

Bargaining Update

May 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 May 2023.

In May 2023, Mediation Services received settlement information regarding 90 bargaining relationships encompassing 21,647 employees. There were 57 private sector and 33 public sector settlements, covering 12,573 and 9,074 employees respectively.

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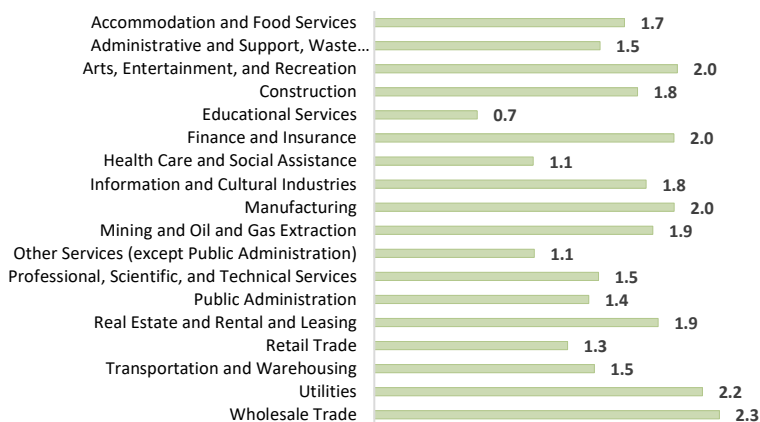
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CBAs Received by Industry

Industry	CBAs	EEs
Accommodation and Food Services	4	298
Arts, Entertainment, and Recreation	2	105
Construction	18	10,918
Educational Services	2	1,154
Health Care and Social Assistance	22	4,543
Information and Cultural Industries	5	108
Manufacturing	14	581
Mining and Oil and Gas Extraction	2	30
Other Services	5	42
Professional, Scientific, and Technical Services	2	21
Public Administration	5	2,708
Retail Trade	1	13
Transportation & Warehousing	4	303
Utilities	2	610
Wholesale Trade	2	213
Total	90	21,647

Weighted Average % Change by Industry for the Period of 2016 to 2025



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						
 ARAMARK Canada – Bethany Collegeseide UFCW Local 401	48	48	2026-05-14	2022-07-20	1 st year 3% 2 nd year 2% 3 rd year 2% 4 th year 3%	
 ARAMARK Canada – University of Calgary UFCW Local 401	196	84	2026-09-30	2022-05-10	1 st year 1.0% 2 nd year 1.0% 3 rd year 1.0% 4 th year 2.5% 5 th year 2.5% 6 th year 3.0% 7 th year 3.0%	
 Avenue Living Communities UFCW Local 401	6	36	2026-03-31	2023-03-23	1 st year \$2.00 per hour 2 nd year 4% 3 rd year 3%	
Administrative and Support, Waste Management and Remediation Services						
Agreements not filed, no settlements to report						
Arts, Entertainment, and Recreation						
 Jubilee Auditorium, Southern Alberta - Casual Stage Technicians IATSE Local 212	89	36	2026-03-31	2023-03-29	1 st year 2.5% 2 nd year 2.5% 3 rd year 2.5%	
 Jubilee Auditorium, Southern Alberta - House Technicians IATSE Local 212	16	36	2026-03-31	2023-03-29	1 st year 2.5% 2 nd year 2.5% 3 rd year 2.5%	
Construction						
 Aecon Construction Solutions CLAC Local 63	20	34	2025-11-30	2023-03-03	1 st year 10.3 % 2 nd year TBD 3 rd year TBD	
 CLR – Carpenters Carpenters	4,930	24	2025-04-30	2023-05-07	1 st year 7.85% 2 nd year 7.85%	
 CLR – Insulators Insulators Local 110	1,850	24	2025-04-30	2023-04-28	May 2023 7.5% Nov 2023 4.6% May 2024 3.6%	
 CLR – Millwrights Millwrights	1,450	24	2025-04-30	2023-04-03	1 st year 12.45% 2 nd year 4.20%	
 CLR – Refrigeration – Construction Plumbers & Pipefitters Local 488	700	33	2025-04-30	2022-07-01	1 st year 3.7% 2 nd year 3.5% 3 rd year 3.5%	
 CLR – Reinforcing Ironworkers Iron Workers	750	24	2025-04-30	2023-03-23	1 st year 7.8% 2 nd year 3.0%	
 Division 26 CLAC Local 63	50	31	2025-05-31	2022-12-09	1 st year 7.25% 2 nd year TBD	

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Construction						
 Gisborne Industrial Construction CLAC Local 63	20	32	2025-04-30	2022-08-31	1 st year 2 nd year 3 rd year	10.2% 2.0% TBD
 Golderado Contracting CLAC Local 63	550	24	2025-01-31	2023-02-21	1 st year 2 nd year	7.6% TBD
 Golderado Contracting – Shop CLAC Local 63	70	24	2025-01-31	2023-02-23	1 st year 2 nd year	6% 4%
 Masonry Contractors Association of Alberta Bricklayers Local 1	160	36	2026-04-30	2023-04-22	1 st year 2 nd year 3 rd year	3.5% 2.0% 2.0%
 MEC Constructors CLAC Local 63	25	32	2025-09-30	2023-03-15	1 st year 2 nd year 3 rd year	4% TBD TBD
 MCL Power CLAC Local 63	150	12	2024-01-31	2023-02-01	1 st year	\$1.25 per hour
 PCL Builders CLAC Local 56	40	24	2024-10-31	2022-10-19	1 st year 2 nd year	3.7% 1.5%
 Strathcona Mechanical CLAC Local 63	49	12	2024-05-31	2023-05-10	1 st year	4.5%
 True North Instrumentation & Electrical Services CLAC Local 63	65	33	2025-12-31	2023-03-30	1 st year 2 nd year 3 rd year	7.1% TBD TBD
Educational Services						
 Edmonton Catholic Separate School Division Unifor Local 52A	1,137	48	2024-08-31	2022-11-30	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 factors
 St. Paul School Division – Bus Drivers Unifor Local 777	17	22	2024-08-31	2022-11-08	1 st year 2 nd year	0.0% 2.6%
Finance and Insurance						
Agreements not filed, no settlements to report						
Health Care and Social Assistance						
 Beaver Ambulance Society CUPE Local 5133	70	36	2024-03-31	2023-01-30	1 st year 2 nd year 3 rd year	1.0% 1.5% 2.0%
 Bonnyville Indian Metis Rehabilitation Centre Teamsters Local 987	15	36	2025-03-31	2023-03-01	1 st year 2 nd year 3 rd year	0.0%; \$250 lump sum 2.5% 0.0%; \$250 lump sum

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Health Care and Social Assistance						
 Canadian Blood Services CUPE Local 1846	150	84	2024-03-31	2023-05-08	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%
 Capital Care UNA	200	48	2024-03-31	2023-05-29	1 st year 2 nd year 3 rd year 4 th year	0.00% + 2% lump sum 1.00% 1.25% 2.00%
 Capital Care – GSS AUPE	342	48	2024-06-30	2022-12-12	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 1.25% 2.00%
 Covenant Health – PMP/PMT HSAA	1,253	48	2024-03-31	2022-11-02	1 st year 2 nd year 3 rd year 4 th year	0.00% 1.00% 1.25% 2.00%
 Covenant Health – St. Therese Villa AUPE	219	48	2024-03-31	2021-07-06	1 st year 2 nd year 3 rd year 4 th year	0.00% 1.00% 1.25% 2.00%
 Extendicare (Canada) – 8 sites AUPE	1,500	72	2023-12-31	2023-04-24	1 st year 2 nd year 3 rd year 4 th year 5 th year 6 th year	0.00% 1.00% 0.00% + lump sum 1.00% + lump sum 1.25% 2.00%
 Good Samaritan Society – Group Homes AUPE	265	69	2024-03-31	2023-05-12	1 st year 2 nd year 3 rd year 4 th year 5 th year 6 th year	0% 0% New wage grid 1% 0% 6%
 Salem Manor Nursing Home Steelworkers Local 1-207	31	48	2024-07-13	2022-11-11	1 st year 2 nd year 3 rd year 4 th year	0.00% + lump sum 1.00% 1.25% 2.00%
 Venta Care Centre – GSS Venta Care Centre - ANC AUPE	68 129	84	2024-07-31	2023-05-23	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% 2.25% 2.00%








Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Health Care and Social Assistance						
 Yarrow Ltd Partnership [formerly Points West Living Slave Lake] AUPE	47	60	2025-12-31	2023-03-08	1 st year 2 nd year 3 rd year 4 th year 5 th year	0.00% 1.00% 1.25% 1.75% 2.00%
Information and Cultural Industries						
 Lloydminster Public Library CUPE Local 2114	10	36	2025-12-31	2022-12-22	1 st year 2 nd year 3 rd year	\$.50 per hour \$.65 per hour \$.75 per hour
 Medicine Hat News Media & Communications Workers Local 30400	20	36	2025-03-20	2022-12-20	1 st year 2 nd year 3 rd year	12.3% 2.25% 2.25%
 Red Deer Advocate Media & Communications Workers Local 30400	16	36	2025-08-31	2022-11-05	1 st year 2 nd year 3 rd year	2.5% 2.5% 2.5%
Manufacturing						
 Advance Tank Centres, Edmonton Employees' Association	29	24	2024-05-11	2022-05-09	1 st year 2 nd year	3% 3%
 Altex Industries Boilermakers Local 146	120	36	2026-02-04	2023-02-06	1 st year 2 nd year 3 rd year	6% 2% 2%
 Dacro Industries Boilermakers Local 146	55	36	2026-03-31	2023-04-06	1 st year 2 nd year 3 rd year	9% 3% 2%
 Enersul Unifor Local 855	48	36	2024-08-31	2022-08-02	1 st year 2 nd year 3 rd year	3.00% 3.25% 3.50%
 Heidelberg Materials Canada – Concrete Teamsters Local 362	65	36	2026-03-31	2023-04-27	1 st year 2 nd year 3 rd year	5% 1% 3%
 Lafarge Canada – Ready Mix, Southern Alberta Teamsters Local 362	69	36	2026-03-31	2023-05-07	1 st year 2 nd year 3 rd year	4.00% 3.25% 2.00%
 Linde Canada (previously Praxair Canada) Teamsters Local 987	63	48	2027-03-31	2023-03-26	1 st year 2 nd year 3 rd year 4 th year	\$1.25 per hour \$1.25 per hour \$1.25 per hour \$1.25 per hour
 Primoris Fabrication (Canada) CLAC Local 63	80	24	2024-06-30	2022-06-01	1 st year 2 nd year	2.7% TBD
 Triangle Steel Steelworkers Local 6034	17	24	2024-06-30	2023-02-17	1 st year 2 nd year	3% 3%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Mining and Oil and Gas Extraction						
 Cardinal River Operations Mine Workers Local 1656	26	60	2027-06-30	2022-06-17	1 st year 2 nd year 3 rd year 4 th year 5 th year	2% 2% 2% 2% 2%
 Premier Horticulture, Athabasca UFCW Local 401	4	50	2027-06-01	2023-04-10	2022 2023 2024 2025 2026	2.25% 2.00% 2.00% 2.25% 2.75%
Other Services (except Public Administration)						
 Alberta Federation of Labour Unifor Local 445	4	36	2025-03-31	2022-07-18	1 st year 2 nd year 3 rd year	3% 2% 1%
 Alberta Teachers' Association ATA Professional Staff Association	32	24	2024-08-31	2022-11-24	1 st year 2 nd year	2% 2%
 IBEW Local 254 COPE Local 397	2	72	2024-12-31	2022-11-10	1 st year 2 nd year 3 rd year 4 th year 5 th year 6 th year	0% ; \$2,000 lump sum 0% ; \$2,000 lump sum 0% ; \$2,000 lump sum 0% ; \$2,000 lump sum 3% 3%
Professional, Scientific, and Technical Services						
 Garage Rock Unifor Local 780G	6	12	2023-10-19	2022-12-14	1 st year	6.5%
Public Administration						
 City of Calgary – Outside Workers CUPE Local 37	2,600	36	2023-12-31	2022-08-02	1 st year 2 nd year 3 rd year	1.5% 1.5% 2.0%
 Smoky Lake County CUPE Local 4575	8	36	2024-12-31	2022-04-21	1 st year 2 nd year 3 rd year	\$0.00 per hour; \$750 Lump sum \$0.55 per hour \$0.75 per hour
 Town of Claresholm CUPE Local 3023	30	48	2026-12-31	2023-01-09	1 st year 2 nd year 3 rd year 4 th year	2.5% 2.5% 2.5% 2.5%
 Town of Cochrane IAFF Local 4819	45	36	2024-12-31	2022-11-14	1 st year 2 nd year 3 rd year	4.00% 3.75% 3.50%
 Town of Fort Macleod CUPE Local 70	25	36	2025-12-31	2022-12-20	1 st year 2 nd year 3 rd year	2.75% 2.00% 2.00%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Real Estate and Rental and Leasing						
Agreements not filed, no settlements to report						
Retail Trade						
 Anixter Canada, Calgary Teamsters Local 362	13	60	2027-10-01	2022-10-12	1 st year 4.00% 2 nd year 2.25% 3 rd year 1.25% 4 th year 1.25% 5 th year 1.25%	
Transportation and Warehousing						
 FirstCanada – Branch 31720 (Edmonton) Teamsters Local 987	123	36	2025-08-31	2022-06-15	1 st year 3% 2 nd year 3% 3 rd year 3%	
 FirstCanada – Branch 34040 (Airdrie) Teamsters Local 362	153	36	2025-08-31	2023-01-25	1 st year 2.00% 2 nd year 2.00% 3 rd year 2.25%	
 MacCosham Inc – Commission Operator Division Teamsters Local 362	25	48	2027-03-31	2023-03-22	1 st year 2.0% 2 nd year 2.0% 3 rd year 4.1% 4 th year 3.0%	
 Stream Logistics Teamsters Local 362	2	36	2024-12-31	2022-01-19	1 st year 2% 2 nd year 2% 3 rd year 2%	
Utilities						
 ENMAX Corporation CUPE Local 38	610	36	2025-12-31	2023-03-27	1 st year 3.00% 2 nd year 2.75% 3 rd year 2.50%	
Wholesale Trade						
 Sysco Calgary Teamsters Local 987	130	48	2027-03-03	2023-05-06	1 st year 5.0% 2 nd year 3.0% 3 rd year 3.0% 4 th year 4.5%	

Current & Upcoming Collective Bargaining

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

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by √

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		
Crown Camp Services - Syncrude - Culinary Workers	UNITE HERE Local 47	2017-06-30	160		
Dene West – Albian Sands Village	UNITE HERE Local 47	2019-04-30	250		
InnVest Hotels – Fairmont Palliser	Unifor Local 4050	2023-02-28	240		
Sodexo Canada, Calgary	CUPE Local 4822	2022-04-30	333		Bargaining
Sodexo Canada, Lethbridge	CUPE Local 408	2023-03-31	118		Bargaining

Administrative and Support, Waste Management and Remediation Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Beverage Container Recycling	UFCW Local 401	2022-12-31	135		
Clean Harbors Energy & Industrial Services	Teamsters Local 362	2022-07-31	380		Mediation
Waste Management Canada	Unifor Local 4050	2022-10-31	283		Settled

Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Canadian Media Producers	Teamsters Local 362	2023-03-31	221		
Citadel Theatre	IATSE Local 210	2022-06-30	100		
Edmonton Space & Science Foundation	Civic Service Union 52	2022-12-31	131		
Gateway Casinos – Starlight Casino	UFCW Local 401	2020-06-30	367		Bargaining
Institute of Communication Agencies	ACTRA	2023-05-31	1,200		
Jubilee Auditorium, Northern Alberta	IATSE Local 210	2023-03-31	400		
Motion Picture Production	IATSE Local 212	2023-03-31	1,400		
Regional Recreation Corporation of Wood Buffalo	CUPE Local 1505	2022-12-31	290		

Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Coating Contractors Association	Painters Local 177	2019-04-30	549		Bargaining
CLR – Sheet Metal	Sheet Metal Workers Local 8	2019-04-30	600		Bargaining
CLR – Sheeters, Deckers & Cladders	Sheet Metal Workers Local 8	2019-04-30	350		Bargaining
JVD Installations – Construction	CLAC Local 63, Construction	2020-08-30	100		
Ledcor Pipeline	CLAC Local 63, Construction	2022-05-31	1,358		Bargaining
Midwest Pipelines	CLAC Local 63, Construction	2023-05-31	1,042		
Pipeline Contractors Association - Mainline Pipeline	Labourers Local 92	2023-04-30	400		
Pipeline Contractors Association - Mainline Pipeline	Operating Engineers Local 955	2023-04-30	718		
Pipeline Contractors Association - Mainline Pipeline	Plumbers & Pipefitters	2023-04-30	500		
Pipeline Contractors Association - Mainline Pipeline	Teamsters Local 362	2023-04-30	200		
PTW Industrial Services	CLAC Local 63, Construction	2023-01-31	225		
Sidewalks, Curbs & Gutters Industry Agreement	Labourers Local 92	2023-04-30	335		
Soogadin Field Services	CLAC Local 63, Construction	2023-01-31	310		Settled
Triple J Pipelines (2019)	CLAC Local 63, Construction	2023-05-31	205		
Westwood Electric	CLAC Local 63, Construction	2018-04-29	320		

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	350	√	Mediation
Black Gold School Division	CUPE Local 3484	2021-08-31	508		Bargaining
Bow Valley College	Faculty Association	2020-06-30	598	√	Bargaining
Buffalo Trail Public Schools	CUPE Local 1606	2022-08-31	244		
Calgary Board of Education	Construction & Maintenance . . .	2021-08-31	130		Mediation
Calgary Board of Education	CUPE Local 40	2020-08-31	750		

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Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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		Bargaining
Calgary Roman Catholic Separate School Division	Unifor Local 1990	2018-08-31	1,757		Bargaining
East Central Alberta Catholic Separate School Division	CUPE Local 5352	2021-08-31	103		Bargaining
Edmonton 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
Edmonton School Division – Support Staff	CUPE Local 3550	2020-08-31	3,487		Bargaining
Foothills School Division	CUPE Local 5040	2020-08-31	215		Bargaining
Fort McMurray Catholic Board of Education	CUPE Local 2559	2020-08-31	270		
Fort McMurray School Division	CUPE Local 2545	2021-08-31	366		Bargaining
Fort Vermilion School Division	ATA	2020-08-31	245		Mediation
Grande Prairie School Division	ATA	2020-08-31	500		Mediation
Grande Yellowhead School Division	CUPE Local 1357	2021-08-31	210		Bargaining
Grant MacEwan University	MacEwan Staff Association	2020-06-30	1,200	v	Bargaining
Holy Spirit Roman Catholic Separate School Division	CUPE Local 1825	2020-08-31	224		
Horizon School Division	CUPE Local 3203	2020-08-31	176		Bargaining
Keyano College	CUPE Local 2157	2020-06-30	180	v	Mediation
Keyano College	Faculty Association	2020-06-30	105	v	Mediation
Lakeland College	Faculty Association	2020-06-30	174	v	Bargaining
Lethbridge College	Faculty Association	2020-06-30	373	v	Bargaining
Lethbridge School Division	CUPE Local 2843	2020-08-31	400		
Living Waters Catholic Separate School Division	AUPE	2020-08-31	113		Mediation
Peace River School Division – Bus Drivers	CUPE Local 4839	2021-08-31	100		
Peace River School Division – Support Staff	CUPE Local 4839	2021-08-31	252		
Prairie Land School Division	CUPE Local 5829	2021-08-31	120		Bargaining
Red Deer Catholic Separate School Division	CUPE Local 417	2022-08-31	285		Bargaining
Rocky View School Division	ATA	2020-08-31	1,787		Mediation
St. Albert School Division	CUPE Local 1099	2022-08-31	367		
Sturgeon School Division	CUPE Local 4625	2020-08-31	180		Bargaining
University of Calgary	Graduate Students' Association	2022-12-31	1,404		
Wolf Creek School Division	ATA	2020-08-31	544		Mediation

