

Bargaining Update

February 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 February 2024.

In February 2024, Mediation Services received settlement information regarding 28 bargaining relationships encompassing 7,120 employees. There were 18 private sector and 10 public sector settlements, covering 2,118 and 5,002 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	4,675
Mediation	124	160,473	84	26,814
Negotiation	348	74,983	295	61,948
Total	477	236,698	387	93,437

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						
Agreements not filed, no settlements to report						
Administrative and Support, Waste Management and Remediation Services						
 Bee Clean Northern Alberta – LRT Calgary Labourers Local 92	215	24	2025-07-31	2023-10-17	1 st year 2 nd year	\$0.40 per hour \$1.00 per hour
 Bee Clean Northern Alberta – LRT Edmonton Labourers Local 92	90	24	2025-07-31	2023-10-17	1 st year 2 nd year	\$1.10 per hour \$1.00 per hour
Arts, Entertainment, and Recreation						
Agreements not filed, no settlements to report						
Construction						
 Alberta Coating Contractors Association Painters Local 1777	359	36	2025-04-30	2023-11-26	1 st year 2 nd year 3 rd year	8.6% 4.5% 3.0%
 Glass Employers' Association of Alberta Painters Local 1777	66	23	2025-04-30	2023-06-05	1 st year 2 nd year	1.5% 1.5%
 Nason Contracting – Construction CLAC Local 63	250	31	2026-05-31	2023-10-13	1 st year 2 nd year 3 rd year	4% TBD TBD
 Primoris Facilities (Canada) CLAC Local 63	18	30	2026-07-31	2024-01-18	1 st year 2 nd year 3 rd year	4% TBD TBD
Educational Services						
 Calgary Board of Education Professional Support Staff	200	48	2024-08-31	2024-02-13	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 1.25% 1.50% + potential for additional .5% based on economic factors
 Calgary Board of Education Staff Association	4,000	48	2024-08-31	2024-02-13	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 1.25% 1.50% + potential for additional .5% based on economic factors
Finance and Insurance						
Agreements not filed, no settlements to report						
Health Care and Social Assistance						
 Excel Society – Balwin Villa and Grand Manor UFCW Local 401	235	22	2025-03-31	2023-06-12	1 st year 2 nd year 3 rd year	1.0% 1.5% 2.5%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Health Care and Social Assistance						
 Mosaic Primary Care Network HSAA	178	48	2027-03-31	2024-01-16	1 st year 3.0% 2 nd year 2.5% 3 rd year 2.5% 4 th year 2.5%	
 Saint Elizabeth Health Care – Millrise Seniors Village AUPE	180	56	2024-08-31	2023-11-12	1 st year 0.00% 2 nd year 1.00% 3 rd year 1.25% 4 th year 2.00% 5 th year 2.00%	
 Seasons Retirement Communities – Drayton Valley AUPE	54	36	2025-04-30	2023-08-09	1 st year 2.00% 2 nd year 1.75% 3 rd year 2.00%	
 Yarrow Ltd Partnership – Golden Sands AUPE	28	48	2026-12-31	2023-07-27	1 st year 1.00% 2 nd year 1.25% 3 rd year 1.75% 4 th year 2.00%	
 Yellowhead Emergency Shelter for Women Unifor Local 855	22	48	2027-03-31	2023-11-30	1 st year 0% 2 nd year 5% + \$1,000 lump sum 3 rd year TBD 4 th year TBD	
Information and Cultural Industries						
Agreements not filed, no settlements to report						
Manufacturing						
 Cummins Canada, Calgary Machinists Local 1722	24	36	2026-05-31	2023-09-14	1 st year 2% 2 nd year 2% 3 rd year 2%	
 Five Corners Meat Company CLAC Local 56	70	38	2026-10-31	2023-11-28	1 st year NA, First Agreement 2 nd year \$.30 - \$.50 per hour 3 rd year \$.30 - \$.50 per hour	
 Triple M Housing Carpenters Local 2010	293	36	2026-05-31	2023-08-15	1 st year 4.0% 2 nd year 2.5% 3 rd year 3.0%	
 Varsteel Teamsters Local 362	43	47	2027-12-31	2024-02-01	1 st year 4.5% 2 nd year 2.5% 3 rd year 2.0% 4 th year 1.0%	
Mining and Oil and Gas Extraction						
Agreements not filed, no settlements to report						
Other Services (except Public Administration)						
Agreements not filed, no settlements to report						
Professional, Scientific, and Technical Services						
Agreements not filed, no settlements to report						

