

Bargaining Update

April 2024

Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

The settlement data reported in this issue of Bargaining Update is based on the collective agreement settlement information received by Mediation Services in April 2024.

In April 2024, Mediation Services received settlement information regarding 54 bargaining relationships encompassing 13,128 employees. There were 30 private sector and 24 public sector settlements, covering 4,877 and 8,251 employees respectively.

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Alberta Collective Bargaining Agreements

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

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

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

Agreements Ratified				
Settlement Method	2023		2024	
	CBA's	EES	CBA's	EES
Arbitration	8	4,719	4	625
Mediation	85	27,187	31	27,709
Negotiation	339	72,257	32	3,395
Total	432	104,163	67	31,729

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

Grievance Mediation Program

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

Why Choose Grievance Mediation?

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

Are you Interested?

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














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

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

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Accommodation and Food Services						
 Civeo Crown Services Employees – Athabasca Lodge UFCW Local 401	55	37	2026-12-31	2023-12-06	1 st year 3.5% 2 nd year 3.0% 3 rd year 2.5%	
 InnVest Hotels – Fairmont Palliser Unifor Local 4050	198	29	2026-02-28	2023-07-05	1 st year 3% 2 nd year 3% 3 rd year 3%	
 Lighthouse Camp Services – CIVEO Wapasu Creek United Workforce Group of Alberta	150	31	2025-12-31	2023-06-04	1 st year Not Available 2 nd year 2% 3 rd year 2%	
Administrative and Support, Waste Management and Remediation Services						
 National Diabetes Trust – Clothesline Teamsters Local 362	11	48	2028-03-13	2024-03-08	1 st year 3%; \$1,000 lump sum 2 nd year 2% 3 rd year 2% 4 th year 2%	
Arts, Entertainment, and Recreation						
 Netflix IATSE Local 212	1,300	36	2027-03-03	2024-03-03	1 st year NA; First Agreement 2 nd year 4% 3 rd year 4%	
Construction						
 Alberta Roadbuilders & Heavy Construction Operating Engineers Local 955	400	23	2026-02-28	2024-03-22	1 st year 4% 2 nd year 3%	
 Brand Energy Solutions (Canada) CLAC Local 63	500	24	2026-01-31	2024-02-15	1 st year 7.5% 2 nd year 4.0%	
 Ledcor Construction CLAC Local 63	72	24	2026-03-31	2024-03-15	1 st year 3.60% 2 nd year 1.85%	
 LTS Build Services CLAC Local 63	30	24	2025-11-30	2023-11-24	1 st year 2.3% 2 nd year 2.0%	
 MCL Power CLAC Local 63	35	24	2026-01-31	2024-01-31	1 st year 3% 2 nd year TBD	
Educational Services						
 Elk Island Catholic Separate School Division CUPE Local 1961	58	48	2024-08-31	2024-04-17	1 st year 0.00% 2 nd year 0.00% 3 rd year 0.00% 4 th year 2.75%	
 Lethbridge School Division CUPE Local 2843	370	48	2024-08-31	2024-04-23	1 st year 0.00% 2 nd year 0.00% 3 rd year 0.00% 4 th year 2.75%	

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Educational Services						
 Lethbridge School Division – Custodial CUPE Local 290	80	48	2024-08-31	2024-03-19	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 0.00% 2.75% + potential for additional .5% based on economic factors
 Living Waters Catholic Separate School Division AUPE	113	48	2024-08-31	2024-02-28	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 0.00% 2.75% + potential for additional .5% based on economic factors
Finance and Insurance						
Agreements not filed, no settlements to report						
Health Care and Social Assistance						
 Bethany Care Society – ANC AUPE	1,346	10	2024-08-31	2023-11-03	Oct 2021 Sep 2022 Apr 2023	1.00% 1.25% 2.00%
 Bethany Care Society – GSS AUPE	59	10	2024-08-31	2023-11-03	Apr 2019 Sep 2022 Apr 2023	1.00% 1.25% 2.00%
 Brenda Strafford Foundation – Cambridge Manor UNA	29	4	2024-03-31	2024-03-07	Mar 2024	5.25%
 Bridges Community Living CUPE Local 838	89	24	2025-12-31	2024-03-08	1 st year 2 nd year	3.0% 2.5%
 Revera Lessee – Churchill Retirement AUPE	69	24	2024-12-31	2024-02-15	1 st year 2 nd year	1.25% 2.50%
 Revera Lessee – Scenic Acres AUPE	117	24	2024-12-31	2024-03-13	1 st year 2 nd year	ANC 1.25% 2.00% GSS 1.25% 3.00%
 Shepherd’s Care – Barrhead AUPE	57	15	2024-09-30	2023-06-06	Apr 2022 Mar 2023 Oct 2023	1.00% 1.25% 2.00%
 Shepherd’s Care – Kensington Village – ANC AUPE	141	16	2024-09-30	2023-06-06	Apr 2022 Mar 2023 Oct 2023	1.00% 1.25% 2.00%
 Swan Evergreen Village AUPE	165	8	2024-12-31	2024-04-24	1 st year Apr 2024	NA, First Agreement 2.5% lump sum
 Sylvan Lake Foundation – Lodge & Manor CUPE Local 417	25	24	2024-12-31	2023-12-11	1 st year 2 nd year	\$.50 per hour 2%
 Vision Loss Rehabilitation Alberta UFCW Local 401	24	36	2025-06-04	2024-04-22	1 st year 2 nd year 3 rd year	2.50% 2.75% 3.00%



Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Health Care and Social Assistance						
 WJ Stelmaschuk & Associates CUPE Local 1099	40	36	2027-03-31	2024-02-25	1 st year 2 nd year 3 rd year	NA, First agreement 0% 0%
Information and Cultural Industries						
 Edmonton Public Library Civic Service Union 52	685	48	2024-12-28	2024-04-02	1 st year 2 nd year 3 rd year 4 th year	\$1,000 lump sum 1.25% 2.00% 3.00%
Manufacturing						
 Daikin Comfort Technologies Canada Machinists Local 1722	4	25	2025-12-31	2023-11-09	1 st year 2 nd year	NA, First Agreement 3%
 EVRAX, Red Deer Iron Workers Local 805	200	48	2026-12-31	2023-07-10	1 st year 2 nd year 3 rd year 4 th year	5.0% 4.0% 2.5% 2.5%
 Heidelberg Materials Canada – Aggregates, Calgary Operating Engineers Local 955	30	36	2026-03-31	2023-09-06	1 st year 2 nd year 3 rd year	4% 2% 3%
 Lafarge Canada – Ready Mix, Fort McMurray Teamsters Local 362	6	24	2026-03-31	2024-03-19	1 st year 2 nd year	3% 3%
 Suncor Energy Products – Truck Loading Terminal Unifor Local 777	3	27	2026-01-31	2023-12-19	1 st year 2 nd year 3 rd year	5.0% 3.5% 3.5%
 Weyerhaeuser Steelworkers Local 1-207	135	60	2028-03-31	2024-04-26	1 st year 2 nd year 3 rd year 4 th year 5 th year	3%; \$2500 lump sum 3%; \$1000 lump sum 2% 2% 2%
Mining and Oil and Gas Extraction						
 Keyera Energy – Strachan Gas Plant Gas & Oil Union Local 507	50	48	2027-12-31	2023-12-21	1 st year 2 nd year 3 rd year 4 th year	3.5% 3.5% TBD TBD
 SIL Industrial Minerals Unisil Association	98	36	2026-12-31	2024-03-21	1 st year 2 nd year 3 rd year	3% 2% 2%
 Tidewater Midstream & Infrastructure Unifor Local 431	44	35	2026-01-31	2024-03-14	1 st year 2 nd year 3 rd year	5.0% 3.5% 3.5%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Other Services (except Public Administration)						
 Heartland Constructors CLAC Local 63	999	54	2028-02-29	2023-09-15	1 st year 2 nd year 3 rd year 4 th year	4% TBD TBD TBD
 Hinton Scaffold Solutions CLAC Local 63	7	30	2026-03-31	2024-02-16	1 st year 2 nd year 3 rd year	NA, First agreement 4% TBD
 United Nurses of Alberta Union of Labour Professionals	45	36	2024-12-31	2023-06-19	1 st year 2 nd year 3 rd year	2% 2% 3%
Professional, Scientific, and Technical Services						
Agreements not filed, no settlements to report						
Public Administration						
 City of Chestermere IAFF Local 5284	33	51	2024-12-31	2024-02-13	1 st year 2 nd year 3 rd year 4 th year	5.25% 5.25% 5.25% 5.25%
 City of Edmonton Civic Service Union 52	4,250	48	2024-12-28	2024-04-05	1 st year 2 nd year 3 rd year 4 th year	\$1,000 lump sum 1.25% 2.00% 3.00%
 County of Wetaskiwin No. 10 Operating Engineers Local 955	45	36	2026-12-31	2024-04-29	1 st year 2 nd year 3 rd year	2.0% 2.5% 3.0%
 Lac Ste. Anne County CUPE Local 1928	30	36	2026-12-31	2024-04-25	1 st year 2 nd year 3 rd year	3.0% 2.0% 2.5%
 Rocky View County IAFF Local 4794	144	36	2023-12-31	2024-04-30	1 st year 2 nd year 3 rd year	2.0% 3.0% 3.5%
 Town of Nanton CUPE Local 37	20	36	2026-12-31	2024-02-28	1 st year 2 nd year 3 rd year	4% 3% 3%
 Town of Stettler CUPE Local 971	25	36	2026-12-31	2023-12-19	1 st year 2 nd year 3 rd year	4% 3% 3%
Real Estate and Rental and Leasing						
Agreements not filed, no settlements to report						
Retail Trade						
 Diamond International Trucks Machinists Local 1722	22	36	2025-03-31	2022-10-13	1 st year 2 nd year 3 rd year	2% 2% 2%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Transportation and Warehousing						
 PWTransit – Edmonton on Demand ATU Local 569	150	39	2026-04-30	2024-01-26	1 st year 7% 2 nd year 2% 3 rd year 2%	
Utilities						
 Aquatera Utilities CUPE Local 787	97	48	2026-12-31	2024-01-18	1 st year 2.00% 2 nd year 2.00% 3 rd year 2.00% 4 th year \$1.55 per hour	
Wholesale Trade						
Agreements not filed, no settlements to report						

