - Wentworth Manor	AUPE	2022-12-30	146	Mediation
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	121	Mediation
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	Bargaining
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
Operation Friendship Seniors Society	CUPE Local 474	2022-03-31	70	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
Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	Expired
Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	Expired
Salvation Army - Agape Hospice	UNA	2022-03-31	62	Settled
Seasons Retirement Communities (Drayton Valley)	AUPE	2022-01-25	27	Tentative
Seasons Retirement Communities (Lethbridge)	AUPE	2022-05-30	10	Bargaining
Season Retirement Communities – Lethbridge Gardens	AUPE	2022-10-31	15	Expired
Sylvan Lake Lodge	CUPE Local 417	2022-12-31	39	Settled
We Care Health Services	Teamsters Local 987	2022-08-31	35	Bargaining
Well Being Services - Monterey Place	AUPE	2022-03-31	146	Mediation
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	Expired
Age Care - Riverview	UFCW Local 401	2023-03-31	128	Expired
Age Care - Valleyview	AUPE	2023-03-31	28	Mediation
Bayshore Home Care Solutions – Strathmore	UFCW Local 401	2023-11-18	26	Active
Bethany Nursing Home – Home Care Wetaskiwin	AUPE	2023-12-31	34	Active

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
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
Chantelle Management - Grande Prairie Care Centre	UNA	2023-06-30	5	Expired
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	Expired
Extencicare (Canada) - Athabasca – ANC	AUPE	2023-12-31	66	Active
Extencicare (Canada) - Athabasca – GSS	AUPE	2023-12-31	35	Active
Extencicare (Canada) - Cedars Villa	AUPE	2023-12-31	282	Active
Extencicare (Canada) - Eaux Claires	AUPE	2023-12-31	195	Active
Extencicare (Canada) - Fairmont Park	AUPE	2023-12-31	179	Active
Extencicare (Canada) – Hillcrest	AUPE	2023-12-31	169	Active
Extencicare (Canada) – Holyrood	AUPE	2023-12-31	90	Active
Extencicare (Canada) – Mayerthorpe	AUPE	2023-12-31	61	Active
Extencicare (Canada) - Michener Hill	AUPE	2023-12-31	488	Active
Homeland Housing	CUPE Local 2832	2023-12-31	105	Active
Intercare – Kingsland Terrace	CUPE Local 8	2023-03-31	44	Expired
Nutra 2000	LiUNA Local 3000	2023-11-30	800	Active
Points West Living Stettler	AUPE	2023-05-10	104	Expired
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
<b>Revera Retirement – McConachie Gardens</b>	<b>AUPE</b>	<b>2023-12-31</b>	<b>130</b>	<b>Active</b>
<b>Revera Retirement – Our Parents' Home</b>	<b>AUPE</b>	<b>2023-12-31</b>	<b>95</b>	<b>Active</b>
Revera Retirement – Scenic Grande	CUPE Local 8	2023-12-31	60	Active
Sage Properties – Prince of Peace Manor & Harbour	UNA	2023-03-31	4	Expired
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	Expired
Seasons Retirement – Sunrise Village (High River) - GSS	CUPE Local 8	2023-06-30	45	Expired
Seasons Retirement Communities (Wetaskiwin)	AUPE	2023-12-31	48	Active
Taber & District Housing – Clearview Lodge	CUPE Local 2038	2023-05-31	27	Expired
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	UNA	2024-03-31	33	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 Care Society – Calgary	HSAA	2024-07-31	12	Active
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2024-03-31	15	Active
Bethany Nursing Home - Rosehaven & Bethany LTC	AUPE	2024-03-31	291	Active
Bloom LP - McKenzie Towne Care Centre	CUPE Local 8	2024-10-31	181	Active

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Canadian Blood Services	CUPE Local 1846	2024-03-31	150	Active
Capital Care	UNA	2024-03-31	200	Active
Capital Care - ANC	AUPE	2024-06-30	1,217	Active
Capital Care - GSS	AUPE	2024-06-30	342	Active
Carewest – ANC	AUPE	2024-06-30	1,340	Active
Carewest - GSS	AUPE	2024-06-30	160	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 - PMP/PMT	HSAA	2024-03-31	1,253	Active
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2024-03-31	114	Active
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2024-03-31	28	Active
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2024-03-31	40	Active
Covenant Health - St. Therese Villa	AUPE	2024-03-31	219	Active
Edmonton Chinatown Care Centre	AUPE	2024-03-31	64	Active
Good Samaritan Society – Group Homes	AUPE	2024-03-31	265	Active
Intercare - 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	Steelworkers Local 1-207	2024-07-31	95	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
Sage Properties - Prince of Peace Manor & Harbour - ANC	CUPE Local 8	2024-06-30	88	Active
Sage Properties – Prince of Peace Manor & Harbour – GSS	CUPE Local 8	2024-06-30	70	Active
Salem Manor Nursing Home	Steelworkers Local 1-207	2024-07-13	31	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
Venta Care Centre	UNA	2024-08-31	25	Active
Venta Care Centre - ANC	AUPE	2024-07-31	129	Active
Venta Care Centre - GSS	AUPE	2024-07-31	98	Active
Drumheller & District Seniors Foundation – Sunshine & Hillview	CUPE Local 715	2025-12-31	58	Active
DynaLIFE DX	HSAA	2025-03-31	1,308	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



# Essential Services Bargaining Relationships

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

Red font represents changes from last issue. EEs denotes Employees. ALRB denotes Alberta Labour Relations Board certificate.

