

# Bargaining Update

## January 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 January 2023.

In January 2023, Mediation Services received settlement information regarding 59 bargaining relationships encompassing 10,344 employees. There were 36 private sector and 23 public sector settlements, covering 6,970 and 3,374 employees respectively.

### In this Issue:

Alt+LeftArrow will take user back to the title page

- 3 [Alberta Settlements](#)
- 9 [Current & Upcoming Collective Bargaining](#)
- 15 [Essential Services Bargaining Relationships](#)
- 22 [Grievance Arbitration Awards](#)
- 23 Wage Settlements in Alberta [Public / Private Sector Wage Changes](#)
- 24 Wage Settlements in Alberta [Industry Wage Changes](#)
- 25 [Average Weekly Earnings](#) [AWE], Nov 2022
- 26 [Consumer Price Index](#) [CPI], Dec 2022
- 27 [CPI and AWE Comparison](#) Nov 2022
- 28 [Union Data – Employees, Collective Agreements](#)
- 29 [Abbreviations / Acronyms Listing](#)
- 30 [Resource List](#)

### CBA Received by Industry

Industry	CBA's	EEs
Accommodation and Food Services	3	603
Administrative Support, Waste Management	2	18
Construction	4	4,101
Educational Services	9	1,790
Health Care and Social Assistance	7	584
Manufacturing	14	914
Mining and Oil and Gas Extraction	1	31
Other Services	7	1,001
Professional, Scientific, and Technical Services	1	2
Public Administration	5	530
Retail Trade	1	26
Transportation & Warehousing	1	114
Utilities	3	504
Wholesale Trade	1	126
<b>Total</b>	<b>59</b>	<b>10,344</b>

Agreements Ratified				
Settlement Method	2021		2022	
	CBA's	EEs	CBA's	EEs
Mediation	74	45,794	126	162,287
Negotiation	248	30,502	221	42,355
<b>Total</b>	<b>322</b>	<b>76,296</b>	<b>347</b>	<b>204,642</b>

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>						
 Horizon North Camp & Catering – Birch Mountain, Fort Hills, Firebag UNITE HERE Local 47	185	53	2026-01-01	2021-06-18	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0% + \$200.00 bonus TBD TBD TBD
 InnVest Hotels – Sheraton Suites Unifor Local 4050	145	36	2023-10-20	2020-10-20	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	NA – First Agreement 0% 1%
<b>Administrative and Support, Waste Management and Remediation Services</b>						
 ADT Security Services Canada IBEW Local 424	10	29	2025-01-31	2022-09-06	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1.75% 1.75% 2.00%
 GenAlta Recycling Steelworkers Local 5220	8	72	2025-12-31	2022-09-02	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 6 <sup>th</sup> year	0% 0% 0% + \$6,000 lump sum 4% 3% 2%
<b>Arts, Entertainment, and Recreation</b>						
Agreements not filed, no settlements to report						
<b>Construction</b>						
 BFI Constructors – Heavy Construction Operating Engineers Local 955	441	32	2025-07-31	2022-12-04	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	2% 2% TBD
 Canadian Automatic Sprinkler Association Plumbers & Pipefitters	515	36	2025-04-30	2022-05-04	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	\$2.00 per hour \$1.80 per hour \$1.80 per hour
 CLR – Structural Ironworkers Ironworkers	3,000	28	2025-04-30	2023-01-04	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	7.5% 4.6% 3.6%
 North American Maintenance Operating Engineers Local 955	145	36	2025-11-30	2022-11-16	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	6% 3% 2%
<b>Educational Services</b>						
 Calgary Quest Children’s Society UFCW Local 401	49	36	2024-08-31	2022-09-01	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0.50% 1.25% 2.00%
 Elk Island Catholic Separate School Division Unifor Local 71	166	36	2024-08-31	2022-11-28	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0.00% 0.00% 2.75% + potential for additional 0.5% based on economic factors

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Educational Services</b>						
 Medicine Hat College Faculty Association	220	48	2024-06-30	2023-01-25	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
 Northern Lakes College Faculty Associations	110	48	2024-06-30	2022-11-25	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
 Olds College AUPE	140	48	2024-06-30	2023-01-26	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
 Prairie Rose School Division CUPE Local 829	7	48	2024-08-31	2022-11-01	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.00% 0.00% 0.00% 2.75% + potential for additional 0.5% based on economic factors
 Red Deer Polytechnic AUPE	228	48	2024-06-30	2022-05-31	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
 SAIT AUPE	520	48	2024-06-30	2022-12-22	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 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>						
 Abby Road Housing Co-Operative CUPE Local 1158-01	12	36	2025-09-30	2023-01-09	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	6.0% 1.5% 2.0%
 Good Samaritan Society – Dr. Gerald Zetter Care Centre CUPE Local 1031	240	36	2020-06-30	2021-01-26	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0% 0% 0% to 1%
 Lamont County Housing AUPE	43	36	2024-12-31	2023-01-20	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1% lump sum 2% 2%










# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Health Care and Social Assistance</b>						
 Points West Living Heritage House AUPE	43	36	2025-03-31	2022-11-25	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1.50% 1.25% 1.25%
 Qualicare – Citadel Care Steelworkers Local 1-207	152	24	2024-06-30	2022-10-14	1 <sup>st</sup> year 2 <sup>nd</sup> year	3.2% to 10.75% TBD
 Seasons Retirement Communities – Sunrise Village (Ponoka) AUPE	38	36	2024-12-31	2022-12-06	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	2% 2% 2%
 Wheatland & Adjacent Districts Emergency Medical Services HSAA	56	60	2023-03-31	2022-06-24	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% 0.00% 0.00% 1.00% 1.25%
<b>Information and Cultural Industries</b>						
Agreements not filed, no settlements to report						
<b>Manufacturing</b>						
 Advance Tank Centres Boilermakers Local 146	11	24	2024-08-31	2022-09-13	1 <sup>st</sup> year 2 <sup>nd</sup> year	New wage grid 3%
 BURNCO Rock Products – Calgary Shop Teamsters Local 362	15	36	2025-07-31	2022-09-08	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	6.5% 2.5% 3.0%
 BURNCO Rock Products – Mixer Drivers, Calgary Teamsters Local 362	85	36	2025-05-31	2022-05-19	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	3.75% 2.75% 2.75%
 Canadian Forest Products Unifor Local 446	180	72	2028-09-30	2022-12-23	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 6 <sup>th</sup> year	2% + \$2,500 lump sum 2% 2% 2% 2% 2%
 CertainTeed Canada Teamsters Local 362	57	48	2026-03-31	2022-03-5	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	3% + \$1,000 signing 2% + \$500 lump sum 2% 2%
 Edmonton Exchanger & Manufacturing Boilermakers Local 146	142	36	2025-12-31	2022-12-21	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	8% 3% 2%
 Fleischmann’s Yeast Operating Engineers Local 955	16	60	2027-12-31	2022-11-03	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% 3% 3%




# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Manufacturing</b>						
 Foothills Forest Products Steelworkers Local 1-207	116	43	2026-03-31	2022-09-15	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.0% + \$1,000 3.0% 2.5% 2.5%
 Lehigh Hanson Materials – Inland Concrete, Edmonton Teamsters Local 362	72	48	2026-12-31	2023-01-11	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0% + 1.5% lump sum 2% 2% 3%
 Lehigh Hanson Materials – Inland Concrete, Fort McMurray Teamsters Local 362	12	36	2025-06-30	2022-08-11	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	\$1.50 per hour \$1.00 per hour \$1.00 per hour
 Melloy Industrial Services Boilermakers Local 146	25	36	2025-12-31	2022-12-23	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	9% 6% 5%
 Nortera Foods – Lethbridge Processing Plant Teamsters Local 987	61	36	2025-03-05	2022-11-04	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	4.50% 3.00% 2.75%
 Univar Canada Teamsters Local 987	46	36	2025-08-31	2022-09-21	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	2.75% 2.25% 2.00%
<b>Mining and Oil and Gas Extraction</b>						
 Premier Horticulture (Olds) UFCW Local 401	31	60	2027-03-29	2022-03-30	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	2.25% + .75% adjustment 2.00% 2.00% 2.25% 2.75%
<b>Other Services (except Public Administration)</b>						
 Alberta Teachers' Association Unifor Local 777	54	24	2024-08-31	2022-11-16	1 <sup>st</sup> year 2 <sup>nd</sup> year	2% + 1% Lump sum 1%
 Civic Service Union 52 Steelworkers Local 1-207	20	36	2024-12-31	2022-11-29	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0.9% to 3.2% 1.3% to 4.2% 1.8% to 5.0%
 CLR - Refractory Bricklayers – Maintenance Bricklayers Local 1	850	29	2025-04-30	2022-12-11	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	7.5% 4.6% 3.6%
 Fairmont Hotels – Regional Linen Service Unifor Local 4050	40	60	2026-10-31	2022-11-04	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	1.25% 1.50% 2.00% 2.50% 3.00%
 Icon Surveys Operating Engineers Local 955	2	36	2026-03-01	2022-12-15	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	4% 3% 3%

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Other Services (except Public Administration)</b>						
 Iron Workers Local 720 Teamsters Local 362	2	34	2025-09-30	2022-11-22	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	14% [1 <sup>st</sup> CBA since 2018] 0% 0%
 UFCW Local 401 – Union Labour Relations Officers Machinists Local 1722	28	48	2026-06-30	2022-07-01	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0% 2% 2% 2%
<b>Professional, Scientific, and Technical Services</b>						
Agreements not filed, no settlements to report						
<b>Public Administration</b>						
 City of Brooks CUPE Local 1032	68	48	2026-12-31	2022-11-02	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	\$1.50 per hour 1.75% 1.75% 1.25%
 City of Calgary – Emergency Communications Officers IBEW Local 254	281	36	2024-01-03	2023-01-20	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	1.5% 1.5% 2.0%
 City of Lethbridge Lethbridge Police Association	166	48	2024-12-31	2022-11-29	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	2.0% 2.9% 2.5% 2.5%
 City of Lethbridge Lethbridge Police Senior Officers	3	48	2024-12-31	2022-11-29	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	2.00% 2.90% 2.75% adjustment 2.60% 2.50%
 City of Lethbridge Operating Engineers Local 955	12	48	2026-12-31	2022-11-29	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	3.00% 2.00% 2.25% 2.75%
<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>						
 MTE Logistix Teamsters Local 362	114	36	2025-06-30	2022-08-13	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	3.5% 2.0% 1.5%
<b>Utilities</b>						
 Capital Power Civic Service Union 52	70	48	2025-12-13	2022-11-29	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	1.00% + \$1,500 2.25% 2.50% 3.00%

## Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Utilities</b>						
 ENMAX Corporation IBEW Local 254	400	36	2024-12-31	2022-12-19	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	3.00% 2.75% 2.50%
 TransAlta Utilities Corporation – Reclamation Centre IBEW Local 254	34	60	2025-03-31	2022-10-28	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	1.00% 1.25% 3.00% 1.25% 1.75%
<b>Wholesale Trade</b>						
 Core-Mark International UFCW Local 401	126	36	2024-08-31	2023-01-17	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0.00% + \$2,000 lump 2.65% 3.00%



# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to January 31, 2023.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by √

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		
Host International – Edmonton International Airport	Employees' Association	2021-03-31	235		
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		
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	780		Bargaining
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 Local424	2019-04-30	7,500		Bargaining
Industrial Contractors' Association of Alberta	Teamsters Local 362	2019-04-30	440		Bargaining
Golderado Contracting	CLAC Local 63, Construction	2023-01-31	120		
JVD Installations – Construction	CLAC Local 63, Construction	2020-08-30	100		
Ledcor Pipe & Infrastructure	CLAC Local 63, Construction	2022-09-30	430		Bargaining
Ledcor Pipeline	CLAC Local 63, Construction	2022-05-31	1,358		
PCL Builders – Construction	CLAC Local 63, Construction	2022-12-31	230		
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		
WorleyCord Industrial Services – Construction	CLAC Local 63, Construction	2022-07-31	230		

## Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	294	√	Bargaining
Black Gold School Division	CUPE Local 3484	2021-08-31	508		Bargaining
Bow Valley College	Faculty Association	2020-06-30	598	√	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

# Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by √

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

## Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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
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	Faculty Association	2020-06-30	984	√	Bargaining
Grant MacEwan University	MacEwan Staff Association	2020-06-30	1,200	√	Bargaining
Greater North Central Francophone Education Region No.2	Unifor Local 52A	2022-08-31	100		
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	√	Mediation
Keyano College	Faculty Association	2020-06-30	105	√	Bargaining
Lakeland College	Faculty Association	2020-06-30	174	√	Bargaining
Lethbridge College	Faculty Association	2020-06-30	373	√	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	√	Bargaining
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 Alberta	Non-Academic Staff Association	2019-03-31	7,000	√	Settled
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	√	Mediation
Alberta Precision Laboratories	HSAA	2020-09-30	4,720	√	Tentative
Associated Ambulance & Services (Whitecourt)	CUPE Local 4351	2022-03-31	189		Bargaining
Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-17	136	√	Mediation
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	√	Bargaining
Aster Joint Venture – Age Care Walden Heights – GSS	AUPE	2020-06-01	111	√	Bargaining
AXR Operating National – Bow Crest	CUPE Local 8	2022-10-31	144	√	
AXR Operating National – McKenzie Towne	CUPE Local 8	2022-10-31	146	√	
Continuing Care					
Bethany Care Centre - Calgary – ANC	AUPE	2017-08-31	443	√	Mediation
Bethany Care Centre – Collegeside	AUPE	2017-08-31	166	√	Mediation
Bethany Care Centre – Didsbury	AUPE	2017-08-31	109	√	Mediation
Bethany Care Society – Riverview	AUPE	1st Agmt	363	√	Mediation
Bethany Nursing Home – Lodges	AUPE	2020-03-31	143	√	Mediation
Bethany Nursing Home - Rosehaven & Bethany LTC	AUPE	2020-03-31	291	√	Mediation

