

Bargaining Update

October 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 October 2023.

In October 2023, Mediation Services received settlement information regarding 34 bargaining relationships encompassing 10,617 employees. There were 13 private sector and 21 public sector settlements, covering 2,255 and 8,362 employees respectively.

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CBA Received by Industry

Industry	CBA's	EEs
Accommodation and Food Services	1	27
Administrative and Support, Waste Management and Remediation Services	1	7
Arts, Entertainment, and Recreation	1	1,000
Construction	2	260
Educational Services	4	1,909
Health Care and Social Assistance	13	3,358
Information and Cultural Industries	1	7
Manufacturing	4	258
Mining and Oil and Gas Extraction	1	217
Public Administration	4	3,173
Transportation and Warehousing	2	401
Total	34	10,617

First Agreements & Employees By Settlement Year

Year	CBA's	Employees
2019	33	1,909
2020	28	6,518
2021	26	1,522
2022	30	3,595
2023	26	1,347

For further information, contact:
Collective Bargaining Information Services
AB Jobs, Economy and Trade
14th Floor, 10155 – 102 Street
Edmonton AB T5J 4G8
Telephone: 780-427-8301
E-mail: cba.submissions@gov.ab.ca



Bargaining Update will not be published next month.

The November - December issue will be published in early January 2024.

Grievance Mediation Program

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

Why Choose Grievance Mediation?

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

Are you Interested?

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

To find contact information and availability for a grievance mediator visit the Mediation Services Portal at: <https://mediationservices.labour.alberta.ca/practitioners/>

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

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Accommodation and Food Services						
 Starbucks Coffee Canada – Beaverbrook Steelworkers Local 1-207	27	38	2026-12-31	2023-10-24	1 st year 2 nd year 3 rd year	NA – 1 st Agreement 1% 1%
Administrative and Support, Waste Management and Remediation Services						
 National Diabetes Trust – Clothesline Teamsters Local 987	7	48	2027-03-31	2023-10-11	1 st year 2 nd year 3 rd year 4 th year	3% 2% 2% 2%
Arts, Entertainment, and Recreation						
 Motion Picture Production IATSE Local 212	1,000	12	2024-03-31	2023-03-05	1 st year	3%
Construction						
 JOVAC Labour Services CLAC Local 63	40	36	2025-12-31	2023-06-23	1 st year 2 nd year 3 rd year	11.6% TBD TBD
 PTW Industrial Services CLAC Local 63	220	24	2025-01-31	2023-10-13	1 st year 2 nd year	11.25% TBD
Educational Services						
 Battle River School Division School Bus Drivers' Association	10	48	2024-08-31	2023-04-27	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 0.00% 2.75% + potential for additional 0.5% based on economic conditions
 Boyle Street Education Centre ATA	11	36	2025-08-31	2023-06-28	1 st year 2 nd year 3 rd year	0.0% 1.5% 1.5%
 Calgary Roman Catholic Separate School Division Unifor Local 1990	1,590	14	2024-08-31	2023-06-07	Jun 2023 Sep 2023 Feb 2024	1.25% Varies 1% to 3% 1.5%
 Lethbridge College Faculty Association	274	48	2024-06-30	2023-02-24	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 0.00% 2.75% + potential for additional 0.5% based on economic conditions
Finance and Insurance						
Agreements not filed, no settlements to report						
Health Care and Social Assistance						
 Bloom LP – Bow Crest Care Centre CUPE Local 8	148	24	2024-10-31	2023-04-19	1 st year 2 nd year	2% 2%






Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Health Care and Social Assistance						
 CapitalCare HSAA	162	48	2024-03-31	2023-04-06	1 st year 2 nd year 3 rd year 4 th year	0.00% 1.00% 1.25% 2.00%
 Carewest – Colonel Belcher CUPE Local 8	56	48	2024-06-30	2023-04-19	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 1.25% 2.00%
 Carewest – PMP/PMT HSAA	219	48	2024-06-30	2023-06-01	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 2.25% 2.00%
 Covenant Health – Youville Homes (Grey Nuns) of St. Albert Steelworkers Local 1-207	197	48	2024-03-31	2023-05-17	1 st year 2 nd year 3 rd year 4 th year	0.00% 1.00% 1.25% 2.00%
 Crowsnest Pass Senior Housing CUPE Local 812	65	48	2025-12-31	2023-06-22	1 st year 2 nd year 3 rd year 4 th year	1.5% \$.75 per hour \$.80 per hour \$.85 per hour
 Good Samaritan Society – Multi-Facility AUPE	1,891	84	2024-06-30	2023-10-12	1 st year 2 nd year 3 rd year 4 th year 5 th year 6 th year 7 th year	0.00% 0.00% 0.00% 0.00% 1.25% 1.25% 1.75%
 Lakeland Lodge & Housing Foundation CUPE Local 2771	17	48	2025-12-31	2023-08-05	1 st year 2 nd year 3 rd year 4 th year	1.50% 4.75% 3.50% 2.25% + \$1.00
 Park Place Seniors Living – Devonshire Care Centre AUPE	201	48	2026-03-31	2023-08-16	1 st year 2 nd year 3 rd year 4 th year	1.50% 1.75% 1.75% 2.00%
 Park Place Seniors Living – Meadow Ridge Teamsters Local 987	76	48	2026-09-01	2022-08-29	1 st year 2 nd year 3 rd year 4 th year	2.00% 1.75% 1.75% 1.75%
 Seasons Retirement Communities – Encore AUPE	93	48	2024-12-31	2023-10-30	1 st year 2 nd year 3 rd year 4 th year	2.0% 2.0% 2.0% 2.5%
 Travois Holdings – Mayfair/Glamorgan Care Centres CLAC Local 301	148	24	2025-03-31	2023-06-14	1 st year 2 nd year	1.5% 2.0%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Health Care and Social Assistance						
 Whitehorn Village Retirement Community AUPE	85	36	2024-04-12	2023-10-17	1 st year 2 nd year 3 rd year	0% 0% 7.5% to 9.1%
Information and Cultural Industries						
 Town of Redcliff Library Board CUPE Local 46	7	48	2026-12-31	2023-05-01	1 st year 2 nd year 3 rd year 4 th year	2.0% 2.0% 1.5% 1.5%
Manufacturing						
 ATCO Structures & Logistics Carpenters Local 2010	163	36	2026-05-31	2023-06-08	1 st year 2 nd year 3 rd year	4.0% 3.0% 2.5%
 Weir (ESCO) Steelworkers Local 1-207	53	60	2028-03-31	2023-04-04	1 st year 2 nd year 3 rd year 4 th year 5 th year	New wage grid 3.25% 3.25% 3.00% 3.00%
 Westman Steel Industries Carpenters Local 2010	18	24	2024-11-30	2023-02-08	1 st year 2 nd year	3.50% 2.75%
 Winterburn Truss Steelworkers Local 1-207	24	72	2025-07-31	2023-02-09	1 st year 2 nd year 3 rd year 4 th year 5 th year 6 th year	0.0% 0.0% 2.5% 3.0% 3.0% 3.0%
Mining and Oil and Gas Extraction						
 Neegan Development Operating Engineers Local 955	217	39	2026-12-31	2023-10-06	1 st year 2 nd year 3 rd year	3.25% 2.50% 2.00%
Other Services (except Public Administration)						
Agreements not filed, no settlements to report						
Professional, Scientific, and Technical Services						
Agreements not filed, no settlements to report						
Public Administration						
 City of Calgary ATU Local 583	3,100	36	2023-12-31	2023-09-26	1 st year 2 nd year 3 rd year	1.5% 1.5% 2.0%
 City of Calgary Carpenters Local 2103	3	36	2023-12-31	2022-12-16	1 st year 2 nd year 3 rd year	1.5% 1.5% 2.0%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Public Administration						
 Municipality of Crowsnest Pass CUPE Local 812	64	48	2026-12-31	2023-06-13	1 st year 4% 2 nd year 3% 3 rd year 2% 4 th year 3%	
 Town of High River Town of High River Employee Association	150	84	2027-09-30	2023-03-31	1 st year 1.0% 2 nd year 0.0% 3 rd year 2.5% 4 th year 4.0% 5 th year TBD 6 th year TBD 7 th year TBD	
 Town of Nobleford CUPE Local 2800	5	24	2024-12-31	2022-12-11	1 st year 1.5% to 4.5% 2 nd year 2.0%	
Real Estate and Rental and Leasing						
Agreements not filed, no settlements to report						
Retail Trade						
Agreements not filed, no settlements to report						
Transportation and Warehousing						
 PWTransit – St. Albert ATU Local 569	101	36	2025-12-31	2023-10-03	1 st year 4% 2 nd year 3% 3 rd year 2%	
Utilities						
 EPCOR Utilities IBEW Local 1007	696	36	2024-12-14	2022-11-07	1 st year 1.00% 2 nd year 2.75% 3 rd year 3.15%	
Wholesale Trade						
Agreements not filed, no settlements to report						

Current & Upcoming Collective Bargaining

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Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Bridge Gap Chateau	UNITE HERE Local 47	2022-12-31	135		
Compass Group – ESS Poplar Point – Remote Camp Services	UNITE HERE Local 47	2015-03-31	450		
Compass Group – Eurest Dining Services	UFCW Local 401	2023-03-31	119		Bargaining
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		Settled
InnVest Hotels – Sheraton Suites	Unifor Local 4050	2023-10-20	145		
Sodexo Canada, Calgary	CUPE Local 4822	2022-04-30	333		Bargaining
Sodexo Canada, Lethbridge	CUPE Local 408	2023-03-31	118		Bargaining

Administrative and Support, Waste Management and Remediation Services

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

Arts, Entertainment, and Recreation

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

Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Coating Contractors Association	Painters Local 177	2019-04-30	549		Bargaining
JVD Installations – Construction	CLAC Local 63, Construction	2020-08-30	100		
Pipeline Contractors Association - Mainline Pipeline	Labourers Local 92	2023-04-30	400		
Pipeline Contractors Association - Mainline Pipeline	Operating Engineers Local 955	2023-04-30	718		
Pipeline Contractors Association - Mainline Pipeline	Plumbers & Pipefitters	2023-04-30	500		
Pipeline Contractors Association - Mainline Pipeline	Teamsters Local 362	2023-04-30	200		
Sidewalks, Curbs & Gutters Industry Agreement	Labourers Local 92	2023-04-30	335		
Westwood Electric	CLAC Local 63, Construction	2018-04-29	320		
Willbros Mine Services	CLAC Local 63, Construction	2023-10-31	363		