Current & Upcoming Collective Bargaining

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Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Buffalo Metis Catering Employees Limited	UFCW Local 401	2023-12-31	377		
Compass Group – ESS Poplar Point – Remote Camp Services	UNITE HERE Local 47	2015-03-31	450		
Compass Group – Eurest Dining Services	UFCW Local 401	2023-03-31	130		Mediation
Crown Camp Services - Syncrude - Culinary Workers	UNITE HERE Local 47	2017-06-30	160		
Dene West – Albian Sands Village	UNITE HERE Local 47	2019-04-30	250		
InnVest Hotels – Sheraton Suites	Unifor Local 4050	2023-10-20	145		
Sodexo Canada, Calgary	CUPE Local 4822	2022-04-30	350		Mediation

Administrative and Support, Waste Management and Remediation Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Beverage Container Recycling	UFCW Local 401	2022-12-31	116		Mediation

Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Edmonton Space & Science Foundation	Civic Service Union 52	2022-12-31	131		Settled
Institute of Communication Agencies	ACTRA	2023-05-31	1,200		
Motion Picture Production	IATSE Local 212	2024-03-31	1,000		
Pure Canadian Gaming – Casino Calgary	CUPE Local 4655	2023-08-24	255		Bargaining

Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Brock Canada Field Services	CLAC Local 63, Construction	2024-01-31	590		
Grand Sierra Construction	Western Canada Employees	2024-01-20	170		
JVD Installations – Construction	CLAC Local 63, Construction	2020-08-30	100		
Kiewit Energy Construction	CLAC Local 63, Construction	2024-03-31	170		
OCL Construction Services	CLAC Local 63, Construction	2023-11-30	280		
Pipeline Contractors Association - Mainline Pipeline	Labourers Local 92	2023-04-30	400		Settled
Pipeline Contractors Association - Mainline Pipeline	Operating Engineers Local 955	2023-04-30	718		Settled
Pipeline Contractors Association - Mainline Pipeline	Plumbers & Pipefitters	2023-04-30	500		Settled
Pipeline Contractors Association - Mainline Pipeline	Teamsters Local 362	2023-04-30	200		Settled
Westwood Electric	CLAC Local 63, Construction	2018-04-29	320		
Willbros Mine Services	CLAC Local 63, Construction	2023-10-31	363		

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Black Gold School Division	CUPE Local 3484	2021-08-31	533		Mediation
Calgary Board of Education	CUPE Local 40	2020-08-31	750		Settled
Edmonton School Division – Custodial	CUPE Local 474	2020-08-31	900		Mediation
Edmonton School Division – Maintenance	CUPE Local 784	2020-08-31	274		Bargaining
Edmonton School Division – Support Staff	CUPE Local 3550	2020-08-31	3,487		Bargaining
Foothills School Division	CUPE Local 5040	2020-08-31	291		Mediation
Fort McMurray Roman Catholic Separate School Div.	CUPE Local 2559	2020-08-31	425		Mediation
Fort McMurray School Division	CUPE Local 2545	2021-08-31	450		Mediation
Grande Yellowhead School Division	CUPE Local 1357	2021-08-31	210		Bargaining
Holy Spirit Roman Catholic Separate School Division	CUPE Local 1825	2020-08-31	225		Mediation
Horizon School Division	CUPE Local 3203	2020-08-31	225		Mediation
Lakeland College	Faculty Association	2020-06-30	174	v	Bargaining
Parkland School Division	CUPE Local 5543	2023-08-31	336		Bargaining
Peace River School Division – Bus Drivers	CUPE Local 4839	2021-08-31	100		
Peace River School Division – Support Staff	CUPE Local 4839	2021-08-31	252		
Prairie Land School Division	CUPE Local 5829	2021-08-31	170		Mediation
Red Deer Catholic Separate School Division	CUPE Local 417	2022-08-31	285		Bargaining

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Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
St. Albert School Division	CUPE Local 1099	2022-08-31	367		Mediation
Sturgeon School Division	CUPE Local 4625	2020-08-31	150		Mediation
Teachers' Employer Bargaining Association	ATA	2024-08-31	46,000		Bargaining
University of Alberta	Association of Academic Staff	2024-06-30	3,800	v	Bargaining
University of Alberta	Non-Academic Staff Association	2024-03-31	6,114	v	Bargaining
University of Calgary	AUPE	2024-03-31	5,392	v	
University of Calgary	Graduate Students' Association	2022-12-31	1,404		Bargaining
University of Calgary	Postdoctoral Assn of the U of C	2023-12-31	550		Tentative

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Age Care – Beverly Centre Glenmore	AUPE	2018-09-10	170	v	Arbitration
Age Care – Midnapore – ANC	CUPE Local 8	2023-10-31	150	v	
Alberta Health Services	AUNP	2024-03-31	499	v	Bargaining
Alberta Health Services	UNA	2024-03-31	30,282	v	Bargaining
Alberta Health Services – ANC	AUPE	2024-03-31	18,615	v	Bargaining
Alberta Health Services – GSS	AUPE	2024-03-31	31,442	v	Bargaining
Alberta Health Services – PMP/PMT	HSAA	2024-03-31	21,852	v	
Allen Gray Continuing Care – ANC	AUPE	2024-03-31	148	v	
Associated Ambulance & Services (Whitecourt)	CUPE Local 4351	2022-03-31	189		Settled
Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-17	136	v	Arbitration
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	v	Settled
Bethany Nursing Home – Lodges	AUPE	2024-03-31	143	v	
Bethany Nursing Home – Rosehaven and Long Term	AUPE	2024-03-31	508	v	
Bloom LP	UNA	2020-12-31	129	v	Bargaining
Bloom LP - AgeCare - Riverview	UFCW Local 401	2023-03-31	107	v	Mediation
Brenda Strafford – Clifton House, Wentworth Manor	AUPE	2024-03-31	324	v	
Calgary Alpha House Society	CUPE Local 4731	2024-03-31	278		
Canadian Blood Services	CUPE Local 1846	2024-03-31	115	v	
Canadian Blood Services – Techs	HSAA	2021-03-31	243	v	Mediation
Canterbury Foundation	AUPE	2023-12-31	152	v	
Capital Care	UNA	2024-03-31	200	v	
Capital Care – PMP/PMT	HSAA	2024-03-31	162	v	
Carewest – Colonel Belcher et.al.	UNA	2024-03-31	207	v	
CBI Home Health	AUPE	2020-12-31	482	v	Bargaining
Chantelle Management – Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	v	Settled
Chantelle Management – Sunset Manor, Innisfail	AUPE	2022-01-31	121	v	Mediation
Country Manor					
Chartwell Master Care – Eau Claire	AUPE	2023-02-07	102	v	
Chartwell Master Care – Emerald Hills	AUPE	2024-03-08	126	v	
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	2022-11-22	365	v	
Choices in Community Living – Legacy Lodge	AUPE	2024-03-31	128	v	
Covenant Care	AUPE	2022-12-31	680	v	Bargaining
Covenant Care – St. Teresa Place	AUPE	2022-12-31	246	v	Bargaining
Covenant Health	UNA	2024-03-31	2,932	v	
Covenant Health – ANC	AUPE	2024-03-31	1,599	v	Bargaining
Covenant Health – Bonnyville Health Centre	HSAA	2024-03-31	114	v	
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	v	Settled
Covenant Health – GSS	AUPE	2024-03-31	593	v	Bargaining
Covenant Health – Misericordia / Villas Caritas	CUPE Local 2111	2024-03-31	613	v	
Covenant Health – PMP/PMT	HSAA	2024-03-31	1,253	v	
Covenant Health – St. Michael's Health Centre	CUPE Local 408	2020-03-31	130	v	Mediation
Covenant Health – St. Therese Villa	AUPE	2024-03-31	219	v	
Covenant Health – Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2024-03-31	197	v	