# Current & Upcoming Collective Bargaining

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

## Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Brenda Strafford Foundation – Clifton Manor	AUPE	2019-03-31	212	✓	Bargaining
Brenda Strafford Foundation – Wentworth Manor	AUPE	2022-12-30	139	✓	
Canadian Blood Services	CUPE Local 1846	2017-03-31	150	✓	Mediation
Canadian Blood Services – Techs	HSAA	2021-03-31	243	✓	Bargaining
Capital Care	UNA	2020-03-31	207	✓	
Capital Care – Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	✓	Expired
Capital Care – GSS	AUPE	2020-06-30	425	✓	Settled
Capital Care – PMP/PMT	HSAA	2020-03-31	144	✓	Bargaining
Carewest – ANC	AUPE	2020-06-30	1,340	✓	Mediation
Carewest – GSS	AUPE	2020-06-30	160	✓	Mediation
Carewest – PMP/PMT	HSAA	2020-06-30	208	✓	Mediation
CBI Home Health	AUPE	2020-12-31	482	✓	Bargaining
Chantelle Management – Edith Cavell Care Centre	AUPE	2020-11-30	124	✓	Mediation
Chantelle Management – Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	✓	Bargaining
Chantelle Management – Sunset Manor, Innisfail	AUPE	2022-01-31	112	✓	
Country Manor					
Chartwell Master Care – Emerald Hills	AUPE	1 <sup>st</sup> Agmt	100	✓	Bargaining
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	2022-11-22	365	✓	
Chartwell Master Care – St. Albert	Steelworkers Local 1-207	2022-12-02	121	✓	
Covenant Care	AUPE	2022-12-31	680	✓	
Covenant Care – St. Teresa Place	AUPE	2022-12-31	246	✓	
Covenant Health – ANC	AUPE	2020-03-31	2,210	✓	Settled
Covenant Health – Bonnyville Health Centre – GSS	HSAA	2020-03-31	116	✓	Bargaining
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	✓	Bargaining
Covenant Health – GSS	AUPE	2020-03-31	675	✓	Tentative
Covenant Health – Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	✓	Bargaining
Covenant Health – PMP/PMT	HSAA	2020-03-31	1,246	✓	Bargaining
Covenant Health – St. Therese Villa	AUPE	2020-03-31	202	✓	Settled
Covenant Health – Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2020-03-31	200	✓	
DynaLIFE DX	HSAA	2022-03-31	1,069	✓	Bargaining
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	✓	Bargaining
Extendicare (Canada)	AUPE	2017-12-31	1,450	✓	Mediation
Extendicare (Canada)	CUPE	2020-12-31	415	✓	
Extendicare (Canada)	UNA	2021-12-31	139	✓	
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	✓	
Golden Life Management – Evanston Grand Village	AUPE	2019-09-30	164	✓	Mediation
Good Samaritan Society - Dr. Gerald Zetter	CUPE Local 1031	2020-06-30	240	✓	
Good Samaritan Society – Group Homes	AUPE	2018-06-60	265	✓	Mediation
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,891	✓	Mediation
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	✓	Bargaining
Good Samaritan Society – South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	✓	Bargaining
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	✓	Bargaining
Intercare – Brentwood, Chinook, Southwood	CUPE Local 8	2022-06-30	1,417	✓	Settled
Nutra 2000	LiUNA Local 3000	2022-11-30	1,100	✓	
Park Place Seniors Living – Copper Sky Lodge	AUPE	2022-03-31	170	✓	Bargaining
Park Place Seniors Living – Devonshire Care Centre	AUPE	2022-03-31	183	✓	Bargaining
Prairie Emergency Medical Systems	HSAA	2020-03-31	141		Settled
Revera Lessee – Riverbend Retirement	AUPE	2020-12-31	113	✓	Bargaining
Revera Lessee – Scenic Acres	AUPE	2022-12-31	106	✓	
River Ridge Seniors Village	Steelworkers Local 1-207	2022-03-31	104	✓	Bargaining
Sage Properties – Prince of Peace Manor & Harbour	CUPE Local 8	2022-06-30	100	✓	Bargaining
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	✓	Mediation
Shepherd's Care – Kensington Village - ANC	AUPE	2020-09-30	147	✓	Bargaining
Shepherd's Care – Millwoods – ANC	AUPE	2020-09-30	124	✓	Bargaining
Signature Retirement – Rocky Ridge	AUPE	2021-12-31	107	✓	Mediation

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## Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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

## 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 (Calgary)	Steelworkers Local 6673	2020-07-31	160		Settled
<b>EVRAZ (Camrose)</b>	<b>Unifor Local 551</b>	<b>2023-01-31</b>	<b>200</b>		
Goodyear Canada	Steelworkers Local 628	2022-07-27	185		
<b>Imperial Oil – Strathcona Refinery</b>	<b>Unifor Local 21A</b>	<b>2023-01-31</b>	<b>193</b>		
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
Old Dutch Foods	UFCW Local 401	2022-03-19	189		Bargaining
PepsiCo Beverages	Unifor Local 1410	2022-12-31	167		
Sherritt International	Unifor Local 530A	2022-03-31	357		Mediation
<b>Suncor Energy Products – Edmonton Refinery</b>	<b>Unifor Local 501A</b>	<b>2023-01-31</b>	<b>282</b>		
Tolko Industries	Steelworkers Local 1-207	2022-07-31	258		
Triple M Housing	Carpenters Local 2010	2020-05-31	283		Bargaining
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	183		
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
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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	Calgary Police Association	2021-01-03	2,000		Arbitration
City of Calgary	IAFF Local 255	2019-12-31	1,387		Settled

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## Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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 Camrose	CUPE Local 1425	2021-12-31	105		Bargaining
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
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	HSA	2020-12-31	129	v	Settled

## Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Midwest Equipment Rentals	CLAC Local 63, Construction	2022-05-31	180		

## Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
First Truck Centre Edmonton	CLAC Local 56	2022-10-31	106		
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		
Ledcor Highways – Highway Maintenance	CLAC Local 63, Construction	2022-10-31	110		
Prairie Rail Agreement	Labourers Local 92	2021-05-31	470		
Sobeys Capital – Calgary Refrigerated Warehouse & Commissary	UFCW Local 401	2021-08-28	205		Settled
Sobeys Capital – Retail Support Centre	UFCW Local 401	2021-03-31	229		Bargaining
TappCar	Teamsters Local 987	2022-08-31	379		

