
Collective Agreement Wage Tables Health Care and Social Assistance

May 2024

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Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
AAKOM-KIYII Health Services																
UNA	2025-03-31	27	30	2022-10-15	Registered Nurse	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.85 1%	\$50.45 3.25%	\$51.46 2%	TBD				
Abby Road Housing Co-Operative Ltd																
CUPE	2025-09-30	12	36	2023-01-09	Health Care Aide	\$21.50 2%	\$21.72 1%	\$22.15 2%	\$22.59 2%	\$22.82 1%	\$24.19 6%	\$24.55 1.5%	\$25.04 2%			
Age Care - Beverly Centre Glenmore																
AUPE	2018-09-10	210	36	2015-09-08	Health Care Aide											
					Licensed Practical Nurse											
Age Care - Beverly Centre Lake Midnapore																
UNA	2017-08-31	55	41	2015-06-24	Licensed Practical Nurse											
					Registered Nurse											
Age Care - Columbia Assisted Living																
AUPE	2023-03-31	27	36	2022-01-13	Health Care Aide	\$24.95 1%	\$25.20 1%	\$25.20 0%	\$25.39 1%	\$25.83 1.5%						
Age Care - Midnapore																
CUPE (ANC)	2023-10-31	180	24	2022-03-21	Health Care Aide	\$23.38 0%	\$23.73 1.5%	\$24.11 1.6%	\$24.47 1.5%	\$24.84 1.5%						
CUPE (GSS)	2023-08-02	75	24	2022-08-31	Cook											\$23.77 3%
					Housekeeping											\$17.49 3%
UNA	2021-08-31	56	48	2021-12-16	Licensed Practical Nurse	\$34.63 0%	\$34.63 0%	\$34.63 0%								
					Registered Nurse	\$48.37 0%	\$48.37 0%	\$48.37 0%								

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Age Care - Valleyview																
AUPE	2023-03-31	30	39	2021-09-17	Health Care Aide	\$24.94	\$25.19	\$25.19	\$25.44	\$25.82						
						0%	1%	0%	1%	1.5%						
					Licensed Practical Nurse	\$34.62	\$34.97	\$34.97	\$35.32	\$35.85						
						0%	1%	0%	1%	1.5%						
UNA	2021-08-31	12	48	2021-12-16	Registered Nurse	\$48.37	\$48.37	\$48.37								
						0%	0%	0%								
Alberta Health Services																
AUPE (ANC)	2024-03-31	18,277	48	2022-05-12	Health Care Aide	\$24.95	\$24.95	\$24.95	\$25.20	\$25.52	\$26.03					
						0%	0%	0%	1%	1.25%	2%					
					Licensed Practical Nurse	\$34.63	\$34.63	\$34.63	\$34.98	\$35.42	\$36.13					
						0%	0%	0%	1%	1.25%	2%					
AUPE (GSS)	2024-03-31	31,442	48	2022-09-12	Cook II	\$18.48	\$28.76	\$28.76	\$28.76	\$29.12	\$29.70					
						0%	1%	0%	0%	1.25%	2%					
					Housekeeping	\$21.02	\$21.23	\$21.23	\$21.23	\$21.50	\$21.93					
						0%	1%	0%	0%	1.25%	2%					
HSAA	2024-03-31	21,807	48	2022-07-25	Advanced Care Paramedic	\$44.75	\$44.75	\$44.75	\$45.20	\$45.77	\$46.69					
						0%	0%	0%	1%	1.25%	2%					
UNA	2024-03-31	294	48	2022-01-27	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45	\$51.46					
						0%	0%	0%	1%	3.25%	2%					
Alberta Precision Laboratories																
CUPE	2021-12-31	76	6	2021-06-11	Driver					\$23.91						
HSAA	2024-09-30	4,271	48	2022-10-28	Laboratory Technologist I	\$44.75	\$44.75	\$44.75	\$44.75	\$45.20	\$46.69					
						0%	0%	0%	0%	1%	3.25%					
Allen Gray Continuing Care																
AUPE (ANC)	2024-03-31	146	48	2022-05-12	Health Care Aide	\$24.95	\$24.95	\$24.95	\$25.20	\$25.52	\$26.03					
						0%	0%	0%	1%	1.25%	2%					
					Licensed Practical Nurse	\$34.63	\$34.63	\$34.63	\$34.98	\$35.42	\$36.13					
						0%	0%	0%	1%	1.25%	2%					
UNA	2024-03-31	33	45	2022-11-29	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45	\$51.46					
						0%	0%	0%	1%	3.25%	2%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
ARAMARK Canada - Shepherd's Care - Vanguard																
Teamsters	2024-07-19	11	36	2021-09-11	Cook	\$23.40	\$23.83	\$24.31	\$24.61	.25.26	.25.96	\$26.31				
						2.25%	1.8%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35				
					Housekeeping	\$16.98	\$17.30	\$17.65	\$17.95	\$18.60	\$19.30	\$19.65				
						2.9%	1.9%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35				
Associated Ambulance & Services (Whitecourt)																
CUPE	2022-03-31	189	12	2021-04-01	Advanced Care Paramedic	\$46.89	\$46.89	\$46.89	\$46.89							
						0%	0%	0%	0%							
HSA	2025-03-31	330	60	2022-10-12	Advanced Care Paramedic	\$46.89	\$46.89	\$46.89	\$47.36	\$48.07	\$19.03	\$50.13				
						0%	0%	0%	1%	1.5%	2%	2.25%				
Aster Joint Venture - AgeCare - Sagewood																
AUPE	2018-11-27	128	36	2015-11-18	Health Care Aide											
					Licensed Practcal Nurse											
Aster Joint Venture - AgeCare - Seton																
AUPE	2024-12-31	314	44	2024-03-25	Health Care Aide			\$24.49	\$24.73	\$24.98	\$25.35	\$25.86				
								1%	1%	1.5%	2%					
					Licensed Practcal Nurse			\$35.17	\$35.52	\$35.88	\$36.42	\$37.15				
									1%	1%	1.5%	2%				
Aster Joint Venture - AgeCare - Skypointe																
AUPE - ANC	2024-12-31	287	36	2022-09-28	Health Care Aide					\$24.49	\$24.86	\$25.36				
									1%	1.5%	2%					
					Licensed Practical Nurse					\$35.52	\$36.05	\$36.78				
										1%	1.5%	2%				
AUPE - GSS	2024-12-31	180	36	2022-09-28	Cook					\$21.18	\$21.50	\$21.93				
									1%	1.5%	2%					
					Housekeeping					\$16.35	\$16.60	\$16.93				
										1%	1.5%	2%				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Aster Joint Venture - AgeCare - Sunrise Gardens																
AUPE	2018-12-14	85	36	2015-12-29	Health Care Aide	\$24.58										
						2.5%										
					Licensed Practical Nurse	\$34.96										
						3%										
Aster Joint Venture - AgeCare - Walden Heights																
AUPE - ANC	2020-01-26	257	36	2017-01-30	Health Care Aide	\$23.30	\$23.65									
						2%	1.5%									
					Licensed Practical Nurse	\$34.78	\$35.30									
						2%	1.5%									
AXR Operating National - Jasper Place, South Terrace, Miller Crossing																
AUPE	2022-03-31	429	48	2022-03-03	Cook	\$29.02	\$29.02	\$29.31	\$29.63							
						0%	0%	1%	1.25%							
					Health Care Aide	\$24.79	\$24.79	\$25.04	\$25.35							
						0%	0%	1%	1.25%							
					Housekeeping	\$21.10	\$21.10	\$21.31	\$21.58							
						0%	0%	1%	1.25%							
					Licensed Practical Nurse	\$36.12	\$36.12	\$36.48	\$36.94							
						0%	0%	1%	1.25%							
Bayshore Home Care Solutions - Strathmore																
UFCW	2023-11-18	26	48	2023-06-08	Health Care Aide		\$19.10	\$19.10	\$19.29	\$19.48						
							0%	0%	1%	1%						
Beaver Ambulance Society																
CUPE	2024-03-31	70	36	2023-01-30	Advanced Care Paramedic	\$44.74	\$44.74	\$44.74	\$45.19	\$45.87	\$46.78					
						0%	0%	0%	1%	1.5%	2%					
Bethany Auxiliary Hospital / Bethany Nursing Home																
UNA	2024-03-31	12	48	2022-01-27	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45	\$51.46					
						0%	0%	0%	1%	3.25%	2%					
Bethany Care Centre																
UNA	2024-03-31	187	48	2023-12-21	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$49.46	\$51.46					
						0%	0%	0%	1%	1.25%	4%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Bethany Care Society																
AUPE	2024-08-31	1,346	10	2023-11-03	Health Care Aide	\$24.95 0%	\$24.95 0%	\$24.95 0%	\$25.20 1%	\$25.52 1.25%	\$26.03 2%					
					Licensed Practical Nurse	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1.25%	\$36.13 2%					
Bethany Care Centre - Rosehaven Care Centre																
HSAA	2024-03-31	15	48	2022-07-25	Advanced Care Paramedic	\$44.75 0%	\$44.75 0%	\$44.75 0%	\$45.20 1%	\$45.77 1.25%	\$46.69 2%					
Bethany Care Society - Calgary																
HSAA	2024-07-31	15	48	2023-01-25	Occupational Therapist	\$48.29 0%	\$48.29 0%	\$48.29 0%	\$50.15 1%*	\$50.78 1.25%	\$51.80 2%					
Bethany Nursing Home - Lodges																
AUPE	2024-03-31	143	48	2023-11-10	Head Cook	\$24.57 0%	\$24.82 1%	\$24.82 0%	\$24.82 0%	\$25.13 1.5%	\$25.44 1.5%					
					Health Care Aide	\$25.32 0%	\$25.32 0%	\$25.32 0%	\$25.32 0%	\$25.64 1.5%	\$25.96 1.5%					
					Housekeeping	\$18.73 0%	\$18.92 1%	\$18.92 0%	\$18.92 0%	\$19.16 1.5%	\$19.40 1.5%					
					Licensed Practical Nurse	\$35.15 0%	\$35.15 0%	\$35.15 0%	\$35.15 0%	\$35.59 1.5%	\$36.03 1.5%					
Bethany Nursing Home - Rosehaven, Long Term, Home Care																
AUPE	2024-03-31	508	48	2023-05-18	Cook	\$25.82 0%	\$26.08 1%	\$26.08 0%	\$26.34 1%	\$26.67 1.25%	\$27.20 2%					
					Health Care Aide	\$24.94 0%	\$24.94 0%	\$24.94 0%	\$25.19 1%	\$25.50 1.25%	\$26.01 2%					
					Housekeeping	\$22.80 0%	\$23.03 1%	\$23.03 0%	\$23.26 1%	\$23.55 1.25%	\$24.02 2%					
					Licensed Practical Nurse	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$34.97 1%	\$35.40 1.25%	\$36.11 2%					
UNA	2024-03-31	33	48	2022-01-27	Registered Nurse	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.85 1%	\$50.45 3.25%	\$51.46 2%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Blood Tribe Department of Health																
UNA	2021-03-31	34	36	2019-04-23	Registered Nurse	\$48.37 0%	\$48.37 0%	\$48.37 0%								
Bloom LP - Age Care - Riverview																
UFCW	2023-03-31	118	48	2022-11-01	Cook	\$22.95 2.25%	\$23.18 1%	\$23.41 1%	\$23.65 1%	\$24.00 1.5%						
					Health Care Aide	\$22.84 2.25%	\$23.07 1%	\$23.30 1%	\$23.53 1%	\$24.01 1.5% *						
					Housekeeping	\$19.94 2.25%	\$20.14 1%	\$20.34 1%	\$20.54 1%	\$20.85 1.5%						
					Licensed Practical Nurse	\$34.28 2.25%	\$34.62 1%	\$34.98 1%	\$35.33 1%	\$35.86 1.5%						
Bloom LP - Bow Crest Care Centre																
CUPE	2024-10-31	148	24	2023-04-19	Head Cook	\$24.77 1%	\$24.77 0%	\$25.02 1%	\$25.33 1.25%	\$25.84 2%	\$27.15 2%*					
					Health Care Aide	\$22.98 1%	\$22.98 0%	\$23.21 1%	\$23.50 1.25%	\$23.97 2%	\$24.45 2%					
					Housekeeping	\$20.72 1%	\$20.72 0%	\$20.93 1%	\$21.19 1.25%	\$21.61 2%	22.05% 2%					
					Licensed Practical Nurse	\$32.61 1%	\$32.61 0%	\$32.94 1%	\$33.35 1.25%	\$34.02 2%	\$24.70 2%					
Bloom LP - McKenzie Towne Continuing Care																
CUPE	2024-10-31	181	24	2023-06-28	Head Cook	\$26.71 1%	\$26.71 0%	\$26.98 1%	\$27.31 1.25%	\$27.86 2%	\$28.41 2%					
					Health Care Aide	\$22.55 1%	\$22.55 0%	\$22.78 1%	\$23.06 1.25%	\$23.52 2%	\$23.99 2%					
					Housekeeping	\$18.87 1%	\$18.87 0%	\$19.06 1%	\$19.30 1.25%	\$19.69 2%	\$20.08 2%					
					Licensed Practical Nurse	\$32.24 1%	\$32.24 0%	\$32.56 1%	\$32.97 1.25%	\$33.63 2%	\$34.66 3%					

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Hourly Rate and Per Cent Increase

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Bloom LP - Mount Royal																
CUPE	2024-10-31	46	24	2023-06-29	Health Care Aide	\$22.50	\$22.50	\$22.88	\$23.31	\$23.78	\$24.25					
						1%	0%	1.7%	1.9%	2%	2%					
					Licensed Practical Nurse	\$31.28	\$31.28	\$31.74	\$32.29	\$32.94	\$34.10					
						1%	0%	1.5%	1.75%	2%	3.5%					
Bonnyville Regional Fire Authority																
HSA	2024-07-31	31	24	2022-12-16	Advanced Care Paramedic	\$40.85	\$40.85	\$41.26	\$41.67	\$42.92	\$43.78	\$44.44				
						0%	0%	1%	1%	3%	2%	1.5%				
Brazeau Foundation																
AUPE	2026-05-31	30	36	2023-09-11	Cook	\$21.75	\$22.30	\$22.30	\$22.30	\$22.69	\$23.37	\$23.84	\$24.31			
						2%	3%	0%	0%	1.75%	3%	2%	2%			
					Housekeeping	\$20.49	\$21.00	\$21.00	\$21.00	\$21.37	\$22.01	\$22.45	\$22.90			
						2%	3%	0%	0%	1.75%	3%	2%	2%			
Brenda Strafford Foundation - Cambridge Manor																
UNA	2024-03-31	29	4	2024-03-07	Registered Nurse						\$48.89	\$51.46				
											5.25%					
Brenda Strafford Foundation - Clifton House																
UNA	2024-03-31	36	84	2022-12-21	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45	\$51.46					
						0%	0%	0%	1%	3.25%	2%					
Brenda Strafford Foundation - Clifton House, Wentworth Manor																
AUPE	2024-03-31	367	3	2024-01-04	Health Care Aide	\$25.50	\$25.50	\$25.50	\$25.50	\$25.50	\$25.50	\$26.03				
						1.2%	0%	0%	0%	0%	0%	2.1%				
					Licensed Practical Nurse	\$35.39	\$35.39	\$35.39	\$35.39	\$35.39	\$35.39	\$36.13				
						1.2%	0%	0%	0%	0%	0%	2.10%				
Bridges Community Living																
CUPE	2025-12-31	89	24	2024-03-08	Chef	\$26.32	\$26.66	\$26.66	\$26.66	\$27.19	\$27.73	\$28.56	\$29.27			
						1.3%	1.3%	0%	0%	2%	2%	3%	2.5%			
					Health Care Aide	\$23.31	\$23.61	\$23.61	\$23.61	\$24.08	\$24.56	\$25.30	\$25.93			
						1.3%	1.3%	0%	0%	2%	2%	3%	2.5%			
					Housekeeping	\$19.15	\$19.39	\$19.39	\$19.39	\$19.78	\$20.18	\$20.79	\$21.31			
						1.3%	1.3%	0%	0%	2%	2%	3%	2.5%			

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*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Canadian Blood Services																
CUPE	2024-03-31	150	84	2023-05-08	Phlebotomist	\$28.51 0%	\$28.51 0%	\$28.51 0%	\$28.80 1%	\$29.16 1.25%	\$29.74 2%					
Canadian Blood Services - Drivers																
HSA	2021-03-31	11	48	2022-04-21	Driver	\$24.55 0%	\$24.55 0%	\$24.55 0%								
Canadian Blood Services - Techs																
HSA	2024-03-31	191	36	2024-05-15	Medical Laboratory Technologist I	\$44.76 0%	\$44.76 0%	\$44.76 0%	\$45.21 1%	\$45.78 1.25%	\$46.70 2%					
Canadian Blood Services (Edmonton, Calgary & Lethbridge)																
UNA	2024-03-31	77	72	2021-03-23	Registered Nurse	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.85 1%	\$50.45 3.25%	\$51.56 2%					
Canterbury Foundation																
AUPE	2023-12-31	152	36	2022-08-13	Cook	\$26.63 1.5%	\$26.90 1%	\$27.17 1%	\$27.17 0%	\$27.44 1%	\$27.99 2%					
					Health Care Aide	\$23.96 1.5%	\$24.20 1%	\$24.44 1%	\$24.44 0%	\$24.68 1%	\$25.17 2%					
					Housekeeping	\$18.82 1.5%	\$19.01 1%	\$19.20 1%	\$19.20 0%	\$19.39 1%	\$19.78 2%					
					Licensed Practical Nurse	\$36.02 0%	\$36.02 0%	\$36.02 0%	\$36.02 0%	\$36.38 1%	\$37.11 2%					
					Registered Nurse	\$51.69 0%	\$51.69 0%	\$51.69 0%	\$51.69 0%	\$52.21 1%	\$53.25 2%					
CapitalCare																
AUPE (ANC)	2024-06-30	1,217	48	2022-11-07	Health Care Aide	\$24.96 0%	\$24.96 0%	\$24.96 0%	\$24.96 0%	\$25.53 2.25%	\$26.04 2%					
					Licensed Practical Nurse	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$35.42 2.25%	\$36.13 2%					
HSA (PMP/PMT)	2024-03-31	162	48	2023-04-06	Occupational Therapist I	\$49.65 0%	\$49.65 0%	\$49.65 0%	\$50.15 1%	\$50.78 1.25%	\$51.80 2%					
UNA	2024-03-31	200	48	2025-05-29	Registered Nurse	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.85 1%	\$49.46 1.25%	\$50.45 2%					

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*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
CapitalCare - Dickensfield, Norwood																
CUPE	2024-06-30	363	48	2023-06-27	Cook I	\$24.65	\$24.90	\$24.90	\$24.90	\$25.21	\$25.71					
						0%	1%	0%	0%	1.25%	2%					
					Health Care Aide	\$24.96	\$24.96	\$24.96	\$24.96	\$25.53	\$26.04					
					Housekeeping	\$20.84	\$21.05	\$21.05	\$21.05	\$21.31	\$21.74					
						0%	1%	0%	0%	1.25%	2%					
CapitalCare - Grandview, Kipnes, Strathcona, Lynwood																
AUPE	2024-06-30	342	48	2022-12-12	Cook III	\$27.33	\$27.60	\$27.60	\$27.60	\$27.95	\$28.51					
						0%	1%	0%	0%	1.25%	2%					
					Housekeeping	\$20.84	\$21.05	\$21.05	\$21.05	\$21.31	\$21.74					
						0%	1%	0%	0%	1.25%	2%					
Carewest																
AUPE (GSS)	2024-06-30	160	48	2023-09-01	Cook 1 (Certified)	\$24.80	\$25.05	\$25.05	\$25.05	\$25.36	\$25.87					
						0%	1%	0%	0%	1.25%	2%					
AUPE (ANC)	2024-06-30	1,607	48	2023-09-02	Health Care Aide	\$24.95	\$24.95	\$24.95	\$24.95	\$25.51	\$26.02					
						0%	0%	0%	0%	2.25%	2%					
					Licensed Practical Nurse	\$34.63	\$34.63	\$34.63	\$34.63	\$35.41	\$36.12					
						0%	0%	0%	0%	2.25%	2%					
HSAA	2024-06-30	218	48	2023-06-01	Occupational Therapist I	\$49.65	\$49.65	\$49.65	\$49.65	\$50.78	\$51.80					
						0%	0%	0%	0%	2.25%	2%					
Carewest - Colonel Belcher																
CUPE	2024-06-30	56	48	2023-04-19	Cook I, Certified	\$24.80	\$25.05	\$25.05	\$25.05	\$25.36	\$25.87					
						0%	1%	0%	0%	1.25%	2%					
Carewest - Colonel Belcher et.al.																
UNA	2024-03-31	207	48	2022-10-01	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45	\$51.46					
						0%	0%	0%	1%	3.25%	2%					
CASA Child Adolescent & Family Mental Health																
HSAA	2026-03-31	152	48	2022-09-30	Licensed Practical Nurse	\$30.51	\$30.51	\$30.51	\$30.82	\$36.46	\$36.92	\$37.47	\$38.22			
						0%*	0%*	0%	1%	18%*	1.25%	1.5%	2%			

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
CBI Home Health, Edmonton																
AUPE	2020-12-31	482	36	2019-03-18	Health Care Aide	\$17.74	\$17.96	\$18.19								
							1.25%	1.25%								
					Licensed Practical Nurse	\$24.89	\$25.20	\$25.52								
							1.25%	1.25%								
CBI Home Health, Medicine Hat																
Teamsters	2026-08-31	54	48	2023-11-14	Health Care Aide				\$19.00	\$19.00	\$21.39	\$21.61	\$21.82			
									NA	0%	12.6%	1%	1%			
					Licensed Practical Nurse				\$26.00	\$26.00	\$26.50	\$26.77	\$27.03			
									NA	0%	1.9%	1%	1%			
Chantelle Management - Edith Cavell Care Centre																
AUPE	2024-11-30	124	48	2023-11-24	Cook II	\$22.96	\$23.19	\$23.19	\$23.42	\$23.65	\$24.12					
							0%	1%	0%	1%	1%	2%				
					Health Care Aide	\$24.58	\$24.58	\$24.58	\$24.83	\$25.08	\$25.96					
							0%	0%	0%	1%	1%	2% *				
					Housekeeping	\$19.87	\$20.07	\$20.07	\$20.27	\$20.47	\$20.88					
							0%	1%	0%	1%	1%	2%				
					Licensed Practical Nurse	\$34.53	\$34.53	\$34.53	\$34.88	\$35.23	\$36.46					
							0%	0%	0%	1%	1%	2% *				
UNA	2020-03-31	11	33	2022-04-20	Registered Nurse	\$48.37	\$48.37	\$48.37								
							0%	0%	0%							
Chantelle Management - Grande Prairie Care Centre																
CUPE	2022-06-30	133	24	2021-12-10	Cook	\$20.88	\$20.98	\$20.98	\$21.11							
							0.5%	0.5%	0%	0.6%						
					Health Care Aide	\$23.08	\$23.19	\$23.19	\$23.33							
							0.5%	0.5%	0%	0.6%						
					Housekeeping	\$19.31	\$19.41	\$19.41	\$19.53							
							0.5%	0.5%	0%	0.6%						
					Licensed Practical Nurse	\$33.64	\$33.81	\$33.81	\$34.01							
							0.5%	0.5%	0%	0.6%						
UNA	2023-06-30	5	72	2022-04-07	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45						
							0%	0%	0%	1%	3.25%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Chantelle Management - Sunset Manor, Innisfail Country Manor																
AUPE	2022-01-31	122	60	2021-10-12	Assistant Cook	\$18.88	\$19.07	\$19.26	\$19.84							
						1%	1%	1%	1%*							
					Health Care Aide	\$20.98	\$21.19	\$21.40	\$22.26							
						1%	1%	1%	1%*							
					Housekeeping	\$19.16	\$19.35	\$19.54	\$20.13							
						14%	1%	1%	1%*							
					Licensed Practical Nurse	\$29.22	\$29.51	\$29.81	\$31.02							
						1%	1%	1%	1%*							
Chartwell Master Care - Eau Claire																
AUPE	2023-02-07	102	48	2022-06-01	Health Care Aide		\$21.16	\$21.48	\$21.80	\$22.13						
							0%	1.5%	1.5%	1.5%						
					Licensed Practical Nurse		\$29.95	\$30.40	\$30.86	\$31.32						
							0%	1.5%	1.5%	1.5%						
Chartwell Master Care - Griesbach & Heritage Valley																
AUPE	2022-11-22	236	48	2022-08-04	Cook	\$21.33	\$21.33	\$21.65	\$22.08							
						1.5%	New grid	1.5%	2%							
					Health Care Aide	\$22.87	\$22.87	\$23.21	\$23.68							
						1.5%	New grid	1.5%	2%							
					Housekeeping	\$18.00	\$18.00	\$18.27	\$18.64							
						1.5%	New grid	1.5%	2%							
					Licensed Practical Nurse	\$31.50	\$31.50	\$31.97	\$32.61							
						1.5%	New grid	1.5%	2%							
Chartwell Master Care - St. Albert																
USW	2026-12-02	151	48	2023-10-31	Cook		\$21.33	\$21.65	\$21.97	\$22.25	\$22.53	\$22.81	\$23.04			
								1.5%	1.5%	1.25%	1.25%	1.25%	1%			
					Health Care Aide	\$22.87	\$23.21	\$23.56	\$23.85	\$24.15	\$24.45	\$24.69				
								1.5%	1.5%	1.25%	1.25%	1.25%	1%			
					Housekeeping	\$18.00	\$18.27	\$18.54	\$18.77	\$19.00	\$19.24	\$19.43				
								1.5%	1.5%	1.25%	1.25%	1.25%	1%			
					Licensed Practical Nurse	\$31.50	\$31.97	\$32.45	\$32.86	\$33.27	\$33.69	\$34.03				
								1.5%	1.5%	1.25%	1.25%	1.25%	1%			

