

Bargaining Update

January 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 January 2024.

In January 2024, Mediation Services received settlement information regarding 52 bargaining relationships encompassing 4,750 employees. There were 31 private sector and 21 public sector settlements, covering 2,766 and 1,984 employees respectively.

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Alberta Collective Bargaining Agreements

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

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

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

Agreements Ratified				
Settlement Method	2022		2023	
	CBA's	EEs	CBA's	EEs
Arbitration	5	1,242	8	4,626
Mediation	124	160,382	83	26,766
Negotiation	348	74,983	270	56,820
Total	477	236,607	361	88,212

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						
 FHR Fairmont Banff Springs Unifor Local 4325	24	60	2027-08-31	2022-09-27	1 st year 2.8% 2 nd year 2.8% 3 rd year 2.8% 4 th year 2.5% 5 th year 3.0%	
 Sodexo Canada Labourers Local 92	125	36	2026-05-31	2023-07-12	1 st year 3% 2 nd year 3% 3 rd year 0%	
Administrative and Support, Waste Management and Remediation Services						
Agreements not filed, no settlements to report						
Arts, Entertainment, and Recreation						
 Citadel Theatre IATSE Local 210	100	36	2026-06-30	2023-12-18	1 st year 4% 2 nd year 5% 3 rd year 3%	
 F&D Scene Changes IATSE Local 212	95	36	2026-12-31	2023-12-19	1 st year 4.5% 2 nd year 2.8% 3 rd year 2.5%	
 Francis Winspear Centre for Music – Technicians IATSE Local 210	100	24	2025-06-30	2023-10-23	1 st year 0.5% 2 nd year 2.0%	
 Heritage Park Society CUPE Local 37	16	36	2025-12-31	2023-05-25	1 st year \$0.00 per hour 2 nd year \$0.70 per hour 3 rd year \$0.70 per hour	
 Tri-Municipal Leisure Facility Operating Engineers Local 955	175	36	2026-12-31	2023-12-14	1 st year 1.50% 2 nd year 2.75% 3 rd year 2.25%	
Construction						
 CLR – Cement Masons Plasterers & Cement Masons Local 222	266	24	2025-04-30	2023-05-07	1 st year 9.0% 2 nd year 6.7%	
 CLR – Elevator Constructors Elevator Constructors	250	47	2027-04-30	2023-06-15	1 st year 4.00% 2 nd year 3.90% 3 rd year 3.75% 4 th year 3.64%	
 Coronet Electric CLAC Local 63	25	25	2026-02-02	2024-01-04	1 st year \$2.50 per hour 2 nd year TBD	
 Sidewalks, Curbs & Gutters Industry Agreement Labourers Local 92	400	36	2026-04-30	2023-05-18	1 st year 5% 2 nd year 3% 3 rd year 2%	
 Technical Workforce CLAC Local 63	150	24	2026-02-28	2024-01-11	1 st year 10.3% 2 nd year 3.0%	

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Educational Services						
Agreements not filed, no settlements to report						
Finance and Insurance						
Agreements not filed, no settlements to report						
Health Care and Social Assistance						
 Alberta Health Services AUNP	499	6	2024-03-31	2023-10-12	1 st year	NA; First Agreement
 Bloom LP – Mount Royal Care Centre CUPE Local 8	76	24	2024-10-31	2023-06-29	1 st year 2 nd year	2% 2% to 3.5%
 Brenda Strafford Foundation – Clifton Manor UNA	36	84	2024-03-31	2022-12-21	1 st year 2 nd year 3 rd year 4 th year 5 th year 6 th year 7 th year	0.00% 0.00% 0.00% 0.00% 1.00% 3.25% 2.00%
 Carewest UNA	207	48	2024-03-31	2022-10-01	1 st year 2 nd year 3 rd year 4 th year	0.00% 1.00% 3.25% 2.00%
 Chartwell Master Care – Emerald Hills AUPE	126	36	2024-03-08	2024-01-18	1 st year 2 nd year 3 rd year	1.50% 2.00% 1.75%
 Chartwell Master Care – Wescott AUPE	64	24	2024-04-08	2024-01-03	1 st year 2 nd year	2.00% 1.75%
 Covenant Health AUNP	58	6	2024-03-31	2023-10-12	1 st year	NA; First Agreement
 Cypress View Foundation CUPE Local 46	80	60	2028-12-31	2023-12-12	Jul 2023 1 st year 2 nd year 3 rd year 4 th year 5 th year	\$2.00 per hour 0% 0% 0% 0% 1%
 Golden Life Management – Evanston Grand Village AUPE	149	60	2024-09-30	2023-11-30	1 st year 2 nd year 3 rd year 4 th year 5 th year	0.00% 0.00% 1.00% 1.25% 2.00%
 Medicine Hat Community Housing Society CUPE Local 46	40	48	2027-12-31	2023-11-08	1 st year 2 nd year 3 rd year 4 th year	5% 2% 2% 2%
 Revera Lessee – River Ridge AUPE	85	36	2024-12-31	2022-09-21	1 st year 2 nd year 3 rd year	2% 2% 2%






Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Health Care and Social Assistance						
 Revera Lessee – Riverbend Retirement AUPE	96	36	2023-12-31	2023-10-11	1 st year 2.00% 2 nd year 1.75% 3 rd year 1.25%	
 River Ridge Seniors Village UNA	13	84	2024-06-30	2023-02-22	1 st year 0.0% 2 nd year 0.0% 3 rd year 0.0% 4 th year 0.0% 5 th year 0.0% 6 th year 4.3% 7 th year 2.0%	
 Touchmark at Wedgewood AUPE	51	36	2024-08-31	2023-07-20	1 st year 1.5% 2 nd year 1.5% 3 rd year 2.0%	
Information and Cultural Industries						
 Medicine Hat Public Library CUPE Local 46	35	36	2026-12-31	2023-10-16	1 st year \$1.55 per hour 2 nd year 2.25% 3 rd year 2.00%	
Manufacturing						
 Heron Printing IBEW Local 424	5	48	2027-12-31	2023-12-13	1 st year 4.0% 2 nd year 2.5% 3 rd year 2.5% 4 th year 1.0%	
 IKO Industries Unifor Local 773	71	60	2027-12-31	2023-07-13	1 st year 2.5% 2 nd year 2.5% 3 rd year 2.0% 4 th year 2.0% 5 th year 2.0%	
 Lafarge Canada, Pipe Plant Teamsters Local 362	41	34	2026-09-30	2023-10-26	1 st year 5.5% 2 nd year 2.0% 3 rd year 2.0%	
 Saputo Dairy Products, Red Deer Teamsters Local 987	55	36	2026-04-30	2023-10-25	1 st year 4% 2 nd year 3% 3 rd year 3%	
Mining and Oil and Gas Extraction						
Agreements not filed, no settlements to report						
Other Services (except Public Administration)						
 EMC Electric IBEW Local 424	2	12	2024-05-14	2023-06-08	1 st year 2.5%	
Professional, Scientific, and Technical Services						
Agreements not filed, no settlements to report						

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Public Administration						
 Brazeau County Operating Engineers Local 955	31	24	2025-12-31	2023-12-19	1 st year 2 nd year	3.75% 1.75%
 Camrose County Operating Engineers Local 955	47	24	2025-12-31	2023-12-12	1 st year 2 nd year	3.75% 2.50%
 Town of Cochrane Teamsters Local 987	44	48	2026-12-31	2024-01-08	1 st year 2 nd year 3 rd year 4 th year	1% 1% 1% 1%
 Town of Redcliff CUPE Local 46	50	48	2027-12-31	2023-11-27	1 st year 2 nd year 3 rd year 4 th year	\$1.40 per hour 2.00% 1.75% 1.75%
Real Estate and Rental and Leasing						
 Herc Rentals Teamsters Local 362	101	36	2026-09-30	2023-12-21	1 st year 2 nd year 3 rd year	4% 4% 1%
Retail Trade						
 Anixter Canada, Edmonton Teamsters Local 362	60	44	2028-07-31	2023-07-29	1 st year 2 nd year 3 rd year 4 th year 5 th year	3.00% 2.25% 2.25% 2.25% 2.25%
 Voila CFC - Delivery/Shunters Teamsters Local 987	51	48	2027-05-29	2023-06-01	1 st year 2 nd year 3 rd year 4 th year	NA – First Agreement 0% 0% TBD
 Voila CFC – Shoppers/Inventory Teamsters Local 987	20	60	2028-06-03	2023-06-07	1 st year 2 nd year 3 rd year 4 th year 5 th year	NA – First Agreement 0% 0% TBD TBD
 Voila Edmonton Spoke – Delivery/Shunters Teamsters Local 987	91	48	2027-05-15	2023-05-17	1 st year 2 nd year 3 rd year 4 th year	NA – First Agreement 0% 0% TBD
Transportation and Warehousing						
 Clarke Transport Teamsters Local 362	12	60	2028-12-31	2023-11-23	1 st year 2 nd year 3 rd year 4 th year 5 th year	\$1.10 per hour \$0.80 per hour \$0.80 per hour \$0.80 per hour \$1.10 per hour

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement	
Transportation and Warehousing							
	PWTransit – Leduc Teamsters Local 362	15	45	2027-08-31	2023-11-25	1 st year	3.80%
						2 nd year	3.00%
						3 rd year	2.50%
						4 th year	2.25%
	Sobeys Capital – Retail Support Centre UFCW Local 401	250	48	2026-07-21	2022-07-21	1 st year	3% + 2.5% lump sum
						2 nd year	2%
						3 rd year	2%
						4 th year	2%
Utilities							
	Transalta Generation Partnership (TAGP) United Utility Workers’ Association	20	36	2024-12-31	2022-04-17	1 st year	1.75%
						2 nd year	1.50%
						3 rd year	2.00%
Wholesale Trade							
	Associated Grocers CLAC Local 56	94	36	2026-12-31	2023-12-21	1 st year	\$1.00 per hour
						2 nd year	\$0.40 per hour
						3 rd year	\$0.40 per hour
	Federated Co-Operatives, Calgary Teamsters Local 987	192	48	2026-03-31	2023-02-04	1 st year	2.0%
						2 nd year	1.5%
						3 rd year	1.0%
						4 th year	1.0%

Current & Upcoming Collective Bargaining

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

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Bridge Gap Chateau	UNITE HERE Local 47	2022-12-31	135		
Buffalo Metis Catering Employees Limited	UFCW Local 401	2023-12-31	377		
Compass Group – ESS Poplar Point – Remote Camp Services	UNITE HERE Local 47	2015-03-31	450		
Compass Group – Eurest Dining Services	UFCW Local 401	2023-03-31	119		Bargaining
Crown Camp Services - Syncrude - Culinary Workers	UNITE HERE Local 47	2017-06-30	160		
Dene West – Albion Sands Village	UNITE HERE Local 47	2019-04-30	250		Settled
InnVest Hotels – Fairmont Palliser	Unifor Local 4050	2023-02-28	240		
InnVest Hotels – Sheraton Suites	Unifor Local 4050	2023-10-20	145		
Sodexo Canada, Calgary	CUPE Local 4822	2022-04-30	333		Bargaining
Sodexo Canada, Lethbridge	CUPE Local 408	2023-03-31	118		Bargaining