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Public Administration						
Agreements not filed, no settlements to report						
Real Estate and Rental and Leasing						
	LaPrairie Crane Operating Engineers Local 955	6	37	2027-02-20	2024-01-22	1 st year 9%
						2 nd year 5%
						3 rd year 3%
Retail Trade						
	Real Canadian Wholesale Club CLAC Local 301	350	72	2029-10-27	2023-11-01	1 st year NA, New wage grid
						2 nd year \$.40 per hour
						3 rd year \$.40 per hour
						4 th year \$.40 per hour
						5 th year \$.40 per hour
						6 th year \$.40 per hour
Transportation and Warehousing						
Agreements not filed, no settlements to report						
Utilities						
	Capital Power Unifor Local 829	62	36	2025-12-13	2023-06-23	1 st year 5.25%
						2 nd year 4.00%
						3 rd year 2.00%
Wholesale Trade						
	Skyway Canada CLAC Local 63	50	24	2026-01-31	2024-02-16	1 st year 7.0%
						2 nd year 4.5%

Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to February 29, 2024.

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	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 – Fairmont Palliser	Unifor Local 4050	2023-02-28	240		Settled
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

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 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		Settled
Calgary Board of Education	CUPE Local 40	2020-08-31	750		
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
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	225		Mediation

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Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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		Tentative
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	150		Mediation
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		

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	Settled
Brenda Strafford Foundation – Wentworth Manor	AUPE	2022-12-30	146	v	Settled
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	AUPE	2022-01-31	121	v	Mediation
Country Manor					
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
Covenant Health – St. Michael's Health Centre	CUPE Local 408	2020-03-31	130	v	Mediation
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 - 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

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Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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	
Nutra 2000	LiUNA Local 3000	2023-11-30	800	v	Mediation
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	
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	
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
Celanese EVA Performance Polymers	Unifor Local 21A	2023-01-21	103		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		
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		
Maple Leaf Foods - Poultry	UFCW Local 401	2023-07-31	420		Settled
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
Weyerhaeuser	Steelworkers Local 1-207	2023-03-31	135		Mediation

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			
Suncor Energy – Base Plant	Unifor Local 707A	2023-05-01	3,317		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		

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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		
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
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	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
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
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		Settled
Fort McKay Strategic Services	Labourers Local 92	2022-12-31	117		
Prairie Rail Agreement	Labourers Local 92	2021-05-31	470		

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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 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.

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	1 st 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	Settled
Extendicare (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
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 - Collegeside	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
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2020-03-31	1,338	Settled

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Health Care – Collective Agreements

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Covenant Health - St. Michael's Health Centre	CUPE Local 408	2020-03-31	130	Mediation
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
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
Alberta Precision Laboratories	CUPE Local 8	2021-12-31	65	Mediation
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	Settled
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	Tentative
Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	Bargaining
Salvation Army - Agape Hospice	UNA	2022-03-31	62	Settled
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

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Health Care – Collective Agreements

EMPLOYER	UNION	EXPIRY	EEs	STATUS
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	Mediation
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
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

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Health Care – Collective Agreements

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Allen Gray Continuing Care – ANC	AUPE	2024-03-31	153	Active
Amica Aspen Woods	CUPE Local 8	2024-02-29	85	Expired
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
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2024-06-30	1,050	Active
Lacombe Foundation	CLAC Local 301	2024-12-31	76	Active
Lamont County Housing	AUPE	2024-12-31	43	Active
Lamont Health Care Centre	HSAA	2024-03-31	13	Active
Lamont Health Care Centre	UNA	2024-03-31	34	Active
Lamont Health Care Centre – ANC	AUPE	2024-03-31	108	Active
Lloydminster Region Housing Group – Pioneer Complex	CUPE Local 1015	2024-02-29	75	Expired

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Health Care – Collective Agreements

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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
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2024-08-31	180	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	Expired
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
Excel Society – Balwin Villa, Grand Manor	UFCW Local 401	2025-03-31	235	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
Seasons Retirement Communities - Drayton Valley	AUPE	2025-04-30	54	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.

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
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
Yarrow Ltd Partnership – Golden Sands	AUPE	2026-12-31	28	Active
Cypress View Foundation	CUPE Local 46	2028-12-31	80	Active

Grievance Arbitration Awards Received in February 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	CST Canada Coal
Union	Mine Workers Local 2009
Arbitrator	McFetridge
Date of Award	February 16, 2024
Issue	No evidence presented by employer to support termination of two grievors.
Decision Rendered	Grievance allowed.