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Chartwell Master Care - Wescott																
AUPE	2024-04-08	87	24	2024-01-03	Cook					\$22.29	\$22.68					
										2.00%	1.75%					
					Health Care Aide					\$23.88	\$24.30					
										2.00%	1.75%					
					Housekeeping					\$19.10	\$19.43					
										2.00%	1.75%					
					Licensed Practical Nurse					\$33.43	\$34.02					
										2.00%	1.75%					
Choices in Community Living - Legacy Lodge																
AUPE	2024-03-31	128	36	2022-06-08	Cook, Head Chef	\$25.47	\$25.72	\$25.72	\$25.98	\$26.31	\$27.24					
						2.25%	1%	0%	1%	1.25%	2%*					
					Health Care Aide	\$24.43	\$24.67	\$24.67	\$24.92	\$25.23	\$25.74					
						2.25%	1%	0%	1%	1.25%	2%					
					Housekeeping	\$17.41	\$17.58	\$17.58	\$17.76	\$17.98	\$18.62					
						2.25%	1%	0%	1%	1.25%	2%*					
					Licensed Practical Nurse	\$33.87	\$34.21	\$34.21	\$34.55	\$34.98	\$35.68					
						2.25%	1%	0%	1%	1.25%	2%					
Christenson Communities - Royal Oak Manor																
HSAA	2024-01-31	93	48	2021-02-22	Health Care Aide	\$23.94	\$24.36	\$24.36	\$24.60	\$24.91	\$25.28					
						0.5%	1.75%	0%	1%	1.25%	1.5%					
					Licensed Practical Nurse	\$32.09	\$32.65	\$32.65	\$32.98	\$33.39	\$33.89					
						0.5%	1.75%	0%	1%	1.25%	1.5%					
Cold Lake Ambulance Society																
HSAA	2022-05-31	51	58	2019-06-06	EMT-P [Advanced Care Paramedic]	\$43.33	\$43.76	\$44.20	\$44.64							
						0%	1%	1%	1%							
Compass Group - Marquise Hospitality - Walden Heights																
AUPE	2024-06-01	60	48	2023-11-27	Cook	\$20.55	\$20.96	\$21.27	\$21.64	\$22.02	\$22.41					
						2%	2%	1.5%	1.75%	1.75%	1.75%					
					Housekeeping	\$15.87	\$16.18	\$16.42	\$16.71	\$17.00	\$17.30					
						2%	2%	1.5%	1.75%	1.75%	1.75%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
County of Stettler Housing Authority																
CUPE	2023-12-31	85	36	2021-05-17	Housekeeping	\$18.47 1.25%	\$18.70 1.25%	\$19.08 2%	\$19.13 0.25%	\$19.27 0.75%	\$19.46 1%					
Covenant Care - Chateau Vitaline, Holy Cross Manor, St. Marguerite Manor, Villa Marie																
AUPE	2022-12-31	68	48	2021-06-30	Cook					\$27.07 0%						
					Health Care Aide					\$25.08 0%						
					Housekeeping					\$21.05 0%						
					Licensed Practical Nurse					\$34.80 0%						
					Registered Nurse					\$49.59 3%						
Covenant Care - Foyer Lacombe																
AUPE	2022-12-31	52	14	2021-11-05	Cook					\$26.67 1.5%	\$27.07 1.5%					
					Health Care Aide					\$24.70 1.5%	\$25.07 1.5%					
					Housekeeping					\$20.74 1.5%	\$21.05 1.5%					
					Licensed Practical Nurse					\$34.29 1.5%	\$34.80 1.5%					
UNA	2020-03-31	23	24	2018-07-20	Registered Nurse	\$48.37 0%	\$48.37 0%									
Covenant Care - St. Teresa Place																
AUPE	2022-12-31	246	19	2021-07-06	Health Care Aide					\$25.08 0%	\$25.39 1.25%					
					Licensed Practical Nurse					\$34.80 0%	\$35.24 1.25%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Covenant Health																
AUPE (ANC)	2024-03-31	1,599	48	2022-09-29	Health Care Aide	\$24.95	\$24.95	\$24.95	\$25.20	\$25.51	\$26.02					
						0%	0%	0%	0%	1.25%	2%					
					Licensed Practical Nurse	\$34.63	\$34.63	\$34.96	\$34.98	\$35.41	\$36.12					
						0%	0%	0%	0%	1.25%	2%					
AUPE (GSS)	2024-03-31	593	48	2023-02-14	Cook III	\$27.90	\$28.18	\$28.18	\$28.18	\$28.53	\$29.10					
						0%	1%	0%	0%	1.25%	2%					
					Housekeeping	\$21.02	\$21.23	\$21.23	\$21.23	\$21.50	\$21.93					
						0%	0%	0%	0%	1.25%	2%					
HSAA	2024-03-31	1,253	48	2022-11-02	Occupational Therapist I	\$49.65	\$49.65	\$49.65	\$50.15	\$50.78	\$51.80					
						0%	0%	0%	0%	1.25%	2%					
UNA	2024-03-31	2,876	48	2022-01-27	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45	\$51.46					
						0%	0%	0%	1%	3.25%	2%					
Covenant Health - Bonnyville Health Centre - GSS																
HSAA	2024-03-31	114	48	2023-03-09	Housekeeping	\$21.02	\$21.23	\$21.23	\$21.23	\$21.50	\$21.93					
						0%	1%	0%	0%	1.25%	2%					
Covenant Health - Edmonton General, Grey Nuns																
CUPE	2024-03-31	1,338	48	2023-10-06	Cook II	\$28.49	\$28.77	\$28.77	\$28.77	\$29.13	\$29.71					
						0%	1%	0%	0%	1.25%	2%					
					Housekeeping	\$21.02	\$21.23	\$21.23	\$21.23	\$21.50	\$21.93					
						0%	1%	0%	0%	1.25%	2%					
Covenant Health - Misericordia, Villas Caritas																
CUPE	2024-03-31	613	36	2023-07-20	Cook II	\$28.49	\$28.77	\$28.77	\$28.77	\$29.13	\$29.71					
						0%	1%	0%	0%	1.25%	2%					
					Housekeeping	\$21.02	\$21.23	\$21.23	\$21.23	\$21.50	\$21.93					
						0%	1%	0%	0%	1.25%	2%					
Covenant Health - St. Joseph's Home / Carmel Hospice																
CUPE	2024-03-31	40	36	2022-12-09	Health Care Aide	\$24.95	\$24.95	\$24.95	\$25.20	\$25.52	\$26.03					
						0%	0%	0%	1%	1.25%	2%					
					Licensed Practical Nurse	\$34.63	\$34.63	\$34.63	\$34.98	\$35.42	\$36.13					
						0%	0%	0%	1%	1.25%	1%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Covenant Health - St. Michael's Health Centre																
CUPE	2020-03-31	91	24	2019-09-26	Housekeeping	\$21.02 0%	\$21.23 1%									
Covenant Health - St. Therese Villa																
AUPE	2024-03-31	219	48	2021-07-06	Health Care Aide	\$24.95 0%	\$24.95 0%	\$27.95 0%	\$25.20 1%	\$25.51 1.25%	\$26.02 2%					
					Licensed Practical Nurse	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.41 1.25%	\$36.12 2%					
Covenant Health - Youville Home (Grey Nuns) of St. Albert																
USW	2024-03-31	197	48	2023-05-17	Health Care Aide	\$24.96 0%	\$24.96 0%	\$24.96 0%	\$25.21 1%	\$25.53 1.25%	\$26.04 2%					
					Licensed Practical Nurse	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1.25%	\$36.13 2%					
Crowsnest Pass Senior Housing																
CUPE	2025-12-31	65	48	2023-06-22	Cook	\$21.42 2%	\$21.63 1%	\$21.95 1.5%	\$22.39 2%	\$22.73 1.5%	\$23.48 \$ 0.75	\$24.28 \$ 0.80	\$25.13 \$ 0.85			
					Health Care Aide	\$20.87 2%	\$21.08 1%	\$21.40 1.5%	\$21.83 2%	\$22.16 1.5%	\$22.91 \$ 0.75	\$23.71 \$ 0.80	\$24.56 \$ 0.85			
					Housekeeping	\$17.91 2%	\$18.09 1%	\$18.36 1.5%	\$18.73 2%	\$19.01 1.5%	\$19.76 \$ 0.75	\$20.56 \$ 0.80	\$21.41 \$ 0.85			
					Licensed Practical Nurse						\$34.63 1.5%	\$35.38 \$ 0.75	\$36.18 \$ 0.80	\$37.03 \$ 0.85		
Cypress View Foundation																
CUPE	2028-12-31	80	60	2023-12-12	Head Cook	\$23.90 2%	\$24.38 2%	\$24.38 0%	\$24.38 0%	\$24.38 0%	\$26.62 9.1%	\$26.62 0%	\$26.62 0%	\$26.62 0%	\$26.62 0%	\$26.89 1%
					Health Care Aide	\$22.85 2%	\$23.30 2%	\$23.30 0%	\$23.30 0%	\$23.30 0%	\$25.53 9.5%	\$25.53 0%	\$25.53 0%	\$25.53 0%	\$25.53 0%	\$25.79 1%
					Housekeeping	\$20.01 2%	\$20.41 2%	\$20.41 0%	\$20.41 0%	\$20.41 0%	\$22.61 10.7%	\$22.61 0%	\$22.61 0%	\$22.61 0%	\$22.61 0%	\$22.84 1%

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Drumheller & District Seniors Foundation - Sunshine & Hillview																
CUPE	2025-12-31	58	36	2023-07-04	Food Services Cook	\$24.30	\$24.66	\$25.16	\$25.29	\$25.42	\$26.18	\$26.97	\$27.78			
						1.25%	1.5%	2%	0.5%	0.5%	3%	3%	3%			
					Health Care Aide	\$21.01	\$21.32	\$21.75	\$21.86	\$21.97	\$22.63	\$23.31	\$24.01			
						1.25%	1.5%	2%	0.5%	0.5%	3%	3%	3%			
					Housekeeping	\$17.04	\$17.30	\$17.64	\$17.73	\$17.82	\$18.35	\$18.90	\$19.47			
						1.25%	1.5%	2%	0.5%	0.5%	3%	3%	3%			
DynaLIFE DX																
HSA	2025-03-31	1,200	36	2023-06-30	Medical Laboratory Technologist I	\$43.29	\$43.29	\$43.29	\$43.29	\$43.72	\$45.38	TBD				
						0%	0%	0%	0%	1%	3.75%					
Eagle Hill Foundation																
CUPE	2024-12-31	65	36	2023-10-16	Cook	\$18.91	\$18.91	\$19.10	\$19.39	\$19.39	\$19.78	\$20.18				
						2%	0%	1%	1.5%	0%	2%	2%				
					Health Care Aide	\$23.07	\$23.07	\$23.30	\$23.65	\$23.65	\$24.13	\$24.61				
						2%	0%	1%	1.5%	0%	2%	2%				
					Housekeeping	\$18.15	\$18.15	\$18.33	\$18.61	\$18.61	\$18.98	\$19.36				
						2%	0%	1%	1.5%	0%	2%	2%				
East Central 911 Call Answer Society																
HSA	2024-12-31	6	1	2020-01-23	Emergency Fire Dispatcher	\$25.38	\$25.89	\$25.89	\$25.89	TBD	TBD	TBD				
						2%	2%	0%	0%							
East Central Ambulance Association																
HSA	2025-07-31	21	36	2023-07-04	Primary Care Paramedic (PCP)	\$34.40	\$34.40	\$34.40	\$34.74	\$35.17	\$35.87	TBD				
						0%*	0%	0%	1%	1.25%	2%					
Evergreens Foundations																
IUOE	2025-06-29	126	36	2022-07-21	Cook	\$27.93	\$29.43	\$30.02	\$30.62	\$31.54	\$32.48	\$33.46				
						2%	\$ 1.50	2%	2%	3%	3%	3%				
					Housekeeping	\$20.02	\$21.52	\$21.95	\$22.39	\$23.06	\$23.75	\$24.47				
						2%	\$ 1.50	2%	2%	3%	3%	3%				
Excel Society - Balwin Villa, Grand Manor																
UFCW	2025-03-31	235	22	2023-06-12	Health Care Aide	\$20.48	\$20.48	\$20.69	\$21.00	\$21.54						
						1%	0%	1%	1.5%	2.5%						
					Licensed Practical Nurse	\$30.24	\$30.24	\$30.54	\$31.01	\$31.77						
						1%	0%	1%	1.5%	2.5%						

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	
Extendicare (Canada) - 6 sites																	
CUPE	2020-12-31	415	48	2019-10-29	Health Care Aide	\$24.16	\$24.40	\$24.71									
						0%	1%	1.25%									
					Housekeeping	\$19.55	\$19.75	\$19.99									
						0%	1%	1.25%									
					Licensed Practical Nurse	\$34.63	\$34.63	\$34.63									
						0%	0%	0%									
Extendicare (Canada) - Athabasca																	
AUPE (ANC)	2023-12-31	36	72	2023-04-21	Health Care Aide	\$24.16	\$24.40	\$24.40	\$24.65	\$24.95	\$25.45						
						0%	1%	0%	1%	1.25%	2%						
					Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39						
						0%	1%	0%	1%	1.25%	2%						
AUPE (GSS)	2023-12-31	25	72	2023-04-21	Cook	\$20.71	\$20.92	\$20.92	\$21.13	\$21.39	\$21.82						
						0%	1%	0%	1%	1.25%	2%						
					Housekeeping	\$20.06	\$20.26	\$20.26	\$20.46	\$20.72	\$21.13						
						0%	1%	0%	1%	1.25%	2%						
UNA	2021-12-31	0	53	2021-06-10	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.37								
						0%	0%	0%	0%								
Extendicare (Canada) - Cedars Villa																	
AUPE	2023-12-31	277	72	2023-04-21	Cook	\$21.99	\$22.21	\$22.21	\$22.43	\$22.71	\$23.17						
						0%	1%	0%	1%	1.25%	2%						
					Health Care Aide	\$24.16	\$24.40	\$24.40	\$24.65	\$24.95	\$25.45						
						0%	1%	0%	1%	1.25%	2%						
					Housekeeping	\$19.55	\$19.75	\$19.75	\$19.94	\$20.19	\$20.60						
						0%	1%	0%	1%	1.25%	2%						
					Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39						
						0%	1%	0%	1%	1.25%	2%						
UNA	2019-07-31	27	20	2017-11-28	Registered Nurse	\$48.37											
						0%											

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Extending (Canada) - Eaux Claires																
AUPE	2023-12-31	252	72	2023-04-21	Health Care Aide	\$24.16	\$24.40	\$24.40	\$24.65	\$24.95	\$25.45					
						0%	1%	0%	1%	1.25%	2%					
					Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39					
						0%	1%	0%	1%	1.25%	2%					
UNA	2021-12-31	31	53	2021-06-10	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.37							
						0%	0%	0%	0%							
Extending (Canada) - Fairmont Park																
AUPE	2023-12-31	149	72	2023-04-21	Cook I	\$23.10	\$23.33	\$22.33	\$23.56	\$23.86	\$24.34					
						0%	1%	0%	1%	1.25%	2%					
					Health Care Aide	\$24.16	\$24.40	\$24.40	\$24.65	\$24.95	\$25.45					
						0%	1%	0%	1%	1.25%	2%					
					Housekeeping	\$19.55	\$19.75	\$19.75	\$19.94	\$20.19	\$20.60					
						0%	1%	0%	1%	1.25%	2%					
					Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39					
						0%	1%	0%	1%	1.25%	2%					
Extending (Canada) - Fort Macleod																
UNA	2021-12-31	14	53	2021-06-10	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.37							
						0%	0%	0%	0%							
Extending (Canada) - Hillcrest																
AUPE	2023-12-31	171	72	2023-04-21	Cook	\$21.99	\$22.21	\$22.21	\$22.43	\$22.71	\$23.17					
						0%	1%	0%	1%	1.25%	2%					
					Health Care Aide	\$24.16	\$24.40	\$24.40	\$24.65	\$24.95	\$25.45					
						0%	1%	0%	1%	1.25%	2%					
					Housekeeping	\$19.55	\$19.75	\$19.75	\$19.94	\$20.19	\$20.60					
						0%	1%	0%	1%	1.25%	2%					
					Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39					
						0%	1%	0%	1%	1.25%	2%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Extendicare (Canada) - Holyrood																
AUPE	2023-12-31	108	74	2023-04-21	Cook	\$20.71	\$20.92	\$20.92	\$21.13	\$21.39	\$21.82					
						0%	1%	0%	1%	1.25%	2%					
					Health Care Aide	\$24.16	\$24.40	\$24.40	\$24.65	\$24.95	\$25.45					
						0%	1%	0%	1%	1.25%	2%					
					Housekeeping	\$19.56	\$19.76	\$19.76	\$19.95	\$20.20	\$20.61					
						0%	1%	0%	1%	1.25%	2%					
					Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39					
						0%	1%	0%	1%	1.25%	2%					
UNA	2021-12-31	18	53	2021-06-10	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.37							
						0%	0%	0%	0%							
Extendicare (Canada) - Leduc																
UNA	2021-12-31	16	53	2021-06-10	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.37							
						0%	0%	0%	0%							
Extendicare (Canada) - Mayerthorpe																
AUPE	2023-12-31	74	72	2023-04-21	Cook	\$20.71	\$20.92	\$20.92	\$21.13	\$21.39	\$21.82					
						0%	1%	0%	1%	1.25%	2%					
					Health Care Aide	\$24.16	\$24.40	\$24.40	\$24.65	\$24.95	\$25.45					
						0%	1%	0%	1%	1.25%	2%					
					Housekeeping	\$20.06	\$20.26	\$20.26	\$20.46	\$20.72	\$21.13					
						0%	1%	0%	1%	1.25%	2%					
					Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39					
						0%	1%	0%	1%	1.25%	2%					
UNA	2021-12-31	4	53	2021-06-10	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.37							
						0%	0%	0%	0%							

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Extendicare (Canada) - Michener Hill																
AUPE	2023-12-31	403	72	2023-04-21	Cook	\$23.10	\$23.33	\$22.33	\$23.56	\$23.86	\$24.34					
							0%	1%	0%	1%	1.25%	2%				
					Health Care Aide	\$24.16	\$24.40	\$24.40	\$24.65	\$24.95	\$25.45					
							0%	1%	0%	1%	1.25%	2%				
					Housekeeping	\$19.55	\$19.75	\$19.75	\$19.94	\$20.19	\$20.60					
							0%	1%	0%	1%	1.25%	2%				
					Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39					
							0%	1%	0%	1%	1.25%	2%				
UNA	2021-12-31	41	53	2021-06-10	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.37							
							0%	0%	0%	0%						
Extendicare (Canada) - Viking																
UNA	2021-12-31	7	53	2021-06-10	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.37							
							0%	0%	0%	0%						
Extendicare (Canada) - Vulcan																
UNA	2021-12-31	8	53	2021-06-10	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.37							
							0%	0%	0%	0%						
Father Lacombe Care Society																
UNA	2024-08-31	267	60	2023-03-15	Health Care Aide	\$25.70	\$25.70	\$25.70	\$25.70	\$25.70	\$26.03					
							1.5%	0%	0%	0%	0%	1.25%				
					Licensed Practical Nurse	\$35.68	\$35.68	\$35.68	\$35.68	\$35.68	\$36.13					
							1.5%	0%	0%	0%	0%	1.25%				
	2024-08-31	37	60	2023-03-15	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45	\$51.46					
							0%	0%	0%	1%	3.25%	2%				
Foothills Regional Emergency Services Commission																
HSAA	2025-12-31	12	36	2023-02-10	Communications Specialist	\$35.50	\$36.57	\$37.12	\$37.68	\$38.43	\$39.39	\$40.38	TBD			
							3%	3%	1.5%	1.5%	2%	2.5%	2.5%	TBD		

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Golden Life Management - Evanston Grand Village																
AUPE	2024-09-30	173	60	2023-11-30	Cook	\$24.05	\$24.05	\$24.05	\$24.29	\$24.59	\$25.08					
							2%	0%	0%	1%	1.25%	2%				
					Health Care Aide	\$24.29	\$24.29	\$24.29	\$24.53	\$24.84	\$25.34					
							2%	0%	0%	1%	1.25%	2%				
					Housekeeping	\$19.89	\$19.89	\$19.89	\$20.09	\$24.59	\$25.08					
							2%	0%	0%	1%	1.25%	2%				
					Licensed Practical Nurse	\$33.29	\$33.29	\$33.29	\$33.62	\$34.04	\$34.72					
							2%	0%	0%	1%	1.25%	2%				
Good Samaritan Society - Dr. Gerald Zetter Care Centre																
CUPE	2020-06-30	240	36	2021-01-26	Cook 2	\$27.78	\$28.06									
							0%	1%								
					Health Care Aide	\$24.95	\$24.95									
							0%	0%								
					Housekeeping	\$19.85	\$20.05									
							0%	1%								
Good Samaritan Society - Multi-Facility																
AUPE	2024-06-30	1,452	84	2023-10-12	Cook 2	\$27.78	\$27.78	\$27.78	\$28.13	\$28.48	\$28.98					
							0%	0%	0%	1.25%	1.25%	1.75%				
					Health Care Aide	\$24.95	\$24.95	\$24.95	\$25.26	\$25.58	\$26.03					
							0%	0%	0%	1.25%	1.25%	1.75%				
					Housekeeping	\$19.85	\$19.85	\$19.85	\$20.10	\$20.35	\$20.70					
							0%	0%	0%	1.25%	1.25%	1.75%				
					Licensed Practical Nurse	\$34.62	\$34.62	\$34.62	\$35.05	\$35.49	\$36.11					
							0%	0%	0%	1.25%	1.25%	1.75%				
HSAA	2024-03-31	25	48	2023-10-31	Occupational Therapist I	\$49.65	\$49.65	\$49.65	\$50.15	\$50.78	\$51.80					
							0%	0%	0%	2%	1.25%	2%				
UNA	2017-03-31	133	48	2015-11-17	Registered Nurse											

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Good Samaritan Society - South Ridge Village																
USW	2024-06-30	163	48	2023-11-24	Cook 2	\$26.58	\$26.85	\$26.85	\$27.12	\$27.39	\$27.66	\$28.01				
						0%	1%	0%	1%	1%	1%	1.25%				
					Health Care Aide	\$24.24	\$24.24	\$24.24	\$24.48	\$24.72	\$24.97	\$25.28				
						0%	0%	0%	1%	1%	1%	1.25%				
					Housekeeping	\$19.63	\$19.83	\$19.83	\$20.03	\$20.23	\$20.43	\$20.69				
						0%	1%	0%	1%	1%	1%	1.25%				
					Licensed Practical Nurse	\$33.64	\$33.64	\$33.64	\$33.98	\$34.32	\$34.66	\$35.09				
						0%	0%	0%	1%	1%	1%	1.25%				
Grande Spirit Foundation																
CUPE	2025-06-30	177	36	2022-11-15	Cook	\$25.40	\$26.16	\$26.95	\$27.76	\$28.52	\$29.23	\$29.89				
						1%	3%	3%	3%	2.75%	2.5%	2.25%				
					Housekeeping	\$19.05	\$19.62	\$20.21	\$20.82	\$21.39	\$21.92	\$22.41				
						1%	3%	3%	3%	2.75%	2.5%	2.25%				
Green Acres Foundation - Alberta Rose Lodge																
AUPE	2025-12-31	21	48	2022-05-28	Cook I	\$29.56	\$30.00	\$30.45	\$31.06	\$31.29	\$31.61	\$32.00	\$32.64			
						1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%			
Green Acres Foundation - Piyami																
AUPE	2025-12-31	51	43	2022-05-28	Cook I	\$29.56	\$30.00	\$30.45	\$31.06	\$31.29	\$31.61	\$32.00	\$32.64			
						1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%			
					Health Care Aide	\$26.09	\$26.48	\$26.87	\$27.41	\$27.62	\$27.89	\$28.24	\$28.81			
						1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%			
					Licensed Practical Nurse	\$36.21	\$36.75	\$37.30	\$38.05	\$38.34	\$38.72	\$39.20	\$39.99			
						1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%			
Green Acres Foundation - Sunny South																
AUPE	2025-12-31	93	48	2022-10-21	Cook I	\$29.56	\$30.00	\$30.45	\$31.06	\$31.29	\$31.61	\$32.00	\$32.64			
						1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%			
					Health Care Aide	\$26.09	\$26.48	\$26.87	\$27.41	\$27.62	\$27.89	\$28.24	\$28.81			
						1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%			
					Licensed Practical Nurse	\$36.21	\$36.75	\$37.30	\$38.05	\$38.34	\$38.72	\$39.20	\$39.99			
						1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%			

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	
Haven of Rest and Sunnyside Nursing Home																	
USW	2024-03-31	132	48	2023-06-23	Cook	\$20.53	\$20.53	\$21.24	\$21.24	\$21.24	\$21.24						
						0%	0%	1% *	0%	0%	0%						
					Health Care Aide	\$24.94	\$24.94	\$25.69	\$25.69	\$25.69	\$25.69						
						0%	0%	1% *	0%	0%	0%						
					Housekeeping Aide	\$18.97	\$18.97	\$19.66	\$19.66	\$19.66	\$19.66						
						0%	0%	1% *	0%	0%	0%						
UNA	2018-09-30	34	36	2016-07-28	Licensed Practical Nurse												
					Registered Nurse												
Homeland Housing																	
CUPE	2023-12-31	105	36	2021-12-08	Cook	\$22.06	\$22.50	\$22.95	\$23.18	\$23.64	\$24.12						
						0%	2%	2%	1%	2%	2%						
					Housekeeping	\$19.24	\$19.62	\$20.02	\$20.22	\$20.63	\$21.04						
						0%	2%	2%	1%	2%	2%						
I Have a Chance Support Service																	
UFCW	2025-03-05	139	36	2022-02-17	Health Care Aide					\$24.30	\$24.30	\$24.30	\$24.30				
											0%	0%	0%				
Intercare - Brentwood, Chinook, Southwood																	
CUPE	2024-06-30	1,050	24	2022-10-19	Cook 2	\$22.10	\$22.10	\$22.32	\$22.88	\$23.16	\$23.86						
						0.5%	0%	1%	1%*	1.25%	1.5%*						
					Health Care Aide	\$22.75	\$22.97	\$23.43	\$23.67	\$23.96	\$24.32						
						1.5%	1%	1%*	1%	1.25%	1.5%						
					Housekeeping	\$18.95	\$18.95	\$19.14	\$19.33	\$19.57	\$19.87						
						0.5%	0%	1%	1%	1.25%	1.5%						
					Licensed Practical Nurse	\$33.50	\$33.84	\$34.18	\$34.69	\$35.13	\$35.65						
						1.5%	1%	1%	1%*	1.25%	1.5%						

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Intercare - Kingsland Terrace																
CUPE	2024-03-31	48	12	2023-11-27	Cook	\$22.78	\$22.78	\$22.89	\$23.12	\$24.50	\$24.99					
						1%	0%	0.5%	1%	1%*	2%					
					Housekeeping	\$17.59	\$17.59	\$17.68	\$17.86	\$18.04	\$18.40					
						1%	0%	0.5%	1%	1%	2%					
					Licensed Practical Nurse	\$30.60	\$30.60	\$30.75	\$31.06	\$32.63	\$33.28					
						1%	0%	0.5%	1%*	1%*	2%					
Lacombe Foundation																
CLAC	2024-12-31	76	36	2022-11-10	Head Cook	\$22.85	\$23.31	\$23.66	\$23.36	\$23.90	\$24.26	\$24.75				
						6.4%	2%	1.5%	0%	1%	1.5%	2%				
					Health Care Aide	\$23.78	\$24.26	\$24.62	\$24.62	\$24.87	\$25.24	\$25.74				
						10%	2%	1.5%	0%	1%	1.5%	2%				
					Housekeeping	\$19.22	\$19.60	\$19.89	\$19.89	\$20.09	\$20.39	\$20.80				
						4%	2%	1.5%	0%	1%	1.5%	2%				
Lakeland Lodge & Housing Foundation																
CUPE	2025-12-31	17	48	2023-08-05	Head Cook	\$24.16	\$24.64	\$24.89	\$25.14	\$25.52	\$26.73	\$27.67	\$29.29			
						0.7%	2%	1%	1%	1.50%	4.75%	3.50%	2.25%*			
					Housekeeping	\$18.25	\$18.62	\$18.80	\$18.99	\$19.27	\$20.19	\$20.90	\$22.37			
						0.7%	2%	1%	1%	1.50%	4.75%	3.50%	2.25%*			
Lamont County Housing																
AUPE	2024-12-31	45	36	2023-01-20	Cook (Certificate)	\$21.36	\$21.79	\$22.22	\$22.67	\$22.67	\$23.12	25.06*				
						2.5%	2%	2%	2%	0%	2%	2%				
					Housekeeping	\$18.09	\$18.45	\$18.82	\$19.20	\$19.20	\$19.58	\$19.97				
						2.5%	2%	2%	2%	0%	2%	2%				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Lamont Health Care Centre																
HSA	2024-03-31	13	48	2022-07-25	EMT-P [Advanced Care Paramedic]	\$44.75	\$44.75	\$44.75	\$45.20	\$45.77	\$46.69					
						0%	0%	0%	1%	1.25%	2%					
UNA	2024-03-31	34	48	2022-01-27	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45	\$51.46					
						0%	0%	0%	1%	3.25%	2%					
AUPE (ANC)	2024-03-31	95	48	2022-05-12	Health Care Aide	\$24.95	\$24.95	\$24.95	\$25.20	\$25.52	\$26.03					
						0%	0%	0%	1%	1.25%	2%					
					Licensed Practical Nurse	\$34.63	\$34.63	\$34.63	\$34.98	\$35.42	\$36.13					
						0%	0%	0%	1%	1.25%	2%					
AUPE (GSS)	2024-03-31	68	48	2022-09-12	Cook I	\$25.34	\$25.59	\$25.59	\$25.59	\$25.91	\$26.43					
						0%	1%	0%	0%	1.25%	2%					
					Housekeeping	\$21.52	\$21.74	\$21.74	\$21.74	\$22.01	\$22.45					
						0%	1%	0%	0%	1.25%	2%					
LeeCaring Communities Foundation																
AUPE	2024-03-31	64	66	2022-10-27	Health Care Aide	\$25.58	\$25.58	\$25.58	\$25.58	\$25.84	\$26.10					
						0%	0%	0%	0%	1%	1%					
					Licensed Practical Nurse	\$35.50	\$35.50	\$35.50	\$35.50	\$35.86	\$36.22					
						0%	0%	0%	0%	1%	1%					
CUPE	2026-06-30	37	26	2024-05-13	Cook 2					\$28.04	\$28.04	\$28.04	\$28.78	\$29.36		
										NA	0%	0%	2% *	2%		
UNA	2014-03-31	22	29	2012-09-18	Registered Nurse											
Lloydminster Region Housing Group - Pioneer Complex																
CUPE	2024-02-29	80	36	2021-03-29	Cook	\$19.32	\$19.61	\$20.00	\$20.30	\$22.62	\$23.07					
						2.3%	1.5%	2%	1.5%	1.5%*	2%					
					Health Care Aide	\$24.46	\$24.83	\$25.32	\$25.70	\$26.09	\$26.61					
						1.5%	1.5%	2%	1.5%	1.5%	2%					
					Housekeeping	\$17.99	\$18.26	\$18.62	\$18.90	\$19.18	\$19.57					
						2.4%	1.5%	2%	1.5%	1.5%	2%					
					Licensed Practical Nurse	\$34.63	\$35.15	\$35.85	\$36.39	\$38.97	\$39.75					
						1.5%	1.5%	2%	1.5%	1.5%*	2%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028			
Masterpiece - Southland Meadows - ANC																			
AUPE	2024-03-31	1	36	2022-03-22	Health Care Aide				\$25.57	\$25.89	\$26.12								
								0%	1.25%	1%									
					Licensed Practical Nurse				\$37.18	\$37.64	\$38.12								
								0%	1.25%	1.25%									
Nutra 2000																			
LiUNA Local 3000	2023-11-30	800	12	2023-02-08	Cook	\$23.16	\$23.57	\$23.81	\$25.01	\$25.76									
						1.75%	1.75%	1%	1%*	3%									
					Health Care Aide	\$25.10	\$25.54	\$25.80	\$26.06	\$26.84									
						1.75%	1.75%	1%	1%	3%									
					Housekeeping	\$16.78	\$17.08	\$17.25	\$18.13	\$18.67									
						1.75%	1.75%	1%	1%*	3%									
					Licensed Practical Nurse	\$34.82	\$35.43	\$35.78	\$36.14	\$37.22									
						1.75%	1.75%	1%	1%	3%									
Operation Friendship Seniors Society																			
CUPE	2022-03-31	70	24	2021-08-04	Cook	\$20.92	\$21.44	\$21.44	\$21.44										
						2%	2.5%	0%	0%										
					Health Care Aide	\$23.91	\$24.51	\$24.51	\$24.51										
						2%	2.5%	0%	0%										
					Housekeeping	\$19.25	\$19.73	\$19.73	\$19.73										
	2%	2.5%	0%	0%															
	Licensed Practical Nurse	\$29.34	\$30.07	\$30.07	\$30.07														
	2%	2.5%	0%	0%															
Optima Living Alberta - Country Cottage																			
USW	2026-01-03	37	48	2022-06-07	Cook		\$18.83	\$19.11	\$19.49	\$19.88	\$19.98	\$20.08	\$20.33						
						1.5%	1.5%	2%	2%	0.5%	0.5%	1.25%							
					Health Care Aide	\$22.53	\$22.87	\$23.33	\$23.80	\$23.92	\$24.04	\$24.34							
						1.5%	1.5%	2%	2%	0.5%	0.5%	1.25%							
					Housekeeping	\$17.16	\$17.42	\$17.77	\$18.13	\$18.22	\$18.31	\$18.54							
	1.5%	1.5%	2%	2%	0.5%	0.5%	1.25%												
	Licensed Practical Nurse	\$31.86	\$32.34	\$32.99	\$33.65	\$33.82	\$33.99	\$34.41											
	1.5%	1.5%	2%	2%	0.5%	0.5%	1.25%												