Administrative and Support, Waste Management and Remediation Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Beverage Container Recycling	UFCW Local 401	2022-12-31	135		Bargaining
Bee Clean Northern Alberta – LRT Edmonton	Labourers Local 92	2023-07-31	100		
Bee Clean Northern Alberta – LRT Calgary	Labourers Local 92	2023-07-31	150		

Arts, Entertainment, and Recreation

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

Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Coating Contractors Association	Painters Local 177	2019-04-30	549		Bargaining
Alberta Roadbuilders & Heavy Construction	Operating Engineers Local 955	2024-02-29	400		Mediation
Brand Energy Solutions (Canada)	CLAC Local 63, Construction	2024-01-31	600		
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		
MCL Power	CLAC Local 63, Construction	2024-01-31	150		
OCL Construction Services	CLAC Local 63, Construction	2023-11-30	280		
Pipeline Contractors Association - Mainline Pipeline	Labourers Local 92	2023-04-30	400		
Pipeline Contractors Association - Mainline Pipeline	Operating Engineers Local 955	2023-04-30	718		
Pipeline Contractors Association - Mainline Pipeline	Plumbers & Pipefitters	2023-04-30	500		
Pipeline Contractors Association - Mainline Pipeline	Teamsters Local 362	2023-04-30	200		
Westwood Electric	CLAC Local 63, Construction	2018-04-29	320		
Willbros Mine Services	CLAC Local 63, Construction	2023-10-31	363		

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Black Gold School Division	CUPE Local 3484	2021-08-31	508		Bargaining
Calgary Board of Education	Construction & Maintenance . . .	2021-08-31	130		Mediation
Calgary Board of Education	CUPE Local 40	2020-08-31	750		
Calgary Board of Education	CBE Professional Staff Assn	2020-08-31	200		Mediation
Calgary Board of Education	CBE Staff Association	2020-08-31	4,000		Mediation
Calgary Roman Catholic Separate School Division	ATA	2020-08-31	4,091		Mediation
Edmonton Catholic Separate School Division	ATA	2020-08-31	2,939		Mediation
Edmonton School Division – Custodial	CUPE Local 474	2020-08-31	946		Bargaining
Edmonton School Division – Maintenance	CUPE Local 784	2020-08-31	274		Bargaining
Edmonton School Division – Support Staff	CUPE Local 3550	2020-08-31	3,487		Bargaining

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Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Foothills School Division	CUPE Local 5040	2020-08-31	215		Bargaining
Fort McMurray Roman Catholic Separate School Div.	CUPE Local 2559	2020-08-31	425		Mediation
Fort McMurray School Division	CUPE Local 2545	2021-08-31	366		Bargaining
Grande Yellowhead School Division	CUPE Local 1357	2021-08-31	210		Bargaining
Holy Spirit Roman Catholic Separate School Division	CUPE Local 1825	2020-08-31	224		
Horizon School Division	CUPE Local 3203	2020-08-31	176		Bargaining
Keyano College	CUPE Local 2157	2020-06-30	180	v	Mediation
Lakeland College	Faculty Association	2020-06-30	174	v	Bargaining
Lethbridge School Division	CUPE Local 2843	2020-08-31	370		Mediation
Living Waters Catholic Separate School Division	AUPE	2020-08-31	113		Mediation
Palliser School Division	ATA	2020-08-31	508		Mediation
Parkland School Division	CAAMSE	2023-08-31	336		
Peace River School Division – Bus Drivers	CUPE Local 4839	2021-08-31	100		
Peace River School Division – Support Staff	CUPE Local 4839	2021-08-31	252		
Prairie Land School Division	CUPE Local 5829	2021-08-31	170		Mediation
Red Deer Catholic Separate School Division	ATA	2020-08-31	714		Mediation
Red Deer Catholic Separate School Division	CUPE Local 417	2022-08-31	285		Bargaining
St. Albert School Division	CUPE Local 1099	2022-08-31	367		Bargaining
Sturgeon School Division	CUPE Local 4625	2020-08-31	180		Bargaining
University of Calgary	Graduate Students' Association	2022-12-31	1,404		Bargaining
University of Calgary	Postdoctoral Assn of the U of C	2023-12-31	550		
Wolf Creek School Division	ATA	2020-08-31	544		Mediation

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Age Care – Beverly Centre Glenmore	AUPE	2018-09-10	170	v	Arbitration
Age Care – Midnapore – ANC	CUPE Local 8	2023-10-31	150	v	
Associated Ambulance & Services (Whitecourt)	CUPE Local 4351	2022-03-31	189		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
Bloom LP	UNA	2020-12-31	129	v	Bargaining
Bloom LP - AgeCare - Riverview	UFCW Local 401	2023-03-31	107	v	Mediation
Brenda Strafford Foundation – Clifton Manor	AUPE	2019-03-31	162	v	Mediation
Brenda Strafford Foundation – Wentworth Manor	AUPE	2022-12-30	146	v	Mediation
Canadian Blood Services – Techs	HSAA	2021-03-31	243	v	Mediation
Canterbury Foundation	AUPE	2023-12-31	152	v	
Capital Care – Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	v	Settled
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				v	
Country Manor	AUPE	2022-01-31	121		Mediation
Chartwell Master Care – Eau Claire	AUPE	2023-02-07	102		
Chartwell Master Care – Emerald Hills	AUPE	1 st Agmt	100	v	Bargaining
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	2022-11-22	365	v	
Chartwell Master Care – St. Albert	Steelworkers Local 1-207	2022-12-02	121	v	Bargaining
Covenant Care	AUPE	2022-12-31	680	v	Bargaining
Covenant Care – St. Teresa Place	AUPE	2022-12-31	246	v	Bargaining
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	v	Settled
Covenant Health – Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	v	Settled
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	v	Bargaining
Extendicare (Canada)	CUPE	2020-12-31	415	v	Bargaining
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	

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Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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 - Multi Facility	UNA	2017-03-31	133	v	Bargaining
Good Samaritan Society – South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	v	Settled
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	v	Settled
Homeland Housing	CUPE Local 2832	2023-12-31	105	v	
Mosaic Primary Care Network	HSAA	2023-03-31	187		Bargaining
Nutra 2000	LiUNA Local 3000	2023-11-30	800	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 Lessee – Scenic Acres	AUPE	2022-12-31	106	v	Bargaining
Revera Retirement – McConachie Gardens	AUPE	2023-12-31	130	v	
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	v	Tentative
Seasons Retirement Communities – Sunrise Village	AUPE	2023-12-31	121	v	
Shepherd's Care – Kensington Village - ANC	AUPE	2020-09-30	147	v	Settled
Shepherd's Care – Millwoods – ANC	AUPE	2020-09-30	124	v	Settled
Signature Retirement – Rocky Ridge	AUPE	2021-12-31	107	v	Mediation
Southern Alberta Community Living Association	CUPE Local 4791	2023-06-30	196		Settled
Swan Evergreen Village	AUPE	1 st Agmt	165	v	Mediation
Wood's Homes	CUPE Local 4731	2023-09-30	418		

Information and Cultural Industries

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Public Library	CUPE Local 1169	2023-12-31	650		
Edmonton Public Library	Civic Service Union 52	2020-12-19	630		Mediation

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Apel Extrusions	Steelworkers Local 6034	2021-06-30	120		Settled
Cargill	UFCW Local 401	2022-12-31	450		Mediation
Ecco Heating Products	Teamsters Local 362	2023-08-06	280		Mediation
EVRAZ (Red Deer)	Iron Workers Local 805	2022-12-31	165		
EVRAZ (Camrose)	Unifor Local 551	2023-01-31	200		
Goodyear Canada	Steelworkers Local 628	2022-07-27	185		
Imperial Oil – Strathcona Refinery	Unifor Local 3000CA	2023-01-31	193		Bargaining
JV Driver Fabricators – Steel Shop	CLAC Local 56	2021-01-31	100		
Lafarge Canada	Boilermakers Local D331	2023-11-30	118		Mediation
Lafarge Canada – Precast	Carpenters Local 2010	2023-05-31	122		
Maple Leaf Foods - Poultry	UFCW Local 401	2023-07-31	420		Mediation
OEM Remanufacturing Company	CLAC Local 56	2023-12-31	620		
SRI Homes – Regent	Steelworkers Local 1-207	2023-11-30	137		
Suncor Energy Products – Edmonton Refinery	Unifor Local 501A	2023-01-31	282		Bargaining
Triple M Housing	Carpenters Local 2010	2023-05-31	346		
Weyerhaeuser	Steelworkers Local 1-207	2023-03-31	135		Mediation

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Suncor Energy – Base Plant	Unifor Local 707A	2023-05-01	3,317		Mediation
Suncor Energy – Firebag	Unifor Local 7.7A	2023-05-01	182		

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Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Other Services (except Public Administration)

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

Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
City of Calgary	ATU Local 583	2023-12-31	3,100		
City of Calgary	Calgary Police Association	2024-01-03	2,000		
City of Calgary	IAFF Local 255	2020-12-31	1,470		Tentative
City of Calgary – Civic Foremen	CUPE Local 709	2023-12-31	420		
City of Calgary – Inside Workers	CUPE Local 38	2023-12-31	4,900		
City of Calgary – Outside Workers	CUPE Local 37	2023-12-31	2,600		
City of Edmonton	Civic Service Union 52	2020-12-09	4,250		Mediation
City of Edmonton	CUPE Local 30	2023-12-30	2,870		
City of Edmonton	Edmonton Police Association	2023-12-16	1,975		
City of Edmonton	IAFF Local 209	2018-12-25	1,286		Arbitration
City of Edmonton – DATS	ATU Local 569	2023-12-30	130		
City of Edmonton – Transit	ATU Local 569	2023-12-30	2,592		
City of Lethbridge	CUPE Local 70	2022-12-31	860		Bargaining
City of Lethbridge	IAFF Local 237	2020-12-31	223		Mediation
City of Lethbridge – Transit	ATU Local 987	2022-12-31	173		Bargaining
City of Red Deer	ATU Local 569	2022-12-31	131		Arbitration
City of Red Deer	CUPE Local 417	2023-12-31	913		
City of Red Deer	IAFF Local 1190	2022-12-31	209		Bargaining
City of St. Albert	IAFF Local 2130	2019-12-31	117		Arbitration
Regional Municipality of Wood Buffalo	IAFF Local 2494	2020-12-31	172		Mediation
Regional Municipality of Wood Buffalo – Transit	CUPE Local 1505	2023-12-31	111		
Rocky View County	IAFF Local 4794	2020-12-31	144		Mediation
Strathcona County	AUPE	2023-12-31	179		
Strathcona County	IAFF Local 2461	2019-12-31	184		Bargaining
Town of Taber	CUPE Local 2038	2023-12-31	123		

Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Real Canadian Wholesale Club	CLAC Local 301	2023-10-28	330		
Save On Foods [Meat & Deli; Retail]	UFCW Local 401	2020-03-28	111		Bargaining
Sobeys West – Gas Bars	UFCW Local 401	2022-09-30	264		Bargaining

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Diversified Transportation – Bus Drivers	Teamsters Local 362	2022-12-31	526		Mediation
Fort McKay Strategic Services	Labourers Local 92	2022-12-31	117		
Prairie Rail Agreement	Labourers Local 92	2021-05-31	470		
PWTransit	ATU Local 569	2022-12-31	101		Mediation

Current & Upcoming Collective Bargaining

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

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Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
TappCar	Teamsters Local 987	2022-08-31	379		

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
Skyway Canada	CLAC Local 63, Construction	2024-01-31	140		

Essential Services Bargaining Relationships

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Government, Boards, and Agencies – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Workers' Compensation Board	HSAA	2020-12-31	154	Expired
Alberta Gaming, Liquor & Cannabis Commission	AUPE	2024-07-31	787	Active
Alberta Innovates	AUPE	2024-09-30	58	Active
Alberta Pensions Administration	AUPE	2024-03-31	197	Active
ATB Financial	AUPE	2024-03-31	559	Active
Government of Alberta	AUPE	2024-03-31	20,000	Active
InnoTech Alberta	AUPE	2024-09-30	118	Active
Travel Alberta	AUPE	2024-03-31	23	Active

Education – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Keyano College	CUPE Local 2157	2020-06-30	180	Mediation
Lakeland College	Faculty Association	2020-06-30	174	Bargaining
Alberta University of the Arts	AUPE	2024-06-30	70	Active
Alberta University of the Arts	Faculty Association	2024-06-30	80	Active
Athabasca University	AUPE	2024-06-30	269	Active
Athabasca University	Faculty Association	2024-06-30	447	Active
Athabasca University – Tutors	CUPE Local 3911	2014-06-30	350	Active
Bow Valley College	AUPE	2024-06-30	302	Active
Grant MacEwan University	Faculty Association	2024-06-30	971	Active
Grant MacEwan University	Staff Association	2024-06-30	1,279	Active
Keyano College	Faculty Association	2024-06-30	105	Active
Lakeland College	AUPE	2024-06-30	377	Active
Lethbridge College	AUPE	2024-06-30	366	Active
Lethbridge College	Faculty Association	2024-06-30	274	Active
Medicine Hat College	AUPE	2024-06-30	139	Active
Medicine Hat College	Faculty Association	2024-06-30	220	Active
Mount Royal University	Faculty Association	2024-06-30	800	Active
Mount Royal University	Staff Association	2024-06-30	837	Active
NAIT	Academic Staff	2024-06-30	903	Active
NAIT	AUPE	2024-06-30	900	Active
NorQuest College	AUPE	2024-06-30	440	Active
NorQuest College	Faculty Association	2024-06-30	514	Active
Northern Lakes College	AUPE	2024-06-30	99	Active
Northern Lakes College	Faculty Association	2024-06-30	110	Active
Northwestern Polytechnic	Academic Staff	2024-08-14	178	Active
Northwestern Polytechnic	Employees' Association	2024-06-30	144	Active
Northwestern Polytechnic - Fairview Campus	AUPE	2024-06-30	37	Active
Olds College	AUPE	2024-06-30	140	Active
Olds College	Faculty Association	2024-06-30	98	Active
Portage College	AUPE	2024-06-30	124	Active
Portage College	Faculty Association	2024-06-30	104	Active
Red Deer Polytechnic	AUPE	2024-06-30	228	Active
Red Deer Polytechnic	CUPE Local 1445	2024-06-30	93	Active
Red Deer Polytechnic	Faculty Association	2024-06-30	450	Active
SAIT	AUPE	2024-06-30	520	Active
SAIT	Faculty Association	2024-06-30	689	Active
University of Alberta	Academic Staff	2024-06-30	3,800	Active
University of Alberta	Non-Academic Staff Assn	2024-03-31	6,114	Active
University of Calgary	AUPE	2024-03-31	5,596	Active
University of Calgary	Faculty Association	2024-06-30	2,074	Active
University of Lethbridge	AUPE	2024-03-31	505	Active
University of Lethbridge	Faculty Association	2024-06-30	579	Active

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Health Care – ALRB Certificates

EMPLOYER	UNION	EXPIRY	EES	ALRB Certificate
Aster Joint Venture – AgeCare Skypointe	UNA		22	C1903-2021
Bethany Care Society – Airdrie	UNA			C1913-2021
Bethany Care Society - Riverview	UNA			C1764-2020
Brenda Strafford Foundation – Cambridge Manor	UNA			C2011-2022
Carewest – Dr. Vernon Fanning	UNA			C2136-2023
Carewest – Glenmore Park	UNA		60	C80-2019
Carewest – Signal Pointe	UNA			C9-2018
Connecting Care (2000) – The Wellington	Steelworkers Local 1595			C1919-2021
Covenant Care – Buffalo Grace Manor	AUPE			C2222-2024
Covenant Care – Centre de Santé Saint-Thomas	AUPE			C2159-2023
Covenant Health – St. Mary's Health Care Centre (Trochu)	UNA			C-176-2018
Intericare – Chinook Care	UNA			C-89-2019
Masterpiece Southland Meadows	UNA			C-16-2019
Saint Elizabeth Health Care – Hawthorne	AUPE			C2061-2022
Shepherd's Care Foundation – Eden House	Machinists Local 1722			C1972-2021
Shepherd's Care Foundation – Eden House	UNA			C2030-2022

Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EES	STATUS
Aster Joint Venture – AgeCare Seton	AUPE	1 st Agmt	314	Enhanced
Optima Living Alberta – Wild Rose	AUPE	1 st Agmt		Enhanced
Points West Living Drayton Valley	AUPE	1 st Agmt		Bargaining
Saint Elizabeth Health Care – Points West Living (Nurses)	Teamsters Local 362	1 st Agmt	5	Mediation
Saint Elizabeth Health Care – Points West Living (ANC)	Teamsters Local 362	1 st Agmt	80	Mediation
Signature Living Management – Prominence Way	Teamsters Local 987	1st Agmt		Mediation
Swan Evergreen Village	AUPE	1 st Agmt	165	Mediation
Chinatown Multi-Level Care Foundation	UNA	2014-03-31	22	Bargaining
Good Samaritan Society – Telecare	CUPE Local 1031	2016-07-31	5	Bargaining
Carewest – Rouleau Manor	UNA	2017-03-31	10	Settled
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	Bargaining
Salem Manor Nursing Home	AUPE	2017-07-13	86	Settled
Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	170	Arbitration
Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-17	136	Arbitration
Aster Joint Venture - AgeCare Sunrise Gardens	AUPE	2018-12-14	70	Arbitration
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	31	Bargaining
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	162	Mediation
Extencicare (Canada) - Cedars Villa	UNA	2019-07-31	27	Expired
Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	Expired
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	27	Expired
Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	Expired
Park Place Seniors Living – Hardisty Care Centre – PMP/PMT	UNA	2019-03-31	4	Expired
Qualicare - Rivercrest Lodge Nursing Home	AUPE	2019-03-31	13	Settled
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	180	Tentative
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	Settled
Bloom LP	UNA	2020-12-31	129	Bargaining
Bethany Care Centre – Calgary	UNA	2020-03-31	65	Tentative
Bethany Care Centre - Cochrane	UNA	2020-03-31	12	Tentative
Bethany Care Centre - Colleside	UNA	2020-03-31	27	Tentative
Bethany Care Centre - Sylvan Lake	UNA	2020-03-31	14	Tentative
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2020-06-30	440	Settled
CBI Home Health	AUPE	2020-12-31	482	Settled
Chantelle Management - Edith Cavell Care Centre	UNA	2020-03-31	11	Expired
Covenant Care – Foyer Lacombe	UNA	2020-03-31	23	Expired

Essential Services Bargaining Relationships

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	Settled
Covenant Health - St. Michael's Health Centre	CUPE Local 408	2020-03-31	91	Bargaining
Excel Resources Society – Balwin Villa, Grand Manor	UFCW Local 401	2020-03-31	240	Bargaining
Extendicare (Canada) [6 sites]	CUPE	2020-12-31	415	Bargaining
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE Local 1031	2020-06-30	240	Bargaining
Haven of Rest and Sunnyside Nursing Home	Steelworkers Local 1-207	2020-03-31	126	Settled
Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	Bargaining
Points West Living Lac La Biche	AUPE	2020-12-31	35	Settled
Salem Manor Nursing Home	UNA	2020-03-31	15	Bargaining
Shepherd's Care - Barrhead	AUPE	2020-09-30	59	Settled
Shepherd's Care - Greenfield	AUPE	2020-09-30	27	Settled
Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	140	Settled
Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	126	Settled
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	14	Settled
Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	Settled
Shepherd's Care - Vanguard	AUPE	2020-09-30	76	Settled
St. Michael's Long Term Care Centre	UNA	2020-03-31	15	Settled
Touchmark at Wedgewood	UNA	2020-03-31	10	Expired
Age Care - Midnapore	UNA	2021-08-31	56	Bargaining
Age Care - Valleyview	UNA	2021-08-31	12	Bargaining
Canadian Blood Services - Drivers	HSAA	2021-03-31	12	Mediation
Canadian Blood Services - Techs	HSAA	2021-03-31	191	Mediation
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2021-03-31	600	Settled
Extendicare (Canada) - Athabasca	UNA	2021-12-31	0	Bargaining
Extendicare (Canada) - Eaux Claires	UNA	2021-12-31	31	Bargaining
Extendicare (Canada) - Fort Macleod	UNA	2021-12-31	14	Bargaining
Extendicare (Canada) - Holyrood	UNA	2021-12-31	18	Bargaining
Extendicare (Canada) - Leduc	UNA	2021-12-31	16	Bargaining
Extendicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	Bargaining
Extendicare (Canada) - Michener Hill	UNA	2021-12-31	41	Bargaining
Extendicare (Canada) - Viking	UNA	2021-12-31	7	Bargaining
Extendicare (Canada) - Vulcan	UNA	2021-12-31	8	Bargaining
Good Samaritan Society - South Ridge Village	Steelworkers Local 1-207	2021-06-30	150	Settled
Mountain View Seniors' Housing – Mount View Lodge, Olds	AUPE	2021-12-31	48	Settled
Park Place Seniors Living – Benevolence Care Centre	AUPE	2021-03-31	92	Expired
Park Place Seniors Living – Hardisty Care Centre – GSS	AUPE	2021-03-31	68	Expired
Signature Retirement - Rocky Ridge	AUPE	2021-12-31	107	Mediation
Smoky Lake Foundation – Bar V Nook, Vilna Lodge	CUPE Local 1461	2021-12-31	45	Settled
AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	Expired
Brenda Strafford Foundation - Wentworth Manor	AUPE	2022-12-30	146	Mediation
Chantelle Management - Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	Settled
Chantelle Management - Sunset and Innisfail Country Manor	AUPE	2022-01-31	121	Mediation
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	2022-11-22	365	Expired
Chartwell Master Care – St. Albert Retirement Residence	Steelworkers Local 1-207	2022-12-02	121	Bargaining
Covenant Care	AUPE	2022-12-31	680	Bargaining
Covenant Care – Foyer Lacombe	AUPE	2022-12-31	52	Bargaining
Covenant Care – St. Teresa Place	AUPE	2022-12-31	265	Bargaining
Operation Friendship Seniors Society	CUPE Local 474	2022-03-31	70	Bargaining
Points West Living Cold Lake	AUPE	2022-12-31	48	Bargaining
Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	Bargaining
Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	Bargaining
Salvation Army - Agape Hospice	UNA	2022-03-31	62	Settled
Seasons Retirement Communities (Drayton Valley)	AUPE	2022-01-25	27	