Employer
Union
Arbitrator
Date of Award
Issue
Decision Rendered

Employer
Union
Arbitrator
Date of Award
Issue
Decision Rendered

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Decision Rendered

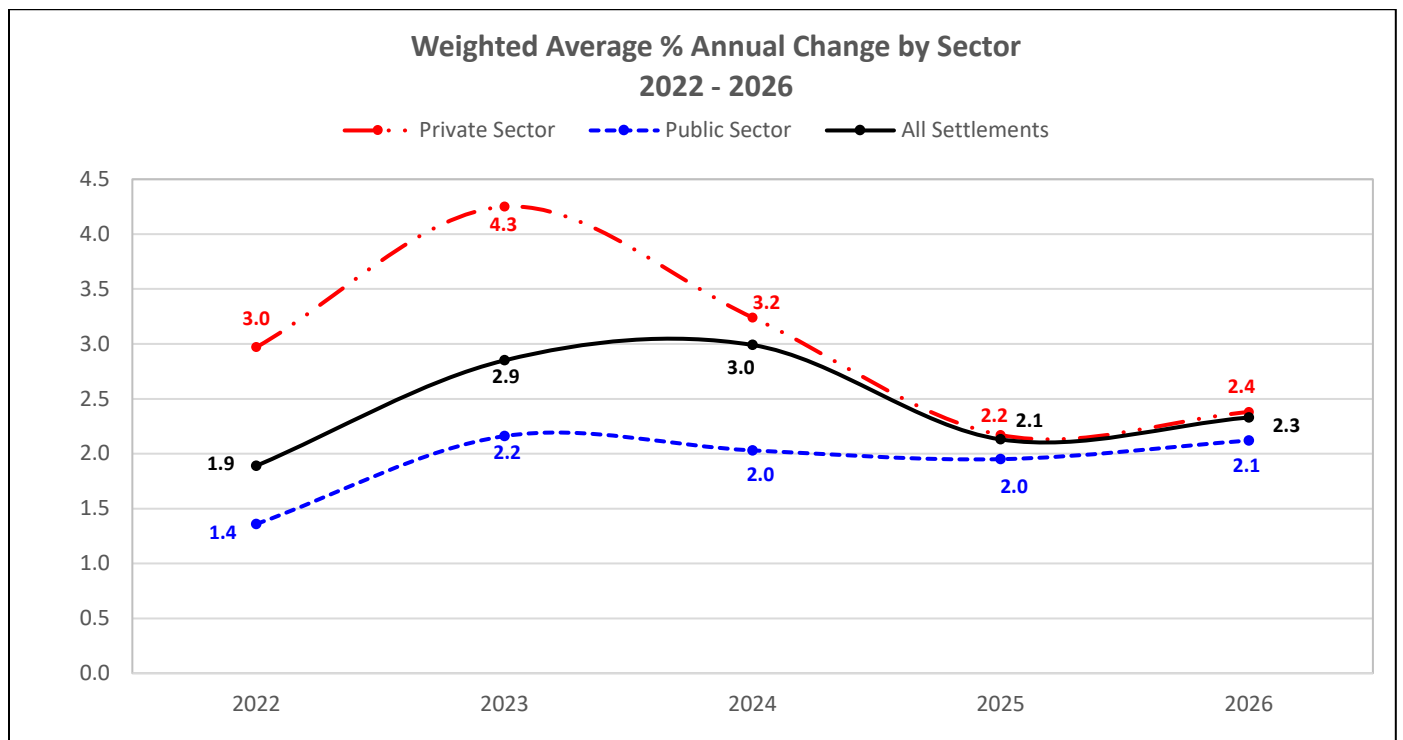
Copies of awards without URLs can be obtained by contacting Mediation Services at cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Sector 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	142,685	3.0
	Public Sector	487	290,211	1.4
	All Settlements	1,085	432,896	1.9
2023	Private Sector	556	141,152	4.3
	Public Sector	443	286,416	2.2
	All Settlements	999	427,568	2.9
2024	Private Sector	366	107,495	3.2
	Public Sector	178	27,788	2.0
	All Settlements	544	135,283	3.0
2025	Private Sector	173	35,031	2.2
	Public Sector	64	6,912	2.0
	All Settlements	237	41,943	2.1
2026	Private Sector	60	12,350	2.4
	Public Sector	24	2,947	2.1
	All Settlements	84	15,297	2.3