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Park Place Seniors Living - Benevolence Care Centre																
AUPE	2025-03-31	140	48	2022-10-31	Health Care Aide		\$24.23	\$24.71	\$24.71	\$24.96	\$25.33	\$25.84				
							2%	2%	0%	1%	1.5%	2%				
					Housekeeping (Support Services)		\$18.04	\$18.40	\$18.40	\$18.58	\$18.86	\$19.24				
							2%	2%	0%	1%	1.5%	2%				
					Licensed Practical Nurse		\$33.98	\$34.66	\$34.66	\$35.00	\$35.53	\$36.25				
							2%	2%	0%	1%	1.5%	2%				
Park Place Seniors Living - Copper Sky Lodge																
AUPE	2026-03-31	190	36	2023-06-15	Cook	\$25.10	\$25.23	\$25.35	\$25.86	\$26.12	\$26.98	\$27.45	\$28.00			
							2.25%	0.5%	0.5%	2%	1%	3.25%	1.75%	2%		
					Health Care Aide	\$24.43	\$24.55	\$24.67	\$25.17	\$25.42	\$26.26	\$26.71	\$27.25			
							2.25%	0.5%	0.5%	2%	1%	3.25%	1.75%	2%		
					Housekeeping	\$17.41	\$17.50	\$17.58	\$17.94	\$18.12	\$18.71	\$19.04	\$19.42			
							2.25%	0.5%	0.5%	2%	1%	3.25%	1.75%	2%		
					Licensed Practical Nurse	\$33.87	\$34.04	\$34.21	\$34.90	\$35.24	\$36.40	\$37.04	\$37.78			
							2.25%	0.5%	0.5%	2%	1%	3.25%	1.75%	2%		
Park Place Seniors Living - Devonshire Care Centre																
AUPE	2026-03-31	201	48	2023-08-16	Cook II	\$23.30	\$23.53	\$23.77	\$24.01	\$24.37	\$24.80	\$25.23	\$25.74			
							0%	1%	1%	1%	1.5%	1.75%	1.75%	2%		
					Health Care Aide	\$23.63	\$23.87	\$24.11	\$24.35	\$24.72	\$25.15	\$25.59	\$26.10			
							0%	1%	1%	1%	1.5%	1.75%	1.75%	2%		
					Housekeeping	\$20.29	\$20.49	\$20.69	\$20.90	\$21.21	\$21.58	\$21.96	\$22.40			
							0%	1%	1%	1%	1.5%	1.75%	1.75%	2%		
					Licensed Practical Nurse	\$32.80	\$33.13	\$33.46	\$33.79	\$34.30	\$34.90	\$35.51	\$36.22			
							0%	1%	1%	1%	1.5%	1.75%	1.75%	2%		
Park Place Seniors Living - Emerald Gardens																
CUPE	2024-04-30	55	36	2021-08-16	Cook/Cook Prep	\$21.39	\$21.77	\$22.15	\$22.32	\$22.12	\$22.40					
							1%	1.75%	1.75%	0.75%	0.75%	1.2%				
					Health Care Aide	\$24.04	\$24.46	\$24.89	\$25.08	\$25.26	\$25.45					
							1%	1.75%	1.75%	0.75%	0.75%	0.75%				
					Housekeeping	\$18.74	\$19.06	\$19.40	\$19.55	\$19.69	\$19.84					
							1%	1.75%	1.75%	0.75%	0.75%	0.75%				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Park Place Seniors Living - Hardisty Care Centre																
AUPE	2024-03-31	182	48	2022-10-18	Cook	\$21.52	\$21.74	\$21.96	\$21.96	\$22.12	\$22.40					
						1%	1%	1%	0%	0.75%	1.2%					
					Health Care Aide	\$23.75	\$24.23	\$24.23	\$24.41	\$24.59	\$24.88					
						1.5%	2%	0%	0.75%	0.75%	1.2%					
					Licensed Practical Nurse	\$32.97	\$33.63	\$33.63	\$33.88	\$34.13	\$34.54					
						1.5%	2%	0%	0.75%	0.75%	1.2%					
					Housekeeping	\$19.03	\$19.23	\$19.43	\$19.43	\$19.58	\$19.82					
						1%	1%	1%	0%	0.75%	1.2%					
UNA	2019-03-31	4	15	2018-01-12	Occupational Therapist	\$46.91										
						5%										
Park Place Seniors Living - Meadow Ridge																
Teamsters	2026-09-01	76	48	2023-09-28	Cook		\$20.09	\$20.39	\$20.70	\$21.11	\$21.48	\$21.86	\$22.24			
								1.5%	1.5%	2%	1.75%	1.75%	1.75%			
					Health Care Aide		\$24.35	\$24.72	\$25.09	\$25.59	\$26.04	\$26.50	\$26.96			
								1.5%	1.5%	2%	1.75%	1.75%	1.75%			
					Housekeeping		\$18.10	\$18.37	\$18.65	\$19.02	\$19.35	\$19.69	\$20.03			
								1.5%	1.5%	2%	1.75%	1.75%	1.75%			
					Licensed Practical Nurse		\$34.28	\$34.79	\$35.31	\$36.02	\$36.65	\$37.29	\$37.94			
								1.5%	1.5%	2%	1.75%	1.75%	1.75%			
Park Place Seniors Living - Newport Harbour Care Centre																
AUPE	2024-03-31	168	48	2022-10-14	Cook	\$22.17	\$22.61	\$22.61	\$22.61	\$23.23	\$23.52					
						1.5%	2%	0%	0%	2.75%	1.25%					
					Health Care Aide	\$24.49	\$24.85	\$24.85	\$24.85	\$25.53	\$25.85					
						2.5%	1.5%	0%	0%	2.75%	1.25%					
					Housekeeping	\$19.98	\$20.37	\$20.37	\$20.37	\$20.93	\$21.19					
						1.5%	2%	0%	0%	2.75%	1.25%					
					Licensed Practical Nurse	\$36.03	\$36.57	\$36.57	\$36.57	\$37.58	\$38.05					
						2.5%	1.5%	0%	0%	2.75%	1.25%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Park Place Seniors Living - River Ridge, Hardisty, Devonshire, Benevolence																
USW	2026-03-31	108	48	2022-12-03	Cook	\$23.06	\$23.06	\$23.06	\$23.06	\$23.33	\$23.59	\$23.86	\$24.24	\$24.42		
						0%	0%	0%	0%	1.15%	1.15%	1.15%	1.15%	1.15%		
					Health Care Aide	\$24.58	\$24.58	\$24.58	\$24.58	\$24.86	\$25.15	\$25.44	\$25.73	\$26.03		
						0%	0%	0%	0%	1.15%	1.15%	1.15%	1.15%	1.15%		
UNA	2024-06-30	58	84	2023-02-22	Housekeeping	\$19.55	\$19.55	\$19.55	\$19.55	\$19.77	\$20.00	\$20.23	\$20.46	\$20.70		
						0%	0%	0%	0%	1.15%	1.15%	1.15%	1.15%	1.15%		
					Licensed Practical Nurse	\$35.75	\$35.75	\$35.75	\$35.75	\$36.16	\$36.58	\$37.00	\$37.42	\$37.85		
						0%	0%	0%	0%	1.15%	1.15%	1.15%	1.15%	1.15%		
					Registered Nurse	\$48.36	\$48.36	\$48.36	\$48.36	\$50.45	\$51.46					
						0%	0%	0%	0%	4.3%	2%					
Park Place Seniors Living - Silverado Seniors Village																
AUPE	2026-07-20	150	36	2023-07-21	Health Care Aide						\$26.10	\$26.49	\$26.95			
											1.5%	1.5%	1.75%			
					Licensed Practical Nurse						\$34.72	\$35.24	\$35.86			
											1.5%	1.5%	1.75%			
Park Place Seniors Living - Villa Marguerite, Sprucewood Place																
AUPE	2024-03-31	498	48	2022-04-01	Cook	\$22.81	\$23.26	\$23.26	\$23.43	\$23.65	\$23.89					
						1.5%	2%	0%	0.75%	0.95%	1%					
					Health Care Aide	\$25.71	\$26.22	\$26.22	\$26.42	\$26.67	\$26.94					
						1.5%	2%	0%	0.75%	0.95%	1%					
HSA	2019-06-30	30	36	2017-02-14	Housekeeping	\$18.03	\$18.39	\$18.39	\$18.53	\$18.71	\$18.90					
						1.5%	2%	0%	0.75%	0.95%	1%					
					Licensed Practical Nurse	\$35.68	\$36.39	\$36.39	\$36.66	\$37.00	\$37.37					
						1.5%	2%	0%	0.75%	0.95%	1%					
Pharma Plus Speciality Pharmacy Services [Calgary]																
HSA	2019-06-30	30	36	2017-02-14	Pharmacy Technician I	\$36.78										
						1.5%										

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Points West Living Cold Lake																
AUPE	2022-12-31	48	36	2021-12-10	Cook	\$19.14	\$19.52	\$19.52	\$19.62	\$19.81						
						2%	2%	0%	0.5%	1%						
					Health Care Aide	\$24.46	\$24.95	\$24.95	\$25.07	\$25.33						
						2%	2%	0%	0.5%	1%						
					Housekeeping	\$16.24	\$16.56	\$16.56	\$16.64	\$16.81						
						2%	2%	0%	0.5%	1%						
					Licensed Practical Nurse	\$33.64	\$34.31	\$34.31	\$34.48	\$34.83						
						2%	2%	0%	0.5%	1%						
Points West Living Heritage House																
AUPE	2025-03-31	43	36	2022-11-25	Cook	\$22.55	\$22.66	\$22.77	\$22.88	\$23.22	\$23.51	\$23.80				
						1.5%	0.5%	0.5%	0.5%	1.5%	1.25%	1.25%				
					Health Care Aide	\$25.83	\$25.96	\$26.09	\$26.22	\$26.61	\$26.94	\$27.28				
						1.5%	0.5%	0.5%	0.5%	1.5%	1.25%	1.25%				
					Housekeeping	\$19.24	\$19.34	\$19.44	\$19.54	\$19.83	\$20.08	\$20.33				
						1.5%	0.5%	0.5%	0.5%	1.5%	1.25%	1.25%				
					Licensed Practical Nurse	\$35.86	\$36.04	\$36.22	\$36.40	\$36.95	\$37.41	\$37.88				
						1.5%	0.5%	0.5%	0.5%	1.5%	1.25%	1.25%				
Points West Living Stettler																
AUPE	2024-05-10	107	12	2024-05-03	Cook	\$18.58	\$18.95	\$19.05	\$19.15	\$19.34	\$19.68					
						0.75%	2%	0.5%	0.5%	1%	1.75%					
					Health Care Aide	\$24.46	\$24.95	\$25.08	\$25.21	\$25.46	\$25.91					
						0.75%	2%	0.5%	0.5%	1%	1.75%					
					Housekeeping	\$16.32	\$16.65	\$16.73	\$16.81	\$16.98	\$17.28					
						0.75%	2%	0.5%	0.5%	1%	1.75%					
					Licensed Practical Nurse	\$33.64	\$34.32	\$34.49	\$34.66	\$35.01	\$35.62					
						0.75%	2%	0.5%	0.5%	1%	1.75%					
Prairie Emergency Medical Systems																
HSAA	2025-03-31	206	60	2023-01-07	Advanced Care Paramedic	\$47.46	\$47.46	\$47.46	\$47.93	\$48.65	\$49.62	\$50.74				
						0%	0%	0%	1%	1.5%	2%	2.25%				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Pro Vita Care Management - Century Park																
CUPE	2026-10-31	26	36	2023-10-31	Cook					\$25.21	\$25.21	\$25.97	\$26.49			
											0.00%	3.00%	2.00%			
					Health Care Aide					\$23.11	\$24.25	\$24.98	\$25.48			
											4.90%	3.0%	2%			
					Housekeeping					\$19.44	\$19.44	\$20.02	\$20.42			
											0.00%	3.00%	2.00%			
					Licensed Practical Nurse					\$29.42	\$33.50	\$34.51	\$35.20			
											14%	3.0%	2%			
Qualicare - Citadel Care																
USW	2024-06-30	152	24	2022-10-14	Cook	\$19.91	\$19.91	\$19.91	\$20.11	\$20.86	\$21.28					
						1%	0%	0%	1%	3.75%	2.00%					
					Health Care Aide	\$21.53	\$21.53	\$21.53	\$21.75	\$24.09	\$24.09					
						1%	0%	0%	1%	10.75%	0.00%					
					Housekeeping	\$18.41	\$18.41	\$18.41	\$18.59	\$19.18	\$19.56					
						1%	0%	0%	1%	3.2%	2.00%					
					Licensed Practical Nurse	\$31.71	\$31.71	\$31.71	\$32.03	\$34.59	\$35.28					
						1%	0%	0%	1%	8%	2.00%					
Qualicare - Rivercrest Lodge Nursing Home																
AUPE	2024-03-31	12	60	2022-10-23	Licensed Practical Nurse	\$32.16	\$32.96	\$32.96	\$32.96	\$34.98	\$35.42					
						1%	2.5%	0%	0%	6.13%	1.25%					
UNA	2024-03-31	18	48	2023-03-14	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.37	\$50.45	\$51.46					
						0%	0%	0%	0%	4.25%	2%					
USW	2024-07-31	95	24	2022-12-14	Cook	\$20.38	\$20.38	\$20.58	\$20.78	\$22.00	\$22.44					
						1%	0%	1%	1%	5.9%	2%					
					Health Care Aide	\$21.65	\$21.65	\$21.87	\$22.09	\$23.96	\$23.96					
						1%	0%	1%	1%	8.5%	0%					
					Housekeeping	\$18.05	\$18.05	\$18.23	\$18.41	\$19.75	\$20.15					
						1%	0%	1%	1%	7.3%	2%					
Revera																
UNA	2017-12-31	89	48	2015-06-15	Registered Nurse											

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Revera Lessee - Aspen Ridge																
AUPE	2024-01-31	86	60	2023-02-14	Cook, Certified	\$23.29	\$23.76	\$24.24	\$24.66	\$25.09	\$25.40					
						2%	2.00%	2.00%	1.75%	1.75%	1.25%					
					Health Care Aide	\$23.76	\$24.24	\$24.72	\$25.15	\$25.59	\$25.91					
						2%	2.00%	2.00%	1.75%	1.75%	1.25%					
					Housekeeping	\$18.85	\$19.23	\$19.61	\$19.95	\$20.30	\$20.55					
						2%	2.00%	2.00%	1.75%	1.75%	1.25%					
					Licensed Practical Nurse	\$32.19	\$32.83	\$33.49	\$34.08	\$34.68	\$35.11					
						2%	2.00%	2.00%	1.75%	1.75%	1.25%					
Revera Lessee - Chateau Renoir Retirement Residence																
CUPE	2024-04-30	45	48	2021-03-08	Housekeeping	\$15.31	\$15.70	\$16.01	\$16.66	\$17.24	\$17.84					
						2%	2.5%	2%	2%*	3.5%	3.5%					
Revera Lessee - Churchill Retirement Community																
AUPE	2024-12-31	69	24	2024-02-15	Cook	\$19.91	\$20.31	\$20.67	\$20.98	\$21.24	\$21.51	\$22.05				
						2%	2%	1.75%	1.5%	1.25%	1.25%	2.5%				
					Health Care Aide	\$24.87	\$25.36	\$25.80	\$26.19	\$26.52	\$26.85	\$27.53				
						2%	2%	1.75%	1.5%	1.25%	1.25%	2.5%				
					Housekeeping	\$15.57	\$15.89	\$16.17	\$16.41	\$16.62	\$16.83	\$17.25				
						2%	2%	1.75%	1.5%	1.25%	1.25%	2.5%				
					Licensed Practical Nurse	\$34.05	\$34.73	\$35.34	\$35.87	\$36.32	\$36.77	\$37.70				
						2%	2%	1.75%	1.5%	1.25%	1.25%	2.5%				
Revera Lessee - Edgemont																
AUPE	2023-12-31	98	60	2023-02-10	Cook	\$21.89	\$22.33	\$22.78	\$23.18	\$23.59	\$23.88					
						3%	2%	2%	1.75%	1.75%	1.25%					
					Health Care Aide	\$24.46	\$24.95	\$25.45	\$25.90	\$26.35	\$26.68					
						2%	2%	2%	1.75%	1.75%	1.25%					
					Housekeeping	\$16.53	\$16.86	\$17.20	\$17.50	\$17.81	\$18.03					
						3%	2%	2%	1.75%	1.75%	1.25%					
					Licensed Practical Nurse	\$33.95	\$34.63	\$35.32	\$35.94	\$36.57	\$37.03					
						2%	2%	2%	1.75%	1.75%	1.25%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Revera Lessee - Heartland Retirement Residence																
CUPE	2025-12-31	39	36	2023-05-24	Health Care Aide	\$19.02	\$19.40	\$19.79	\$21.18	\$22.61	\$23.06	\$23.52	\$24.40			
						2%	2%	2%	7%	6.75%	2%	2%	2%*			
					Licensed Practical Nurse	\$28.13	\$28.69	\$29.27	\$30.85	\$32.47	\$33.12	\$33.78	\$35.04			
						2%	2%	2%	5.4%	5.25%	2%	2%	2%*			
Revera Lessee - McKenzie Towne Retirement Residence																
CUPE (ANC)	2023-12-31	51	36	2021-11-17	Health Care Aide	\$21.35	\$21.78	\$22.22	\$22.72	\$23.06	\$23.52					
						2%	2%	2%	2.25%	1.5%	2%					
					Licensed Practical Nurse	\$31.26	\$31.89	\$32.53	\$33.26	\$33.76	\$34.44					
						2%	2%	2%	2.25%	1.5%	2%					
CUPE (GSS)	2024-12-31	45	32	2022-05-10	Cook					\$24.93	\$25.43	\$25.94				
									2%	2%	2%					
					Housekeeping					\$17.95	\$18.40	\$18.86				
										2.5%	2.5%	2.5%				
Revera Lessee - Meadowlands																
UFCW	2023-12-31	70	36	2021-08-11	Cook	\$20.31	\$20.72	\$21.13	\$21.55	\$21.98	\$22.42					
						2.25%	2%	2%	2%	2%	2%					
					Health Care Aide	\$20.41	\$20.82	\$21.23	\$21.65	\$22.08	\$22.52					
						2.25%	2%	2%	2%	2%	2%					
					Housekeeping	\$16.36	\$16.69	\$17.02	\$17.36	\$17.71	\$18.06					
						2.25%	2%	2%	2%	2%	2%					
					Licensed Practical Nurse	\$28.96	\$29.54	\$30.13	\$31.73	\$32.86	\$34.02					
						2.25%	2%	2%	5.3%	3.6%	3.5%					
Revera Lessee - River Ridge																
AUPE	2024-12-31	85	36	2022-09-21	Cook	\$22.96	\$23.19	\$23.48	\$23.77	\$24.25	\$24.73	\$25.23				
						1%	1%	1.25%	1.25%	2%	2%	2%				
					Health Care Aide	\$22.96	\$23.19	\$23.48	\$23.77	\$24.25	\$24.73	\$25.23				
						1%	1%	1.25%	1.25%	2%	2%	2%				
					Housekeeping	\$18.55	\$18.74	\$18.97	\$19.21	\$19.59	\$19.99	\$20.39				
						1%	1%	1.25%	1.25%	2%	2%	2%				
					Licensed Practical Nurse	\$31.73	\$32.05	\$32.45	\$32.86	\$33.51	\$34.19	\$34.87				
						1%	1%	1.25%	1.25%	2%	2%	2%				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Revera Lessee - Riverbend Retirement																
AUPE	2023-12-31	96	36	2023-10-11	Cook	\$21.20	\$21.62	\$22.00	\$22.44	\$22.83	\$23.12					
						2%	2%	1.75%	2%	1.75%	1.25%					
Revera Lessee - Scenic Acres																
AUPE	2024-12-31	117	24	2024-03-13	Cook	\$21.49	\$21.91	\$22.29	\$22.62	\$22.90	\$23.19	\$23.89				
						2%	2%	1.75%	1.5%	1.25%	1.25%	3%				
					Health Care Aide	\$24.77	\$25.27	\$25.71	\$26.10	\$26.43	\$26.76	\$27.30				
						2%	2%	1.75%	1.5%	1.25%	1.25%	2%				
					Housekeeping	\$16.72	\$17.05	\$17.35	\$17.61	\$17.83	\$18.05	\$18.60				
						2%	2%	1.75%	1.5%	1.25%	1.25%	3%				
					Licensed Practical Nurse	\$33.29	\$33.96	\$34.55	\$35.07	\$35.51	\$35.95	\$36.67				
						2%	2%	1.75%	1.5%	1.25%	1.25%	2%				
Revera Retirement - McConachie Gardens																
AUPE	2023-12-31	130	36	2023-08-30	Cook				\$21.79	\$22.17	\$22.45					
									1.75%	1.75%	1.25%					
					Health Care Aide				\$25.17	\$25.61	\$25.93					
									1.75%	1.75%	1.25%					
					Housekeeping				\$18.01	\$18.33	\$18.56					
									1.75%	1.75%	1.25%					
					Licensed Practical Nurse				\$35.03	\$35.64	\$36.09					
									1.75%	1.75%	1.25%					
Revera Retirement - Our Parents' Home																
AUPE	2023-12-31	115	32	2023-08-30	Cook					\$22.33	\$22.61					
										1.75%	1.25%					
					Health Care Aide					\$22.33	\$22.86					
										1.75%	1.25%*					
					Housekeeping					\$17.81	\$18.03					
										1.75%	1.25%					
					Licensed Practical Nurse					\$35.94	\$36.39					
										1.75%	1.25%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Revera Retirement - Scenic Grande																
CUPE	2023-12-31	60	30	2021-07-06	Cook				\$22.77	\$23.22	\$23.69					
									2%	2%	2%					
					Health Care Aide				\$26.25	\$26.78	\$27.32					
									2%	2%	2%					
					Housekeeping				\$18.36	\$18.73	\$19.10					
									2%	2%	2%					
					Licensed Practical Nurse				\$35.29	\$36.00	\$36.72					
									2%	2%	2%					
Rexall Pharma Plus Pharmacies [Edmonton]																
HSAA	2019-06-30	39	39	2017-05-23	Pharmacy Technician I	\$36.72										
									2%							
Ridge Country Housing																
CUPE	2024-12-31	33	48	2022-06-22	Head Cook	\$21.50	\$21.83	\$22.38	\$22.38	\$22.60	\$22.94	\$23.40				
							1.5%	1.5%	2.5%	0%	1%	1.5%	2%			
					Housekeeping	\$17.30	\$17.56	\$18.00	\$18.00	\$18.18	\$18.45	\$18.82				
							1.5%	1.5%	2.5%	0%	1%	1.5%	2%			
Rosedale Partnership																
AUPE	2025-11-30	111	36	2022-11-22	Health Care Aide					\$23.56	\$24.03	\$24.27				
											2%	1%				
					Housekeeping					\$18.85	\$19.23	\$19.42				
											2%	1%				
					Licensed Practical Nurse					\$32.50	\$33.15	\$33.48				
											2%	1%				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028				
Sage Properties - Prince of Peace Manor & Harbour																				
CUPE - GSS	2024-06-30	70	17	2023-02-07	Chef, Certified					\$25.80	\$26.32									
					Housekeeping Attendant					\$18.08	\$18.44									
CUPE - ANC	2024-06-30	88	24	2023-04-28	Health Care Aide	\$20.10	\$20.42	\$20.73	\$21.08	\$21.65	\$22.24									
					Licensed Practical Nurse	\$27.36	\$27.84	\$28.26	\$28.74	\$29.60	\$30.24									
UNA	2023-03-31	4	11	2022-05-13	Registered Nurse					\$48.37										
Saint Elizabeth Health Care - Millrise Seniors Village																				
AUPE	2024-08-31	180	56	2023-11-02	Head Cook	\$23.27	\$23.97	\$23.97	\$24.21	\$24.51	\$25.00	\$25.50								
					Health Care Aide	\$22.18	\$22.85	\$22.85	\$23.08	\$23.37	\$23.84	\$24.32								
					Housekeeping	\$17.14	\$17.66	\$17.66	\$17.84	\$18.06	\$18.42	\$18.79								
					Licensed Practical Nurse	\$33.36	\$34.37	\$34.37	\$34.71	\$35.14	\$35.84	\$36.56								
					Registered Nurse	\$45.85	\$47.23	\$47.23	\$47.70	\$48.30	\$49.27	\$50.26								
Saint Elizabeth Health Care - Sagebrush																				
AUPE	2023-12-31	43	31	2021-05-27	Health Care Aide				\$20.37	\$20.57	\$20.78									
					Licensed Practical Nurse				\$27.88	\$28.15	\$28.44									
Saint Elizabeth Health Care - St. Thomas Health Centre																				
AUPE	2023-12-31	98	48	2021-06-22	Health Care Aide	\$20.58	\$20.79	\$20.89	\$21.00	\$21.21	\$21.42									
					Licensed Practical Nurse	\$28.99	\$29.28	\$29.43	\$25.57	\$29.87	\$30.17									

