

# Bargaining Update

## February 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 February 2023.

In February 2023, Mediation Services received settlement information regarding 64 bargaining relationships encompassing 16,887 employees. There were 45 private sector and 19 public sector settlements, covering 10,487 and 6,400 employees respectively.

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### CBA Received by Industry

Industry	CBA	EEs
Arts, Entertainment, and Recreation	1	70
Construction	15	2,222
Educational Services	3	7,239
Health Care and Social Assistance	9	1,566
Manufacturing	11	1,141
Other Services	6	489
Public Administration	6	1,622
Real Estate and Rental and Leasing	1	16
Retail Trade	5	463
Transportation & Warehousing	3	415
Utilities	2	1,315
Wholesale Trade	2	329
<b>Total</b>	<b>64</b>	<b>16,887</b>

### Alberta CBAs Settled Without a Work Stoppage

Fiscal Year	All Settled CBAs	Settled without Work Stoppage
2018-2019	403	402
2019-2020	457	455
2020-2021	282	281
2021-2022	318	315
2022-2023*	323	323

\*Year to date

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>						
Agreements not filed, no settlements to report						
<b>Arts, Entertainment, and Recreation</b>						
 Arts Commons IATSE Local 212	70	30	2025-08-31	2023-02-16	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	NA, First Agreement \$1.00 per hour \$0.75 per hour
<b>Construction</b>						
 Basilian Industrial Services CLAC Local 63	80	24	2025-02-28	2023-01-25	1 <sup>st</sup> year 2 <sup>nd</sup> year	9% TBD
 Commercial Industries Commercial Industries Employees' Assn.	11	24	2025-03-31	2023-01-31	1 <sup>st</sup> year 2 <sup>nd</sup> year	5% 0%
 Corrcoat Services CLAC Local 63	4	32	2024-10-31	2022-02-15	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	4.25% 1.75% 3.50%
 Daphil Electrical CLAC Local 63	4	14	2024-01-31	2023-01-15	Jan 2023 Jul 2023	0% TBD
 Gisborne Construction CLAC Local 63	17	29	2024-06-03	2022-03-15	1 <sup>st</sup> year 2 <sup>nd</sup> year	4.3% TBD
 Industrial Contractors' Association of Alberta Teamsters Local 362	302	28	2025-04-30	2022-12-21	Jan 2023 Apr 2023 2 <sup>nd</sup> year	8.20% [1 <sup>st</sup> CBA since 2019] 4.45% 3.40%
 Ledcor Pipe & Infrastructure CLAC Local 63	370	28	2025-01-31	2022-10-04	1 <sup>st</sup> year 2 <sup>nd</sup> year	8.5% TBD
 Link Scaffold Service CLAC Local 63	10	24	2024-02-29	2023-01-15	1 <sup>st</sup> year 2 <sup>nd</sup> year	6% 9%
 Lonestar Vacuum Operating Engineers Local 955	28	36	2026-02-01	2023-01-17	Nov 2023 Nov 2024	2.5% 2.5%
 PCL Builders – Construction CLAC Local 63	773	24	2024-12-31	2022-12-23	1 <sup>st</sup> year 2 <sup>nd</sup> year	2% + TBD TBD
 Safe Access Scaffold CLAC Local 63	45	24	2025-01-31	2023-02-26	1 <sup>st</sup> year 2 <sup>nd</sup> year	5.5% TBD
 Unitech Electrical Contracting Unitech Electrical Contracting Employees' Association	38	36	2025-12-31	2022-12-28	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1.5% 0.0% 0.0%
 WorleyCord Energy Solutions – Construction CLAC Local 63	530	31	2025-06-03	2022-11-19	Nov 2022 Jan 2023 2024	8% 2% TBD

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Educational Services</b>						
 Grant MacEwan University Faculty Association	971	48	2024-06-30	2022-10-13	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0% 0% 0% 2% + potential for additional 0.5% based on economic factors
 Greater North Central Francophone Education Region Unifor Local 52A	154	24	2024-08-31	2022-11-29	1 <sup>st</sup> year 2 <sup>nd</sup> year	0.00% 2.75%
 University of Alberta Non-Academic Staff Association	6,114	24	2024-03-31	2022-03-01	1 <sup>st</sup> year 2 <sup>nd</sup> year	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>						
 Bonnyville Regional Fire Authority HSAA	31	24	2024-07-31	2022-12-16	Aug 2022 Jan 2023 Jan 2024	3.0% 2.0% 1.5%
 Calgary Alpha House Society CUPE Local 4731	278	24	2024-03-31	2022-12-19	1 <sup>st</sup> year 2 <sup>nd</sup> year	0% 0%
 Covenant Health – GSS AUPE	675	48	2024-03-31	2023-02-14	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.00% 0.00% 1.25% 2.00%
 Prairie Emergency Medical Systems HSAA	206	60	2025-03-31	2023-01-07	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	0.00% 2.00% 1.50% 2.00% 2.25%
 Qualicare – Rivercrest Lodge Nursing Home AUPE	12	60	2024-03-31	2022-10-23	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	2.5% 0.0% 0.0% 6.10% to 6.15% 1.25%
 Revera Lessee –Aspen Ridge AUPE	86	60	2024-01-31	2023-02-14	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	2.00% 2.00% 1.75% 1.75% 1.25%
 Revera Lessee – Edgemont Retirement AUPE	98	60	2023-12-31	2023-02-10	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	2.00% 2.00% 1.75% 1.75% 1.25%





# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Health Care and Social Assistance</b>						
 Salvation Army – Grace Manor AUPE	120	36	2025-09-31	2022-11-22	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1.25% 1.25% 1.25%
 Yarrow Ltd Partnership – Wildrose Seniors AUPE	60	48	2022-11-22	2022-08-04	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	1.5% 0.0%, New wage grid 1.5% 2.0%
<b>Information and Cultural Industries</b>						
Agreements not filed, no settlements to report						
<b>Manufacturing</b>						
 EVRAZ, Calgary Steelworkers Local 6673	263	48	2024-07-31	2022-03-13	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	4.0% 1.5% 3.0% 3.0%
 Kiewit Fabricators CLAC Local 63	4	32	2024-11-30	2022-05-02	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	2% TBD TBD
 Lafarge Canada – Shop Edmonton [Stadium] Operating Engineers Local 955	7	24	2024-02-29	2022-11-25	1 <sup>st</sup> year 2 <sup>nd</sup> year	4.00% 2.75%
 Lafarge Canada – Shop Edmonton [Winterburn] Operating Engineers Local 955	30	24	2024-02-29	2022-08-16	1 <sup>st</sup> year 2 <sup>nd</sup> year	4.00% 2.75%
 Ledcor Highways – Shop CLAC Local 63	13	24	2024-10-31	2022-10-15	1 <sup>st</sup> year 2 <sup>nd</sup> year	6.6% TBD
 Old Dutch Foods UFCW Local 401	180	48	2026-03-21	2022-07-28	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	4.75% 2.00% 2.00% 1.50%
 Owens Corning Canada Unifor Local 728A	118	48	2025-07-31	2021-10-21	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	3.00% 2.25% 2.25% 2.50%
 Triple M Housing Carpenters Local 2010	346	36	2023-05-31	2022-04-28	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0.75% 1.25% 2.50%
 Trochu Meat Processors – Sunterra Meats UFCW Local 401	80	36	2025-12-31	2023-02-22	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	Up to 10% 2.0% 2.5%
 WOW! Factor Desserts UFCW Local 401	72	60	2026-12-31	2023-02-06	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	\$1000 lump sum \$.50 per hour \$.75 per hour \$.75 per hour \$.85 per hour