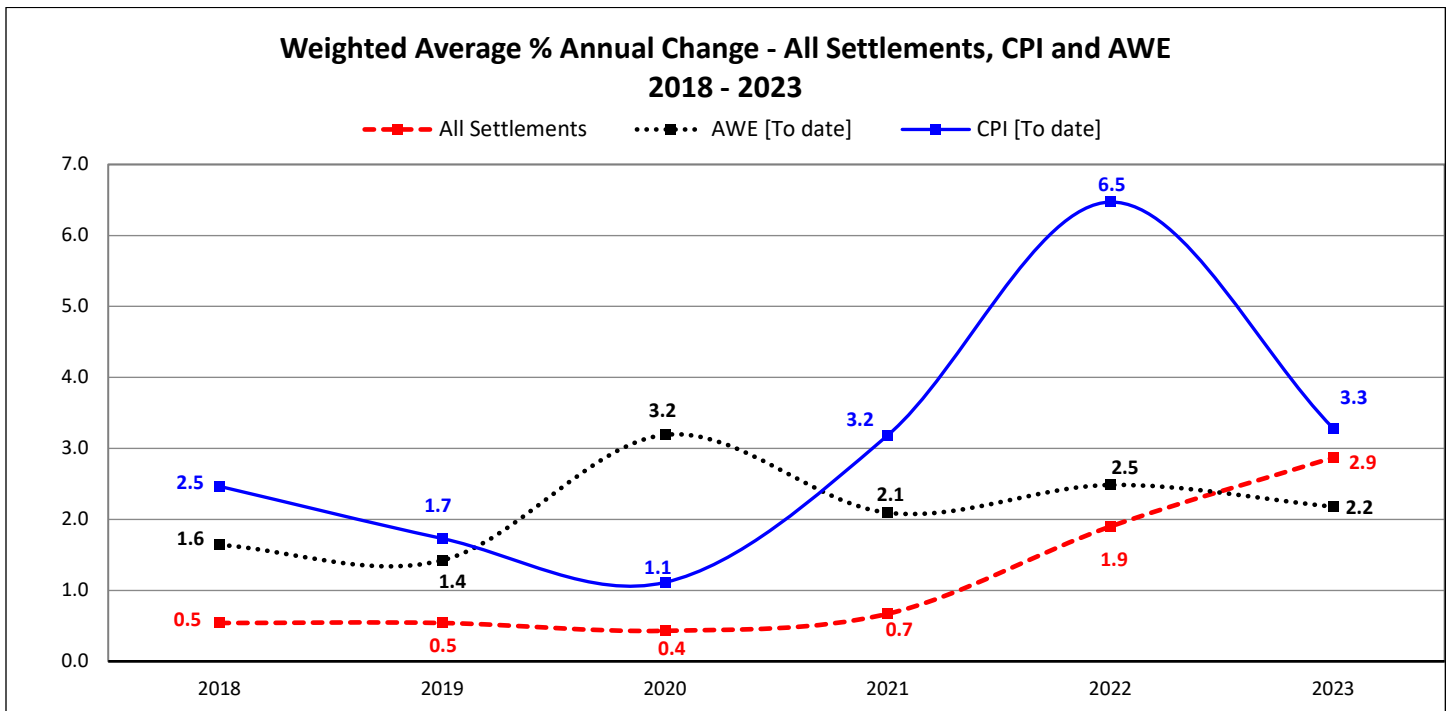
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Economy and Trade by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Industry

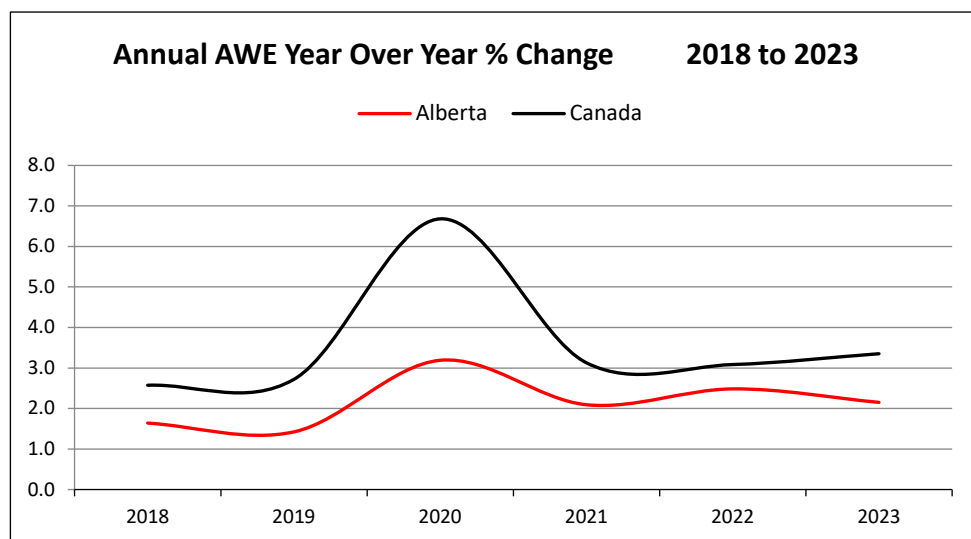
Wage data reflects the average yearly % change taking effect in the indicated year.