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	350	v	Mediation
Black Gold School Division	CUPE Local 3484	2021-08-31	508		Bargaining
Buffalo Trail Public Schools	CUPE Local 1606	2022-08-31	200		Mediation
Calgary Board of Education	Construction & Maintenance . . .	2021-08-31	130		Mediation
Calgary Board of Education	CUPE Local 40	2020-08-31	750		
Calgary Board of Education	CBE Professional Staff Assn	2020-08-31	200		Mediation
Calgary Board of Education	CBE Staff Association	2020-08-31	4,000		Mediation
Calgary Roman Catholic Separate School Division	ATA	2020-08-31	4,091		Mediation
Calgary Roman Catholic Separate School Division	CUPE Local 520	2020-08-31	328		Settled
East Central Alberta Catholic Separate School Division	CUPE Local 5352	2021-08-31	103		Bargaining
Edmonton Catholic Separate School Division	ATA	2020-08-31	2,939		Mediation
Edmonton School Division	ATA	2020-08-31	7,162		Mediation
Edmonton School Division – Custodial	CUPE Local 474	2020-08-31	946		Bargaining

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Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Edmonton School Division – Maintenance	CUPE Local 784	2020-08-31	274		Bargaining
Edmonton School Division – Support Staff	CUPE Local 3550	2020-08-31	3,487		Bargaining
Foothills School Division	CUPE Local 5040	2020-08-31	215		Bargaining
Fort McMurray Roman Catholic Separate School Div.	ATA	2020-08-31	393		Mediation
Fort McMurray Roman Catholic Separate School Div.	CUPE Local 2559	2020-08-31	270		
Fort McMurray School Division	CUPE Local 2545	2021-08-31	366		Bargaining
Grande Yellowhead School Division	CUPE Local 1357	2021-08-31	210		Bargaining
Holy Spirit Roman Catholic Separate School Division	CUPE Local 1825	2020-08-31	224		
Horizon School Division	CUPE Local 3203	2020-08-31	176		Bargaining
Keyano College	CUPE Local 2157	2020-06-30	180	v	Mediation
Lakeland College	Faculty Association	2020-06-30	174	v	Bargaining
Lethbridge School Division	CUPE Local 2843	2020-08-31	400		Bargaining
Living Waters Catholic Separate School Division	AUPE	2020-08-31	113		Mediation
Medicine Hat School Division	CUPE Local 829	2023-08-31	280		
Palliser School Division	ATA	2020-08-31	508		Mediation
Parkland School Division	CAAMSE	2023-08-31	336		
Peace River School Division – Bus Drivers	CUPE Local 4839	2021-08-31	100		
Peace River School Division – Support Staff	CUPE Local 4839	2021-08-31	252		
Prairie Land School Division	CUPE Local 5829	2021-08-31	120		Bargaining
Red Deer Catholic Separate School Division	CUPE Local 417	2022-08-31	285		Bargaining
Rocky View School Division	ATA	2020-08-31	1,787		Mediation
St. Albert School Division	CUPE Local 1099	2022-08-31	367		
Sturgeon School Division	CUPE Local 4625	2020-08-31	180		Bargaining
University of Calgary	Graduate Students' Association	2022-12-31	1,404		Bargaining
Wolf Creek School Division	ATA	2020-08-31	544		Mediation

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Age Care – Beverly Centre Glenmore	AUPE	2018-09-10	170	v	Mediation
Age Care – Midnapore – ANC	CUPE Local 8	2023-10-31	150	v	
Associated Ambulance & Services (Whitecourt)	CUPE Local 4351	2022-03-31	189		Bargaining
Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-17	136	v	Mediation
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	v	Bargaining
Bethany Care Centre - Calgary – ANC	AUPE	2017-08-31	443	v	Mediation
Bethany Care Centre – Collegesside	AUPE	2017-08-31	166	v	Mediation
Bethany Care Centre – Didsbury	AUPE	2017-08-31	109	v	Mediation
Bethany Care Society – Riverview	AUPE	1st Agmt	363	v	Mediation
Bethany Nursing Home – Lodges	AUPE	2020-03-31	143	v	Tentative
Bloom LP	UNA	2020-12-31	129	v	Bargaining
Bloom LP - AgeCare - Riverview	UFCW Local 401	2023-03-31	128	v	Bargaining
Brenda Strafford Foundation – Clifton Manor	AUPE	2019-03-31	162	v	Mediation
Brenda Strafford Foundation – Wentworth Manor	AUPE	2022-12-30	146	v	Mediation
Canadian Blood Services – Techs	HSAA	2021-03-31	243	v	Mediation
Capital Care – Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	v	Settled
Carewest – Colonel Belcher	UNA	2020-03-31	129	v	Settled
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	121	v	Mediation
Country Manor					
Chartwell Master Care – Eau Claire	AUPE	2023-02-07	102		
Chartwell Master Care – Emerald Hills	AUPE	1 st 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	Bargaining
Covenant Care	AUPE	2022-12-31	680	v	Bargaining

Current & Upcoming Collective Bargaining

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Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Covenant Care – St. Teresa Place	AUPE	2022-12-31	246	✓	Bargaining
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	✓	Bargaining
Covenant Health – Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	✓	Settled
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	✓	Bargaining
Extencicare (Canada)	CUPE	2020-12-31	415	✓	Bargaining
Extencicare (Canada)	UNA	2021-12-31	139	✓	Bargaining
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	✓	Settled
Golden Life Management – Evanston Grand Village	AUPE	2019-09-30	164	✓	Mediation
Good Samaritan Society - Dr. Gerald Zetter	CUPE Local 1031	2020-06-30	240	✓	Bargaining
Good Samaritan Society - Multi Facility	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	✓	Settled
Mosaic Primary Care Network	HSA	2023-03-31	187		Bargaining
Parkland Community Living & Supports Society	LiUNA Local 3000	2023-08-31	517		Bargaining
Points West Senior Living Stettler	AUPE	2023-05-10	104		
Revera Lessee – Riverbend Retirement	AUPE	2020-12-31	113	✓	Settled
Revera Lessee – Scenic Acres	AUPE	2022-12-31	106	✓	Bargaining
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	✓	Tentative
Shepherd’s Care – Kensington Village - ANC	AUPE	2020-09-30	147	✓	Settled
Shepherd’s Care – Millwoods – ANC	AUPE	2020-09-30	124	✓	Settled
Signature Retirement – Rocky Ridge	AUPE	2021-12-31	107	✓	Mediation
Southern Alberta Community Living Association	CUPE Local 4791	2023-06-30	196		
Swan Evergreen Village	AUPE	1 st Agmt	165	✓	Mediation
Well Being Services – Monterey	AUPE	2022-03-31	146	✓	Tentative
Wood’s Homes	CUPE Local 4731	2023-09-30	418		

Information and Cultural Industries

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

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Apel Extrusions	Steelworkers Local 6034	2021-06-30	120		Settled
Cargill	UFCW Local 401	2022-12-31	361		Bargaining
Ecco Heating Products	Teamsters Local 362	2023-08-06	280		Mediation
EVRAZ (Red Deer)	Iron Workers Local 805	2022-12-31	165		
EVRAZ (Camrose)	Unifor Local 551	2023-01-31	200		
Goodyear Canada	Steelworkers Local 628	2022-07-27	185		
Imperial Oil – Strathcona Refinery	Unifor Local 21A	2023-01-31	193		Bargaining
JV Driver Fabricators – Steel Shop	CLAC Local 56	2021-01-31	100		
Lafarge Canada – Precast	Carpenters Local 2010	2023-05-31	122		
Maple Leaf Foods – Pork	UFCW Local 401	2022-03-31	462		Mediation
Maple Leaf Foods - Poultry	UFCW Local 401	2023-07-31	420		Mediation
Suncor Energy Products – Edmonton Refinery	Unifor Local 501A	2023-01-31	282		Bargaining
Triple M Housing	Carpenters Local 2010	2023-05-31	346		
Trophy Foods	UFCW Local 401	2023-02-28	123		Bargaining
Weyerhaeuser	Steelworkers Local 1-207	2023-03-31	135		Bargaining

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
SMS Equipment	Unifor Local 707A	2023-04-30	462		Mediation
Suncor Energy – Base Plant	Unifor Local 707A	2023-05-01	2,899		
Suncor Energy – Firebag	Unifor Local 7.7A	2023-05-01	182		

Current & Upcoming Collective Bargaining

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Other Services (except Public Administration)

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

Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
City of Calgary	IAFF Local 255	2020-12-31	1,470		Tentative
City of Chestermere	CUPE Local 37	First Agmt.	127		Mediation
City of Edmonton	Civic Service Union 52	2020-12-09	4,250		Mediation
City of Edmonton	IAFF Local 209	2018-12-25	1,286		Arbitration
City of Edmonton – DATS	ATU Local 569	2021-12-18	130		Mediation
City of Lethbridge	CUPE Local 70	2022-12-31	860		Bargaining
City of Lethbridge	IAFF Local 237	2020-12-31	223		Mediation
City of Lethbridge – Transit	ATU Local 987	2022-12-31	173		Bargaining
City of Red Deer	ATU Local 569	2022-12-31	131		Arbitration
City of Red Deer	IAFF Local 1190	2022-12-31	209		Bargaining
City of St. Albert	IAFF Local 2130	2019-12-31	117		Arbitration
Regional Municipality of Wood Buffalo	IAFF Local 2494	2020-12-31	172		Mediation
Rocky View County	IAFF Local 4794	2020-12-31	144		Mediation
Strathcona County	IAFF Local 2461	2019-12-31	184		Bargaining

Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Herc Rentals	Teamsters Local 362	2023-09-30	101		Mediation

Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Real Canadian Wholesale Club	CLAC Local 301	2023-10-28	330		
Save On Foods [Meat & Deli; Retail]	UFCW Local 401	2020-03-28	111		Bargaining
Sobeys West – Gas Bars	UFCW Local 401	2022-09-30	264		Bargaining

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Diversified Transportation – Bus Drivers	Teamsters Local 362	2022-12-31	526		Mediation
Fort McKay Strategic Services	Labourers Local 92	2022-12-31	117		
Prairie Rail Agreement	Labourers Local 92	2021-05-31	470		
PWTransit	ATU Local 569	2022-12-31	101		Mediation
Sobeys Capital – Retail Support Centre	UFCW Local 401	2021-03-31	229		Bargaining
TappCar	Teamsters Local 987	2022-08-31	379		

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
					Settled

Wholesale Trade

Current & Upcoming Collective Bargaining

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

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Federated Co-Operatives	Teamsters Local 987	2022-03-31	341		Settled
Western Grocers	Teamsters Local 987	2023-06-30	175		

Essential Services Bargaining Relationships

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Government, Boards, and Agencies – Collective Agreements

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

Education – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	350	Mediation
Keyano College	CUPE Local 2157	2020-06-30	180	Mediation
Lakeland College	Faculty Association	2020-06-30	174	Bargaining
Alberta University of the Arts	AUPE	2024-06-30	70	Active
Alberta University of the Arts	Faculty Association	2024-06-30	80	Active
Athabasca University	AUPE	2024-06-30	269	Active
Athabasca University	Faculty Association	2024-06-30	447	Active
Bow Valley College	AUPE	2024-06-30	302	Active
Grant MacEwan University	Faculty Association	2024-06-30	971	Active
Grant MacEwan University	Staff Association	2024-06-30	1,279	Active
Keyano College	Faculty Association	2024-06-30	105	Active
Lakeland College	AUPE	2024-06-30	377	Active
Lethbridge College	AUPE	2024-06-30	366	Active
Lethbridge College	Faculty Association	2024-06-30	274	Active
Medicine Hat College	AUPE	2024-06-30	139	Active
Medicine Hat College	Faculty Association	2024-06-30	220	Active
Mount Royal University	Faculty Association	2024-06-30	800	Active
Mount Royal University	Staff Association	2024-06-30	837	Active
NAIT	Academic Staff	2024-06-30	903	Active
NAIT	AUPE	2024-06-30	900	Active
NorQuest College	AUPE	2024-06-30	440	Active
NorQuest College	Faculty Association	2024-06-30	514	Active
Northern Lakes College	AUPE	2024-06-30	99	Active
Northern Lakes College	Faculty Association	2024-06-30	110	Active
Northwestern Polytechnic	Academic Staff	2024-08-14	178	Active
Northwestern Polytechnic	Employees' Association	2024-06-30	144	Active
Northwestern Polytechnic - Fairview Campus	AUPE	2024-06-30	37	Active
Olds College	AUPE	2024-06-30	140	Active
Olds College	Faculty Association	2024-06-30	98	Active
Portage College	AUPE	2024-06-30	124	Active
Portage College	Faculty Association	2024-06-30	104	Active
Red Deer Polytechnic	AUPE	2024-06-30	228	Active
Red Deer Polytechnic	CUPE Local 1445	2024-06-30	93	Active
Red Deer Polytechnic	Faculty Association	2024-06-30	450	Active
SAIT	AUPE	2024-06-30	520	Active
SAIT	Faculty Association	2024-06-30	689	Active
University of Alberta	Academic Staff	2024-06-30	3,800	Active
University of Alberta	Non-Academic Staff Assn	2024-03-31	6,114	Active
University of Calgary	AUPE	2024-03-31	5,596	Active
University of Calgary	Faculty Association	2024-06-30	2,074	Active
University of Lethbridge	AUPE	2024-03-31	505	Active
University of Lethbridge	Faculty Association	2024-06-30	579	Active

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Health Care – ALRB Certificates

EMPLOYER	UNION	EXPIRY	EES	ALRB Certificate
Alberta Health Services	AUNP			C1986-2021
Aster Joint Venture – AgeCare Skypointe	UNA		22	C1903-2021
Bethany Care Society – Airdrie	UNA			C1913-2021
Bethany Care Society – Mount View Lodge	AUPE			C2082-2022
Bethany Care Society - Riverview	UNA			C1764-2020
Bethany Care Society – Sundre Seniors’ Supportive Living	AUPE			C2046-2022
Brenda Strafford Foundation – Cambridge Manor	UNA			C2011-2022
Carewest – Dr. Vernon Fanning	UNA			C2136-2023
Carewest – Glenmore Park	UNA		60	C80-2019
Carewest – Signal Pointe	UNA			C9-2018
Connecting Care (2000) – The Wellington	Steelworkers Local 1595			C1919-2021
Covenant Health	AUNP			C1984-2021
Covenant Health – St. Mary’s Health Care Centre (Trochu)	UNA			C-176-2018
Intercare – Chinook Care	UNA			C-89-2019
Masterpiece Southland Meadows	UNA			C-16-2019
Points West Living Drayton Valley	AUPE			C2102-2023
Saint Elizabeth Health Care – Hawthorne	AUPE			C2061-2022
Saint Elizabeth Health Care – Points West Living (Nurses)	Teamsters Local 362			C2008-2022
Saint Elizabeth Health Care – Points West Living (ANC)	Teamsters Local 362			C2012-2022
Shepherd’s Care Foundation – Eden House	Machinists Local 1722			C1972-2021
Shepherd’s Care Foundation – Eden House	UNA			C2030-2022

Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Aster Joint Venture – AgeCare Seton	AUPE	1 st Agmt	314	Enhanced
Bethany Care Society - Riverview	AUPE	1 st Agmt	363	Mediation
Chartwell Master Care – Emerald Hills	AUPE	1 st Agmt	100	Bargaining
Chartwell Master Care– Wescott Retirement Residence	AUPE	1 st Agmt	67	Bargaining
Optima Living Alberta – Wild Rose	AUPE	1 st Agmt		Enhanced
Swan Evergreen Village	AUPE	1 st Agmt	165	Mediation
Chinatown Multi-Level Care Foundation	UNA	2014-03-31	22	Bargaining
Optima Living Alberta - Century Park	AUPE	2015-03-31	90	Mediation
Good Samaritan Society – Telecare	CUPE Local 1031	2016-07-31	5	Bargaining
Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	71	Mediation
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	14	Mediation
Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	443	Mediation
Bethany Care Centre - Calgary - GSS	AUPE	2017-08-31	49	Mediation
Bethany Care Centre - Cochrane	AUPE	2017-08-31	73	Mediation
Bethany Care Centre - Collegeside	AUPE	2017-08-31	166	Mediation
Bethany Care Centre - Didsbury	AUPE	2017-08-31	109	Mediation
Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	64	Mediation
Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	63	Mediation
Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	Settled
Carewest – Rouleau Manor	UNA	2017-03-31	10	Settled
Good Samaritan Society - Multi Facility	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	Settled
Touchmark at Wedgewood	AUPE	2017-08-31	52	Settled
Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	170	Mediation
Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-17	136	Mediation
Aster Joint Venture - AgeCare Sunrise Gardens	AUPE	2018-12-14	70	Mediation
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	31	Bargaining
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	162	Mediation
Extencare (Canada) - Cedars Villa	UNA	2019-07-31	27	Expired

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Health Care – Collective Agreements

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Father Lacombe Care Centre	UNA	2019-08-31	34	Settled
Father Lacombe Care Centre – ANC	UNA	2019-08-31	235	Settled
Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	164	Mediation
Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	Expired
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	27	Expired
Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	Expired
Park Place Seniors Living – Hardisty Care Centre – PMP/PMT	UNA	2019-03-31	4	Expired
Qualicare - Rivercrest Lodge Nursing Home	AUPE	2019-03-31	13	Settled
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	Tentative
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	Bargaining
Aster Joint Venture – AgeCare Walden Heights – GSS	AUPE	2020-06-01	80	Mediation
Bloom LP	UNA	2020-12-31	129	Bargaining
Bethany Care Centre – Calgary	UNA	2020-03-31	65	Tentative
Bethany Care Centre - Cochrane	UNA	2020-03-31	12	Tentative
Bethany Care Centre - Collegeside	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	Tentative
Calgary Society for Persons with Disabilities	Steelworkers Local 1-207	2020-12-31	56	Expired
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	Settled
Carewest - Colonel Belcher et. al.	UNA	2020-03-31	129	Settled
CBI Home Health	AUPE	2020-12-31	482	Settled
Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	124	Mediation
Chantelle Management - Edith Cavell Care Centre	UNA	2020-03-31	11	Expired
Covenant Care – Foyer Lacombe	UNA	2020-03-31	23	Expired
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	Bargaining
Covenant Health - St. Michael's Health Centre	CUPE Local 408	2020-03-31	91	Bargaining
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	Bargaining
Extencicare (Canada) [6 sites]	CUPE	2020-12-31	415	Bargaining
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE Local 1031	2020-06-30	240	Bargaining
Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	Mediation
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	Settled
Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	Bargaining
Points West Living Lac La Biche	AUPE	2020-12-31	35	Settled
Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	Settled
Salem Manor Nursing Home	UNA	2020-03-31	15	Bargaining
Shepherd's Care - Barrhead	AUPE	2020-09-30	59	Settled
Shepherd's Care - Greenfield	AUPE	2020-09-30	27	Settled
Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	140	Settled
Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	126	Settled
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	14	Settled
Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	Settled
Shepherd's Care - Vanguard	AUPE	2020-09-30	76	Settled
St. Michael's Long Term Care Centre	UNA	2020-03-31	15	Settled
Touchmark at Wedgewood	UNA	2020-03-31	10	Expired
Age Care - Midnapore	UNA	2021-08-31	56	Bargaining
Age Care - Valleyview	UNA	2021-08-31	12	Bargaining
Canadian Blood Services - Drivers	HSAA	2021-03-31	10	Bargaining
Canadian Blood Services - Techs	HSAA	2021-03-31	191	Mediation
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	Settled
Eagle Hill Foundation – Eagle Hill, Eagle View, Hillside	CUPE Local 1461	2021-12-31	45	Bargaining
Extencicare (Canada) - Athabasca	UNA	2021-12-31	0	Bargaining
Extencicare (Canada) - Eaux Claires	UNA	2021-12-31	31	Bargaining
Extencicare (Canada) - Fort Macleod	UNA	2021-12-31	14	Bargaining
Extencicare (Canada) - Holyrood	UNA	2021-12-31	18	Bargaining
Extencicare (Canada) - Leduc	UNA	2021-12-31	16	Bargaining