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## Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
AltaLink Management	United Utility Workers Assn.	2021-12-31	367		Mediation
Apex Utilities	Unifor Local 1947	2022-12-31	125		
ATCO Electric	Canadian Energy Workers Assn.	2021-12-31	817		
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
FortisAlberta	United Utility Workers Assn.	2022-12-31	898		

## Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Federated Co-Operatives	Teamsters Local 987	2022-03-31	341		
McKesson Canada	UFCW Local 401	2021-12-31	208		Settled

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## Government, Boards, and Agencies – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Travel Alberta	AUPE	2020-03-31	30	Settled
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

## Education – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	294	Bargaining
University of Alberta	Non-Academic Staff Assn	2019-03-31	7,000	Settled
Bow Valley College	Faculty Association	2020-06-30	591	Bargaining
Grant MacEwan University	Faculty Association	2020-06-30	984	Bargaining
Grant MacEwan University	Staff Association	2020-06-30	1,200	Bargaining
Keyano College	Faculty Association	2020-06-30	105	Bargaining
Keyano College	CUPE Local 2157	2020-06-30	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	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
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
<b>Medicine Hat College</b>	<b>Faculty Association</b>	<b>2024-06-30</b>	<b>220</b>	<b>Active</b>
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
<b>Northern Lakes College</b>	<b>Faculty Association</b>	<b>2024-06-30</b>	<b>110</b>	<b>Active</b>
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
<b>Olds College</b>	<b>AUPE</b>	<b>2024-06-30</b>	<b>140</b>	<b>Active</b>
<b>Olds College</b>	<b>Faculty Association</b>	<b>2024-06-30</b>	<b>98</b>	<b>Active</b>
Portage College	Faculty Association	2024-06-30	104	Active
<b>Red Deer Polytechnic</b>	<b>AUPE</b>	<b>2024-06-30</b>	<b>228</b>	<b>Active</b>
Red Deer Polytechnic	CUPE Local 1445	2024-06-30	93	Active
Red Deer Polytechnic	Faculty Association	2024-06-30	450	Active
<b>SAIT</b>	<b>AUPE</b>	<b>2024-06-30</b>	<b>520</b>	<b>Active</b>
SAIT	Faculty Association	2024-06-30	689	Active
University of Alberta	Academic Staff	2024-06-30	3,800	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
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
Trinity Place Foundation of Alberta	CUPE Local 4731			C1970-2021

## 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
<b>Bethany Nursing Home – Home Care Wetaskiwin</b>	<b>AUPE</b>	<b>1<sup>st</sup> Agmt</b>	<b>34</b>	<b>Mediation</b>
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
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 - Collegesside	AUPE	2017-08-31	166	Mediation
Bethany Care Centre - Didsbury	AUPE	2017-08-31	109	Mediation
Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	64	Mediation
Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	63	Mediation
Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	Bargaining
Canadian Blood Services	CUPE Local 1846	2017-03-31	150	Mediation



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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
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
Revera Lessee - Edgemont Retirement	AUPE	2018-12-31	98	Arbitration
St. Michael's Manor Vegreville	AUPE	2018-03-31	27	Bargaining
St. Michael's Grove Manor	AUPE	2018-09-30	21	Bargaining
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
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	86	Arbitration
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 - Collegesside	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

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	Bargaining
Carewest – ANC	AUPE	2020-06-30	1,340	Mediation
Carewest - Colonel Belcher	CUPE Local 8	2020-06-30	70	Bargaining
Carewest - Colonel Belcher et. al.	UNA	2020-03-31	129	Expired
Carewest - GSS	AUPE	2020-06-30	160	Mediation
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 – GSS	AUPE	2020-03-31	675	Tentative
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
Extendicare (Canada) [6 sites]	CUPE	2020-12-31	415	Expired
<b>Good Samaritan Society - Dr. Gerald Zetter Care Centre</b>	<b>CUPE Local 1031</b>	<b>2020-06-30</b>	<b>240</b>	<b>Expired</b>
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
Extendicare (Canada) - Athabasca	UNA	2021-12-31	0	Expired
Extendicare (Canada) - Eaux Claires	UNA	2021-12-31	31	Expired
Extendicare (Canada) - Fort Macleod	UNA	2021-12-31	14	Expired
Extendicare (Canada) - Holyrood	UNA	2021-12-31	18	Expired
Extendicare (Canada) - Leduc	UNA	2021-12-31	16	Expired
Extendicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	Expired
Extendicare (Canada) - Michener Hill	UNA	2021-12-31	41	Expired
Extendicare (Canada) - Viking	UNA	2021-12-31	7	Expired
Extendicare (Canada) - Vulcan	UNA	2021-12-31	8	Expired

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
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	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	Expired
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	1,069	Bargaining
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
Salvation Army - Grace Manor	AUPE	2022-09-30	98	Tentative
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
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

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Canadian Blood Services, Calgary	UNA	2023-03-31	21	Active
Canadian Blood Services, Edmonton	UNA	2023-03-31	38	Active
Canadian Blood Services –Plasma Donor Centre	UNA	2023-03-31	5	Active
Canterbury Foundation	AUPE	2023-12-31	152	Active
Chartwell Master Care – Eau Claire Care	AUPE	2023-02-07	102	Active
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
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
Edmonton Chinatown Care Centre	AUPE	2024-03-31	64	Active
Lacombe Foundation	CLAC Local 301	2024-12-31	76	Active
<b>Lamont County Housing</b>	<b>AUPE</b>	<b>2024-12-31</b>	<b>43</b>	<b>Active</b>
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
<b>Qualicare - Citadel Care</b>	<b>Steelworkers Local 1-207</b>	<b>2024-06-30</b>	<b>152</b>	<b>Active</b>
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

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## Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
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
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 January 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="#">ATCO Natural Gas</a>
<b>Union</b>	Natural Gas Employees Association
<b>Arbitrator</b>	Asbell
<b>Date of Award</b>	January 12, 2023
<b>Issue</b>	Successorship and workplace reduction
<b>Decision Rendered</b>	Grievance dismissed.

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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 for racially derogatory language
<b>Decision Rendered</b>	Grievance partially upheld.

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<b>Employer</b>	<a href="#">Sobeys West (Safeway) – Retail Support Centre</a>
<b>Union</b>	Teamsters Local 987
<b>Arbitrator</b>	Robertson
<b>Date of Award</b>	January 16, 2023
<b>Issue</b>	Lunchroom camera surveillance
<b>Decision Rendered</b>	Grievance dismissed.

