

Bargaining Update

May 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 May 2024.

In May 2024, Mediation Services received settlement information regarding 37 bargaining relationships encompassing 5,258 employees. There were 16 private sector and 21 public sector settlements, covering 1,596 and 3,662 employees respectively.

In this Issue:

Alt+LeftArrow will take user back to the title page

- 3 [Alberta Settlements](#)
- 7 [Current & Upcoming Collective Bargaining](#)
- 12 [Essential Services Employers](#)
- 14 [Grievance Arbitration Awards](#)
- 15 Wage Settlements in Alberta [Public / Private Sector Wage Changes](#)
- 16 Wage Settlements in Alberta [Industry Wage Changes](#)
- 17 [Average Weekly Earnings](#) [AWE], Mar 2024
- 18 [Consumer Price Index](#) [CPI], Apr 2024
- 19 [CPI and AWE Comparison](#) Apr 2024
- 20 [Union Data – Employees, Collective Agreements](#)
- 21 [Abbreviations / Acronyms Listing](#)
- 22 [Resource List](#)



Alberta Collective Bargaining Agreements

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

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

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

Agreements Ratified				
Settlement Method	2023		2024	
	CBA's	EES	CBA's	EES
Arbitration	8	4,719	6	1,230
Mediation	86	27,228	42	28,862
Negotiation	348	74,407	45	4,684
Total	442	106,354	93	34,776

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

Grievance Mediation Program

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

Why Choose Grievance Mediation?

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

Are you Interested?

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

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

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

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Accommodation and Food Services						
 Gate Gourmet Canada UFCW Local 401	52	36	2026-07-26	2024-04-12	1 st year 3% 2 nd year 3% 3 rd year 3%	
Administrative and Support, Waste Management and Remediation Services						
Agreements not filed, no settlements to report						
Arts, Entertainment, and Recreation						
 Jubilee Auditorium, Northern Alberta – House Technicians IATSE Local 210	15	36	2026-03-31	2024-02-26	1 st year 3.0% 2 nd year 2.0% 3 rd year 2.5%	
 Pure Canadian Gaming – Casino Calgary CUPE Local 4655	255	48	2027-08-24	2024-04-12	1 st year 0.0%; \$650 lump sum 2 nd year 1.5% 3 rd year 1.0% 4 th year 1.0%	
Construction						
 OCL Construction Services CLAC Local 63	200	32	2026-08-01	2023-12-09	1 st year 5.5% 2 nd year TBD	
 OJ Pipelines Operating Engineers Local 955	3	36	2027-05-31	2024-05-09	1 st year 1.0% 2 nd year 1.0% 3 rd year 2.8%	
Educational Services						
 Holy Spirit Roman Catholic School Division CUPE Local 1825	225	48	2024-08-31	2024-05-22	1 st year 0.00% 2 nd year 0.00% 3 rd year 0.00% 4 th year 2.75%	
 Northern Gateway School Division CUPE Local 3705	44	48	2024-08-31	2024-05-05	1 st year 0.00% 2 nd year 0.00% 3 rd year 0.00% 4 th year 2.75%	
 University of Calgary Postdoctoral Association of the University of Calgary	550	54	2028-06-30	2024-05-07	1 st year 2.00% 2 nd year 2.00% 3 rd year 1.75% 4 th year 1.75%	
Finance and Insurance						
Agreements not filed, no settlements to report						
Health Care and Social Assistance						
 Bethany Care Centre UNA	187	48	2024-03-31	2023-12-21	1 st year 0.00% 2 nd year 1.00% 3 rd year 1.25% 4 th year 4.00%	

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Health Care and Social Assistance						
 Canadian Blood Services – Techs HSAA	191	36	2024-03-31	2024-05-15	1 st year 2 nd year 3 rd year	1.00% 1.25% 2.00%
 CBI Home Health, Medicine Hat Teamsters Local 987	54	48	2026-08-31	2023-11-14	1 st year 2 nd year 3 rd year 4 th year	0% 2% to 12% 1% 1%
 Covenant Health – Edmonton General, Grey Nuns CUPE Local 41	1,338	48	2024-03-31	2023-10-06	1 st year 2 nd year 3 rd year 4 th year	0.00% 0.00% 1.25% 2.00%
 Intercare – Kingsland Terrace CUPE Local 8	48	12	2024-03-31	2023-11-27	1 st year	2%
 LeeCaring Communities Foundation CUPE Local 1158	37	26	2026-06-30	2024-05-13	1 st year 2 nd year	2% 2%
 Points West Living Stettler AUPE	107	12	2024-05-10	2024-05-03	1 st year	1.75%
 Salem Manor Nursing Home AUPE	81	12	2023-06-29	2024-07-13	2017 2018 2019 2020 2021 2022 2023	0.00% 0.00% 1.00% 0.00% 1.00% 1.25% 2.00%
 Salem Manor Nursing Home UNA	33	48	2024-03-31	2024-02-13	2020 2021 2022 2023 2024	0.00% 1.00% 1.25% 2.00% 2.00%
 Seasons Retirement Communities – High River – GSS CUPE Local 8	50	24	2025-06-30	2024-01-25	1 st year 2 nd year	2.0% 2.5%
 St. Paul Abilities Network AUPE	166	24	2024-09-30	2024-02-16	Apr 2023	10%
 Strathcona Shelter Society CUPE Local 5241	34	12	2024-03-31	2024-03-19	1 st year	2%
 WJ Stelmaschuk & Associates, Fort McMurray CUPE Local 2559	48	35	2027-03-31	2024-04-24	1 st year 2 nd year 3 rd year	NA, First Agreement 0% 0%



