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# Collective Agreement Wage Tables Utilities

## December 2021

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## Collective Agreement Wage Table - Utilities

### Per Cent Increases

Employer	Union	Ees	Expiry Date	Term	Settled	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
AltaLink Management	IBEW Local 254	26	2020-12-31	24	2019-03-22	3.00	3.50	3.50	3.50	4.00	3.50	2.35	2.35	1.65	1.65				
AltaLink Management	United Utility Workers	398	2021-12-31	24	2020-07-17	3.00	3.00	3.50	3.50	4.00	2.50	2.50	2.35	3.00	1.00	1.50			
Apex Utilities*	Unifor Local 1947	125	2022-12-31	24	2021-02-20	3.00	4.00	2.00	3.00	3.00	2.00	2.00	2.00	1.50	1.50	0.00	1.50		
Aquatera Utilities	CUPE Local 787	80	2022-12-31	48	2019-06-27	1.85	2.00	3.50	3.50	3.75	0.95	1.65	2.25	1.90	2.00	0.60	2.00		
ATCO Electric	Canadian Energy Workers	817	2021-12-31	36	2019-12-11	3.00	3.50	3.50	3.50	3.50	3.75	1.75	2.00	2.00	2.50	2.65			
ATCO Natural Gas	Natural Gas Employees	1,153	2023-12-31	36	2021-01-22	3.00	3.00	3.50	3.50	3.50	3.75	0.00	1.75	2.00	2.25	0.00	0.00	1.75	
Canadian Utilities	Canadian Energy Workers	63	2023-12-31	60	2021-07-16							1.75	2.00	0.00	1.50	2.00	2.00	2.40	
Capital Power	Civic Service Union 52	70	2021-12-13	36	2020-02-28	3.00	3.50	3.75	3.50	2.50	2.00	2.00	2.50	1.00	1.00	1.00			
Capital Power	IBEW Local 1007	111	2020-12-19	24	2019-09-09	3.00	3.90	3.75	3.50	3.50	2.50	2.00	2.00	2.25	2.50				
Capital Power	Unifor Local 829	61	2022-12-17	24	2021-04-08	3.00	3.25	3.75	3.00	3.75	3.75	2.00	2.00	2.00	2.25	2.25	2.00		
City of Medicine Hat - Electrical Distribution	IBEW Local 254	54	2023-12-31	48	2021-10-05	3.00	3.00	3.60	3.50	3.50	3.00	0.00	2.00	2.00	1.10	1.00	2.00	2.00	
City of Medicine Hat - Power & Water Generation	IBEW Local 254	52	2023-12-31	48	2021-10-05	4.50	3.50	3.50	3.50	3.50	3.00	0.00	2.00	2.00	1.10	1.00	2.00	2.00	
CNOOC Petroleum North America - Balzac Power Station	Unifor Local 1400	11	2023-01-31	48	2019-11-19						0.00	2.00	2.50	2.50	2.75	3.00	3.50		
Dataco Utility Services	United Utility Workers	23	2019-12-31	48	2017-08-01	1.50	3.40	3.00	3.00	3.50	0.00	0.00	0.00	0.00					
ENMAX Corporation	CUPE Local 38	692	2019-12-31	36	2017-01-05	2.50	3.00	3.00	3.50	3.50	3.50	1.25	2.25	3.00					
ENMAX Corporation	IBEW Local 254	406	2021-12-31	48	2019-06-24	3.00	3.00	3.00	4.00	3.50	3.50	3.75	0.00	0.00	1.50	2.00			
EPCOR Utilities	Civic Service Union 52	1,031	2020-12-19	36	2018-05-16	2.75	3.00	3.50	3.50	3.00	2.25	2.15	2.35	2.75	2.75				
EPCOR Utilities	CUPE Local 2038	12	2017-12-23	36	2015-08-05	2.50	3.00	2.50	2.00	2.00	2.00	2.25							
EPCOR Utilities	CUPE Local 30	635	2020-12-19	36	2018-07-06	2.50	3.00	3.50	3.50	3.00	2.25	2.15	2.45	2.65	2.75				
EPCOR Utilities	IBEW Local 1007	756	2021-12-18	36	2018-12-11	3.00	3.00	3.75	3.50	3.50	2.50	2.50	2.35	2.65	2.75	2.75			
FortisAlberta	United Utility Workers	898	2022-12-31	24	2021-08-06	3.00	3.00	4.00	3.25	3.50	3.50	3.75	1.50	2.25	2.75	0.00	1.80		
Heartland Generation	Canadian Energy Workers	178	2021-12-31	36	2019-11-22	3.00	4.00	3.00	3.50	3.50	3.75	1.50	1.75	2.00	2.35	2.25			

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Employer	Union	Ees	Expiry Date	Term	Settled	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Milner Power	United Utility Workers	25	2020-12-31	30	2019-09-24	3.00	3.50	3.00	3.50	3.75	4.00	0.00	0.00	1.00	1.50				
Town of Ponoka	IBEW Local 254	4	2021-12-31	24	2020-06-01	2.00	3.00	2.00	3.00	3.00	3.50	0.00	1.00	1.75	0.00	1.00			
Transalta Corporation (TAC)	United Utility Workers	7	2021-12-31	96	2013-12-11	3.00	3.00	3.00	3.00	3.00	3.00	0.00	2.50	2.75	2.00				
Transalta Generation Partnership (TAGP)	IBEW Local 254	285	2019-12-31	36	2018-01-24	3.00	3.25	3.75	3.50	3.50	3.75	0.00	1.50	1.75					
Transalta Generation Partnership (TAGP)	United Utility Workers	30	2021-12-31	36	2019-10-30	2.00	2.00	3.00	3.00	3.00	0.00	0.00	0.00	1.75	2.00	2.00			
Transalta Generation Partnership (TAGP) - Poplar Creek	Unifor Local 707A	20	2016-04-30	36	2014-01-31	4.00	4.00	4.00	3.50	3.75									
TransAlta Utilities Corporation - Reclamation Centre	IBEW Local 254	30	2020-03-31	18	2018-09-24	NA	3.00	3.00	3.50	0.00	1.75	0.00	1.00	1.25					

\* formerly AltaGas Utilities