

Bargaining Update

November - December 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 November and December 2023.

In November and December 2023, Mediation Services received settlement information regarding 52 bargaining relationships encompassing 5,456 employees. There were 22 private sector and 30 public sector settlements, covering 2,500 and 2,956 employees respectively.

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Alberta Collective Bargaining Agreements

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

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

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

Agreements Ratified				
Settlement Method	2022		2023	
	CBA's	EES	CBA's	EES
Arbitration	5	1,242	7	4,477
Mediation	124	160,435	82	27,150
Negotiation	342	74,361	226	50,484
Total	471	236,038	315	82,111

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

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						
 Civeo Crown Services Employees Limited – Laundry UFCW Local 401	83	36	2026-06-30	2023-06-14	1 st year 3% 2 nd year 3% 3 rd year 3%	
 Compass Group – Marquise Hospitality – Walden Heights AUPE	60	48	2024-06-01	2023-11-27	1 st year 1.50% 2 nd year 1.75% 3 rd year 1.75% 4 th year 1.75%	
Administrative and Support, Waste Management and Remediation Services						
 ADT Security Services Canada Steelworkers Local 1944	164	36	2026-12-10	2023-11-22	1 st year NA; First Agreement 2 nd year 0% 3 rd year 0%	
Arts, Entertainment, and Recreation						
 Explore Edmonton Corporation – Edmonton EXPO Centre CUPE Local 30	20	36	2025-12-31	2023-09-14	1 st year 2% 2 nd year 2% 3 rd year 2%	
Construction						
 Borea Construction CLAC Local 63	270	24	2025-11-30	2023-11-14	1 st year 4% 2 nd year 2%	
Educational Services						
 Athabasca University – Tutors CUPE Local 3911	350	48	2024-06-30	2023-09-27	1 st year 0.00% 2 nd year 0.00% 3 rd year 0.00% 4 th year 2.75% + potential for additional 0.5% based on economic factors	
 Buffalo Trail Public Schools CUPE Local 1606	200	24	2024-08-31	2023-11-29	1 st year 0.0% 2 nd year Market adjustments Aug 2024 1.5%	
 Calgary Roman Catholic Separate School Division CUPE Local 520	342	48	2024-08-31	2023-06-29	1 st year 0.00% 2 nd year 0.00% 3 rd year 0.00% 4 th year 2.25% Feb 2024 1.50%	
 Canadian Rockies School Division – Custodial & Maintenance CUPE Local 37	18	36	2024-08-31	2023-12-08	1 st year 0.00% 2 nd year 1.25% 3 rd year 1.50% + potential for additional 0.5% based on economic factors	
 Elk Island Catholic Separate School Division Elk Island Catholic Transportation Association	36	24	2024-08-31	2022-09-21	1 st year 1.25% 2 nd year 1.50% + potential for additional 0.5% based on economic factors	

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Educational Services						
 Medicine Hat Roman Catholic Separate School Division CUPE Local 829	20	12	2024-08-31	2023-10-30	Sep 2023 Feb 2024	1.25% 1.50% + potential for additional 0.5% based on economic factors
 Medicine Hat School Division CUPE Local 829	280	12	2024-08-31	2023-09-21	Sep 2023 Feb 2024	1.25% 1.50% + potential for additional 0.5% based on economic factors
 Parkland School Division Operating Engineers Local 955	77	12	2024-08-31	2023-10-22	Oct 2023 Feb 2024	1.25% 1.50% + potential for additional 0.5% based on economic factors
 Southern Francophone Education Region Unifor Local 1990	65	36	2024-08-31	2023-05-23	1 st year 2 nd year 3 rd year	0.00% 0.00% 3.75%
Finance and Insurance						
Agreements not filed, no settlements to report						
Health Care and Social Assistance						
 Bethany Care Society – ANC (10 sites) AUPE	1,447	79	2024-03-31	2023-11-10	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% 1.00% 1.25% 2.00%
 Bethany Care Society – GSS (2 sites) AUPE	78	79	2024-03-31	2023-11-10	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% 0.00% 1.25% 2.00%
 Bethany Nursing Home – Lodges AUPE	143	48	2024-03-31	2023-11-10	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 1.25% 1.25%
 Calgary Society for Persons With Disabilities Steelworkers Local 1-207	57	60	2025-12-31	2023-06-05	1 st year 2 nd year 3 rd year 4 th year 5 th year	0.0% 0.0% 7.5% 0.0% 0.0%
 Carewest – Administration AUPE	11	11	2024-10-31	2023-11-23	Jul 2021 Jul 2022 Jul 2023 Jul 2024	7.5% 4.0% 4.0% 4.0%






Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Health Care and Social Assistance						
 Chantelle Management – Edith Cavell Care Centre AUPE	124	48	2024-11-30	2023-11-24	1 st year 2 nd year 3 rd year 4 th year	0% 1% 1% 2%
 Eagle Hill Foundation CUPE Local 1461	65	36	2024-12-31	2023-10-16	1 st year 2 nd year 3 rd year	0% 2% 2%
 Father Lacombe Care Society UNA	37	60	2024-08-31	2023-03-15	1 st year 2 nd year 3 rd year 4 th year 5 th year	0.00% 0.00% 1.00% 3.25% 2.00%
 Father Lacombe Care Society – ANC UNA	267	60	2024-08-31	2023-03-15	1 st year 2 nd year 3 rd year 4 th year 5 th year	0.00% 0.00% 0.00% 0.00% 1.25%
 Good Samaritan Society – Multi Facility HSAA	26	48	2024-03-31	2023-10-31	1 st year 2 nd year 3 rd year 4 th year	0.00% 1.00% 1.25% 2.00%
 Pro Vita Care Management – Century Park CUPE Local 1099	26	36	2026-10-31	2023-10-31	1 st year 2 nd year 3 rd year	Varies 3% 2%
 Well Being Services – Monterey AUPE	146	5	2024-03-31	2023-11-16	1 st year 2 nd year	1.75% 2.00%
Information and Cultural Industries						
 Red Deer Public Library CUPE Local 4810	43	36	2025-12-31	2023-07-11	1 st year 2 nd year 3 rd year	1% to 4.5% 0%; \$1,500 Lump sum TBD
Manufacturing						
 Maple Leaf Foods – Pork UFCW Local 401	462	72	2028-03-31	2023-11-22	1 st year 2 nd year 3 rd year 4 th year 5 th year 6 th year	\$.60 per hour \$.40 per hour \$.50 per hour \$.50 per hour \$.50 per hour \$.50 per hour
 Rozen Steel Works CLAC Local 63	50	24	2026-01-01	2023-11-29	1 st year 2 nd year	5% TBD
Mining and Oil and Gas Extraction						
 CST Canada Coal Mine Workers Local 2009	273	48	2027-01-18	2023-01-19	1 st year 2 nd year 3 rd year 4 th year	3% 3% 3% 3%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Mining and Oil and Gas Extraction						
 ML Northern Services Operating Engineers Local 955	145	35	2026-06-30	2023-10-26	1 st year 3% 2 nd year 3% 3 rd year 3%	
 SMS Equipment Unifor Local 707A	462	36	2026-04-30	2023-12-12	1 st year 4.5% 2 nd year 3.5% 3 rd year 3.5%	
Other Services (except Public Administration)						
 Public Interest Alberta Society CUPE Local 474	2	24	2024-12-31	2023-11-09	1 st year 3% 2 nd year 3%	
Professional, Scientific, and Technical Services						
Agreements not filed, no settlements to report						
Public Administration						
 City of Chestermere CUPE Local 37	127	36	2025-12-31	2023-12-12	1 st year 0.0%; \$750 lump sum 2 nd year 2.5% 3 rd year 2.5%	
 City of Edmonton – DATS ATU Local 569	130	24	2023-12-30	2023-12-12	1 st year 1% 2 nd year 2%	
 County of Grande Prairie IAFF Local 5108	44	24	2023-12-31	2023-10-19	1 st year 3.9% 2 nd year 3.6%	
 Municipal District of Provost No.52 Operating Engineers Local 955	52	24	2025-12-31	2023-10-17	1 st year 3.0% 2 nd year 2.5%	
 Thorhild County Operating Engineers Local 955	52	24	2025-12-31	2023-10-25	1 st year 3% 2 nd year 2%	
 Town of Irricana CUPE Local 37	8	24	2024-12-31	2023-08-28	1 st year 2.9% 2 nd year 2.9%	
 Town of Pincher Creek CUPE Local 927	26	48	2026-03-31	2023-02-14	1 st year 3.5% 2 nd year 3.0% 3 rd year 3.0% 4 th year 3.5%	
 Town of Taber CUPE Local 2038	123	24	2023-12-31	2023-05-08	1 st year 3.0% 2 nd year 3.5%	
Real Estate and Rental and Leasing						
Agreements not filed, no settlements to report						
Retail Trade						
 Save On Foods – Meat & Deli UFCW Local 401	21	41	2023-08-31	2023-05-06	1 st year 2% Lump sum 2 nd year 3% Lump sum 3 rd year 3% Lump sum 4 th year \$0.60 per hour	