Information and Cultural Industries

Agreements not filed, no settlements to report

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Manufacturing						
 BURNCO Rock Products – Mixer Drivers Teamsters Local 362	5	24	2026-02-28	2024-05-07	1 st year 2 nd year	2.5% 3.0%
 Trophy Foods UFCW Local 401	75	48	2027-02-28	2024-05-07	1 st year 2 nd year 3 rd year 4 th year	0.0%; \$2,500 lump sum 4.0% 2.4% 2.2%
Mining and Oil and Gas Extraction						
 Pembina Pipeline Unifor Local 909	38	25	2026-01-31	2024-01-03	2023 2024 2025	5.0% 3.5% 3.5%
 Two Crossings Maintenance Services Operating Engineers Local 955	12	24	2026-04-30	2024-05-06	1 st year 2 nd year	0% 0%
Other Services (except Public Administration)						
Agreements not filed, no settlements to report						
Professional, Scientific, and Technical Services						
Agreements not filed, no settlements to report						
Public Administration						
 Blood Tribe Police Commission Blood Tribe Police Association	30	24	2025-03-31	2024-02-22	1 st year 2 nd year	6% 4%
 Strathcona County IAFF Local 2461	196	48	2024-12-31	2023-12-22	1 st year 2 nd year 3 rd year 4 th year	3.0% 3.0% 3.0% 3.5%
 Town of Peace River CUPE Local 898	49	48	2026-12-31	2024-05-27	1 st year 2 nd year 3 rd year 4 th year	2.40%, \$800 lump sum 2.00% 1.75% 2.60%
 Town of Wainwright CUPE Local 5606	55	36	2026-12-31	2024-04-13	1 st year 2 nd year 3 rd year	\$1.50 per hour 3.00% 2.75%
Real Estate and Rental and Leasing						
Agreements not filed, no settlements to report						
Retail Trade						
Agreements not filed, no settlements to report						
Transportation and Warehousing						
 Care Calgary CLAC Local 56	63	41	2026-08-04	2023-10-24	1 st year 2 nd year 3 rd year	NA, New wage grid 2% 2%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
Transportation and Warehousing						
 Diversified Transportation – Bus Drivers Teamsters Local 362	461	60	2027-12-31	2024-01-18	1 st year	3.0%
					2 nd year	3.0%
					3 rd year	3.0%
					4 th year	3.0%
					5 th year	3.5%
Utilities						
 AltaLink Management United Utility Workers Association	363	48	2027-12-31	2024-05-06	1 st year	3.00%
					2 nd year	4.25%
					3 rd year	3.75%
					4 th year	3.00%
Wholesale Trade						
Agreements not filed, no settlements to report						

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Accommodation and Food Services

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

Administrative and Support, Waste Management and Remediation Services

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

Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Edmonton Space & Science Foundation	Civic Service Union 52	2022-12-31	131		Settled
Institute of Communication Agencies	ACTRA	2024-05-31	1,200		
Motion Picture Production	IATSE Local 212	2024-03-31	1,000		

Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Brock Canada Field Services	CLAC Local 63, Construction	2024-01-31	590		
Grand Sierra Construction	Western Canada Employees	2024-01-20	170		
Kiewit Energy Construction	CLAC Local 63, Construction	2024-03-31	170		
Pipeline Contractors Association - Mainline Pipeline	Labourers Local 92	2023-04-30	400		Settled
Pipeline Contractors Association - Mainline Pipeline	Operating Engineers Local 955	2023-04-30	718		Settled
Pipeline Contractors Association - Mainline Pipeline	Plumbers & Pipefitters	2023-04-30	500		Settled
Pipeline Contractors Association - Mainline Pipeline	Teamsters Local 362	2023-04-30	200		Settled
Plan Group	CLAC Local 63	2024-05-31	133		
Westwood Electric	CLAC Local 63, Construction	2018-04-29	320		

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Black Gold School Division	CUPE Local 3484	2021-08-31	533		Mediation
Calgary Board of Education	CUPE Local 40	2020-08-31	750		Settled
Edmonton School Division – Custodial	CUPE Local 474	2020-08-31	900		Mediation
Edmonton School Division – Maintenance	CUPE Local 784	2020-08-31	274		Settled
Edmonton School Division – Support Staff	CUPE Local 3550	2020-08-31	3,487		Bargaining
Foothills School Division	CUPE Local 5040	2020-08-31	291		Mediation
Fort McMurray Roman Catholic Separate School Div.	CUPE Local 2559	2020-08-31	425		Mediation
Fort McMurray School Division	CUPE Local 2545	2021-08-31	450		Mediation
Grande Yellowhead School Division	CUPE Local 1357	2021-08-31	210		Bargaining
Horizon School Division	CUPE Local 3203	2020-08-31	225		Mediation
Lakeland College	Faculty Association	2020-06-30	174	v	Bargaining
Parkland School Division	CUPE Local 5543	2023-08-31	336		Bargaining
Peace River School Division – Bus Drivers	CUPE Local 4839	2021-08-31	100		
Peace River School Division – Support Staff	CUPE Local 4839	2021-08-31	252		
Prairie Land School Division	CUPE Local 5829	2021-08-31	170		Mediation
Red Deer Catholic Separate School Division	CUPE Local 417	2022-08-31	365		Mediation
St. Albert School Division	CUPE Local 1099	2022-08-31	367		Mediation
Sturgeon School Division	CUPE Local 4625	2020-08-31	150		Mediation
Teachers’ Employer Bargaining Association	ATA	2024-08-31	46,000		Bargaining
University of Alberta	Association of Academic Staff	2024-06-30	3,800	v	Bargaining

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Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
University of Alberta	Non-Academic Staff Association	2024-03-31	6,114	v	Bargaining
University of Calgary	AUPE	2024-03-31	5,392	v	Bargaining
University of Calgary	Graduate Students' Association	2022-12-31	1,404		Bargaining
University of Lethbridge	Faculty Association	2024-06-30	579		Bargaining