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Age Care – Beverly Centre Glenmore	AUPE	2018-09-10	170	v	Mediation
Associated Ambulance & Services (Whitecourt)	CUPE Local 4351	2022-03-31	189		Bargaining
Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-17	136	v	Mediation
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	v	Bargaining
Bethany Care Centre - Calgary – ANC	AUPE	2017-08-31	443	v	Mediation
Bethany Care Centre – Collegeside	AUPE	2017-08-31	166	v	Mediation
Bethany Care Centre – Didsbury	AUPE	2017-08-31	109	v	Mediation
Bethany Care Society – Riverview	AUPE	1st Agmt	363	v	Mediation
Bethany Nursing Home – Lodges	AUPE	2020-03-31	143	v	Settled
Bethany Nursing Home – Rosehaven Care Centre	AUPE	2020-03-31	291	v	Settled
Bloom LP - AgeCare - Riverview	UFCW Local 401	2023-03-31	128	v	
Bloom LP – Bow-Crest Care Centre	CUPE Local 8	2022-10-31	144	v	Settled
Bloom LP – McKenzie Towne Care Centre	CUPE Local 8	2022-10-31	146	v	Bargaining
Brenda Strafford Foundation – Clifton Manor	AUPE	2019-03-31	162	v	Mediation
Brenda Strafford Foundation – Wentworth Manor	AUPE	2022-12-30	139	v	
Canadian Blood Services – Techs	HSAA	2021-03-31	243	v	Bargaining
Capital Care – Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	v	Expired
Capital Care – PMP/PMT	HSAA	2020-03-31	144	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
Carewest – ANC	AUPE	2020-06-30	1,340	v	Mediation
Carewest – GSS	AUPE	2020-06-30	160	v	Mediation
Carewest – PMP/PMT	HSAA	2020-06-30	208	v	Mediation
CBI Home Health	AUPE	2020-12-31	482	v	Bargaining
Chantelle Management – Edith Cavell Care Centre	AUPE	2020-11-30	124	v	Mediation
Chantelle Management – Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	v	Bargaining
Chantelle Management – Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	112	v	Bargaining
Chartwell Master Care – Eau Claire	AUPE	2023-02-07	102		
Chartwell Master Care – Emerald Hills	AUPE	1 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	
Covenant Care	AUPE	2022-12-31	680	v	
Covenant Care – St. Teresa Place	AUPE	2022-12-31	246	v	
Covenant Health – Bonnyville Health Centre – GSS	HSAA	2020-03-31	116	v	Bargaining
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	v	Bargaining
Covenant Health – Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	v	Bargaining
Covenant Health – Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2020-03-31	200	v	Bargaining
DynaLIFE DX	HSAA	2022-03-31	1,200	v	Mediation
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	v	Bargaining
Extendicare (Canada)	CUPE	2020-12-31	415	v	Bargaining
Extendicare (Canada)	UNA	2021-12-31	139	v	
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	v	
Golden Life Management – Evanston Grand Village	AUPE	2019-09-30	164	v	Mediation
Good Samaritan Society - Dr. Gerald Zetter	CUPE Local 1031	2020-06-30	240	v	Bargaining
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,891	v	Mediation
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	v	Bargaining
Good Samaritan Society – South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	v	Bargaining
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	v	Bargaining
Mosaic Primary Care Network	HSAA	2023-03-31	187		
Park Place Seniors Living – Copper Sky Lodge	AUPE	2022-03-31	170	v	Bargaining
Park Place Seniors Living – Devonshire Care Centre	AUPE	2022-03-31	183	v	Bargaining
Points West Senior Living Stettler	AUPE	2023-05-10	104		
Revera Lessee – Riverbend Retirement	AUPE	2020-12-31	113	v	Bargaining
Revera Lessee – Scenic Acres	AUPE	2022-12-31	106	v	
River Ridge Seniors Village	Steelworkers Local 1-207	2022-03-31	104	v	Bargaining
Sage Properties – Prince of Peace Manor & Harbour	CUPE Local 8	2022-06-30	100	v	Bargaining
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	v	Mediation
Shepherd’s Care – Kensington Village - ANC	AUPE	2020-09-30	147	v	Tentative
Shepherd’s Care – Millwoods – ANC	AUPE	2020-09-30	124	v	Tentative
Signature Retirement – Rocky Ridge	AUPE	2021-12-31	107	v	Mediation
Swan Evergreen Village	AUPE	1 st Agmt	165	v	Mediation
Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC Local 301	2023-03-31	160		
Well Being Services – Monterey	AUPE	2022-03-31	130	v	Bargaining

Information and Cultural Industries

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

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Apel Extrusions	Steelworkers Local 6034	2021-06-30	120		Mediation
ATCO Structures & Logistics	Carpenters Local 2010	2023-05-31	189		

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Manufacturing					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Building Products of Canada	Unifor Local 777	2023-05-14	103		
Cargill	UFCW Local 401	2022-12-31	361		
EVRAZ (Red Deer)	Iron Workers Local 805	2022-12-31	165		
EVRAZ (Camrose)	Unifor Local 551	2023-01-31	200		
Goodyear Canada	Steelworkers Local 628	2022-07-27	185		
Imperial Oil – Strathcona Refinery	Unifor Local 21A	2023-01-31	193		Bargaining
JV Driver Fabricators – Steel Shop	CLAC Local 56	2021-01-31	100		
Ledcor Fabrication	CLAC Local 63, Construction	2022-12-31	120		
Lafarge Canada – Precast	Carpenters Local 2010	2023-05-31	122		
Maple Leaf Foods – Pork	UFCW Local 401	2022-03-31	462		Mediation
PepsiCo Beverages	Unifor Local 1410	2022-12-31	167		Settled
Suncor Energy Products – Edmonton Refinery	Unifor Local 501A	2023-01-31	282		
Tolko Industries	Steelworkers Local 1-207	2022-07-31	327		Mediation
Triple M Housing	Carpenters Local 2010	2023-05-31	346		
Trophy Foods	UFCW Local 401	2023-02-28	123		
West Fraser Mills –Pulp & Sawmill	Unifor Local 855	2021-05-31	467		Settled
Weyerhaeuser	Steelworkers Local 1-207	2023-03-31	135		
Mining and Oil and Gas Extraction					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Neegan Development	Operating Engineers Local 955	2022-12-31	217		Mediation
SMS Equipment	Unifor Local 707A	2023-04-30	400		
Suncor Energy – Base Plant	Unifor Local 707A	2023-05-01	2,899		
Suncor Energy – Firebag	Unifor Local 7.7A	2023-05-01	182		
Other Services (except Public Administration)					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
AUPE	Alberta Union of Labour Relations Professionals	2022-01-31	213		Mediation
National Elevator & Escalator Association	Elevator Constructors	2023-04-30	632		Mediation
Professional, Scientific, and Technical Services					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Public Administration					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
City of Calgary	ATU Local 583	2021-01-03	3,100		Bargaining
City of Calgary	Calgary Police Association	2021-01-03	2,000		Arbitration
City of Calgary	IAFF Local 255	2020-12-31	1,470		Bargaining
City of Calgary	IBEW Local 254	2021-03-31	162		Bargaining
City of Edmonton	Civic Service Union 52	2020-12-09	4,400		Bargaining
City of Edmonton	Edmonton Police Association	2020-12-20	1,975		Arbitration
City of Edmonton	IAFF Local 209	2018-12-25	1,286		Arbitration
City of Edmonton	IBEW Local 1007	2021-12-18	106		
City of Edmonton – DATS	ATU Local 569	2021-12-18	130		Mediation
City of Fort Saskatchewan	CUPE Local 30	2022-12-31	247		
City of Lethbridge	CUPE Local 70	2022-12-31	860		
City of Lethbridge	IAFF Local 237	2020-12-31	211		Bargaining
City of Lethbridge – Transit	ATU Local 987	2022-12-31	173		
City of Medicine Hat	CUPE Local 46	2022-12-31	800		
City of Medicine Hat	Medicine Hat Police Association	2020-12-31	114		Bargaining

Current & Upcoming Collective Bargaining

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Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
City of Red Deer	ATU Local 569	2022-12-31	131		Mediation
City of Red Deer	IAFF Local 1190	2022-12-31	209		
City of St. Albert	IAFF Local 2130	2019-12-31	117		Arbitration
Regional Municipality of Wood Buffalo	CUPE Local 1505	2020-12-31	830		Mediation
Regional Municipality of Wood Buffalo	IAFF Local 2494	2020-12-31	172		Mediation
Rocky View County	IAFF Local 4794	2020-12-31	144		Mediation
Strathcona County	AUPE	2019-12-31	179		Settled
Strathcona County	IAFF Local 2461	2019-12-31	184		Bargaining
Town of High River	Employee Association	2022-05-31	187		Bargaining

Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Save On Foods [Meat & Deli; Retail]	UFCW Local 401	2020-03-28	111		Bargaining
Sobeys West – Gas Bars	UFCW Local 401	2022-09-30	264		Bargaining

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Diversified Transportation	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		
Sobeys Capital – Retail Support Centre	UFCW Local 401	2021-03-31	229		Bargaining
TappCar	Teamsters Local 987	2022-08-31	379		

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
EPCOR Utilities	IBEW Local 1007	2021-12-18	756		Settled

Wholesale Trade

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

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
Bow Valley College	Faculty Association	2020-06-30	591	Bargaining
Grant MacEwan University	Staff Association	2020-06-30	1,200	Bargaining
Keyano College	Faculty Association	2020-06-30	105	Mediation
Keyano College	CUPE Local 2157	2020-06-30	180	Mediation
Lakeland College	Faculty Association	2020-06-30	174	Expired
Lethbridge College	Faculty Association	2020-06-30	373	Bargaining
Alberta University of the Arts	AUPE	2024-06-30	70	Active
Alberta University of the Arts	Faculty Association	2024-06-30	80	Active
Athabasca University	AUPE	2024-06-30	269	Active
Athabasca University	Faculty Association	2024-06-30	447	Active
Bow Valley College	AUPE	2024-06-30	302	Active
Grant MacEwan University	Faculty Association	2024-06-30	971	Active
Lakeland College	AUPE	2024-06-30	377	Active
Lethbridge College	AUPE	2024-06-30	366	Active
Medicine Hat College	AUPE	2024-06-30	139	Active
Medicine Hat College	Faculty Association	2024-06-30	220	Active
Mount Royal University	Faculty Association	2024-06-30	800	Active
Mount Royal University	Staff Association	2024-06-30	837	Active
NAIT	Academic Staff	2024-06-30	903	Active
NAIT	AUPE	2024-06-30	900	Active
NorQuest College	AUPE	2024-06-30	440	Active
NorQuest College	Faculty Association	2024-06-30	514	Active
Northern Lakes College	AUPE	2024-06-30	99	Active
Northern Lakes College	Faculty Association	2024-06-30	110	Active
Northwestern Polytechnic	Academic Staff	2024-08-14	178	Active
Northwestern Polytechnic	Employees' Association	2024-06-30	144	Active
Northwestern Polytechnic - Fairview Campus	AUPE	2024-06-30	37	Active
Olds College	AUPE	2024-06-30	140	Active
Olds College	Faculty Association	2024-06-30	98	Active
Portage College	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 – Glenmore Park	UNA		60	C80-2019
Carewest – Signal Pointe	UNA			C9-2018
Connecting Care (2000) – The Wellington	Steelworkers Local 1595			C1919-2021
Covenant Health	AUNP			C1984-2021
Covenant Health – St. Mary’s Health Care Centre (Trochu)	UNA			C-176-2018
Intercare – Chinook Care	UNA			C-89-2019
Masterpiece Southland Meadows	UNA			C-16-2019
Park Place Seniors Living – Silverado Creek	AUPE		115	C2052-2022
Points West Living Drayton Valley	AUPE			C2102-2023
Sage Properties – Prince of Peace Manor & Harbour	UNA			C1852-2020
Saint Elizabeth Health Care – Hawthorne	AUPE			C2061-2022
Saint Elizabeth Health Care – Points West Living (Nurses)	Teamsters Local 362			C2008-2022
Saint Elizabeth Health Care – Points West Living (ANC)	Teamsters Local 362			C2012-2022
Shepherd’s Care Foundation – Eden House	Machinists Local 1722			C1972-2021
Shepherd’s Care Foundation – Eden House	UNA			C2030-2022
Silverado Seniors Village Partnership	AUPE			C2052-2022

Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Aster Joint Venture – AgeCare Seton	AUPE	1 st Agmt	314	Enhanced
Bayshore HealthCare	UFCW Local 401	1 st Agmt	31	Enhanced
Bethany Care Society – Riverview	AUPE	1 st Agmt	363	Mediation
Bethany Nursing Home – Home Care Wetaskiwin	AUPE	1 st Agmt	34	Settled
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
Revera Retirement – McConachie Gardens	AUPE	1 st Agmt	80	Arbitration
Revera Retirement – Our Parents’ Home	AUPE	1 st Agmt	80	Arbitration
Swan Evergreen Village	AUPE	1 st Agmt	165	Mediation
Whitehorn Village Retirement Community	AUPE	1 st Agmt	85	Enhanced
Chinatown Multi-Level Care Foundation	UNA	2014-03-31	22	Bargaining
Optima Living Alberta - Century Park	AUPE	2015-03-31	90	Mediation
Good Samaritan Society – Telecare	CUPE Local 1031	2016-07-31	5	Bargaining
Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	71	Mediation
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	14	Mediation
Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	443	Mediation
Bethany Care Centre - Calgary - GSS	AUPE	2017-08-31	49	Mediation
Bethany Care Centre - Cochrane	AUPE	2017-08-31	73	Mediation
Bethany Care Centre - Collegeside	AUPE	2017-08-31	166	Mediation
Bethany Care Centre - Didsbury	AUPE	2017-08-31	109	Mediation
Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	64	Mediation
Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	63	Mediation
Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	Bargaining
Carewest – Rouleau Manor	UNA	2017-03-31	10	Settled
Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	Settled
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2017-03-31	28	Mediation
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,891	Mediation

Essential Services Bargaining Relationships

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Health Care – Collective Agreements				
EMPLOYER	UNION	EXPIRY	EES	STATUS
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	Bargaining
River Ridge Seniors Village	UNA	2017-06-30	13	Settled
Salem Manor Nursing Home	AUPE	2017-07-13	86	Mediation
Touchmark at Wedgewood	AUPE	2017-08-31	52	Settled
Venta Care Centre	UNA	2017-08-31	16	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
St. Michael's Manor Vegreville	AUPE	2018-03-31	27	Bargaining
St. Michael's Grove Manor	AUPE	2018-09-30	21	Bargaining
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	162	Mediation
Extencare (Canada) - Cedars Villa	UNA	2019-07-31	27	Expired
Father Lacombe Care Centre	UNA	2019-08-31	34	Expired
Father Lacombe Care Centre – ANC	UNA	2019-08-31	235	Expired
Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	164	Mediation
Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	Expired
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	27	Expired
Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	Expired
Park Place Seniors Living – Hardisty Care Centre – PMP/PMT	UNA	2019-03-31	4	Expired
Qualicare - Rivercrest Lodge Nursing Home	AUPE	2019-03-31	13	Settled
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	Mediation
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	Bargaining
Aster Joint Venture – AgeCare Walden Heights – GSS	AUPE	2020-06-01	80	Mediation
Bloom LP	UNA	2020-12-31	129	Expired
Allen Gray Continuing Care	UNA	2020-06-30	10	Bargaining
Bethany Care Centre – Calgary	HSAA	2020-07-31	12	Settled
Bethany Care Centre – Calgary	UNA	2020-03-31	65	Tentative
Bethany Care Centre - Cochrane	UNA	2020-03-31	12	Tentative
Bethany Care Centre - Colleside	UNA	2020-03-31	27	Tentative
Bethany Care Centre - Sylvan Lake	UNA	2020-03-31	14	Tentative
Bethany Nursing Home – Lodges	AUPE	2020-03-31	143	Mediation
Bethany Nursing Home - Rosehaven & Bethany LTC	AUPE	2020-03-31	291	Settled
Calgary Society for Persons with Disabilities	Steelworkers Local 1-207	2020-12-31	56	Expired
Capital Care - PMP/PMT	HSAA	2020-03-31	144	Bargaining
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	Bargaining
Carewest – ANC	AUPE	2020-06-30	1,340	Mediation
Carewest - Colonel Belcher	CUPE Local 8	2020-06-30	70	Settled
Carewest - Colonel Belcher et. al.	UNA	2020-03-31	129	Expired
Carewest - GSS	AUPE	2020-06-30	160	Mediation
Carewest - PMP/PMT	HSAA	2020-06-30	208	Mediation
CBI Home Health	AUPE	2020-12-31	482	Bargaining
Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	124	Mediation
Chantelle Management - Edith Cavell Care Centre	UNA	2020-03-31	11	Expired
Covenant Care – Foyer Lacombe	UNA	2020-03-31	23	Expired
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	Bargaining
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	Bargaining
Covenant Health - St. Michael's Health Centre	CUPE Local 408	2020-03-31	91	Bargaining
Covenant Health - Youville Homes of St. Albert	Steelworkers Local 1-207	2020-03-31	200	Bargaining
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	Bargaining
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
Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	Mediation
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	Bargaining
Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	Bargaining

Essential Services Bargaining Relationships

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Mountain View Seniors' Housing - Sundre	AUPE	2020-12-31	52	Mediation
Points West Living Lac La Biche	AUPE	2020-12-31	35	Expired
Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	Bargaining
Salem Manor Nursing Home	UNA	2020-03-31	15	Expired
Seasons Retirement Communities (Encore)	AUPE	2020-12-31	93	Arbitration
Shepherd's Care - Barrhead	AUPE	2020-09-30	59	Tentative
Shepherd's Care - Greenfield	AUPE	2020-09-30	27	Tentative
Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	140	Tentative
Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	126	Tentative
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	14	Tentative
Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	Tentative
Shepherd's Care - Vanguard	AUPE	2020-09-30	76	Tentative
St. Michael's Long Term Care Centre	UNA	2020-03-31	15	Settled
Touchmark at Wedgewood	UNA	2020-03-31	10	Expired
Age Care - Midnapore	UNA	2021-08-31	56	Expired
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	243	Bargaining
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	Bargaining
Crowsnest Pass Senior Housing	CUPE Local 812	2021-12-31	30	Bargaining
Eagle Hill Foundation – Eagle Hill, Eagle View, Hillside	CUPE Local 1461	2021-12-31	45	Bargaining
Extencicare (Canada) - Athabasca	UNA	2021-12-31	0	Expired
Extencicare (Canada) - Eaux Claires	UNA	2021-12-31	31	Expired
Extencicare (Canada) - Fort Macleod	UNA	2021-12-31	14	Expired
Extencicare (Canada) - Holyrood	UNA	2021-12-31	18	Expired
Extencicare (Canada) - Leduc	UNA	2021-12-31	16	Expired
Extencicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	Expired
Extencicare (Canada) - Michener Hill	UNA	2021-12-31	41	Expired
Extencicare (Canada) - Viking	UNA	2021-12-31	7	Expired
Extencicare (Canada) - Vulcan	UNA	2021-12-31	8	Expired
Good Samaritan Society - South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	Bargaining
Lakeland Lodge & Housing Foundation	CUPE Local 2771	2021-12-31	27	Bargaining
Mountain View Seniors' Housing – Mount View Lodge, Olds	AUPE	2021-12-31	48	Bargaining
Park Place Seniors Living – Benevolence Care Centre	AUPE	2021-03-31	92	Expired
Park Place Seniors Living – Hardisty Care Centre – GSS	AUPE	2021-03-31	68	Expired
Revera Lessee – River Ridge	AUPE	2021-12-31	95	Settled
Signature Retirement - Rocky Ridge	AUPE	2021-12-31	107	Mediation
Smoky Lake Foundation – Bar V Nook, Vilna Lodge	CUPE Local 1461	2021-12-31	45	Settled
AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	Expired
Bloom LP - Bow-Crest Care Centre	CUPE Local 8	2022-10-31	144	Settled
Bloom LP - McKenzie Towne Care Centre	CUPE Local 8	2022-10-31	146	Bargaining
Bloom LP - Mount Royal Care Centre	CUPE Local 8	2022-10-31	93	Bargaining
Brenda Strafford Foundation - Wentworth Manor	AUPE	2022-12-30	204	Expired
Chantelle Management - Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	Bargaining
Chantelle Management - Sunset and Innisfail Country Manor	AUPE	2022-01-31	112	Bargaining
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	2022-11-22	365	Expired
Chartwell Master Care – St. Albert Retirement Residence	Steelworkers Local 1-207	2022-12-02	121	Expired
Connecting Care (2000) - Meadow Ridge Seniors Village	Teamsters Local 987	2022-08-28	81	Bargaining
Covenant Care – Villa Marie, Holy Cross, Vitaline, Marguerite	AUPE	2022-12-31	680	Expired
Covenant Care – Foyer Lacombe	AUPE	2022-12-31	52	Expired
Covenant Care – St. Teresa Place	AUPE	2022-12-31	265	Expired