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Seasons Retirement Communities (Lethbridge)	AUPE	2022-05-30	10	Settled
Season Retirement Communities – Lethbridge Gardens	AUPE	2022-10-31	15	Expired
Sylvan Lake Lodge	CUPE Local 417	2022-12-31	39	Settled
We Care Health Services	Teamsters Local 987	2022-08-31	35	Bargaining
Yarrow Ltd Partnership – Wildrose Seniors	AUPE	2022-11-22	60	Bargaining
Age Care - Columbia Assisted Living	AUPE	2023-03-31	27	Bargaining
Age Care – Midnapore - ANC	CUPE Local 8	2023-10-31	150	Expired
Age Care – Midnapore – GSS	CUPE Local 8	2023-08-02	75	Expired
Age Care - Valleyview	AUPE	2023-03-31	28	Mediation
Bayshore Home Care Solutions – Strathmore	UFCW Local 401	2023-11-18	26	Expired
Bethany Nursing Home – Home Care Wetaskiwin	AUPE	2023-12-31	34	Expired
Bloom LP - Age Care - Riverview	UFCW Local 401	2023-03-31	107	Mediation
Bridges Community Living	CUPE Local 838	2023-12-31	72	Expired
Canadian Blood Services, Calgary	UNA	2023-03-31	21	Expired
Canadian Blood Services, Edmonton	UNA	2023-03-31	38	Expired
Canadian Blood Services –Plasma Donor Centre	UNA	2023-03-31	5	Expired
Canterbury Foundation	AUPE	2023-12-31	152	Expired
Chantelle Management - Grande Prairie Care Centre	UNA	2023-06-30	5	Expired
Chartwell Master Care – Eau Claire Care	AUPE	2023-02-07	102	Expired
County of Stettler Housing Authority	CUPE Local 4733	2023-12-31	85	Expired
Extendicare (Canada) - Athabasca – ANC	AUPE	2023-12-31	66	Expired
Extendicare (Canada) - Athabasca – GSS	AUPE	2023-12-31	35	Expired
Extendicare (Canada) - Cedars Villa	AUPE	2023-12-31	282	Expired
Extendicare (Canada) - Eaux Claires	AUPE	2023-12-31	195	Expired
Extendicare (Canada) - Fairmont Park	AUPE	2023-12-31	179	Expired
Extendicare (Canada) – Hillcrest	AUPE	2023-12-31	169	Expired
Extendicare (Canada) – Holyrood	AUPE	2023-12-31	90	Expired
Extendicare (Canada) – Mayerthorpe	AUPE	2023-12-31	61	Expired
Extendicare (Canada) - Michener Hill	AUPE	2023-12-31	488	Expired
Homeland Housing	CUPE Local 2832	2023-12-31	105	Expired
Intercare – Kingsland Terrace	CUPE Local 8	2023-03-31	44	Bargaining
LeeCaring Communities	CUPE Local 1158	2023-06-30	37	Mediation
Nutra 2000	LiUNA Local 3000	2023-11-30	800	Expired
Points West Living Stettler	AUPE	2023-05-10	107	Mediation
Revera Lessee - Edgemont Retirement	AUPE	2023-12-31	98	Expired
Revera Lessee - McKenzie Towne Retirement Residence	CUPE Local 8	2023-12-31	51	Expired
Revera Lessee - Meadowlands	UFCW Local 401	2023-12-31	70	Expired
Revera Lessee - Riverbend Retirement	AUPE	2023-12-31	96	Expired
Revera Retirement – McConachie Gardens	AUPE	2023-12-31	130	Expired
Revera Retirement – Our Parents’ Home	AUPE	2023-12-31	95	Expired
Revera Retirement – Scenic Grande	CUPE Local 8	2023-12-31	60	Expired
Sage Properties – Prince of Peace Manor & Harbour	UNA	2023-03-31	4	Expired
Saint Elizabeth Health Care – Sagebrush	AUPE	2023-12-31	43	Expired
Saint Elizabeth Health Care – St. Thomas Health Centre	AUPE	2023-12-31	98	Expired
Seasons Retirement – Sunrise Village (Camrose)	AUPE	2023-12-31	121	Expired
Seasons Retirement – Sunrise Village (High River) - ANC	CUPE Local 8	2023-06-30	86	Bargaining
Seasons Retirement – Sunrise Village (High River) - GSS	CUPE Local 8	2023-06-30	45	Tentative
Seasons Retirement Communities (Wetaskiwin)	AUPE	2023-12-31	48	Expired
Taber & District Housing – Clearview Lodge	CUPE Local 2038	2023-05-31	27	Bargaining
Vegreville Association for Living in Dignity (VALID)	Steelworkers Local 1-207	2023-09-30	31	Expired
Wheatland Lodge	CUPE Local 8	2023-04-30	23	Settled
Wood Buffalo Housing & Development – Rotary House	CUPE Local 1505	2023-12-31	20	Mediation
Alberta Health Services	AUNP	2024-03-31	499	Active
Alberta Health Services	UNA	2024-03-31	29,354	Active
Alberta Health Services – ANC	AUPE	2024-03-31	18,216	Active
Alberta Health Services – GSS	AUPE	2024-03-31	32,589	Active

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Health Care – Collective Agreements

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Alberta Health Services - PMP/PMT	HSAA	2024-03-31	21,807	Active
Alberta Precision Laboratories	HSAA	2024-09-30	4,271	Active
Allen Gray Continuing Care	UNA	2024-03-31	33	Active
Allen Gray Continuing Care – ANC	AUPE	2024-03-31	153	Active
Amica Aspen Woods	CUPE Local 8	2024-02-29	85	Active
Aster Joint Venture – Age Care SkyPointe – ANC	AUPE	2024-12-31	287	Active
Aster Joint Venture – Age Care SkyPointe – GSS	AUPE	2024-12-31	112	Active
Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2024-03-31	12	Active
Bethany Care Society – ANC (10 sites)	AUPE	2024-03-31	1,447	Active
Bethany Care Society – GSS (2 sites)	AUPE	2024-03-31	78	Active
Bethany Care Society – Calgary	HSAA	2024-07-31	12	Active
Bethany Nursing Home – Lodges	AUPE	2024-03-31	143	Active
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2024-03-31	15	Active
Bethany Nursing Home - Rosehaven & Bethany LTC	AUPE	2024-03-31	291	Active
Bloom LP - Bow Crest Care Centre	CUPE Local 8	2024-10-31	148	Active
Bloom LP - McKenzie Towne Care Centre	CUPE Local 8	2024-10-31	181	Active
Bloom LP - Mount Royal Care Centre	CUPE Local 8	2024-10-31	76	Active
Brenda Strafford Foundation - Clifton Manor	UNA	2024-03-31	36	Active
Canadian Blood Services	CUPE Local 1846	2024-03-31	150	Active
Capital Care	UNA	2024-03-31	200	Active
Capital Care - ANC	AUPE	2024-06-30	1,217	Active
Capital Care - GSS	AUPE	2024-06-30	342	Active
Capital Care - PMP/PMT	HSAA	2024-03-31	162	Active
Carewest – Administration	AUPE	2024-10-31	11	Active
Carewest – ANC	AUPE	2024-06-30	1,340	Active
Carewest - Colonel Belcher et. al.	UNA	2024-03-31	207	Active
Carewest - GSS	AUPE	2024-06-30	160	Active
Carewest - PMP/PMT	HSAA	2024-06-30	219	Active
Carewest - Colonel Belcher	CUPE Local 8	2024-06-30	56	Active
Chantelle Management - Edith Cavell Care Centre	AUPE	2024-11-30	124	Active
Chartwell Master Care – Emerald Hills	AUPE	2024-03-08	126	Active
Chartwell Master Care– Wescott Retirement Residence	AUPE	2024-04-08	64	Active
Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	Active
Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	Expired
Covenant Health	AUNP	2024-03-31	58	Active
Covenant Health	UNA	2024-03-31	2,876	Active
Covenant Health – ANC	AUPE	2024-03-31	1,599	Active
Covenant Health – GSS	AUPE	2024-03-31	675	Active
Covenant Health - PMP/PMT	HSAA	2024-03-31	1,253	Active
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2024-03-31	114	Active
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2024-03-31	28	Active
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2024-03-31	40	Active
Covenant Health - St. Therese Villa	AUPE	2024-03-31	219	Active
Covenant Health - Youville Homes of St. Albert	Steelworkers Local 1-207	2024-03-31	197	Active
Eagle Hill Foundation	CUPE Local 1461	2024-12-31	65	Active
Edmonton Chinatown Care Centre	AUPE	2024-03-31	64	Active
Father Lacombe Care Centre	UNA	2024-08-31	37	Active
Father Lacombe Care Centre – ANC	UNA	2024-08-31	267	Active
Golden Life Management - Evanston Grand Village	AUPE	2024-09-30	149	Active
Good Samaritan Society – Group Homes	AUPE	2024-03-31	265	Active
Good Samaritan Society - Multi Facility	AUPE	2024-06-30	1,891	Active
Good Samaritan Society - Multi Facility	HSAA	2024-03-31	26	Active
Intericare - Brentwood, Chinook, Southwood	CUPE Local 8	2024-06-30	1,050	Active
Lacombe Foundation	CLAC Local 301	2024-12-31	76	Active
Lamont County Housing	AUPE	2024-12-31	43	Active
Lamont Health Care Centre	HSAA	2024-03-31	13	Active

Essential Services Bargaining Relationships

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

Red font represents changes from last issue. EEs denotes Employees. ALRB denotes Alberta Labour Relations Board certificate.