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Mining and Oil and Gas Extraction</b>						
Agreements not filed, no settlements to report						
<b>Other Services (except Public Administration)</b>						
 Alberta Millwrights Maintenance Millwrights Local 1460	175	24	2024-12-31	2022-12-06	Jan 2023 Apr 2023 2 <sup>nd</sup> year	\$8.00 per hour \$4.00 per hour \$2.00 per hour
 Chermik Technical Services IBEW Local 424	9	24	2025-01-31	2023-01-24	1 <sup>st</sup> year 2 <sup>nd</sup> year	\$0.80 per hour \$0.70 per hour
 Nason Contracting – Maintenance CLAC Local 63	70	24	2024-12-31	2022-12-19	1 <sup>st</sup> year 2 <sup>nd</sup> year	7% TBD
 PCL Energy – Maintenance CLAC Local 63	60	28	2025-02-01	2022-09-22	Oct 2022 Mar 2023 Sep 2023 2 <sup>nd</sup> year	8.9% 6.0% 2.9% TBD
 WorleyCord Energy Solutions – Maintenance CLAC Local 63	0	27	2025-02-28	2023-01-12	1 <sup>st</sup> year 2 <sup>nd</sup> year	9.5% TBD
<b>Professional, Scientific, and Technical Services</b>						
Agreements not filed, no settlements to report						
<b>Public Administration</b>						
 City of Calgary IAFF Local 255	1,470	12	2020-12-31	2021-06-15	1 <sup>st</sup> year	1.5%
 City of Camrose CUPE Local 1425	62	36	2024-12-31	2023-01-25	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	2.5% 3.0% 2.0%
 Town of Thorsby CUPE Local 30	10	36	2024-12-31	2022-06-08	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0.0% 1.5% 2.0%
 Travel Alberta AUPE	23	48	2024-03-31	2022-10-22	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 0.5% subject to economic factors
<b>Real Estate and Rental and Leasing</b>						
 Midwest Equipment Rentals CLAC Local 63	16	24	2024-05-31	2022-05-15	1 <sup>st</sup> year 2 <sup>nd</sup> year	2% TBD
<b>Retail Trade</b>						
 First Truck Centre Edmonton CLAC Local 56	109	36	2025-10-31	2022-10-11	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	4% 2% 2%

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Transportation and Warehousing</b>						
 Fort McKay Alcor Teamsters Local 362	73	17	2024-05-31	2023-01-04	1 <sup>st</sup> year 2 <sup>nd</sup> year	\$5.20 per hour \$0.00 per hour
 Ledcor Highways – Highway Maintenance CLAC Local 63	137	32	2025-06-30	2022-11-15	1 <sup>st</sup> year 2 <sup>nd</sup> year	0% 1% lump sum
 Sobeys Capital – Calgary Refrigerated Warehouse & Commissary UFCW Local 401	205	60	2028-01-26	2023-01-27	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	4% 3% 3% 2% + 2% lump sum 2% + 2% lump sum
<b>Utilities</b>						
 AltaLink Management United Utility Workers Association	367	24	2023-12-31	2023-02-10	1 <sup>st</sup> year 2 <sup>nd</sup> year	2.25% 3.00%
 FortisAlberta United Utility Workers Association	948	36	2025-12-31	2023-02-03	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	3.0% 3.0% 2.5%
<b>Wholesale Trade</b>						
 McKesson Canada UFCW Local 401	312	42	2025-12-31	2022-07-15	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	5% 4% 3% 3%
 Skyway Canada – Shop CLAC Local 63	17	19	2024-01-31	2022-06-15	1 <sup>st</sup> year 2 <sup>nd</sup> year	3% TBD

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to February 28, 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

## 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		
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	CUPE Local 4822	2022-04-30	333		Bargaining

## 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		
Bee Clean Northern Alberta	SEIU Local 2	2022-07-31	175		
Clean Harbors Energy & Industrial Services	Teamsters Local 362	2022-07-31	314		Bargaining
Shaw Conference Centre	UFCW Local 401	2020-11-22	397		Bargaining
Waste Management Canada	Unifor Local 4050	2022-10-31	283		

## Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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
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		Mediation
CLR – Labourers	Labourers	2019-04-30	9,000		Bargaining
CLR – Sheet Metal	Sheet Metal Workers Local 8	2019-04-30	600		Bargaining
CLR – Sheeters, Deckers & Cladders	Sheet Metal Workers Local 8	2019-04-30	350		Bargaining
Electrical Contractors Association	IBEW Local 424	2019-04-30	7,500		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		
Pipeline Contractors Association - Distribution	Labourers Local 92	2022-04-30	200		
PTW Industrial Services	CLAC Local 63, Construction	2023-01-31	225		
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
Calgary Board of Education	CUPE Local 40	2020-08-31	750		
Calgary Board of Education	CBE Professional Staff Assn	2020-08-31	235		Bargaining
Calgary Board of Education	CBE Staff Association	2020-08-31	5,000		Bargaining
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



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## Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Edmonton Catholic Separate School Division	Unifor Local 52A	2020-08-31	1,137		Bargaining
Edmonton School Division – Custodial	CUPE Local 474	2020-08-31	946		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	Bargaining
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		
Portage College	AUPE	2020-06-30	124	v	Tentative
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		
St. Albert School Division	CUPE Local 1099	2022-08-31	367		
Sturgeon School Division	CUPE Local 4625	2020-08-31	180		Bargaining
University of Alberta	Graduate Students' Association	2022-08-31	1,189		
University of Calgary	Graduate Students' Association	2022-12-31	1,404		
Wild Rose School Division	CAAMSE	2020-08-31	211		Bargaining

## Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Age Care – Beverly Centre Glenmore	AUPE	2018-09-10	170	v	Mediation
Alberta Precision Laboratories	HSAA	2020-09-30	4,720	v	Tentative
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
Aster Joint Venture – Age Care Walden Heights – GSS	AUPE	2020-06-01	111	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 – Collegeside	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
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
Canadian Blood Services – Techs	HSAA	2021-03-31	243	v	Bargaining
Capital Care	UNA	2020-03-31	207	v	
Capital Care – Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	v	Expired
Capital Care – GSS	AUPE	2020-06-30	425	v	Settled
Capital Care – PMP/PMT	HSAA	2020-03-31	144	v	Bargaining