	2022			2023			2024			2025		
Industry Sector	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	28	2,977	1.82	22	2,023	3.03	16	1,379	2.49	12	1,165	2.34
Administrative & Support, Waste Management & Remediation Services	21	1,921	2.32	23	2,621	3.15	15	1,662	2.55	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	117	56,768	6.69	53	47,018	4.19	11	1,923	2.18
Educational Services	149	93,065	0.95	146	92,572	2.16	35	10,696	2.12			
Finance & Insurance	4	36	2.78	3	34	2.00	2	14	3.00			
Health Care & Social Assistance	204	141,189	1.76	184	139,496	2.05	66	7,372	1.40	26	2,600	1.46
Information & Cultural Industries	9	900	1.50	10	840	2.24	9	190	2.48	5	108	2.47
Manufacturing	166	22,552	3.69	156	22,176	2.88	107	16,761	2.17	56	11,895	2.04
Mining & Oil & Gas Extraction	32	8,165	2.48	23	4,914	1.93	13	3,407	2.37	8	1,198	2.93
Other Services (except Public Administration)	61	9,281	5.06	58	8,552	4.04	36	2,546	2.89	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	112	54,502	0.92	97	52,548	2.45	63	6,242	2.13	28	2,958	2.18
Real Estate & Rental & Leasing	4	275	1.69	4	374	2.72	3	250	3.55	1	6	5.00
Retail Trade	35	26,858	0.09	28	22,220	1.77	28	22,565	2.63	15	11,539	1.89
Transportation & Warehousing	44	3,558	1.71	43	3,083	2.51	32	2,370	2.35	17	1,041	2.58
Utilities	24	7,548	1.52	21	7,506	2.51	17	5,252	2.97	8	1,920	2.54
Wholesale Trade	19	3,756	3.59	18	3,746	3.45	12	3,037	2.80	8	1,448	3.88
All Settlements	1,085	432,896	1.89	999	427,568	2.85	544	135,283	2.99	237	41,943	2.13