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Retail Trade						
 Save On Foods – Retail UFCW Local 401	56	41	2023-08-31	2023-05-06	1 st year 2 nd year 3 rd year 4 th year	2% Lump sum 3% Lump sum 3% Lump sum \$0.60 per hour
Transportation and Warehousing						
 Bombardier Transportation Canada Teamsters Canada Rail Conference	17	36	2026-10-15	2023-11-08	1 st year 2 nd year 3 rd year	7.25% 2.00% 2.00%
 NCSG Crane & Heavy Haul Trans Tech Operating Engineers Local 955	14	36	2026-10-31	2023-10-25	1 st year 2 nd year 3 rd year	3.0% 2.5% 1.5%
 Sobeys Capital Teamsters Local 987	15	60	2026-09-15	2022-10-11	1 st year 2 nd year 3 rd year 4 th year 5 th year	1.5% 1.5% 2.0% 2.0% 2.5%
Utilities						
Agreements not filed, no settlements to report						
Wholesale Trade						
 Western Grocers, Edmonton Teamsters Local 987	156	74	2029-06-18	2023-04-28	1 st year 2 nd year 3 rd year 4 th year 5 th year 6 th year	\$1.50 per hour + \$2,500 signing bonus \$1.25 per hour \$1.25 per hour \$1.75 per hour \$1.85 per hour \$0.75 per hour

Current & Upcoming Collective Bargaining

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

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		
Buffalo Metis Catering Employees Limited	UFCW Local 401	2023-12-31	377		
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 – Alban 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
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		
F&D Scene Changes	IATSE Local 212	2023-12-31	110		
Institute of Communication Agencies	ACTRA	2023-05-31	1,200		
Pure Canadian Gaming – Casino Calgary	CUPE Local 4655	2023-08-24	255		
Tri-Municipal Leisure Facility	Operating Engineers Local 955	2023-12-31	141		

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		
OCL Construction Services	CLAC Local 63, Construction	2023-11-30	280		
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
Black Gold School Division	CUPE Local 3484	2021-08-31	508		Bargaining
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
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
Edmonton School Division – Maintenance	CUPE Local 784	2020-08-31	274		Bargaining

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Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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	425		Mediation
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	370		Mediation
Living Waters Catholic Separate School Division	AUPE	2020-08-31	113		Mediation
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	ATA	2020-08-31	714		Mediation
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		Bargaining
Sturgeon School Division	CUPE Local 4625	2020-08-31	180		Bargaining
University of Calgary	Graduate Students' Association	2022-12-31	1,404		Bargaining
University of Calgary	Postdoctoral Assn of the U of C	2023-12-31	550		
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	Arbitration
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	Arbitration
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	v	Bargaining
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
Canterbury Foundation	AUPE	2023-12-31	152	v	
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 – Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	v	Settled
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
Covenant Care – St. Teresa Place	AUPE	2022-12-31	246	v	Bargaining
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	v	Bargaining
Covenant Health – Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	v	Settled
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	v	Bargaining
Extendicare (Canada)	CUPE	2020-12-31	415	v	Bargaining

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Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Extencicare (Canada)	UNA	2021-12-31	139	√	Bargaining
Extencicare (Canada) – Cedars Villa	AUPE	2023-12-31	277	√	
Extencicare (Canada) – Eaux Claires	AUPE	2023-12-31	252	√	
Extencicare (Canada) – Fairmont Park	AUPE	2023-12-31	149	√	
Extencicare (Canada) – Hillcrest	AUPE	2023-12-31	171	√	
Extencicare (Canada) – Holyrood	AUPE	2023-12-31	108	√	
Extencicare (Canada) – Michener Hill	AUPE	2023-12-31	403	√	
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	√	Settled
Golden Life Management – Evanston Grand Village	AUPE	2019-09-30	164	√	Tentative
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
Homeland Housing	CUPE Local 2832	2023-12-31	105	√	
Mosaic Primary Care Network	HSAA	2023-03-31	187		Bargaining
Nutra 2000	LiUNA Local 3000	2023-11-30	800	√	
Parkland Community Living & Supports Society	LiUNA Local 3000	2023-08-31	400		Mediation
Points West Senior Living Stettler	AUPE	2023-05-10	104	√	Bargaining
Revera Lessee – Riverbend Retirement	AUPE	2020-12-31	113	√	Settled
Revera Lessee – Scenic Acres	AUPE	2022-12-31	106	√	Bargaining
Revera Retirement – McConachie Gardens	AUPE	2023-12-31	130	√	
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	√	Tentative
Seasons Retirement Communities – Sunrise Village	AUPE	2023-12-31	121	√	
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
Wood’s Homes	CUPE Local 4731	2023-09-30	418		