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Salem Manor Nursing Home																
AUPE	2024-07-13	81	12	2023-06-29	Health Care Aide	\$24.05	\$24.29	\$24.29	\$24.53	\$24.84	\$25.35					
						0%	1%	0%	1%	1.25%	2%					
					Licensed Practical Nurse	\$34.58	\$34.93	\$34.93	\$32.28	\$35.72	\$36.43					
						0%	1%	0%	1%	1.25%	2%					
UNA	2024-03-31	33	48	2024-02-13	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$49.46	\$50.45	\$51.46				
						0%	0%	0%	1%	1.25%	2%	2%				
USW	2024-07-13	31	48	2022-11-11	Cook	\$21.98	\$21.98	\$21.98	\$22.20	\$22.48	\$22.93					
						0%*	0%	0%	1%	1.25%	2%					
					Housekeeping	\$20.15	\$20.15	\$20.15	\$20.35	\$20.61	\$21.02					
						0%*	0%	0%	1%	1.25%	2%					
Salvation Army - Agape Hospice																
UNA	2025-03-31	61	36	2022-09-28	Cook	\$22.93	\$23.16	\$23.16	\$23.16	\$23.45	\$23.92	TBD				
						0%	1%	0%	0%	1.25%	2%					
					Health Care Aide	\$24.95	\$24.95	\$24.95	\$25.20	\$25.51	\$26.02	TBD				
						0%	0%	0%	1%	1.25%	2%					
					Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45	\$51.46	TBD				
						0%	0%	0%	1%	3.25%	2%					
Salvation Army - Grace Manor																
AUPE	2025-09-30	120	36	2022-11-22	Cook, Lead	\$24.20	\$25.17	\$25.17	\$25.93	\$26.25	\$26.58	\$26.91				
						1.5%	0%*	0%	3%	1.25%	1.25%	1.25%				
					Health Care Aide	\$26.44	\$26.84	\$26.84	\$27.65	\$28.00	\$28.35	\$28.70				
						1.5%	0%*	0%	3%	1.25%	1.25%	1.25%				
					Housekeeping	\$19.43	\$19.43	\$19.43	\$20.01	\$20.26	\$20.51	\$20.77				
						1.5%	0%	0%	3%	1.25%	1.25%	1.25%				
					Licensed Practical Nurse	\$36.70	\$36.70	\$36.70	\$37.80	\$38.17	\$38.75	\$39.23				
						1.5%	0%	0%	3%	1.25%	1.25%	1.25%				
SbraREIT Assisted Living I - Amica Britannia																
CUPE	2024-02-29	100	48	2020-12-22	Health Care Aide	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.24					
						2%	2%	2%	2%	2%	2%					
					Housekeeping	\$17.09	\$17.43	\$17.78	\$18.13	\$18.50	\$18.87					
						2%	2%	2%	2%	2%	2%					
					Licensed Practical Nurse	\$26.91	\$27.45	\$28.00	\$28.56	\$29.13	\$29.71					
						2%	2%	2%	2%	2%	2%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Seasons Retirement Communities - Camrose																
AUPE	2023-12-31	121	48	2022-04-07	Cook	\$20.38	\$20.68	\$20.89	\$21.30	\$21.73	\$22.17					
						1.75%	1.5%	1%	2%	2%	2%					
					Health Care Aide	\$22.21	\$22.54	\$22.77	\$23.22	\$23.69	\$24.16					
						1.75%	1.5%	1%	2%	2%	2%					
					Housekeeping	\$17.91	\$18.18	\$18.36	\$18.73	\$19.10	\$19.49					
						1.75%*	1.5%	1%	2%	2%	2%					
					Licensed Practical Nurse	\$30.84	\$31.30	\$31.61	\$32.25	\$32.89	\$33.55					
						1.75%	1.5%	1%	2%	2%	2%					
Seasons Retirement Communities - Drayton Valley																
AUPE	2025-04-30	54	36	2023-08-09	Cook	\$19.51	\$19.90	\$20.25	\$20.71	\$21.12	\$21.49	\$21.92				
						2%	2%	1.75%	2.25%	2%	1.75%	2%				
					Health Care Aide	\$21.82	\$22.25	\$22.64	\$23.15	\$23.61	\$24.03	\$24.51				
						2%	2%	1.75%	2.25%	2%	1.75%	2%				
					Housekeeping	\$17.15	\$17.49	\$17.80	\$18.20	\$18.56	\$18.89	\$19.27				
						2%	2%	1.75%	2.25%	2%	1.75%	2%				
					Licensed Practical Nurse				\$32.48	\$33.13	\$33.71	\$34.38				
										2%	1.75%	2%				
Seasons Retirement Communities - Encore																
AUPE	2024-12-31	93	48	2023-10-30	Cook	\$18.12	\$18.39	\$18.67	\$19.04	\$19.42	\$19.81	\$20.31				
						1.75%	1.5%	1.5%	2%	2%	2%	2.5%				
					Health Care Aide	\$23.86	\$24.22	\$24.59	\$25.08	\$25.58	\$26.09	\$26.74				
						1.75%	1.5%	1.5%	2%	2%	2%	2.5%				
					Licensed Practical Nurse	\$32.80	\$33.29	\$33.79	\$34.47	\$35.16	\$35.86	\$36.76				
						1.75%	1.5%	1.5%	2%	2%	2%	2.5%				
Seasons Retirement Communities - High River																
CUPE (ANC)	2023-06-30	86	36	2021-06-08	Health Care Aide (RGA-Care)	\$24.58	\$25.07	\$25.07	\$25.51	\$25.64						
						2%	2%	0%	1.75%	0.5%						
					Licensed Practical Nurse	\$33.79	\$34.47	\$34.47	\$35.07	\$35.25						
						2%	2%	0%	1.75%	0.5%						
CUPE (GSS)	2025-06-30	50	24	2024-01-25	Cook		\$18.12	\$18.48	\$18.85	\$19.61	\$20.50	\$21.01				
							1.5%	2%	2%	2%*	2%*	2.5%				
					Housekeeping		\$15.93	\$16.25	\$16.57	\$17.24	\$18.08	\$18.54				
							1.5%	2%	2%	2%*	2%*	2.5%				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Seasons Retirement Communities - Lethbridge Gardens																
AUPE	2022-10-31	15	48	2018-11-15	Cook	\$17.00	\$17.17	\$17.34	\$17.52							
							1%	1%	1%							
Seasons Retirement Communities - Ponoka																
AUPE	2024-12-31	38	36	2022-12-06	Cook	\$19.51	\$19.81	\$20.15	\$20.61	\$21.02	\$21.44	\$21.87				
						2%	1.5%	1.75%	2.25%	2%	2%	2%				
					Health Care Aide	\$20.10	\$20.41	\$20.76	\$21.23	\$21.65	\$22.09	\$22.53				
						2%	1.5%	1.75%	2.25%	2%	2%	2%				
					Housekeeping	\$16.58	\$16.82	\$17.12	\$17.50	\$17.85	\$18.21	\$18.57				
						2%	1.5%	1.75%	2.25%	2%	2%	2%				
					LPN				\$33.79	\$34.47	\$35.16	\$35.86				
										2%	2%	2%				
Seasons Retirement Communities - Wetaskiwin																
AUPE	2023-12-31	48	36	2021-11-16	Cook	\$19.81	\$20.10	\$20.40	\$20.81	\$21.17	\$21.59					
						1.75%	1.5%	1.5%	2%	1.75%	2%					
					Health Care Aide	\$20.41	\$20.71	\$21.02	\$21.44	\$21.82	\$22.26					
						1.75%	1.5%	1.5%	2%	1.75%	2%					
					Housekeeping	\$17.40	\$17.66	\$17.93	\$18.29	\$18.61	\$18.98					
						1.75%	1.5%	1.5%	2%	1.75%	2%					
Shepherd's Care - Barrhead																
AUPE	2024-09-30	57	15	2023-06-06	Cook	\$30.79	\$31.10	\$31.10	\$31.10	\$31.10	\$32.12					
						1%	1%	0%	0%	0%	3.25%					
					Health Care Aide	\$25.33	\$25.33	\$25.33	\$25.33	\$25.58	\$26.42					
						1%	0%	0%	0%	1%	3.25%					
					Housekeeping	\$20.74	\$20.95	\$20.95	\$20.95	\$20.95	\$21.63					
						1%	1%	0%	0%	0%	3.25%					
					Licensed Practical Nurse	\$34.98	\$34.98	\$34.98	\$34.98	\$35.33	\$36.49					
						1%	0%	0%	0%	1%	3.25%					
Shepherd's Care - Kensington Village																
AUPE	2024-09-30	164	16	2023-06-06	Health Care Aide	\$25.33	\$25.33	\$25.33	\$25.33	\$25.58	\$26.42					
						1%	0%	0%	0%	1%	3.25%					
					Licensed Practical Nurse	\$34.98	\$34.98	\$34.98	\$34.98	\$35.33	\$36.49					
						1%	0%	0%	0%	1%	3.25%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Shepherd's Care - Millwoods Manor & Southside Manor																
AUPE	2024-09-30	14	16	2023-06-06	Home Care Attendant	\$23.01 2%	\$23.01 0%	\$23.01 0%	\$23.01 0%	\$23.75 1% *	\$25.04 2.25% *					
Shepherd's Care - Millwoods																
AUPE	2024-09-30	140	16	2023-06-06	Health Care Aide	\$25.33 1%	\$25.33 0%	\$25.33 0%	\$25.33 0%	\$25.58 1%	\$26.42 3.25%					
					Licensed Practical Nurse	\$34.98 1%	\$34.98 0%	\$34.98 0%	\$34.98 0%	\$35.33 1%	\$36.49 3.25%					
Shepherd's Care - Millwoods & Kensington Village																
UNA	2020-03-31	53	36	2020-04-23	Registered Nurse	\$48.37 0%	\$48.37 0%									
Shepherd's Care - Vanguard																
AUPE	2024-09-30	105	16	2023-06-06	Health Care Aide	\$25.33 1%	\$25.33 0%	\$25.33 0%	\$25.33 0%	\$25.58 1%	\$26.42 3.25%					
					Licensed Practical Nurse	\$34.98 1%	\$34.98 0%	\$34.98 0%	\$34.98 0%	\$35.33 1%	\$36.49 3.25%					
Signature Living - Rocky Ridge																
AUPE	2021-12-31	96	40	2021-02-02	Cook					\$20.26 1%						
					Health Care Aide					\$23.11 1%						
					Housekeeping					\$16.23 1%						
					Licensed Practical Nurse					\$33.48 1%						
Siksika Health Services																
HSAA	2023-03-31	20	70	2022-05-04	Advanced Care Paramedic				\$40.28 2%	\$41.08 2%	\$41.90					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Smoky Lake Foundation - Bar V Nook, Vilna Lodge																
CUPE	2024-12-31	90	36	2023-01-03	Cook	\$19.27	\$19.85	\$20.15	\$20.45	\$20.86	\$21.38	\$22.02				
						1.5%	1.5% *	1.5%	1.5%	2%	2.5%	3%				
					Health Care Aide	\$21.75	\$22.39	\$22.72	\$23.06	\$23.52	\$24.11	\$24.83				
						1.5%	1.5%	1.5%	1.5%	2%	2.5%	3%				
					Housekeeping	\$18.41	\$18.69	\$19.25	\$19.54	\$19.93	\$20.43	\$21.04				
						1.5%	1.5%	1.5%	1.5%	2%	2.5%	3%				
St. Michael's Grove Manor																
AUPE	2025-09-30	21	84	2023-07-28	Health Care Aide	\$22.65	\$22.65	\$22.65	\$22.65	\$23.33	\$24.03	\$24.51				
						0%	0%	0%	0%	3%	3%	2%				
					Senior Cook	\$22.15	\$22.15	\$22.15	\$22.15	\$23.26	\$24.19	\$24.67				
						0%	0%	0%	0%	5%	4%	2%				
St. Michael's Long Term Care Centre																
AUPE	2025-06-30	137	84	2022-10-11	Health Care Aide	\$25.65	\$25.65	\$25.65	\$25.65	\$26.23	\$29.29	TBD				
						0%	0%	0%	0%	2.25%	2%*					
					Licensed Practical Nurse	\$34.62	\$34.62	\$34.62	\$34.62	\$35.41	\$36.84	TBD				
						0%	0%	0%	0%	2.25%	2%*					
UNA	2020-03-31	20	36	2019-12-30	Registered Nurse	\$48.37	\$48.37									
						0%	0%									
St. Michael's Manor Vegreville																
AUPE	2025-03-31	22	84	2023-07-18	Cook	\$21.92	\$21.92	\$21.92	\$21.92	\$23.24	\$24.40	\$24.88				
						0%	0%	0%	0%	6%	5%	2%				
					Health Care Aide	\$21.98	\$21.98	\$21.98	\$21.98	\$24.94	\$25.94	\$26.46				
						0%	0%	0%	0%	4%*	4%	2%				
					Housekeeping	\$16.97	\$16.97	\$16.97	\$16.97	\$17.99	\$18.89	\$19.27				
						0%	0%	0%	0%	6%	5%	2%				
Stettler & District Ambulance Association																
HSAA	2023-03-31	20	48	2019-09-16	Advanced Care Paramedic	\$44.75	\$44.75	\$44.75	\$45.20	\$45.77						
						0%	0%	0%	1%	1.25%						

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Swan Evergreen Village																
AUPE	2024-12-31	165	8	2024-04-24	Cook							\$24.66				
					Health Care Aide							NA				
					Housekeeping							\$19.57				
					Licensed Practical Nurse							\$35.70				
												NA				
Sylvan Lake Foundation - Lodge & Manor																
CUPE	2024-12-31	25	24	2023-12-11	Cook	\$24.53	\$25.02	\$25.58	\$25.96	\$26.35	\$26.85	\$26.85				
					Housekeeping	\$18.60	\$18.97	\$19.40	\$19.69	\$19.99	\$20.49	\$20.90				
						2%	2%	2.25%	1.5%	1.5%	\$ 0.50	0%				
						2%	2%	2.25%	1.5%	1.5%	\$ 0.50	2%				
Taber & District Housing - Clearview Lodge																
CUPE	2023-05-31	27	48	2019-12-03	Health Care Aide	\$23.43	\$23.90	\$24.38	\$24.87	\$25.49						
					Housekeeping	\$18.56	\$18.93	\$19.31	\$19.70	\$20.19						
						2.5%	2%	2%	2%	2.5%						
						2.5%	2%	2%	2%	2.5%						
Touchmark at Wedgewood																
AUPE	2024-08-31	51	36	2023-07-20	Health Care Aide	\$24.95	\$24.95	\$24.95	\$25.32	\$25.70	\$26.22					
					Licensed Practical Nurse	\$34.63	\$34.63	\$34.63	\$35.15	\$35.68	\$36.39					
						0%	0%	0%	1.5%	1.5%	2%					
UNA	2020-03-31	10	36	2021-03-21	Registered Nurse	\$48.37	\$48.37									
						0%	0%									
Travois Holdings - Mayfair/Glamorgan Care Centres																
CLAC	2025-03-31	148	24	2023-06-14	Cook	\$24.34	\$25.31	\$25.82	\$26.59	\$27.39	\$27.80	\$28.36				
					Health Care Aide	\$23.83	\$24.78	\$25.28	\$26.03	\$26.81	\$27.21	\$27.76				
					Housekeeping	\$22.18	\$23.06	\$23.52	\$24.23	\$24.95	\$25.32	\$25.83				
						3%	4%	2%	3%	3%	1.5%	2%				
						3%	4%	2%	3%	3%	1.5%	2%				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Trinity Place Foundation of Alberta																
CUPE	2024-12-31	130	24	2023-04-19	Cook						\$23.56	\$23.56				
					Health Care Aide						\$27.36	\$27.36				
					Housekeeping						\$20.00	\$20.00				
					Licensed Practical Nurse						\$32.57	\$32.57				
Venta Care Centre																
AUPE (ANC)	2024-07-31	131	84	2023-05-19	Health Care Aide	\$24.95	\$24.95	\$24.95	\$24.95	\$25.20	\$26.04					
					Licensed Practical Nurse	\$34.62	\$34.62	\$34.62	\$34.62	\$37.98	\$36.13					
AUPE (GSS)	2024-07-31	55	84	2023-05-19	Housekeeping	\$20.91	\$20.91	\$20.91	\$20.91	\$21.12	\$21.82					
					Cook	\$24.95	\$24.95	\$24.95	\$24.95	\$25.20	\$26.04					
UNA	2024-08-31	25	84	2022-05-24	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45	\$51.46					
Verve - Aspen Woods																
CUPE	2024-02-29	85	21	2022-06-02	Cook						\$22.00	\$22.44				
					Health Care Aide (Resident Care Partner)						\$21.50	\$21.93				
					Housekeeper						\$18.50	\$18.87				
					LPN (Wellness Nurse)						\$29.15	\$29.74				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Well Being Services - Monterey Place																
AUPE	2024-03-31	172	5	2023-11-16	Cook	\$20.61	\$21.22	\$21.44	\$21.65	\$22.03	\$22.47					
						1%	3%	1%	1%	1.75%	2%					
					Health Care Aide	\$21.53	\$22.17	\$22.40	\$22.62	\$23.02	\$23.48					
						1%	3%	1%	1%	1.75%	2%					
					Housekeeping	\$16.80	\$17.31	\$17.48	\$17.65	\$17.96	\$18.32					
						1%	3%	1%	1%	1.75%	2%					
					Licensed Practical Nurse	\$32.88	\$33.86	\$34.20	\$34.54	\$35.14	\$35.84					
						1%	3%	1%	1%	1.75%	2%					
Wheatland & Adjacent Districts Emergency Medical Services																
HSA	2023-03-31	56	60	2022-06-24	Advanced Care Paramedic	\$45.75	\$45.75	\$45.75	\$46.21	\$46.79						
						0%	0%	0%	1%	1.25%						
Wheatland Lodge																
CUPE	2025-04-30	30	24	2023-10-11	Cook	\$22.64	\$23.09	\$23.09	\$23.32	\$23.55	\$24.26	\$24.87				
						2%	2%	0%	1%	1%	3%	2.5%				
					Housekeeping	\$19.54	\$19.93	\$19.93	\$20.13	\$20.33	\$20.94	\$21.46				
						2%	2%	0%	1%	1%	3%	2.5%				
Whitehorn Village Retirement Community																
AUPE	2024-04-12	85	36	2023-10-17	Health Care Aide				\$22.80	\$22.80	\$24.87					
									0%	0%	9.1%					
					Licensed Practical Nurse				\$32.55	\$32.55	\$35.00					
									0%	0%	7.5%					
Wood Buffalo Housing & Development																
CUPE	2024-12-31	25	36	2022-05-26	Housekeeping	\$23.71	\$23.71	\$23.71	\$23.71	\$23.95	\$24.19	\$24.43				
						0%	0%	0%	0%	1%	1%	1%				
Wood Buffalo Housing & Development - Rotary House																
CUPE	2023-12-31	20	36	2022-03-15	Cook	\$32.76	\$32.76	\$32.76	32.76	\$33.76	\$33.76					
						0%	0%	0%	0%	\$ 1.00	0%					
					HCA, Resident Service Aide	\$28.34	\$28.34	\$28.34	28.34	\$29.34	\$29.34					
						0%	0%	0%	0%	\$ 1.00	0%					
					Housekeeping	\$28.34	\$28.34	\$28.34	28.34	\$29.34	\$29.34					
						0%	0%	0%	0%	\$ 1.00	0%					

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

*Other Adjustment

Employer

Employer / Union	Expiry	EEs	Term	Settled On	Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Workers Compensation Board - Millard Health																
HSA	2020-12-31	129	36	2019-03-11	Occupational Therapist I	\$50.94 0%	\$50.94 0%	\$50.94 0%	\$50.94 0%	\$51.45 1%	\$52.09 1.25%	\$53.14 2%				
Yarrow Ltd Partnership - Golden Sands																
AUPE	2026-12-31	28	48	2023-07-27	Health Care Aide		\$24.70	\$24.95 1%	\$25.07 0.5%	\$25.20 0.5%	\$25.45 1%	\$25.77 1.25%	\$26.22 1.75%	\$26.74 2%		
					Licensed Practical Nurse		\$33.98	\$34.32 1%	\$34.49 0.5%	\$34.66 0.5%	\$35.01 1%	\$35.45 1.25%	\$36.07 1.75%	\$36.79 2%		
					Cook		\$18.76	\$18.95 1%	\$19.04 0.5%	\$19.14 0.5%	\$19.33 1%	\$19.57 1.25%	\$19.91 1.75%	\$20.31 2%		
Yarrow Ltd Partnership - Sweetgrass																
AUPE	2025-12-31	47	60	2023-03-08	Cook	\$19.13 0.75%	\$19.52 2%	\$19.71 1%	\$19.71 0%	\$19.91 1%	\$20.16 1.25%	\$20.51 1.75%	\$20.92 2%			
					Health Care Aide	\$24.46 0.75%	\$24.95 2%	\$25.20 1%	\$25.20 0%	\$25.45 1%	\$25.77 1.25%	\$26.22 1.75%	\$26.75 2%			
					Licensed Practical Nurse	\$33.64 0.75%	\$34.32 2%	\$34.66 1%	\$34.66 0%	\$35.01 1%	\$35.44 1.25%	\$36.06 1.75%	\$36.79 2%			
Yarrow Ltd Partnership - Wildrose Seniors																
AUPE	2022-11-22	60	48	2022-08-04	Cook	\$21.33 1.5%	\$21.33 New grid	\$21.65 1.5%	\$22.08 2%							
					Health Care Aide	\$22.87 1.5%	\$22.87 New grid	\$23.21 1.5%	\$23.67 2%							
					Housekeeping	\$18.00 1.5%	\$18.00 New grid	\$18.27 1.5%	\$18.64 2%							
					Licensed Practical Nurse	\$31.50 1.5%	\$31.50 New grid	\$31.97 1.5%	\$32.61 2%							

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Health Care Aide

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Health Care Aide	\$ 21.50 2%	\$ 21.72 1%	\$ 22.15 2%	\$ 22.59 2%	\$ 22.82 1%	\$ 24.19 6%	\$ 24.55 1.5%	\$ 25.04 2%				Abby Road Housing Co-Operative Ltd	CUPE
Health Care Aide												Age Care - Beverly Centre Glenmore	AUPE
Health Care Aide	\$ 24.95 1%	\$ 25.20 1%	\$ 25.20 0%	\$ 25.39 1%	\$ 25.83 1.50%							Age Care - Columbia Assisted Living	AUPE
Health Care Aide	\$ 23.38 0.0%	\$ 23.73 1.5%	\$ 24.11 1.6%	\$ 24.47 1.5%	\$ 24.84 1.5%							Age Care - Midnapore	CUPE
Health Care Aide	\$ 24.94 0%	\$ 25.19 1%	\$ 25.19 0%	\$ 25.44 1%	\$ 25.82 1.5%							Age Care - Valleyview	AUPE
Health Care Aide	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.52 1.25%	\$ 26.03 2%						Alberta Health Services - ANC	AUPE
Health Care Aide	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.52 1.25%	\$ 26.03 2%						Allen Gray Continuing Care - ANC	AUPE
Health Care Aide												Aster Joint Venture - AgeCare Sagewood	AUPE
Health Care Aide			\$ 24.49	\$ 24.73 1%	\$ 24.98 1%	\$ 25.35 1.5%	\$ 25.86 2%					Aster Joint Venture - AgeCare Seton	AUPE
Health Care Aide					\$ 24.49 1%	\$ 24.86 1.5%	\$ 25.36 2%					Aster Voint Venture - AgeCare Skypointe - ANC	AUPE
Health Care Aide	\$ 24.58 2.5%											Aster Voint Venture - AgeCare Sunrise Gardens	AUPE
Health Care Aide	\$ 23.30 2%	\$ 23.65 2%										Aster Joint Venture - AceCare Walden Heights - ANC	AUPE
Health Care Aide	\$ 24.79 0%	\$ 24.79 0%	\$ 25.04 1%	\$ 25.35 1.25%								AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE
Health Care Aide		\$ 19.10 0%	\$ 19.10 0%	\$ 19.29 1%	\$ 19.48 1%							Bayshore Home Care Solutions - Strathmore	UFCW
Health Care Aide	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.52 1.25%	\$ 26.03 2%						Bethany Care Society	AUPE
Health Care Aide	\$ 25.32 0%	\$ 25.32 0%	\$ 25.32 0%	\$ 25.32 0%	\$ 25.64 1.5%	\$ 25.96 1.5%						Bethany Nursing Home - Lodges	AUPE
Health Care Aide	\$ 24.94 0%	\$ 24.94 0%	\$ 24.94 0%	\$ 25.19 1%	\$ 25.50 1.25%	\$ 26.01 2%						Bethany Nursing Home - Rosehaven, Long Term, Home Care	AUPE
Health Care Aide	\$ 22.84 2.25%	\$ 23.07 1%	\$ 23.30 1%	\$ 23.53 1%	\$ 24.01 1.5% *							Bloom LP - AgeCare - Riverview	UFCW
Health Care Aide	\$ 22.98 1%	\$ 22.98 0%	\$ 23.21 1%	\$ 23.50 1.25%	\$ 23.97 2%	\$ 24.45 2%						Bloom LP - Bow Crest Care Centre	CUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Health Care Aide

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Health Care Aide	\$ 22.55 1%	\$ 22.55 0%	\$ 22.78 1%	\$ 23.06 1.25%	\$ 23.52 2%	\$ 23.99 2%						Bloom LP - McKenzie Towne Continuing Care	CUPE
Health Care Aide	\$ 22.50 1%	\$ 22.50 0%	\$ 22.88 1.7%	\$ 23.31 1.9%	\$ 23.78 2%	\$ 24.25 2%						Bloom LP - Mount Royal Care Centre	CUPE
Health Care Aide	\$ 25.50 1.2%	\$ 25.50 0%	\$ 25.50 0%	\$ 25.50 0%	\$ 25.50 0%	\$ 25.50 0%	\$ 26.03 2.1%					Brenda Strafford Foundation - Clifton House, Wentworth Manor	AUPE
Health Care Aide	\$ 23.31 1.3%	\$ 23.61 1.3%	\$ 23.61 0%	\$ 23.61 0%	\$ 24.08 2%	\$ 24.56 2%	\$ 25.30 3%	\$ 25.93 2.5%				Bridges Community Living	CUPE
Health Care Aide	\$ 23.96 1.5%	\$ 24.20 1%	\$ 24.44 1%	\$ 24.44 0%	\$ 24.68 1%	\$ 25.17 2%						Canterbury Foundation	AUPE
Health Care Aide	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%	\$ 25.53 2.25%	\$ 26.04 2%						CapitalCare - ANC	AUPE
Health Care Aide	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%	\$ 25.53 2.25%	\$ 26.04 2%						CapitalCare - Dickensfield, Norwood	CUPE
Health Care Aide	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.51 2.25%	\$ 26.02 2%						Carewest - ANC	AUPE
Health Care Aide	\$ 17.74	\$ 17.96 1.25%	\$ 18.19 1.25%									CBI Home Health, Edmonton	AUPE
Health Care Aide				\$ 19.00 NA	\$ 19.00 0%	\$ 21.39 12.6%	\$ 21.61 1%	\$ 21.82 1%				CBI Home Health, Medicine Hat	Teamsters
Health Care Aide	\$ 24.58 0%	\$ 24.58 0%	\$ 24.58 0%	\$ 24.83 1%	\$ 25.08 1%	\$ 25.96 2%*						Chantelle Management - Edith Cavell Care Centre	AUPE
Health Care Aide	\$ 23.08 0.5%	\$ 23.19 0.5%	\$ 23.19 0%	\$ 23.33 0.6%								Chantelle Management - Grande Prairie Care Centre	AUPE
Health Care Aide	\$ 20.98 1%	\$ 21.19 1%	\$ 21.40 1%	\$ 22.26 1%*								Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE
Health Care Aide		\$ 21.16 0%	\$ 21.48 1.5%	\$ 21.80 1.5%	\$ 22.13 1.5%							Chartwell Master Care - Eau Claire	AUPE
Health Care Aide	\$ 22.87 1.5%	\$ 22.87 New grid	\$ 23.21 1.5%	\$ 23.68 2%								Chartwell Master Care - Griesbach & Heritage Valley	AUPE
Health Care Aide		\$ 22.87	\$ 23.21 1.5%	\$ 23.56 1.5%	\$ 23.85 1.25%	\$ 24.15 1.25%	\$ 24.45 1.25%	24.69 1%				Chartwell Master Care - St. Albert	USW
Health Care Aide					\$ 23.88 2.00%	\$ 24.30 1.75%						Chartwell Master Care - Wescott	AUPE
Health Care Aide	\$ 24.43 2.25%	\$ 24.67 1%	\$ 24.67 0%	\$ 24.92 1%	\$ 25.23 1.25%	\$ 25.74 2%						Choices in Community Living - Legacy Lodge	AUPE
Health Care Aide	\$ 23.94 0.5%	\$ 24.36 1.75%	\$ 24.36 0%	\$ 24.60 1%	\$ 24.91 1.25%	\$ 25.28 1.5%						Christenson Communities - Royal Oak Manor	HSAA