ESA indicates that an approved ESA Agreement has been reached.

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

## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
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
Mountain View Seniors' Housing - Sundre	AUPE	2025-09-30	52	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
Revera Lessee - Heartland Retirement Residence	CUPE Local 8	2025-12-31	39	Settled
Rosedale Partnership	AUPE	2025-11-30	86	Active
Salvation Army - Grace Manor	AUPE	2025-09-30	120	Active
St. Michael's Grove Manor	AUPE	2025-09-30	21	Active
St. Michael's Long Term Care Centre	AUPE	2025-06-30	106	Active
St. Michael's Manor Vegreville	AUPE	2025-03-31	27	Active
Yarrow Ltd Partnership - Sweetgrass	AUPE	2025-12-31	47	Active
<b>Brazeau Foundation</b>	<b>AUPE</b>	<b>2026-05-31</b>	<b>33</b>	<b>Active</b>
Optima Living Alberta – Country Cottage	Steelworkers Local 1-207	2026-01-03	37	Active
<b>Park Place Seniors Living - Copper Sky Lodge</b>	<b>AUPE</b>	<b>2026-03-31</b>	<b>190</b>	<b>Active</b>
<b>Park Place Seniors Living – Silverado Seniors Village</b>	<b>AUPE</b>	<b>2026-07-20</b>	<b>150</b>	<b>Active</b>
River Ridge Seniors Village	Steelworkers Local 1-207	2026-03-31	108	Active

## Grievance Arbitration Awards Received in September 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**  
**Union**  
**Arbitrator**  
**Date of Award**  
**Issue**  
**Decision Rendered**

No grievance arbitration awards were filed in September 2023

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**Employer**  
**Union**  
**Arbitrator**  
**Date of Award**  
**Issue**  
**Decision Rendered**

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**Employer**  
**Union**  
**Arbitrator**  
**Date of Award**  
**Issue**  
**Decision Rendered**

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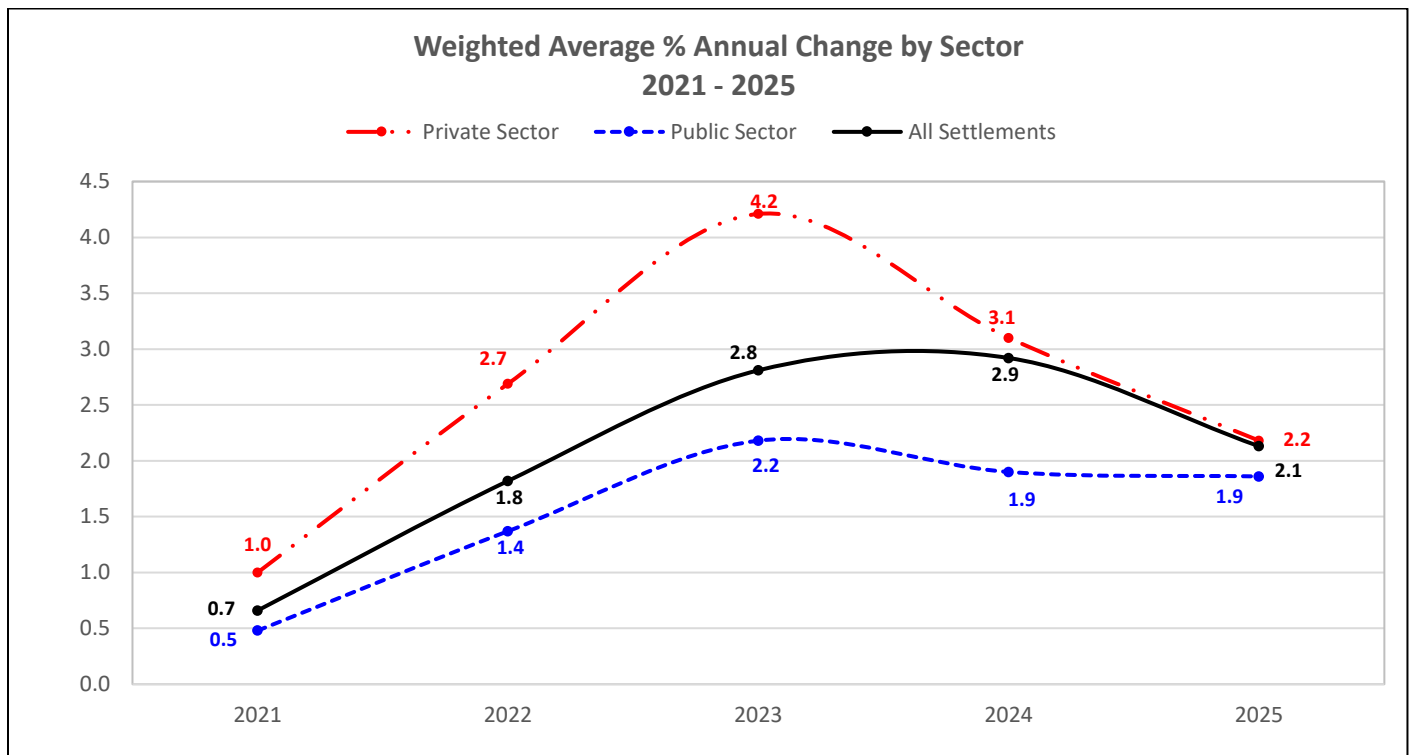
Copies of awards without URLs can be obtained by contacting Mediation Services at [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# Wage Settlements in Alberta