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Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Extendicare (Canada)	CUPE	2020-12-31	415	v	Bargaining
Extendicare (Canada)	UNA	2021-12-31	139	v	Bargaining
Extendicare (Canada) – Cedars Villa	AUPE	2023-12-31	277	v	
Extendicare (Canada) – Eaux Claires	AUPE	2023-12-31	252	v	
Extendicare (Canada) – Fairmont Park	AUPE	2023-12-31	149	v	
Extendicare (Canada) – Hillcrest	AUPE	2023-12-31	171	v	
Extendicare (Canada) – Holyrood	AUPE	2023-12-31	108	v	
Extendicare (Canada) – Michener Hill	AUPE	2023-12-31	403	v	
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	v	Settled
Good Samaritan Society - Dr. Gerald Zetter	CUPE Local 1031	2020-06-30	240	v	Bargaining
Good Samaritan Society – Group Homes	AUPE	2024-03-31	208	v	
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	v	Bargaining
Homeland Housing	CUPE Local 2832	2023-12-31	105	v	
Nutra 2000	LiUNA Local 3000	2023-11-30	800	v	Mediation
Park Place Seniors Living – Hardisty	AUPE	2024-03-31	182	v	
Park Place Seniors Living – Newport Harbour	AUPE	2024-03-31	168	v	
Park Place Seniors Living – Villa Marguerite & Sprucewood	AUPE	2024-03-31	498	v	
Parkland Community Living & Supports Society	LiUNA Local 3000	2023-08-31	400		Mediation
Points West Living Stettler	AUPE	2023-05-10	107	v	Mediation
Revera Retirement – McConachie Gardens	AUPE	2023-12-31	130	v	
SbraREIT Assisted Living I – Amica Britannia	CUPE Local 8	2024-02-29	100	v	
Seasons Retirement Communities – Sunrise Village	AUPE	2023-12-31	121	v	
Signature Retirement – Rocky Ridge	AUPE	2021-12-31	107	v	Mediation
Southern Alberta Community Living Association	CUPE Local 4791	2023-06-30	196		Bargaining
Well Being Services – Monterey	AUPE	2024-03-31	172	v	
Wood's Homes	CUPE Local 4731	2023-09-30	418		Mediation
Yarrow Ltd. Partnership – Hawthorne	AUPE	1 st Agmt	165	v	Mediation

Information and Cultural Industries

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Public Library	CUPE Local 1169	2023-12-31	650		

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Apel Extrusions	Steelworkers Local 6034	2021-06-30	120		Settled
Cargill	UFCW Local 401	2022-12-31	450		Mediation
Celanese EVA Performance Polymers	Unifor Local 21A	2023-01-21	103		Tentative
EVRAZ (Camrose)	Unifor Local 551	2023-01-31	200		
Goodyear Canada	Steelworkers Local 628	2022-07-27	185		
Imperial Oil – Strathcona Refinery	Unifor Local 3000CA	2023-01-31	193		Bargaining
JV Driver Fabricators – Steel Shop	CLAC Local 56	2021-01-31	100		
Kawneer Company Canada	Unifor Local 99	2024-02-29	208		
Lafarge Canada	Boilermakers Local D331	2023-11-30	118		Mediation
Lafarge Canada – Precast	Carpenters Local 2010	2023-05-31	122		
Lafarge Canada – Shop	Operating Engineers Local 955	2024-02-29	100		
Multi-Employer Fabrication & Manufacturing	Plumbers & Pipefitters Loc 488	2024-04-30	1,500		
OEM Remanufacturing Company	CLAC Local 56	2023-12-31	750		Mediation
Saputo Dairy Products – Fluid	Unifor Local 445	2024-04-30	297		
Sofina Foods – Lilydale North Plant	UFCW Local 401	2024-03-31	180		
SRI Homes – Regent	Steelworkers Local 1-207	2023-11-30	137		
Suncor Energy Products – Edmonton Refinery	Unifor Local 501A	2023-01-31	282		Bargaining

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Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Integral Energy Services	CLAC Local 63	2024-02-29	304		
Shell Canada – Scotford Refinery & Chemicals Plant	Unifor Local 530A	2024-02-29	238		Mediation
Suncor Energy – Firebag	Unifor Local 7.7A	2023-05-01	182		
Westmoreland Mining Holdings – Coal Valley	Operating Engineers Local 955	2024-02-28	270		

Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Boilermaker Contractors’ Association – Maintenance	Boilermakers Local 146	2023-12-31	2,400		Mediation
Chemco-Telecon Infrastructure Group	IBEW Local 42	2023-06-17	165		
DLI Maintenance	CMAW	2024-02-29	220		

Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Nondestructive Testing Management (Canada)	Quality Control Council of Canada	2024-04-30	1,980		Mediation

Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Pensions Services	AUPE	2024-03-31	197	√	
ATB Financial	AUPE	2024-03-31	559	√	
City of Calgary	ATU Local 583	2023-12-31	3,100		
City of Calgary	Calgary Police Association	2024-01-03	2,000		
City of Calgary	IBEW Local 254	2024-03-30	175		
City of Calgary – Civic Foremen	CUPE Local 709	2023-12-31	420		
City of Calgary – Inside Workers	CUPE Local 38	2023-12-31	4,200		Mediation
City of Calgary – Outside Workers	CUPE Local 37	2023-12-31	2,600		
City of Edmonton	CUPE Local 30	2023-12-30	2,870		
City of Edmonton	Edmonton Police Association	2023-12-16	1,975		
City of Edmonton	IAFF Local 209	2018-12-25	1,286		Arbitration
City of Edmonton – DATS	ATU Local 569	2023-12-30	130		
City of Edmonton – Transit	ATU Local 569	2023-12-30	2,592		
City of Lethbridge	CUPE Local 70	2022-12-31	860		Bargaining
City of Lethbridge	IAFF Local 237	2020-12-31	223		Mediation
City of Lethbridge – Transit	ATU Local 987	2022-12-31	173		Bargaining
City of Red Deer	CUPE Local 417	2023-12-31	1,080		Mediation
City of Red Deer	IAFF Local 1190	2022-12-31	209		Bargaining
City of St. Albert	IAFF Local 2130	2019-12-31	117		Arbitration
Government of Alberta	AUPE	2024-03-31	22,062	√	Bargaining
Regional Municipality of Wood Buffalo	IAFF Local 2494	2020-12-31	172		Mediation
Regional Municipality of Wood Buffalo – Transit	CUPE Local 1505	2023-12-31	111		
Special Areas Board	AUPE	2024-03-31	106		
Strathcona County	AUPE	2023-12-31	179		
Strathcona County	IAFF Local 2461	2019-12-31	184		Bargaining
Town of Taber	CUPE Local 2038	2023-12-31	123		

Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to April 30, 2024.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

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

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Diversified Transportation – Bus Drivers	Teamsters Local 362	2022-12-31	526		Mediation
Fort McKay Strategic Services	Labourers Local 92	2022-12-31	117		
Prairie Rail Agreement	Labourers Local 92	2021-05-31	470		

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
AltaLink Management	United Utility Workers Assn.	2023-12-31	363		Mediation
ATCO Natural Gas	Natural Gas Employees Assn.	2023-12-31	1,153		
EPCOR Utilities	CUPE Local 30	2023-12-16	581		

Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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Essential Services Employers

Red font represents changes from last issue.

Government , Boards and Agencies

Alberta Gaming, Liquor & Cannabis Commission
Alberta Innovates
Alberta Pensions Administration
ATB Financial

Government of Alberta
InnoTech Alberta
Travel Alberta
Workers' Compensation Board

Education

Alberta University of the Arts
Athabasca University
Bow Valley College
Grant MacEwan University
Keyano College
Lakeland College
Lethbridge College
Medicine Hat College
Mount Royal University
NAIT
NorQuest College

Northern Lakes College
Northwestern Polytechnic
Northwestern Polytechnic - Fairview Campus
Olds College
Portage College
Red Deer Polytechnic
SAIT
University of Alberta
University of Calgary
University of Lethbridge

Health Care

Age Care - Beverly Centre Glenmore
Age Care - Columbia Assisted Living
Age Care - Midnapore
Age Care - Valleyview
Alberta Health Services
Alberta Precision Laboratories
Allen Gray Continuing Care
Aster Joint Venture – AgeCare Sagewood
Aster Joint Venture – AgeCare Seton
Aster Joint Venture – AgeCare Skypointe
Aster Joint Venture – AgeCare Sunrise Gardens
Aster Joint Venture – AgeCare Walden Heights
AXR Operating National - Jasper Place, South Terrace, Miller Crossing
Bayshore Home Care Solutions – Strathmore
Bethany Auxiliary Hospital / Bethany Nursing Home
Bethany Care Society
Bethany Nursing Home – Lodges
Bethany Nursing Home - Rosehaven & Bethany LTC
Bethany Nursing Home - Rosehaven Care Centre
Bloom LP
Bloom LP - Age Care - Riverview
Bloom LP - Bow Crest Care Centre
Bloom LP - McKenzie Towne Care Centre
Bloom LP - Mount Royal Care Centre
Brazeau Foundation
Brenda Strafford Foundation – Cambridge Manor
Brenda Strafford Foundation - Clifton House, Wentworth Manor
Brenda Strafford Foundation - Clifton Manor
Bridges Community Living
Calgary Society for Persons with Disabilities
Canadian Blood Services
Canterbury Foundation
Capital Care
Capital Care - Dickensfield, Norwood
Carewest
Carewest - Colonel Belcher
Carewest – Dr. Vernon Fanning
Carewest – Glenmore Park
Carewest – Rouleau Manor
Carewest – Signal Pointe
CBI Home Health