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## Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Carewest – ANC	AUPE	2020-06-30	1,340	v	Mediation
Carewest – GSS	AUPE	2020-06-30	160	v	Mediation
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	AUPE	2022-01-31	112	v	Bargaining
Country Manor	AUPE	2022-01-31	112	v	Bargaining
Chartwell Master Care – Eau Claire	AUPE	2023-02-07	102		
Chartwell Master Care – Emerald Hills	AUPE	1 <sup>st</sup> Agmt	100	v	Bargaining
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	2022-11-22	365	v	
Chartwell Master Care – St. Albert	Steelworkers Local 1-207	2022-12-02	121	v	
Covenant Care	AUPE	2022-12-31	680	v	
Covenant Care – St. Teresa Place	AUPE	2022-12-31	246	v	
Covenant Health – ANC	AUPE	2020-03-31	2,210	v	Settled
Covenant Health – Bonnyville Health Centre – GSS	HSAA	2020-03-31	116	v	Bargaining
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	v	Bargaining
Covenant Health – Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	v	Bargaining
Covenant Health – PMP/PMT	HSAA	2020-03-31	1,246	v	Bargaining
Covenant Health – St. Therese Villa	AUPE	2020-03-31	202	v	Settled
Covenant Health – Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2020-03-31	200	v	
DynaLIFE DX	HSAA	2022-03-31	1,200	v	Mediation
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	v	Bargaining
Extendicare (Canada)	AUPE	2017-12-31	1,450	v	Mediation
Extendicare (Canada)	CUPE	2020-12-31	415	v	
Extendicare (Canada)	UNA	2021-12-31	139	v	
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	v	
Golden Life Management – Evanston Grand Village	AUPE	2019-09-30	164	v	Mediation
Good Samaritan Society – Dr. Gerald Zetter	CUPE Local 1031	2020-06-30	240	v	
Good Samaritan Society – Group Homes	AUPE	2018-06-60	265	v	Mediation
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,891	v	Mediation
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	v	Bargaining
Good Samaritan Society – South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	v	Bargaining
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	v	Bargaining
Intercare – Brentwood, Chinook, Southwood	CUPE Local 8	2022-06-30	1,417	v	Settled
Nutra 2000	LiUNA Local 3000	2022-11-30	1,100	v	
Park Place Seniors Living – Copper Sky Lodge	AUPE	2022-03-31	170	v	Bargaining
Park Place Seniors Living – Devonshire Care Centre	AUPE	2022-03-31	183	v	Bargaining
Revera Lessee – Riverbend Retirement	AUPE	2020-12-31	113	v	Bargaining
Revera Lessee – Scenic Acres	AUPE	2022-12-31	106	v	
River Ridge Seniors Village	Steelworkers Local 1-207	2022-03-31	104	v	Bargaining
Sage Properties – Prince of Peace Manor & Harbour	CUPE Local 8	2022-06-30	100	v	Bargaining
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	v	Mediation
Shepherd's Care – Kensington Village - ANC	AUPE	2020-09-30	147	v	Bargaining
Shepherd's Care – Millwoods – ANC	AUPE	2020-09-30	124	v	Bargaining
Signature Retirement – Rocky Ridge	AUPE	2021-12-31	107	v	Mediation
Swan Evergreen Village	AUPE	1 <sup>st</sup> Agmt	165	v	Mediation
Venta Care Centre – ANC	AUPE	2017-07-31	100	v	Bargaining
Well Being Services – Monterey	AUPE	2022-03-31	130	v	Bargaining

## Information and Cultural Industries

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Edmonton Public Library	Civic Service Union 52	2020-12-19	630		Bargaining

# 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

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	401		Bargaining
PepsiCo Beverages	Unifor Local 1410	2022-12-31	167		Settled
Sherritt International	Unifor Local 530A	2022-03-31	357		Mediation
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

Mining and Oil and Gas Extraction					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Neegan Development	Operating Engineers Local 955	2022-12-31	217		Mediation
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
Calgary Parking Authority	CUPE Local 38	2021-05-31	130		
CLR - Refractory Labourers - Maintenance	Labourers Local 92	2022-08-30	100		
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 Cold Lake	AUPE	2021-12-31	118		Bargaining
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		Mediation
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		
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

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## Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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	CUPE Local 941	2021-12-31	154		Bargaining
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
Workers' Compensation Board – Millard Health	HSAA	2020-12-31	129	√	Settled

## 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		

## Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Cardinal Coach Lines	Teamsters Local 362	2022-08-31	165		
Diversified Transportation	Teamsters Local 362	2022-12-31	498		
FirstCanada – Branch 31720	Teamsters Local 987	2022-08-31	102		
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, Edmonton	UFCW Local 401	2021-03-31	229		Bargaining
TappCar	Teamsters Local 987	2022-08-31	379		

## Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Apex Utilities	Unifor Local 1947	2022-12-31	125		
ATCO Electric	Canadian Energy Workers Assn.	2021-12-31	817		Tentative
ENMAX Corporation	CUPE Local 38	2022-12-31	658		
EPCOR Utilities	Civic Service Union 52	2020-12-19	1,023		Mediation
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		

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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	Bargaining
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
Portage College	AUPE	2020-06-30	124	Tentative
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	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
<b>Points West Living Drayton Valley</b>	<b>AUPE</b>			<b>C2102-2023</b>
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 <sup>st</sup> Agmt	314	Enhanced
Bayshore HealthCare	UFCW Local 401	1 <sup>st</sup> Agmt	31	Enhanced
Bethany Care Society - Riverview	AUPE	1 <sup>st</sup> Agmt	363	Mediation
Bethany Nursing Home – Home Care Wetaskiwin	AUPE	1 <sup>st</sup> Agmt	34	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
Revera Retirement – McConachie Gardens	AUPE	1 <sup>st</sup> Agmt	80	Bargaining
Revera Retirement – Our Parents’ Home	AUPE	1 <sup>st</sup> Agmt	80	Arbitration
Swan Evergreen Village	AUPE	1 <sup>st</sup> Agmt	165	Mediation
<b>Trinity Place Foundation of Alberta</b>	<b>CUPE Local 4731</b>	<b>1<sup>st</sup> Agmt</b>	<b>95</b>	<b>Mediation</b>
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
Age Care - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	Settled
Age Care - Valleyview	UNA	2017-03-31	22	Settled
AXR Operating (National)	UNA	2017-12-31	89	Bargaining
Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	71	Mediation
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	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 - Collegeseide	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



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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
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	Bargaining
Extencicare (Canada) - Athabasca – ANC	AUPE	2017-12-31	66	Mediation
Extencicare (Canada) - Athabasca – GSS	AUPE	2017-12-31	35	Mediation
Extencicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	Mediation
Extencicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	Mediation
Extencicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	Mediation
Extencicare (Canada) – Hillcrest	AUPE	2017-12-31	169	Mediation
Extencicare (Canada) – Holyrood	AUPE	2017-12-31	90	Mediation
Extencicare (Canada) – Mayerthorpe	AUPE	2017-12-31	61	Mediation
Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	488	Mediation
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 Manor Grove Manor	AUPE	2018-09-30	21	Bargaining
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	Bargaining
Extencicare (Canada) - Cedars Villa	UNA	2019-07-31	27	Expired
Father Lacombe Care Centre	UNA	2019-08-31	34	Expired
Father Lacombe Care Centre – ANC	UNA	2019-08-31	235	Expired
Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	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	111	Bargaining
Alberta Public Laboratories	HSAA	2020-09-30	4,720	Tentative
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 - 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
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