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced.

Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Lamont Health Care Centre	UNA	2024-03-31	34	Active
Lamont Health Care Centre – ANC	AUPE	2024-03-31	108	Active
Lloydminster Region Housing Group – Pioneer Complex	CUPE Local 1015	2024-02-29	75	Active
Masterpiece Southland Meadows	AUPE	2024-03-31	77	Active
Park Place Seniors Living – Emerald Gardens	CUPE Local 3623	2024-04-30	55	Active
Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2024-03-31	190	Active
Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	Active
Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	Active
Qualicare - Citadel Care	Steelworkers Local 1-207	2024-06-30	152	Active
Qualicare - Rivercrest Lodge Nursing Home	Steelworkers Local 1-207	2024-07-31	95	Active
Qualicare – Rivercrest Lodge Nursing Home	UNA	2024-03-31	32	Active
Revera Lessee - Aspen Ridge	AUPE	2024-01-31	86	Expired
Revera Lessee - Chateau Renoir Retirement Residence	CUPE Local 8	2024-04-30	45	Active
Revera Lessee – McKenzie Towne Retirement Residence-GSS	CUPE Local 8	2024-12-31	45	Active
Revera Lessee – River Ridge	AUPE	2024-12-31	85	Active
Ridge Country Housing	CUPE Local 408	2024-12-31	33	Active
River Ridge Seniors Village	UNA	2024-06-30	13	Active
Sage Properties - Prince of Peace Manor & Harbour - ANC	CUPE Local 8	2024-06-30	88	Active
Sage Properties – Prince of Peace Manor & Harbour – GSS	CUPE Local 8	2024-06-30	70	Active
Salem Manor Nursing Home	Steelworkers Local 1-207	2024-07-13	31	Active
SbraREIT Assisted Living – Amica Britannia	CUPE Local 8	2024-02-29	100	Active
Seasons Retirement Communities (Encore)	AUPE	2024-12-31	93	Active
Seasons Retirement Communities (Ponoka)	AUPE	2024-12-31	38	Active
Touchmark at Wedgewood	AUPE	2024-08-31	51	Active
Trinity Place Foundation of Alberta	CUPE Local 4731	2024-12-31	95	Active
Venta Care Centre	UNA	2024-08-31	25	Active
Venta Care Centre - ANC	AUPE	2024-07-31	129	Active
Venta Care Centre - GSS	AUPE	2024-07-31	98	Active
Well Being Services - Monterey Place	AUPE	2024-03-31	146	Active
Whitehorn Village Retirement Community	AUPE	2024-04-12	85	Active
Aster Joint Venture – AgeCare Walden Heights	AUPE	2025-06-01	20	Active
Calgary Society for Persons with Disabilities	Steelworkers Local 1-207	2025-12-31	57	Active
Crowsnest Pass Senior Housing	CUPE Local 812	2025-12-31	65	Active
Drumheller & District Seniors Foundation – Sunshine & Hillview	CUPE Local 715	2025-12-31	58	Active
DynaLIFE DX	HSAA	2025-03-31	1,308	Active
Evergreens Foundation	Operating Engineers 955	2025-06-29	126	Active
Grande Spirit Foundation	CUPE Local 3623	2025-06-30	177	Active
Green Acres Foundation- Alberta Rose Lodge	AUPE	2025-12-31	21	Active
Green Acres Foundation - Sunny South	AUPE	2025-12-31	93	Active
Green Acres Foundation - Piyami	AUPE	2025-12-31	41	Active
I Have a Chance Support Service	UFCW Local 401	2025-03-05	139	Active
Lakeland Lodge & Housing Foundation	CUPE Local 2771	2025-12-31	17	Active
Mountain View Seniors' Housing - Sundre	AUPE	2025-09-30	52	Active
Park Place Seniors Living - Benevolence Care Centre	AUPE	2025-03-31	140	Active
Points West Living Heritage House	AUPE	2025-03-31	43	Active
Revera Lessee - Heartland Retirement Residence	CUPE Local 8	2025-12-31	39	Active
Rosedale Partnership	AUPE	2025-11-30	86	Active
Salvation Army - Grace Manor	AUPE	2025-09-30	120	Active
St. Michael's Grove Manor	AUPE	2025-09-30	21	Active
St. Michael's Long Term Care Centre	AUPE	2025-06-30	106	Active
St. Michael's Manor Vegreville	AUPE	2025-03-31	27	Active

Essential Services Bargaining Relationships

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

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Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced.

Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
Travois Holdings – Mayfair/Glamorgan Care Centres	CLAC Local 301	2025-03-31	148	Active
Yarrow Ltd Partnership - Sweetgrass	AUPE	2025-12-31	47	Active
Brazeau Foundation	AUPE	2026-05-31	33	Active
Optima Living Alberta – Country Cottage	Steelworkers Local 1-207	2026-01-03	37	Active
Park Place Seniors Living - Copper Sky Lodge	AUPE	2026-03-31	190	Active
Park Place Seniors Living - Devonshire Care Centre	AUPE	2026-03-31	201	Active
Park Place Seniors Living - Meadow Ridge Seniors Village	Teamsters Local 987	2026-09-01	76	Active
Park Place Seniors Living – Silverado Seniors Village	AUPE	2026-07-20	150	Active
Pro Vita Care Management - Century Park	CUPE 1099	2026-10-31	26	Active
River Ridge Seniors Village	Steelworkers Local 1-207	2026-03-31	108	Active
Cypress View Foundation	CUPE Local 46	2028-12-31	80	Active

Grievance Arbitration Awards Received in November and December 2023

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

Employer	Alberta Health Services
Union	United Nurses of Alberta
Arbitrator	Asbell
Date of Award	January 19, 2024
Issue	Determination of appropriate bargaining unit for nurses in the Bone Marrow Transplant Clinic.
Decision Rendered	Grievance dismissed.
Employer	Cummins Canada
Union	Machinists Local 1722
Arbitrator	Casey
Date of Award	January 5, 2024
Issue	Eligibility of field technicians for a first aid premium.
Decision Rendered	Grievance allowed.
Employer	Foremost Universal
Union	Boilermakers Local 146
Arbitrator	Sims
Date of Award	January 18, 2024
Issue	Improper layoff grievance.
Decision Rendered	Grievance allowed.
Employer	Fujitec Canada
Union	Elevator Constructors
Arbitrator	Casey
Date of Award	January 25, 2024
Issue	Termination for falsifying time sheets and time theft.
Decision Rendered	Grievance dismissed.
Employer	Regional Recreation Corporation of Wood Buffalo
Union	CUPE Local 1505
Arbitrator	McFetridge
Date of Award	January 18, 2024
Issue	Cancellation of dance program and lease of space to a different company.
Decision Rendered	Grievance dismissed.

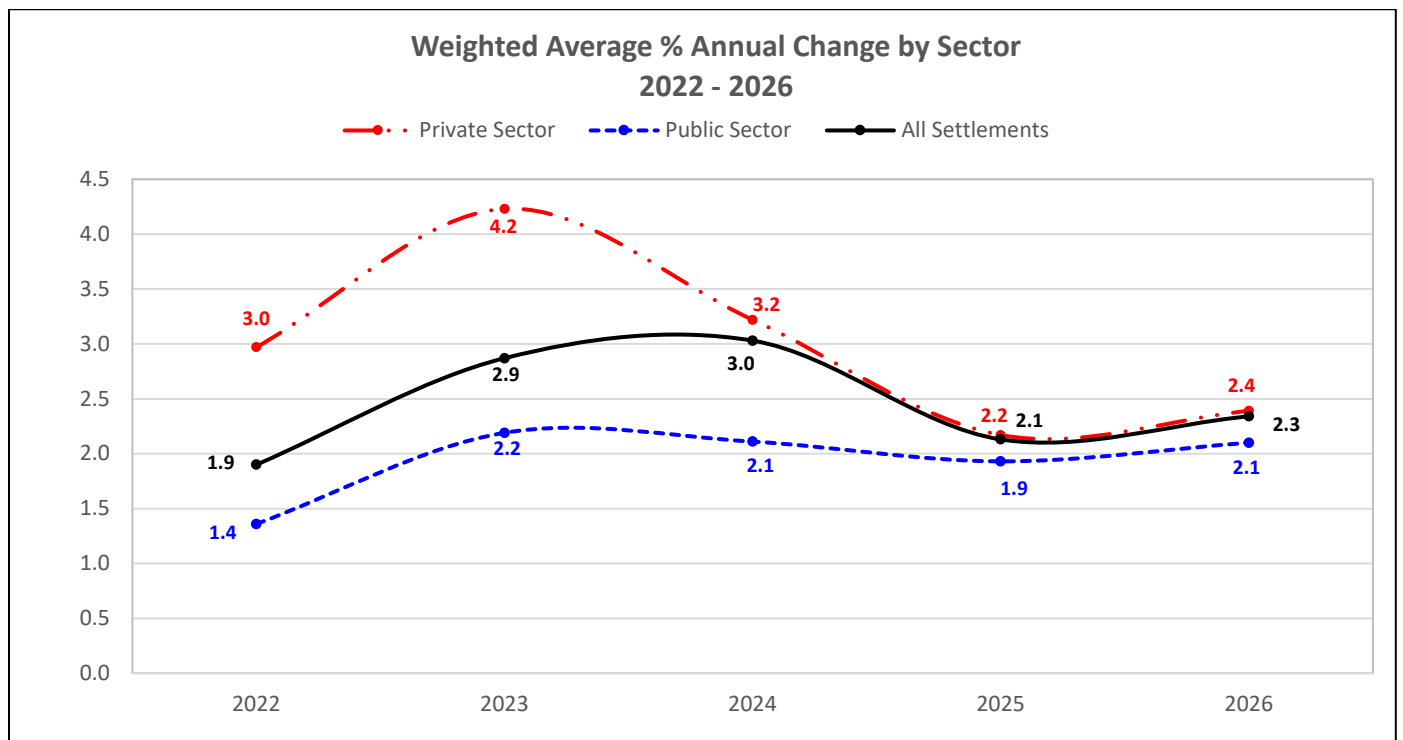
Copies of awards without URLs can be obtained by contacting Mediation Services at cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Sector 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	598	142,653	3.0
	Public Sector	481	285,355	1.4
	All Settlements	1,079	428,008	1.9
2023	Private Sector	548	139,811	4.2
	Public Sector	433	281,270	2.2
	All Settlements	981	421,081	2.9
2024	Private Sector	348	105,504	3.2
	Public Sector	170	22,976	2.1
	All Settlements	518	128,480	3.0
2025	Private Sector	163	33,713	2.2
	Public Sector	61	6,644	1.9
	All Settlements	224	40,357	2.1
2026	Private Sector	56	12,002	2.4
	Public Sector	22	2,741	2.1
	All Settlements	78	14,743	2.3