Chantelle Management - Edith Cavell Care Centre
Chantelle Management - Grande Prairie Care Centre
Chantelle Management - Sunset and Innisfail Country Manor
Chartwell Master Care – Eau Claire Care
Chartwell Master Care – Emerald Hills
Chartwell Master Care – Griesbach & Heritage Valley
Chartwell Master Care – St. Albert
Chartwell Master Care– Wescott Retirement Residence
Chinatown Multi-Level Care Foundation
Choices in Community Living - Legacy Lodge
Christenson Communities - Royal Oak Manor
Connecting Care (2000) – The Wellington
County of Stettler Housing Authority
Covenant Care
Covenant Care – Buffalo Grace Manor
Covenant Care – Centre de Santé Saint-Thomas
Covenant Care – Foyer Lacombe
Covenant Care – St. Teresa Place
Covenant Health
Covenant Health - Bonnyville Health Centre
Covenant Health - Edmonton General, Grey Nuns
Covenant Health - Misericordia / Villas Caritas
Covenant Health - St. Joseph's Home / Carmel Hospice
Covenant Health – St. Mary's Health Care Centre (Trochu)
Covenant Health - St. Michael's Health Centre
Covenant Health - St. Therese Villa
Covenant Health - Youville Homes of St. Albert
Crownest Pass Senior Housing
Cypress View Foundation
Drumheller & District Seniors Foundation – Sunshine & Hillview
DynaLIFE DX
Eagle Hill Foundation
Edmonton Chinatown Care Centre
Evergreens Foundation
Excel Society – Balwin Villa, Grand Manor
Extencare (Canada)
Extencare (Canada) - Athabasca
Extencare (Canada) - Cedars Villa
Extencare (Canada) - Eau Claire
Extencare (Canada) - Fairmont Park
Extencare (Canada) - Fort Macleod

Essential Services Employers

Red font represents changes from last issue.

Extencicare (Canada) – Hillcrest
Extencicare (Canada) – Holyrood
Extencicare (Canada) - Leduc
Extencicare (Canada) – Mayerthorpe
Extencicare (Canada) - Michener Hill
Extencicare (Canada) - Viking
Extencicare (Canada) - Vulcan
Father Lacombe Care Centre
Golden Life Management - Evanston Grand Village
Good Samaritan Society - Dr. Gerald Zetter Care Centre
Good Samaritan Society – Group Homes
Good Samaritan Society - Multi Facility
Good Samaritan Society - South Ridge Village
Good Samaritan Society – Telecare
Grande Spirit Foundation
Green Acres Foundation- Alberta Rose Lodge
Green Acres Foundation - Piyami
Green Acres Foundation - Sunny South
Haven of Rest and Sunnyside Nursing Home
Homeland Housing
I Have a Chance Support Service
Intercare - Brentwood, Chinook, Southwood
Intercare – Chinook Care
Intercare – Kingsland Terrace
Lacombe Foundation
Lakeland Lodge & Housing Foundation
Lamont County Housing
Lamont Health Care Centre
LeeCaring Communities
Lloydminster Region Housing Group – Pioneer Complex
Masterpiece Southland Meadows
Mountain View Seniors’ Housing – Mount View Lodge, Olds
Mountain View Seniors’ Housing - Sundre
Nutra 2000
Operation Friendship Seniors Society
Optima Living Alberta – Country Cottage
Optima Living Alberta – Wild Rose
Park Place Seniors Living - Benevolence Care Centre
Park Place Seniors Living - Copper Sky Lodge
Park Place Seniors Living – Devonshire Care Centre
Park Place Seniors Living – Emerald Gardens
Park Place Seniors Living - Hardisty Care Centre
Park Place Seniors Living - Meadow Ridge Seniors Village
Park Place Seniors Living - Newport Harbour Care Centre
Park Place Seniors Living – Silverado Seniors Village
Park Place Seniors Living - Villa Marguerite, Sprucewood Place
Points West Living Cold Lake
Points West Living Drayton Valley
Points West Living Heritage House
Points West Living Stettler
Pro Vita Care Management - Century Park
Qualicare - Citadel Care
Qualicare - Rivercrest Lodge Nursing Home
Revera Lessee - Aspen Ridge
Revera Lessee - Chateau Renoir Retirement Residence
Revera Lessee - Churchill Retirement Community
Revera Lessee - Edgemont Retirement
Revera Lessee - Heartland Retirement Residence
Revera Lessee - McKenzie Towne Retirement Residence
Revera Lessee - Meadowlands
Revera Lessee – River Ridge
Revera Lessee - Riverbend Retirement
Revera Lessee - Scenic Acres
Revera Retirement – McConachie Gardens
Revera Retirement – Our Parents’ Home
Revera Retirement – Scenic Grande
Ridge Country Housing
River Ridge Seniors Village
Rosedale Partnership
Sage Properties – Prince of Peace Manor & Harbour
Saint Elizabeth Health Care – Hawthorne
Saint Elizabeth Health Care – Millrise Seniors Village
Saint Elizabeth Health Care – Points West Living
Saint Elizabeth Health Care – Sagebrush
Saint Elizabeth Health Care – St. Thomas Health Centre
Salem Manor Nursing Home
Salvation Army - Grace Manor
SbraREIT Assisted Living – Amica Britannia
Seasons Retirement – Sunrise Village (Camrose)
Seasons Retirement – Sunrise Village (High River)
Seasons Retirement Communities - Drayton Valley
Seasons Retirement Communities (Encore)
Seasons Retirement Communities (Lethbridge)
Seasons Retirement Communities (Ponoka)
Seasons Retirement Communities (Wetaskiwin)
Shepherd’s Care Foundation – Eden House
Shepherd's Care - Barrhead
Shepherd's Care - Greenfield
Shepherd's Care - Kensington Village
Shepherd's Care - Millwoods
Shepherd's Care - Millwoods Manor & Southside Manor
Shepherd's Care - Vanguard
Signature Living Management – Prominence Way
Signature Retirement - Rocky Ridge
Smoky Lake Foundation – Bar V Nook, Vilna Lodge
St. Michael’s Manor Vegreville
St. Michael's Grove Manor
St. Michael's Long Term Care Centre
Swan Evergreen Village
Sylvan Lake Lodge
Taber & District Housing – Clearview Lodge
Touchmark at Wedgewood
Travois Holdings – Mayfair/Glamorgan Care Centres
Trinity Place Foundation of Alberta
Vegreville Association for Living in Dignity (VALID)
Venta Care Centre
Verve – Aspen Woods
We Care Health Services
Well Being Services - Monterey Place
Wheatland Lodge
Whitehorn Village Retirement Community
Wood Buffalo Housing & Development – Rotary House
Yarrow Ltd Partnership – Golden Sands
Yarrow Ltd Partnership - Hawthorne
Yarrow Ltd Partnership - Sweetgrass
Yarrow Ltd Partnership – Wildrose Seniors

Grievance Arbitration Awards Received in April 2024

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

Employer [ATCO Electric](#)
Union Canadian Energy Workers Association
Arbitrator Casey
Date of Award April 26, 2024
Issue Drug and alcohol testing and invasion of privacy.
Decision Rendered Partially upheld.

Employer [Sobeys Capital \(Safeway\) – Retail](#)
Union UFCW Local 401
Arbitrator Jolliffe
Date of Award March 27, 2024
Issue Group grievance claiming the agreement was violated when employees with less seniority were being promoted to full time positions.
Decision Rendered Grievance dismissed.

Employer [Trinity Place Foundation of Alberta](#)
Union CUPE Local 4732
Arbitrator Casey
Date of Award April 25, 2024
Issue Preliminary objections to probationary period, OHS grievance and termination grievance.
Decision Rendered Objections upheld.