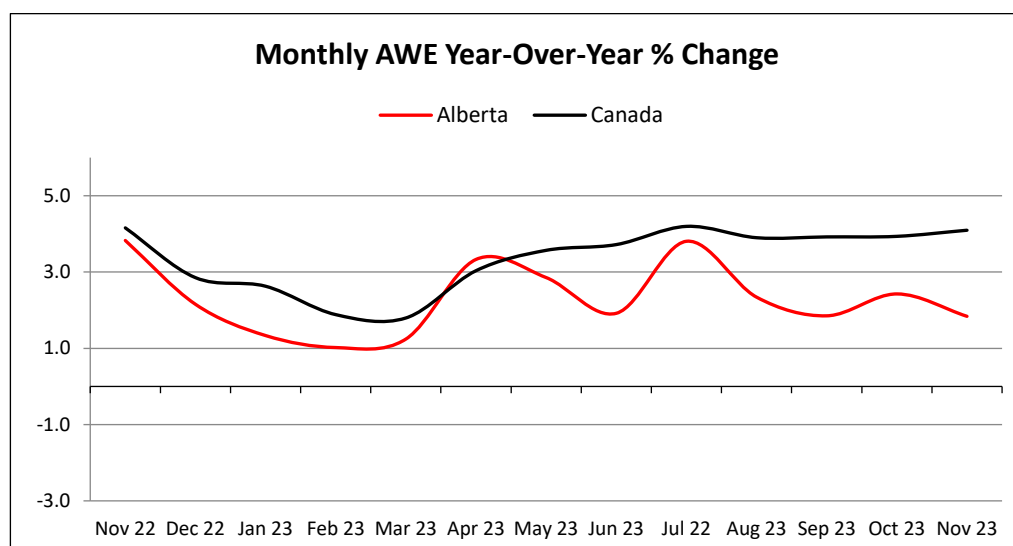


Average Weekly Earnings (AWE)*

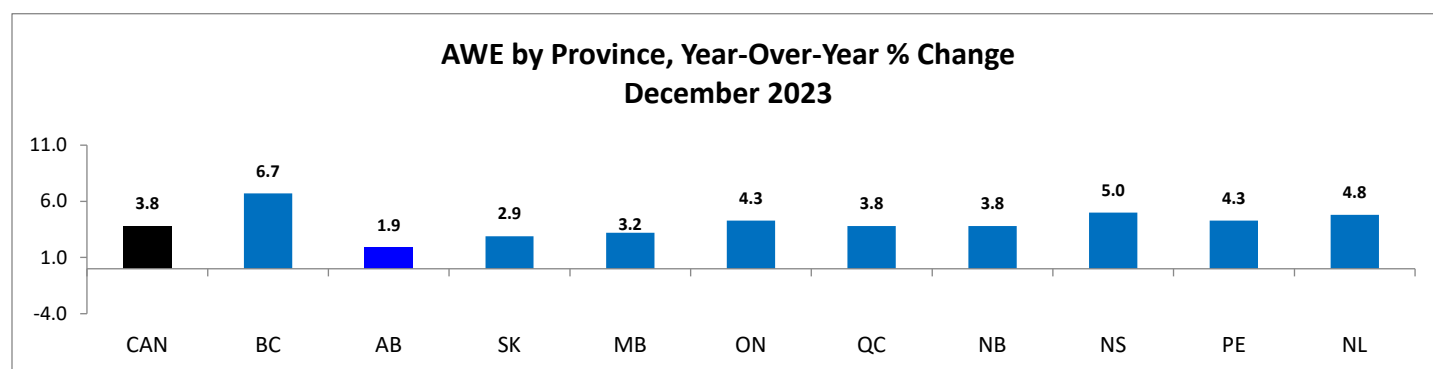
In **December 2023** the Alberta AWE decreased 0.7% from November 2023. Between December 2023 and December 2022 the Alberta AWE increased 1.9% to \$1,291.41 from \$1,267.09.



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	3.4



AWE	Alberta	Canada
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 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	1.9	3.8



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

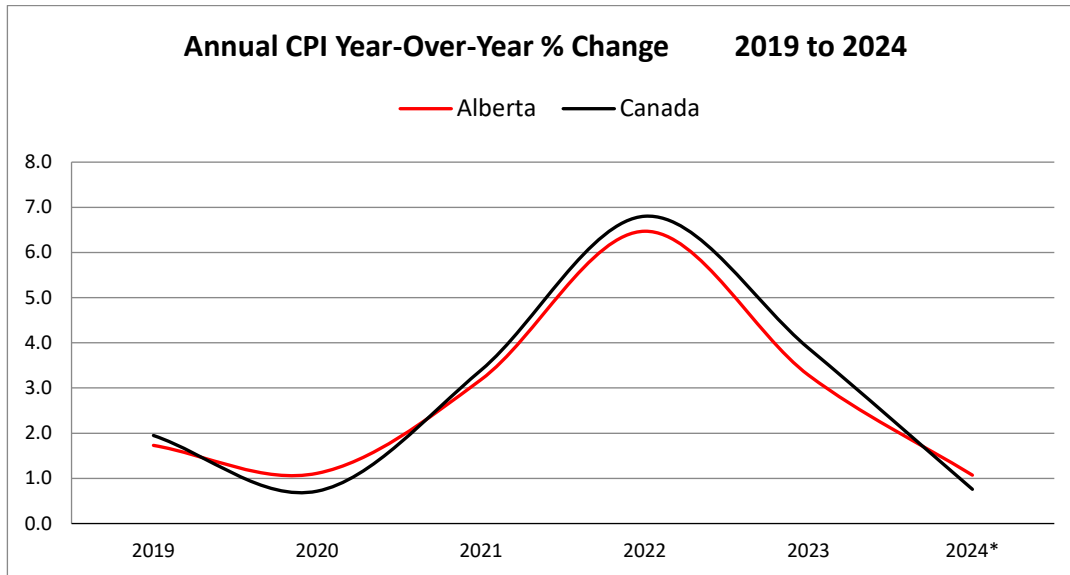
¹ Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA) / Same month previous year AWEA x 100