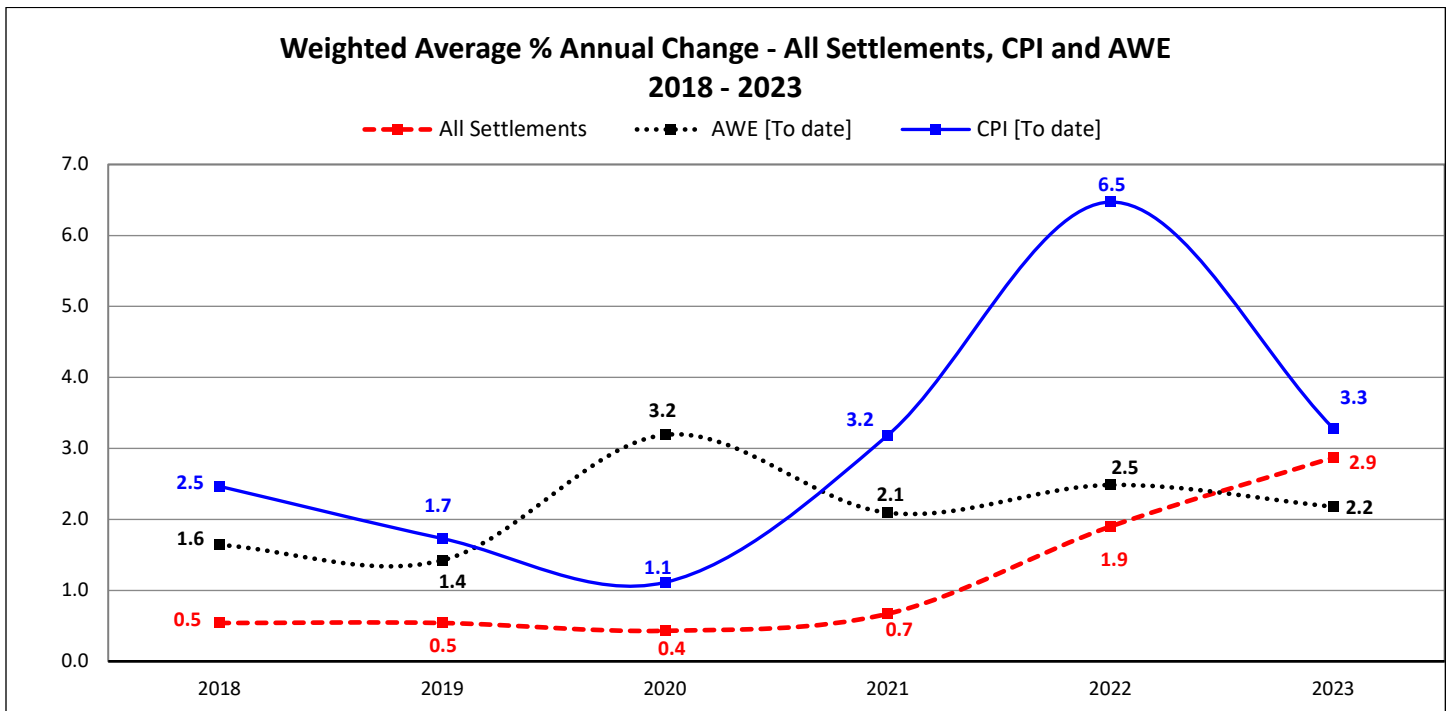
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Economy and Trade by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Industry

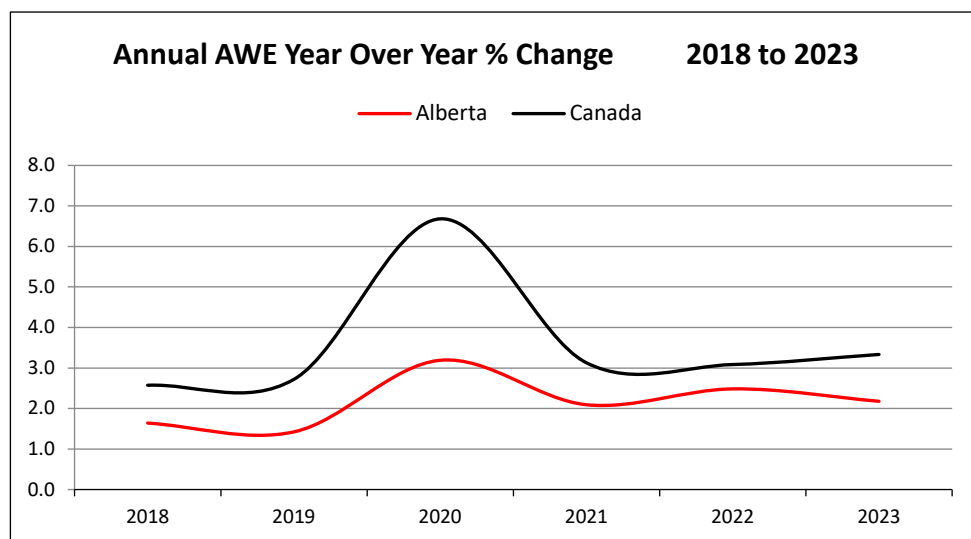
Wage data reflects the average yearly % change taking effect in the indicated year.

	2022			2023			2024			2025		
Industry Sector	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	28	2,977	1.82	22	2,017	3.01	16	1,373	2.48	12	1,159	2.34
Administrative & Support, Waste Management & Remediation Services	21	1,921	2.32	21	2,316	3.07	13	1,357	1.81	11	1,321	1.75
Arts, Entertainment, & Recreation	43	7,404	2.23	37	6,857	2.47	30	4,288	2.51	16	2,312	2.33
Construction	120	47,650	4.56	114	56,093	6.66	46	46,275	4.18	9	1,394	2.24
Educational Services	147	88,958	0.93	144	88,465	2.26	33	6,496	2.52			
Finance & Insurance	4	36	2.78	3	34	2.00	2	14	3.00			
Health Care & Social Assistance	201	140,652	1.76	178	138,731	2.05	61	6,842	1.33	24	2,394	1.37
Information & Cultural Industries	9	900	1.50	10	840	2.24	9	190	2.48	5	108	2.47
Manufacturing	166	22,623	3.69	153	21,873	2.87	101	16,252	2.15	51	11,460	2.02
Mining & Oil & Gas Extraction	32	8,165	2.48	23	4,965	1.94	13	3,458	2.37	8	1,249	2.90
Other Services (except Public Administration)	61	9,258	5.06	58	8,529	4.04	36	2,553	2.92	11	451	3.39
Professional, Scientific, & Technical Services	10	1,259	1.97	9	1,238	2.04	7	234	1.93	4	65	3.00
Public Administration	111	54,290	0.91	96	52,336	2.45	63	6,222	2.13	28	2,958	2.18
Real Estate & Rental & Leasing	4	275	1.69	4	374	2.72	2	244	3.41			
Retail Trade	35	26,858	0.09	28	22,220	1.77	27	22,215	2.64	14	11,189	1.88
Transportation & Warehousing	44	3,558	1.71	43	3,083	2.51	32	2,370	2.35	17	1,041	2.58
Utilities	24	7,468	1.51	20	7,364	2.49	16	5,110	2.95	7	1,858	2.56
Wholesale Trade	19	3,756	3.59	18	3,746	3.45	11	2,987	2.73	7	1,398	3.86
All Settlements	1,079	428,008	1.90	981	421,081	2.87	518	128,480	3.03	224	40,357	2.13

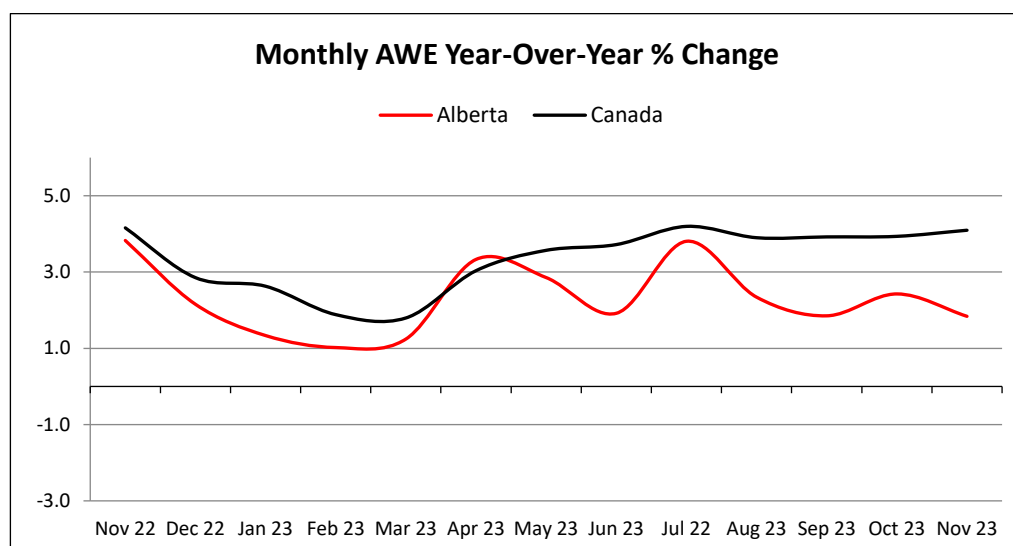


Average Weekly Earnings (AWE)*

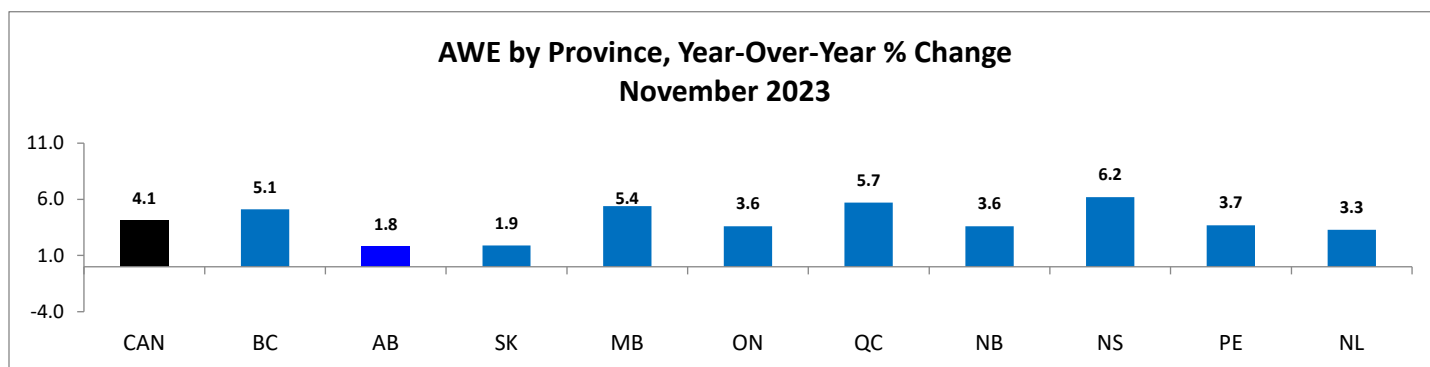
In **November 2023** the Alberta AWE increased 0.6% from October 2023. Between November 2023 and November 2022 the Alberta AWE increased 1.8% to \$1,301.03 from \$1,277.54.