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Carewest – ANC	AUPE	2020-06-30	1,340	Mediation
Carewest - Colonel Belcher	CUPE Local 8	2020-06-30	70	Bargaining
Carewest - Colonel Belcher et. al.	UNA	2020-03-31	129	Expired
Carewest - GSS	AUPE	2020-06-30	160	Mediation
Carewest - PMP/PMT	HSAA	2020-06-30	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 – ANC	AUPE	2020-03-31	2,210	Settled
Covenant Health - PMP/PMT	HSAA	2020-03-31	1,246	Bargaining
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	Expired
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	Bargaining
Extencicare (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
Qualicare – Rivercrest Lodge Nursing Home	UNA	2020-03-31	32	Expired
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
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
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2021-03-31	40	Bargaining
Crowsnest Pass Senior Housing	CUPE Local 812	2021-12-31	30	Bargaining
Eagle Hill Foundation – Eagle Hill, Eagle View, Hillside	CUPE Local 1461	2021-12-31	45	Expired
Extencicare (Canada) - Athabasca	UNA	2021-12-31	0	Expired
Extencicare (Canada) - Eaux Claires	UNA	2021-12-31	31	Expired
Extencicare (Canada) - Fort Macleod	UNA	2021-12-31	14	Expired
Extencicare (Canada) - Holyrood	UNA	2021-12-31	18	Expired
Extencicare (Canada) - Leduc	UNA	2021-12-31	16	Expired
Extencicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	Expired
Extencicare (Canada) - Michener Hill	UNA	2021-12-31	41	Expired
Extencicare (Canada) - Viking	UNA	2021-12-31	7	Expired
Extencicare (Canada) - Vulcan	UNA	2021-12-31	8	Expired
Good Samaritan Society - South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	Bargaining
Lakeland Lodge & Housing Foundation	CUPE Local 2771	2021-12-31	27	Bargaining



# Essential Services Bargaining Relationships

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
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	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	Expired
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
Grande Spirit Foundation	CUPE Local 3623	2022-06-30	98	Expired
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2022-06-30	1,417	Settled
Nutra 2000	CNFIU	2022-11-30	1,100	Expired
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	Expired
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	Expired
Well Being Services - Monterey Place	AUPE	2022-03-31	130	Bargaining
<b>Yarrow Ltd Partnership – Wildrose Seniors</b>	<b>AUPE</b>	<b>2022-11-22</b>	<b>60</b>	<b>Expired</b>
Age Care - Columbia Assisted Living	AUPE	2023-03-31	27	Active
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	Active
Age Care - Valleyview	AUPE	2023-03-31	30	Active
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	Active
Canadian Blood Services, Edmonton	UNA	2023-03-31	38	Active

# Essential Services Bargaining Relationships

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Canadian Blood Services – Plasma Donor Centre	UNA	2023-03-31	5	Active
Canterbury Foundation	AUPE	2023-12-31	152	Active
<b>Chartwell Master Care – Eau Claire Care</b>	<b>AUPE</b>	<b>2023-02-07</b>	<b>102</b>	<b>Expired</b>
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	Active
Points West Living Stettler	AUPE	2023-05-10	104	Active
<b>Revera Lessee - Edgemont Retirement</b>	<b>AUPE</b>	<b>2023-12-31</b>	<b>98</b>	<b>Active</b>
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	Active
Vegreville Association for Living in Dignity (VALID)	Steelworkers Local 1-207	2023-09-30	31	Active
Wheatland Lodge	CUPE Local 8	2023-04-30	23	Active
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
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
<b>Covenant Health – GSS</b>	<b>AUPE</b>	<b>2024-03-31</b>	<b>675</b>	<b>Active</b>
Edmonton Chinatown Care Centre	AUPE	2024-03-31	64	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
<b>Revera Lessee - Aspen Ridge</b>	<b>AUPE</b>	<b>2024-01-31</b>	<b>86</b>	<b>Active</b>
Revera Lessee - Chateau Renoir Retirement Residence	CUPE Local 8	2024-04-30	45	Active

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
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
SbraREIT Assisted Living – Amica Britannia	CUPE Local 8	2024-02-29	100	Active
Seasons Retirement Communities (Ponoka)	AUPE	2024-12-31	38	Active
Evergreens Foundation	Operating Engineers 955	2025-06-29	126	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 February 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.

<b>Employer</b>	<a href="#">Alberta Health Services</a>
<b>Union</b>	United Nurses of Alberta
<b>Arbitrator</b>	Yingst Bartel
<b>Date of Award</b>	September 22, 2022
<b>Issue</b>	Whether grievor was entitled to receive rest/meal periods when working a lengthy call back shift of more than 15 hours.
<b>Decision Rendered</b>	Grievance upheld.

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<b>Employer</b>	<a href="#">City of Calgary</a>
<b>Union</b>	IAFF Local 255
<b>Arbitrator</b>	Tettensor
<b>Date of Award</b>	February 13, 2023
<b>Issue</b>	Whether employees who work full time in a temporary accommodated position can claim short term disability for a subsequent illness or injury.
<b>Decision Rendered</b>	Grievance upheld.

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<b>Employer</b>	<a href="#">Fort McKay Logistics</a>
<b>Union</b>	Teamsters Local 362
<b>Arbitrator</b>	Dolgoy
<b>Date of Award</b>	December 28, 2022
<b>Issue</b>	As it pertains to discipline the question at issue is whether “working days” means three consecutive plant operating days or it if means three days in which the employee is actually working.
<b>Decision Rendered</b>	Employer position upheld.

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<b>Employer</b>	<a href="#">Government of Alberta</a>
<b>Union</b>	AUPE
<b>Arbitrator</b>	Ponak
<b>Date of Award</b>	January 18, 2023
<b>Issue</b>	Termination of employee for uttering a racial slur.
<b>Decision Rendered</b>	Partially upheld.

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<b>Employer</b>	<a href="#">Regional Municipality of Wood Buffalo</a>
<b>Union</b>	CUPE Local 1505
<b>Arbitrator</b>	Alexander-Smith
<b>Date of Award</b>	January 23, 2023
<b>Issue</b>	Are bargaining unit members who hold Market Rate positions entitled to negotiated wage increases?
<b>Decision Rendered</b>	Grievance denied.

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<b>Employer</b>	Shell Canada – Scotford Refinery & Chemicals Plant
<b>Union</b>	Unifor Local 530A
<b>Arbitrator</b>	Sims
<b>Date of Award</b>	February 27, 2023
<b>Issue</b>	Pay administration in a shut down turnaround schedule.
<b>Decision Rendered</b>	Grievance denied.