Essential Services Bargaining Relationships

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Drumheller & District Seniors Foundation – Sunshine Lodge	CUPE Local 715	2022-12-31	60	Expired
DynaLIFE DX	HSAA	2022-03-31	1,200	Mediation
Operation Friendship Seniors Society	CUPE Local 474	2022-03-31	70	Bargaining
Park Place Seniors Living - Copper Sky Lodge	AUPE	2022-03-31	170	Bargaining
Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	188	Bargaining
Points West Living Cold Lake	AUPE	2022-12-31	48	Expired
Qualicare - Rivercrest Lodge Nursing Home	Steelworkers Local 1-207	2022-07-31	98	Bargaining
Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	Expired
Revera Lessee - Heartland Retirement Residence	CUPE Local 8	2022-12-31	45	Expired
Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	Expired
River Ridge Seniors Village	Steelworkers Local 1-207	2022-03-31	104	Bargaining
Sage Properties - Prince of Peace Manor & Harbour	CUPE Local 8	2022-06-30	100	Bargaining
Salvation Army - Agape Hospice	UNA	2022-03-31	62	Settled
Seasons Retirement Communities (Drayton Valley)	AUPE	2022-01-25	27	Expired
Seasons Retirement Communities (Lethbridge)	AUPE	2022-05-30	10	Bargaining
Season Retirement Communities – Lethbridge Gardens	AUPE	2022-10-31	15	Expired
Sylvan Lake Lodge	CLAC Local 301	2022-12-31	39	Expired
We Care Health Services	Teamsters Local 987	2022-08-31	35	Bargaining
Well Being Services - Monterey Place	AUPE	2022-03-31	130	Bargaining
Yarrow Ltd Partnership – Wildrose Seniors	AUPE	2022-11-22	60	Expired
Age Care - Columbia Assisted Living	AUPE	2023-03-31	27	Expired
Age Care – Midnapore - ANC	CUPE Local 8	2023-10-31	150	Active
Age Care – Midnapore – GSS	CUPE Local 8	2023-08-02	75	Active
Age Care - Riverview	UFCW Local 401	2023-03-31	128	Expired
Age Care - Valleyview	AUPE	2023-03-31	30	Bargaining
Brazeau Foundation	AUPE	2023-05-31	33	Expired
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
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	Active
Extendicare (Canada) - Athabasca – ANC	AUPE	2023-12-31	66	Active
Extendicare (Canada) - Athabasca – GSS	AUPE	2023-12-31	35	Active
Extendicare (Canada) - Cedars Villa	AUPE	2023-12-31	282	Active
Extendicare (Canada) - Eaux Claires	AUPE	2023-12-31	195	Active
Extendicare (Canada) - Fairmont Park	AUPE	2023-12-31	179	Active
Extendicare (Canada) – Hillcrest	AUPE	2023-12-31	169	Active
Extendicare (Canada) – Holyrood	AUPE	2023-12-31	90	Active
Extendicare (Canada) – Mayerthorpe	AUPE	2023-12-31	61	Active
Extendicare (Canada) - Michener Hill	AUPE	2023-12-31	488	Active
Homeland Housing	CUPE Local 2832	2023-12-31	105	Active
Intercare – Kingsland Terrace	CUPE Local 8	2023-03-31	44	Expired
Nutra 2000	LiUNA Local 3000	2023-11-30	800	Active
Points West Living Stettler	AUPE	2023-05-10	104	Expired
Revera Lessee - Edgemont Retirement	AUPE	2023-12-31	98	Active
Revera Lessee - McKenzie Towne Retirement Residence	CUPE Local 8	2023-12-31	51	Active
Revera Lessee - Meadowlands	UFCW Local 401	2023-12-31	70	Active
Revera Retirement – Scenic Grande	CUPE Local 8	2023-12-31	60	Active
Saint Elizabeth Health Care – Sagebrush	AUPE	2023-12-31	43	Active
Saint Elizabeth Health Care – St. Thomas Health Centre	AUPE	2023-12-31	98	Active
Seasons Retirement – Sunrise Village (Camrose)	AUPE	2023-12-31	121	Active

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Seasons Retirement – Sunrise Village (High River) - ANC	CUPE Local 8	2023-06-30	86	Active
Seasons Retirement – Sunrise Village (High River) - GSS	CUPE Local 8	2023-06-30	45	Active
Seasons Retirement Communities (Wetaskiwin)	AUPE	2023-12-31	48	Active
Taber & District Housing – Clearview Lodge	CUPE Local 2038	2023-05-31	27	Expired
Travois Holdings – Mayfair/Glamorgan Care Centres	CLAC Local 301	2023-03-31	160	Expired
Vegreville Association for Living in Dignity (VALID)	Steelworkers Local 1-207	2023-09-30	31	Active
Wheatland Lodge	CUPE Local 8	2023-04-30	23	Expired
Wood Buffalo Housing & Development – Rotary House	CUPE Local 1505	2023-12-31	25	Active
Alberta Health Services	UNA	2024-03-31	29,354	Active
Alberta Health Services – ANC	AUPE	2024-03-31	18,216	Active
Alberta Health Services – GSS	AUPE	2024-03-31	32,589	Active
Alberta Health Services - PMP/PMT	HSAA	2024-03-31	21,807	Active
Alberta Precision Laboratories	HSAA	2024-09-30	4,271	Active
Allen Gray Continuing Care – ANC	AUPE	2024-03-31	153	Active
Amica Aspen Woods	CUPE Local 8	2024-02-29	85	Active
Aster Joint Venture – Age Care SkyPointe – ANC	AUPE	2024-12-31	287	Active
Aster Joint Venture – Age Care SkyPointe – GSS	AUPE	2024-12-31	112	Active
Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2024-03-31	12	Active
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2024-03-31	15	Active
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
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 - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2024-03-31	40	Active
Covenant Health - St. Therese Villa	AUPE	2024-03-31	219	Active
Edmonton Chinatown Care Centre	AUPE	2024-03-31	64	Active
Good Samaritan Society – Group Homes	AUPE	2024-03-31	265	Active
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2024-06-30	1,050	Active
Lacombe Foundation	CLAC Local 301	2024-12-31	76	Active
Lamont County Housing	AUPE	2024-12-31	43	Active
Lamont Health Care Centre	HSAA	2024-03-31	13	Active
Lamont Health Care Centre	UNA	2024-03-31	34	Active
Lamont Health Care Centre – ANC	AUPE	2024-03-31	108	Active
Lloydminster Region Housing Group – Pioneer Complex	CUPE Local 1015	2024-02-29	75	Active
Masterpiece Southland Meadows	AUPE	2024-03-31	77	Active
Park Place Seniors Living – Emerald Gardens	CUPE Local 3623	2024-04-30	55	Active
Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2024-03-31	190	Active
Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	Active
Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	Active
Qualicare - Citadel Care	Steelworkers Local 1-207	2024-06-30	152	Active
Qualicare – Rivercrest Lodge Nursing Home	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 – GSS	CUPE Local 8	2024-06-30	70	Active
Salem Manor Nursing Home	Steelworkers Local 1-207	2024-07-13	31	Active

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
SbraREIT Assisted Living – Amica Britannia	CUPE Local 8	2024-02-29	100	Active
Seasons Retirement Communities (Ponoka)	AUPE	2024-12-31	38	Active
Trinity Place Foundation of Alberta	CUPE Local 4731	2024-12-31	95	Active
Venta Care Centre - ANC	AUPE	2024-07-31	129	Active
Venta Care Centre - GSS	AUPE	2024-07-31	98	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
Park Place Seniors Living - Benevolence Care Centre	AUPE	2025-03-31	140	Active
Points West Living Heritage House	AUPE	2025-03-31	43	Active
Rosedale Partnership	AUPE	2025-11-30	86	Active
Salvation Army - Grace Manor	AUPE	2025-09-30	120	Active
St. Michael's Long Term Care Centre	AUPE	2025-06-30	106	Active
Yarrow Ltd Partnership - Sweetgrass	AUPE	2025-12-31	47	Active
Optima Living Alberta – Country Cottage	Steelworkers Local 1-207	2026-01-03	37	Active

Grievance Arbitration Awards Received in May 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	HSAA
Arbitrator	Oviatt
Date of Award	May 5, 2023
Issue	Dismissal following an investigation regarding a respectful workplace complaint.
Decision Rendered	Grievance dismissed.

Employer	ATCO Electric
Union	Canadian Energy Workers Association
Arbitrator	Smith
Date of Award	May 17, 2023
Issue	Termination for using company fuel car for personal use.
Decision Rendered	Grievance dismissed.

Employer	Horizon North Camp & Catering
Union	UNITE HERE Local 47
Arbitrator	McFetridge
Date of Award	2023-05-16
Issue	Overtime and statutory holidays
Decision Rendered	Grievance dismissed.

Employer	University of Alberta
Union	Association of the Academic Staff of the University of Alberta
Arbitrator	Sims
Date of Award	May 4, 2023
Issue	Arbitral jurisdiction, demotion and academic freedom
Decision Rendered	Grievance dismissed.

Employer	
Union	
Arbitrator	
Date of Award	
Issue	
Decision Rendered	

Employer	
Union	
Arbitrator	
Date of Award	
Issue	
Decision Rendered	

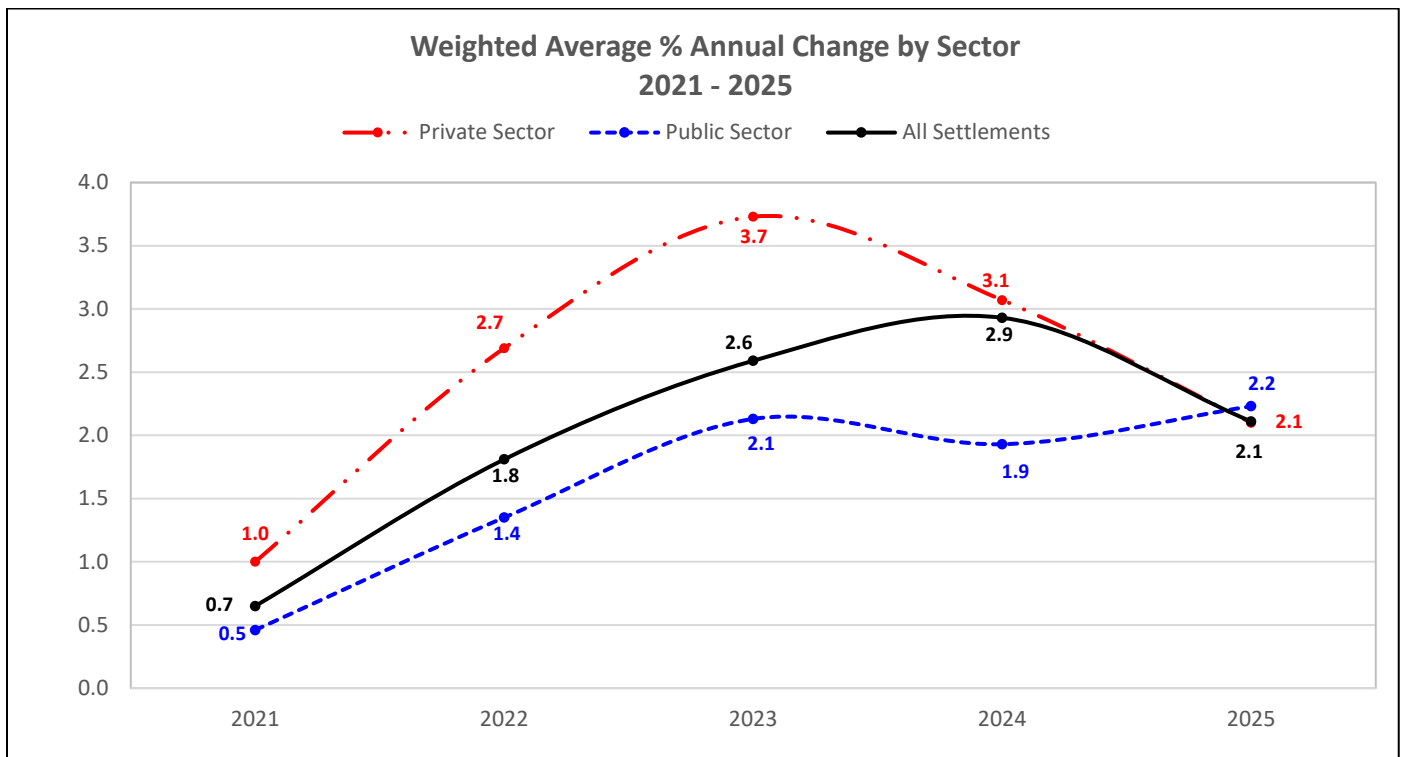
Copies of awards without URLs can be obtained by contacting Mediation Services at cba.submissions@gov.ab.ca.