## Weighted Average % Annual Change by Sector 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	579	145,009	1.00
	Public Sector	482	275,924	0.48
	<b>All Settlements</b>	<b>1,061</b>	<b>420,933</b>	<b>0.7</b>
2022	Private Sector	586	141,288	2.69
	Public Sector	433	273,296	1.37
	<b>All Settlements</b>	<b>1,019</b>	<b>414,584</b>	<b>1.8</b>
2023	Private Sector	490	119,734	4.21
	Public Sector	369	268,150	2.18
	<b>All Settlements</b>	<b>859</b>	<b>387,884</b>	<b>2.8</b>
2024	Private Sector	294	93,035	3.10
	Public Sector	128	16,440	1.90
	<b>All Settlements</b>	<b>422</b>	<b>109,475</b>	<b>2.9</b>
2025	Private Sector	123	29,429	2.18
	Public Sector	41	5,307	1.86
	<b>All Settlements</b>	<b>164</b>	<b>34,736</b>	<b>2.1</b>



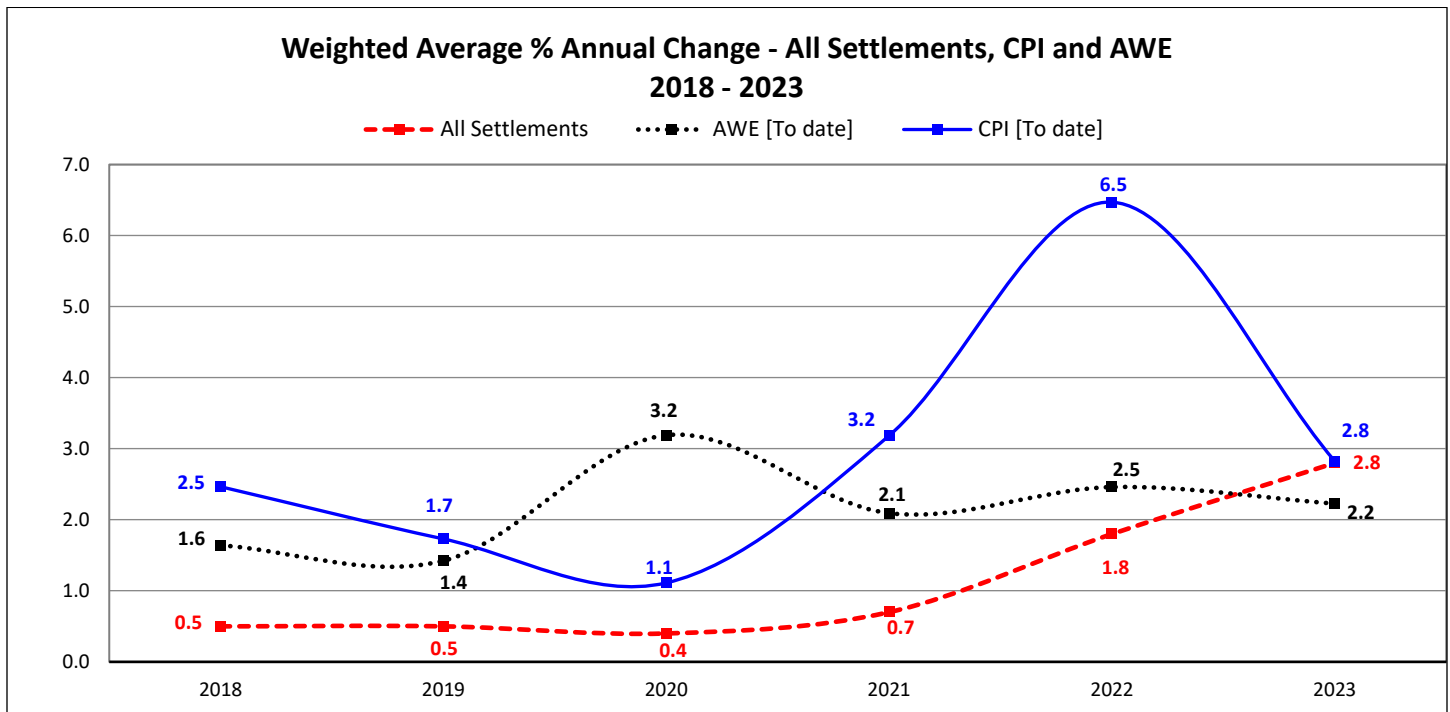
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Economy and Trade by calling (780) 427-8301 or emailing [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# Wage Settlements in Alberta