Information and Cultural Industries

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Public Library	CUPE Local 1169	2023-12-31	650		
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	450		Mediation
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 3000CA	2023-01-31	193		Bargaining
JV Driver Fabricators – Steel Shop	CLAC Local 56	2021-01-31	100		
Lafarge Canada	Boilermakers Local D331	2023-11-30	118		Mediation
Lafarge Canada – Precast	Carpenters Local 2010	2023-05-31	122		
Maple Leaf Foods - Poultry	UFCW Local 401	2023-07-31	420		Mediation
OEM Remanufacturing Company	CLAC Local 56	2023-12-31	620		
SRI Homes – Regent	Steelworkers Local 1-207	2023-11-30	137		
Suncor Energy Products – Edmonton Refinery	Unifor Local 501A	2023-01-31	282		Bargaining
Triple M Housing	Carpenters Local 2010	2023-05-31	346		
Weyerhaeuser	Steelworkers Local 1-207	2023-03-31	135		Mediation

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Suncor Energy – Base Plant	Unifor Local 707A	2023-05-01	2,899		Bargaining
Suncor Energy – Firebag	Unifor Local 7.7A	2023-05-01	182		

Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
AECOM Maintenance Contractors	CLAC Local 63, Construction	2023-08-31	967		
Boilermaker Contractors' Association – Maintenance	Boilermakers Local 146	2023-12-31	2,400		Mediation
Chemco-Telecon Infrastructure Group	IBEW Local 42	2023-06-17	165		

Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
City of Calgary	ATU Local 583	2023-12-31	3,100		
City of Calgary	IAFF Local 255	2020-12-31	1,470		Tentative
City of Calgary – Civic Foremen	CUPE Local 709	2023-12-31	420		
City of Calgary – Inside Workers	CUPE Local 38	2023-12-31	4,900		
City of Calgary – Outside Workers	CUPE Local 37	2023-12-31	2,600		
City of Edmonton	Civic Service Union 52	2020-12-09	4,250		Mediation
City of Edmonton	CUPE Local 30	2023-12-30	2,870		
City of Edmonton	Edmonton Police Association	2023-12-16	1,975		
City of Edmonton	IAFF Local 209	2018-12-25	1,286		Arbitration
City of Edmonton – DATS	ATU Local 569	2023-12-30	130		
City of Edmonton – Transit	ATU Local 569	2023-12-30	2,592		
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	CUPE Local 417	2023-12-31	913		
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
Regional Municipality of Wood Buffalo – Transit	CUPE Local 1505	2023-12-31	111		
Rocky View County	IAFF Local 4794	2020-12-31	144		Mediation
Strathcona County	AUPE	2023-12-31	179		
Strathcona County	IAFF Local 2461	2019-12-31	184		Bargaining
Town of Taber	CUPE Local 2038	2023-12-31	123		

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
Buy-Low Foods	CLAC Local 56	2023-12-31	130		
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

Current & Upcoming Collective Bargaining

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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
AltaLink Management	United Utility Workers Assn.	2023-12-31	367		
ATCO Natural Gas	Natural Gas Employees Assn.	2023-12-31	1,153		
EPCOR Utilities	CUPE Local 30	2023-12-16	581		

Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Federated Co-Operatives	Teamsters Local 987	2022-03-31	341		Settled

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
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
Athabasca University – Tutors	CUPE Local 3911	2014-06-30	350	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 - Riverview	UNA			C1764-2020
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 Care – Centre de Santé Saint-Thomas	AUPE			C2159-2023
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
Saint Elizabeth Health Care – Hawthorne	AUPE			C2061-2022
Shepherd’s Care Foundation – Eden House	Machinists Local 1722			C1972-2021
Shepherd’s Care Foundation – Eden House	UNA			C2030-2022
Signature Living Management – Prominence Way	Teamsters Local 987			C2154-2023

Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Aster Joint Venture – AgeCare Seton	AUPE	1 st Agmt	314	Enhanced
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
Points West Living Drayton Valley	AUPE	1 st Agmt		Bargaining
Saint Elizabeth Health Care – Points West Living (Nurses)	Teamsters Local 362	1st Agmt	5	Mediation
Saint Elizabeth Health Care – Points West Living (ANC)	Teamsters Local 362	1st Agmt	80	Mediation
Swan Evergreen Village	AUPE	1 st Agmt	165	Mediation
Chinatown Multi-Level Care Foundation	UNA	2014-03-31	22	Bargaining
Good Samaritan Society – Telecare	CUPE Local 1031	2016-07-31	5	Bargaining
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	Arbitration
Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-17	136	Arbitration
Aster Joint Venture - AgeCare Sunrise Gardens	AUPE	2018-12-14	70	Arbitration
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	31	Bargaining
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	162	Mediation
Extencicare (Canada) - Cedars Villa	UNA	2019-07-31	27	Expired
Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	164	Tentative
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
Bloom LP	UNA	2020-12-31	129	Bargaining
Bethany Care Centre – Calgary	UNA	2020-03-31	65	Tentative

Essential Services Bargaining Relationships

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Bethany Care Centre - Cochrane	UNA	2020-03-31	12	Tentative
Bethany Care Centre - Collegieside	UNA	2020-03-31	27	Tentative
Bethany Care Centre - Sylvan Lake	UNA	2020-03-31	14	Tentative
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	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
Extencare (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
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	12	Mediation
Canadian Blood Services - Techs	HSAA	2021-03-31	191	Mediation
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	Settled
Extencare (Canada) - Athabasca	UNA	2021-12-31	0	Bargaining
Extencare (Canada) - Eaux Claires	UNA	2021-12-31	31	Bargaining
Extencare (Canada) - Fort Macleod	UNA	2021-12-31	14	Bargaining
Extencare (Canada) - Holyrood	UNA	2021-12-31	18	Bargaining
Extencare (Canada) - Leduc	UNA	2021-12-31	16	Bargaining
Extencare (Canada) - Mayerthorpe	UNA	2021-12-31	4	Bargaining
Extencare (Canada) - Michener Hill	UNA	2021-12-31	41	Bargaining
Extencare (Canada) - Viking	UNA	2021-12-31	7	Bargaining
Extencare (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	Settled
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	Settled
Chantelle Management - Sunset and Innisfail Country Manor	AUPE	2022-01-31	121	Mediation

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Health Care – Collective Agreements