Employer
Union
Arbitrator
Date of Award
Issue
Decision Rendered

Employer
Union
Arbitrator
Date of Award
Issue
Decision Rendered

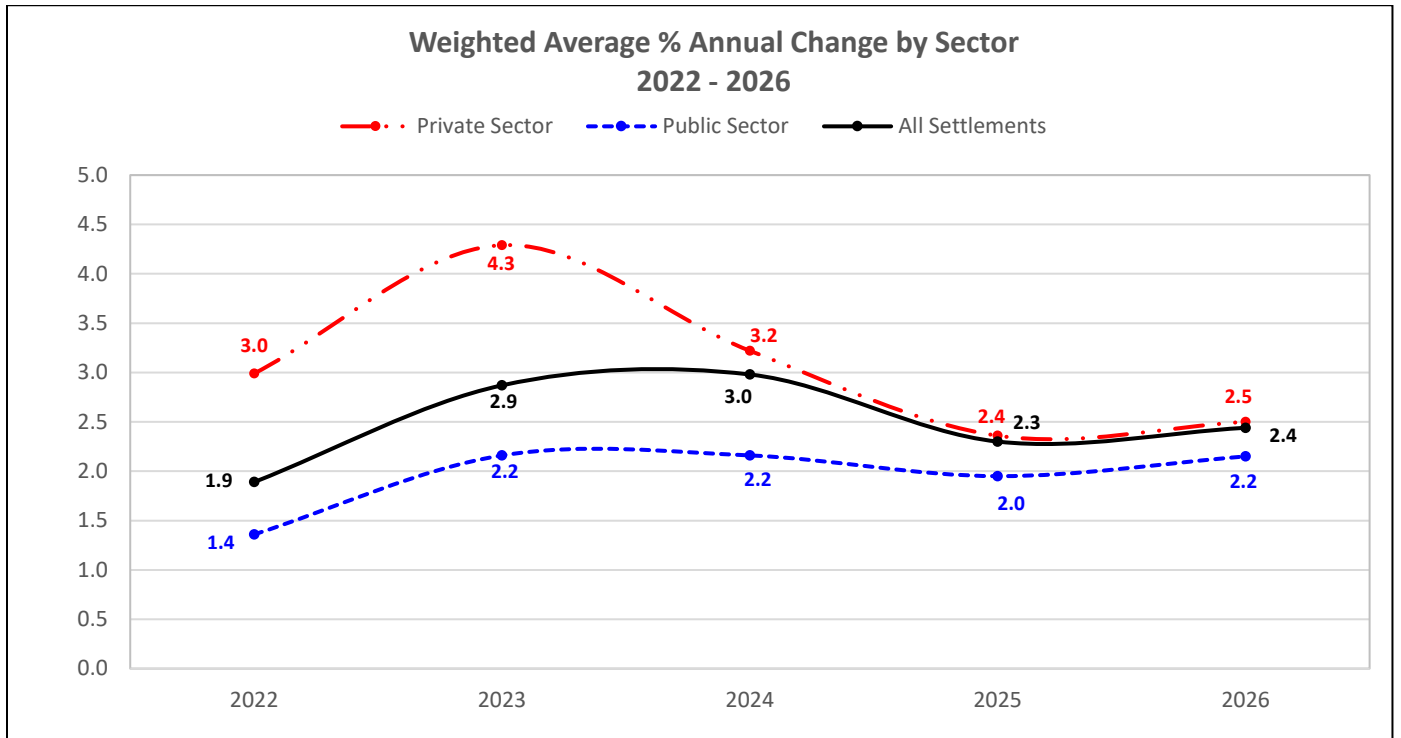
Copies of awards without URLs can be obtained by contacting Mediation Services at jet.cba-Sub@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Sector 2022-2026

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

	Sector	Agreements	Employees	Weighted Average % Annual Change
2022	Private Sector	603	142,954	3.0
	Public Sector	517	302,054	1.4
	All Settlements	1,120	445,008	1.9
2023	Private Sector	580	150,110	4.3
	Public Sector	481	298,863	2.2
	All Settlements	1,061	448,973	2.9
2024	Private Sector	413	118,272	3.2
	Public Sector	208	35,518	2.2
	All Settlements	621	153,790	3.0
2025	Private Sector	204	43,077	2.4
	Public Sector	74	7,578	2.0
	All Settlements	278	50,655	2.3
2026	Private Sector	73	15,193	2.5
	Public Sector	30	3,285	2.2
	All Settlements	103	18,478	2.4



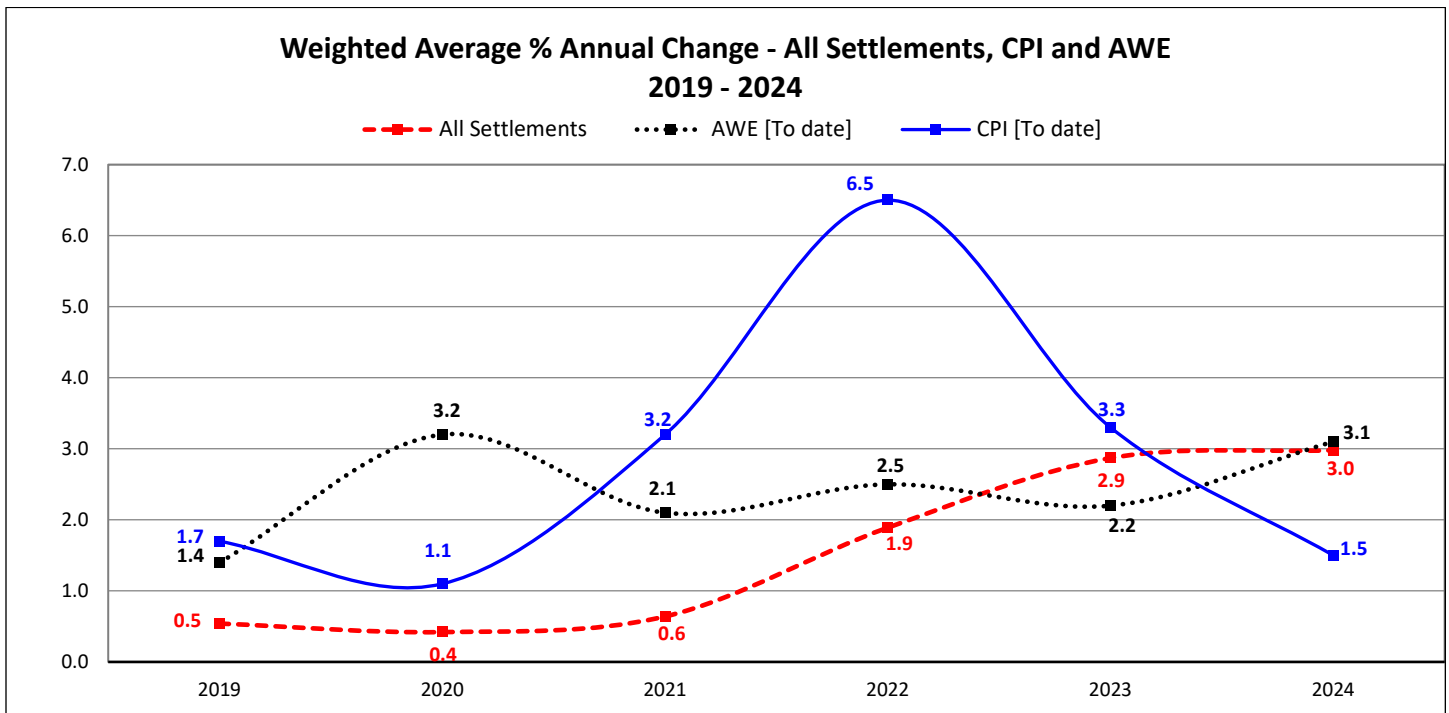
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Economy and Trade by calling (780) 427-8301 or emailing jet.cba-sub@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Industry