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## Grievance Arbitration Awards Received in February 2023

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<b>Employer</b>	<a href="#">Suncor Energy – Base Plant</a>
<b>Union</b>	Unifor Local 707A
<b>Arbitrator</b>	Sims
<b>Date of Award</b>	January 25, 2023
<b>Issue</b>	Whether the employer’s decision to require a drug and alcohol test was justified.
<b>Decision Rendered</b>	Grievance upheld.

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<b>Employer</b>	<a href="#">We Care Health Services</a>
<b>Union</b>	Teamsters Local 987
<b>Arbitrator</b>	Norrie
<b>Date of Award</b>	February 24, 2023
<b>Issue</b>	Employer preliminary objection to hearing of the ‘unpaid overtime’ grievance as the issue had been settled by the parties.
<b>Decision Rendered</b>	Objection upheld. Grievance dismissed.

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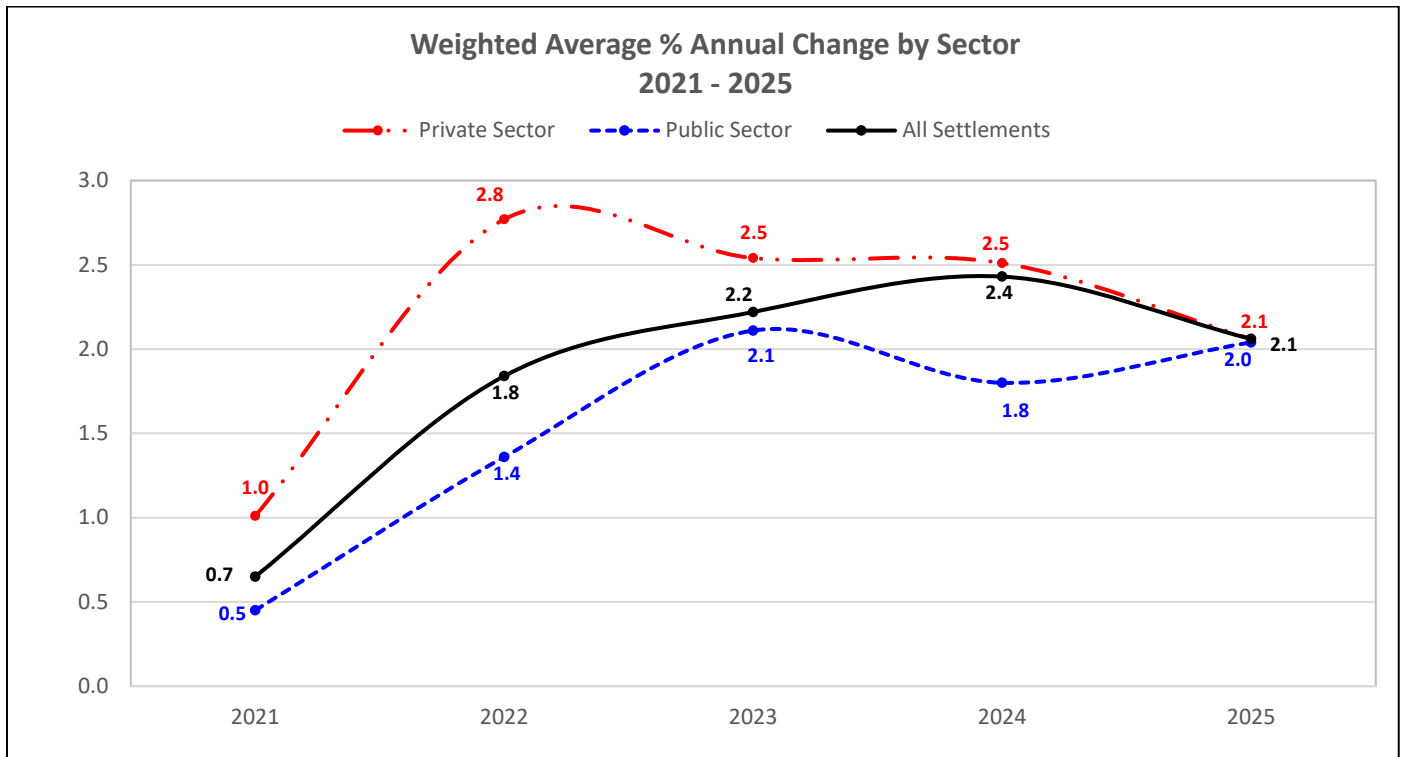
Copies of awards without URLs can be obtained by contacting Mediation Services at [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# 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	560	141,024	1.01
	Public Sector	419	253,947	0.45
	<b>All Settlements</b>	<b>979</b>	<b>394,971</b>	<b>0.65</b>
2022	Private Sector	517	129,675	2.77
	Public Sector	345	245,157	1.36
	<b>All Settlements</b>	<b>862</b>	<b>374,832</b>	<b>1.84</b>
2023	Private Sector	320	78,735	2.54
	Public Sector	260	235,648	2.11
	<b>All Settlements</b>	<b>580</b>	<b>314,383</b>	<b>2.22</b>
2024	Private Sector	190	61,732	2.51
	Public Sector	76	7,797	1.80
	<b>All Settlements</b>	<b>266</b>	<b>69,529</b>	<b>2.43</b>
2025	Private Sector	70	24,136	2.06
	Public Sector	13	1,121	2.04
	<b>All Settlements</b>	<b>83</b>	<b>25,257</b>	<b>2.06</b>