## Weighted Average % Annual Change by Industry

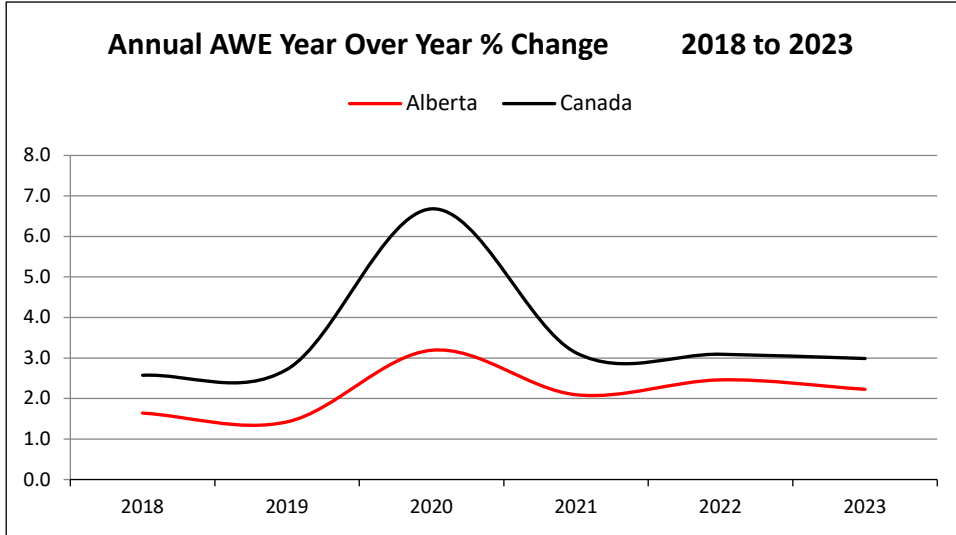
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2021			2022			2023			2024		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	28	3,171	0.92	26	2,893	1.81	18	1,725	3.06	12	1,114	2.41
Administrative & Support, Waste Management & Remediation Services	22	2,309	1.77	21	1,921	2.32	20	2,304	3.07	11	1,181	2.06
Arts, Entertainment, & Recreation	37	5,611	1.96	43	7,404	2.23	31	4,421	2.49	23	3,742	2.48
Construction	114	49,940	0.29	119	47,650	4.48	100	53,448	6.74	40	45,227	4.18
Educational Services	146	87,774	0.01	138	85,588	0.96	132	84,718	2.22	23	4,042	1.56
Finance & Insurance	4	36	0.61	4	36	2.78	3	34	2.00	2	14	3.00
Health Care & Social Assistance	202	136,389	0.69	169	136,077	1.77	140	133,823	2.05	45	4,281	1.44
Information & Cultural Industries	10	930	1.41	9	871	1.49	8	790	2.29	6	105	2.53
Manufacturing	170	22,619	2.40	164	22,137	3.71	145	20,986	2.88	90	15,270	2.13
Mining & Oil & Gas Extraction	29	7,901	2.16	31	8,138	2.48	18	3,841	1.43	9	2,361	2.03
Other Services (except Public Administration)	63	10,450	0.19	61	9,258	1.05	55	4,701	3.41	34	2,973	3.04
Professional, Scientific, & Technical Services	9	1,242	0.88	10	1,259	1.97	9	1,238	2.04	7	234	1.93
Public Administration	111	51,177	0.58	105	50,876	0.86	85	48,622	2.47	52	5,687	2.05
Real Estate & Rental & Leasing	4	330	1.82	4	275	1.69	3	273	2.24	1	143	3.00
Retail Trade	31	26,603	0.88	34	26,911	0.11	23	14,641	0.10	20	14,421	1.43
Transportation & Warehousing	40	3,284	1.38	42	3,293	1.61	37	2,671	2.47	25	1,946	2.35
Utilities	23	7,548	1.15	22	6,758	1.56	18	6,596	2.46	14	4,342	2.93
Wholesale Trade	18	3,619	1.97	17	3,239	3.76	14	3,052	3.53	8	2,392	2.78
<b>All Settlements</b>	<b>1,061</b>	<b>420,933</b>	<b>0.66</b>	<b>1,019</b>	<b>414,584</b>	<b>1.82</b>	<b>859</b>	<b>387,884</b>	<b>2.81</b>	<b>422</b>	<b>109,475</b>	<b>2.92</b>