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Extencicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	Bargaining
Extencicare (Canada) - Michener Hill	UNA	2021-12-31	41	Bargaining
Extencicare (Canada) - Viking	UNA	2021-12-31	7	Bargaining
Extencicare (Canada) - Vulcan	UNA	2021-12-31	8	Bargaining
Good Samaritan Society - South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	Bargaining
Mountain View Seniors' Housing – Mount View Lodge, Olds	AUPE	2021-12-31	48	Bargaining
Park Place Seniors Living – Benevolence Care Centre	AUPE	2021-03-31	92	Expired
Park Place Seniors Living – Hardisty Care Centre – GSS	AUPE	2021-03-31	68	Expired
Revera Lessee – River Ridge	AUPE	2021-12-31	95	Settled
Signature Retirement - Rocky Ridge	AUPE	2021-12-31	107	Mediation
Smoky Lake Foundation – Bar V Nook, Vilna Lodge	CUPE Local 1461	2021-12-31	45	Settled
AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	Expired
Bloom LP - Mount Royal Care Centre	CUPE Local 8	2022-10-31	93	Bargaining
Brenda Strafford Foundation - Wentworth Manor	AUPE	2022-12-30	146	Mediation
Chantelle Management - Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	Bargaining
Chantelle Management - Sunset and Innisfail Country Manor	AUPE	2022-01-31	121	Mediation
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	2022-11-22	365	Expired
Chartwell Master Care – St. Albert Retirement Residence	Steelworkers Local 1-207	2022-12-02	121	Bargaining
Covenant Care	AUPE	2022-12-31	680	Bargaining
Covenant Care – Foyer Lacombe	AUPE	2022-12-31	52	Bargaining
Covenant Care – St. Teresa Place	AUPE	2022-12-31	265	Bargaining
Operation Friendship Seniors Society	CUPE Local 474	2022-03-31	70	Bargaining
Points West Living Cold Lake	AUPE	2022-12-31	48	Bargaining
Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	Bargaining
Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	Bargaining
Salvation Army - Agape Hospice	UNA	2022-03-31	62	Settled
Seasons Retirement Communities (Drayton Valley)	AUPE	2022-01-25	27	Tentative
Seasons Retirement Communities (Lethbridge)	AUPE	2022-05-30	10	Bargaining
Season Retirement Communities – Lethbridge Gardens	AUPE	2022-10-31	15	Expired
Sylvan Lake Lodge	CUPE Local 417	2022-12-31	39	Settled
We Care Health Services	Teamsters Local 987	2022-08-31	35	Bargaining
Well Being Services - Monterey Place	AUPE	2022-03-31	146	Tentative
Yarrow Ltd Partnership – Wildrose Seniors	AUPE	2022-11-22	60	Bargaining
Age Care - Columbia Assisted Living	AUPE	2023-03-31	27	Expired
Age Care – Midnapore - ANC	CUPE Local 8	2023-10-31	150	Expired
Age Care – Midnapore – GSS	CUPE Local 8	2023-08-02	75	Expired
Age Care - Valleyview	AUPE	2023-03-31	28	Mediation
Bayshore Home Care Solutions – Strathmore	UFCW Local 401	2023-11-18	26	Active
Bethany Nursing Home – Home Care Wetaskiwin	AUPE	2023-12-31	34	Active
Bloom LP - Age Care - Riverview	UFCW Local 401	2023-03-31	128	Bargaining
Bridges Community Living	CUPE Local 838	2023-12-31	72	Active
Canadian Blood Services, Calgary	UNA	2023-03-31	21	Expired
Canadian Blood Services, Edmonton	UNA	2023-03-31	38	Expired
Canadian Blood Services – Plasma Donor Centre	UNA	2023-03-31	5	Expired
Canterbury Foundation	AUPE	2023-12-31	152	Active
Chantelle Management - Grande Prairie Care Centre	UNA	2023-06-30	5	Expired
Chartwell Master Care – Eau Claire Care	AUPE	2023-02-07	102	Expired
County of Stettler Housing Authority	CUPE Local 4733	2023-12-31	85	Active
Cypress View Foundation	CUPE Local 46	2023-12-31	80	Active
Edmonton Chinatown Care Centre	CUPE Local 1158-14	2023-06-30	38	Expired
Extencicare (Canada) - Athabasca – ANC	AUPE	2023-12-31	66	Active
Extencicare (Canada) - Athabasca – GSS	AUPE	2023-12-31	35	Active
Extencicare (Canada) - Cedars Villa	AUPE	2023-12-31	282	Active

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Health Care – Collective Agreements

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Extencicare (Canada) - Eaux Claires	AUPE	2023-12-31	195	Active
Extencicare (Canada) - Fairmont Park	AUPE	2023-12-31	179	Active
Extencicare (Canada) – Hillcrest	AUPE	2023-12-31	169	Active
Extencicare (Canada) – Holyrood	AUPE	2023-12-31	90	Active
Extencicare (Canada) – Mayerthorpe	AUPE	2023-12-31	61	Active
Extencicare (Canada) - Michener Hill	AUPE	2023-12-31	488	Active
Homeland Housing	CUPE Local 2832	2023-12-31	105	Active
Intercare – Kingsland Terrace	CUPE Local 8	2023-03-31	44	Bargaining
Nutra 2000	LiUNA Local 3000	2023-11-30	800	Active
Points West Living Stettler	AUPE	2023-05-10	104	Expired
Revera Lessee - Edgemont Retirement	AUPE	2023-12-31	98	Active
Revera Lessee - McKenzie Towne Retirement Residence	CUPE Local 8	2023-12-31	51	Active
Revera Lessee - Meadowlands	UFCW Local 401	2023-12-31	70	Active
Revera Retirement – McConachie Gardens	AUPE	2023-12-31	130	Active
Revera Retirement – Our Parents’ Home	AUPE	2023-12-31	95	Active
Revera Retirement – Scenic Grande	CUPE Local 8	2023-12-31	60	Active
Sage Properties – Prince of Peace Manor & Harbour	UNA	2023-03-31	4	Expired
Saint Elizabeth Health Care – Sagebrush	AUPE	2023-12-31	43	Active
Saint Elizabeth Health Care – St. Thomas Health Centre	AUPE	2023-12-31	98	Active
Seasons Retirement – Sunrise Village (Camrose)	AUPE	2023-12-31	121	Active
Seasons Retirement – Sunrise Village (High River) - ANC	CUPE Local 8	2023-06-30	86	Expired
Seasons Retirement – Sunrise Village (High River) - GSS	CUPE Local 8	2023-06-30	45	Expired
Seasons Retirement Communities (Wetaskiwin)	AUPE	2023-12-31	48	Active
Taber & District Housing – Clearview Lodge	CUPE Local 2038	2023-05-31	27	Expired
Vegreville Association for Living in Dignity (VALID)	Steelworkers Local 1-207	2023-09-30	31	Expired
Wheatland Lodge	CUPE Local 8	2023-04-30	23	Expired
Wood Buffalo Housing & Development – Rotary House	CUPE Local 1505	2023-12-31	25	Active
Alberta Health Services	UNA	2024-03-31	29,354	Active
Alberta Health Services – ANC	AUPE	2024-03-31	18,216	Active
Alberta Health Services – GSS	AUPE	2024-03-31	32,589	Active
Alberta Health Services - PMP/PMT	HSAA	2024-03-31	21,807	Active
Alberta Precision Laboratories	HSAA	2024-09-30	4,271	Active
Allen Gray Continuing Care	UNA	2024-03-31	33	Active
Allen Gray Continuing Care – ANC	AUPE	2024-03-31	153	Active
Amica Aspen Woods	CUPE Local 8	2024-02-29	85	Active
Aster Joint Venture – Age Care SkyPointe – ANC	AUPE	2024-12-31	287	Active
Aster Joint Venture – Age Care SkyPointe – GSS	AUPE	2024-12-31	112	Active
Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2024-03-31	12	Active
Bethany Care Society – Calgary	HSAA	2024-07-31	12	Active
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2024-03-31	15	Active
Bethany Nursing Home - Rosehaven & Bethany LTC	AUPE	2024-03-31	291	Active
Bloom LP - Bow Crest Care Centre	CUPE Local 8	2024-10-31	148	Active
Bloom LP - McKenzie Towne Care Centre	CUPE Local 8	2024-10-31	181	Active
Canadian Blood Services	CUPE Local 1846	2024-03-31	150	Active
Capital Care	UNA	2024-03-31	200	Active
Capital Care - ANC	AUPE	2024-06-30	1,217	Active
Capital Care - GSS	AUPE	2024-06-30	342	Active
Capital Care - PMP/PMT	HSAA	2024-03-31	162	Active
Carewest – ANC	AUPE	2024-06-30	1,340	Active
Carewest - GSS	AUPE	2024-06-30	160	Active
Carewest - PMP/PMT	HSAA	2024-06-30	219	Active
Carewest - Colonel Belcher	CUPE Local 8	2024-06-30	56	Active
Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	Active
Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	Active
Covenant Health	UNA	2024-03-31	2,876	Active
Covenant Health – ANC	AUPE	2024-03-31	1,599	Active

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Health Care – Collective Agreements