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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	Settled
Seasons Retirement Communities (Lethbridge)	AUPE	2022-05-30	10	Settled
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
Yarrow Ltd Partnership – Wildrose Seniors	AUPE	2022-11-22	60	Bargaining
Age Care - Columbia Assisted Living	AUPE	2023-03-31	27	Bargaining
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	Expired
Bethany Nursing Home – Home Care Wetaskiwin	AUPE	2023-12-31	34	Expired
Bloom LP - Age Care - Riverview	UFCW Local 401	2023-03-31	128	Bargaining
Bridges Community Living	CUPE Local 838	2023-12-31	72	Expired
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	Expired
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	Expired
Cypress View Foundation	CUPE Local 46	2023-12-31	80	Expired
Extencicare (Canada) - Athabasca – ANC	AUPE	2023-12-31	66	Expired
Extencicare (Canada) - Athabasca – GSS	AUPE	2023-12-31	35	Expired
Extencicare (Canada) - Cedars Villa	AUPE	2023-12-31	282	Expired
Extencicare (Canada) - Eaux Claires	AUPE	2023-12-31	195	Expired
Extencicare (Canada) - Fairmont Park	AUPE	2023-12-31	179	Expired
Extencicare (Canada) – Hillcrest	AUPE	2023-12-31	169	Expired
Extencicare (Canada) – Holyrood	AUPE	2023-12-31	90	Expired
Extencicare (Canada) – Mayerthorpe	AUPE	2023-12-31	61	Expired
Extencicare (Canada) - Michener Hill	AUPE	2023-12-31	488	Expired
Homeland Housing	CUPE Local 2832	2023-12-31	105	Expired
Intercare – Kingsland Terrace	CUPE Local 8	2023-03-31	44	Bargaining
LeeCaring Communities	CUPE Local 1158	2023-06-30	37	Mediation
Nutra 2000	LiUNA Local 3000	2023-11-30	800	Expired
Points West Living Stettler	AUPE	2023-05-10	104	Bargaining
Revera Lessee - Edgemont Retirement	AUPE	2023-12-31	98	Expired
Revera Lessee - McKenzie Towne Retirement Residence	CUPE Local 8	2023-12-31	51	Expired
Revera Lessee - Meadowlands	UFCW Local 401	2023-12-31	70	Expired
Revera Retirement – McConachie Gardens	AUPE	2023-12-31	130	Expired
Revera Retirement – Our Parents’ Home	AUPE	2023-12-31	95	Expired
Revera Retirement – Scenic Grande	CUPE Local 8	2023-12-31	60	Expired
Sage Properties – Prince of Peace Manor & Harbour	UNA	2023-03-31	4	Expired
Saint Elizabeth Health Care – Sagebrush	AUPE	2023-12-31	43	Expired
Saint Elizabeth Health Care – St. Thomas Health Centre	AUPE	2023-12-31	98	Expired
Seasons Retirement – Sunrise Village (Camrose)	AUPE	2023-12-31	121	Expired

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Health Care – Collective Agreements

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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	Expired
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	Settled
Wood Buffalo Housing & Development – Rotary House	CUPE Local 1505	2023-12-31	20	Mediation
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 – ANC (10 sites)	AUPE	2024-03-31	1,447	Active
Bethany Care Society – GSS (2 sites)	AUPE	2024-03-31	78	Active
Bethany Care Society – Calgary	HSAA	2024-07-31	12	Active
Bethany Nursing Home – Lodges	AUPE	2024-03-31	143	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 – Administration	AUPE	2024-10-31	11	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
Chantelle Management - Edith Cavell Care Centre	AUPE	2024-11-30	124	Active
Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	Active
Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	Active
Covenant Health	UNA	2024-03-31	2,876	Active
Covenant Health – ANC	AUPE	2024-03-31	1,599	Active
Covenant Health – GSS	AUPE	2024-03-31	675	Active
Covenant Health - PMP/PMT	HSAA	2024-03-31	1,253	Active
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2024-03-31	114	Active
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2024-03-31	28	Active
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2024-03-31	40	Active
Covenant Health - St. Therese Villa	AUPE	2024-03-31	219	Active
Covenant Health - Youville Homes of St. Albert	Steelworkers Local 1-207	2024-03-31	197	Active
Eagle Hill Foundation	CUPE Local 1461	2024-12-31	65	Active
Edmonton Chinatown Care Centre	AUPE	2024-03-31	64	Active
Father Lacombe Care Centre	UNA	2024-08-31	37	Active
Father Lacombe Care Centre – ANC	UNA	2024-08-31	267	Active
Good Samaritan Society – Group Homes	AUPE	2024-03-31	265	Active
Good Samaritan Society - Multi Facility	AUPE	2024-06-30	1,891	Active
Good Samaritan Society - Multi Facility	HSAA	2024-03-31	26	Active
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2024-06-30	1,050	Active

Essential Services Bargaining Relationships

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

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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
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
Well Being Services - Monterey Place	AUPE	2024-03-31	146	Active
Whitehorn Village Retirement Community	AUPE	2024-04-12	85	Active
Aster Joint Venture – AgeCare Walden Heights	AUPE	2025-06-01	20	Active
Calgary Society for Persons with Disabilities	Steelworkers Local 1-207	2025-12-31	57	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
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	Active
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

Essential Services Bargaining Relationships

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
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
Pro Vita Care Management - Century Park	CUPE 1099	2026-10-31	26	Active
River Ridge Seniors Village	Steelworkers Local 1-207	2026-03-31	108	Active

Grievance Arbitration Awards Received in November and December 2023

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

Employer	Alberta Health Services
Union	United Nurses of Alberta
Arbitrator	Asbell
Date of Award	November 7, 2023
Issue	Whether casual and part-time employees are entitled to a percentage in lieu of named holidays.
Decision Rendered	Grievance dismissed.

Employer	ATCO Electric
Union	Canadian Energy Workers Association
Arbitrator	Casey
Date of Award	November 8, 2023
Issue	Regarding Covid-19, what constitutes a valid medical reason to be exempted from a vaccination policy?
Decision Rendered	Grievance allowed.

Employer	Calgary Co-Op
Union	Union of Calgary Co-Operative Employees
Arbitrator	Jones
Date of Award	October 31, 2023
Issue	Whether the National Day for Truth and Reconciliation in 2022 was a general holiday under the collective agreement.
Decision Rendered	Grievance dismissed.

Employer	OEM Remanufacturing Company
Union	CLAC Local 56
Arbitrator	Jones
Date of Award	November 30, 2023
Issue	Assignment of overtime and training.
Decision Rendered	Grievance dismissed.

Employer	St. Michael's Long Term Care Centre
Union	Alberta Union of Provincial Employees
Arbitrator	Abells
Date of Award	December 18, 2023
Issue	Remedy award for improper dismissal.
Decision Rendered	

Employer	Shell Canada – Scotford Refinery & Chemicals Plant
Union	Unifor Local 530A
Arbitrator	Sims
Date of Award	November 14, 2023
Issue	Grievance about the appropriateness of the employer's decision to temporarily move the grievor from one team/shift to another for training.
Decision Rendered	Grievance dismissed.