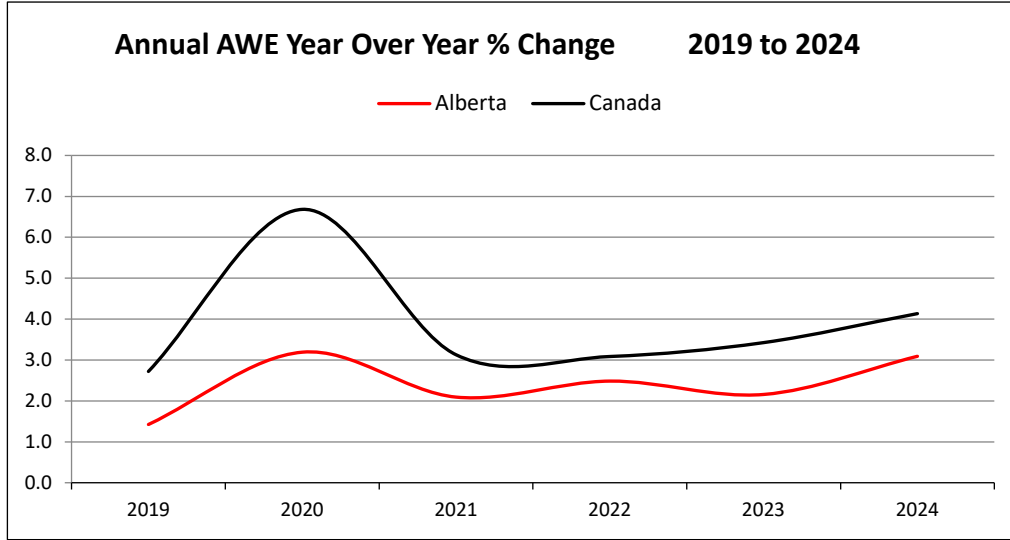
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2022			2023			2024			2025		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	28	2,977	1.82	24	2,339	3.03	21	1,985	2.95	17	1,771	2.27
Administrative & Support, Waste Management & Remediation Services	21	1,921	2.32	23	2,621	3.15	17	1,684	2.55	12	1,332	1.75
Arts, Entertainment, & Recreation	43	7,404	2.23	37	6,857	2.47	30	4,288	2.51	17	3,612	2.93
Construction	120	47,650	4.56	120	56,987	6.66	67	50,939	4.06	15	2,970	2.64
Educational Services	158	94,065	0.93	154	93,442	2.15	41	11,522	2.09			
Finance & Insurance	4	36	2.78	3	34	2.00	2	14	3.00			
Health Care & Social Assistance	221	145,237	1.75	207	143,970	2.04	81	8,934	1.50	30	2,908	1.45
Information & Cultural Industries	10	1,585	1.39	11	1,525	2.13	10	875	2.89	5	108	2.47
Manufacturing	167	22,580	3.69	163	22,930	2.93	117	17,948	2.21	67	13,086	2.06
Mining & Oil & Gas Extraction	32	8,165	2.48	25	8,275	3.18	18	6,986	2.94	13	4,777	3.33
Other Services (except Public Administration)	62	9,326	5.35	61	8,688	5.35	42	3,692	3.20	11	444	3.19
Professional, Scientific, & Technical Services	10	1,259	1.97	9	1,238	2.04	7	234	1.93	4	65	3.00
Public Administration	116	60,636	1.01	103	58,905	2.45	71	10,838	2.50	34	3,271	2.20
Real Estate & Rental & Leasing	4	275	1.69	4	372	2.71	3	248	3.54	1	6	5.00
Retail Trade	36	26,880	0.10	30	26,142	1.90	30	22,651	2.62	16	11,603	1.88
Transportation & Warehousing	45	3,708	1.72	44	3,229	2.72	33	2,516	2.33	18	1,187	2.51
Utilities	24	7,548	1.52	22	7,603	2.50	18	5,349	2.95	9	2,017	2.52
Wholesale Trade	19	3,756	3.59	21	3,816	3.45	13	3,087	2.79	9	1,498	3.82
All Settlements	1,120	445,008	1.89	1,061	448,973	2.87	621	153,790	2.98	278	50,655	2.30

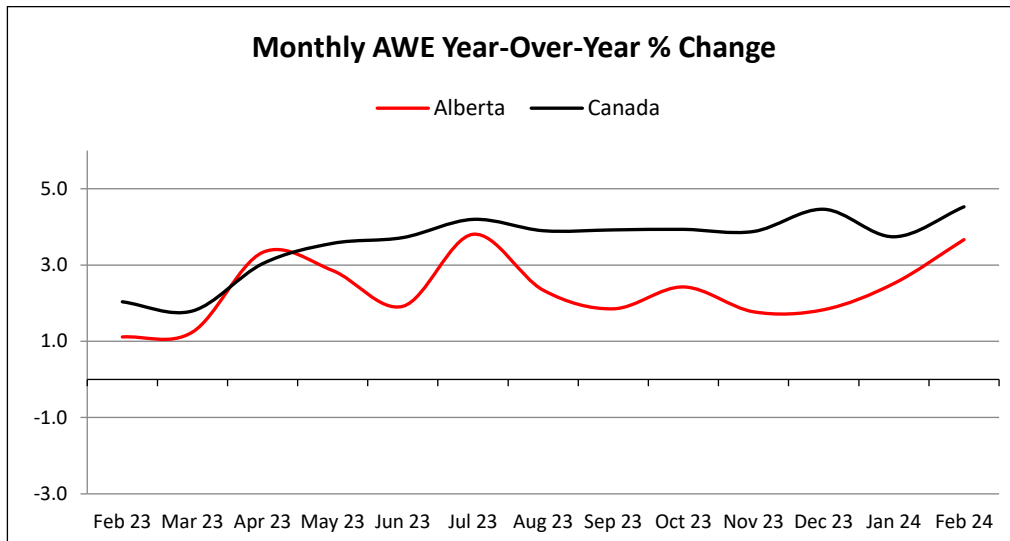


Average Weekly Earnings (AWE)*

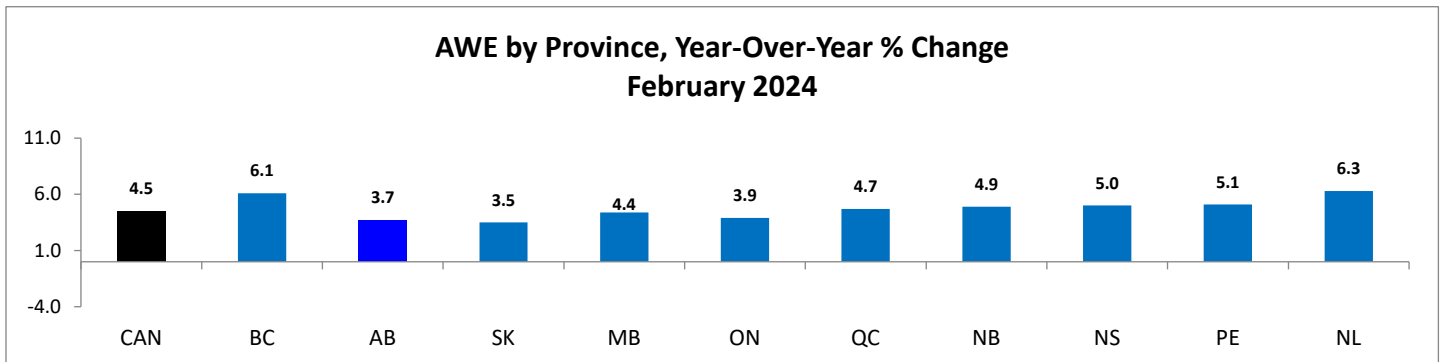
In **February 2024** the Alberta AWE increased 0.4% from January 2024. Between February 2024 and February 2023 the Alberta AWE increased 3.7% to \$1,303.22 from \$1,257.13.



AWE	Alberta	Canada
2019	1.4	2.7
2020	3.2	6.7
2021	2.1	3.1
2022	2.5	3.1
2023	2.2	3.4
2024	3.1	4.1



AWE	Alberta	Canada
Feb 23	1.1	2.0
Mar 23	1.2	1.8
Apr 23	3.3	3.0
May 23	2.9	3.6
Jun 23	1.9	3.7
Jul 23	3.8	4.2
Aug 23	2.3	3.9
Sep 23	1.9	3.9
Oct 23	2.4	3.9
Nov 23	1.8	3.9
Dec 23	1.8	4.5
Jan 24	2.5	3.7
Feb 24	3.7	4.5



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

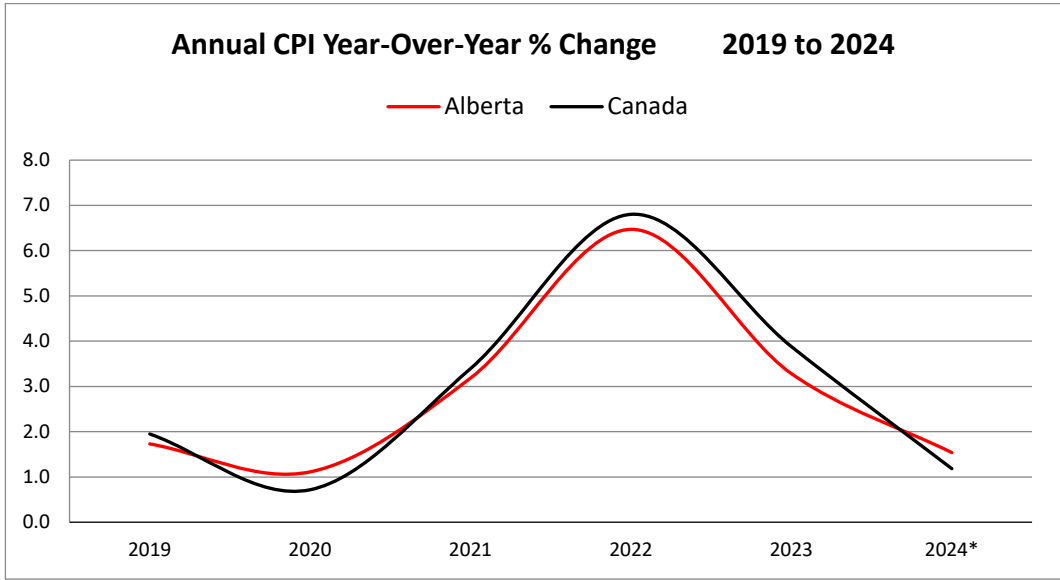
¹ **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AWEA) / Same month previous year AWEA x 100