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Covenant Health – GSS	AUPE	2024-03-31	675	Active
Covenant Health - PMP/PMT	HSAA	2024-03-31	1,253	Active
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2024-03-31	114	Active
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2024-03-31	28	Active
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2024-03-31	40	Active
Covenant Health - St. Therese Villa	AUPE	2024-03-31	219	Active
Covenant Health - Youville Homes of St. Albert	Steelworkers Local 1-207	2024-03-31	197	Active
Edmonton Chinatown Care Centre	AUPE	2024-03-31	64	Active
Good Samaritan Society – Group Homes	AUPE	2024-03-31	265	Active
Good Samaritan Society - Multi Facility	AUPE	2024-06-30	1,891	Active
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2024-06-30	1,050	Active
Lacombe Foundation	CLAC Local 301	2024-12-31	76	Active
Lamont County Housing	AUPE	2024-12-31	43	Active
Lamont Health Care Centre	HSAA	2024-03-31	13	Active
Lamont Health Care Centre	UNA	2024-03-31	34	Active
Lamont Health Care Centre – ANC	AUPE	2024-03-31	108	Active
Lloydminster Region Housing Group – Pioneer Complex	CUPE Local 1015	2024-02-29	75	Active
Masterpiece Southland Meadows	AUPE	2024-03-31	77	Active
Park Place Seniors Living – Emerald Gardens	CUPE Local 3623	2024-04-30	55	Active
Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2024-03-31	190	Active
Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	Active
Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	Active
Qualicare - Citadel Care	Steelworkers Local 1-207	2024-06-30	152	Active
Qualicare - Rivercrest Lodge Nursing Home	Steelworkers Local 1-207	2024-07-31	95	Active
Qualicare – Rivercrest Lodge Nursing Home	UNA	2024-03-31	32	Active
Revera Lessee - Aspen Ridge	AUPE	2024-01-31	86	Active
Revera Lessee - Chateau Renoir Retirement Residence	CUPE Local 8	2024-04-30	45	Active
Revera Lessee – McKenzie Towne Retirement Residence- GSS	CUPE Local 8	2024-12-31	45	Active
Ridge Country Housing	CUPE Local 408	2024-12-31	33	Active
Sage Properties - Prince of Peace Manor & Harbour - ANC	CUPE Local 8	2024-06-30	88	Active
Sage Properties – Prince of Peace Manor & Harbour – GSS	CUPE Local 8	2024-06-30	70	Active
Salem Manor Nursing Home	Steelworkers Local 1-207	2024-07-13	31	Active
SbraREIT Assisted Living – Amica Britannia	CUPE Local 8	2024-02-29	100	Active
Seasons Retirement Communities (Encore)	AUPE	2024-12-31	93	Active
Seasons Retirement Communities (Ponoka)	AUPE	2024-12-31	38	Active
Trinity Place Foundation of Alberta	CUPE Local 4731	2024-12-31	95	Active
Venta Care Centre	UNA	2024-08-31	25	Active
Venta Care Centre - ANC	AUPE	2024-07-31	129	Active
Venta Care Centre - GSS	AUPE	2024-07-31	98	Active
Whitehorn Village Retirement Community	AUPE	2024-04-12	85	Active
Crowsnest Pass Senior Housing	CUPE Local 812	2025-12-31	65	Active
Drumheller & District Seniors Foundation – Sunshine & Hillview	CUPE Local 715	2025-12-31	58	Active
DynaLIFE DX	HSAA	2025-03-31	1,308	Active
Evergreens Foundation	Operating Engineers 955	2025-06-29	126	Active
Grande Spirit Foundation	CUPE Local 3623	2025-06-30	177	Active
Green Acres Foundation- Alberta Rose Lodge	AUPE	2025-12-31	21	Active
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
Lakeland Lodge & Housing Foundation	CUPE Local 2771	2025-12-31	17	Active
Mountain View Seniors' Housing - Sundre	AUPE	2025-09-30	52	Active

Essential Services Bargaining Relationships

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

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

ESA indicates that an approved ESA Agreement has been reached.

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

Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Park Place Seniors Living - Benevolence Care Centre	AUPE	2025-03-31	140	Active
Points West Living Heritage House	AUPE	2025-03-31	43	Active
Revera Lessee - Heartland Retirement Residence	CUPE Local 8	2025-12-31	39	Settled
Rosedale Partnership	AUPE	2025-11-30	86	Active
Salvation Army - Grace Manor	AUPE	2025-09-30	120	Active
St. Michael's Grove Manor	AUPE	2025-09-30	21	Active
St. Michael's Long Term Care Centre	AUPE	2025-06-30	106	Active
St. Michael's Manor Vegreville	AUPE	2025-03-31	27	Active
Travois Holdings – Mayfair/Glamorgan Care Centres	CLAC Local 301	2025-03-31	148	Active
Yarrow Ltd Partnership - Sweetgrass	AUPE	2025-12-31	47	Active
Brazeau Foundation	AUPE	2026-05-31	33	Active
Optima Living Alberta – Country Cottage	Steelworkers Local 1-207	2026-01-03	37	Active
Park Place Seniors Living - Copper Sky Lodge	AUPE	2026-03-31	190	Active
Park Place Seniors Living - Devonshire Care Centre	AUPE	2026-03-31	201	Active
Park Place Seniors Living - Meadow Ridge Seniors Village	Teamsters Local 987	2026-09-01	76	Active
Park Place Seniors Living – Silverado Seniors Village	AUPE	2026-07-20	150	Active
River Ridge Seniors Village	Steelworkers Local 1-207	2026-03-31	108	Active

Grievance Arbitration Awards Received in October 2023

Section 141(2) of the Labour Relations Code requires that every Arbitrator, Arbitration Board or other body shall, immediately upon making an award, file a copy of the award with the Director of Mediation Services.

Employer	City of Calgary – Inside Workers
Union	CUPE Local 38
Arbitrator	Robertson
Date of Award	October 3, 2023
Issue	Whether National Day of Mourning for Queen Elizabeth II is a holiday under the collective agreement.
Decision Rendered	Grievance dismissed.

Employer	Government of Alberta
Union	AUPE
Arbitrator	Hughes
Date of Award	October 13, 2023
Issue	Appropriate notice of position abolishment.
Decision Rendered	Grievance dismissed.

Employer	NAIT
Union	NAIT Academic Staff Association
Arbitrator	Casey
Date of Award	October 31, 2023
Issue	Proper scope of grievance challenging a vaccination policy.
Decision Rendered	

Employer	Shell Canada – Scotford Refinery & Chemicals Plant
Union	Unifor Local 530A
Arbitrator	Hughes
Date of Award	October 20, 2023
Issue	Entitlement to a shift change notice payment.
Decision Rendered	Grievance dismissed.

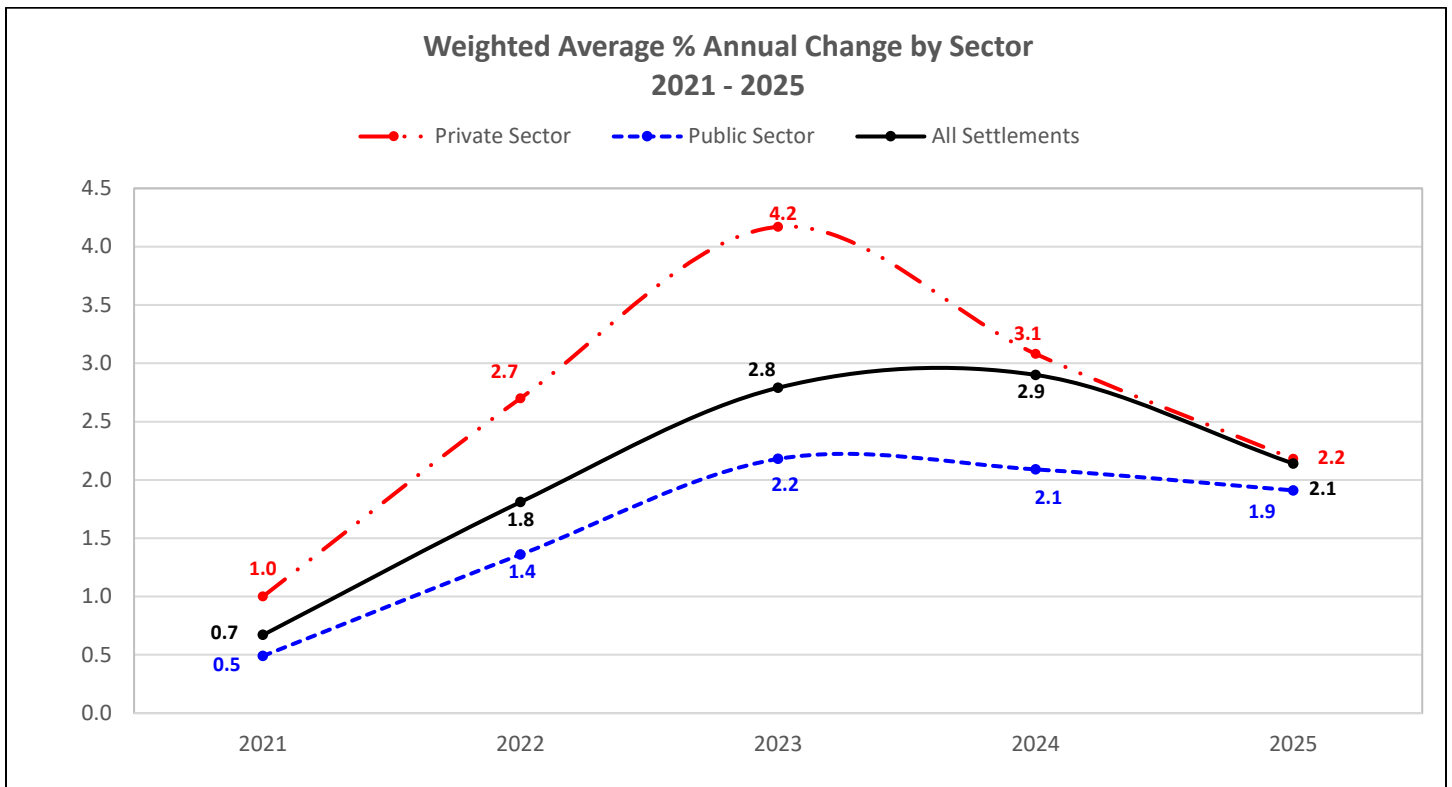
Copies of awards without URLs can be obtained by contacting Mediation Services at cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Sector 2021-2025