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	Bargaining
Alberta Health Services	AUNP	2024-03-31	499	v	Bargaining
Alberta Health Services	UNA	2024-03-31	30,282	v	Bargaining
Alberta Health Services – ANC	AUPE	2024-03-31	18,615	v	Bargaining
Alberta Health Services – GSS	AUPE	2024-03-31	31,442	v	Bargaining
Alberta Health Services – PMP/PMT	HSAA	2024-03-31	21,852	v	
Allen Gray Continuing Care – ANC	AUPE	2024-03-31	148	v	
Associated Ambulance & Services (Whitecourt)	CUPE Local 4351	2022-03-31	189		Settled
Aster Joint Venture – AgeCare Sagewood	AUPE	2018-11-17	136	v	Arbitration
Aster Joint Venture – AgeCare Walden Heights – ANC	AUPE	2020-01-26	257	v	Settled
Bethany Care Centre	UNA	2024-03-31	187		
Bethany Nursing Home – Lodges	AUPE	2024-03-31	143	v	
Bethany Nursing Home – Rosehaven and Long Term	AUPE	2024-03-31	508	v	
Bloom LP	UNA	2020-12-31	129	v	Bargaining
Bloom LP - AgeCare - Riverview	UFCW Local 401	2023-03-31	107	v	Mediation
Brenda Strafford – Clifton House, Wentworth Manor	AUPE	2024-03-31	324	v	
Calgary Alpha House Society	CUPE Local 4731	2024-03-31	278		
Canadian Blood Services	CUPE Local 1846	2024-03-31	115	v	
Canadian Blood Services – Techs	HSAA	2024-03-31	191	v	
Canterbury Foundation	AUPE	2023-12-31	152	v	
Capital Care	UNA	2024-03-31	200	v	
Capital Care – PMP/PMT	HSAA	2024-03-31	162	v	
Carewest – Colonel Belcher et.al.	UNA	2024-03-31	207	v	
CBI Home Health	AUPE	2020-12-31	482	v	Bargaining
Chantelle Management – Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	v	Settled
Chantelle Management – Sunset Manor, Innisfail	AUPE	2022-01-31	121	v	Mediation
Country Manor					
Chartwell Master Care – Eau Claire	AUPE	2023-02-07	102	v	
Chartwell Master Care – Emerald Hills	AUPE	2024-03-08	126	v	
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	2022-11-22	365	v	
Choices in Community Living – Legacy Lodge	AUPE	2024-03-31	128	v	
Covenant Care	AUPE	2022-12-31	680	v	Bargaining
Covenant Care – St. Teresa Place	AUPE	2022-12-31	246	v	Bargaining
Covenant Health	UNA	2024-03-31	2,932	v	
Covenant Health – ANC	AUPE	2024-03-31	1,599	v	Bargaining
Covenant Health – Bonnyville Health Centre	HSAA	2024-03-31	114	v	
Covenant Health – Edmonton General, Grey Nuns	CUPE Local 41	2024-03-31	1,338	v	
Covenant Health – GSS	AUPE	2024-03-31	593	v	Bargaining
Covenant Health – Misericordia / Villas Caritas	CUPE Local 2111	2024-03-31	613	v	
Covenant Health – PMP/PMT	HSAA	2024-03-31	1,253	v	
Covenant Health – St. Michael's Health Centre	CUPE Local 408	2020-03-31	130	v	Mediation
Covenant Health – St. Therese Villa	AUPE	2024-03-31	219	v	
Covenant Health – Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2024-03-31	197	v	
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	

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Health Care and Social Assistance

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

Information and Cultural Industries

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Public Library	CUPE Local 1169	2023-12-31	625		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		Tentative
Coca-Cola Canada Bottling	Unifor Local 350	2024-05-15	213		
Imperial Oil – Strathcona Refinery	Unifor Local 3000CA	2023-01-31	193		Bargaining
Kawneer Company Canada	Unifor Local 99	2024-02-29	208		
Lafarge Canada	Boilermakers Local D331	2023-11-30	118		Mediation
Lafarge Canada – Shop	Operating Engineers Local 955	2024-02-29	100		
Moduline Industries	Medicine Hat Employees’ Assn.	2024-05-27	120		
Multi-Employer Fabrication & Manufacturing	Plumbers & Pipefitters Loc 488	2024-04-30	1,500		
OEM Remanufacturing Company	CLAC Local 56	2023-12-31	750		Mediation
Saputo Dairy Products – Fluid	Unifor Local 445	2024-04-30	297		
Sofina Foods – Lilydale North Plant	UFCW Local 401	2024-03-31	180		Bargaining
SRI Homes – Regent	Steelworkers Local 1-207	2023-11-30	137		Settled
Suncor Energy Products – Edmonton Refinery	Unifor Local 501A	2023-01-31	282		Bargaining
Supreme Group	Iron Workers Local 805	2024-05-31	140		
Waiward Industrial	Iron Workers Local 805	2024-05-31	220		

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Integral Energy Services	CLAC Local 63	2024-02-29	304		

Current & Upcoming Collective Bargaining

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Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Shell Canada – Scotford Refinery & Chemicals Plant	Unifor Local 530A	2024-02-29	238		Mediation
Suncor Energy – Firebag	Unifor Local 707A	2023-05-01	182		
Westmoreland Mining Holdings – Coal Valley	Operating Engineers Local 955	2024-02-28	270		

Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Boilermaker Contractors' Association – Maintenance	Boilermakers Local 146	2023-12-31	2,400		Mediation
DLI Maintenance	CMAW	2024-02-29	220		

Professional, Scientific, and Technical Services

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

Public Administration

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

Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to May 31, 2024.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Prairie Rail Agreement	Labourers Local 92	2021-05-31	470		

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
ATCO Natural Gas	Natural Gas Employees Assn.	2023-12-31	1,153		
EPCOR Utilities	CUPE Local 30	2023-12-16	581		

Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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Essential Services Employers

Red font represents changes from last issue.

Government , Boards and Agencies

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

Government of Alberta
InnoTech Alberta
Travel Alberta
Workers' Compensation Board

Education

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

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

Health Care

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

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

Essential Services Employers

Red font represents changes from last issue.