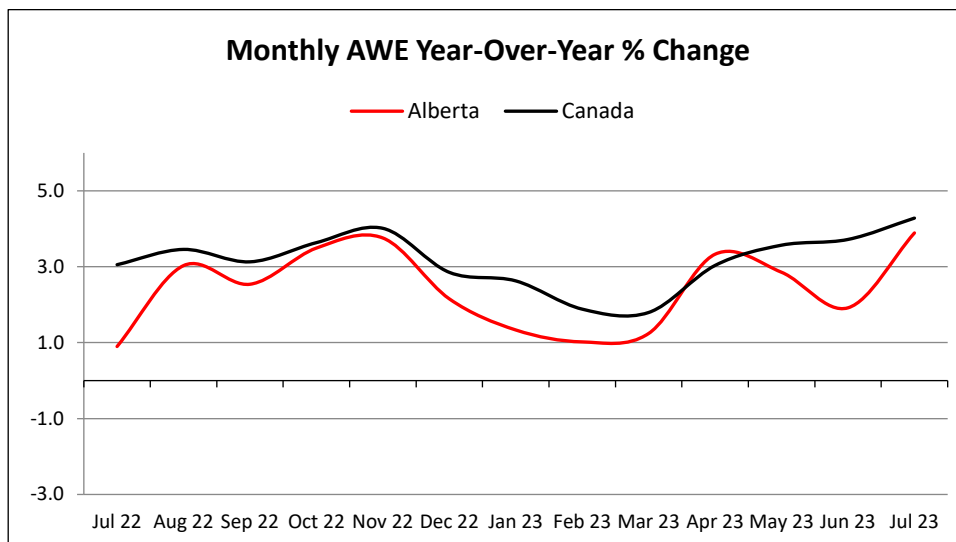


## Average Weekly Earnings (AWE)\*

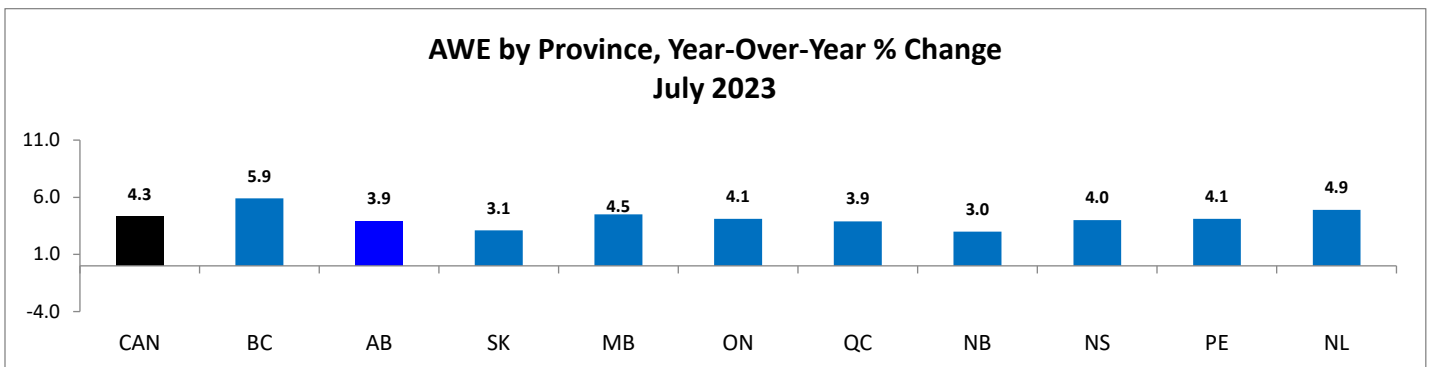
In **July 2023** the Alberta AWE increased 0.9% from June 2023. Between July 2023 and July 2022 the Alberta AWE increased 3.9% to \$1,293.23 from \$1,244.79.



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*	2.2	3.0



AWE	Alberta	Canada
Jul 22	0.9	3.1
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	1.3	2.6
Feb 23	1.0	1.9
Mar 23	1.2	1.8
Apr 23	3.3	3.0
May 23	2.9	3.6
Jun 23	1.9	3.7
Jul 23	3.9	4.3



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

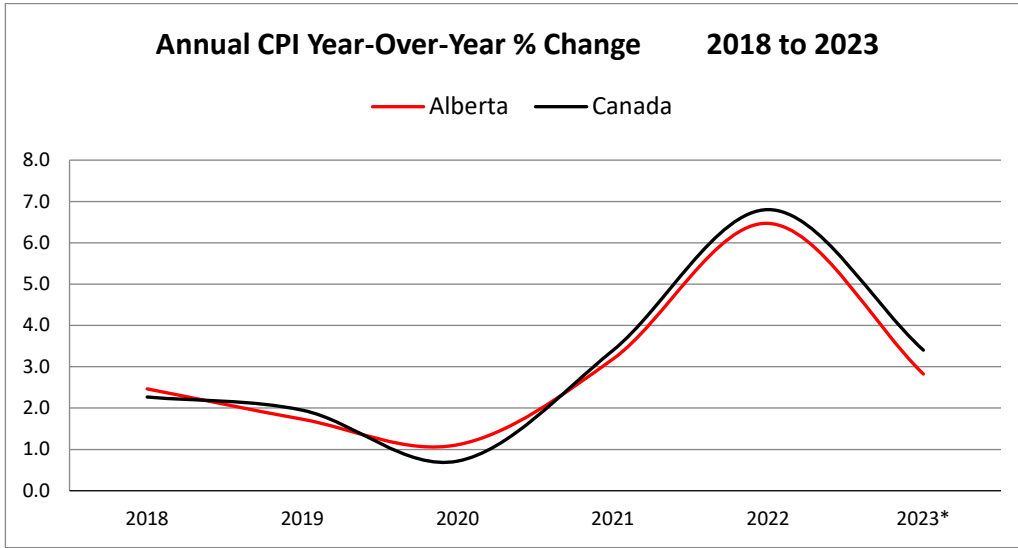
<sup>1</sup> **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AWEA) / Same month previous year AWEA x 100