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	574	144,421	1.00
	Public Sector	450	267,410	0.46
	All Settlements	1,024	411,831	0.65
2022	Private Sector	564	138,220	2.69
	Public Sector	386	260,509	1.35
	All Settlements	950	398,729	1.81
2023	Private Sector	360	97,498	3.73
	Public Sector	283	245,625	2.13
	All Settlements	643	343,123	2.59
2024	Private Sector	244	86,375	3.07
	Public Sector	99	11,779	1.93
	All Settlements	343	98,154	2.93
2025	Private Sector	93	25,917	2.10
	Public Sector	23	2,280	2.23
	All Settlements	116	28,197	2.11



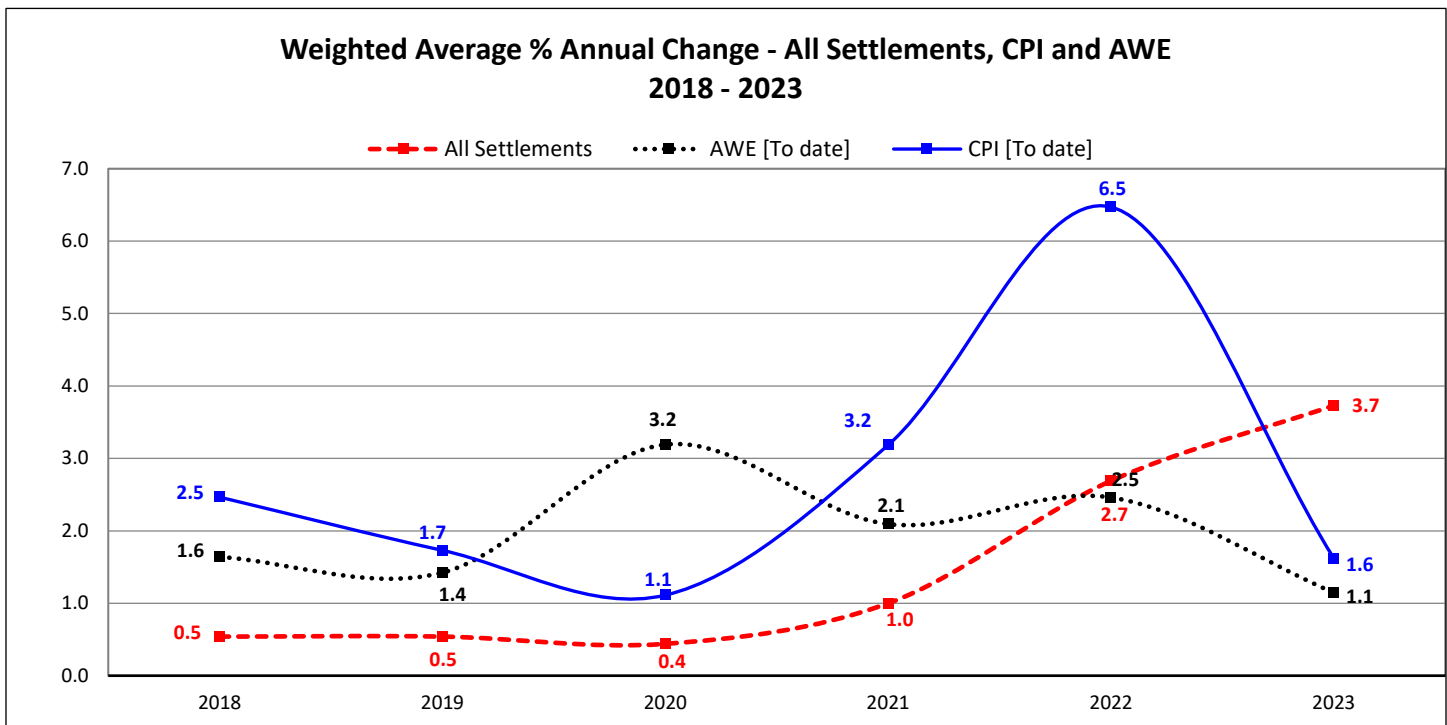
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Economy and Northern Development by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Industry

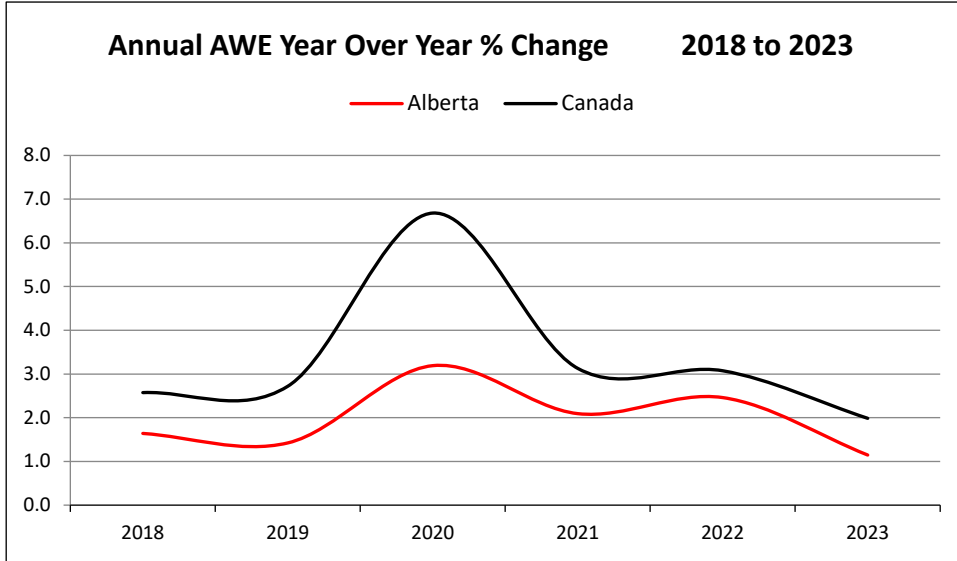
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2021			2022			2023			2024		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	28	3,171	0.92	25	2,845	1.80	14	1,683	2.98	11	1,094	2.41
Administrative & Support, Waste Management & Remediation Services	22	2309	1.77	20	1676	1.78	17	1713	2.90	7	575	1.97
Arts, Entertainment, & Recreation	37	5,611	1.96	39	7,118	2.29	22	2,953	2.59	15	2,466	2.45
Construction	115	50,250	0.28	118	47,571	4.48	83	49,799	6.83	32	43,126	4.13
Educational Services	140	85,696	0.01	130	83,409	0.98	123	82,536	2.21	20	3,930	1.56
Finance & Insurance	4	36	0.61	4	36	2.78	3	34	2.00	2	14	3.00
Health Care & Social Assistance	185	135,351	0.70	141	131,203	1.77	109	127,809	1.99	32	2,561	1.65
Information & Cultural Industries	10	930	1.41	9	871	1.49	7	750	2.27	5	65	2.55
Manufacturing	168	22,172	2.43	157	21,022	3.78	124	18,952	2.86	77	13,697	2.06
Mining & Oil & Gas Extraction	29	7,901	2.16	30	7,688	2.62	16	3,342	1.32	9	2,361	2.03
Other Services (except Public Administration)	61	10,047	0.18	57	8,473	0.84	42	3,374	3.08	27	1,857	2.93
Professional, Scientific, & Technical Services	8	1,239	0.87	9	1,256	1.97	6	1,200	1.77	5	200	1.76
Public Administration	103	45,782	0.44	95	45,145	0.64	69	41,693	2.39	41	3,198	1.90
Real Estate & Rental & Leasing	5	423	1.86	5	368	1.83	2	257	2.23	1	143	3.00
Retail Trade	29	26,513	0.88	32	26,821	0.11	21	14,551	0.10	20	14,421	1.43
Transportation & Warehousing	39	3,233	1.39	41	3,242	1.62	32	2,480	2.22	20	1,755	2.31
Utilities	23	7,548	1.15	22	6,758	1.56	17	6,572	2.46	12	4,311	2.93
Wholesale Trade	18	3,619	1.97	16	3,227	3.76	13	3,040	3.48	7	2,380	2.78
All Settlements	1,024	411,831	0.65	950	398,729	1.81	720	362,738	2.76	343	98,154	2.93

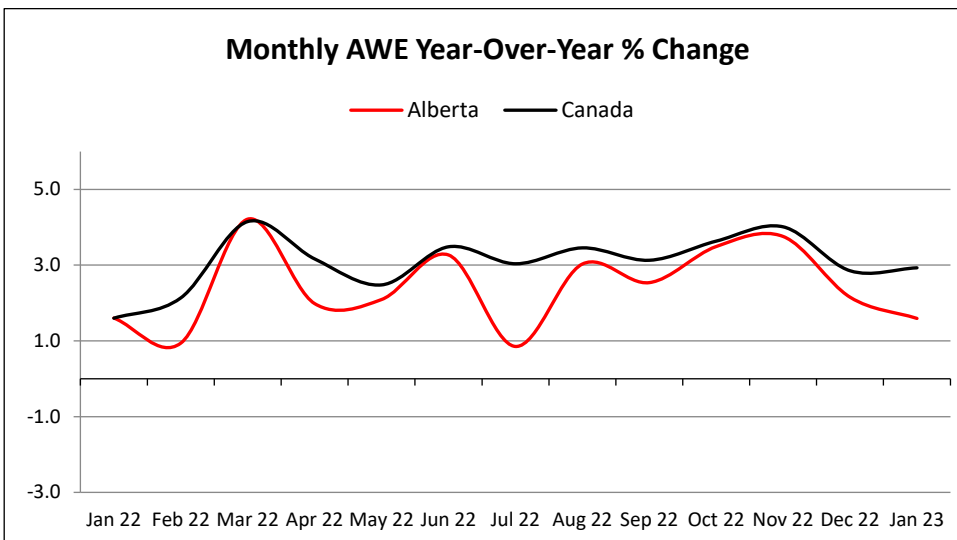


Average Weekly Earnings (AWE)*

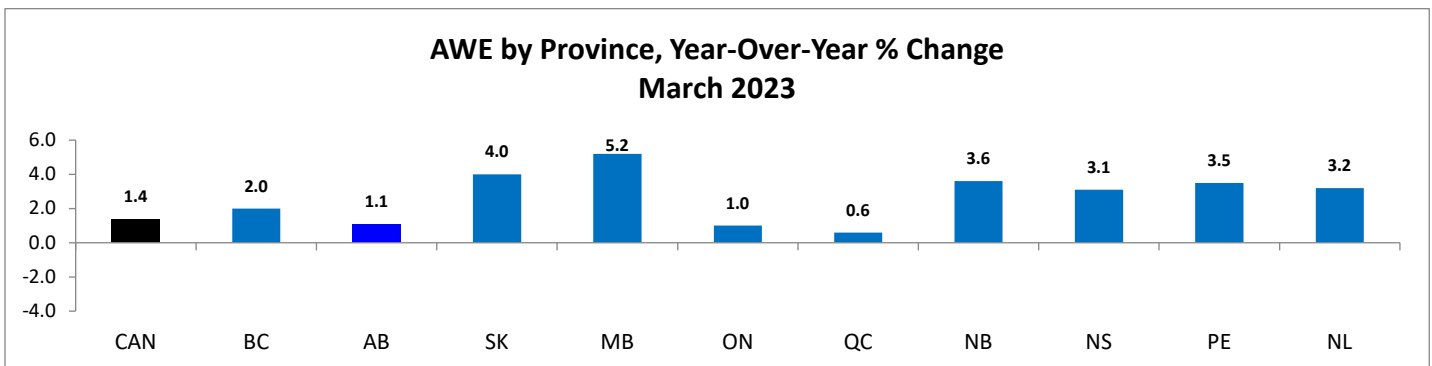
In **March 2023** the Alberta AWE increased 1.0% from February 2023. Between March 2023 and March 2022 the Alberta AWE increased 1.1% to \$1,267.97 from \$1,254.36.