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Health Care Aide

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Health Care Aide	\$ 24.83 0%	\$ 24.83 0%	\$ 24.83 0%	\$ 25.08 1%	\$ 25.08 0%							Covenant Care Villa Marie, Holy Cross, Vitaline, St. Marguerite	AUPE
Health Care Aide			\$ 24.70	\$ 25.07 1.5%								Covenant Care - Foyer Lacombe	AUPE
Health Care Aide				\$ 25.08 0%	\$ 25.39 1.25%							Covenant Care - St. Teresa Place	AUPE
Health Care Aide	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 0%	\$ 25.51 1.25%	\$ 26.02 2%						Covenant Health - ANC	AUPE
Health Care Aide	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.52 1.25%	\$ 26.03 2%						Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE
Health Care Aide	\$ 24.95 0%	\$ 24.95 0%	\$ 27.95 0%	\$ 25.20 1%	\$ 25.51 1.25%	\$ 26.02 2%						Covenant Health - St. Therese Villa	AUPE
Health Care Aide	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%	\$ 25.21 1%	\$ 25.53 1.25%	\$ 26.04 2%						Covenant Health - Youville Home (Grey Nuns) of St. Albert	USW
Health Care Aide	\$ 20.87 2%	\$ 21.08 1%	\$ 21.40 1.5%	\$ 21.83 2%	\$ 22.16 1.5%	\$ 22.91 \$ 0.75	\$ 23.71 \$ 0.80	\$ 24.56 \$ 0.85				Crowsnest Pass Senior Housing	CUPE
Health Care Aide	\$ 22.85 2%	\$ 23.30 2%	\$ 23.30 0%	\$ 23.30 0%	\$ 23.30 0%	\$ 25.53 9.5%	\$ 25.53 0%	\$ 25.53 0%	\$ 25.53 0%	\$ 25.53 0%	\$ 25.79 1%	Cypress View Foundation	CUPE
Health Care Aide	\$ 21.01 1.25%	\$ 21.32 1.5%	\$ 21.75 2%	\$ 21.86 0.5%	\$ 21.97 0.5%	\$ 22.63 3%	\$ 23.31 3%	\$ 24.01 3%				Drumheller & District Seniors Foundation - Sunshine & Hillview	CUPE
Health Care Aide	\$ 23.07 2%	\$ 23.07 0%	\$ 23.30 1%	\$ 23.65 1.5%	\$ 23.65 0%	\$ 24.13 2%	\$ 24.61 2%					Eagle Hill Foundation	CUPE
Health Care Aide	\$ 25.58 0%	\$ 25.58 0%	\$ 25.58 0%	\$ 25.58 0%	\$ 25.84 1%	\$ 26.10 1%						Edmonton Chinatown Care Centre	AUPE
Health Care Aide	\$ 20.48 1%	\$ 20.48 0%	\$ 20.69 1%	\$ 21.00 1.5%	\$ 21.54 2.5%							Excel Society - Balwin Villa, Grand Manor	UFCW
Health Care Aide	\$ 24.16 0%	\$ 24.40 1%	\$ 24.71 1.25%									Extendicare (Canada)	CUPE
Health Care Aide	\$ 24.16 0%	\$ 24.40 1%	\$ 24.40 0%	\$ 24.65 1%	\$ 24.95 1.25%	\$ 25.45 2%						Extendicare (Canada) - Athabasca - ANC	AUPE
Health Care Aide	\$ 24.16 0%	\$ 24.40 1%	\$ 24.40 0%	\$ 24.65 1%	\$ 24.95 1.25%	\$ 25.45 2%						Extendicare (Canada) - Cedars Villa	AUPE
Health Care Aide	\$ 24.16 0%	\$ 24.40 1%	\$ 24.40 0%	\$ 24.65 1%	\$ 24.95 1.25%	\$ 25.45 2%						Extendicare (Canada) - Eaux Claires	AUPE
Health Care Aide	\$ 24.16 0%	\$ 24.40 1%	\$ 24.40 0%	\$ 24.65 1%	\$ 24.95 1.25%	\$ 25.45 2%						Extendicare (Canada) - Fairmont Park	AUPE
Health Care Aide	\$ 24.16 0%	\$ 24.40 1%	\$ 24.40 0%	\$ 24.65 1%	\$ 24.95 1.25%	\$ 25.45 2%						Extendicare (Canada) - Hillcrest	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Health Care Aide

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Health Care Aide	\$ 24.16 0%	\$ 24.40 1%	\$ 24.40 0%	\$ 24.65 1%	\$ 24.95 1.25%	\$ 25.45 2%						Extendicare (Canada) - Holyrood	AUPE
Health Care Aide	\$ 24.16 0%	\$ 24.40 1%	\$ 24.40 0%	\$ 24.65 1%	\$ 24.95 1.25%	\$ 25.45 2%						Extendicare (Canada) - Mayerthorpe	AUPE
Health Care Aide	\$ 24.16 0%	\$ 24.40 1%	\$ 24.40 0%	\$ 24.65 1%	\$ 24.95 1.25%	\$ 25.45 2%						Extendicare (Canada) - Michener Hill	AUPE
Health Care Aide	\$ 25.70 1.5%	\$ 25.70 0%	\$ 25.70 0%	\$ 25.70 0%	\$ 25.70 0%	\$ 26.03 1.25%						Father Lacombe Care Society - ANC	UNA
Health Care Aide	\$ 24.29 2%	\$ 24.29 0%	\$ 24.29 0%	\$ 24.53 1%	\$ 24.84 1.25%	\$ 25.34 2%						Golden Life Management - Evanston Grand Village	AUPE
Health Care Aide	\$ 27.78 0%	\$ 28.06 1%										Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE
Health Care Aide	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.26 1.25%	\$ 25.58 1.25%	\$ 26.03 1.75%						Good Samaritan Society - Multi Facility	AUPE
Health Care Aide	\$ 24.24 0%	\$ 24.24 0%	\$ 24.24 0%	\$ 24.48 1%	\$ 24.72 1%	\$ 24.97 1%	\$ 25.28 1.25%					Good Samaritan Society - South Ridge Village	USW
Health Care Aide	\$ 26.09 1.5%	\$ 26.48 1.5%	\$ 26.87 1.5%	\$ 27.41 2%	\$ 27.62 0.75%	\$ 27.89 1%	\$ 28.24 1.25%	\$ 28.81 2%				Green Acres Foundation - Piyami	AUPE
Health Care Aide	\$ 26.09 1.5%	\$ 26.48 1.5%	\$ 26.87 1.5%	\$ 27.41 2%	\$ 27.62 0.75%	\$ 27.89 1%	\$ 28.24 1.25%	\$ 28.81 2%				Green Acres Foundation - Sunny South	AUPE
Health Care Aide	\$ 24.94 0%	\$ 24.94 0%	\$ 25.69 1% *	\$ 25.69 0%	\$ 25.69 0%	\$ 25.69 0%						Haven of Rest and Sunnyside Nursing Home	USWA
Health Care Aide					\$ 24.30 0%	\$ 24.30 0%	\$ 24.30 0%					I Have a Chance Support Service	UFCW
Health Care Aide	\$ 22.75 1.5%	\$ 22.97 1%	\$ 23.43 1%*	\$ 23.67 1%	\$ 23.96 1.25%	\$ 24.32 1.5%						Intercare - Brentwood, Chinook, Southwood	CUPE
Health Care Aide	\$ 23.78 10%	\$ 24.26 2%	\$ 24.62 1.5%	\$ 24.62 0%	\$ 24.87 1%	\$ 25.24 1.5%	\$ 25.74 2%					Lacombe Foundation	CLAC
Health Care Aide	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.50 1.25%	\$ 26.03 2%						Lamont Health Care Centre - ANC	AUPE
Health Care Aide	\$ 24.46 1.5%	\$ 24.83 1.5%	\$ 25.32 2%	\$ 25.70 1.5%	\$ 26.09 1.5%	\$ 26.61 2%						Lloydminster Region Housing Group - Pioneer Complex	CUPE
Health Care Aide				\$ 25.57 0%	\$ 25.89 1.25%	\$ 26.12 1%						Masterpiece - Southland Meadows - ANC	AUPE
Health Care Aide	\$ 25.10 1.75%	\$ 25.54 1.75%	\$ 25.80 1%	\$ 26.06 1%	\$ 26.84 3%							Nutra 2000	LiUNA
Health Care Aide	\$ 23.91 2%	\$ 24.51 2.5%	\$ 24.51 0%	\$ 24.51 0%								Operation Friendship Seniors Society	CUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Health Care Aide

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Health Care Aide		\$ 22.53 1.5%	\$ 22.87 1.5%	\$ 23.33 2%	\$ 23.80 2%	\$ 23.92 0.5%	\$ 24.04 0.5%	\$ 24.34 1.25%				Optima Living Alberta - Country Cottage	USW
Health Care Aide		\$ 24.23 1.5%	\$ 24.71 2%	\$ 24.71 0%	\$ 24.96 1%	\$ 25.33 1.5%	\$ 25.84 2%					Park Place Seniors Living - Benevolence Care Centre	AUPE
Health Care Aide	\$ 24.43 2.25%	\$ 24.55 0.5%	\$ 24.67 0.5%	\$ 25.17 2%	\$ 25.42 1%	\$ 26.26 3.25%	\$ 26.71 1.75%	\$ 27.25 2%				Park Place Seniors Living - Copper Sky Lodge	AUPE
Health Care Aide	\$ 23.63 0%	\$ 23.87 1%	\$ 24.11 1%	\$ 24.35 1%	\$ 24.72 1.5%	\$ 25.15 1.75%	\$ 25.59 1.75%	\$ 26.10 2%				Park Place Seniors Living - Devonshire Care Centre	AUPE
Health Care Aide	\$ 24.04 1%	\$ 24.46 1.75%	\$ 24.89 1.75%	\$ 25.08 0.75%	\$ 25.26 0.75%	\$ 25.45 0.75%						Park Place Seniors Living - Emerald Gardens	CUPE
Health Care Aide	\$ 23.75 1.5%	\$ 24.23 2%	\$ 24.23 0%	\$ 24.41 0.75%	\$ 24.59 0.75%	\$ 24.88 1.2%						Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE
Health Care Aide		\$ 24.35	\$ 24.72 1.5%	\$ 25.09 1.5%	\$ 25.59 2%	\$ 26.04 1.75%	\$ 26.50 1.75%	\$ 26.96 1.75%				Park Place Seniors Living - Meadow Ridge	Teamsters
Health Care Aide	\$ 24.49 2.5%	\$ 24.85 1.5%	\$ 24.85 0%	\$ 24.85 0%	\$ 25.53 2.75%	\$ 25.85 1.25%						Park Place Seniors Living - Newport Harbour Care Centre	AUPE
Health Care Aide						\$ 26.10 1.5%	\$ 26.49 1.5%	\$ 26.95 1.75%				Park Place Seniors Living - Silverado Seniors Village	AUPE
Health Care Aide	\$ 25.71 1.5%	\$ 26.22 2%	\$ 26.22 0%	\$ 26.42 0.75%	\$ 26.67 0.95%	\$ 26.94 1%						Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE
Health Care Aide	\$ 24.46 2%	\$ 24.95 2%	\$ 24.95 0%	\$ 25.07 0.5%	\$ 25.33 1%							Points West Living Cold Lake	AUPE
Health Care Aide	\$ 25.83 1.5%	\$ 25.96 0.5%	\$ 26.09 0.5%	\$ 26.22 0.5%	\$ 26.61 1.5%	\$ 26.94 1.25%	\$ 27.28 1.25%					Points West Living Heritage House	AUPE
Health Care Aide	\$ 24.46 0.75%	\$ 24.95 2%	\$ 25.08 0.5%	\$ 25.21 0.5%	\$ 25.46 1%	\$ 25.91 1.75%						Points West Living Stettler	AUPE
Health Care Aide					\$ 23.11	\$ 24.25 4.9%	\$ 24.98 3%	\$ 25.48 2%				Pro Vita Care Management - Century Park	CUPE
Health Care Aide	\$ 21.53 1%	\$ 21.53 0%	\$ 21.53 0%	\$ 21.75 1%	\$ 24.09 10.75%	\$ 24.09 0%						Qualicare - Citadel Care	USW
Health Care Aide	\$ 21.65 1%	\$ 21.65 0%	\$ 21.87 1%	\$ 22.09 1%	\$ 23.96 8.5%	\$ 23.96 0%						Qualicare - Rivercrest Lodge Nursing Home Ltd	USW
Health Care Aide	\$ 23.76 2%	\$ 24.24 2.00%	\$ 24.72 2.00%	\$ 25.15 1.75%	\$ 25.59 1.75%	\$ 25.91 1.25%						Revera Lessee - Aspen Ridge	AUPE
Health Care Aide	\$ 24.87 2%	\$ 25.36 2%	\$ 25.80 10.75%	\$ 26.19 1.5%	\$ 26.52 1.25%	\$ 26.85 1.25%	\$ 27.53 2.5%					Revera Lessee - Churchill Retirement Community	AUPE
Health Care Aide	\$ 24.46 2%	\$ 24.95 2%	\$ 25.45 2%	\$ 25.90 1.75%	\$ 26.35 1.75%	\$ 26.68 1.25%						Revera Lessee - Edgemont	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Health Care Aide

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Health Care Aide	\$ 19.02 2%	\$ 19.40 2%	\$ 19.79 2%	\$ 21.18 7%	\$ 22.61 6.75%	\$ 23.06 2%	\$ 23.52 2%	\$ 24.40 2%*				Revera Lessee - Heartland Retirement Residence	CUPE
Health Care Aide	\$ 21.35 2%	\$ 21.78 2%	\$ 22.22 2%	\$ 22.72 2.25%	\$ 23.06 1.5%	\$ 23.52 2%						Revera Lessee - McKenzie Towne Retirement Residence	CUPE
Health Care Aide	\$ 20.41 2.25%	\$ 20.82 2%	\$ 21.23 2%	\$ 21.65 2%	\$ 22.08 2%	\$ 22.52 2%						Revera Lessee - Meadowlands	UFCW
Health Care Aide	\$ 22.96 1%	\$ 23.19 1%	\$ 23.48 1.25%	\$ 23.77 1.25%	\$ 24.25 2%	\$ 24.73 2%	\$ 25.23 2%					Revera Lessee - River Ridge	AUPE
Health Care Aide	\$ 24.77 2%	\$ 25.27 2%	\$ 25.71 1.75%	\$ 26.10 1.5%	\$ 26.43 1.25%	\$ 26.76 1.25%	\$ 27.30 2%					Revera Lessee - Scenic Acres	AUPE
Health Care Aide				\$ 25.17 1.75%	\$ 25.61 1.75%	\$ 25.93 1.25%						Revera Retirement - McConachie Gardens	AUPE
Health Care Aide					\$ 22.33 1.75%	\$ 22.86 1.25%*						Revera Retirement - Our Parent's Home	AUPE
Health Care Aide				\$ 26.25 2%	\$ 26.78 2%	\$ 27.32 2%						Revera Retirement - Scenic Grande	CUPE
Health Care Aide	\$ 24.58 0%	\$ 24.58 0%	\$ 24.58 0%	\$ 24.58 0%	\$ 24.86 1.15%	\$ 25.15 1.15%	\$ 25.44 1.15%	\$ 25.73 1.15%	\$ 26.03 1.15%			River Ridge Seniors Village	USW
Health Care Aide					\$ 23.56 2%	\$ 24.03 2%	\$ 24.27 1%					Rosedale Partnership	AUPE
Health Care Aide	\$ 20.10	\$ 20.42 1.6%	\$ 20.73 1.5%	\$ 21.08 1.7%	\$ 21.65 2.7%	\$ 22.24 2.75%						Sage Properties - Prince of Peace Manor & Harbour	CUPE
Health Care Aide	\$ 22.18 3%	\$ 22.85 3%	\$ 22.85 0%	\$ 23.08 1%	\$ 23.37 1.25%	\$ 23.84 2%	\$ 24.32 2%					Saint Elizabeth Health Care - Millrise Seniors Village	AUPE
Health Care Aide				\$ 20.37	\$ 20.57 1%	\$ 20.78 1%						Saint Elizabeth Health Care - Sagebrush	AUPE
Health Care Aide	\$ 20.58	\$ 20.79 1%	\$ 20.89 0.5%	\$ 21.00 0.5%	\$ 21.21 1%	\$ 21.42 1%						Saint Elizabeth Health Care - St. Thomas Health Centre	AUPE
Health Care Aide	\$ 24.05 0%	\$ 24.29 1%	\$ 24.29 0%	\$ 24.53 1%	\$ 24.84 1.25%	\$ 25.35 2%						Salem Manor Nursing Home	AUPE
Health Care Aide	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.51 1.25%	\$ 26.02 2%	TBD					Salvation Army - Agape Hospice	UNA
Health Care Aide	\$ 26.44 1.5%	\$ 26.84 0%*	\$ 26.84 0%	\$ 27.65 3%	\$ 28.00 1.25%	\$ 28.35 1.25%	\$ 28.70 1.25%					Salvation Army - Grace Manor	AUPE
Health Care Aide [Registered Care]	\$ 20.15 2%	\$ 20.55 2%	\$ 20.96 2%	\$ 21.38 2%	\$ 21.81 2%	\$ 22.24 2%						SbraREIT Assisted Living I - Amica Britannia	CUPE
Health Care Aide	\$ 22.21 1.75%	\$ 22.54 1.5%	\$ 22.77 1%	\$ 23.22 2%	\$ 23.69 2%	\$ 24.16 2%						Seasons Retirement Communities - Camrose	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Health Care Aide

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Health Care Aide	\$ 21.82 2%	\$ 22.25 2%	\$ 22.64 1.75%	\$ 23.15 2.25%	\$ 23.61 2%	\$ 24.03 1.75%	\$ 24.51 2%					Seasons Retirement Communities - Drayton Valley	AUPE
Health Care Aide	\$ 23.86 1.75%	\$ 24.22 1.5%	\$ 24.59 1.5%	\$ 25.08 2%	\$ 25.58 2%	\$ 26.09 2%	\$ 26.74 2.5%					Seasons Retirement Communities - Encore	AUPE
Health Care Aide (RGA-Care)	\$ 24.58 2%	\$ 25.07 2%	\$ 25.07 0%	\$ 25.51 1.75%	\$ 25.64 0.5%							Seasons Retirement Communities - High River	CUPE
Health Care Aide	\$ 20.10 2%	\$ 20.41 1.5%	\$ 20.76 1.75%	\$ 21.23 2.25%	\$ 21.65 2%	\$ 22.09 2%	\$ 22.53 2%					Seasons Retirement Communities - Ponoka	AUPE
Health Care Aide	\$ 20.41 1.75%	\$ 20.71 1.5%	\$ 21.02 1.5%	\$ 21.44 2%	\$ 21.82 1.75%	\$ 22.26 2%						Seasons Retirement Communities - Wetaskiwin	AUPE
Health Care Aide	\$ 25.33 1%	\$ 25.33 0%	\$ 25.33 0%	\$ 25.33 0%	\$ 25.58 1%	\$ 26.42 3.25%						Shepherd's Care - Barrhead	AUPE
Health Care Aide	\$ 25.33 1%	\$ 25.33 0%	\$ 25.33 0%	\$ 25.33 0%	\$ 25.58 1%	\$ 26.42 3.25%						Shepherd's Care - Kensington Village - ANC	AUPE
Health Care Aide	\$ 25.33 1%	\$ 25.33 0%	\$ 25.33 0%	\$ 25.33 0%	\$ 25.58 1%	\$ 26.42 3.25%						Shepherd's Care - Millwoods - ANC	AUPE
Home Care Attendant	\$ 23.01 2%	\$ 23.01 0%	\$ 23.01 0%	\$ 23.01 0%	\$ 23.75 1% *	\$ 25.04 2.25% *						Shepherd's Care - Millwoods Manor & Southside Manor	AUPE
Health Care Aide	\$ 25.33 1%	\$ 25.33 0%	\$ 25.33 0%	\$ 25.33 0%	\$ 25.58 1%	\$ 26.42 3.25%						Shepherd's Care - Vanguard	AUPE
Health Care Aide				\$ 23.11 1%								Signature Living - Rocky Ridge	AUPE
Health Care Aide	\$ 21.75 1.5%	\$ 22.39 1.5%	\$ 22.72 1.5%	\$ 23.06 1.5%	\$ 23.52 2%	\$ 24.11 2.5%	\$ 24.83 3%					Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE
Health Care Aide												St. Michael's Grove Manor	AUPE
Health Care Aide	\$ 25.65 0%	\$ 25.65 0%	\$ 25.65 0%	\$ 25.65 0%	\$ 26.23 2.25%	\$ 29.29 2%*	TBD					St. Michael's Long Term Care Centre	AUPE
Health Care Aide	\$ 21.98 0%	\$ 21.98 0%	\$ 21.98 0%	\$ 21.98 0%	\$ 24.94 4%*	\$ 25.94 4%	\$ 26.46 2%					St. Michael's Manor Vegreville	AUPE
Health Care Aide							\$ 27.37 NA					Swan Evergreen Village	AUPE
Health Care Aide	\$ 23.43 2.5%	\$ 23.90 2%	\$ 24.38 2%	\$ 24.87 2%	\$ 25.49 2.5%							Taber & District Housing - Clearview Lodge	CUPE
Health Care Aide	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.32 1.5%	\$ 25.70 1.5%	\$ 26.22 2%						Touchmark at Wedgewood	AUPE
Health Care Aide	\$ 23.83 3%	\$ 24.78 4%	\$ 25.28 2%	\$ 26.03 3%	\$ 26.81 3%	\$ 27.21 1.5%	\$ 27.76 2%					Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Health Care Aide

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Health Care Aide						\$ 27.36	\$ 27.36					Trinity Place Foundation of Alberta	CUPE
							0%						
Health Care Aide	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95	\$ 25.20	\$ 26.04						Venta Care Centre - ANC	AUPE
	0%	0%	0%	0%	1%	3.25%							
Health Care Aide (Resident Care Partner)					\$ 21.50	\$ 21.93						Verve - Aspen Woods	CUPE
						2%							
Health Care Aide	\$ 21.53	\$ 22.17	\$ 22.40	\$ 22.62	\$ 23.02	\$ 23.48						Well Being Services - Monterey Place	AUPE
	1%	3%	1%	1%	1.75%	2%							
Health Care Aide				\$ 22.80	\$ 22.80	\$ 24.87						Whitehorn Village Retirement Community	AUPE
				0%	0%	9.1%							
Health Care Aide, Resident Service	\$ 28.34	\$ 28.34	\$ 28.34	\$ 28.34	\$ 29.34	\$ 29.34						Wood Buffalo Housing & Development - Rotary House	CUPE
	0%	0%	0%	0%	\$ 1.00	0%							
Health Care Aide		\$ 24.70	\$ 24.95	\$ 25.07	\$ 25.20	\$ 25.45	\$ 25.77	\$ 26.22	\$ 26.74			Yarrow Ltd Partnership - Golden Sands	AUPE
			1%	0.5%	0.5%	1%	1.25%	1.75%	2%				
Health Care Aide	\$ 24.46	\$ 24.95	\$ 25.20	\$ 25.20	\$ 25.45	\$ 25.77	\$ 26.22	\$ 26.75				Yarrow Ltd Partnership - Sweetgrass	AUPE
	0.75%	2%	1%	0%	1%	1.25%	1.75%	2%					
Health Care Aide	\$ 22.87	\$ 22.87	\$ 23.21	\$ 23.67								Yarrow Ltd Partnership - Wildrose Seniors	AUPE
	1.5%	New grid	1.5%	2%									

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Licensed Practical Nurse

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Licensed Practical Nurse												Age Care - Beverly Centre Glenmore	AUPE
Licensed Practical Nurse	\$34.63 0%	\$34.63 0%	\$34.63 0%									Age Care - Midnapore	UNA
Licensed Practical Nurse	\$34.62 0%	\$34.97 1%	\$34.97 0%	\$35.32 1%	\$35.85 1.5%							Age Care - Valleyview	AUPE
Licensed Practical Nurse	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1.25%	\$36.13 2%						Alberta Health Services - ANC	AUPE
Licensed Practical Nurse	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1.25%	\$36.13 2%						Allen Gray Continuing Care - ANC	AUPE
Licensed Practical Nurse												Aster Joint Venture - AgeCare Sagewood	AUPE
Licensed Practcal Nurse			\$35.17	\$35.52 1%	\$35.88 1%	\$36.42 1.5%	\$37.15 2%					Aster Joint Venture - AgeCare Seton	AUPE
Licensed Practical Nurse					\$35.52 1%	\$36.05 1.5%	\$36.78 2%					Aster Voint Venture - AgeCare Skypointe - ANC	AUPE
Licensed Practical Nurse	\$34.96 3%											Aster Voint Venture - AgeCare Sunrise Gardens	AUPE
Licensed Practical Nurse	\$34.78 2%	\$35.30 1.5%										Aster Joint Venture - AceCare Walden Heights - ANC	AUPE
Licensed Practical Nurse	\$36.12 0%	\$36.12 0%	\$36.48 1%	\$36.94 1.25%								AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE
Licensed Practical Nurse	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1.25%	\$36.13 2%						Bethany Care Society	AUPE
Licensed Practical Nurse	\$35.15 0%	\$35.15 0%	\$35.15 0%	\$35.15 0%	\$35.59 1.5%	\$36.03 1.5%						Bethany Nursing Home - Lodges	AUPE
Licensed Practical Nurse	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$34.97 1%	\$35.40 1.25%	\$36.11 2%						Bethany Nursing Home - Rosehaven, Long Term, Home Care	AUPE
Licensed Practical Nurse	\$34.28 2.25%	\$34.62 1%	\$34.98 1%	\$35.33 1%	\$35.86 1.5%							Bloom LP - AgeCare - Riverview	UFCW
Licensed Practical Nurse	\$32.61 1%	\$32.61 0%	\$32.94 1%	\$33.35 1.25%	\$34.02 2%	\$24.70 2%						Bloom LP - Bow Crest Care Centre	CUPE
Licensed Practical Nurse	\$32.24 1%	\$32.24 0%	\$32.56 1%	\$32.97 1.25%	\$33.63 2%	\$34.66 3%						Bloom LP - McKenzie Towne Continuing Care	CUPE
Licensed Practical Nurse	\$31.28 1%	\$31.28 0%	\$31.74 1.5%	\$32.29 1.75%	\$32.94 2%	\$34.10 3.5%						Bloom LP - Mount Royal Care Centre	CUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Licensed Practical Nurse

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Licensed Practical Nurse			\$35.67	\$35.67								Brenda Strafford Foundation Wentworth Manor	AUPE
			0.0%	0.0%									
Licensed Practical Nurse	\$36.02	\$36.02	\$36.02	\$36.02	\$36.38	\$37.11						Canterbury Foundation	AUPE
	0%	0%	0%	0%	1%	2%							
Licensed Practical Nurse	\$34.63	\$34.63	\$34.63	\$34.63	\$35.42	\$36.13						CapitalCare - ANC	AUPE
	0%	0%	0%	0%	2.25%	2%							
Licensed Practical Nurse	\$34.63	\$34.63	\$34.63	\$34.63	\$35.41	\$36.12						Carewest - ANC	AUPE
	0%	0%	0%	0%	2.25%	2%							
Licensed Practical Nurse	\$30.51	\$30.51	\$30.51	\$30.82	\$36.46	\$36.92	\$37.47	\$38.22				CASA Child Adolescent & Family Mental Health	HSAA
	0%*	0%*	0%	1%	18%*	1.25%	1.5%	2%					
Licensed Practical Nurse	\$24.89	\$25.20	\$25.52									CBI Home Health, Edmonton	AUPE
		1.25%	1.25%										
Licensed Practical Nurse				\$26.00	\$26.00	\$26.50	\$26.77	\$27.03				CBI Home Health, Medicine Hat	Teamsters
				NA	0%	1.9%	1%	1%					
Licensed Practical Nurse	\$34.53	\$34.53	\$34.53	\$34.88	\$35.23	\$36.46						Chantelle Management - Edith Cavell Care Centre	AUPE
	0%	0%	0%	1%	1%	2%*							
Licensed Practical Nurse	\$33.64	\$33.81	\$33.81	\$34.01								Chantelle Management - Grande Prairie Care Centre	AUPE
	0.5%	0.5%	0%	0.6%									
Licensed Practical Nurse	\$29.22	\$29.51	\$29.81	\$31.02								Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE
	1%	1%	1%	1%*									
Licensed Practical Nurse		\$29.95	\$30.40	\$30.86	\$31.32							Chartwell Master Care - Eau Claire	AUPE
		0%	1.5%	1.5%	1.5%								
Licensed Practical Nurse	\$31.50	\$31.50	\$31.97	\$32.61								Chartwell Master Care - Griesbach & Heritage Valley	AUPE
	1.5%	New grid	1.5%	2%									
Licensed Practical Nurse		\$31.50	\$31.97	\$32.45	\$32.86	\$33.27	\$33.69	\$34.03				Chartwell Master Care - St. Albert	USW
			1.5%	1.5%	1.25%	1.25%	1.25%	1%					
Licensed Practical Nurse					\$33.43	\$34.02						Chartwell Master Care - Wescott	AUPE
					2.00%	1.75%							
Licensed Practical Nurse	\$33.87	\$34.21	\$34.21	\$34.55	\$34.98	\$35.68						Choices in Community Living - Legacy Lodge	AUPE
	2.25%	1%	0%	1%	1.25%	2%							
Licensed Practical Nurse	\$32.09	\$32.65	\$32.65	\$32.98	\$33.39	\$33.89						Christenson Communities - Royal Oak Manor	HSAA
	0.5%	1.75%	0%	1%	1.25%	1.5%							
Licensed Practical Nurse	\$34.46	\$34.46	\$34.46	\$34.80	\$34.80							Covenant Care Villa Marie, Holy Cross, Vitaline, St. Marguerite	AUPE
	0%	0%	0%	1%	0%								