<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

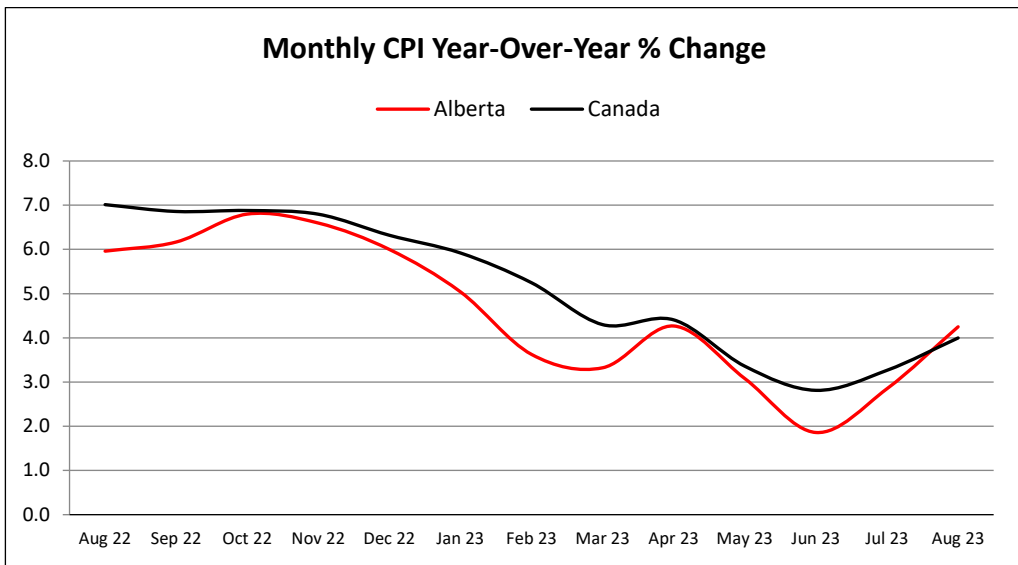
Source: Statistical data supplied by Statistics Canada

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

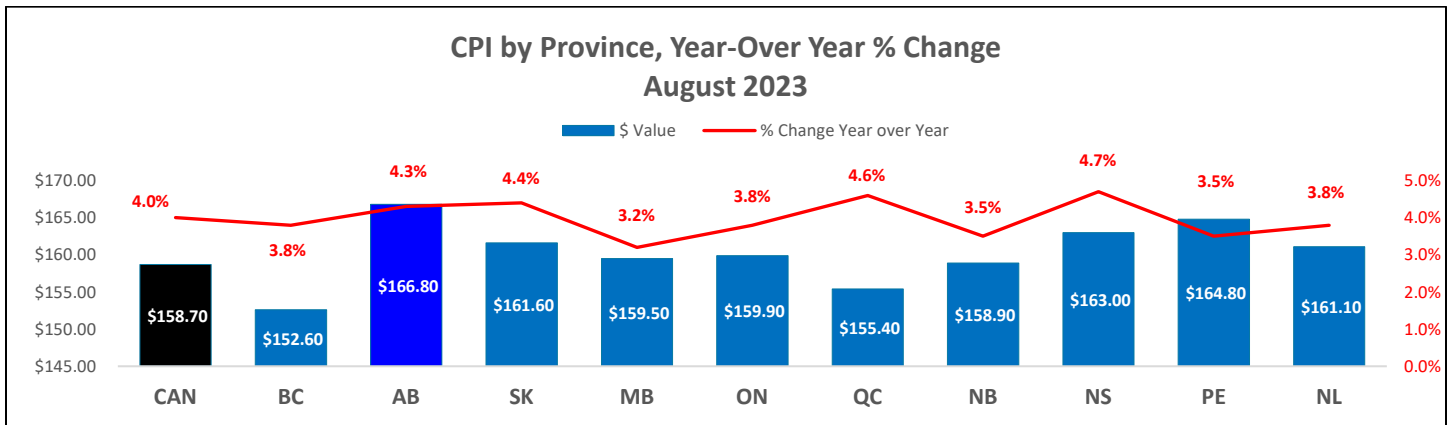
In **August 2023** the Alberta CPI increased 0.5% from July 2023. Between August 2023 and August 2022 the Alberta CPI increased 4.3% to \$166.80 from \$160.00.