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

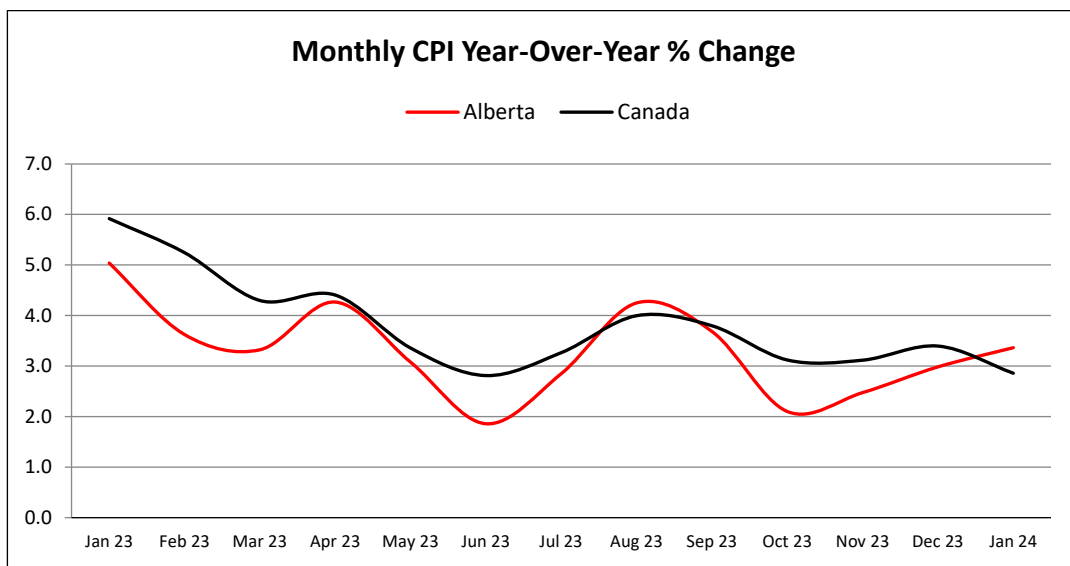
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI)*, 2002=100

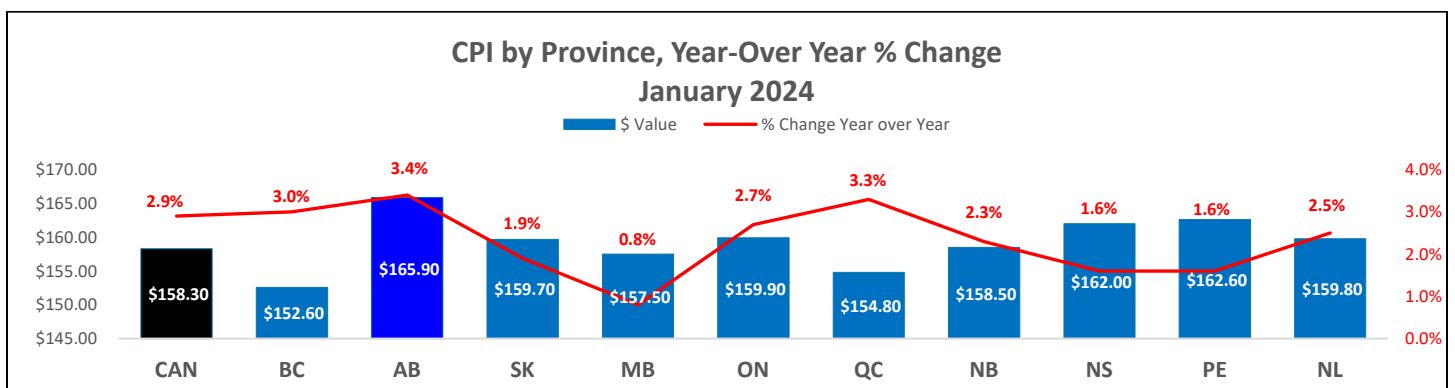
In **January 2024** the Alberta CPI increased 0.2% from December 2023. Between January 2023 and January 2024 the Alberta CPI increased 3.4% to \$165.90 from \$160.50.



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*	1.1	0.8



CPI	Alberta	Canada
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
Jan 24	3.4	2.9

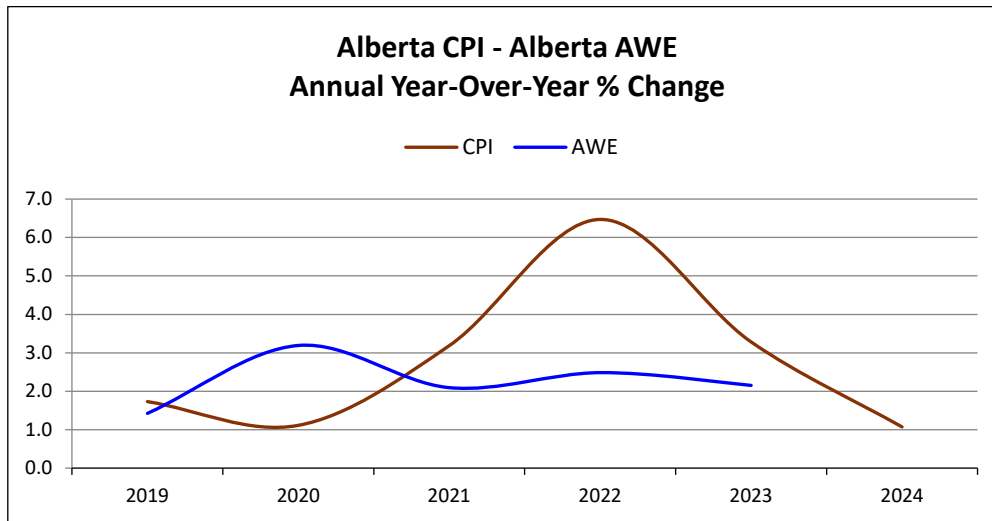


*Year to date – Graph data available upon request.