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

Grievance Arbitration Awards Received in May 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	Northern Lakes College
Union	Faculty Association of Northern Lakes College
Arbitrator	Casey
Date of Award	May 15, 2024
Issue	Preliminary award with respect to whether the arbitration should be held in person or virtually.
Decision Rendered	Employer objection denied.
<hr/>	
Employer	Shell Canada – Scotford Refinery & Chemicals Plant
Union	Unifor Local 530A
Arbitrator	Oviatt
Date of Award	May 3, 2024
Issue	Grievance as to whether the employer was able to contract out a worker for a special assignment.
Decision Rendered	Grievance allowed.
<hr/>	
Employer	Sobeys Capital (Safeway) – Meat & Deli – North
Union	UFCW Local 401
Arbitrator	Norrie
Date of Award	April 4, 2024
Issue	Suspension for making a racist comment in the workplace.
Decision Rendered	Grievance dismissed.
<hr/>	
Employer	Sterling Crane
Union	Operating Engineers Local 955
Arbitrator	Norrie
Date of Award	May 24, 2024
Issue	Dismissal for making offensive comments.
Decision Rendered	Grievance dismissed.
<hr/>	
Employer	
Union	
Arbitrator	
Date of Award	
Issue	
Decision Rendered	

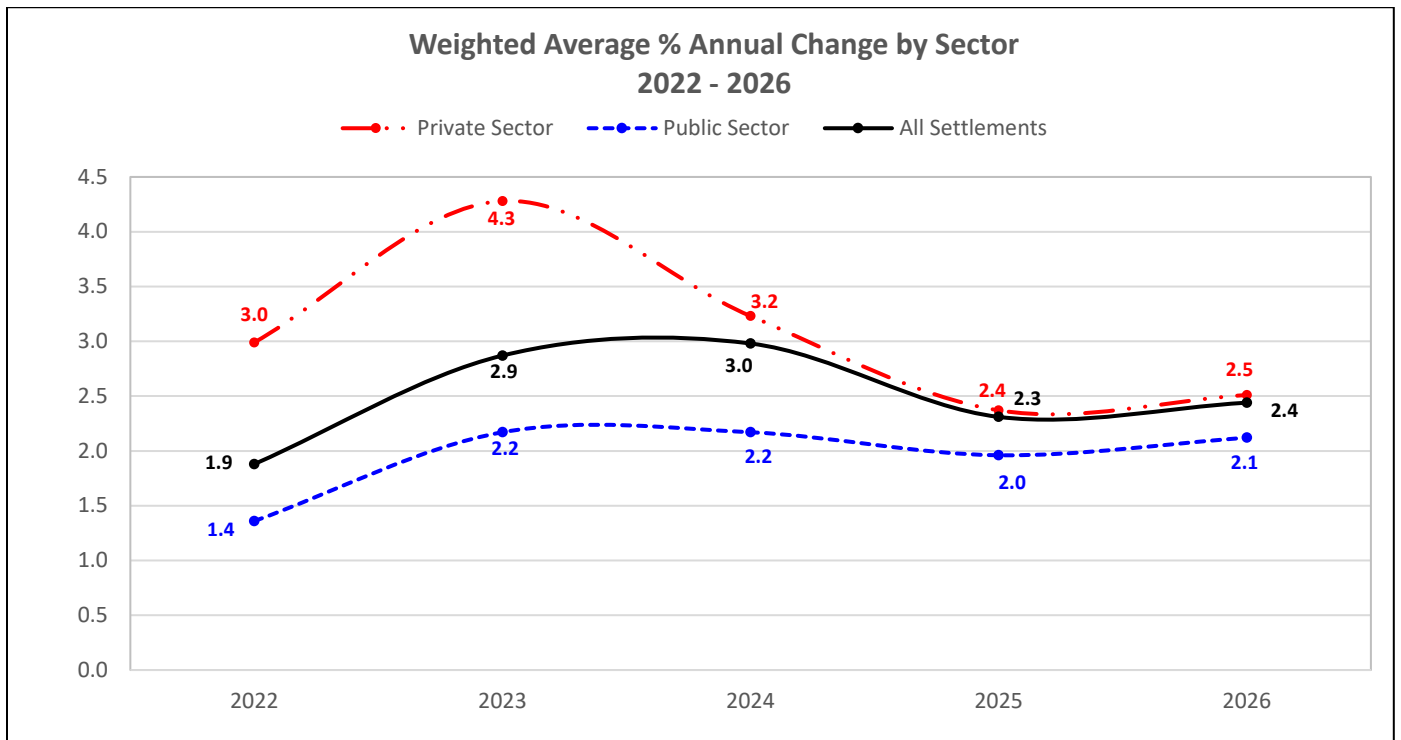
Copies of awards without URLs can be obtained by contacting Mediation Services at jet.cba-Sub@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Sector 2022-2026

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

	Sector	Agreements	Employees	Weighted Average % Annual Change
2022	Private Sector	604	142,960	3.0
	Public Sector	529	304,680	1.4
	All Settlements	1,133	447,640	1.9
2023	Private Sector	586	151,006	4.3
	Public Sector	500	301,993	2.2
	All Settlements	1,086	452,999	2.9
2024	Private Sector	433	121,078	3.2
	Public Sector	221	36,919	2.2
	All Settlements	654	157,997	3.0
2025	Private Sector	216	44,467	2.4
	Public Sector	80	8,363	2.0
	All Settlements	296	52,830	2.3
2026	Private Sector	79	16,398	2.5
	Public Sector	34	3,982	2.1
	All Settlements	113	20,380	2.4