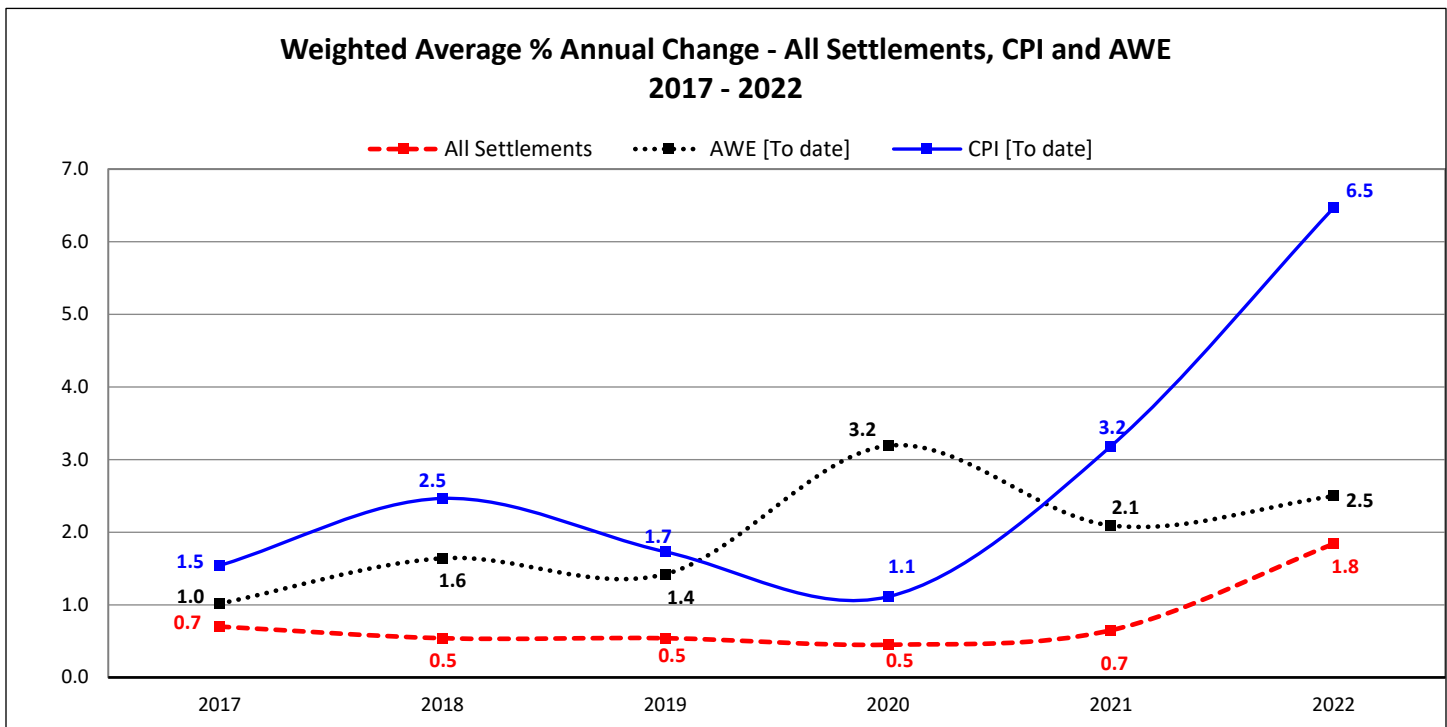
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Economy and Northern Development by calling (780) 427-8301 or emailing [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# Wage Settlements in Alberta

## Weighted Average % Annual Change by Industry

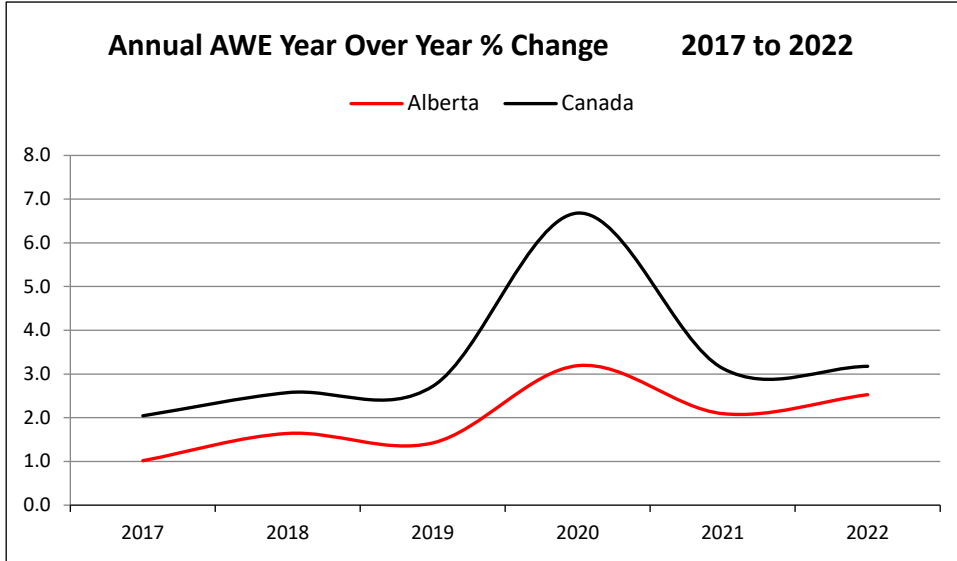
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2021			2022			2023			2024		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	26	2,927	0.90	23	2,568	1.71	10	1,215	2.75	8	811	2.26
Administrative & Support, Waste Management & Remediation Services	20	2059	1.79	17	1246	1.89	14	1122	2.00	6	175	1.90
Arts, Entertainment, & Recreation	36	5,590	1.96	38	7,097	2.29	17	2,680	2.60	12	2,324	2.46
Construction	116	50,425	0.27	108	44,871	4.68	51	27,663	4.22	20	22,665	3.53
Educational Services	135	82,078	0.01	124	79,552	1.02	117	78,679	2.21	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	162	126,745	0.71	113	121,102	1.82	78	116,791	1.94	25	2,031	1.73
Information & Cultural Industries	10	930	1.41	8	855	1.47	3	688	1.90	1	3	1.50
Manufacturing	166	22,028	2.43	146	20,367	3.75	106	16,187	2.08	66	12,671	2.00
Mining & Oil & Gas Extraction	28	7,891	2.16	28	7,658	2.62	11	2,898	1.35	6	2,286	2.03
Other Services (except Public Administration)	57	9,537	0.08	49	7,918	0.64	34	2,729	2.90	20	1,226	2.85
Professional, Scientific, & Technical Services	8	1,267	0.87	8	1,278	1.92	4	1,168	1.71	3	168	1.52
Public Administration	102	43,448	0.38	89	42,405	0.59	59	38,821	2.43	31	2,498	1.86
Real Estate & Rental & Leasing	5	423	1.86	5	340	1.73	2	229	2.01	1	115	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	27	2,123	2.10	14	1,395	2.22
Utilities	22	6,524	1.17	20	4,832	1.40	13	3,925	2.27	8	1,664	2.74
Wholesale Trade	17	3,611	1.97	16	3,227	3.76	11	2,893	3.41	6	2,250	2.77
<b>All Settlements</b>	<b>979</b>	<b>394,971</b>	<b>0.65</b>	<b>862</b>	<b>374,832</b>	<b>1.84</b>	<b>580</b>	<b>314,383</b>	<b>2.22</b>	<b>266</b>	<b>69,529</b>	<b>2.43</b>