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*	2.8	3.4



CPI	Alberta	Canada
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
Apr 23	4.3	4.4
May 23	3.1	3.4
Jun 23	1.9	2.8
Jul 23	2.9	3.3
Aug 23	4.3	4.0

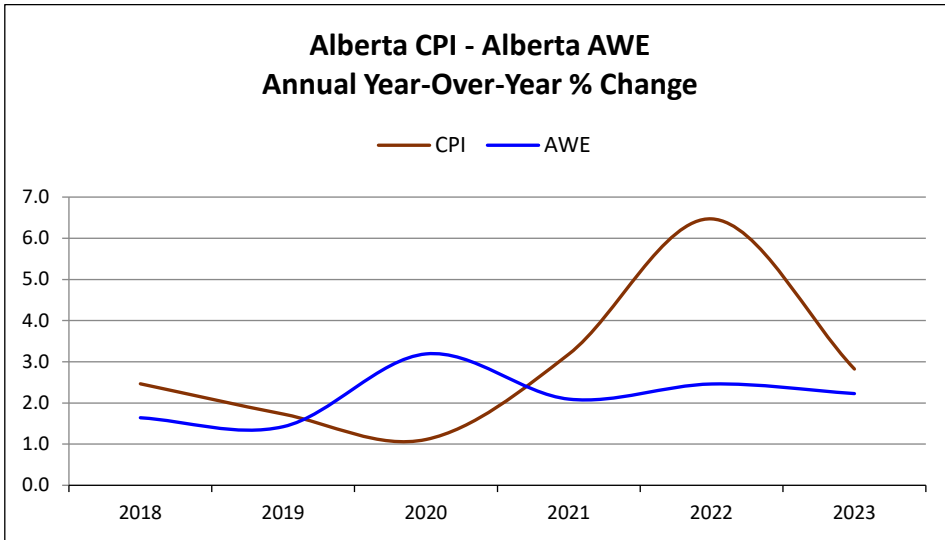


\*Year to date – Graph data available upon request.

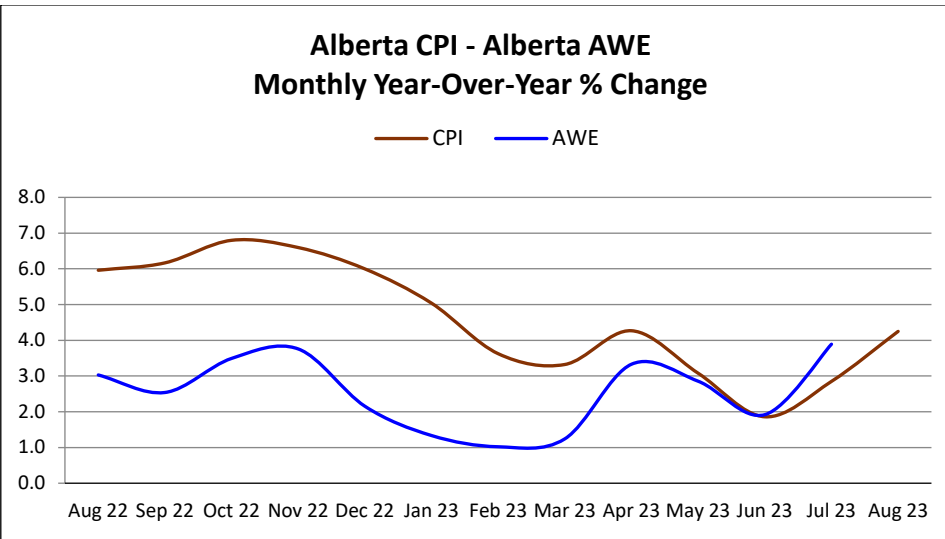
<sup>1</sup> Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

<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
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	2.8	2.2



	CPI	AWE
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	1.3
Feb 23	3.6	1.0
Mar 23	3.3	1.2
Apr 23	4.3	3.3
May 23	3.1	2.9
Jun 23	1.9	1.9
Jul 23	2.9	3.9
Aug 23	4.3	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
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
Apr 23	156.4	4.4	163.7	4.3	162.5	3.8	165.6	4.9
May 23	157.0	3.4	164.1	3.1	163.1	2.8	165.9	3.5
Jun 23	157.2	2.8	164.4	1.9	163.4	1.4	166.1	2.0
Jul 23	158.1	3.3	166.0	2.9	165.0	2.3	168.3	3.4
Aug 23	158.7	4.0	166.8	4.3	165.9	4.2	169.2	4.8

Average Weekly Earnings													
	Jul 22	Aug 22	Sep 22	Oct 22	Nov 22	Dec 22	Jan 23	Feb 23	Mar 23	Apr 23	May 23	Jun 23	Jul 23
AWE \$	\$1,244.79	\$1,258.79	\$1,264.89	\$1,262.90	\$1,276.69	\$1,267.09	\$1,265.20	\$1,255.96	\$1,269.94	\$1,288.77	\$1,287.39	\$1,281.12	\$1,293.23
AWE %	0.9	3.0	2.5	3.5	3.8	2.2	1.3	1.0	1.2	3.3	2.9	1.9	3.9