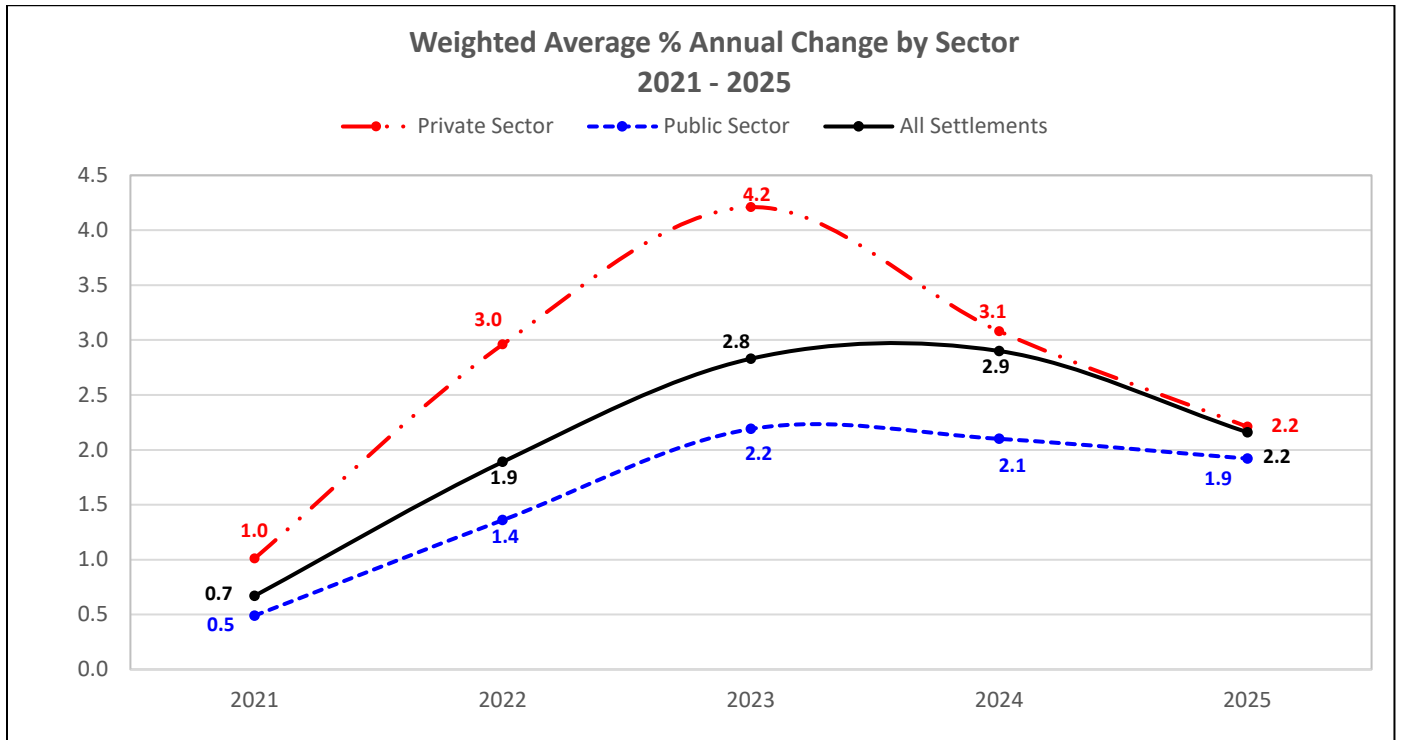
Copies of awards without URLs can be obtained by contacting Mediation Services at cba.submissions@gov.ab.ca.

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	584	145,194	1.0
	Public Sector	505	285,208	0.5
	All Settlements	1,089	430,402	0.7
2022	Private Sector	594	142,220	3.0
	Public Sector	471	284,426	1.4
	All Settlements	1,065	426,646	1.9
2023	Private Sector	525	129,400	4.2
	Public Sector	422	280,325	2.2
	All Settlements	947	409,725	2.8
2024	Private Sector	316	95,665	3.1
	Public Sector	160	22,394	2.1
	All Settlements	476	118,059	2.9
2025	Private Sector	141	32,078	2.2
	Public Sector	53	6,170	1.9
	All Settlements	194	38,248	2.2



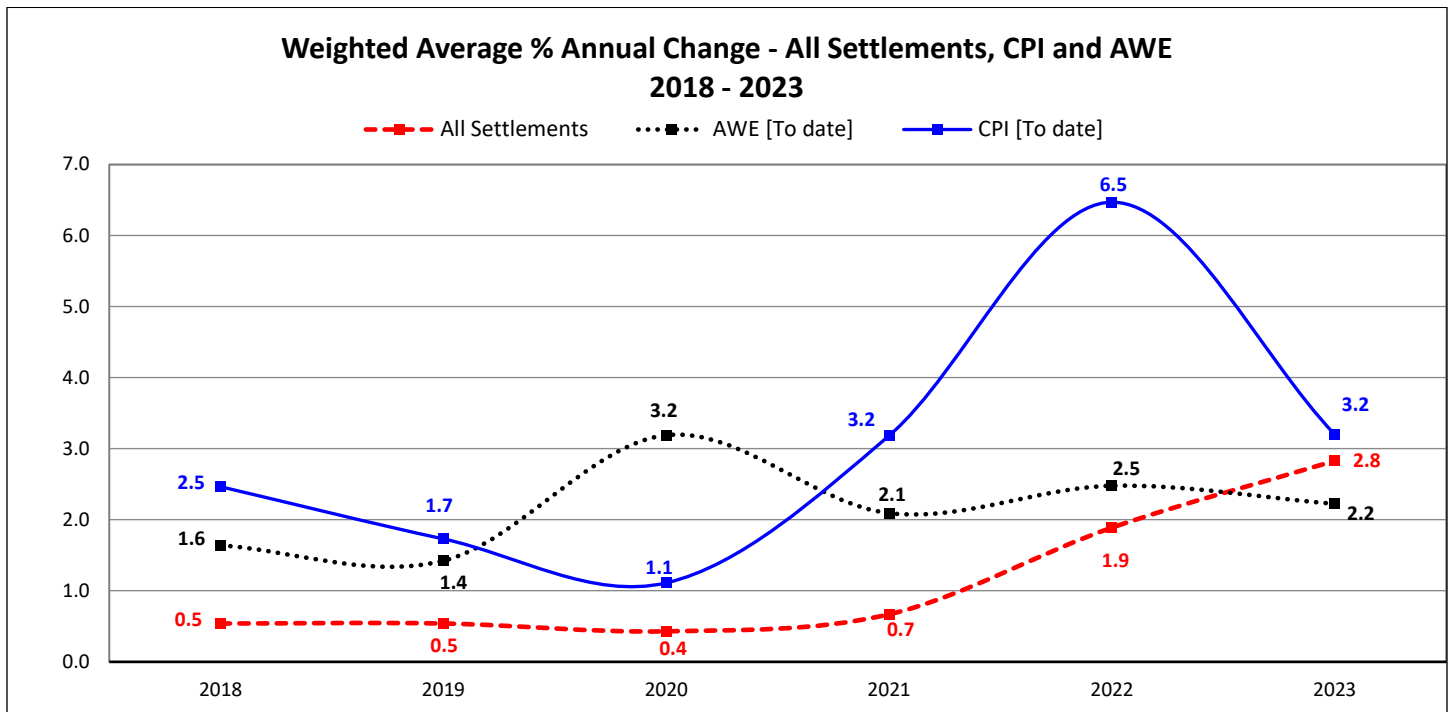
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Economy and Trade by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Industry