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

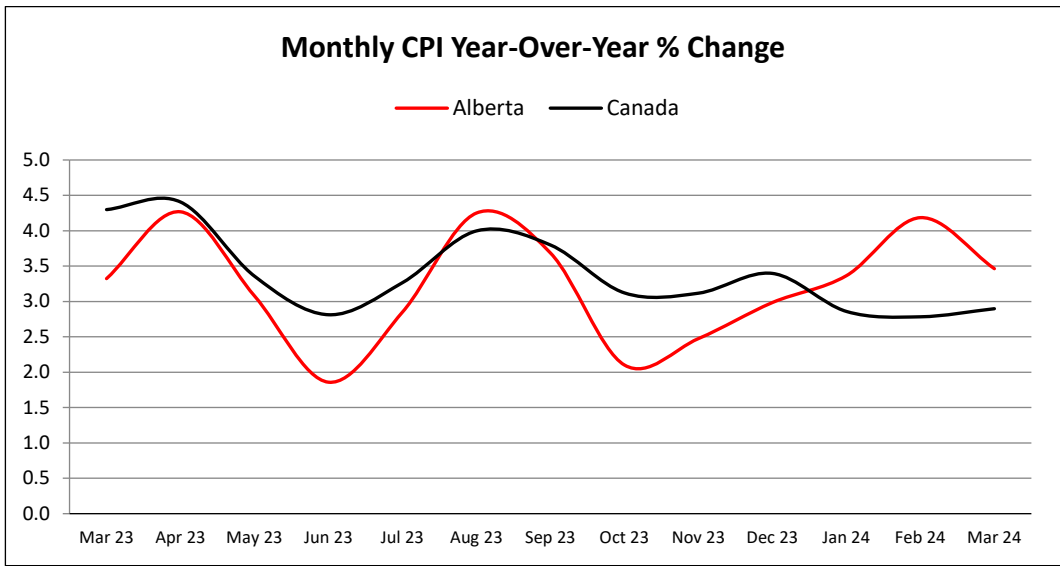
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI)*, 2002=100

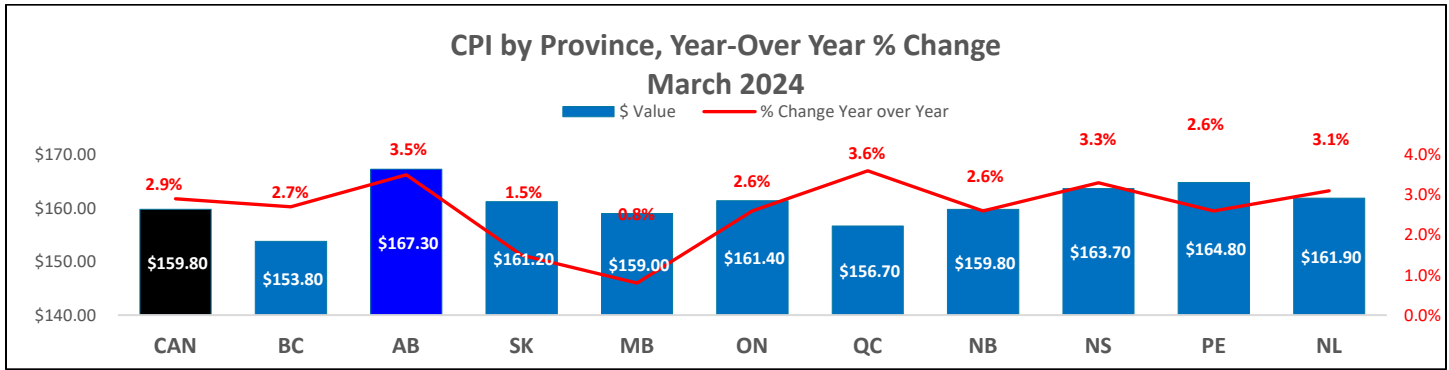
In **March 2024** the Alberta CPI increased 0.3% from February 2024. Between March 2023 and March 2024 the Alberta CPI increased 3.5% to \$161.70 from \$167.30.



CPI	Alberta	Canada
2019	1.7	1.9
2020	1.1	0.7
2021	3.2	3.4
2022	6.5	6.8
2023	3.3	3.9
2024*	1.5	1.2



CPI	Alberta	Canada
Mar 23	3.3	4.3
Apr 23	4.3	4.4
May 23	3.1	3.4
Jun 23	1.9	2.8
Jul 23	2.9	3.3
Aug 23	4.3	4.0
Sep 23	3.7	3.8
Oct 23	2.1	3.1
Nov 23	2.5	3.1
Dec 23	3.0	3.4
Jan 24	3.4	2.9
Feb 24	4.2	2.8
Mar 24	3.5	2.9

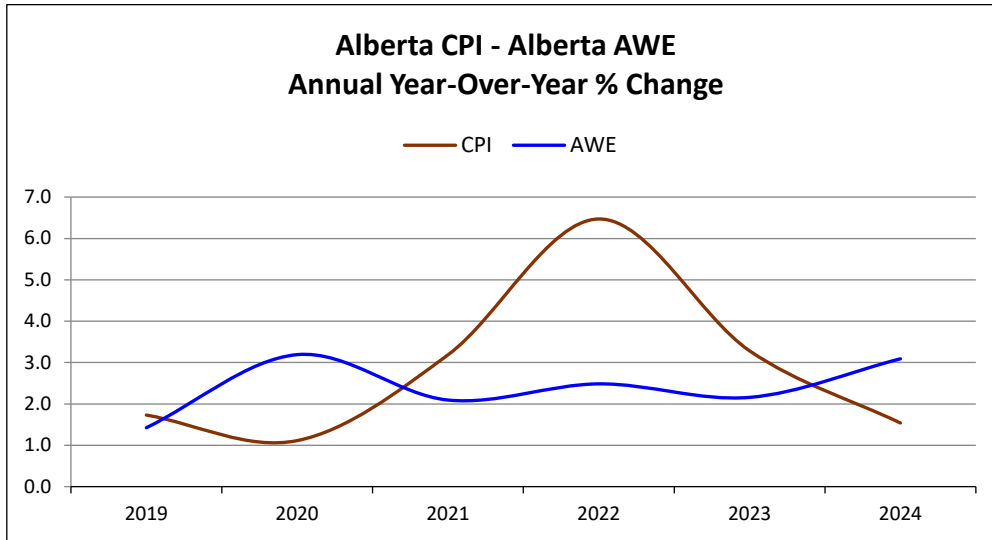


*Year to date – Graph data available upon request.

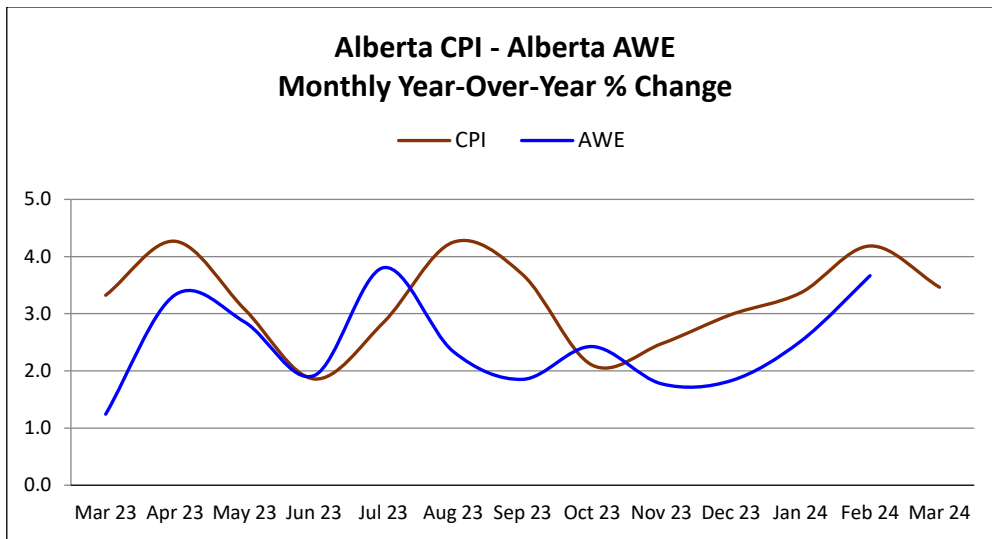
¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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

Alberta CPI and AWE Comparison



	CPI	AWE
2019	1.7	1.4
2020	1.1	3.2
2021	3.2	2.1
2022	6.5	2.5
2023	3.3	2.1
2024	1.5	3.1



	CPI	AWE
Mar 23	3.3	1.2
Apr 23	4.3	3.3
May 23	3.1	2.9
Jun 23	1.9	1.9
Jul 23	2.9	3.8
Aug 23	4.3	2.3
Sep 23	3.7	1.9
Oct 23	2.1	2.4
Nov 23	2.5	1.8
Dec 23	3.0	1.8
Jan 24	3.4	2.5
Feb 24	4.2	3.7
Mar 24	3.5	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Mar 23	155.3	4.3	161.7	3.3	160.3	2.6	163.1	3.7
Apr 23	156.4	4.4	163.7	4.3	162.5	3.8	165.6	4.9
May 23	157.0	3.4	164.1	3.1	163.1	2.8	165.9	3.5
Jun 23	157.2	2.8	164.4	1.9	163.4	1.4	166.1	2.0
Jul 23	158.1	3.3	166.0	2.9	165.0	2.3	168.3	3.4
Aug 23	158.7	4.0	166.8	4.3	165.9	4.2	169.2	4.8
Sep 23	158.5	3.8	166.0	3.7	164.8	3.5	168.5	4.4
Oct 23	158.6	3.1	165.2	2.1	164.0	1.7	167.5	2.8
Nov 23	158.8	3.1	165.6	2.5	164.2	2.2	167.9	2.9
Dec 23	158.3	3.4	165.6	3.0	163.9	2.6	168.6	3.9
Jan 24	158.3	2.9	165.9	3.4	163.8	3.0	168.7	4.1
Feb 24	158.8	2.8	166.8	4.2	165.1	4.2	169.8	5.1
Mar 24	159.8	2.9	167.3	3.5	165.6	3.3	170.0	4.2