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

	Sector	Agreements	Employees	Weighted Average % Annual Change
2021	Private Sector	580	145,075	1.0
	Public Sector	493	283,485	0.5
	All Settlements	1,073	428,560	0.7
2022	Private Sector	588	141,639	2.7
	Public Sector	451	282,071	1.4
	All Settlements	1,039	423,710	1.8
2023	Private Sector	507	122,931	4.2
	Public Sector	396	277,517	2.2
	All Settlements	903	400,448	2.8
2024	Private Sector	302	93,532	3.1
	Public Sector	142	21,397	2.1
	All Settlements	444	114,929	2.9
2025	Private Sector	129	29,997	2.2
	Public Sector	47	5,796	1.9
	All Settlements	176	35,793	2.1



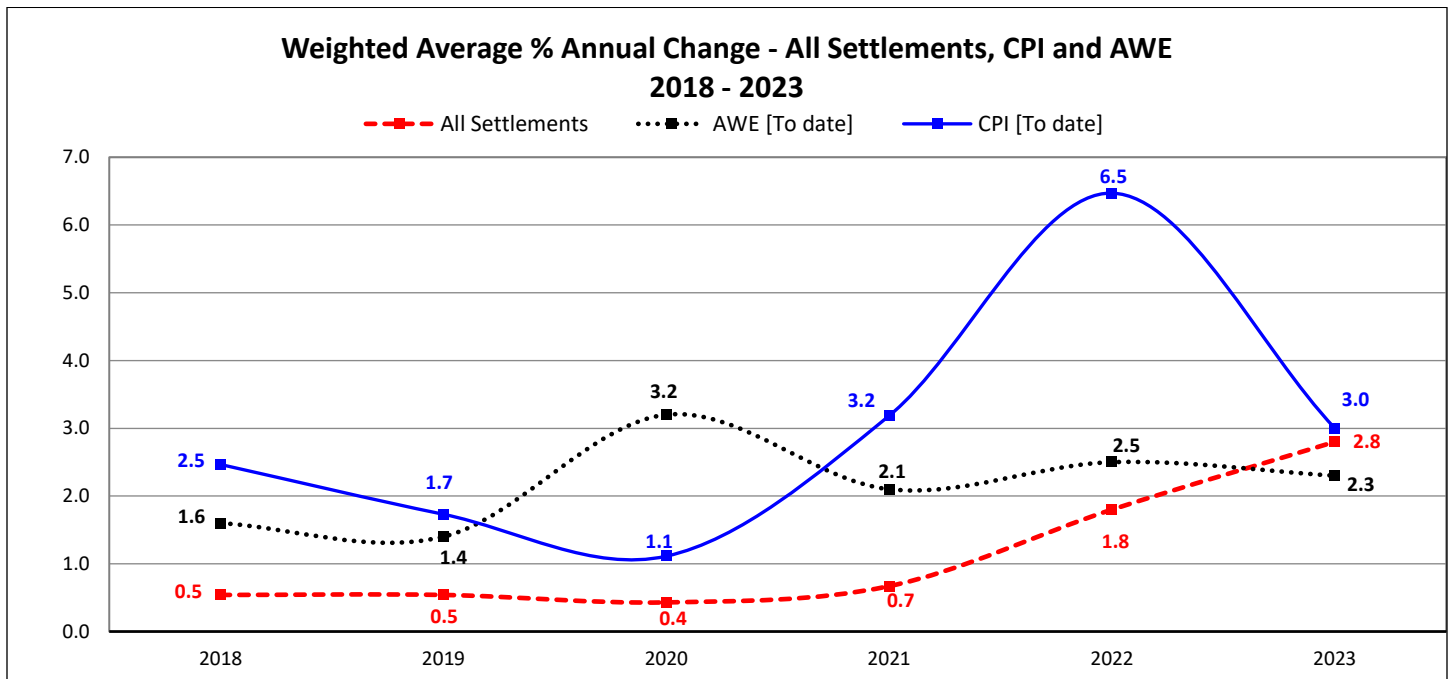
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Economy and Trade by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Industry

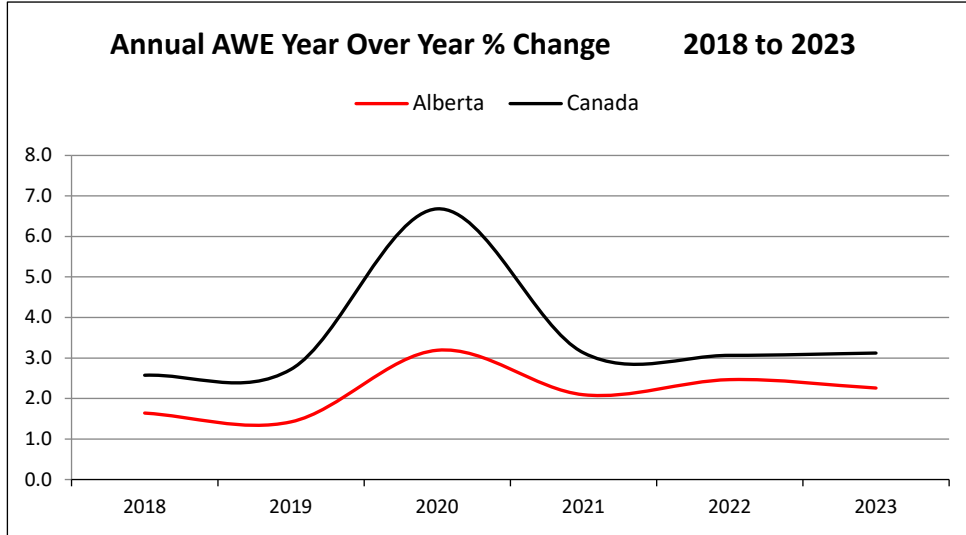
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2021			2022			2023			2024		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	28	3,171	0.92	26	2,893	1.81	18	1,725	3.06	13	1,141	2.38
Administrative & Support, Waste Management & Remediation Services	22	2,309	1.77	21	1,921	2.32	21	2,311	3.07	12	1,188	2.06
Arts, Entertainment, & Recreation	37	5,611	1.96	43	7,404	2.23	32	5,421	2.59	23	3,742	2.48
Construction	114	49,940	0.29	119	47,650	4.54	108	54,767	6.61	40	44,914	4.16
Educational Services	149	89,671	0.01	142	87,496	0.94	136	86,626	2.26	26	5,677	2.66
Finance & Insurance	4	36	0.61	4	36	2.78	3	34	2.00	2	14	3.00
Health Care & Social Assistance	208	138,950	0.70	181	139,230	1.76	157	137,283	2.04	52	6,772	1.24
Information & Cultural Industries	10	930	1.41	9	871	1.49	9	797	2.28	7	112	2.50
Manufacturing	171	22,643	2.40	165	22,161	3.71	148	21,191	2.89	94	15,528	2.15
Mining & Oil & Gas Extraction	29	7,901	2.16	31	8,138	2.48	19	4,058	1.53	10	2,578	2.07
Other Services (except Public Administration)	63	10,450	0.19	61	9,258	1.05	55	4,701	3.41	34	2,973	3.04
Professional, Scientific, & Technical Services	9	1,242	0.88	10	1,259	1.97	9	1,238	2.04	7	234	1.93
Public Administration	113	54,280	0.63	107	53,979	0.90	90	51,945	2.44	54	5,757	2.06
Real Estate & Rental & Leasing	4	330	1.82	4	275	1.69	3	273	2.24	1	143	3.00
Retail Trade	31	26,603	0.88	34	26,911	0.11	23	14,641	0.10	20	14,421	1.43
Transportation & Warehousing	40	3,284	1.38	42	3,293	1.61	38	2,772	2.52	26	2,047	2.38
Utilities	23	7,548	1.15	23	7,454	1.51	19	7,350	2.49	15	5,096	2.96
Wholesale Trade	18	3,661	1.95	17	3,481	3.76	15	3,315	3.50	8	2,592	2.72
All Settlements	1,073	428,560	0.67	1,039	423,710	1.81	903	400,448	2.79	444	114,929	2.90

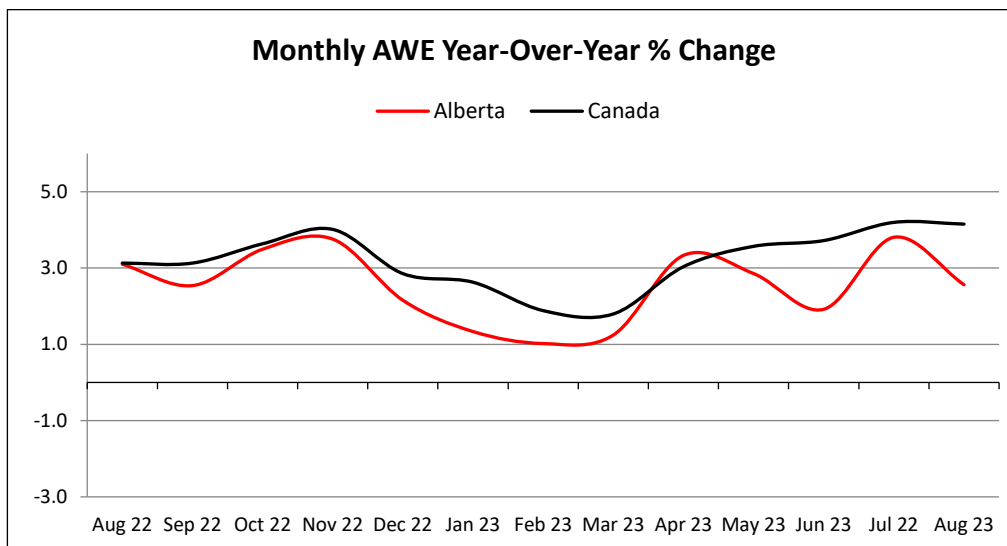


Average Weekly Earnings (AWE)*

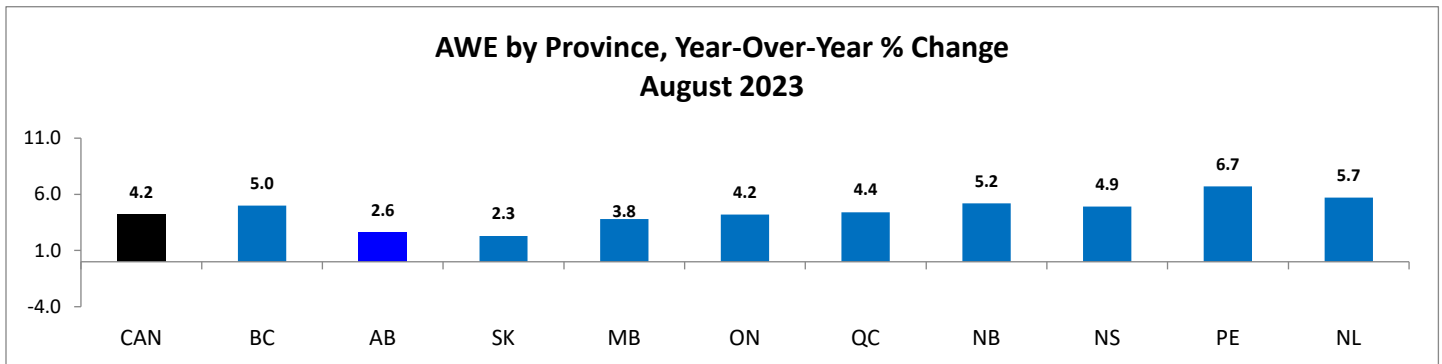
In **August 2023** the Alberta AWE remained at 0.0% from July 2023. Between August 2023 and August 2022 the Alberta AWE increased 2.6% to \$1,291.94 from \$1,259.66.