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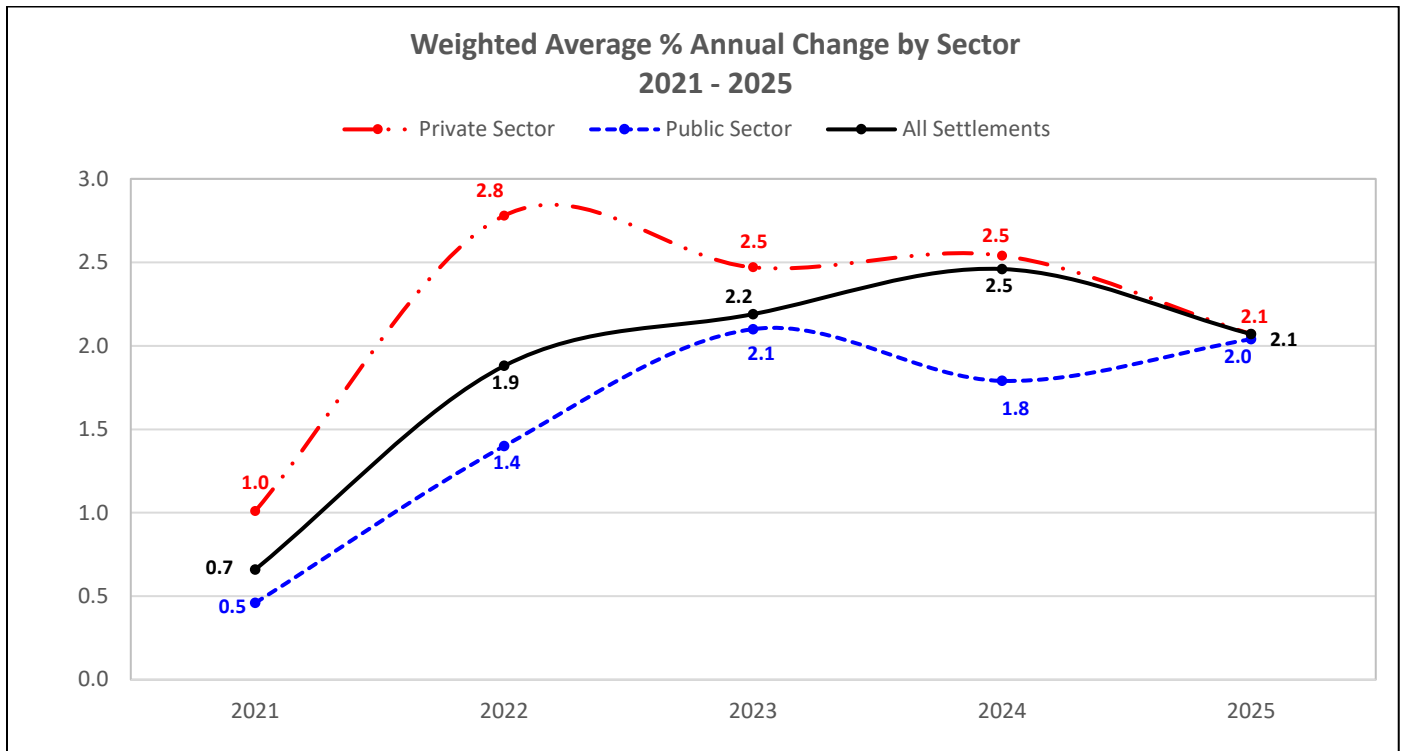
Copies of awards without URLs can be obtained by contacting Mediation Services at [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# 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	556	140,794	1.01
	Public Sector	410	245,546	0.46
	<b>All Settlements</b>	<b>966</b>	<b>386,340</b>	<b>0.66</b>
2022	Private Sector	492	127,569	2.78
	Public Sector	331	236,129	1.40
	<b>All Settlements</b>	<b>823</b>	<b>363,698</b>	<b>1.88</b>
2023	Private Sector	280	74,040	2.47
	Public Sector	246	226,618	2.10
	<b>All Settlements</b>	<b>526</b>	<b>300,658</b>	<b>2.19</b>
2024	Private Sector	172	59,976	2.54
	Public Sector	70	7,098	1.79
	<b>All Settlements</b>	<b>242</b>	<b>67,074</b>	<b>2.46</b>
2025	Private Sector	59	21,688	2.07
	Public Sector	13	1,121	2.04
	<b>All Settlements</b>	<b>72</b>	<b>22,809</b>	<b>2.07</b>



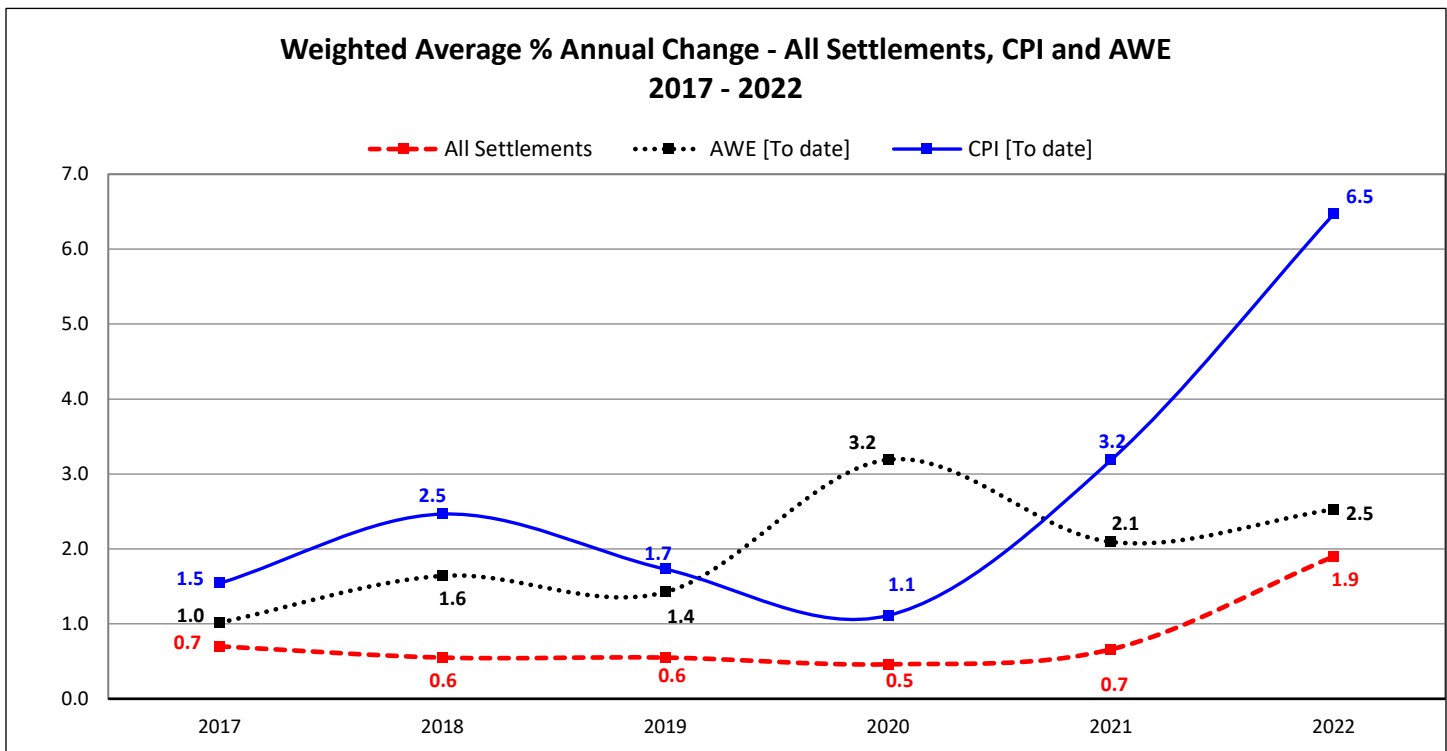
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Economy and Northern Development by calling (780) 427-8301 or emailing [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# Wage Settlements in Alberta