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Licensed Practical Nurse

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Licensed Practical Nurse			\$34.29	\$34.80								Covenant Care - Foyer Lacombe	AUPE
				1.5%									
Licensed Practical Nurse				\$34.80	\$35.24							Covenant Care - St. Teresa Place	AUPE
				0%	1.25%								
Licensed Practical Nurse	\$34.63	\$34.63	\$34.96	\$34.98	\$35.41	\$36.12						Covenant Health - ANC	AUPE
	0%	0%	0%	0%	1.25%	2%							
Licensed Practical Nurse	\$34.63	\$34.63	\$34.63	\$34.98	\$35.42	\$36.13						Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE
	0%	0%	0%	1%	1.25%	1%							
Licensed Practical Nurse	\$34.63	\$34.63	\$34.63	\$34.98	\$35.42	\$36.13						Covenant Health - Youville Home (Grey Nuns) of St. Albert	USW
	0%	0%	0%	1%	1.25%	2%							
Licensed Practical Nurse					\$34.63	\$35.38	\$36.18	\$37.03				Crowsnest Pass Senior Housing	CUPE
					1.5%	\$ 0.75	\$ 0.80	\$ 0.85					
Licensed Practical Nurse	\$30.24	\$30.24	\$30.54	\$31.01	\$31.77							Excel Society - Balwin Villa, Grand Manor	UFCW
	1%	0%	1%	1.5%	2.5%								
Licensed Practical Nurse	\$35.50	\$35.50	\$35.50	\$35.50	\$35.86	\$36.22						Edmonton Chinatown Care Centre	AUPE
	0%	0%	0%	0%	1%	1%							
Licensed Practical Nurse	\$34.63	\$34.63	\$34.63									Extendicare (Canada)	CUPE
	0%	0%	0%										
Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39						Extendicare (Canada) - Athabasca - ANC	AUPE
	0%	1%	0%	1%	1.25%	2%							
Licensed Practical Nurse												Extendicare (Canada) - Bonnyville	CUPE
Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39						Extendicare (Canada) - Cedars Villa	AUPE
	0%	1%	0%	1%	1.25%	2%							
Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39						Extendicare (Canada) - Eaux Claires	AUPE
	0%	1%	0%	1%	1.25%	2%							
Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39						Extendicare (Canada) - Fairmont Park	AUPE
	0%	1%	0%	1%	1.25%	2%							
Licensed Practical Nurse												Extendicare (Canada) - Fort Macleod	CUPE
Licensed Practical Nurse	\$35.49	\$35.84	\$35.84	\$36.20	\$36.66	\$37.39						Extendicare (Canada) - Hillcrest	AUPE
	0%	1%	0%	1%	1.25%	2%							

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Licensed Practical Nurse

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Licensed Practical Nurse	\$35.49 0%	\$35.84 1%	\$35.84 0%	\$36.20 1%	\$36.66 1.25%	\$37.39 2%						Extencare (Canada) - Holyrood	AUPE
Licensed Practical Nurse												Extencare (Canada) - Leduc	CUPE
Licensed Practical Nurse	\$35.49 0%	\$35.84 1%	\$35.84 0%	\$36.20 1%	\$36.66 1.25%	\$37.39 2%						Extencare (Canada) - Mayerthorpe	AUPE
Licensed Practical Nurse	\$35.49 0%	\$35.84 1%	\$35.84 0%	\$36.20 1%	\$36.66 1.25%	\$37.39 2%						Extencare (Canada) - Michener Hill	AUPE
Licensed Practical Nurse												Extencare (Canada) - St Paul	CUPE
Licensed Practical Nurse												Extencare (Canada) - Viking	CUPE
Licensed Practical Nurse												Extencare (Canada) - Vulcan	CUPE
Licensed Practical Nurse	\$35.68 1.5%	\$35.68 0%	\$35.68 0%	\$35.68 0%	\$35.68 0%	\$36.13 1.25%						Father Lacombe Care Society - ANC	UNA
Licensed Practical Nurse	\$33.29 2%	\$33.29 0%	\$33.29 0%	\$33.62 1%	\$34.04 1.25%	\$34.72 2%						Golden Life Management - Evanston Grand Village	AUPE
Licensed Practical Nurse	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$35.05 1.25%	\$35.49 1.25%	\$36.11 1.75%						Good Samaritan Society - Multi Facility	AUPE
Licensed Practical Nurse	\$33.64 0%	\$33.64 0%	\$33.64 0%	\$33.98 1%	\$34.32 1%	\$34.66 1%	\$35.09 1.25%					Good Samaritan Society - South Ridge Village	USW
Licensed Practical Nurse	\$36.21 1.5%	\$36.75 1.5%	\$37.30 1.5%	\$38.05 2%	\$38.34 0.75%	\$38.72 1%	\$39.20 1.25%	\$39.99 2%				Green Acres Foundation - Piyami	AUPE
Licensed Practical Nurse	\$36.21 1.5%	\$36.75 1.5%	\$37.30 1.5%	\$38.05 2%	\$38.34 0.75%	\$38.72 1%	\$39.20 1.25%	\$39.99 2%				Green Acres Foundation - Sunny South	AUPE
Licensed Practical Nurse												Haven of Rest and Sunnyside Nursing Home	UNA
Licensed Practical Nurse	\$33.50 1.5%	\$33.84 1%	\$34.18 1%	\$34.69 1%*	\$35.13 1.25%	\$35.65 1.5%						Intercare - Brentwood, Chinook, Southwood	CUPE
Licensed Practical Nurse	\$30.60 1%	\$30.60 0%	\$30.75 0.5%	\$31.06 1%*	\$32.63 1%*	\$33.28 2%						Intercare - Kingsland Terrace	CUPE
Licensed Practical Nurse	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1.25%	\$36.13 2%						Lamont Health Care Centre - ANC	AUPE
Licensed Practical Nurse	\$34.63 1.5%	\$35.15 1.5%	\$35.85 2%	\$36.39 1.5%	\$38.97 1.5%*	\$39.75 2%						Lloydminster Region Housing Group - Pioneer Complex	CUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Licensed Practical Nurse

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Licensed Practical Nurse				\$37.18	\$37.64	\$38.12						Masterpiece - Southland Meadows - ANC	AUPE
				0%	1.25%	1.25%							
Licensed Practical Nurse	\$34.82	\$35.43	\$35.78	\$36.14	\$37.22							Nutra 2000	LIUNA
	1.75%	1.75%	1%	1%	3%								
Licensed Practical Nurse	\$29.34	\$30.07	\$30.07	\$30.07								Operation Friendship Seniors Society	CUPE
	2%	2.5%	0%	0%									
Licensed Practical Nurse		\$31.86	\$32.34	\$32.99	\$33.65	\$33.82	\$33.99	\$34.41				Optima Living Alberta - Country Cottage	USW
		1.5%	1.5%	2%	2%	0.5%	0.5%	1.25%					
Licensed Practical Nurse		\$33.98	\$34.66	\$34.66	\$35.00	\$35.53	\$36.25					Park Place Seniors Living - Benevolence Care Centre	AUPE
		1.5%	2%	0%	1%	1.5%	2%						
Licensed Practical Nurse	\$33.87	\$34.04	\$34.21	\$34.90	\$35.24	\$36.40	\$37.04	\$37.78				Park Place Seniors Living - Copper Sky Lodge	AUPE
	2.25%	0.5%	0.5%	2%	1%	3.25%	1.75%	2%					
Licensed Practical Nurse	\$32.80	\$33.13	\$33.46	\$33.79	\$34.30	\$34.90	\$35.51	\$36.22				Park Place Seniors Living - Devonshire Care Centre	AUPE
	0%	1%	1%	1%	1.5%	1.75%	1.75%	2%					
Licensed Practical Nurse	\$32.97	\$33.63	\$33.63	\$33.88	\$34.13	\$34.54						Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE
	1.5%	2%	0%	0.75%	0.75%	1.2%							
Licensed Practical Nurse		\$34.28	\$34.79	\$35.31	\$36.02	\$36.65	\$37.29	\$37.94				Park Place Seniors Living - Meadow Ridge	Teamsters
			1.5%	1.5%	2%	1.75%	1.75%	1.75%					
Licensed Practical Nurse	\$36.03	\$36.57	\$36.57	\$36.57	\$37.58	\$38.05						Park Place Seniors Living - Newport Harbour Care Centre	AUPE
	2.5%	1.5%	0%	0%	2.75%	1.25%							
Licensed Practical Nurse						\$34.72	\$35.24	\$35.86				Park Place Seniors Living - Silverado Seniors Village	AUPE
						1.5%	1.5%	1.75%					
Licensed Practical Nurse	\$35.68	\$36.39	\$36.39	\$36.66	\$37.00	\$37.37						Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE
	1.5%	2.0%	0.0%	0.8%	1.0%	1.0%							
Licensed Practical Nurse					\$29.42	\$33.50	\$34.51	\$35.20				Pro Vita Care Management - Century Park	CUPE
						13.9%	3%	2%					
Licensed Practical Nurse	\$33.64	\$34.31	\$34.31	\$34.48	\$34.83							Points West Living Cold Lake	AUPE
	2%	2%	0%	0.5%	1%								
Licensed Practical Nurse	\$35.86	\$36.04	\$36.22	\$36.40	\$36.95	\$37.41	\$37.88					Points West Living Heritage House	AUPE
	1.5%	0.5%	0.5%	0.5%	1.5%	1.25%	1.25%						
Licensed Practical Nurse	\$33.64	\$34.32	\$34.49	\$34.66	\$35.01	\$35.62						Points West Living Stettler	AUPE
	0.75%	2%	0.5%	0.5%	1%	1.75%							
Licensed Practical Nurse	\$31.71	\$31.71	\$31.71	\$32.03	\$34.59	\$35.28						Qualicare - Citadel Care	USW
	1%	0%	0%	1%	8%	2.00%							
Licensed Practical Nurse	\$32.16	\$32.96	\$32.96	\$32.96	\$34.98	\$35.42						Qualicare - Rivercrest Lodge Nursing Home Ltd	AUPE
	1%	2.5%	0%	0%	6.13%	1.25%							

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Licensed Practical Nurse

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Licensed Practical Nurse	\$32.19 2%	\$32.83 2.00%	\$33.49 2.00%	\$34.08 1.75%	\$34.68 1.75%	\$35.11 1.25%						Revera Lessee - Aspen Ridge	AUPE
Licensed Practical Nurse	\$34.05 2%	\$34.73 2%	\$35.34 1.75%	\$35.87 1.5%	\$36.32 1.25%	\$36.77 1.25%	\$37.70 2.5%					Revera Lessee - Churchill Retirement Community	AUPE
Licensed Practical Nurse	\$33.95 2%	\$34.63 2%	\$35.32 2%	\$35.94 1.75%	\$36.57 1.75%	\$37.03 1.25%						Revera Lessee - Edgemont	AUPE
Licensed Practical Nurse	\$28.13 2%	\$28.69 2%	\$29.27 2%	\$30.85 5.4%	\$32.47 5.25%	\$33.12 2%	\$33.78 2%	\$35.04 2%*				Revera Lessee - Heartland Retirement Residence	CUPE
Licensed Practical Nurse	\$31.26 2%	\$31.89 2%	\$32.53 2%	\$33.26 2.25%	\$33.76 1.5%	\$34.44 2%						Revera Lessee - McKenzie Towne Retirement Residence	CUPE
Licensed Practical Nurse	\$28.96 2.25%	\$29.54 2%	\$30.13 2%	\$31.73 5.3%	\$32.86 3.6%	\$34.02 3.5%						Revera Lessee - Meadowlands	UFCW
Licensed Practical Nurse	\$34.28 2%	\$34.97 2%	\$35.58 1.75%									Revera Lessee - Riverbend Retirement	AUPE
Licensed Practical Nurse	\$33.29 2%	\$33.96 2%	\$34.55 1.75%	\$35.07 1.5%	\$35.51 1.25%	\$35.95 1.25%	\$36.67 2%					Revera Lessee - Scenic Acres	AUPE
Licensed Practical Nurse				\$35.03 1.75%	\$35.64 1.75%	\$36.09 1.25%						Revera Retirement - McConachie Gardens	AUPE
Licensed Practical Nurse					\$35.94 1.75%	\$36.39 1.25%						Revera Retirement - Our Parent's Home	AUPE
Licensed Practical Nurse				\$35.29 2%	\$36.00 2%	\$36.72 2%						Revera Retirement - Scenic Grande	CUPE
Licensed Practical Nurse	\$35.75 0%	\$35.75 0%	\$35.75 0%	\$35.75 0%	\$36.16 1.15%	\$36.58 1.15%	\$37.00 1.15%	\$37.42 1.15%	\$37.85 1.15%			River Ridge Seniors Village	USW
Licensed Practical Nurse					\$32.50	\$33.15 2%	\$33.48 1%					Rosedale Partnership	AUPE
Licensed Practical Nurse	\$27.36	\$27.84 1.75%	\$28.26 1.5%	\$28.74 1.7%	\$29.60 3%	\$30.24 2.2%						Sage Properties - Prince of Peace Manor & Harbour	CUPE
Licensed Practical Nurse	\$33.36 3%	\$34.37 3%	\$34.37 0%	\$34.71 1%	\$35.14 1.25%	\$35.84 2%	\$36.56 2%					Saint Elizabeth Health Care - Millrise Seniors Village	AUPE
Licensed Practical Nurse				\$27.88	\$28.15 1%	\$28.44 1%						Saint Elizabeth Health Care - Sagebrush	AUPE
Licensed Practical Nurse	\$28.99	\$29.28 1%	\$29.43 0.5%	\$25.57 0.5%	\$29.87 1%	\$30.17 1%						Saint Elizabeth Health Care - St. Thomas Health Centre	AUPE
Licensed Practical Nurse	\$34.58 0%	\$34.93 1%	\$34.93 0%	\$32.28 1%	\$35.72 1.25%	\$36.43 2%						Salem Manor Nursing Home	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Licensed Practical Nurse

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Licensed Practical Nurse	\$36.70 1.5%	\$36.70 0%	\$36.70 0%	\$37.80 3%	\$38.17 1.25%	\$38.75 1.25%	\$39.23 1.25%					Salvation Army - Grace Manor	AUPE
Licensed Practical Nurse	\$26.91 2%	\$27.45 2%	\$28.00 2%	\$28.56 2%	\$29.13 2%	\$29.71 2%						SbraREIT Assisted Living I - Amica Britannia	CUPE
Licensed Practical Nurse	\$30.84 1.75%	\$31.30 1.5%	\$31.61 1%	\$32.25 2%	\$32.89 2%	\$33.55 2%						Seasons Retirement Communities - Camrose	AUPE
Licensed Practical Nurse				\$32.48	\$33.13 2%	\$33.71 1.75%	\$34.38 2%					Seasons Retirement Communities - Drayton Valley	AUPE
Licensed Practical Nurse	\$32.80 1.75%	\$33.29 1.5%	\$33.79 1.5%	\$34.47 2%	\$35.16 2%	\$35.86 2%	\$36.76 2.5%					Seasons Retirement Communities - Encore	AUPE
Licensed Practical Nurse	\$33.79 2%	\$34.47 2%	\$34.47 0%	\$35.07 1.75%	\$35.25 0.5%							Seasons Retirement Communities - High River	CUPE
Licensed Practical Nurse				\$33.79	\$34.47 2%	\$35.16 2%	\$35.86 2%					Seasons Retirement Communities - Ponoka	AUPE
Licensed Practical Nurse	\$34.98 1%	\$34.98 0%	\$34.98 0%	\$34.98 0%	\$35.33 1%	\$36.49 3.25%						Shepherd's Care - Barrhead	AUPE
Licensed Practical Nurse	\$34.98 1%	\$34.98 0%	\$34.98 0%	\$34.98 0%	\$35.33 1%	\$36.49 3.25%						Shepherd's Care - Kensington Village - ANC	AUPE
Licensed Practical Nurse	\$34.98 1%	\$34.98 0%	\$34.98 0%	\$34.98 0%	\$35.33 1%	\$36.49 3.25%						Shepherd's Care - Millwoods - ANC	AUPE
Licensed Practical Nurse	\$34.98 1%	\$34.98 0%	\$34.98 0%	\$34.98 0%	\$35.33 1%	\$36.49 3.25%						Shepherd's Care - Vanguard	AUPE
Licensed Practical Nurse				\$33.48 1%								Signature Living - Rocky Ridge	AUPE
Licensed Practical Nurse	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$35.41 2.25%	\$36.84 2%*	TBD					St. Michael's Long Term Care Centre	AUPE
Licensed Practical Nurse							\$35.70 NA					Swan Evergreen Village	AUPE
Licensed Practical Nurse	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$35.15 1.5%	\$35.68 1.5%	\$36.39 2%						Touchmark at Wedgewood	AUPE
Licensed Practical Nurse	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$34.98 1%	\$36.13 3.25%						Venta Care Centre - ANC	AUPE
LPN (Wellness Nurse)					\$29.15	\$29.74 2.0%						Verve - Aspen Woods	CUPE
Licensed Practical Nurse	\$32.88 1%	\$33.86 3%	\$34.20 1%	\$34.54 1%	\$35.14 1.75%	\$35.84 2%						Well Being Services - Monterey Place	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Licensed Practical Nurse

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Licensed Practical Nurse				\$32.55	\$32.55	\$35.00						Whitehorn Village Retirement Community	AUPE
				0%	0%	7.5%							
Licensed Practical Nurse		\$33.98	\$34.32	\$34.49	\$34.66	\$35.01	\$35.45	\$36.07	\$36.79			Yarrow Ltd Partnership - Golden Sands	AUPE
			1%	0.5%	0.5%	1%	1.25%	1.75%	2%				
Licensed Practical Nurse	\$33.64	\$34.32	\$34.66	\$34.66	\$35.01	\$35.44	\$36.06	\$36.79				Yarrow Ltd Partnership - Sweetgrass	AUPE
	0.75%	2%	1%	0%	1%	1.25%	1.75%	2%					
Licensed Practical Nurse	\$31.50	\$31.50	\$31.97	\$32.61								Yarrow Ltd Partnership - Wildrose Seniors	AUPE
	1.5%	New grid	1.5%	2%									

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Registered Nurse

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%	TBD					AAKOM-KIYII Health Services	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%									AgeCare - Midnapore	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%									AgeCare - Valleyview	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Alberta Health Services	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Allen Gray Continuing Care Centre	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Bethany Auxiliary Hospital / Bethany Nursing Home	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 49.46 1.25%	\$ 51.46 4%						Bethany Care Centre	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Bethany Nursing Home - Rosehaven, Bethany Long Term	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Blood Tribe Department of Health	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%									Bloom LP (formerly Revera)	UNA
Registered Nurse						\$ 48.89	\$ 51.46					Brenda Strafford Foundation - Cambridge Manor	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Brenda Strafford Foundation - Clifton Manor	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA
Registered Nurse	\$ 51.69 0%	\$ 51.69 0%	\$ 51.69 0%	\$ 51.69 0%	\$ 52.21 1%	\$ 53.25 2%						Canterbury Foundation	AUPE
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 49.46 1.25%	\$ 50.45 2%						CapitalCare	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Carewest - Colonel Belcher et.al.	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%									Chantelle Management - Edith Cavell Care Centre	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%							Chantelle Management - Grande Prairie Care Centre	UNA

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Registered Nurse

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Registered Nurse	\$ 47.66 0%	\$ 47.66 0%	\$ 47.66 0%	\$ 48.14 1%	\$ 49.59 3%							Covenant Care Villa Marie, Holy Cross, Vitaline, St. Marguerite	AUPE
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%										Covenant Care - Foyer Lacombe	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Covenant Health	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%								Extendicare (Canada) - Athabasca	UNA
Registered Nurse	\$ 48.37 0%											Extendicare (Canada) - Cedars Villa	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%								Extendicare (Canada) - Eaux Claires	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%								Extendicare (Canada) - Fort Macleod	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%								Extendicare (Canada) - Holyrood	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%								Extendicare (Canada) - Leduc	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%								Extendicare (Canada) - Mayerthorpe	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%								Extendicare (Canada) - Michener Hill	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%								Extendicare (Canada) - Viking	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%								Extendicare (Canada) - Vulcan	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Father Lacombe Care Society	UNA
Registered Nurse												Good Samaritan Society - Multi Facility	UNA
Registered Nurse												Haven of Rest and Sunnyside Nursing Home	UNA

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Registered Nurse

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Registered Nurse												Hong Lok Management - Edmonton Chinatown Care Centre	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Lamont Health Care Centre	UNA
Registered Nurse	\$ 48.36 0%	\$ 48.36 0%	\$ 48.36 0%	\$ 48.36 0%	\$ 50.45 4.3%	\$ 51.46 2%						Park Place Seniors Living - River Ridge, Hardisty, Devonshire, Benevolence	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 50.45 4.25%	\$ 51.46 2%						Qualicare - Rivercrest Lodge Nursing Home Ltd	UNA
Registered Nurse					\$ 48.37							Sage Properties - Prince of Peace Manor & Harbour	UNA
Registered Nurse	\$ 45.85 3%	\$ 47.23 3%	\$ 47.23 0%	\$ 47.70 1%	\$ 48.30 1.25%	\$ 49.27 2%	\$ 50.26 2%					Saint Elizabeth Health Care - Millrise Seniors Village	AUPE
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 49.46 1.25%	\$ 50.45 2%	\$ 51.46 2%					Salem Manor Nursing Home	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2.00%	TBD					Salvation Army - Agape Hospice	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%										Shepherd's Care - Millwoods & Kensington Village	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%										St. Michael's Long Term Care Centre	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%										Touchmark at Wedgewood	UNA
Registered Nurse	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%						Venta Care Centre Ltd.	UNA

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Housekeeping

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Housekeeping					\$ 17.49							Age Care - Midnapore - GSS	CUPE
					3%								
Housekeeping	\$ 21.02	\$ 21.23	\$ 21.23	\$ 21.23	\$ 21.50	\$ 21.93						Alberta Health Services - GSS	AUPE
	0%	1%	0%	0%	1.25%	2%							
Housekeeping		\$ 16.00	\$ 16.32	\$ 16.56	\$ 17.00	\$ 17.51	\$ 17.86	\$ 18.22	\$ 18.76			ARAMARK Canada - Bethany Collegside	UFCW
			2.0%	1.5%	2.7%	3%	2%	2%	3%				
Housekeeping			\$ 17.65	\$ 17.82	\$ 17.99	\$ 19.30	TBD	TBD				ARAMARK Canada - Shepherd's Care - Eden House & Heritage Market Grill	Teamsters
				1%	1%	7.30%							
Housekeeping			\$ 17.65	\$ 17.82	\$ 17.99	\$ 19.30	TBD	TBD				ARAMARK Canada - Shepherd's Care - Greenfield	Teamsters
				1%	1%	7.30%							
Housekeeping	\$ 16.98	\$ 17.30	\$ 17.65	\$ 17.95	\$ 18.60	\$ 19.30	\$ 19.65					ARAMARK Canada - Shepherd's Care - Kensington	Teamsters
	2.9%	1.9%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35						
Housekeeping	\$ 16.98	\$ 17.30	\$ 17.65	\$ 17.95	\$ 18.60	\$ 19.30	\$ 19.65					ARAMARK Canada - Shepherd's Care - Millwoods	Teamsters
	2.9%	1.9%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35						
Housekeeping			\$ 17.65	\$ 17.82	\$ 17.99	\$ 19.30	TBD	TBD				ARAMARK Canada - Shepherd's Care -Southside Manor	Teamsters
				1%	1%	7.30%							
Housekeeping	\$ 16.98	\$ 17.30	\$ 17.65	\$ 17.95	\$ 18.60	\$ 19.30	\$ 19.65					ARAMARK Canada - Shepherd's Care - Vanguard	Teamsters
	2.9%	1.9%	2%	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35						
Housekeeping					\$ 16.35	\$ 16.60	\$ 16.93					Aster Voint Venture - AgeCare Skypointe - GSS	AUPE
					1%	1.5%	2%						
Housekeeping	\$ 21.10	\$ 21.10	\$ 21.31	\$ 21.58								AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE
	0%	0%	1%	1.25%									
Housekeeping	\$ 18.73	\$ 18.92	\$ 18.92	\$ 18.92	\$ 19.16	\$ 19.40						Bethany Nursing Home - Lodges	AUPE
	0%	1%	0%	0%	1.5%	1.5%							
Housekeeping	\$ 22.80	\$ 23.03	\$ 23.03	\$ 23.26	\$ 23.55	\$ 24.02						Bethany Nursing Home - Rosehaven, Long Term, Home Care	AUPE
	0%	1%	0%	1%	1.25%	2%							
Housekeeping	\$ 19.94	\$ 20.14	\$ 20.34	\$ 20.54	\$ 20.85							Bloom LP - AgeCare - Riverview	UFCW
	2.25%	1%	1%	1%	1.5%								
Housekeeping	\$ 20.72	\$ 20.72	\$ 20.93	\$ 21.19	\$ 21.61	22.05%						Bloom LP - Bow Crest Care Centre	CUPE
	1%	0%	1%	1.25%	2%	2%							
Housekeeping	\$ 18.87	\$ 18.87	\$ 19.06	\$ 19.30	\$ 19.69	\$ 20.08						Bloom LP - McKenzie Towne Continuing Care	CUPE
	1%	0%	1%	1.25%	2%	2%							

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Housekeeping

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Housekeeping	\$ 20.49 2%	\$ 21.00 2.5%	\$ 21.00 0%	\$ 21.00 0%	\$ 21.37 1.75%	\$ 22.01 3%	\$ 22.45 2%	\$ 22.90 2%				Brazeau Foundation	AUPE
Housekeeping	\$ 19.15 1.3%	\$ 19.39 1.3%	\$ 19.39 0%	\$ 19.39 0%	\$ 19.78 2%	\$ 20.18 2%	\$ 20.79 3%	\$ 21.31 2.5%				Bridges Community Living	CUPE
Housekeeping	\$ 18.82 1.5%	\$ 19.01 1%	\$ 19.20 1%	\$ 19.20 0%	\$ 19.39 1%	\$ 19.78 2%						Canterbury Foundation	AUPE
Housekeeping	\$ 20.84 0%	\$ 21.05 1%	\$ 21.05 0%	\$ 21.05 0%	\$ 21.31 1.25%	\$ 21.74 2%						CapitalCare - Dickensfield, Norwood	CUPE
Housekeeping	\$ 20.84 0%	\$ 21.05 1%	\$ 21.05 0%	\$ 21.05 0%	\$ 21.31 1.25%	\$ 21.74 2%						Capital Care - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE
Housekeeping												Centre de Sante Saint Thomas Health Centre	AUPE
Housekeeping	\$ 19.87 0%	\$ 20.07 1%	\$ 20.07 0%	\$ 20.27 1%	\$ 20.47 1%	\$ 20.88 2%						Chantelle Management - Edith Cavell Care Centre	AUPE
Housekeeping	\$ 19.31 0.5%	\$ 19.41 0.5%	\$ 19.41 0%	\$ 19.53 0.6%								Chantelle Management - Grande Prairie Care Centre	AUPE
Housekeeping	\$ 19.16 14%	\$ 19.35 1%	\$ 19.54 1%	\$ 20.13 1%*								Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE
Housekeeping												Chantelle Management - Waterford of Summerlea	AUPE
Housekeeping	\$ 18.00 1.5%	\$ 18.00 New grid	\$ 18.27 1.5%	\$ 18.64 2%								Chartwell Master Care - Griesbach & Heritage Valley	AUPE
Housekeeping		\$ 18.00	\$ 18.27 1.5%	\$ 18.54 1.5%	\$ 18.77 1.25%	\$ 19.00 1.25%	\$ 19.24 1.25%	\$ 19.43 1%				Chartwell Master Care - St. Albert	USW
Housekeeping					\$ 19.10 2.00%	\$ 19.43 1.75%						Chartwell Master Care - Wescott	AUPE
Housekeeping	\$ 17.41 2.25%	\$ 17.58 1%	\$ 17.58 0%	\$ 17.76 1%	\$ 17.98 1.25%	18.62* 2%						Choices in Community Living - Legacy Lodge	AUPE
Housekeeping	\$ 15.87 2%	\$ 16.18 2%	\$ 16.42 1.5%	\$ 16.71 1.75%	\$ 17.00 1.75%	\$ 17.30 1.75%						Compass Group - Marquise Hospitality - Walden Heights	AUPE
Housekeeping	\$ 18.47 1.25%	\$ 18.70 1.25%	\$ 19.08 2%	\$ 19.13 0.25%	\$ 19.27 0.75%	\$ 19.46 1%						County of Stettler Housing Authority	CUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Housekeeping