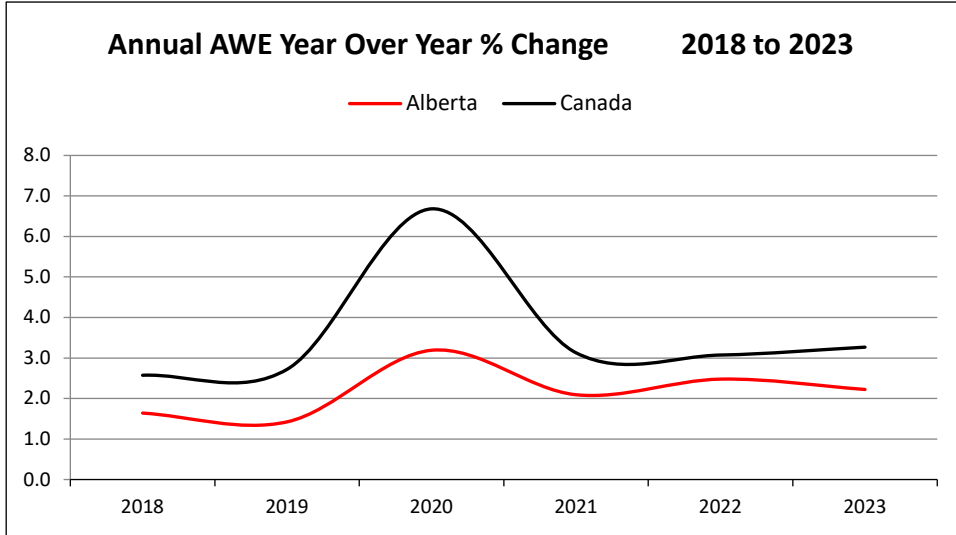
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2021			2022			2023			2024		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	29	3,231	0.93	27	2,953	1.81	20	1,868	3.01	14	1,224	2.42
Administrative & Support, Waste Management & Remediation Services	22	2,309	1.77	21	1,921	2.32	21	2,311	3.07	13	1,352	1.81
Arts, Entertainment, & Recreation	37	5,611	1.96	43	7,404	2.23	33	5,441	2.58	24	3,762	2.47
Construction	114	49,940	0.29	120	47,650	4.54	111	55,167	6.67	41	45,184	4.16
Educational Services	152	90,924	0.01	146	88,785	0.93	143	88,292	2.26	32	6,473	2.52
Finance & Insurance	4	36	0.61	4	36	2.78	3	34	2.00	2	14	3.00
Health Care & Social Assistance	216	139,331	0.70	192	139,884	1.76	169	137,963	2.05	58	6,637	1.32
Information & Cultural Industries	10	959	1.41	9	900	1.50	10	840	2.24	8	155	1.80
Manufacturing	171	22,643	2.40	166	22,623	3.69	149	21,653	2.87	96	16,040	2.15
Mining & Oil & Gas Extraction	30	7,928	2.16	32	8,165	2.48	23	4,965	1.94	13	3,458	2.37
Other Services (except Public Administration)	63	10,450	0.27	61	9,258	5.06	57	9,019	4.03	35	2,975	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	111	54,302	0.91	95	52,304	2.45	59	6,050	2.10
Real Estate & Rental & Leasing	4	330	1.82	4	275	1.69	3	273	2.24	1	143	3.00
Retail Trade	33	26,680	0.88	36	26,988	0.11	25	14,718	0.11	20	14,421	1.43
Transportation & Warehousing	41	3,299	1.38	43	3,308	1.61	41	2,818	2.55	29	2,093	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	16	3,471	3.63	9	2,748	2.85
All Settlements	1,089	430,402	0.67	1,065	426,646	1.89	947	409,725	2.83	476	118,059	2.89