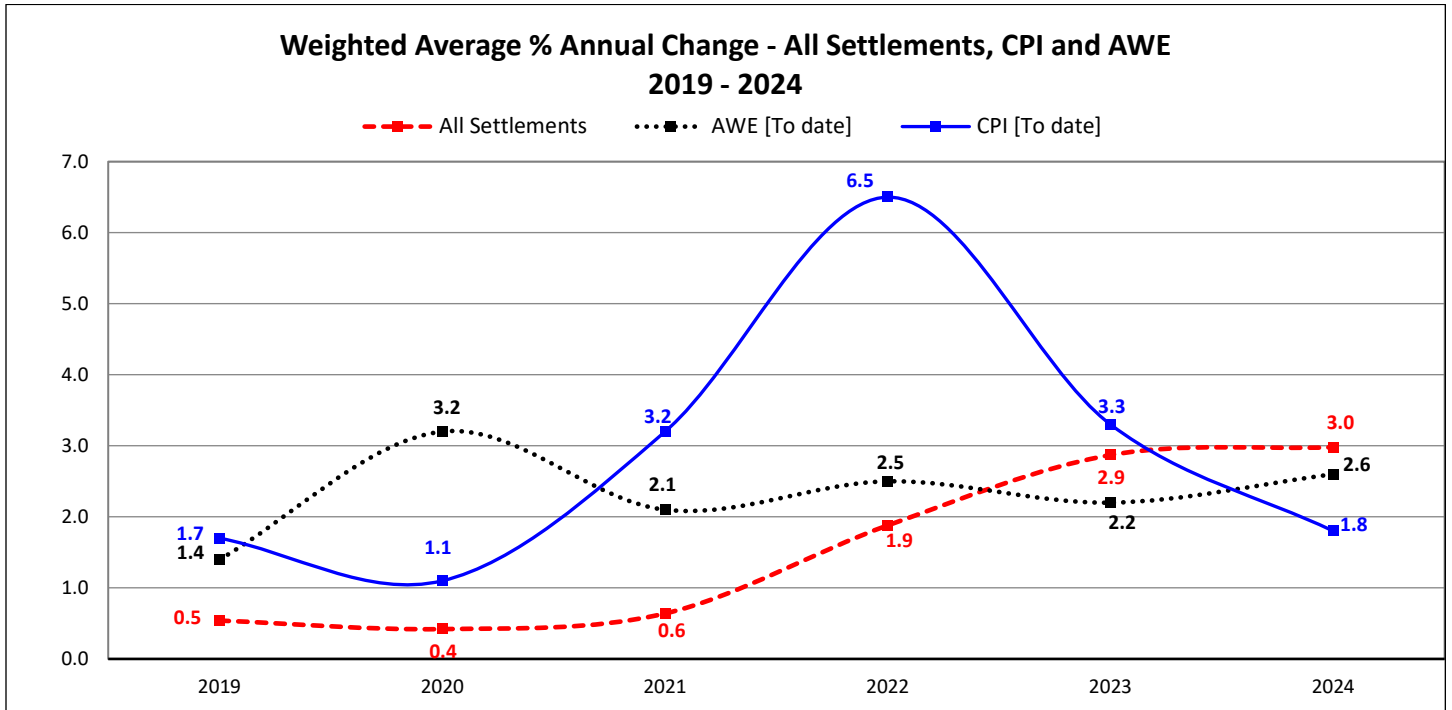
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Economy and Trade by calling (780) 427-8301 or emailing jet.cba-sub@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Industry

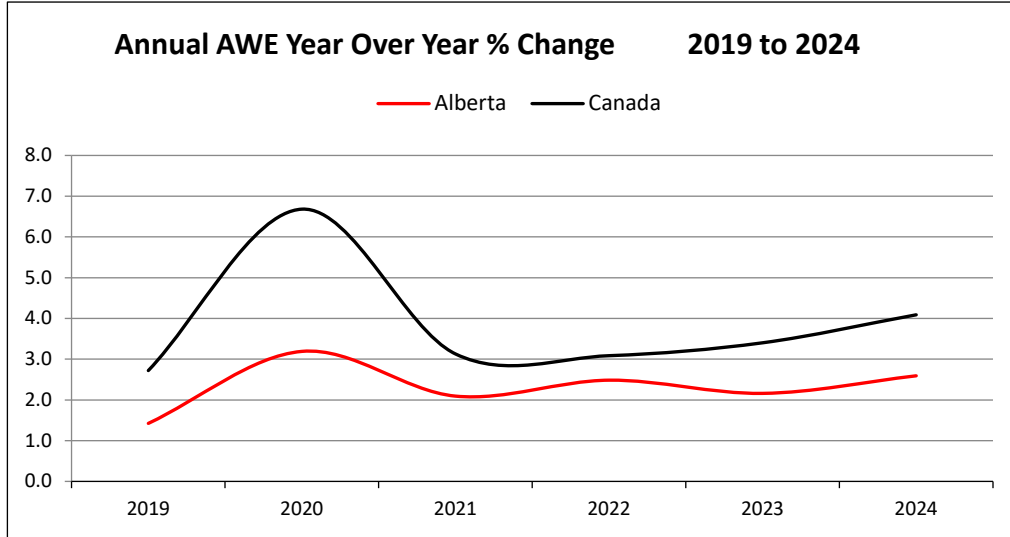
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2022			2023			2024			2025		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	28	2,977	1.82	25	2,391	3.05	23	2,222	3.00	18	1,823	2.31
Administrative & Support, Waste Management & Remediation Services	21	1,921	2.32	23	2,621	3.15	17	1,684	2.55	12	1,332	1.75
Arts, Entertainment, & Recreation	43	7,404	2.23	39	7,127	2.38	32	4,558	2.45	19	3,882	2.80
Construction	121	47,656	4.56	120	56,987	6.66	74	52,012	4.05	16	2,973	2.64
Educational Services	160	94,296	0.93	157	93,803	2.15	44	12,303	2.06	1	550	2.00
Finance & Insurance	4	36	2.78	3	34	2.00	2	14	3.00			
Health Care & Social Assistance	228	147,314	1.74	219	146,320	2.07	86	9,181	1.51	33	3,044	1.43
Information & Cultural Industries	10	1,585	1.39	11	1,525	2.13	10	875	2.89	5	108	2.47
Manufacturing	167	22,580	3.69	164	23,005	2.92	119	18,028	2.22	69	13,166	2.06
Mining & Oil & Gas Extraction	32	8,165	2.48	26	8,313	3.18	20	7,036	2.94	15	4,827	3.32
Other Services (except Public Administration)	62	9,326	5.35	61	8,688	5.35	44	3,901	3.38	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	119	60,954	1.02	107	59,324	2.45	76	11,211	2.53	37	3,418	2.21
Real Estate & Rental & Leasing	4	275	1.69	4	372	2.71	3	248	3.54	1	6	5.00
Retail Trade	36	26,880	0.10	30	26,142	1.90	30	22,651	2.62	16	11,603	1.88
Transportation & Warehousing	45	3,708	1.72	45	3,690	2.75	35	3,040	2.47	20	1,711	2.62
Utilities	24	7,548	1.52	22	7,603	2.50	19	5,712	2.95	10	2,380	2.78
Wholesale Trade	19	3,756	3.59	21	3,816	3.45	13	3,087	2.80	9	1,498	3.82
All Settlements	1,133	447,640	1.88	1,086	452,999	2.87	654	157,997	2.98	296	52,830	2.31