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Housekeeping	\$ 20.74 0%	\$ 20.74 0%	\$ 20.74 0%	\$ 21.05 1.5%	\$ 21.05 0%							Covenant Care Villa Marie, Holy Cross, Vitaline, St. Marguerite	AUPE
Housekeeping			\$ 20.74 1.5%	\$ 21.05								Covenant Care - Foyer Lacombe	AUPE
Housekeeping	\$ 21.02 0%	\$ 21.23 1%	\$ 21.23 0%	\$ 21.23 0%	\$ 21.50 1.25%	\$ 21.93 2%						Covenant Health - Bonnyville Health Centre	HSAA
Housekeeping	\$ 21.02 0%	\$ 21.23 1%	\$ 21.23 0%	\$ 21.23 0%	\$ 21.50 1.25%	\$ 21.93 2%						Covenant Health - Edmonton General, Grey Nuns	CUPE
Housekeeping	\$ 21.02 0%	\$ 21.23 0%	\$ 21.23 0%	\$ 21.23 0%	\$ 21.50 1.25%	\$ 21.93 2%						Covenant Health - GSS	AUPE
Housekeeping	\$ 21.02 0%	\$ 21.23 1%	\$ 21.23 0%	\$ 21.23 0%	\$ 21.50 1.25%	\$ 21.93 2%						Covenant Health - Misericordia, Villas Caritas	CUPE
Housekeeping	\$ 21.02 0%	\$ 21.23 1%										Covenant Health - St. Michael's Health Centre	CUPE
Housekeeping	\$ 17.91 2%	\$ 18.09 1%	\$ 18.36 1.5%	\$ 18.73 2%	\$ 19.01 1.5%	\$ 19.76 \$ 0.75	\$ 20.56 \$ 0.80	\$ 21.41 \$ 0.85				Crowsnest Pass Senior Housing	CUPE
Housekeeping	\$ 20.01 2%	\$ 20.41 2%	\$ 20.41 0%	\$ 20.41 0%	\$ 20.41 0%	\$ 22.61 10.7%	\$ 22.61 0%	\$ 22.61 0%	\$ 22.61 0%	\$ 22.61 0%	\$ 22.84 1%	Cypress View Foundation	CUPE
Housekeeping	\$ 17.04 1.25%	\$ 17.30 1.5%	\$ 17.64 2%	\$ 17.73 0.5%	\$ 17.82 0.5%	\$ 18.35 3%	\$ 18.90 3%	\$ 19.47 3%				Drumheller & District Seniors Foundation - Sunshine & Hillview	CUPE
Housekeeping	\$ 18.15 2%	\$ 18.15 0%	\$ 18.33 1%	\$ 18.61 1.5%	\$ 18.61 0%	\$ 18.98 2%	\$ 19.36 2%					Eagle Hill Foundation	CUPE
Housekeeping	\$ 20.02 2%	\$ 21.52 1.5%	\$ 21.95 2%	\$ 22.39 2%	\$ 23.06 3%	\$ 23.75 3%	\$ 24.47 3%					Evergreens Foundations	IUOE
Housekeeping	19.55 0.00	19.75 1.00	19.99 1.25									Extendicare (Canada)	CUPE
Housekeeping	\$ 20.06 0%	\$ 20.26 1%	\$ 20.26 0%	\$ 20.46 1%	\$ 20.72 1.25%	\$ 21.13 2%						Extendicare (Canada) - Athabasca - GSS	AUPE
Housekeeping	\$ 19.55 0%	\$ 19.75 1%	\$ 19.99 1.25%									Extendicare (Canada) - 6 sites	CUPE
Housekeeping	\$ 19.55 0%	\$ 19.75 1%	\$ 19.75 0%	\$ 19.94 1%	\$ 20.19 1.25%	\$ 20.60 2%						Extendicare (Canada) - Cedars Villa	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Housekeeping

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Housekeeping	\$ 19.55 0%	\$ 19.75 1%	\$ 19.75 0%	\$ 19.94 1%	\$ 20.19 1.25%	\$ 20.60 2%						Extencicare (Canada) - Fairmont Park	AUPE
Housekeeping	\$ 19.55 0%	\$ 19.75 1%	\$ 19.75 0%	\$ 19.94 1%	\$ 20.19 1.25%	\$ 20.60 2%						Extencicare (Canada) - Hillcrest	AUPE
Housekeeping	\$ 19.56 0%	\$ 19.76 1%	\$ 19.76 0%	\$ 19.95 1%	\$ 20.20 1.25%	\$ 20.61 2%						Extencicare (Canada) - Holyrood	AUPE
Housekeeping	\$ 20.06 0%	\$ 20.26 1%	\$ 20.26 0%	\$ 20.46 1%	\$ 20.72 1.25%	\$ 21.13 2%						Extencicare (Canada) - Mayerthorpe	AUPE
Housekeeping	\$ 19.55 0%	\$ 19.75 1%	\$ 19.75 0%	\$ 19.94 1%	\$ 20.19 1.25%	\$ 20.60 2%						Extencicare (Canada) - Michener Hill	AUPE
Housekeeping	\$ 19.89 2%	\$ 19.89 0%	\$ 19.89 0%	\$ 20.09 1%	\$ 24.59 1.25%	\$ 25.08 2%						Golden Life Management - Evanston Grand Village	AUPE
Housekeeping	\$ 19.85 0%	\$ 20.05 1%										Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE
Housekeeping	\$ 19.85 0%	\$ 19.85 0%	\$ 19.85 0%	\$ 20.10 1.25%	\$ 20.35 1.25%	\$ 20.70 1.75%						Good Samaritan Society - Multi Facility	AUPE
Housekeeping	\$ 19.63 0%	\$ 19.83 1%	\$ 19.83 0%	\$ 20.03 1%	\$ 20.23 1%	\$ 20.43 1%	\$ 20.69 1.25%					Good Samaritan Society - South Ridge Village	USW
Housekeeping	\$ 19.05 1%	\$ 19.62 3%	\$ 20.21 3%	\$ 20.82 3%	\$ 21.39 2.75%	\$ 21.92 2.5%	\$ 22.41 2.25%					Grande Spirit Foundation	CUPE
Housekeeping	\$ 18.97 0%	\$ 18.97 0%	\$ 19.66 1% *	\$ 19.66 0%	\$ 19.66 0%	\$ 19.66 0%						Haven of Rest and Sunnyside Nursing Home	USWA
Housekeeping	\$ 19.24 0%	\$ 19.62 2%	\$ 20.02 2%	\$ 20.22 1%	\$ 20.63 2%	\$ 21.04 2%						Homeland Housing	CUPE
Housekeeping	\$ 18.95 0.5%	\$ 18.95 0%	\$ 19.14 1%	\$ 19.33 1%	\$ 19.57 1.25%	\$ 19.87 1.5%						Intercare - Brentwood, Chinook, Southwood	CUPE
Housekeeping	\$ 17.59 1%	\$ 17.59 0%	\$ 17.68 0.5%	\$ 17.86 1%	\$ 18.04 1%	\$ 18.40 2%						Intercare - Kingsland Terrace	CUPE
Housekeeping	\$ 19.22 4%	\$ 19.60 2%	\$ 19.89 1.5%	\$ 19.89 0%	\$ 20.09 1%	\$ 20.39 1.5%	\$ 20.80 2%					Lacombe Foundation	CLAC
Housekeeping	\$ 18.25 0.7%	\$ 18.62 2%	\$ 18.80 1%	\$ 18.99 1%	\$ 19.27 1.50%	\$ 20.19 4.75%	\$ 20.90 3.50%	\$ 22.37 2.25% *				Lakeland Lodge & Housing Foundation	CUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Housekeeping

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Housekeeping	\$ 18.09 2.5%	\$ 18.45 2%	\$ 18.82 2%	\$ 19.20 2%	\$ 19.20 0%	\$ 19.58 2%	\$ 19.97 2%					Lamont County Housing	AUPE
Housekeeping	\$ 21.52 0%	\$ 21.74 1%	\$ 21.74 0%	\$ 21.74 0%	\$ 22.01 1.25%	\$ 22.45 2%						Lamont Health Care Centre - GSS	AUPE
Housekeeping	\$ 17.99 2.4%	\$ 18.26 1.5%	\$ 18.62 2%	\$ 18.90 1.5%	\$ 19.18 1.5%	\$ 19.57 2%						Lloydminster Region Housing Group - Pioneer Complex	CUPE
Housekeeping	\$ 16.78 1.75%	\$ 17.08 1.75%	\$ 17.25 1%	\$ 18.13 1%*	\$ 18.67 3%							Nutra 2000	LiUNA
Housekeeping	\$ 19.25 2%	\$ 19.73 2.5%	\$ 19.73 0%	\$ 19.73 0%								Operation Friendship Seniors Society	CUPE
Housekeeping		\$ 17.16 1.5%	\$ 17.42 1.5%	\$ 17.77 2%	\$ 18.13 2%	\$ 18.22 0.5%	\$ 18.31 0.5%	\$ 18.54 1.25%				Optima Living Alberta - Country Cottage	USW
Housekeeping (Support Services)		\$ 18.04 1.5%	\$ 18.40 2%	\$ 18.40 0%	\$ 18.58 1%	\$ 18.86 1.5%	\$ 19.24 2%					Park Place Seniors Living - Benevolence Care Centre	AUPE
Housekeeping	\$ 17.41 2.25%	\$ 17.50 0.5%	\$ 17.58 0.5%	\$ 17.94 2%	\$ 18.12 1%	\$ 18.71 3.25%	\$ 19.04 1.75%	\$ 19.42 2%				Park Place Seniors Living - Copper Sky Lodge	AUPE
Housekeeping	\$ 20.29 0%	\$ 20.49 1%	\$ 20.69 1%	\$ 20.90 1%	\$ 21.21 1.5%	\$ 21.58 1.75%	\$ 21.96 1.75%	\$ 22.40 2%				Park Place Seniors Living - Devonshire Care Centre	AUPE
Housekeeping	\$ 18.74 1%	\$ 19.06 1.75%	\$ 19.40 1.75%	\$ 19.55 0.75%	\$ 19.69 0.75%	\$ 19.84 0.75%						Park Place Seniors Living - Emerald Gardens	CUPE
Housekeeping	\$ 19.03 1%	\$ 19.23 1%	\$ 19.43 1%	\$ 19.43 0%	\$ 19.58 0.75%	\$ 19.82 1.2%						Park Place Seniors Living - Hardisty Care Centre	AUPE
Housekeeping		\$ 18.10 1.5%	\$ 18.37 1.5%	\$ 18.65 2%	\$ 19.02 1.75%	\$ 19.35 1.75%	\$ 19.69 1.75%	\$ 20.03 1.75%				Park Place Seniors Living - Meadow Ridge	Teamsters
Housekeeping	\$ 19.98 1.5%	\$ 20.37 2%	\$ 20.37 0%	\$ 20.37 0%	\$ 20.93 2.75%	\$ 21.19 1.25%						Park Place Seniors Living - Newport Harbour Care Centre	AUPE
Housekeeping	\$ 18.03 1.5%	\$ 18.39 2%	\$ 18.39 0%	\$ 18.53 0.75%	\$ 18.71 0.95%	\$ 18.90 1%						Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE
Housekeeping	\$ 16.24 2%	\$ 16.56 2%	\$ 16.56 0%	\$ 16.64 0.5%	\$ 16.81 1%							Points West Living Cold Lake	AUPE
Housekeeping	\$ 19.24 1.5%	\$ 19.34 0.5%	\$ 19.44 0.5%	\$ 19.54 0.5%	\$ 19.83 1.5%	\$ 20.08 1.25%	\$ 20.33 1.25%					Points West Living Heritage House	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Housekeeping

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Housekeeping	\$ 16.32 0.75%	\$ 16.65 2%	\$ 16.73 0.5%	\$ 16.81 0.5%	\$ 16.98 1%	\$ 17.28 1.75%						Points West Living Stettler	AUPE
Housekeeping					\$ 19.44	\$ 19.44 0%	\$ 20.02 3%	\$ 20.42 2%				Pro Vita Care Management - Century Park	CUPE
Housekeeping	\$ 18.41 1%	\$ 18.41 0%	\$ 18.59 1%	\$ 18.59 0%	\$ 19.18 3.2%	\$ 19.56 2.00%						Qualicare - Citadel Care	USW
Housekeeping	\$ 18.05 1%	\$ 18.05 0%	\$ 18.23 1%	\$ 18.41 1%	\$ 19.75 7.3%	\$ 20.15 2%						Qualicare - Rivercrest Lodge Nursing Home Ltd	USW
Housekeeping	\$ 18.85 2%	\$ 19.23 2.00%	\$ 19.61 2.00%	\$ 19.95 1.75%	\$ 20.30 1.75%	\$ 20.55 1.25%						Revera Lessee - Aspen Ridge	AUPE
Housekeeping	\$ 15.31 2%	\$ 15.70 2.5%	\$ 16.01 2%	\$ 16.66 2%*	\$ 17.24 3.5%	\$ 17.84 3.5%						Revera Lessee - Chateau Renoir Retirement Residence	CUPE
Housekeeping	\$ 15.57 2%	\$ 15.89 2%	\$ 16.17 1.75%	\$ 16.41 1.5%	\$ 16.62 1.25%	\$ 16.83 1.25%	\$ 17.25 2.5%					Revera Lessee - Churchill Retirement Community	AUPE
Housekeeping	\$ 16.53 3%	\$ 16.86 2%	\$ 17.20 2%	\$ 17.50 1.75%	\$ 17.81 1.75%	\$ 18.03 1.25%						Revera Lessee - Edgemont	AUPE
Housekeeping					\$ 17.95 2.5%	\$ 18.40 2.5%	\$ 18.86 2.5%					Revera Lessee - McKenzie Towne Retirement Residence - GSS	CUPE
Housekeeping	\$ 16.36 2.25%	\$ 16.69 2%	\$ 17.02 2%	\$ 17.36 2%	\$ 17.71 2%	\$ 18.06 2%						Revera Lessee - Meadowlands	UFCW
Housekeeping	\$ 18.55 1%	\$ 18.74 1%	\$ 18.97 1.25%	\$ 19.21 1.25%	\$ 19.59 2%	\$ 19.99 2%	\$ 20.39 2%					Revera Lessee - River Ridge	AUPE
Housekeeping	\$ 16.72 2%	\$ 17.05 2%	\$ 17.35 1.75%	\$ 17.61 1.5%	\$ 17.83 1.25%	\$ 18.05 1.25%	\$ 18.60 3%					Revera Lessee - Scenic Acres	AUPE
Housekeeping				\$ 18.01 1.75%	\$ 18.33 1.75%	\$ 18.56 1.25%						Revera Retirement - McConachie Gardens	AUPE
Housekeeping					\$ 17.81 1.75%	\$ 18.03 1.25%						Revera Retirement - Our Parent's Home	AUPE
Housekeeping				\$ 18.36 2%	\$ 18.73 2%	\$ 19.10 2%						Revera Retirement - Scenic Grande	CUPE
Housekeeping	\$ 17.30 0.25%	\$ 17.56 1.5%	\$ 18.00 2.5%	\$ 18.00 0%	\$ 18.18 1%	\$ 18.45 1.5%	\$ 18.82 2%					Ridge Country Housing	CUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Housekeeping

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Housekeeping	\$ 19.55 0%	\$ 19.55 0%	\$ 19.55 0%	\$ 19.55 0%	\$ 19.77 1.15%	\$ 20.00 1.15%	\$ 20.23 1.15%	\$ 20.46 1.15%	\$ 20.70 1.15%			River Ridge Seniors Village	USW
Housekeeping					\$ 18.85 2%	\$ 19.23 2%	\$ 19.42 1%					Rosedale Partnership	AUPE
Housekeeping					\$ 18.08 2%	\$ 18.44 2%						Sage Properties - Prince of Peace Manor & Harbour	CUPE
Housekeeping	\$ 17.14 3%	\$ 17.66 3%	\$ 17.66 0%	\$ 17.84 1%	\$ 18.06 1.25%	\$ 18.42 2%	\$ 18.79 2%					Saint Elizabeth Health Care - Millrise Seniors Village	AUPE
Housekeeping	\$ 20.15 0%*	\$ 20.15 0%	\$ 20.35 1%	\$ 20.61 1.25%	\$ 21.02 2%							Salem Manor Nursing Home	USW
Housekeeping	\$ 19.43 1.5%	\$ 19.43 0%	\$ 19.43 0%	\$ 20.01 3%	\$ 20.26 1.25%	\$ 20.51 1.25%	\$ 20.77 1.25%					Salvation Army - Grace Manor	AUPE
Housekeeping	\$ 17.09 2%	\$ 17.43 2%	\$ 17.78 2%	\$ 18.13 2%	\$ 18.50 2%	\$ 18.87 2%						SbraREIT Assisted Living I - Amica Britannia	CUPE
Housekeeping	\$ 17.91 1.75%*	\$ 18.18 1.5%	\$ 18.36 1%	\$ 18.73 2%	\$ 19.10 2%	\$ 19.49 2%						Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE
Housekeeping												Shepherd's Care - Kensington Village - GSS	AUPE
Housekeeping	\$ 17.91 1.75%*	\$ 18.18 1.5%	\$ 18.36 1%	\$ 18.73 2%	\$ 19.10 2%	\$ 19.49 2.00%						Seasons Retirement Communities - Camrose	AUPE
Housekeeping	\$ 17.15 2%	\$ 17.49 2%	\$ 17.80 1.75%	\$ 18.20 2.25%	\$ 18.56 2%	\$ 18.89 1.75%	\$ 19.27 2%					Seasons Retirement Communities - Drayton Valley	AUPE
Housekeeping		\$ 15.93 1.5%	\$ 16.25 2%	\$ 16.57 2%	\$ 17.24 2%*	\$ 18.08 2%*	\$ 18.54 2.5%					Seasons Retirement Communities - High River	CUPE
Housekeeping	\$ 16.58 2%	\$ 16.82 1.5%	\$ 17.12 1.75%	\$ 17.50 2.25%	\$ 17.85 2%	\$ 18.21 2%	\$ 18.57 2%					Seasons Retirement Communities - Ponoka	AUPE
Housekeeping	\$ 17.40 1.75%	\$ 17.66 1.5%	\$ 17.93 1.5%	\$ 18.29 2%	\$ 18.61 1.75%	\$ 18.98 2%						Seasons Retirement Communities - Wetaskiwin	AUPE
Housekeeping	\$ 20.74 1%	\$ 20.95 1%	\$ 20.95 0%	\$ 20.95 0%	\$ 20.95 0%	\$ 21.63 3.25%						Shepherd's Care - Barrhead	AUPE
Housekeeping				\$ 16.23 1%								Signature Living - Rocky Ridge	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Housekeeping

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Housekeeping	\$ 18.41 1.5%	\$ 18.69 1.5%	\$ 19.25 1.5%	\$ 19.54 1.5%	\$ 19.93 2%	\$ 20.43 2.5%	\$ 21.04 3%					Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE
Housekeeping	\$ 16.97 0%	\$ 16.97 0%	\$ 16.97 0%	\$ 16.97 0%	\$ 17.99 6%	\$ 18.89 5%	\$ 19.27 2%					St. Michael's Manor Vegreville	AUPE
Housekeeping							\$ 19.57 NA					Swan Evergreen Village	AUPE
Housekeeping	\$ 18.60 2%	\$ 18.97 2%	\$ 19.40 2.25%	\$ 19.69 1.5%	\$ 19.99 1.5%	\$ 20.49 \$ 0.50	\$ 20.90 2%					Sylvan Lake Foundation - Lodge & Manor	CUPE
Housekeeping	\$ 18.56 2.5%	\$ 18.93 2%	\$ 19.31 2%	\$ 19.70 2%	\$ 20.19 2.5%							Taber & District Housing - Clearview Lodge	CUPE
Housekeeping	22.18 3.00	23.06 4.00										Travois Holdings - Glamorgan Care Centre	CLAC
Housekeeping	\$ 22.18 3%	\$ 23.06 4%	\$ 23.52 2%	\$ 24.23 3%	\$ 24.95 3%	\$ 25.32 1.5%	\$ 25.83 2%					Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC
Housekeeping						\$ 20.00	\$ 20.00 0%					Trinity Place Foundation of Alberta	CUPE
Housekeeping	\$ 20.91 0%	\$ 20.91 0%	\$ 20.91 0%	\$ 20.91 0%	\$ 21.12 1%	\$ 21.82 3.25%						Venta Care Centre - GSS	AUPE
Housekeeper					\$ 18.50	\$ 18.87 2%						Verve - Aspen Woods	CUPE
Housekeeping	\$ 16.80 1%	\$ 17.31 3%	\$ 17.48 1%	\$ 17.65 1%	\$ 17.96 1.75%	\$ 18.32 2%						Well Being Services - Monterey Place	AUPE
Housekeeping												Westlock Foundation - Pembina Lodge & Smithfield Lodge	CUPE
Housekeeping	\$ 19.54 2%	\$ 19.93 2%	\$ 19.93 0%	\$ 20.13 1%	\$ 20.33 1%	\$ 20.94 3%	\$ 21.46 2.5%					Wheatland Lodge	CUPE
Housekeeping												Willow Creek Foundation - Macleod Pioneer Lodge	CUPE
Housekeeping	\$ 23.71 0%	\$ 23.71 0%	\$ 23.71 0%	\$ 23.71 0%	\$ 23.95 1%	\$ 24.19 1%	\$ 24.43 1%					Wood Buffalo Housing & Development	CUPE
Housekeeping	\$ 28.34 0%	\$ 28.34 0%	\$ 28.34 0%	28.34 0%	\$ 29.34 \$ 1.00	\$ 29.34 0%						Wood Buffalo Housing & Development - Rotary House	CUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per
Cent Increase

*Other Adjustment

Housekeeping

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Housekeeping	\$ 18.00 1.5%	\$ 18.00 New grid	\$ 18.27 1.5%	\$ 18.64 2%								Yarrow Ltd Partnership - Wildrose Seniors	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Food Services

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Cook					\$ 23.77 3%							Age Care - Midnapore - GSS	CUPE
Cook II	\$ 18.48 0%	\$ 28.76 1%	\$ 28.76 0%	\$ 28.76 0%	\$ 29.12 1.25%	\$ 29.70 2%						Alberta Health Services - GSS	AUPE
Cook		\$ 18.00	\$ 18.36 2%	\$ 18.64 1.5%	\$ 18.91 1.5%	\$ 19.48 3%	\$ 19.87 2%	\$ 20.26 2%	\$ 20.87 3%			ARAMARK Canada - Bethany Collegside	UFCW
Cook			\$ 24.32	\$ 24.56 1%	\$ 24.80 1%	\$ 25.96 4.70%	TBD	TBD				ARAMARK Canada - Shepherd's Care - Eden House & Heritage Market Grill	Teamsters
Cook			\$ 24.32	\$ 24.56 1%	\$ 24.80 1%	\$ 25.96 4.70%	TBD	TBD				ARAMARK Canada - Shepherd's Care - Greenfield	Teamsters
Cook	\$ 23.40 2.25%	\$ 23.83 1.8%	\$ 24.31 2%	\$ 24.61 \$ 0.30	\$ 25.26 \$ 0.65	\$ 25.96 \$ 0.70	\$ 26.31 \$ 0.35					ARAMARK Canada - Shepherd's Care - Kensington	Teamsters
Cook	\$ 23.40 2.25%	\$ 23.83 1.8%	\$ 24.31 2%	\$ 24.61 \$ 0.30	\$ 25.26 \$ 0.65	\$ 25.96 \$ 0.70	\$ 26.31 \$ 0.35					ARAMARK Canada - Shepherd's Care - Millwoods	Teamsters
Cook			\$ 24.32	\$ 24.56 1%	\$ 24.80 1%	\$ 25.96 4.70%	TBD	TBD				ARAMARK Canada - Shepherd's Care -Southside Manor	Teamsters
Cook	\$ 23.40 2.25%	\$ 23.83 1.8%	\$ 24.31 2%	\$ 24.61 \$ 0.30	\$ 25.26 \$ 0.65	\$ 25.96 \$ 0.70	\$ 26.31 \$ 0.35					ARAMARK Canada - Shepherd's Care - Vanguard	Teamsters
Cook					\$ 21.18 1%	\$ 21.50 1.5%	\$ 21.93 2%					Aster Voint Venture - AgeCare Skypointe - GSS	AUPE
Cook	\$ 29.02 0%	\$ 29.02 0%	\$ 29.31 1%	\$ 29.63 1.25%								AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE
Head Cook	\$ 24.57 0%	\$ 24.82 1%	\$ 24.82 0%	\$ 24.82 0%	\$ 25.13 1.5%	\$ 25.44 1.5%						Bethany Nursing Home - Lodges	AUPE
Cook	25.82 0%	26.08 1%	\$ 26.08 0%	\$ 26.34 1%	\$ 26.67 1.25%	\$ 27.20 2%						Bethany Nursing Home - Rosehaven, Long Term, Home Care	AUPE
Cook	\$ 22.95 2.25%	\$ 23.18 1%	\$ 23.41 1%	\$ 23.65 1%	\$ 24.00 1.5%							Bloom LP - AgeCare - Riverview	UFCW
Head Cook	\$ 24.77 1%	\$ 24.77 0%	\$ 25.02 1%	\$ 25.33 1.25%	\$ 25.84 2%	\$ 27.15 2%*						Bloom LP - Bow Crest Care Centre	CUPE
Head Cook	\$ 26.71 1%	\$ 26.71 0%	\$ 26.98 1%	\$ 27.31 1.25%	\$ 27.86 2%	\$ 28.41 2%						Bloom LP - McKenzie Towne Care Centre	CUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Food Services

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Cook	\$ 21.75	\$ 22.30	\$ 22.30	\$ 22.30	\$ 22.69	\$ 23.37	\$ 23.84	\$ 24.31				Brazeau Foundation	AUPE
	2%	2.5%	0%	0%	1.75%	3%	2%	2%					
Chef	\$ 26.32	\$ 26.66	\$ 26.66	\$ 26.66	\$ 27.19	\$ 27.73	\$ 28.56	\$ 29.27				Bridges Community Living	CUPE
	1.3%	1.3%	0%	0%	2%	2%	3%	2.5%					
Cook	\$ 26.63	\$ 26.90	\$ 27.17	\$ 27.17	\$ 27.44	\$ 27.99						Canterbury Foundation	AUPE
	1.5%	1%	1%	0%	1%	2%							
Cook I	\$ 24.65	\$ 24.90	\$ 24.90	\$ 24.90	\$ 25.21	\$ 25.71						CapitalCare - Dickensfield, Norwood	CUPE
	0%	1%	0%	0%	1.25%	2%							
Cook III	\$ 27.33	\$ 27.60	\$ 27.60	\$ 27.60	\$ 27.95	\$ 28.51						Capital Care - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE
	0%	1.0%	0%	0%	1.25%	2.0%							
Cook I, Certified	\$ 24.80	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.36	\$ 25.87						Carewest - Colonel Belcher	CUPE
	0%	1%	0%	0%	1.25%	2%							
Cook 1 (Certified)	\$ 24.80	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.36	\$ 25.87						Carewest - GSS	AUPE
	0%	1%	0%	0%	1.25%	2%							
Cook II	\$ 22.96	\$ 23.19	\$ 23.19	\$ 23.42	\$ 23.65	\$ 24.12						Chantelle Management - Edith Cavell Care Centre	AUPE
	0%	1%	0%	1%	1%	2%							
Cook	\$ 20.88	\$ 20.98	\$ 20.98	\$ 21.11								Chantelle Management - Grande Prairie Care Centre	AUPE
	0.5%	0.5%	0%	0.6%									
Assistant Cook	\$ 18.88	\$ 19.07	\$ 19.26	\$ 19.84								Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE
	1%	1%	1%	1%*									
Cook	\$ 21.33	\$ 21.33	\$ 21.65	\$ 22.08								Chartwell Master Care - Griesbach & Heritage Valley	AUPE
	1.5%	New grid	1.5%	2%									
Cook		\$ 21.33	\$ 21.65	\$ 21.97	\$ 22.25	\$ 22.53	\$ 22.81	\$ 23.04				Chartwell Master Care - St. Albert	USW
			1.5%	1.5%	1.25%	1.25%	1.25%	1%					
Cook					\$ 22.29	\$ 22.68						Chartwell Master Care - Wescott	AUPE
					2.00%	1.75%							
Cook, Head Chef	\$ 25.47	\$ 25.72	\$ 25.72	\$ 25.98	\$ 26.31	\$ 27.24						Choices in Community Living - Legacy Lodge	AUPE
	2.25%	1%	0%	1%	1.25%	2%*							
Cook	\$ 20.55	\$ 20.96	\$ 21.27	\$ 21.64	\$ 22.02	\$ 22.41						Compass Group - Marquise Hospitality - Walden Heights	AUPE
	2%	2%	1.5%	1.75%	1.75%	1.75%							
Cook	\$ 26.67	\$ 26.67	\$ 26.67	\$ 27.07	\$ 27.07							Covenant Care Villa Marie, Holy Cross, Vitaline, St. Marguerite	AUPE
	0%	0%	0%	1.5%	0%								
Cook II	\$ 28.49	\$ 28.77	\$ 28.77	\$ 28.77	\$ 29.13	\$ 29.71						Covenant Health - Edmonton General, Grey Nuns	CUPE
	0%	1%	0%	0%	1.25%	2%							
Cook			\$ 26.67	\$ 27.07								Covenant Care - Foyer Lacombe	AUPE
				1.5%									