## Weighted Average % Annual Change by Industry

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

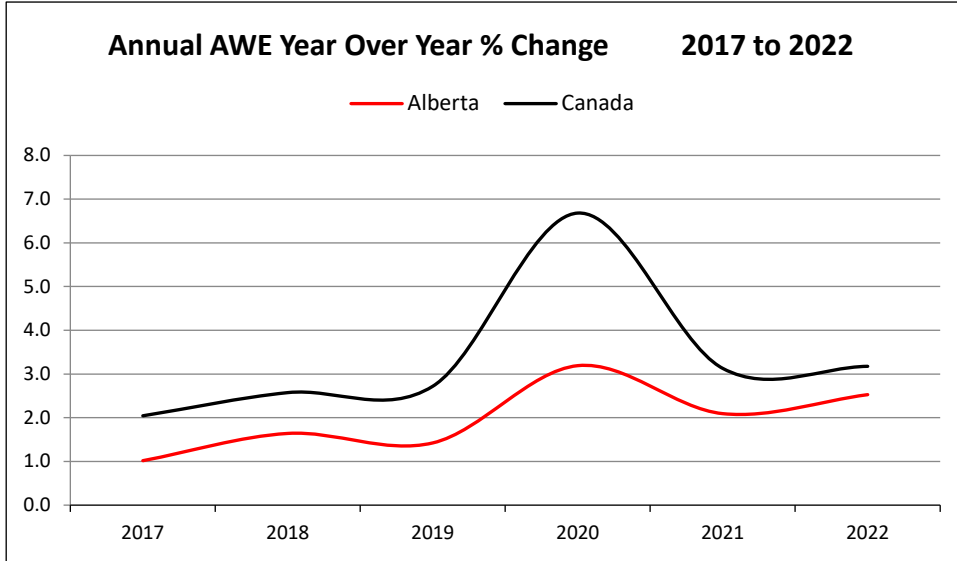
Industry Sector	2021			2022			2023			2024		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	26	2,927	0.90	23	2,568	1.71	10	1,215	2.75	8	811	2.26
Administrative & Support, Waste Management & Remediation Services	20	2059	1.79	17	1246	1.89	14	1122	2.00	6	175	1.90
Arts, Entertainment, & Recreation	36	5,646	1.94	38	7,153	2.27	16	2,666	2.52	11	2,310	2.40
Construction	118	50,482	0.27	103	44,437	4.65	36	25,906	4.25	16	22,743	3.55
Educational Services	134	74,981	0.02	122	72,301	1.13	115	71,426	2.17	17	2,671	1.60
Finance & Insurance	4	36	0.61	4	36	2.78	3	34	2.00	2	14	3.00
Health Care & Social Assistance	156	125,492	0.71	105	119,480	1.83	70	115,169	1.95	22	1,558	1.66
Information & Cultural Industries	11	952	1.38	9	877	1.48	3	688	1.90	1	3	1.50
Manufacturing	161	21,265	2.47	137	19,334	3.79	100	15,517	2.06	63	12,301	1.99
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)	54	9,458	0.08	44	8,304	1.16	28	3,098	2.24	18	1,742	3.16
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	100	43,397	0.38	86	42,310	0.58	56	38,726	2.43	29	2,426	1.86
Real Estate & Rental & Leasing	5	585	1.48	4	324	1.72	2	229	2.01	1	115	3.00
Retail Trade	28	26,793	0.88	27	26,461	0.08	15	14,037	0.09	14	13,907	1.48
Transportation & Warehousing	38	2,974	1.51	35	2,565	1.78	23	1,708	1.44	13	1,190	2.09
Utilities	22	6,524	1.17	19	4,468	1.34	11	2,610	1.90	7	716	2.40
Wholesale Trade	17	3,611	1.97	14	2,898	3.63	9	2,441	3.16	5	1,938	2.73
<b>All Settlements</b>	<b>966</b>	<b>386,340</b>	<b>0.66</b>	<b>823</b>	<b>363,698</b>	<b>1.88</b>	<b>526</b>	<b>300,658</b>	<b>2.19</b>	<b>242</b>	<b>67,074</b>	<b>2.46</b>