Average Weekly Earnings													
	Feb 23	Mar 23	Apr 23	May 23	Jun 23	Jul 23	Aug 23	Sep 23	Oct 23	Nov 23	Dec 23	Jan 24	Feb 24
AWE \$	\$1,257.13	\$1,269.94	\$1,288.77	\$1,287.39	\$1,281.12	\$1,292.17	\$1,289.15	\$1,290.35	\$1,293.36	\$1,300.20	\$1,290.26	\$1,297.95	\$1,303.22
AWE %	1.1	1.2	3.3	2.9	1.9	3.8	2.3	1.9	2.4	1.8	1.8	2.5	3.7

*Year to date – Graph data available upon request.

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

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

Union Data – Employees, Collective Agreements

UNION	EE	CBA's	UNION	EE	CBA's
ACTRA	2,400	2	Insulators	1,850	1
Advance Tank Centres Employees Association	29	1	Iron Workers	4,411	6
Alberta Union of Labour Relations Professionals	213	1	Keyano College Faculty Association	105	1
Alberta University of the Arts Faculty Association	80	1	Labourers	9,590	14
Association of the Academic Staff of the University of Alberta	3,800	1	Lacombe Police Association	21	1
ATA	46,077	68	Lakeland College Faculty Association	174	1
ATA Professional Staff Association	32	1	Lethbridge College Faculty Association	274	1
Athabasca University Faculty Association	447	1	Lethbridge Police Association	159	1
ATU	6,516	8	Lethbridge Police Senior Officers	3	1
AUNP	557	2	LiUNA	800	1
AUPE	107,544	148	MacEwan Staff Association	1,279	1
Bakery Workers	548	5	Machinists	2,037	13
Bargaining Council of Construction & Maintenance Skilled Trades Unions	130	1	MaXfield Employees' Organization	93	1
Battle River School Bus Drivers' Association	10	1	Media & Communications Workers	38	3
Blood Tribe Police Association	28	1	Medicine Hat Employees' Association	120	1
Boilermakers	8,206	17	Medicine Hat Police Association	115	1
Bow Valley College Faculty Association	570	1	Millwrights	1,450	1
Bricklayers	480	4	Millwrights Local 1460	175	1
Calgary Board of Education Staff Association	4,000	1	Mine Workers	299	2
Calgary Board of Education Staff Association for Professional Support Staff	200	1	Mount Royal Faculty Association	800	1
Calgary Musicians Association	168	6	Mount Royal Staff Association	837	1
Calgary Police Association	2,000	1	Multi-Union	150	2
Calgary Police Senior Officers' Association	37	1	NAIT Academic Staff Association	903	1
Camrose Police Association	31	1	National Hockey League Players Association	700	1
CANA Services Employees Association	44	3	Natural Gas Employees Association	1,184	2
Canada West Construction Union	82	5	Non-Academic Staff Association	6,122	3
Canadian Energy Workers Association	1,186	3	NorQuest College Faculty Association	514	1
Canadian Football League Players' Association	175	1	Northwestern Polytechnic Academic Staff Association	178	1
Canadian Iron Steel & Industrial Workers	420	7	Oil & Gas Union	120	2
Canadian National Federation of Independent Unions [LiUNA Local 3000]	517	1	Olds College Faculty Association	98	1
Canadian Office & Professional Employees	76	18	Operating Engineers	8,655	63
Canadian Staff Union	32	1	Painters	440	3
Canadian Union of Skilled Workers	7	1	Plasterers & Cement Masons	502	3
CANEM Systems Employees Association	290	2	Plumbers & Pipefitters	18,182	10
Carpenters	6,246	13	Portage College Faculty Association	95	1
Central Alberta Association of Municipal & School Employees	537	2	Post Doctoral Fellows Association	600	1
Civic Service Union 52	6,158	5	Postdoctoral Association of the University of Calgary	550	1
CLAC	17,917	110	Professional Association of Resident Physicians of Alberta	1,700	1
Commercial Industries Employees' Association	11	1	Quality Control Council of Canada	1,000	1
Concordia University College Faculty Association	72	1	Quinn Construction Employees Association	438	2
Construction Maintenance & Allied Workers	257	4	Red Arrow Drivers Association	30	1
CUPE	41,581	192	SAIT Academic Faculty Association	689	1
Edmonton Police Association	2,024	1	Service Employees' International Union	260	3
Edmonton Police Service Senior Officers' Association	43	1	Sheet Metal Workers	543	3
Elevator Constructors	390	2	Steelworkers	4,032	42
Elk Island Catholic Transportation Association	36	1	Taber Police Association	16	1
Employees' Association	107	1	Teamsters	7,547	109
Faculty Association of Medicine Hat College	220	1	Teamsters Canada Rail Conference	17	1
Faculty Association of Northern Lakes College	110	1	Town of High River Employee Association	150	1
Faculty Association of Red Deer College	450	1	Trotter & Morton Technologies Employees' Association	85	2
Faculty Association of the University of Calgary	2,074	1	Twin Bridges Employees' Association	50	1
Foothills School Division No. 38 Bus Drivers' Association	80	1	UFCW	32,744	86
Graduate Students' Association of the University of Alberta	2,378	1	UNA	35,203	49
Graduate Students' Association of the University of Calgary	1,404	1	Unifor	14,503	90
Grande Prairie Public School District Employees Association	326	1	Union of Calgary Co-Operative Employees	2,800	1
Grant MacEwan University Faculty Association	971	1	Union of Labour Professionals	45	1
HSAA	30,911	29	Unisil Association	98	1
IAFF	4,444	18	UNITE HERE	1,535	9
IAFF Local 5277	47	1	Unitech Electrical Contracting Employees' Association	38	1
IATSE	4,324	22	United Utility Workers Association	1,383	6
IBEW	6,434	29	United Workforce Group of Alberta	320	2
Independent Air Handlers Employees Association	17	1	Western Canada Employees' Association	188	4
Independent Sheet Metal Workers	82	1	Willow Creek School Bus Drivers Association	42	1

Abbreviations / Acronyms Listing

ACTRA - Alliance of Canadian Cinema, Television and Radio Artists

ANC – Auxiliary Nursing Care

ATA – Alberta Teachers’ Association

ATU – Amalgamated Transit Union

AUNP – Alberta Union of Nurse Practitioners

AUPE – Alberta Union of Provincial Employees

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

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

Bricklayers – International Union of Bricklayers and Allied Craftworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CBA – Collective Bargaining Agreement

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

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

CLR – Construction Labour Relations

CMAW – Construction Maintenance & Allied Workers

CNIFU – Canadian National Federation of Independent Unions

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

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

Elevator Constructors – International Union of Elevator Constructors

Glass Workers – Aluminum, Brick and Glass Workers International Union

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

GPMC – General Presidents’ Maintenance Committee for Canada

GSS – General Support Services

HCA – Health Care Aide

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

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

IBEW – International Brotherhood of Electrical Workers

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

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

LPN – Licensed Practical Nurse

Operating Engineers – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

NAIT – Northern Alberta Institute of Technology

NASA – Non-Academic Staff Association

NGEA – Natural Gas Employees’ Association

PARA – Professional Association of Resident Physicians of Alberta

Painters – International Brotherhood of Painters and Allied Trades

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

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

PMP/PMT – Paramedical Professional/Paramedical Technical

SAIT – Southern Alberta Institute of Technology

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

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

Teamsters – International Brotherhood of Teamsters

TEBA – Teachers’ Employer Bargaining Association

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

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

UUWA – United Utility Workers Association

Resource List

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

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

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

- [Active ALRB certificates](#)

[Alberta Chamber of Commerce](#)

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

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

COLLECTIVE AGREEMENTS

AB	Alberta Jobs, Economy and Trade, Labour Relations
BC	British Columbia Bargaining Database
BC	British Columbia Labour Relations Board
CAN	Negotech - Canadian agreements from selected bargaining units of 100 or more under provincial jurisdiction, all bargaining units under federal jurisdiction, and all large bargaining units of 500 or more employees.
NB	New Brunswick Post-Secondary Education, Training and Labour
NL	Newfoundland & Labrador Environment and Climate Change
NS	Nova Scotia Labour, Skills and Immigration
ON	Ontario Ministry of Labour