AWE	Alberta	Canada
2018	1.6	2.6
2019	1.4	2.7
2020	3.2	6.7
2021	2.1	3.1
2022	2.5	3.1
2023*	2.3	3.1



AWE	Alberta	Canada
Aug 22	3.1	3.1
Sep 22	2.5	3.1
Oct 22	3.5	3.6
Nov 22	3.8	4.0
Dec 22	2.2	2.9
Jan 23	1.3	2.6
Feb 23	1.0	1.9
Mar 23	1.2	1.8
Apr 23	3.3	3.0
May 23	2.9	3.6
Jun 23	1.9	3.7
Jul 22	3.8	4.2
Aug 23	2.6	4.2



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

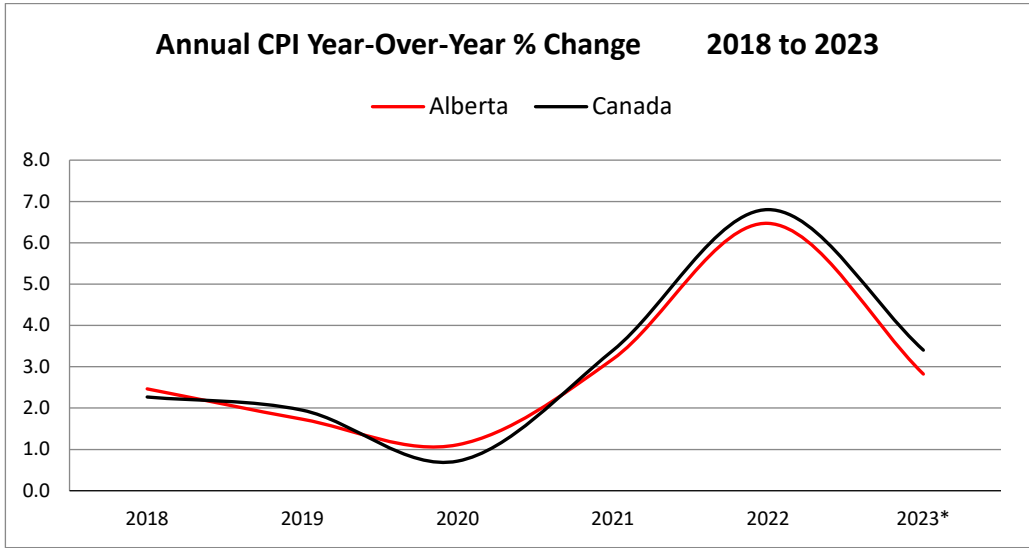
¹ Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

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

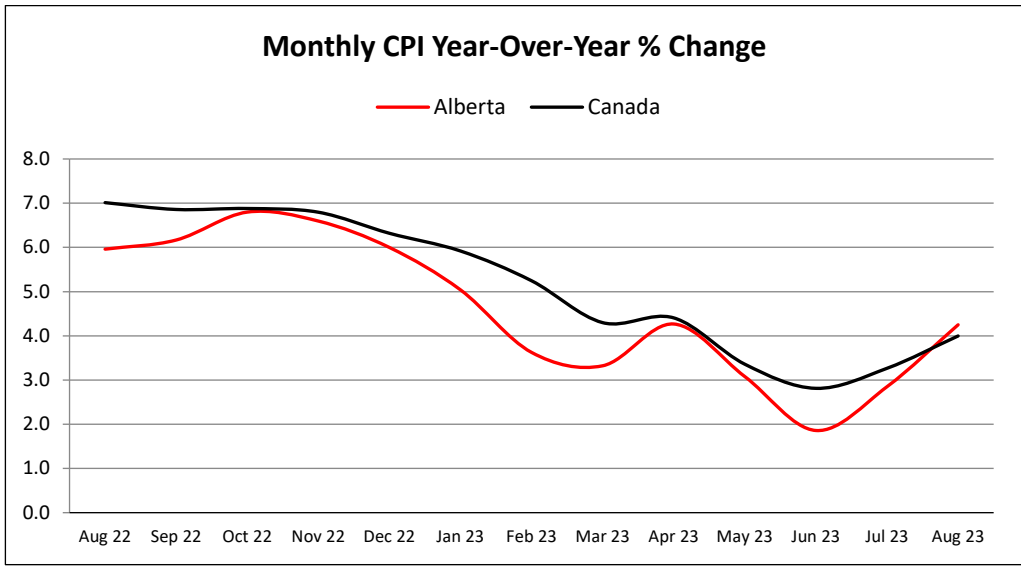
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI)*, 2002=100

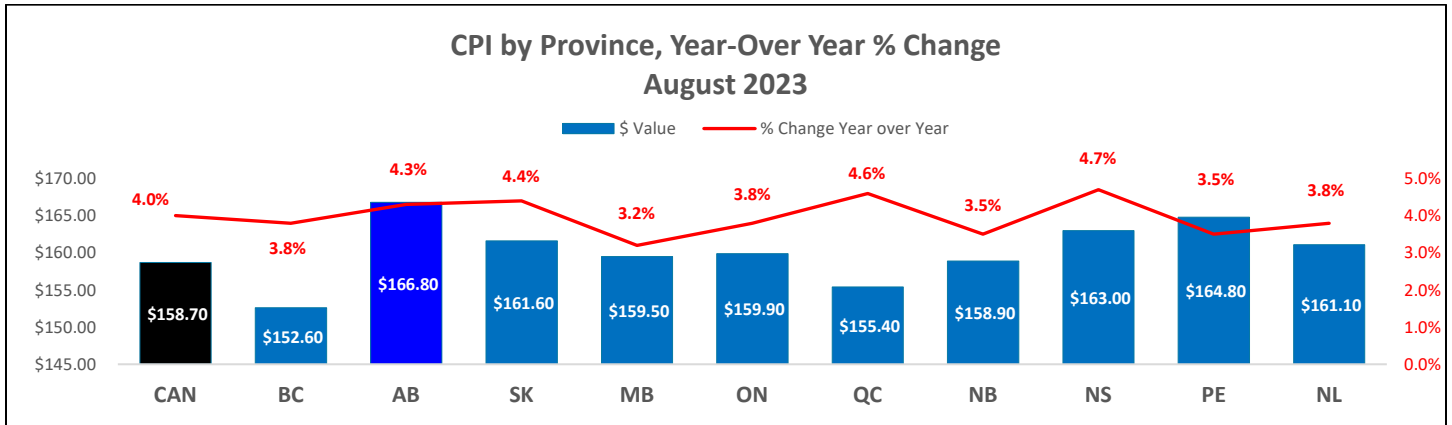
In **September 2023** the Alberta CPI decreased 0.5% from August 2023. Between September 2023 and September 2022 the Alberta CPI increased 3.7% to \$166.00 from \$160.10.



CPI	Alberta	Canada
2018	2.5	2.3
2019	1.7	1.9
2020	1.1	0.7
2021	3.2	3.4
2022	6.5	6.8
2023*	2.8	3.4



CPI	Alberta	Canada
Aug 22	6.0	7.0
Sep 22	6.2	6.9
Oct 22	6.8	6.9
Nov 22	6.6	6.8
Dec 22	6.0	6.3
Jan 23	5.0	5.9
Feb 23	3.6	5.2
Mar 23	3.3	4.3
Apr 23	4.3	4.4
May 23	3.1	3.4
Jun 23	1.9	2.8
Jul 23	2.9	3.3
Aug 23	4.3	4.0

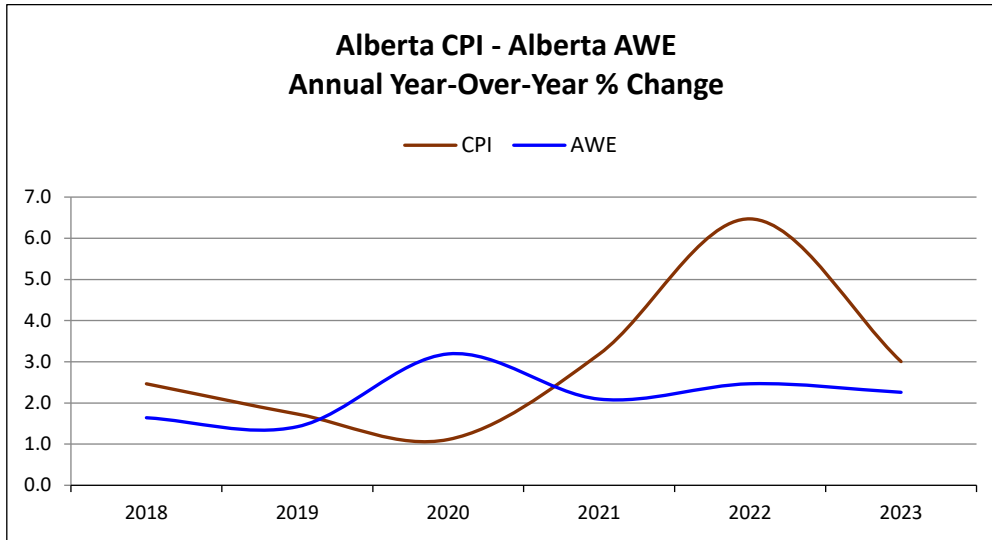


*Year to date – Graph data available upon request.