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*	1.1	2.0



AWE	Alberta	Canada
Mar 22	3.8	4.2
Apr 22	2.0	3.2
May 22	2.1	2.5
Jun 22	3.3	3.5
Jul 22	0.9	3.0
Aug 22	3.0	3.5
Sep 22	2.5	3.1
Oct 22	3.5	3.6
Nov 22	3.8	4.0
Dec 22	2.2	2.9
Jan 23	1.3	2.6
Feb 23	1.0	1.9
Mar 23	1.1	1.4



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

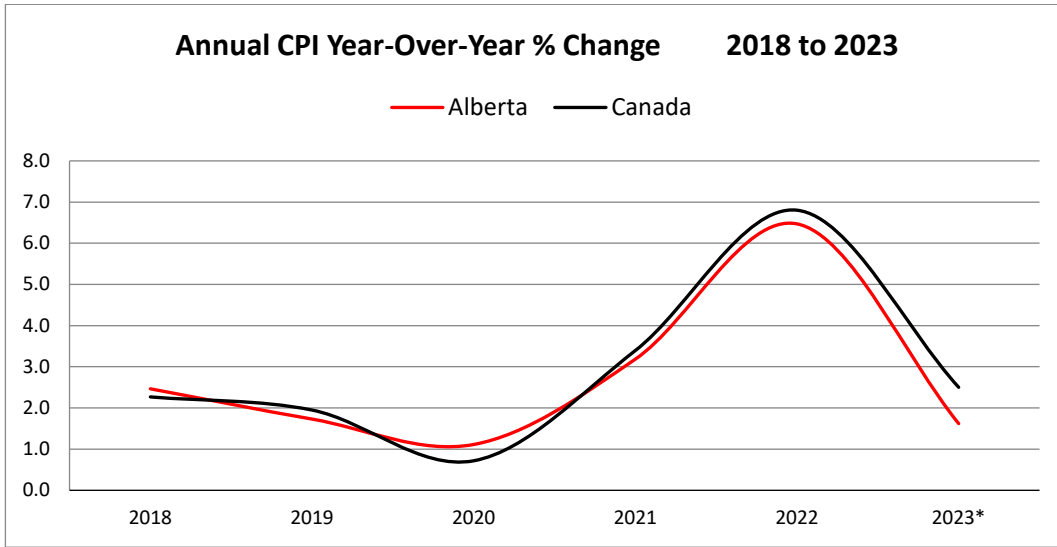
¹ Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

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

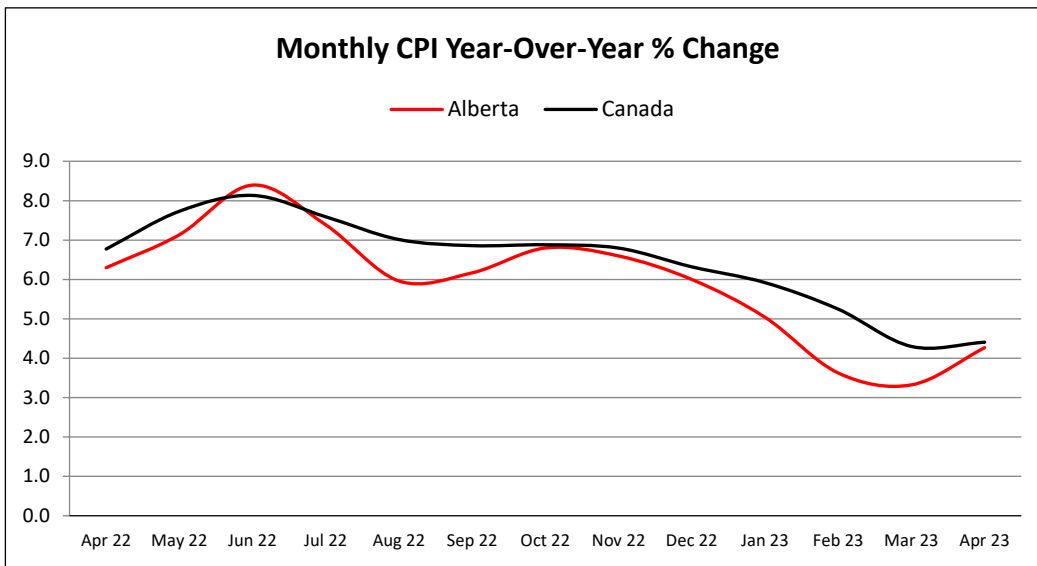
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI)*, 2002=100

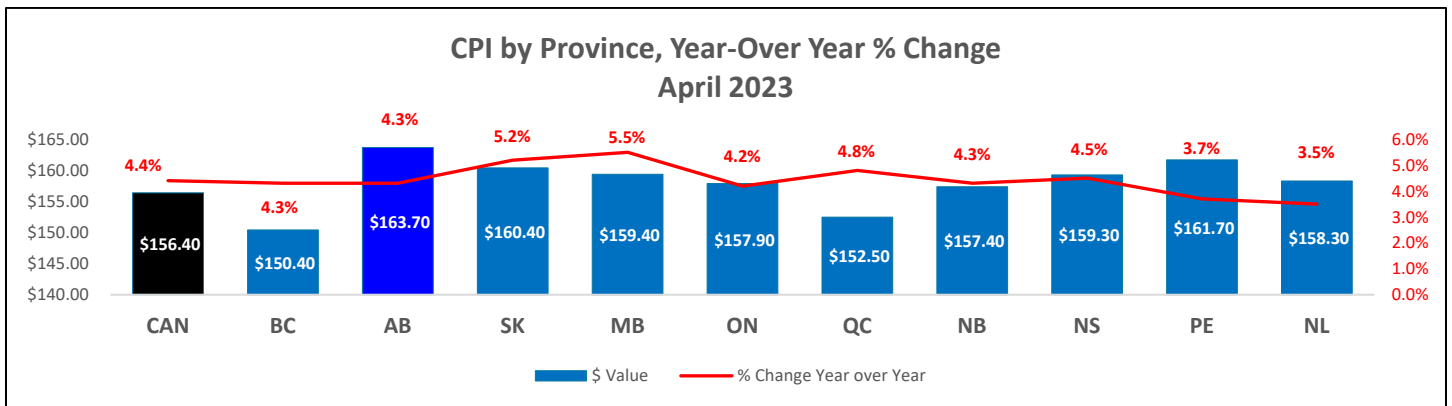
In **April 2023** the Alberta CPI increased 1.2% from March 2023. Between April 2023 and April 2022 the Alberta CPI increased 4.3% to \$163.70 from \$161.70.



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*	1.6	2.5



CPI	Alberta	Canada
Apr 22	6.3	6.8
May 22	7.1	7.7
Jun 22	8.4	8.1
Jul 22	7.4	7.6
Aug 22	6.0	7.0
Sep 22	6.2	6.9
Oct 22	6.8	6.9
Nov 22	6.6	6.8
Dec 22	6.0	6.3
Jan 23	5.0	5.9
Feb 23	3.6	5.2
Mar 23	3.3	4.3
Apr 23	4.3	4.4

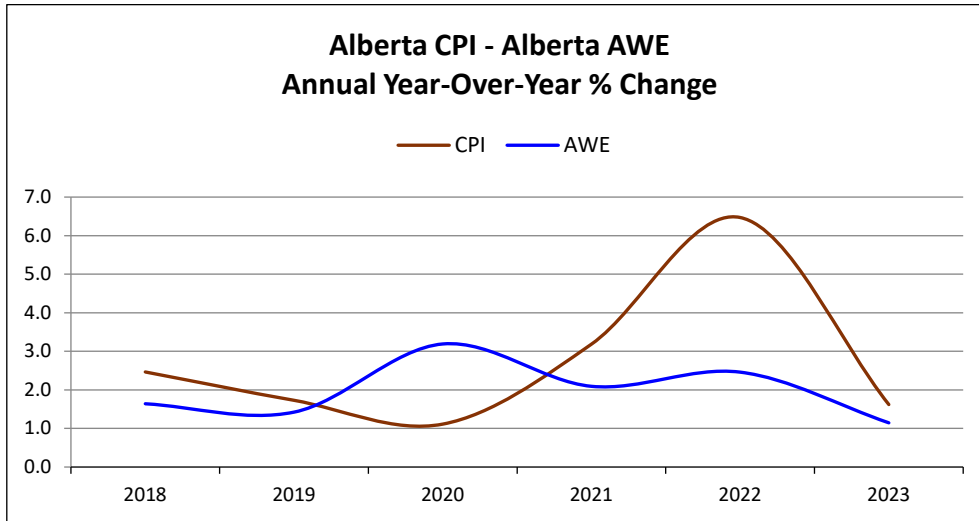


*Year to date – Graph data available upon request.