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Food Services

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union	
Cook III	\$ 27.90 0%	\$ 28.18 1%	\$ 28.18 0%	\$ 28.18 0%	\$ 28.53 1.25%	\$ 29.10 2%						Covenant Health - GSS	AUPE	
Cook II	\$ 28.49 0%	\$ 28.77 1%	\$ 28.77 0%	\$ 28.77 0%	\$ 29.13 1.25%	\$ 29.71 2%						Covenant Health - Misericordia, Villas Caritas	CUPE	
Cook	\$ 21.42 2%	\$ 21.63 1%	\$ 21.95 1.5%	\$ 22.39 2%	\$ 22.73 1.5%	\$ 23.48 \$ 0.75	\$ 24.28 \$ 0.80	\$ 25.13 \$ 0.85				Crowsnest Pass Senior Housing	CUPE	
Head Cook	\$ 23.90 2%	\$ 24.38 2%	\$ 24.38 0%	\$ 24.38 0%	\$ 24.38 0%	\$ 26.62 9.1%	\$ 26.62 0%	\$ 26.62 0%	\$ 26.62 0%	\$ 26.62 0%	\$ 26.89 1%	Cypress View Foundation	CUPE	
Food Services Cook	\$ 24.30 1.25%	\$ 24.66 1.5%	\$ 25.16 2%	\$ 25.29 0.5%	\$ 25.42 0.5%	\$ 26.18 3%	\$ 26.97 3%	\$ 27.78 3%				Drumheller & District Seniors Foundation - Sunshine & Hillview	CUPE	
Cook	\$ 18.91 2%	\$ 18.91 0%	\$ 19.10 1%	\$ 19.39 1.5%	\$ 19.39 0%	\$ 19.78 2%	\$ 20.18 2%						Eagle Hill Foundation	CUPE
Cook	\$ 27.93 2%	\$ 29.43 \$ 1.5	\$ 30.02 2%	\$ 30.62 2%	\$ 31.54 3%	\$ 32.48 3%	\$ 33.46 3%						Evergreens Foundations	IUOE
Cook	\$ 20.71 0%	\$ 20.92 1%	\$ 20.92 0%	\$ 21.13 1%	\$ 21.39 1.25%	\$ 21.82 2%						Extendicare (Canada) - Athabasca - GSS	AUPE	
Cook	\$ 21.99 0%	\$ 22.21 1%	\$ 22.21 0%	\$ 22.43 1%	\$ 22.71 1.25%	\$ 23.17 2%						Extendicare (Canada) - Cedars Villa	AUPE	
Cook I	\$ 23.10 0%	\$ 23.33 1%	\$ 22.33 0%	\$ 23.56 1%	\$ 23.86 1.25%	\$ 24.34 2%						Extendicare (Canada) - Fairmont Park	AUPE	
Cook	\$ 21.99 0%	\$ 22.21 1%	\$ 22.21 0%	\$ 22.43 1%	\$ 22.71 1.25%	\$ 23.17 2%						Extendicare (Canada) - Hillcrest	AUPE	
Cook	\$ 20.71 0%	\$ 20.92 1%	\$ 20.92 0%	\$ 21.13 1%	\$ 21.39 1.25%	\$ 21.82 2%						Extendicare (Canada) - Holyrood	AUPE	
Cook	\$ 20.71 0%	\$ 20.92 1%	\$ 20.92 0%	\$ 21.13 1%	\$ 21.39 1.25%	\$ 21.82 2%						Extendicare (Canada) - Mayerthorpe	AUPE	
Cook I	\$ 23.10 0%	\$ 23.33 1%	\$ 22.33 0%	\$ 23.56 1%	\$ 23.86 1.25%	\$ 24.34 2%						Extendicare (Canada) - Michener Hill	AUPE	
Cook	\$ 24.05 2%	\$ 24.05 0%	\$ 24.05 0%	\$ 24.29 1%	\$ 24.59 1.25%	\$ 25.08 2%						Golden Life Management - Evanston Grand Village	AUPE	
Cook 2	\$ 27.78 0%	\$ 28.06 1%											Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE
Cook 2	\$ 27.78 0%	\$ 27.78 0%	\$ 27.78 0%	\$ 28.13 1.25%	\$ 28.48 1.25%	\$ 28.98 1.75%						Good Samaritan Society - Multi Facility	AUPE	
Cook 2	\$ 26.58 0%	\$ 26.85 1%	\$ 26.85 0%	\$ 27.12 1%	\$ 27.39 1%	\$ 27.66 1%	\$ 28.01 1.25%						Good Samaritan Society - South Ridge Village	USW

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Food Services

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Cook	\$ 25.40 1%	\$ 26.16 3%	\$ 26.95 3%	\$ 27.76 3%	\$ 28.52 2.75%	\$ 29.23 2.5%	\$ 29.89 2.25%					Grande Spirit Foundation	CUPE
Cook I	\$ 29.56 1.5%	\$ 30.00 1.5%	\$ 30.45 1.5%	\$ 31.06 2%	\$ 31.29 0.75%	\$ 31.61 1%	\$ 32.00 1.25%	\$ 32.64 2%				Green Acres Foundation - Alberta Rose Lodge	AUPE
Cook I	\$ 29.56 1.5%	\$ 30.00 1.5%	\$ 30.45 1.5%	\$ 31.06 2%	\$ 31.29 0.75%	\$ 31.61 1%	\$ 32.00 1.25%	\$ 32.64 2%				Green Acres Foundation - Piyami	AUPE
Cook I	\$ 29.56 1.5%	\$ 30.00 1.5%	\$ 30.45 1.5%	\$ 31.06 2%	\$ 31.29 0.75%	\$ 31.61 1%	\$ 32.00 1.25%	\$ 32.64 2%				Green Acres Foundation - Sunny South	AUPE
Cook	\$ 20.53 0%	\$ 20.53 0%	\$ 21.24 1% *	\$ 21.24 0%	\$ 21.24 0%	\$ 21.24 0%						Haven of Rest and Sunnyside Nursing Home	USW
Cook	\$ 22.06 0%	\$ 22.50 2%	\$ 22.95 2%	\$ 23.18 1%	\$ 23.64 2%	\$ 24.12 2%						Homeland Housing	CUPE
Cook 2	\$ 22.10 0.5%	\$ 22.10 0%	\$ 22.32 1%	\$ 22.88 1%*	\$ 23.16 1.25%	\$ 23.86 1.5%*						Intercare - Brentwood, Chinook, Southwood	CUPE
Cook	\$ 22.78 1%	\$ 22.78 0%	\$ 22.89 0.5%	\$ 23.12 1%	\$ 24.50 1%*	\$ 24.99 2%						Intercare - Kingsland Terrace	CUPE
Cook	\$ 22.85 6.4%	\$ 23.31 2%	\$ 23.66 1.5%	\$ 23.36 0.0%	\$ 23.90 1%	\$ 24.26 1.5%	\$ 24.75 2%					Lacombe Foundation	CLAC
Head Cook	\$ 24.16 0.7%	\$ 24.64 2%	\$ 24.89 1%	\$ 25.14 1%	\$ 25.52 1.50%	\$ 26.73 4.75%	\$ 27.67 3.50%	\$ 29.29 2.25% *				Lakeland Lodge & Housing Foundation	CUPE
Cook (Certificate)	\$ 21.36 2.5%	\$ 21.79 2%	\$ 22.22 2%	\$ 22.67 2%	\$ 22.67 0%	\$ 23.12 2%	25.06* 2%					Lamont County Housing	AUPE
Cook I	\$ 25.34 0%	\$ 25.59 1%	\$ 25.59 0%	\$ 25.59 0%	\$ 25.91 1.25%	\$ 26.43 2%						Lamont Health Care Centre - GSS	AUPE
Cook 2				\$ 28.04 NA	\$ 28.04 0%	\$ 28.04 0%	\$ 28.78 2% *	\$ 29.36 2%				LeeCaring Communities Foundation	CUPE
Cook	\$ 19.32 2.3%	\$ 19.61 1.5%	\$ 20.00 2%	\$ 20.30 1.5%	\$ 22.62 1.5%*	\$ 23.07 2%						Lloydminster Region Housing Group - Pioneer Complex	CUPE
Cook	\$ 23.16 1.75%	\$ 23.57 1.75%	\$ 23.81 1%	\$ 25.01 1%*	\$ 25.76 3%							Nutra 2000	LiUNA
Cook	\$ 20.92 2%	\$ 21.44 2.5%	\$ 21.44 0%	\$ 21.44 0%								Operation Friendship Seniors Society	CUPE
Cook		\$ 18.83 1.5%	\$ 19.11 1.5%	\$ 19.49 2%	\$ 19.88 2%	\$ 19.98 0.5%	\$ 20.08 0.5%	\$ 20.33 1.25%				Optima Living Alberta - Country Cottage	USW
Cook	\$ 25.10 2.25%	\$ 25.23 0.5%	\$ 25.35 0.5%	\$ 25.86 2%	\$ 26.12 1%	\$ 26.98 3.25%	\$ 27.45 1.75%	\$ 28.00 2%				Park Place Seniors Living - Copper Sky Lodge	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Food Services

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Cook II	\$ 23.30 0%	\$ 23.53 1%	\$ 23.77 1%	\$ 24.01 1%	\$ 24.37 1.5%	\$ 24.80 1.75%	\$ 25.23 1.75%	\$ 25.74 2%				Park Place Seniors Living - Devonshire Care Centre	AUPE
Cook/Cook Prep	\$ 21.39 1%	\$ 21.77 1.75%	\$ 22.15 1.75%	\$ 22.32 0.75%	\$ 22.48 0.75%	\$ 22.65 0.75%						Park Place Seniors Living - Emerald Gardens	CUPE
Cook	\$ 21.52 1%	\$ 21.74 1%	\$ 21.96 1%	\$ 21.96 0%	\$ 22.12 0.75%	\$ 22.40 1.2%						Park Place Seniors Living - Hardisty Care Centre	AUPE
Cook		\$ 20.09	\$ 20.39 1.5%	\$ 20.70 1.5%	\$ 21.11 2%	\$ 21.48 1.75%	\$ 21.86 1.75%	\$ 22.24 1.75%				Park Place Seniors Living - Meadow Ridge	Teamsters
Cook	\$ 22.17 1.5%	\$ 22.61 2%	\$ 22.61 0%	\$ 22.61 0%	\$ 23.23 2.75%	\$ 23.52 1.25%						Park Place Seniors Living - Newport Harbour Care Centre	AUPE
Cook	\$ 22.81 1.5%	\$ 23.26 2%	\$ 23.26 0%	\$ 23.43 0.75%	\$ 23.65 0.95%	\$ 23.89 1%						Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE
Cook	\$ 19.14 2%	\$ 19.52 2%	\$ 19.52 0%	\$ 19.62 0.5%	\$ 19.81 1%							Points West Living Cold Lake	AUPE
Cook	\$ 22.55 1.5%	\$ 22.66 0.5%	\$ 22.77 0.5%	\$ 22.88 0.5%	\$ 23.22 1.5%	\$ 23.51 1.25%	\$ 23.80 1.25%					Points West Living Heritage House	AUPE
Cook	\$ 18.58 0.75%	\$ 18.95 2%	\$ 19.05 0.5%	\$ 19.15 0.5%	\$ 19.34 1%	\$ 19.68 1.75%						Points West Living Stettler	AUPE
Cook					\$ 25.21	\$ 25.21 0%	\$ 25.97 3%	\$ 26.49 2%				Pro Vita Care Management - Century Park	CUPE
Cook	\$ 19.91 1%	\$ 19.91 0%	\$ 19.91 0%	\$ 20.11 1%	\$ 20.86 3.75%	\$ 21.28 2.00%						Qualicare - Citadel Care	USW
Cook	\$ 20.38 1%	\$ 20.38 0%	\$ 20.58 1%	\$ 20.78 1%	\$ 22.00 5.9%	\$ 22.44 2%						Qualicare - Rivercrest Lodge Nursing Home Ltd	USW
Cook	\$ 19.91 2%	\$ 20.31 2%	\$ 20.67 1.75%	\$ 20.98 1.5%	\$ 21.24 1.25%	\$ 21.51 1.25%	\$ 22.05 2.5%					Revera Lessee - Churchill Retirement Community	AUPE
Cook, Certified	\$ 23.29 2%	\$ 23.76 2.00%	\$ 24.24 2.00%	\$ 24.66 1.75%	\$ 25.09 1.75%	\$ 25.40 1.25%						Revera Lessee - Aspen Ridge	AUPE
Cook	\$ 21.89 3%	\$ 22.33 2%	\$ 22.78 2%	\$ 23.18 1.75%	\$ 23.59 1.75%	\$ 23.88 1.25%						Revera Lessee - Edgemont	AUPE
Cook					\$ 24.93 2%	\$ 25.43 2%	\$ 25.94 2%					Revera Lessee - McKenzie Towne Retirement Residence - GSS	CUPE
Cook	\$ 20.31 2.25%	\$ 20.72 2%	\$ 21.13 2%	\$ 21.55 2%	\$ 21.98 2%	\$ 22.42 2%						Revera Lessee - Meadowlands	UFCW
Cook	\$ 22.96 1%	\$ 23.19 1%	\$ 23.48 1.25%	\$ 23.77 1.25%	\$ 24.25 2%	\$ 24.73 2%	\$ 25.23 2%					Revera Lessee - River Ridge	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Food Services

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Cook	\$ 21.20 2%	\$ 21.62 2%	\$ 22.00 1.75%	\$ 22.44 2%	\$ 22.83 1.75%	\$ 23.12 1.25%						Revera Lessee - Riverbend Retirement	AUPE
Cook	\$ 21.49 2%	\$ 21.91 2%	\$ 22.29 1.75%	\$ 22.62 1.5%	\$ 22.90 1.25%	\$ 23.19 1.25%	\$ 23.89 3%					Revera Lessee - Scenic Acres	AUPE
Cook				\$ 21.79 1.75%	\$ 22.17 1.75%	\$ 22.45 1.25%						Revera Retirement - McConachie Gardens	AUPE
Cook					\$ 22.33 1.75%	\$ 22.61 1.25%						Revera Retirement - Our Parent's Home	AUPE
Cook				\$ 22.77 2%	\$ 23.22 2%	\$ 23.69 2%						Revera Retirement - Scenic Grande	CUPE
Head Cook	\$ 21.50 \$ 0.25 1.5%	\$ 21.83 2.5%	\$ 22.38 0%	\$ 22.38 1%	\$ 22.60 1.5%	\$ 22.94 2%	\$ 23.40 2%					Ridge Country Housing	CUPE
Cook	\$ 23.06 0%	\$ 23.06 0%	\$ 23.06 0%	\$ 23.06 0%	\$ 23.33 1.15%	\$ 23.59 1.15%	\$ 23.86 1.15%	\$ 24.24 1.15%	\$ 24.42 1.15%			River Ridge Seniors Village	USW
Chef, Certified					\$ 25.80 2%	\$ 26.32 2%						Sage Properties - Prince of Peace Manor & Harbour	CUPE
Head Cook	\$ 23.27 3%	\$ 23.97 3%	\$ 23.97 0%	\$ 24.21 1%	\$ 24.51 1.25%	\$ 25.00 2%	\$ 25.50 2%					Saint Elizabeth Health Care - Millrise Seniors Village	AUPE
Cook	\$ 21.98 0%*	\$ 21.98 0%	\$ 21.98 0%	\$ 22.20 1%	\$ 22.48 1.25%	\$ 22.93 2%						Salem Manor Nursing Home	USW
Cook	\$ 22.93 0%	\$ 23.16 1%	\$ 23.16 0%	\$ 23.16 0%	\$ 23.45 1.25%	\$ 23.92 2%	TBD					Salvation Army - Agape Hospice	UNA
Cook, Lead	\$ 24.20 1.50%	\$ 25.17 0%*	\$ 25.17 0.00%	\$ 25.93 3.00%	\$ 26.25 1.25%	\$ 26.58 1.25%	\$ 26.91 1.25%					Salvation Army - Grace Manor	AUPE
Cook	\$ 20.38 1.75%	\$ 20.68 1.5%	\$ 20.89 1%	\$ 21.30 2%	\$ 21.73 2%	\$ 22.17 2%						Seasons Retirement Communities - Camrose	AUPE
Cook	\$ 19.51 2%	\$ 19.90 2%	\$ 20.25 1.75%	\$ 20.71 2.25%	\$ 21.12 2%	\$ 21.49 1.75%	\$ 21.92 2%					Seasons Retirement Communities - Drayton Valley	AUPE
Cook	\$ 18.12 1.75%	\$ 18.39 1.5%	\$ 18.67 1.5%	\$ 19.04 2%	\$ 19.42 2%	\$ 19.81 2%	\$ 20.31 2.5%					Seasons Retirement Communities - Encore	AUPE
Cook		\$ 18.12 1.5%	\$ 18.48 2%	\$ 18.85 2%	\$ 19.61 2% *	\$ 20.50 2% *	\$ 21.01 2.5%					Seasons Retirement Communities - High River	CUPE
Cook	\$ 17.00	\$ 17.17 1%	\$ 17.34 1%	\$ 17.52 1%								Seasons Retirement Communities - Lethbridge Gardens	AUPE
Cook	\$ 19.51 2%	\$ 19.81 1.5%	\$ 20.15 1.75%	\$ 20.61 2.25%	\$ 21.02 2%	\$ 21.44 2%	\$ 21.87 2%					Seasons Retirement Communities - Ponoka	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

Food Services

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Cook	\$ 19.81 1.75%	\$ 20.10 1.5%	\$ 20.40 1.5%	\$ 20.81 2%	\$ 21.17 1.75%	\$ 21.59 2%						Seasons Retirement Communities - Wetaskiwin	AUPE
Cook	\$ 30.79 1%	\$ 31.10 1%	\$ 31.10 0%	\$ 31.10 0%	\$ 31.10 0%	\$ 32.12 3.25%						Shepherd's Care - Barrhead	AUPE
Cook				\$ 20.26 1%								Signature Living - Rocky Ridge	AUPE
Cook	\$ 19.27 1.5%	\$ 19.85 1.5% *	\$ 20.15 1.5%	\$ 20.45 1.5%	\$ 20.86 2%	\$ 21.38 2.5%	\$ 22.02 3%					Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE
Cook	\$ 21.92 0%	\$ 21.92 0%	\$ 21.92 0%	\$ 21.92 0%	\$ 23.24 6%	\$ 24.40 5%	\$ 24.89 2%					St. Michael's Manor Vegreville	AUPE
Cook							\$ 24.66 NA					Swan Evergreen Village	AUPE
Cook	\$ 24.53 2%	\$ 25.02 2%	\$ 25.58 2.25%	\$ 25.96 1.5%	\$ 26.35 1.5%	\$ 26.85 \$ 0.50	\$ 26.85 0%					Sylvan Lake Foundation - Lodge & Manor	CUPE
Cook	\$ 24.34 3%	\$ 25.31 4%	\$ 25.82 2%	\$ 26.59 3%	\$ 27.39 3%	\$ 27.80 1.5%	\$ 28.36 2%					Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC
Cook						\$ 23.56	\$ 23.56 0%					Trinity Place Foundation of Alberta	CUPE
Cook	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 26.04 3.25%						Venta Care Centre - GSS	AUPE
Cook					\$ 22.00	\$ 22.44 2%						Verve - Aspen Woods	CUPE
Cook	\$ 20.61 1%	\$ 21.22 3%	\$ 21.44 1%	\$ 21.65 1%	\$ 22.03 1.75%	\$ 22.47 2%						Well Being Services - Monterey Place	AUPE
Cook	\$ 22.64 2%	\$ 23.09 2%	\$ 23.09 0%	\$ 23.32 1%	\$ 23.55 1%	\$ 24.26 3%	\$ 24.87 2.5%					Wheatland Lodge	CUPE
Cook	\$ 32.76 0%	\$ 32.76 0%	\$ 32.76 0%	\$ 32.76 0%	\$ 33.76 \$ 1.00	\$ 33.76 0%						Wood Buffalo Housing & Development - Rotary House	CUPE
Cook		\$ 18.76	\$ 18.95 1%	\$ 19.04 0.5%	\$ 19.14 0.5%	\$ 19.33 1%	\$ 19.57 1.25%	\$ 19.91 1.75%	\$ 20.31 2%			Yarrow Ltd Partnership - Golden Sands	AUPE
Cook	\$ 19.13 0.75%	\$ 19.52 2%	\$ 19.71 1%	\$ 19.71 0%	\$ 19.91 1%	\$ 20.16 1.25%	\$ 20.51 1.75%	\$ 20.92 2%				Yarrow Ltd Partnership - Sweetgrass	AUPE
Cook	\$ 21.33 1.5%	\$ 21.33 New grid	\$ 21.65 1.5%	\$ 22.08 2%								Yarrow Ltd Partnership - Wildrose Seniors	AUPE

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

PMP/PMT

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Driver				\$ 23.91								Alberta Precision Laboratories	CUPE
Driver	\$ 24.55 0%	\$ 24.55 0%	\$ 24.55 0%									Canadian Blood Services - Drivers	HSAA
Emergency Fire Dispatcher	\$ 25.38 2%	\$ 25.89 2%	\$ 25.89 0%	\$ 25.89 0%	TBD	TBD	TBD					East Central 911 Call Answer Society	HSAA
Communications Specialist	\$ 35.50 3%	\$ 36.57 3%	\$ 37.12 1.5%	\$ 37.68 1.5%	\$ 38.43 2%	\$ 39.39 2.50%	\$40.38 2.50%	TBD				Foothills Regional Emergency Services Commission	HSAA
Advanced Care Paramedic	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 45.20 1%	\$ 45.77 1.25%	\$ 46.69 2%						Alberta Health Services	HSAA
Advanced Care Paramedic	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%								Associated Ambulance & Services (Whitecourt)	CUPE
Advanced Care Paramedic	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%	\$ 47.36 1%	\$ 48.07 1.5%	\$ 49.03 2%	\$50.13 2.25%					Associated Ambulance & Services (Whitecourt)	HSAA
Advanced Care Paramedic	\$ 44.74 0%	\$ 44.74 0%	\$ 44.74 0%	\$ 45.19 1%	\$ 45.87 1.5%	\$ 46.78 2%						Beaver Ambulance Society	CUPE
Advanced Care Paramedic	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 45.20 1%	\$ 45.77 1.25%	\$ 46.69 2%						Bethany Nursing Home - Rosehaven Care Centre	HSAA
Advanced Care Paramedic												Blood Tribe Department of Health	Teamsters
Advanced Care Paramedic	\$ 40.85 0%	\$ 40.85 0%	\$ 41.26 1%	\$ 41.67 1%	\$ 42.92 3%	\$ 43.78 2%	\$44.44 1.5%					Bonnyville Regional Fire Authority	HSAA
Advanced Care Paramedic	\$ 43.33 0%	\$ 43.76 1%	\$ 44.20 1%	\$ 44.64 1%								Cold Lake Ambulance Society	HSAA
Primary Care Paramedic (PCP)	34.40* 0%	\$ 34.40 0%	\$ 34.40 0%	\$ 34.74 1%	\$ 35.17 1.25%	\$ 35.87 2%	TBD					East Central Ambulance Association	HSAA
Advanced Care Paramedic	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 45.20 1%	\$ 45.77 1.25%	\$ 46.69 2%						Lamont Health Care Centre	HSAA
Advanced Care Paramedic	\$ 47.46 0%	\$ 47.46 0%	\$ 47.46 0%	\$ 47.93 1%	\$ 48.65 1.5%	\$ 49.62 2%	\$50.74 2.25%					Prairie Emergency Medical Systems	HSAA
Advanced Care Paramedic			\$ 40.28	\$ 41.08 2%	\$ 41.90 2%							Siksika Health Services	HSAA
Advanced Care Paramedic	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 45.20 1%	\$ 45.77 1.25%							Stettler & District Ambulance Association	HSAA

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

*Other Adjustment

PMP/PMT

Classification	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Employer	Union
Advanced Care Paramedic	\$ 45.75 0%	\$ 45.75 0%	\$ 45.75 0%	\$ 46.21 1%	\$ 46.79 1.25%							Wheatland & Adjacent Districts Emergency Medical Services	HSAA
Laboratory Technologist I	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 45.20 1%	\$ 46.69 3.25%						Alberta Precision Laboratories	HSAA
Medical Laboratory Technologist I	\$ 44.76 0%	\$ 44.76 0%	\$ 44.76 0%	\$ 45.21 1%	\$ 45.78 1.25%	\$ 46.70 2%						Canadian Blood Services - Techs	HSAA
Medical Laboratory Technologist I	\$ 43.29 0%	\$ 43.29 0%	\$ 43.29 0%	\$ 43.29 0%	\$ 43.72 1%	\$ 45.38 3.75%	TBD					DynaLIFE DX	HSAA
Medical Laboratory Technologist I												Medicine Hat Diagnostic Laboratory	HSAA
Occupational Therapist	\$ 48.29 0%	\$ 48.29 0%	\$ 48.29 0%	\$ 50.15 1%*	\$ 50.78 1.25%	\$ 51.80 2%						Bethany Care Society - Calgary	HSAA
Occupational Therapist I	\$ 49.65 0%	\$ 49.65 0%	\$ 49.65 0%	\$ 50.15 1%	\$ 50.78 1.25%	\$ 51.80 2%						CapitalCare - PMP/PMT	HSAA
Occupational Therapist I	\$ 49.65 0%	\$ 49.65 0%	\$ 49.65 0%	\$ 49.65 0%	\$ 50.78 2.25%	\$ 51.80 2%						Carewest - PMP/PMT	HSAA
Occupational Therapist I	\$ 49.65 0%	\$ 49.65 0%	\$ 49.65 0%	\$ 50.15 0%	\$ 50.78 1.25%	\$ 51.80 2%						Covenant Health - PMP/PMT	HSAA
Occupational Therapist I	\$ 49.65 0%	\$ 49.65 0%	\$ 49.65 0%	\$ 50.15 2%	\$ 50.78 1.25%	\$ 51.80 2%						Good Samaritan Society - Multi Facility	HSAA
Occupational Therapist	\$ 46.91 5%											Park Place Seniors Living - Hardisty Care Centre - PMP/PMT	UNA
Occupational Therapist I	\$ 50.94 0%	\$ 50.94 0%	\$ 50.94 0%	\$ 50.94 0%	\$ 51.45 1%	\$ 52.09 1.25%	\$ 53.14 2%					Workers Compensation Board - Millard Health	HSAA
Pharmacy Technician I	\$ 36.78 1.5%											Pharma Plus Speciality Pharmacy Services [Calgary]	HSAA
Pharmacy Technician I	\$ 36.72 2%											Rexall Pharma Plus Pharmacies [Edmonton]	HSAA
Phlebotomist	\$ 28.51 0%	\$ 28.51 0%	\$ 28.51 0%	\$ 28.80 1%	\$ 29.16 1.25%	\$ 29.74 2%						Canadian Blood Services	CUPE