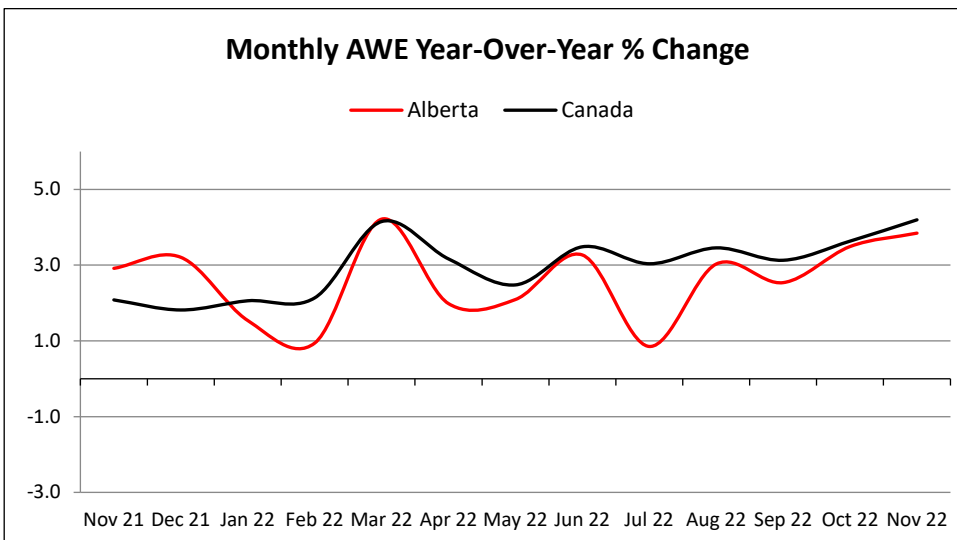


## Average Weekly Earnings (AWE)\*

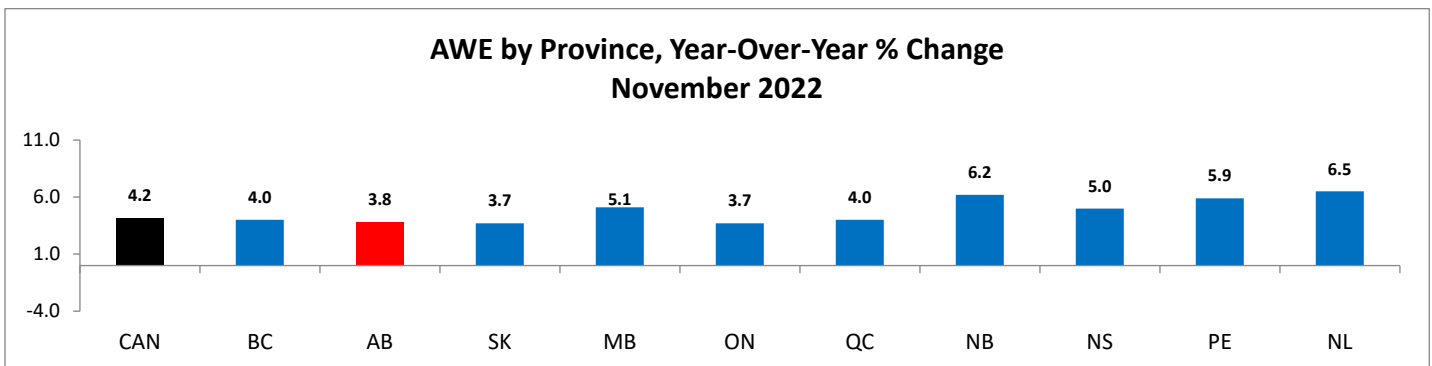
In **November 2022** the Alberta AWE increased 1.2% from October 2022. Between November 2022 and November 2021 the Alberta AWE increased 3.8% to \$1277.78 from \$1,230.45.



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
Nov 21	2.9	2.1
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 22	3.5	3.6
Nov 22	3.8	4.2



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

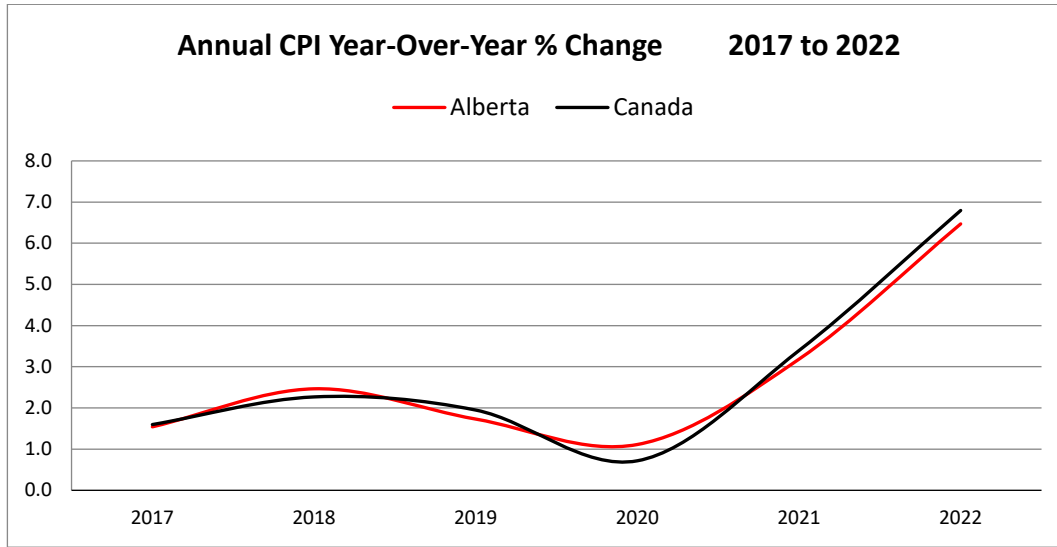
<sup>1</sup> Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

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

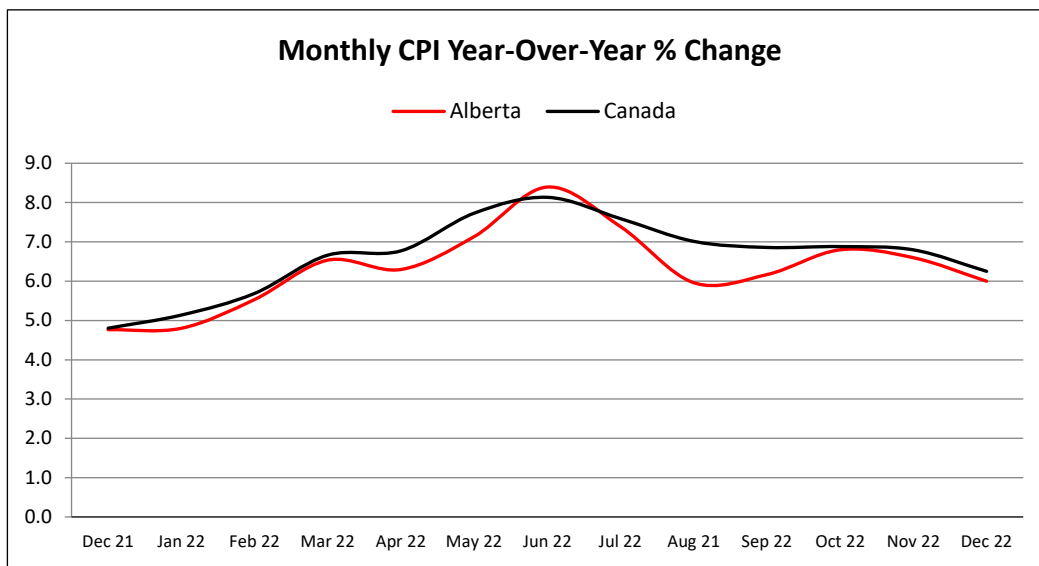
Source: Statistical data supplied by Statistics Canada

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

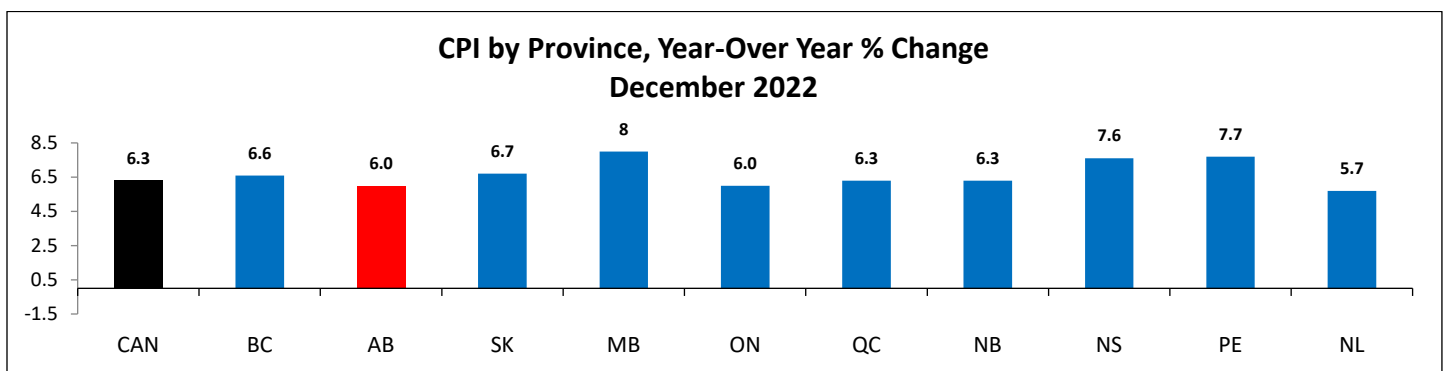
In **December 2022** the Alberta CPI decreased 0.5% from November 2022. Between December 2022 and December 2021 the Alberta CPI increased 6% to \$160.80 from \$151.70.