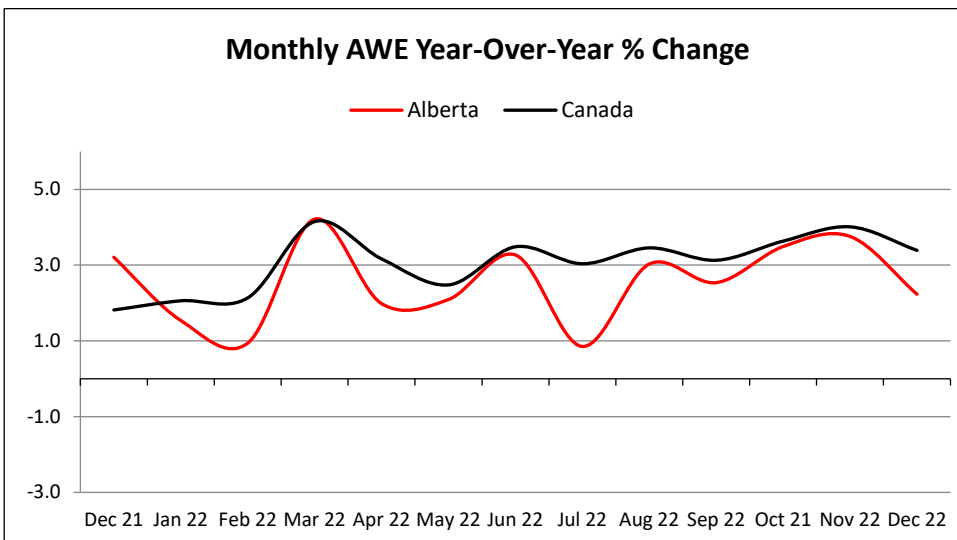


## Average Weekly Earnings (AWE)\*

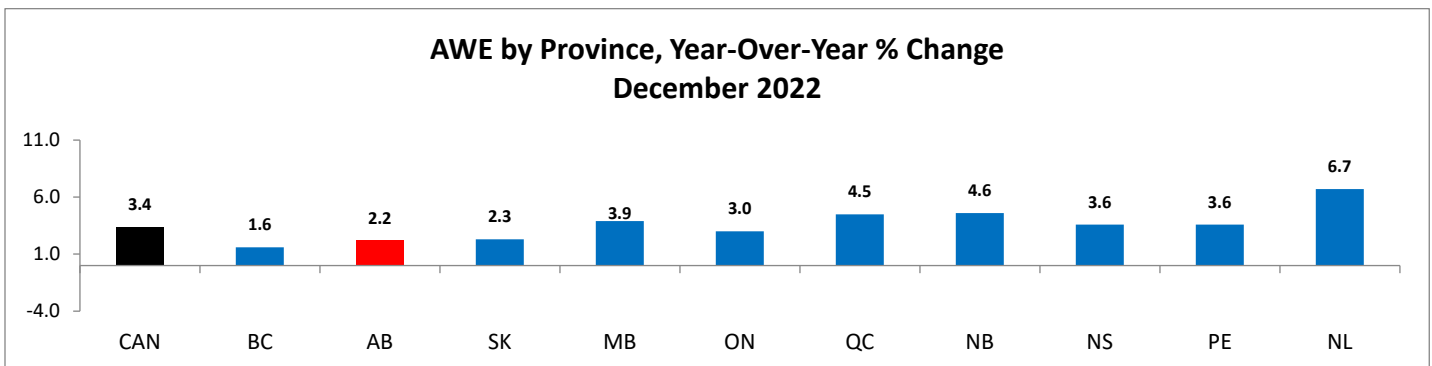
In **December 2022** the Alberta AWE decreased 0.7% from November 2022. Between December 2022 and December 2021 the Alberta AWE increased 2.2% to \$1,268.07 from \$1,240.37.



AWE	Alberta	Canada
2017	1.0	2.0
2018	1.6	2.6
2019	1.4	2.7
2020	3.2	6.7
2021	2.0	3.1
2022*	2.5	3.2



AWE	Alberta	Canada
Dec 21	3.2	1.8
Jan 22	1.5	2.1
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 21	3.5	3.6
Nov 22	3.8	4.0
Dec 22	2.2	3.4



\*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

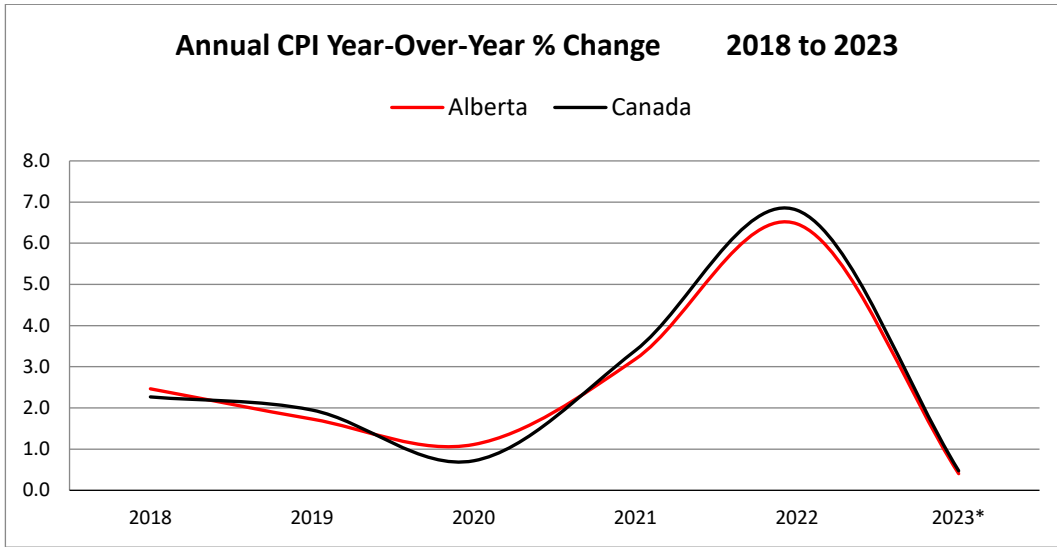
<sup>2</sup> Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Source: Statistical data supplied by Statistics Canada