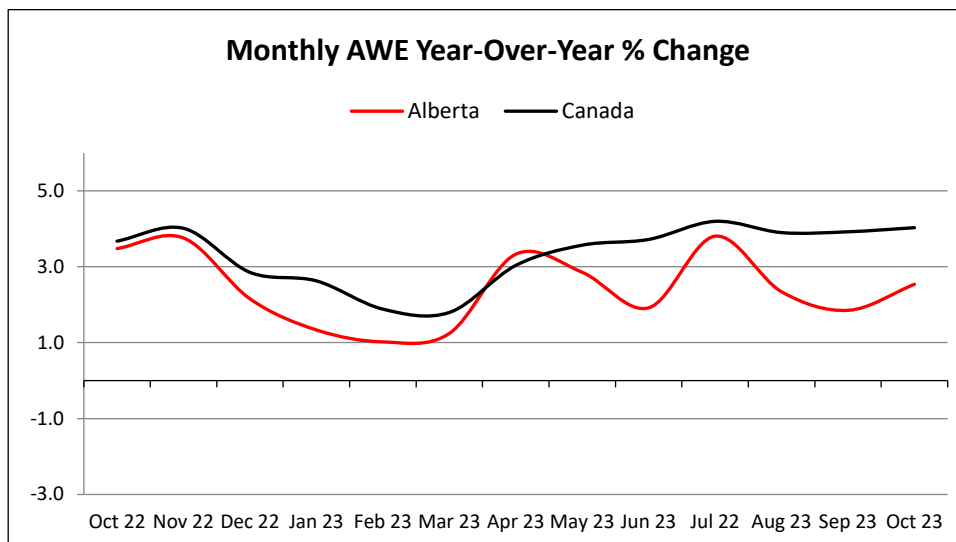


Average Weekly Earnings (AWE)*

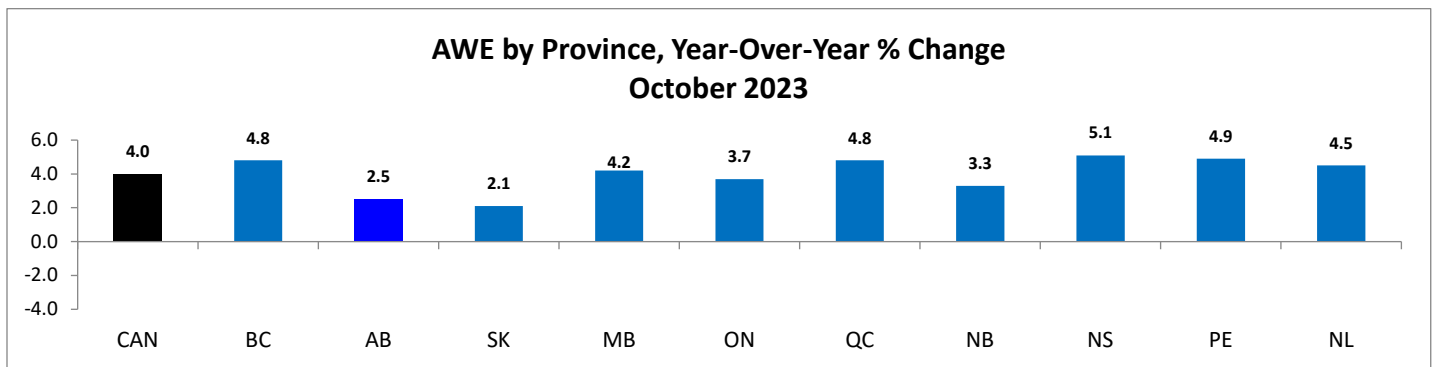
In **October 2023** the Alberta AWE increased 0.3% from September 2023. Between October 2023 and October 2022 the Alberta AWE increased 2.5% to \$1,294.78 from \$1,262.73.



AWE	Alberta	Canada
2018	1.6	2.6
2019	1.4	2.7
2020	3.2	6.7
2021	2.1	3.1
2022	2.5	3.1
2023*	2.2	3.3



AWE	Alberta	Canada
Oct 22	3.5	3.7
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	2.3	3.9
Sep 23	1.9	3.9
Oct 23	2.5	4.0



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

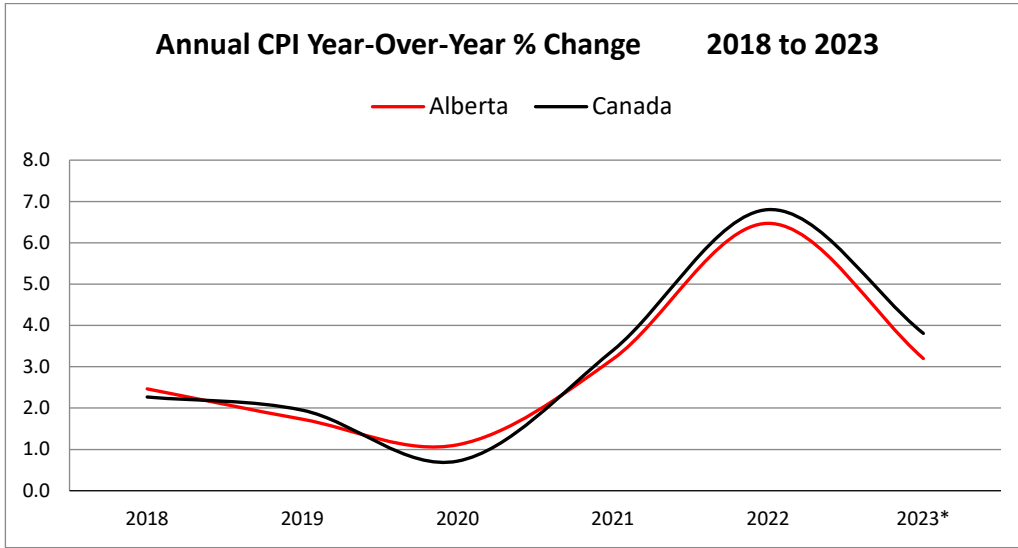
¹ Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

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

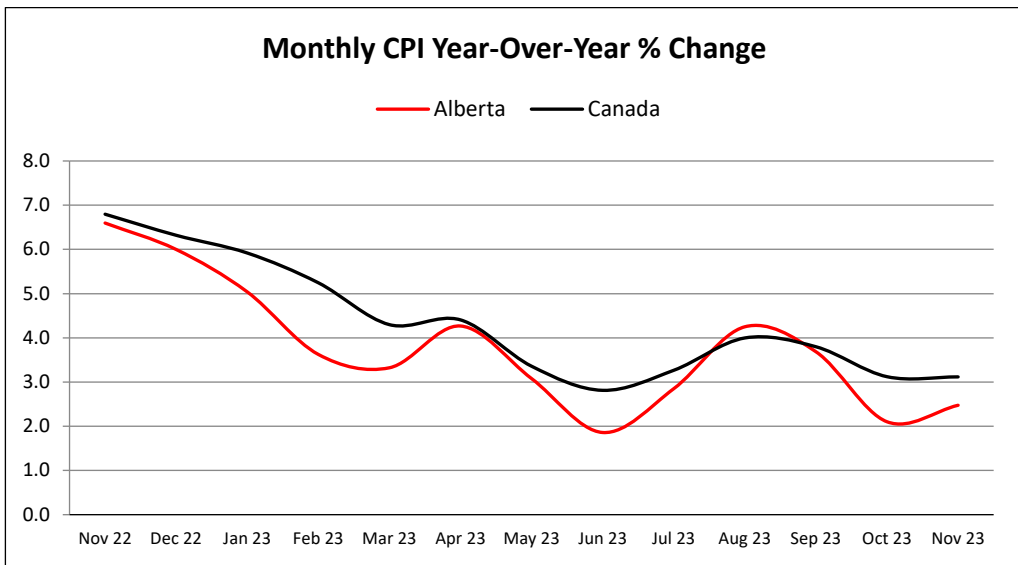
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI)*, 2002=100

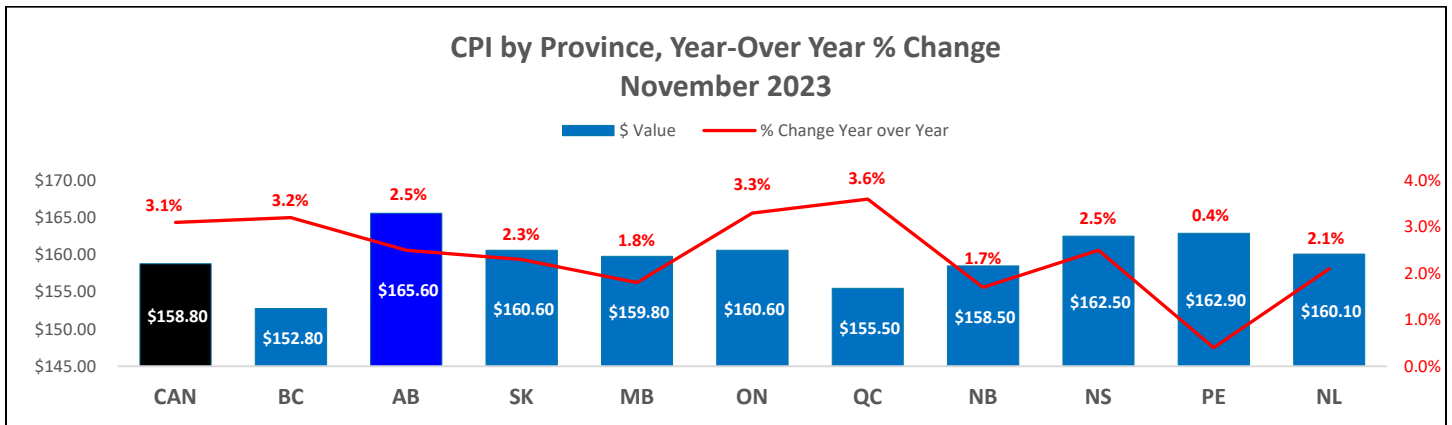
In **November 2023** the Alberta CPI increased 0.2% from October 2023. Between November 2023 and November 2022 the Alberta CPI increased 2.5% to \$165.60 from \$160.60.