CPI	Alberta	Canada
2017	1.5	1.6
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



CPI	Alberta	Canada
Dec 21	4.8	4.8
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 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

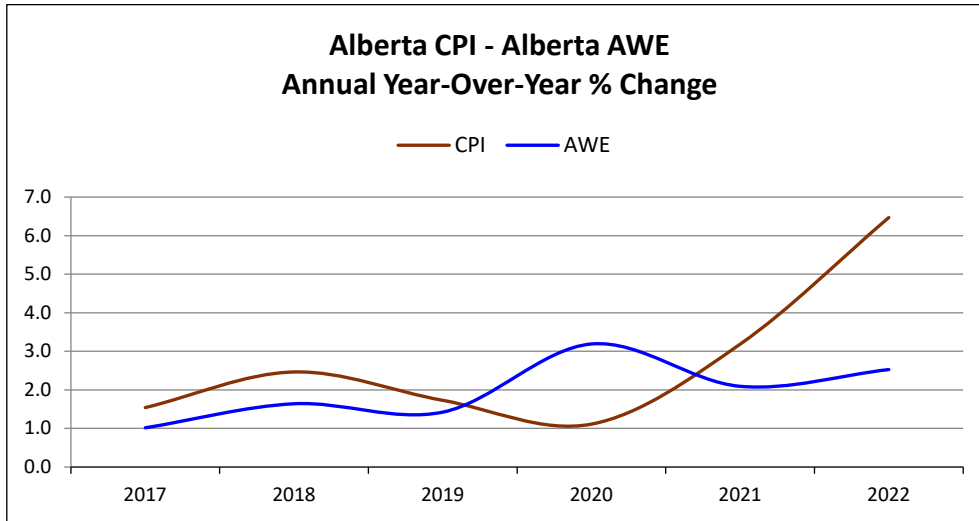


\*Year to date – Graph data available upon request.

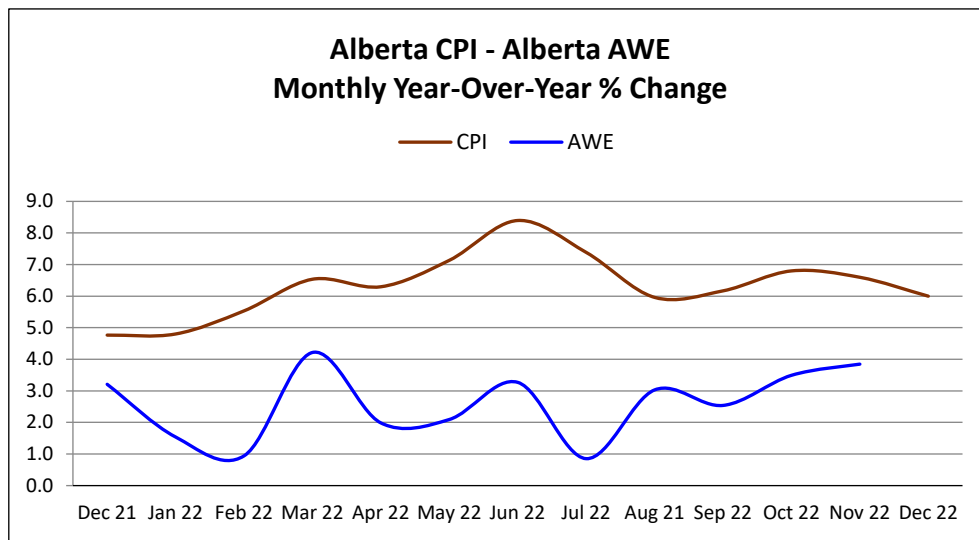
<sup>1</sup> Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

<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
Dec 21	4.8	3.2
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 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	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Dec 21	144.0	4.8	151.7	4.8	151.4	4.6	152.2	5.0
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	153.0	6.3	160.8	6.0	159.8	5.5	162.3	6.6

Average Weekly Earnings													
	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22	Apr 22	May 22	Jun 22	Jul 22	Aug 22	Sep 22	Oct 22	Nov 22
AWE \$	\$1,230.45	\$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	\$1,277.78
AWE %	2.9	3.2	1.5	0.9	4.2	2.0	2.1	3.3	0.9	3.0	2.5	3.5	3.8

\*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 Air Handlers Employees Association	19	1
ACTRA	2,400	2	Independent Sheet Metal Workers	61	1
Advance Tank Centres Employees Association	31	1	Insulators	780	1
Alberta Union of Labour Relations Professionals	219	1	Iron Workers	4,176	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	11,637	12
ATA	45,802	68	Lacombe Police Association	21	1
ATA Professional Staff Association	40	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	166	1
AUPE	107,898	150	Lethbridge Police Senior Officers	3	1
Bakery Workers	548	5	MacEwan Staff Association	1,200	1
Bargaining Council of Construction & Maintenance Skilled Trades Unions	130	1	Machinists	1,859	12
Battle River School Bus Drivers' Association	34	1	MaXfield Employees' Organization	91	1
Blood Tribe Police Association	27	1	Media & Communications Workers	65	2
Boilermakers	8,175	19	Medicine Hat Employees' Association	120	1
Bow Valley College Faculty Association	598	1	Medicine Hat Police Association	114	1
Bricklayers	1,970	4	Millwrights	1,208	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	7,008	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	8,570	64
Canadian Office & Professional Employees	75	18	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	7,244	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	19,039	117	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	41,283	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	3,714	42
Elk Island Catholic Transportation Association	36	1	Taber Police Association	16	1
Employees' Association	107	1	Teamsters	7,873	104
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	32,324	81
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	14,296	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	984	1	UNITE HERE	1,699	10
HSAA	30,871	30	Unitech Electrical Contracting Employees' Association	48	1
IAFF	4,268	18	United Utility Workers Association	1,386	6
IATSE	3,186	19	University of Lethbridge Faculty Association	579	1
IBEW	9,981	29	Western Canada Employees' Association	408	6
			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](#)