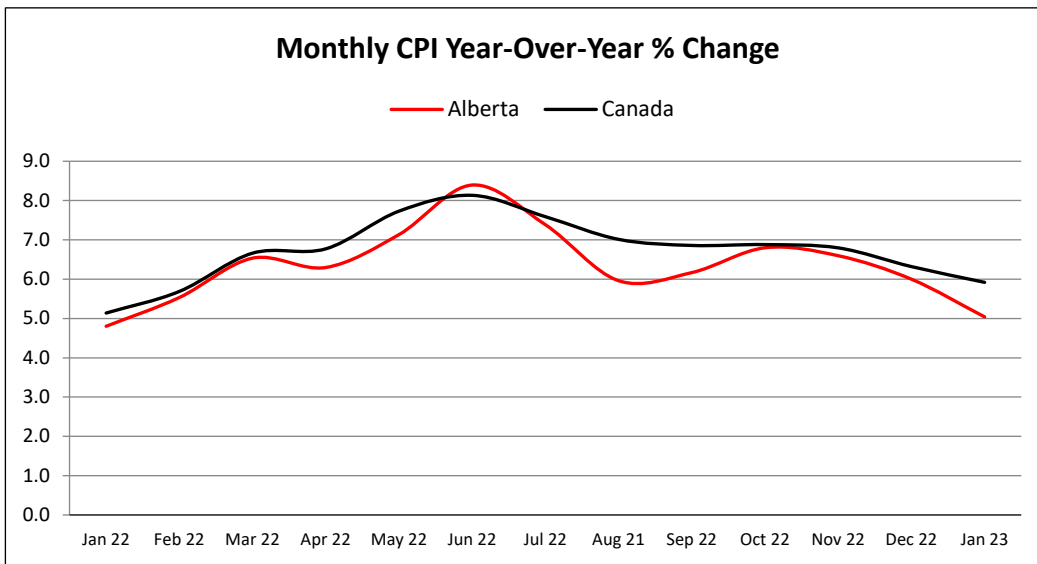


# Consumer Price Index (CPI)\*, 2002=100

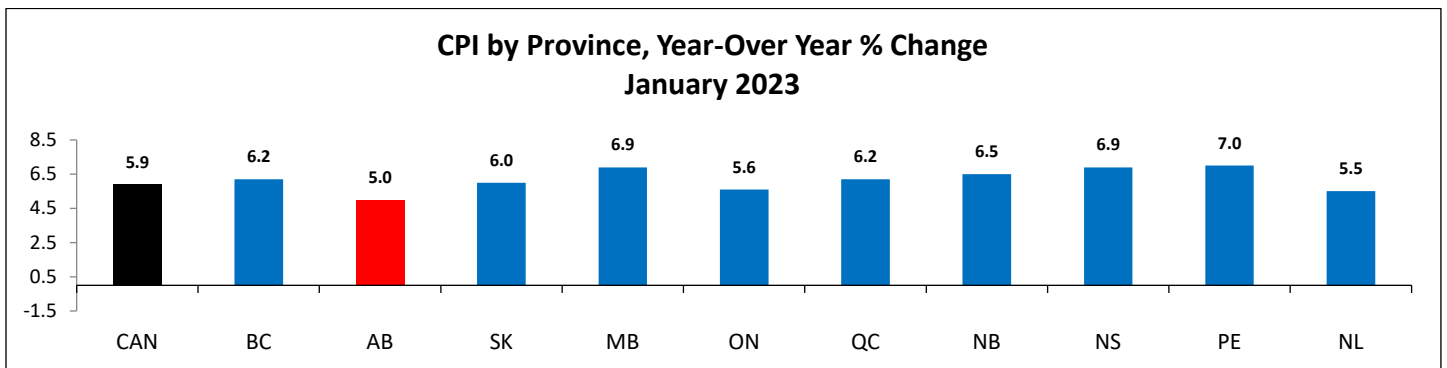
In **January 2023** the Alberta CPI decreased 0.2% from December 2022. Between January 2023 and January 2022 the Alberta CPI increased 5% to \$160.50 from \$152.80.



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*	0.4	0.5



CPI	Alberta	Canada
Jan 22	4.8	5.1
Feb 22	5.5	5.7
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 21	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

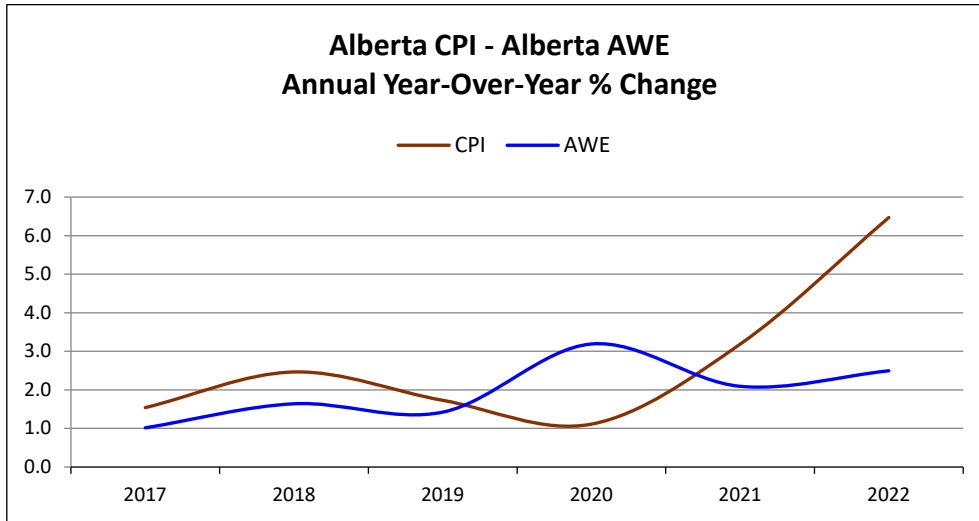


\*Year to date – Graph data available upon request.

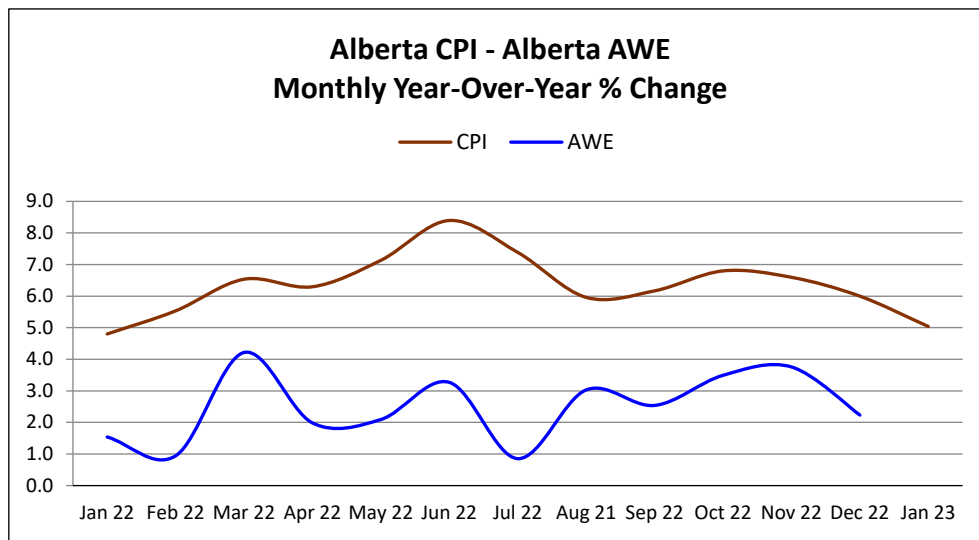
<sup>1</sup> Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

<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
2017	1.5	1.0
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



	CPI	AWE
Jan 22	4.8	1.5
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 21	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	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Jan 22	145.3	5.1	152.8	4.8	152.5	4.6	153.5	5.4
Feb 22	146.8	5.7	154.5	5.5	154.2	5.5	155.4	6.4
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 21	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

Average Weekly Earnings													
	Dec 21	Jan 22	Feb 22	Mar 22	Apr 22	May 22	Jun 22	Jul 22	Aug 22	Sep 22	Oct 22	Nov 22	Dec 22
AWE \$	\$1,240.37	\$1,247.75	\$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	\$1,268.07
AWE %	3.2	1.5	0.9	4.2	2.0	2.1	3.3	0.9	3.0	2.5	3.5	3.8	2.2

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

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

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

Source: Statistics Canada Consumer Price Index

## Union Data – Employees, Collective Agreements

UNION	EE	CBAs	UNION	EE	CBAs
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](#)