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



AWE	Alberta	Canada
Nov 22	3.8	4.2
Dec 22	2.2	2.9
Jan 23	1.3	2.6
Feb 23	1.0	1.9
Mar 23	1.2	1.8
Apr 23	3.3	3.0
May 23	2.9	3.6
Jun 23	1.9	3.7
Jul 22	3.8	4.2
Aug 23	2.3	3.9
Sep 23	1.9	3.9
Oct 23	2.4	3.9
Nov 23	1.8	4.1



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

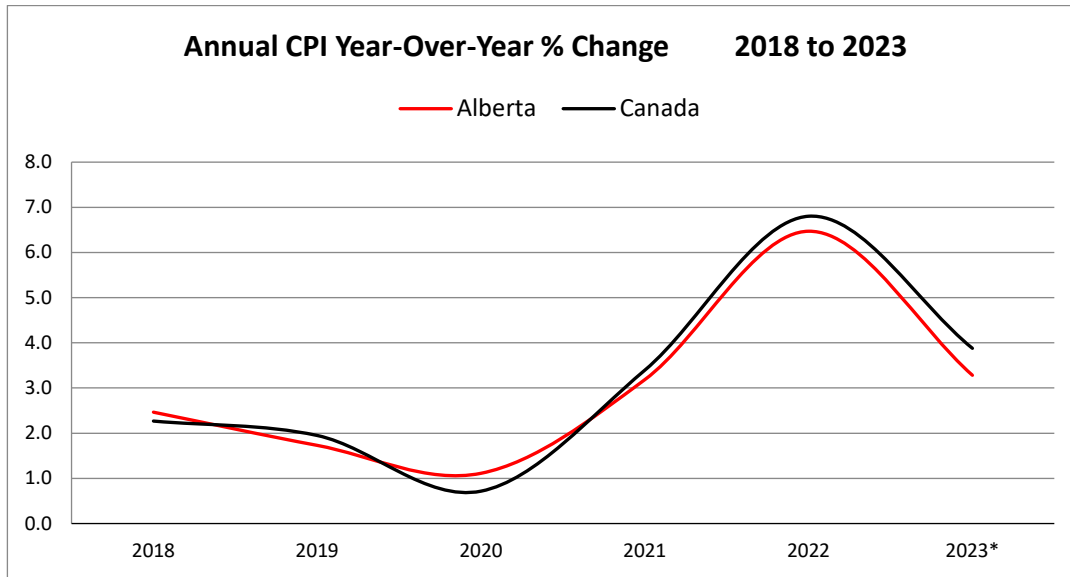
¹ Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA) / Same month previous year AWEA x 100

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

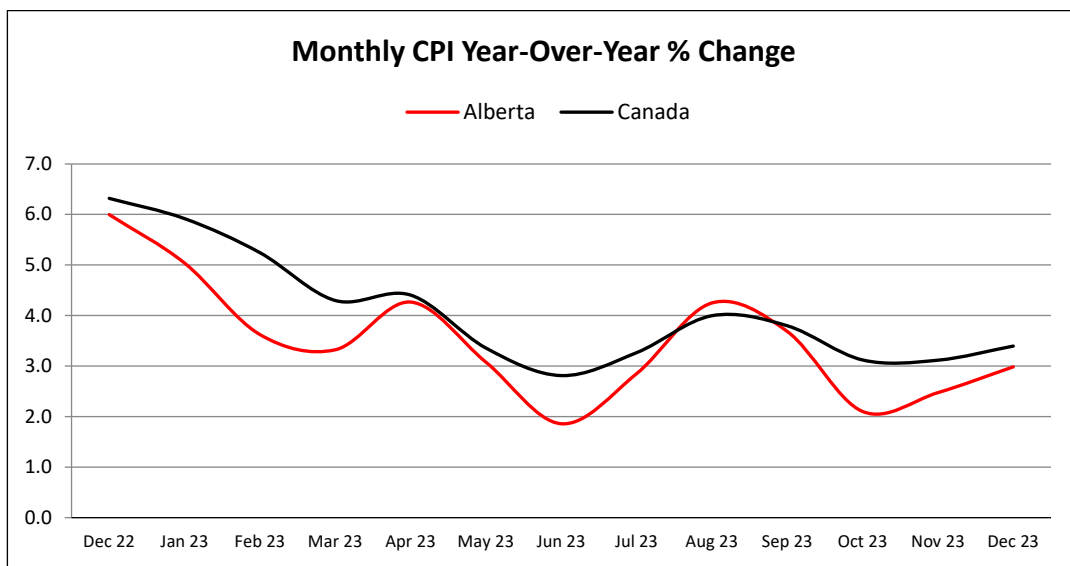
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI)*, 2002=100

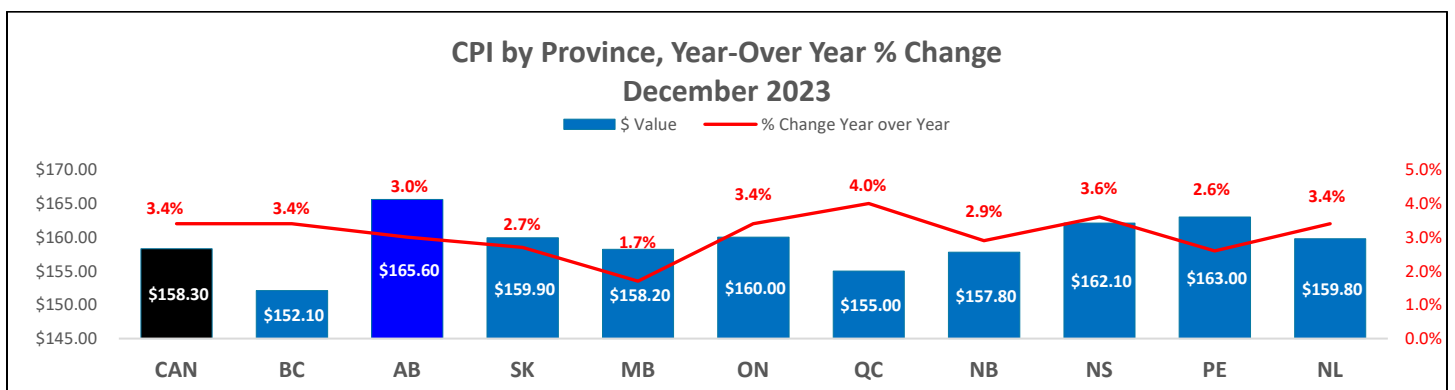
In **December 2023** the Alberta CPI remained the same as November 2023. Between December 2023 and December 2022 the Alberta CPI increased 3% to \$165.60 from \$160.80.



CPI	Alberta	Canada
2018	2.5	2.3
2019	1.7	1.9
2020	1.1	0.7
2021	3.2	3.4
2022	6.5	6.8
2023*	3.3	3.9



CPI	Alberta	Canada
Dec 22	6.0	6.3
Jan 23	5.0	5.9
Feb 23	3.6	5.2
Mar 23	3.3	4.3
Apr 23	4.3	4.4
May 23	3.1	3.4
Jun 23	1.9	2.8
Jul 23	2.9	3.3
Aug 23	4.3	4.0
Sep 23	3.7	3.8
Oct 23	2.1	3.1
Nov 23	2.5	3.1
Dec 23	3.0	3.4

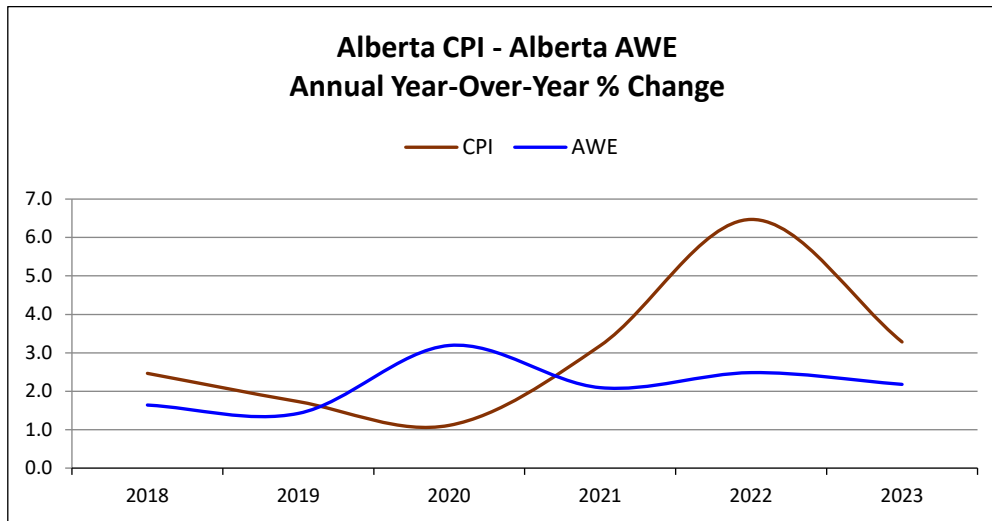


*Year to date – Graph data available upon request.