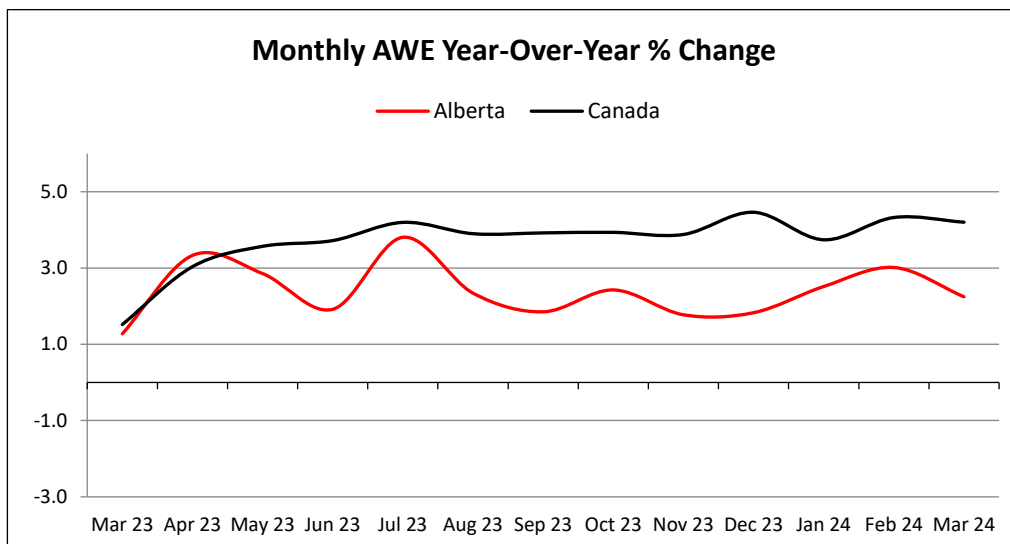


Average Weekly Earnings (AWE)*

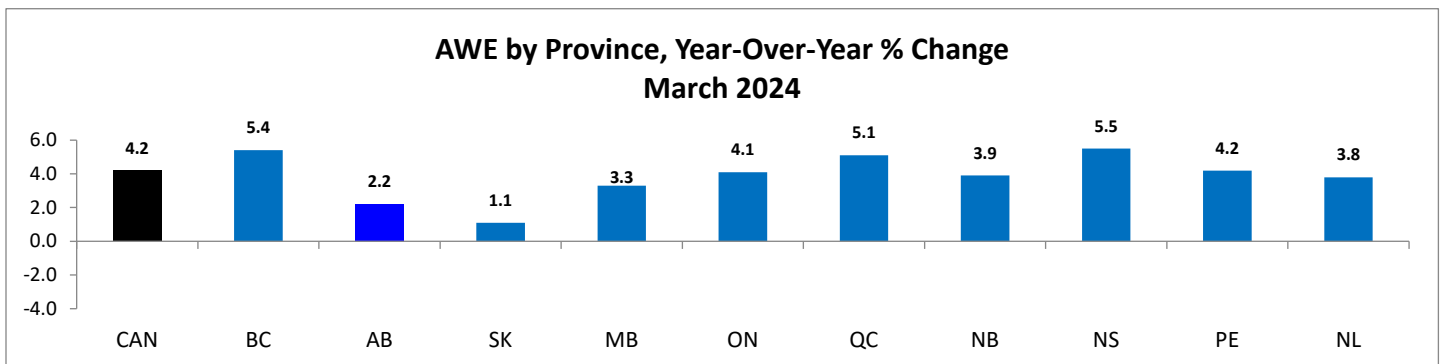
In **March 2024** the Alberta AWE increased 0.3% from February 2024. Between March 2024 and March 2023 the Alberta AWE increased 2.2% to \$1,298.87 from \$1,270.34.