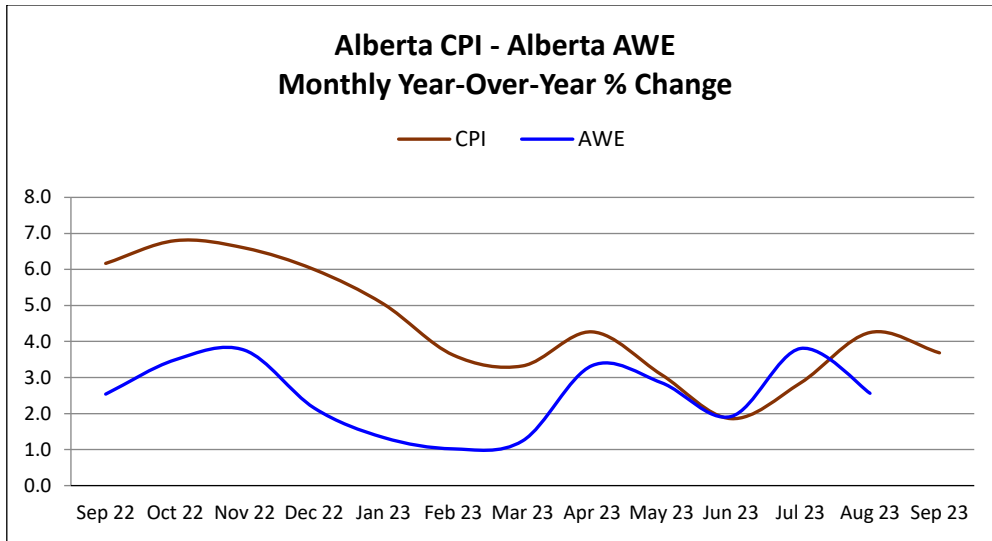
¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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

Alberta CPI and AWE Comparison



	CPI	AWE
2018	2.5	1.6
2019	1.7	1.4
2020	1.1	3.2
2021	3.2	2.1
2022	6.5	2.5
2023	3.0	2.3



	CPI	AWE
Sep 22	6.2	2.5
Oct 22	6.8	3.5
Nov 22	6.6	3.8
Dec 22	6.0	2.2
Jan 23	5.0	1.3
Feb 23	3.6	1.0
Mar 23	3.3	1.2
Apr 23	4.3	3.3
May 23	3.1	2.9
Jun 23	1.9	1.9
Jul 23	2.9	3.8
Aug 23	4.3	2.6
Sep 23	3.7	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Sep 22	152.7	6.9	160.1	6.2	159.2	5.9	161.4	6.8
Oct 22	153.8	6.9	161.8	6.8	161.3	6.8	163.0	7.4
Nov 22	154.0	6.8	161.6	6.6	160.6	6.3	163.1	7.3
Dec 22	153.1	6.3	160.8	6.0	159.8	5.5	162.3	6.6
Jan 23	153.9	5.9	160.5	5.0	159.0	4.3	162.0	5.5
Feb 23	154.5	5.2	160.1	3.6	158.4	2.7	161.5	3.9
Mar 23	155.3	4.3	161.7	3.3	160.3	2.6	163.1	3.7
Apr 23	156.4	4.4	163.7	4.3	162.5	3.8	165.6	4.9
May 23	157.0	3.4	164.1	3.1	163.1	2.8	165.9	3.5
Jun 23	157.2	2.8	164.4	1.9	163.4	1.4	166.1	2.0
Jul 23	158.1	3.3	166.0	2.9	165.0	2.3	168.3	3.4
Aug 23	158.7	4.0	166.8	4.3	165.9	4.2	169.2	4.8
Sep 23	158.5	3.8	166.0	3.7	164.8	3.5	168.5	4.4

Average Weekly Earnings													
	Aug 22	Sep 22	Oct 22	Nov 22	Dec 22	Jan 23	Feb 23	Mar 23	Apr 23	May 23	Jun 23	Jul 23	Aug 23
AWE \$	\$1,259.66	\$1,264.89	\$1,262.90	\$1,276.69	\$1,267.09	\$1,265.20	\$1,255.96	\$1,269.94	\$1,288.77	\$1,287.39	\$1,281.12	\$1,292.17	\$1,291.94
AWE %	3.1	2.5	3.5	3.8	2.2	1.3	1.0	1.2	3.3	2.9	1.9	3.8	2.6

*Year to date – Graph data available upon request.

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

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

Union Data – Employees, Collective Agreements

UNION	EE	CBA's	UNION	EE	CBA's
ACTRA	2,400	2	Independent Sheet Metal Workers	61	1
Advance Tank Centres Employees Association	29	1	Insulators	1,850	1
Alberta Union of Labour Relations Professionals	213	1	Iron Workers	4,376	6
Alberta University of the Arts Faculty Association	80	1	Keyano College Faculty Association	105	1
Association of the Academic Staff of the University of Alberta	3,800	1	Labourers	9,435	14
ATA	45,805	68	Lacombe Police Association	21	1
ATA Professional Staff Association	32	1	Lakeland College Faculty Association	174	1
Athabasca University Faculty Association	447	1	Lethbridge College Faculty Association	274	1
ATU	6,260	7	Lethbridge Police Association	159	1
AUPE	106,733	155	Lethbridge Police Senior Officers	3	1
Bakery Workers	548	5	LiUNA	800	1
Bargaining Council of Construction & Maintenance Skilled Trades Unions	130	1	MacEwan Staff Association	1,279	1
Battle River School Bus Drivers' Association	34	1	Machinists	2,059	12
Blood Tribe Police Association	28	1	MaXfield Employees' Organization	93	1
Boilermakers	8,211	18	Media & Communications Workers	38	3
Bow Valley College Faculty Association	570	1	Medicine Hat Employees' Association	120	1
Bricklayers	480	4	Medicine Hat Police Association	115	1
Calgary Board of Education Staff Association	5,000	1	Millwrights	1,450	1
Calgary Board of Education Staff Association for Professional Support Staff	235	1	Millwrights Local 1460	175	1
Calgary Musicians Association	148	6	Mine Workers	26	2
Calgary Police Association	2,000	1	Mount Royal Faculty Association	800	1
Calgary Police Senior Officers' Association	37	1	Mount Royal Staff Association	837	1
Camrose Police Association	31	1	Multi-Union	150	2
CANA Services Employees Association	44	3	NAIT Academic Staff Association	903	1
Canada West Construction Union	65	4	National Hockey League Players Association	700	1
Canadian Energy Workers Association	1,106	3	Natural Gas Employees Association	1,184	2
Canadian Football League Players' Association	175	1	Non-Academic Staff Association	6,122	3
Canadian Iron Steel & Industrial Workers	420	7	NorQuest College Faculty Association	514	1
Canadian National Federation of Independent Unions [LiUNA Local 3000]	517	1	Northwestern Polytechnic Academic Staff Association	178	1
Canadian Office & Professional Employees	76	18	Oil & Gas Union	49	1
Canadian Staff Union	32	1	Olds College Faculty Association	98	1
Canadian Union of Skilled Workers	7	1	Operating Engineers	8,615	63
CANEM Systems Employees Association	290	2	Painters	599	3
Carpenters	6,341	13	Plasterers & Cement Masons	617	3
Central Alberta Association of Municipal & School Employees	537	2	Plumbers & Pipefitters	18,182	10
Civic Service Union 52	6,253	5	Portage College Faculty Association	95	1
CLAC	18,223	115	Post Doctoral Fellows Association	600	1
Commercial Industries Employees' Association	11	1	Postdoctoral Association of the University of Calgary	550	1
Concordia University College Faculty Association	72	1	Professional Association of Resident Physicians of Alberta	1,700	1
Construction Maintenance & Allied Workers	257	2	Quality Control Council of Canada	1,000	1
CUPE	41,225	189	Quinn Construction Employees Association	438	2
Edmonton Police Association	1,975	1	Red Arrow Drivers Association	30	1
Edmonton Police Service Senior Officers' Association	40	1	SAIT Academic Faculty Association	689	1
Elevator Constructors	1,009	2	Service Employees' International Union	260	3
Elk Island Catholic Transportation Association	36	1	Sheet Metal Workers	543	3
Employees' Association	107	1	Steelworkers	3,985	44
Faculty Association of Medicine Hat College	220	1	Taber Police Association	16	1
Faculty Association of Northern Lakes College	110	1	Teamsters	7,509	105
Faculty Association of Red Deer College	450	1	Town of High River Employee Association	150	1
Faculty Association of the University of Calgary	2,074	1	Trotter & Morton Technologies Employees' Association	85	2
Foothills School Division No. 38 Bus Drivers' Association	80	1	Twin Bridges Employees' Association	50	1
Graduate Students' Association of the University of Alberta	2,378	1	UFCW	32,213	84
Graduate Students' Association of the University of Calgary	1,404	1	UNA	35,107	51
Grande Prairie Public School District Employees Association	326	1	Unifor	14,036	90
Grant MacEwan University Faculty Association	971	1	Union of Calgary Co-Operative Employees	2,800	1
HSAA	30,921	29	Unisil Association	65	1
IAFF	4,351	18	UNITE HERE	1,699	10
IAFF Local 5277	47	1	Unitech Electrical Contracting Employees' Association	38	1
IATSE	3,009	20	United Utility Workers Association	1,393	6
IBEW	6,438	29	University of Lethbridge Faculty Association	579	1
Independent Air Handlers Employees Association	17	1	Western Canada Employees' Association	358	5
			Willow Creek School Bus Drivers Association	42	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 Trade, 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](#)