\*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

## Union Data – Employees, Collective Agreements

UNION	EE	CBA's	UNION	EE	CBA's
ACTRA	2,400	2	Independent Sheet Metal Workers	61	1
Advance Tank Centres Employees Association	29	1	Insulators	1,850	1
Alberta Union of Labour Relations Professionals	213	1	Iron Workers	4,376	6
Alberta University of the Arts Faculty Association	80	1	Keyano College Faculty Association	105	1
Association of the Academic Staff of the University of Alberta	3,800	1	Labourers	9,252	14
ATA	45,806	68	Lacombe Police Association	21	1
ATA Professional Staff Association	32	1	Lakeland College Faculty Association	174	1
Athabasca University Faculty Association	447	1	Lethbridge College Faculty Association	373	1
ATU	6,216	7	Lethbridge Police Association	159	1
AUPE	106,298	154	Lethbridge Police Senior Officers	3	1
Bakery Workers	548	5	LiUNA	800	1
Bargaining Council of Construction & Maintenance Skilled Trades Unions	130	1	MacEwan Staff Association	1,279	1
Battle River School Bus Drivers' Association	34	1	Machinists	1,859	12
Blood Tribe Police Association	28	1	MaXfield Employees' Organization	93	1
Boilermakers	8,211	18	Media & Communications Workers	38	3
Bow Valley College Faculty Association	570	1	Medicine Hat Employees' Association	120	1
Bricklayers	480	4	Medicine Hat Police Association	115	1
Calgary Board of Education Staff Association	5,000	1	Millwrights	1,450	1
Calgary Board of Education Staff Association for Professional Support Staff	235	1	Millwrights Local 1460	175	1
Calgary Musicians Association	148	6	Mine Workers	26	1
Calgary Police Association	2,000	1	Mount Royal Faculty Association	800	1
Calgary Police Senior Officers' Association	37	1	Mount Royal Staff Association	837	1
Camrose Police Association	31	1	Multi-Union	150	2
CANA Services Employees Association	44	3	NAIT Academic Staff Association	903	1
Canada West Construction Union	65	4	National Hockey League Players Association	700	1
Canadian Energy Workers Association	1,106	3	Natural Gas Employees Association	1,184	2
Canadian Football League Players' Association	175	1	Non-Academic Staff Association	6,122	3
Canadian Iron Steel & Industrial Workers	420	7	NorQuest College Faculty Association	514	1
Canadian National Federation of Independent Unions [LiUNA Local 3000]	517	1	Northwestern Polytechnic Academic Staff Association	178	1
Canadian Office & Professional Employees	76	18	Oil & Gas Union	49	1
Canadian Staff Union	32	1	Olds College Faculty Association	98	1
Canadian Union of Skilled Workers	7	1	Operating Engineers	8,581	63
CANEM Systems Employees Association	290	2	Painters	599	3
Carpenters	6,365	14	Plasterers & Cement Masons	930	3
Central Alberta Association of Municipal & School Employees	537	2	Plumbers & Pipefitters	18,182	10
Civic Service Union 52	6,253	5	Portage College Faculty Association	95	1
CLAC	18,641	116	Post Doctoral Fellows Association	600	1
Commercial Industries Employees' Association	11	1	Postdoctoral Association of the University of Calgary	550	1
Concordia University College Faculty Association	72	1	Professional Association of Resident Physicians of Alberta	1,700	1
Construction Maintenance & Allied Workers	257	2	Quality Control Council of Canada	1,000	1
CUPE	41,139	188	Quinn Construction Employees Association	438	2
Edmonton Police Association	1,975	1	Red Arrow Drivers Association	30	1
Edmonton Police Service Senior Officers' Association	40	1	SAIT Academic Faculty Association	689	1
Elevator Constructors	1,009	2	Service Employees' International Union	260	3
Elk Island Catholic Transportation Association	36	1	Sheet Metal Workers	543	3
Employees' Association	107	1	Steelworkers	3,927	43
Faculty Association of Medicine Hat College	220	1	Taber Police Association	16	1
Faculty Association of Northern Lakes College	110	1	Teamsters	7,519	105
Faculty Association of Red Deer College	450	1	Town of High River Employee Association	150	1
Faculty Association of the University of Calgary	2,074	1	Trotter & Morton Technologies Employees' Association	85	2
Foothills School Division No. 38 Bus Drivers' Association	80	1	Twin Bridges Employees' Association	50	1
Graduate Students' Association of the University of Alberta	2,378	1	UFCW	32,171	84
Graduate Students' Association of the University of Calgary	1,404	1	UNA	35,094	51
Grande Prairie Public School District Employees Association	326	1	Unifor	14,203	90
Grant MacEwan University Faculty Association	971	1	Union of Calgary Co-Operative Employees	2,800	1
HSAA	30,876	29	Unisil Association	65	1
IAFF	4,351	18	UNITE HERE	1,699	10
IAFF Local 5277	47	1	Unitech Electrical Contracting Employees' Association	38	1
IATSE	3,409	20	United Utility Workers Association	1,393	6
IBEW	5,742	29	University of Lethbridge Faculty Association	579	1
Independent Air Handlers Employees Association	17	1	Western Canada Employees' Association	358	5



# 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](#)