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*	3.2	3.8



CPI	Alberta	Canada
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
Sep 23	3.7	3.8
Oct 23	2.1	3.1
Nov 23	2.5	3.1

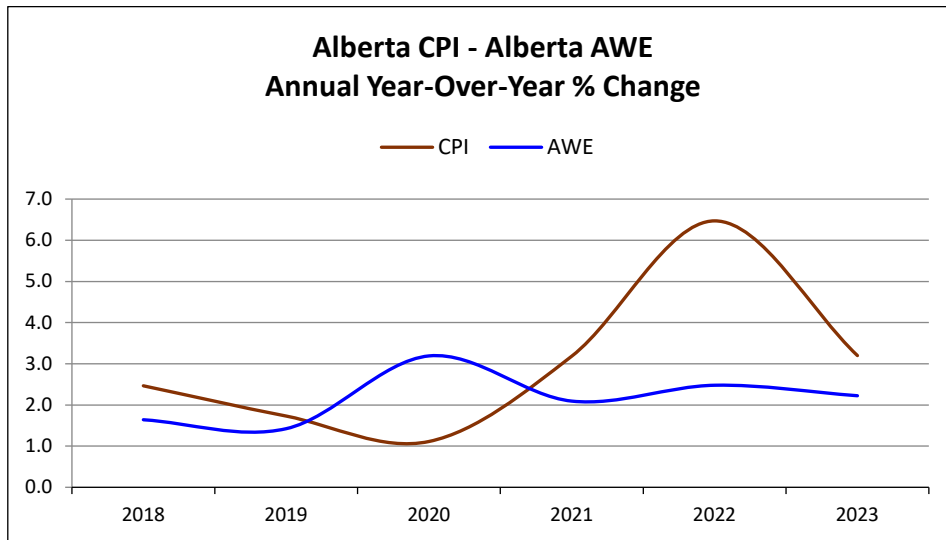


*Year to date – Graph data available upon request.

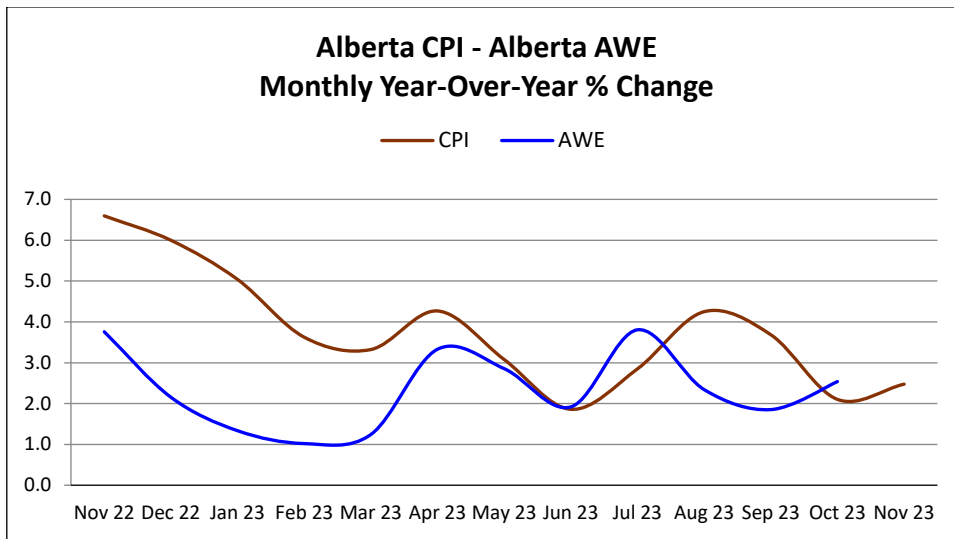
¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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	3.2	2.2



	CPI	AWE
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	2.3
Sep 23	3.7	1.9
Oct 23	2.1	2.5
Nov 23	2.5	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
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
Oct 23	158.6	3.1	165.2	2.1	164.0	1.7	167.5	2.8
Nov 23	158.8	3.1	165.6	2.5	164.2	2.2	167.9	2.9

Average Weekly Earnings													
	Oct 22	Nov 22	Dec 22	Jan 23	Feb 23	Mar 23	Apr 23	May 23	Jun 23	Jul 23	Aug 23	Sep 23	Oct 23
AWE \$	\$1,262.73	\$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	\$1,289.15	\$1,290.35	\$1,294.78
AWE %	3.5	3.8	2.2	1.3	1.0	1.2	3.3	2.9	1.9	3.8	2.3	1.9	2.5

*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	82	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	46,325	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	6,259	7	Lethbridge Police Association	159	1
AUPE	106,156	156	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	10	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	299	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	76	2
Canadian Staff Union	32	1	Olds College Faculty Association	98	1
Canadian Union of Skilled Workers	7	1	Operating Engineers	8,719	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	18,029	112	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	41,478	191	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	4,138	44
Faculty Association of Medicine Hat College	220	1	Taber Police Association	16	1
Faculty Association of Northern Lakes College	110	1	Teamsters	7,489	105
Faculty Association of Red Deer College	450	1	Teamsters Canada Rail Conference	17	1
Faculty Association of the University of Calgary	2,074	1	Town of High River Employee Association	150	1
Foothills School Division No. 38 Bus Drivers' Association	80	1	Trotter & Morton Technologies Employees' Association	85	2
Graduate Students' Association of the University of Alberta	2,378	1	Twin Bridges Employees' Association	50	1
Graduate Students' Association of the University of Calgary	1,404	1	UFCW	32,268	84
Grande Prairie Public School District Employees Association	326	1	UNA	35,142	51
Grant MacEwan University Faculty Association	971	1	Unifor	14,088	90
HSAA	30,920	29	Union of Calgary Co-Operative Employees	2,800	1
IAFF	4,344	18	Unisil Association	65	1
IAFF Local 5277	47	1	UNITE HERE	1,699	10
IATSE	3,009	20	Unitech Electrical Contracting Employees' Association	38	1
IBEW	6,438	29	United Utility Workers Association	1,393	6
Independent Air Handlers Employees Association	17	1	University of Lethbridge Faculty Association	579	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](#)