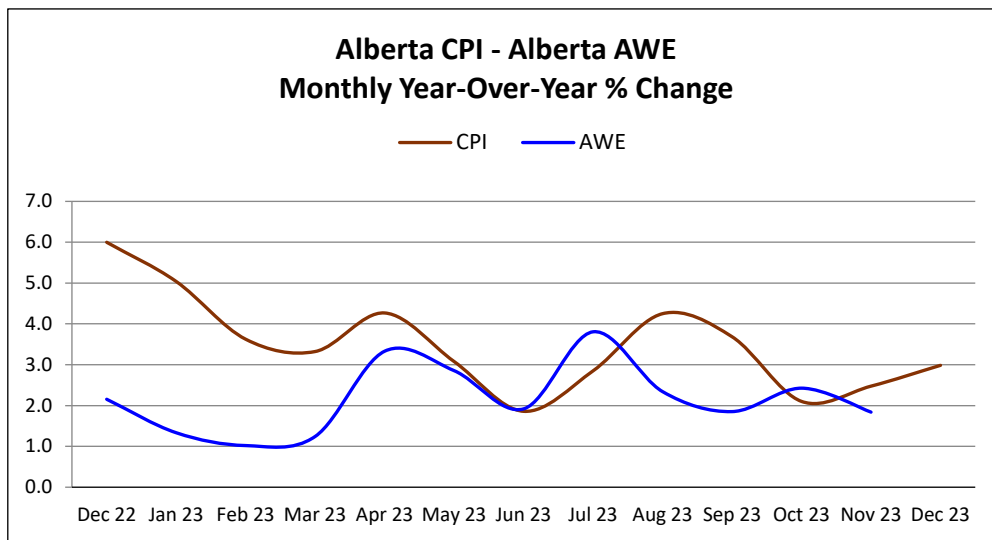
¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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

Alberta CPI and AWE Comparison



	CPI	AWE
2018	2.5	1.6
2019	1.7	1.4
2020	1.1	3.2
2021	3.2	2.1
2022	6.5	2.5
2023	3.3	2.2



	CPI	AWE
Dec 22	6.0	2.2
Jan 23	5.0	1.3
Feb 23	3.6	1.0
Mar 23	3.3	1.2
Apr 23	4.3	3.3
May 23	3.1	2.9
Jun 23	1.9	1.9
Jul 23	2.9	3.8
Aug 23	4.3	2.3
Sep 23	3.7	1.9
Oct 23	2.1	2.4
Nov 23	2.5	1.8
Dec 23	3.0	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Dec 22	153.1	6.3	160.8	6.0	159.8	5.5	162.3	6.6
Jan 23	153.9	5.9	160.5	5.0	159.0	4.3	162.0	5.5
Feb 23	154.5	5.2	160.1	3.6	158.4	2.7	161.5	3.9
Mar 23	155.3	4.3	161.7	3.3	160.3	2.6	163.1	3.7
Apr 23	156.4	4.4	163.7	4.3	162.5	3.8	165.6	4.9
May 23	157.0	3.4	164.1	3.1	163.1	2.8	165.9	3.5
Jun 23	157.2	2.8	164.4	1.9	163.4	1.4	166.1	2.0
Jul 23	158.1	3.3	166.0	2.9	165.0	2.3	168.3	3.4
Aug 23	158.7	4.0	166.8	4.3	165.9	4.2	169.2	4.8
Sep 23	158.5	3.8	166.0	3.7	164.8	3.5	168.5	4.4
Oct 23	158.6	3.1	165.2	2.1	164.0	1.7	167.5	2.8
Nov 23	158.8	3.1	165.6	2.5	164.2	2.2	167.9	2.9
Dec 23	158.3	3.4	165.6	3.0	163.9	2.6	168.6	3.9

Average Weekly Earnings													
	Nov 22	Dec 22	Jan 23	Feb 23	Mar 23	Apr 23	May 23	Jun 23	Jul 23	Aug 23	Sep 23	Oct 23	Nov 23
AWE \$	\$1,277.54	\$1,267.09	\$1,265.20	\$1,255.96	\$1,269.94	\$1,288.77	\$1,287.39	\$1,281.12	\$1,292.17	\$1,289.15	\$1,290.35	\$1,293.36	\$1,301.03
AWE %	3.8	2.2	1.3	1.0	1.2	3.3	2.9	1.9	3.8	2.3	1.9	2.4	1.8

*Year to date – Graph data available upon request.

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

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

Union Data – Employees, Collective Agreements

UNION	EE	CBAs	UNION	EE	CBAs
ACTRA	2,400	2	Independent Sheet Metal Workers	82	1
Advance Tank Centres Employees Association	29	1	Insulators	1,850	1
Alberta Union of Labour Relations Professionals	213	1	Iron Workers	4,376	6
Alberta University of the Arts Faculty Association	80	1	Keyano College Faculty Association	105	1
Association of the Academic Staff of the University of Alberta	3,800	1	Labourers	9,535	14
ATA	46,486	68	Lacombe Police Association	21	1
ATA Professional Staff Association	32	1	Lakeland College Faculty Association	174	1
Athabasca University Faculty Association	447	1	Lethbridge College Faculty Association	274	1
ATU	6,259	7	Lethbridge Police Association	159	1
AUNP	557	2	Lethbridge Police Senior Officers	3	1
AUPE	106,325	157	LiUNA	800	1
Bakery Workers	548	5	MacEwan Staff Association	1,279	1
Bargaining Council of Construction & Maintenance Skilled Trades Unions	130	1	Machinists	2,059	12
Battle River School Bus Drivers' Association	10	1	MaXfield Employees' Organization	93	1
Blood Tribe Police Association	28	1	Media & Communications Workers	38	3
Boilermakers	8,206	17	Medicine Hat Employees' Association	120	1
Bow Valley College Faculty Association	570	1	Medicine Hat Police Association	115	1
Bricklayers	480	4	Millwrights	1,450	1
Calgary Board of Education Staff Association	5,000	1	Millwrights Local 1460	175	1
Calgary Board of Education Staff Association for Professional Support Staff	235	1	Mine Workers	299	2
Calgary Musicians Association	168	6	Mount Royal Faculty Association	800	1
Calgary Police Association	2,000	1	Mount Royal Staff Association	837	1
Calgary Police Senior Officers' Association	37	1	Multi-Union	150	2
Camrose Police Association	31	1	NAIT Academic Staff Association	903	1
CANA Services Employees Association	44	3	National Hockey League Players Association	700	1
Canada West Construction Union	65	4	Natural Gas Employees Association	1,184	2
Canadian Energy Workers Association	1,106	3	Non-Academic Staff Association	6,122	3
Canadian Football League Players' Association	175	1	NorQuest College Faculty Association	514	1
Canadian Iron Steel & Industrial Workers	420	7	Northwestern Polytechnic Academic Staff Association	178	1
Canadian National Federation of Independent Unions [LiUNA Local 3000]	517	1	Oil & Gas Union	76	2
Canadian Office & Professional Employees	76	18	Olds College Faculty Association	98	1
Canadian Staff Union	32	1	Operating Engineers	8,760	63
Canadian Union of Skilled Workers	7	1	Painters	599	3
CANEM Systems Employees Association	290	2	Plasterers & Cement Masons	502	3
Carpenters	6,341	13	Plumbers & Pipefitters	18,182	10
Central Alberta Association of Municipal & School Employees	537	2	Portage College Faculty Association	95	1
Civic Service Union 52	6,253	5	Post Doctoral Fellows Association	600	1
CLAC	18,084	112	Postdoctoral Association of the University of Calgary	550	1
Commercial Industries Employees' Association	11	1	Professional Association of Resident Physicians of Alberta	1,700	1
Concordia University College Faculty Association	72	1	Quality Control Council of Canada	1,000	1
Construction Maintenance & Allied Workers	257	3	Quinn Construction Employees Association	438	2
CUPE	41,453	191	Red Arrow Drivers Association	30	1
Edmonton Police Association	1,975	1	SAIT Academic Faculty Association	689	1
Edmonton Police Service Senior Officers' Association	40	1	Service Employees' International Union	260	3
Elevator Constructors	390	2	Sheet Metal Workers	543	3
Elk Island Catholic Transportation Association	36	1	Steelworkers	4,138	44
Employees' Association	107	1	Taber Police Association	16	1
Faculty Association of Medicine Hat College	220	1	Teamsters	7,408	107
Faculty Association of Northern Lakes College	110	1	Teamsters Canada Rail Conference	17	1
Faculty Association of Red Deer College	450	1	Town of High River Employee Association	150	1
Faculty Association of the University of Calgary	2,074	1	Trotter & Morton Technologies Employees' Association	85	2
Foothills School Division No. 38 Bus Drivers' Association	80	1	Twin Bridges Employees' Association	50	1
Graduate Students' Association of the University of Alberta	2,378	1	UFCW	32,289	84
Graduate Students' Association of the University of Calgary	1,404	1	UNA	35,215	51
Grande Prairie Public School District Employees Association	326	1	Unifor	14,115	90
Grant MacEwan University Faculty Association	971	1	Union of Calgary Co-Operative Employees	2,800	1
HSAA	30,920	29	Unisil Association	65	1
IAFF	4,344	18	UNITE HERE	1,535	9
IAFF Local 5277	47	1	Unitech Electrical Contracting Employees' Association	38	1
IATSE	3,024	21	United Utility Workers Association	1,383	6
IBEW	6,434	29	University of Lethbridge Faculty Association	579	1
Independent Air Handlers Employees Association	17	1	Western Canada Employees' Association	358	5
			Willow Creek School Bus Drivers Association	42	1

Abbreviations / Acronyms Listing

ACTRA - Alliance of Canadian Cinema, Television and Radio Artists

ANC – Auxiliary Nursing Care

ATA – Alberta Teachers’ Association

ATU – Amalgamated Transit Union

AUNP – Alberta Union of Nurse Practitioners

AUPE – Alberta Union of Provincial Employees

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

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

Bricklayers – International Union of Bricklayers and Allied Craftworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CBA – Collective Bargaining Agreement

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

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

CLR – Construction Labour Relations

CMAW – Construction Maintenance & Allied Workers

CNIFU – Canadian National Federation of Independent Unions

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

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

Elevator Constructors – International Union of Elevator Constructors

Glass Workers – Aluminum, Brick and Glass Workers International Union

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

GPMC – General Presidents’ Maintenance Committee for Canada

GSS – General Support Services

HCA – Health Care Aide

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

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

IBEW – International Brotherhood of Electrical Workers

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

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

LPN – Licensed Practical Nurse

Operating Engineers – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

NAIT – Northern Alberta Institute of Technology

NASA – Non-Academic Staff Association

NGEA – Natural Gas Employees’ Association

PARA – Professional Association of Resident Physicians of Alberta

Painters – International Brotherhood of Painters and Allied Trades

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

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

PMP/PMT – Paramedical Professional/Paramedical Technical

SAIT – Southern Alberta Institute of Technology

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

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

Teamsters – International Brotherhood of Teamsters

TEBA – Teachers’ Employer Bargaining Association

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

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

UUWA – United Utility Workers Association

Resource List

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

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

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

- [Active ALRB certificates](#)

[Alberta Chamber of Commerce](#)

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

[City of Edmonton Economic Statistics](#)

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

COLLECTIVE AGREEMENTS



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

BC [British Columbia Labour Relations Board](#)

BC [British Columbia Bargaining Database](#)

ON [Ontario Ministry of Labour](#)

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

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

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



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



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