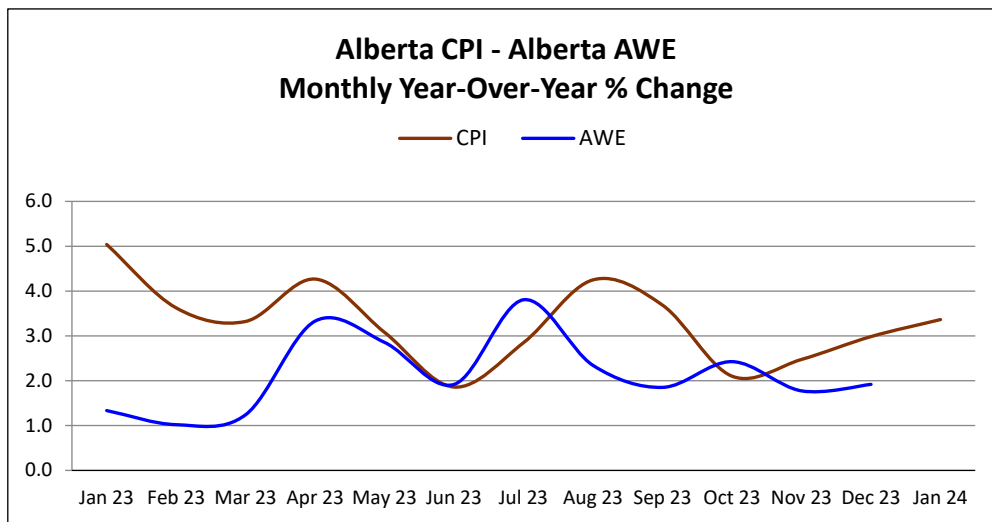
¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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	2.2
2024	1.1	



	CPI	AWE
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	1.9
Jan 24	3.4	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
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
Jan 24	158.3	2.9	165.9	3.4	163.8	3.0	168.7	4.1

Average Weekly Earnings													
	Dec 22	Jan 23	Feb 23	Mar 23	Apr 23	May 23	Jun 23	Jul 23	Aug 23	Sep 23	Oct 23	Nov 23	Dec 23
AWE \$	\$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	\$1,300.20	\$1,291.41
AWE %	2.2	1.3	1.0	1.2	3.3	2.9	1.9	3.8	2.3	1.9	2.4	1.8	1.9

*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

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	9,590	14
ATA	46,393	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	6,359	7	Lethbridge Police Association	159	1
AUNP	557	2	Lethbridge Police Senior Officers	3	1
AUPE	106,372	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	2,039	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	4,000	1	Millwrights Local 1460	175	1
Calgary Board of Education Staff Association for Professional Support Staff	200	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	82	5	Natural Gas Employees Association	1,184	2
Canadian Energy Workers Association	1,186	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	8,713	63
Canadian Union of Skilled Workers	7	1	Painters	440	3
CANEM Systems Employees Association	290	2	Plasterers & Cement Masons	502	3
Carpenters	6,246	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	18,238	111	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	4	Quinn Construction Employees Association	438	2
CUPE	41,473	191	Red Arrow Drivers Association	30	1
Edmonton Police Association	2,024	1	SAIT Academic Faculty Association	689	1
Edmonton Police Service Senior Officers' Association	43	1	Service Employees' International Union	260	3
Elevator Constructors	390	2	Sheet Metal Workers	543	3
Elk Island Catholic Transportation Association	36	1	Steelworkers	4,022	43
Employees' Association	107	1	Taber Police Association	16	1
Faculty Association of Medicine Hat College	220	1	Teamsters	7,421	108
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	32,290	84
Graduate Students' Association of the University of Calgary	1,404	1	UNA	35,220	51
Grande Prairie Public School District Employees Association	326	1	Unifor	14,118	90
Grant MacEwan University Faculty Association	971	1	Union of Calgary Co-Operative Employees	2,800	1
HSAA	30,911	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	United Workforce Group of Alberta	170	1
Independent Air Handlers Employees Association	17	1	University of Lethbridge Faculty Association	579	1
			Western Canada Employees' Association	188	4

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