AWE	Alberta	Canada
2019	1.4	2.7
2020	3.2	6.7
2021	2.1	3.1
2022	2.5	3.1
2023	2.2	3.4
2024	2.6	4.1



AWE	Alberta	Canada
Mar 23	1.3	1.5
Apr 23	3.3	3.0
May 23	2.9	3.6
Jun 23	1.9	3.7
Jul 23	3.8	4.2
Aug 23	2.3	3.9
Sep 23	1.9	3.9
Oct 23	2.4	3.9
Nov 23	1.8	3.9
Dec 23	1.8	4.5
Jan 24	2.5	3.7
Feb 24	3.0	4.3
Mar 24	2.2	4.2



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

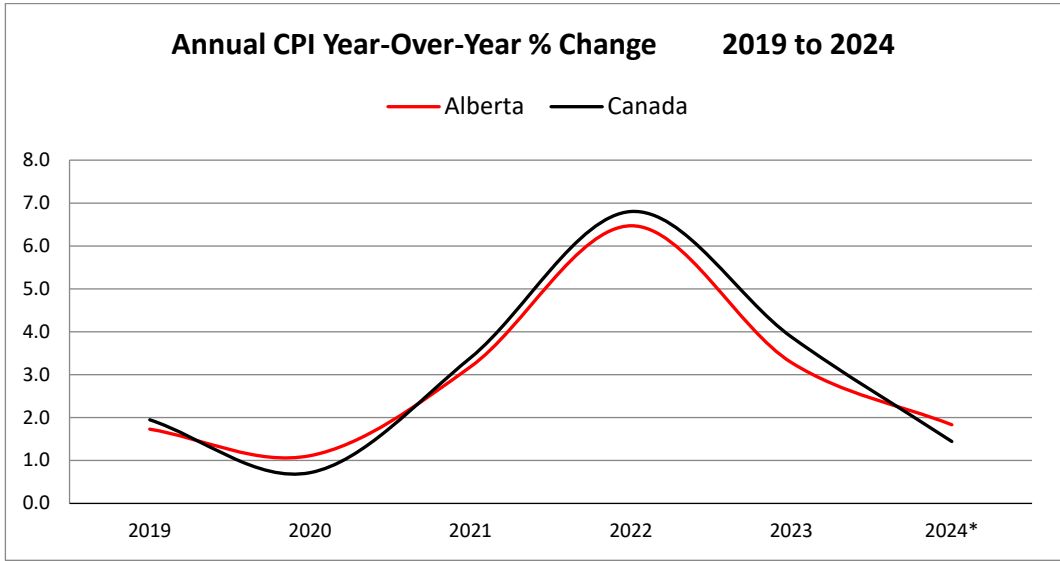
¹ **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AWEA) / Same month previous year AWEA x 100

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

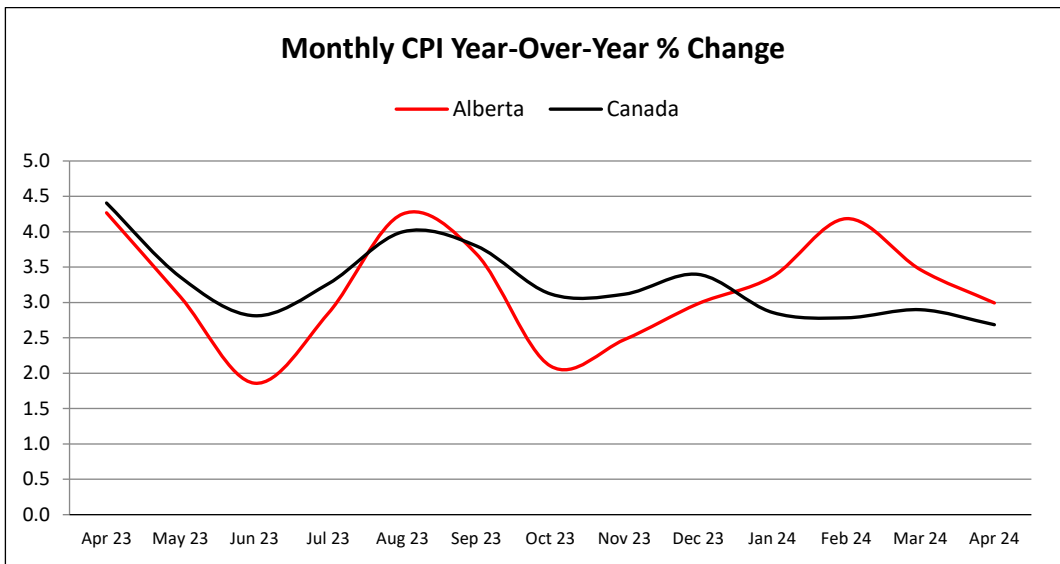
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI)*, 2002=100

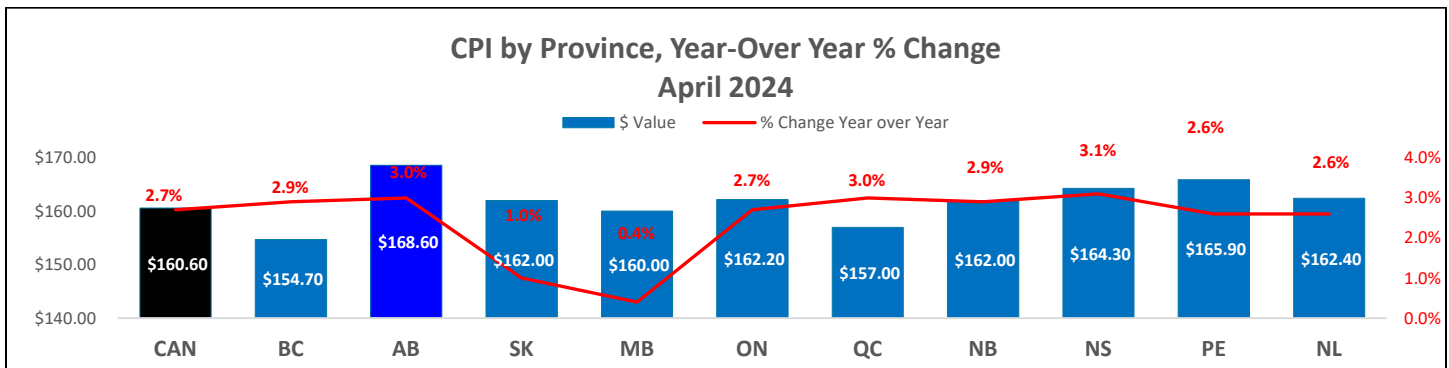
In **April 2024** the Alberta CPI increased 0.8% from March 2024. Between April 2024 and April 2023 the Alberta CPI increased 3.0% to \$168.60 from \$163.70.