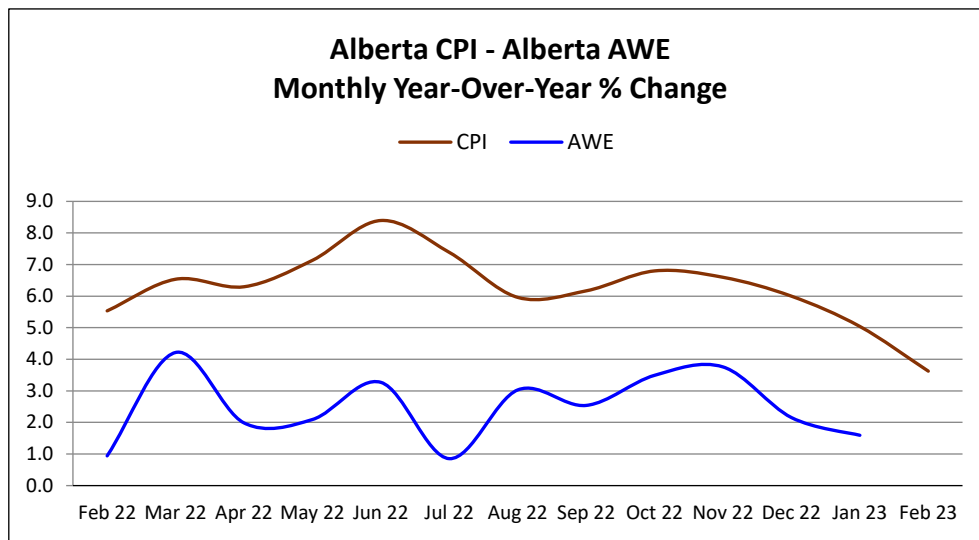
¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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	1.6	1.1



	CPI	AWE
Apr 22	6.3	2.0
May 22	7.1	2.1
Jun 22	8.4	3.3
Jul 22	7.4	0.9
Aug 22	6.0	3.0
Sep 22	6.2	2.5
Oct 22	6.8	3.5
Nov 22	6.6	3.8
Dec 22	6.0	2.2
Jan 23	5.0	1.3
Feb 23	3.6	1.0
Mar 23	3.3	1.1
Apr 23	4.3	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Apr 22	149.8	6.8	157.0	6.3	156.5	6.1	157.9	7.1
May 22	151.9	7.7	159.2	7.1	158.7	7.1	160.3	8.0
Jun 22	152.9	8.1	161.4	8.4	161.2	8.5	162.8	9.6
Jul 22	153.1	7.6	161.4	7.4	161.3	7.6	162.8	8.2
Aug 22	152.6	7.0	160.0	6.0	159.2	5.6	161.4	6.7
Sep 22	152.7	6.9	160.1	6.2	159.2	5.9	161.4	6.8
Oct 22	153.8	6.9	161.8	6.8	161.3	6.8	163.0	7.4
Nov 22	154.0	6.8	161.6	6.6	160.6	6.3	163.1	7.3
Dec 22	153.1	6.3	160.8	6.0	159.8	5.5	162.3	6.6
Jan 23	153.9	5.9	160.5	5.0	159.0	4.3	162.0	5.5
Feb 23	154.5	5.2	160.1	3.6	158.4	2.7	161.5	3.9
Mar 23	155.3	4.3	161.7	3.3	160.3	2.6	163.1	3.7
Apr 23	156.4	4.4	163.7	4.3	162.5	3.8	165.6	4.9

Average Weekly Earnings													
	Mar 22	Apr 22	May 22	Jun 22	Jul 22	Aug 22	Sep 22	Oct 22	Nov 22	Dec 22	Jan 23	Feb 23	Mar 23
AWE \$	\$1,254.36	\$1,247.22	\$1,252.56	\$1,256.69	\$1,244.24	\$1,258.79	\$1,264.89	\$1,262.90	\$1,276.69	\$1,267.09	\$1,265.20	\$1,255.96	\$1,267.97
AWE %	3.8	2.0	2.1	3.3	0.9	3.0	2.5	3.5	3.8	2.2	1.3	1.0	1.1

*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

Union Data – Employees, Collective Agreements

UNION	EE	CBAs	UNION	EE	CBAs
Academic Staff Association	178	1	Independent Sheet Metal Workers	61	1
ACTRA	2,400	2	Insulators	1,850	1
Advance Tank Centres Employees Association	29	1	Iron Workers	4,376	6
Alberta Union of Labour Relations Professionals	219	1	Keyano College Faculty Association	105	1
Alberta University of the Arts Faculty Association	80	1	Labourers	9,252	14
Association of the Academic Staff of the University of Alberta	3,800	1	Lacombe Police Association	21	1
ATA	45,802	68	Lakeland College Faculty Association	174	1
ATA Professional Staff Association	32	1	Lethbridge College Faculty Association	373	1
Athabasca University Faculty Association	447	1	Lethbridge Police Association	159	1
ATU	6,216	7	Lethbridge Police Senior Officers	3	1
AUPE	105,956	150	LiUNA	800	1
Bakery Workers	548	5	MacEwan Staff Association	1,200	1
Bargaining Council of Construction & Maintenance Skilled Trades Unions	130	1	Machinists	1,859	12
Battle River School Bus Drivers' Association	34	1	MaXfield Employees' Organization	91	1
Blood Tribe Police Association	28	1	Media & Communications Workers	38	3
Boilermakers	8,206	18	Medicine Hat Employees' Association	120	1
Bow Valley College Faculty Association	598	1	Medicine Hat Police Association	114	1
Bricklayers	480	4	Millwrights	1,450	1
Calgary Board of Education Staff Association	5,000	1	Millwrights Local 1460	175	1
Calgary Board of Education Staff Association for Professional Support Staff	235	1	Mine Workers	26	1
Calgary Musicians Association	176	6	Mount Royal Faculty Association	800	1
Calgary Police Association	2,200	1	Mount Royal Staff Association	837	1
Calgary Police Senior Officers' Association	37	1	Multi-Union	150	2
Camrose Police Association	31	1	NAIT Academic Staff Association	903	1
CANA Services Employees Association	44	3	National Hockey League Players Association	700	1
Canada West Construction Union	65	5	Natural Gas Employees Association	1,184	2
Canadian Energy Workers Association	1,106	3	Non-Academic Staff Association	6,122	3
Canadian Football League Players' Association	175	1	NorQuest College Faculty Association	514	1
Canadian Iron Steel & Industrial Workers	420	7	Oil & Gas Union	49	1
Canadian National Federation of Independent Unions [LiUNA Local 3000]	517	1	Olds College Faculty Association	98	1
Canadian Office & Professional Employees	76	18	Operating Engineers	8,541	65
Canadian Staff Union	28	1	Painters	599	3
CANEM Systems Employees Association	290	2	Plasterers & Cement Masons	930	3
Carpenters	6,365	14	Plumbers & Pipefitters	18,106	10
Central Alberta Association of Municipal & School Employees	537	2	Portage College Faculty Association	95	1
Civic Service Union 52	6,253	5	Post-Doctoral Fellows Association	600	1
CLAC	20,154	114	Postdoctoral Association of the University of Calgary	550	1
Commercial Industries Employees' Association	11	1	Professional Association of Resident Physicians of Alberta	1,700	1
Concordia University College Faculty Association	72	1	Quality Control Council of Canada	1,000	1
Construction Maintenance & Allied Workers	257	2	Quinn Construction Employees Association	417	2
CUPE	40,984	187	Red Arrow Drivers Association	30	1
Edmonton Police Association	1,881	1	SAIT Academic Faculty Association	689	1
Edmonton Police Service Senior Officers' Association	40	1	Service Employees' International Union	260	3
Elevator Constructors	987	2	Sheet Metal Workers	971	3
Elk Island Catholic Transportation Association	36	1	Steelworkers	3,840	42
Employees' Association	107	1	Taber Police Association	16	1
Faculty Association of Medicine Hat College	220	1	Teamsters	7,317	106
Faculty Association of Northern Lakes College	110	1	Town of High River Employee Association	187	1
Faculty Association of Red Deer College	450	1	Trotter & Morton Technologies Employees' Association	85	2
Faculty Association of the University of Calgary	2,074	1	Twin Bridges Employees' Association	53	1
Foothills School Division No. 38 Bus Drivers' Association	80	1	UFCW	32,570	84
Graduate Students' Association of the University of Alberta	2,378	1	UNA	35,054	50
Graduate Students' Association of the University of Calgary	1,404	1	Unifor	14,391	90
Grande Prairie Public School District Employees Association	326	1	Union of Calgary Co-Operative Employees	2,800	1
Grant MacEwan University Faculty Association	971	1	Unisil Association	65	1
HSAA	30,626	29	UNITE HERE	1,699	10
IAFF	4,351	18	Unitech Electrical Contracting Employees' Association	38	1
IATSE	3,299	20	United Utility Workers Association	1,387	6
IBEW	5,679	29	University of Lethbridge Faculty Association	579	1
Independent Air Handlers Employees Association	19	1	Western Canada Employees' Association	408	6

Abbreviations / Acronyms Listing

ACTRA – Alliance of Canadian Cinema, Television and Radio Artists

ANC – Auxiliary Nursing Care

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUNP – Alberta Union of Nurse Practitioners

AUPE – Alberta Union of Provincial Employees

Bakery Workers – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CBA – Collective Bargaining Agreement

Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

CLR – Construction Labour Relations

CMAW – Construction Maintenance & Allied Workers

CNIFU – Canadian National Federation of Independent Unions

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

Glass Workers – Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

GPMC – General Presidents' Maintenance Committee for Canada

GSS – General Support Services

HCA – Health Care Aide

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators – International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

LPN – Licensed Practical Nurse

Operating Engineers – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

NAIT – Northern Alberta Institute of Technology

NASA – Non-Academic Staff Association

NGEA – Natural Gas Employees' Association

PARA – Professional Association of Resident Physicians of Alberta

Painters – International Brotherhood of Painters and Allied Trades

Plasterers – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers & Pipefitters – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PMP/PMT – Paramedical Professional/Paramedical Technical

SAIT – Southern Alberta Institute of Technology

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TEBA – Teachers' Employer Bargaining Association

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Resource List

[Alberta Jobs, Economy and Northern Development, Labour Relations](#)

- [Filing Collective Bargaining Agreements](#)
- [Search Collective Bargaining Agreements](#)
- [Publications](#) - Bargaining Update, Collective Agreement Wage Charts, Expiring Collective Agreements, Legal Work Stoppages

[Alberta Labour Relations Board \(ALRB\)](#)

- [Active ALRB certificates](#)

[Alberta Chamber of Commerce](#)

[Alberta Economic Reviews](#) (contains key economic indicators, updated monthly)

[City of Edmonton Economic Statistics](#)

[Alberta Federation of Labour \(AFL\)](#)

COLLECTIVE AGREEMENTS



[Alberta Jobs, Economy and Northern Development, Labour Relations](#)

BC [British Columbia Labour Relations Board](#)

BC [British Columbia Bargaining Database](#)

ON [Ontario Ministry of Labour](#)

NL [Newfoundland & Labrador Labour Relations Agency](#)

NS [Nova Scotia Labour & Advanced Education](#)

NB [New Brunswick Post-Secondary Education, Training and Labour](#)



[Negotech](#) - Canadian agreements from selected bargaining units of 100 or more under provincial jurisdiction, all bargaining units under federal jurisdiction, and all large bargaining units of 500 or more employees.



[U.S. Dept. of Labor. Office of Labor-Management Standards - Collective Bargaining Agreements Filer](#)