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*	1.8	1.4



CPI	Alberta	Canada
Apr 23	4.3	4.4
May 23	3.1	3.4
Jun 23	1.9	2.8
Jul 23	2.9	3.3
Aug 23	4.3	4.0
Sep 23	3.7	3.8
Oct 23	2.1	3.1
Nov 23	2.5	3.1
Dec 23	3.0	3.4
Jan 24	3.4	2.9
Feb 24	4.2	2.8
Mar 24	3.5	2.9
Apr 24	3.0	2.7

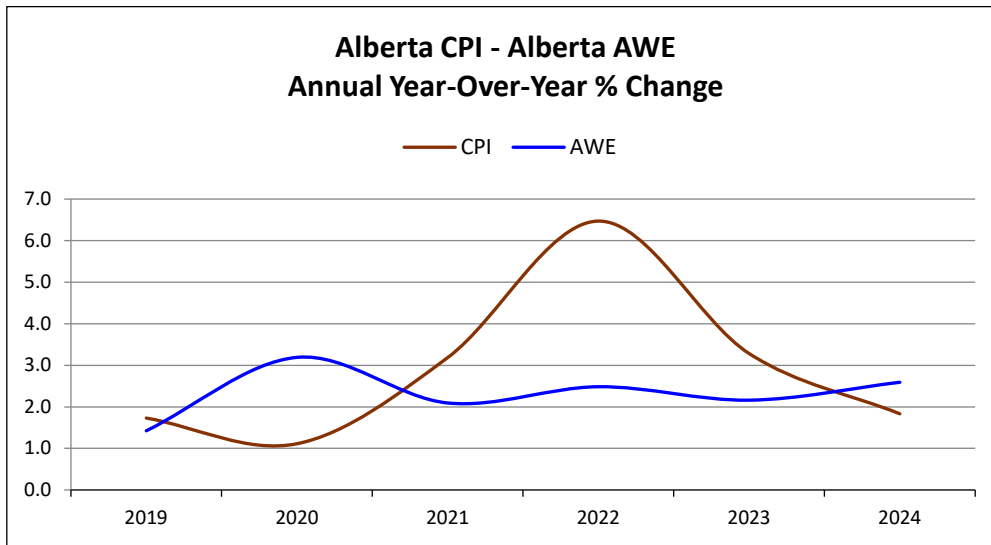


*Year to date – Graph data available upon request.

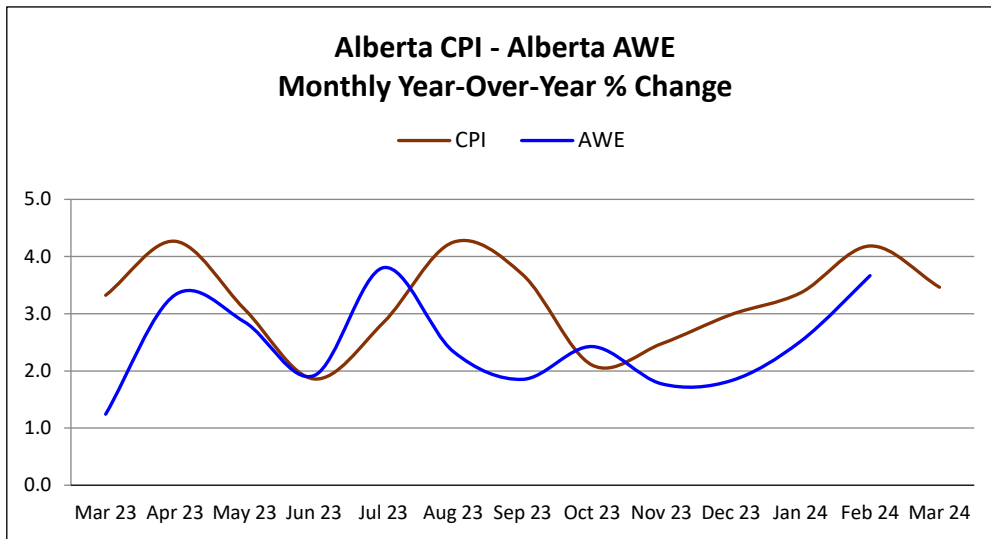
¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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

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	1.8	2.6



	CPI	AWE
Apr 23	4.3	3.3
May 23	3.1	2.9
Jun 23	1.9	1.9
Jul 23	2.9	3.8
Aug 23	4.3	2.3
Sep 23	3.7	1.9
Oct 23	2.1	2.4
Nov 23	2.5	1.8
Dec 23	3.0	1.8
Jan 24	3.4	2.5
Feb 24	4.2	3.0
Mar 24	3.5	2.2
Apr 24	3.0	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Apr 23	156.4	4.4	163.7	4.3	162.5	3.8	165.6	4.9
May 23	157.0	3.4	164.1	3.1	163.1	2.8	165.9	3.5
Jun 23	157.2	2.8	164.4	1.9	163.4	1.4	166.1	2.0
Jul 23	158.1	3.3	166.0	2.9	165.0	2.3	168.3	3.4
Aug 23	158.7	4.0	166.8	4.3	165.9	4.2	169.2	4.8
Sep 23	158.5	3.8	166.0	3.7	164.8	3.5	168.5	4.4
Oct 23	158.6	3.1	165.2	2.1	164.0	1.7	167.5	2.8
Nov 23	158.8	3.1	165.6	2.5	164.2	2.2	167.9	2.9
Dec 23	158.3	3.4	165.6	3.0	163.9	2.6	168.6	3.9
Jan 24	158.3	2.9	165.9	3.4	163.8	3.0	168.7	4.1
Feb 24	158.8	2.8	166.8	4.2	165.1	4.2	169.8	5.1
Mar 24	159.8	2.9	167.3	3.5	165.6	3.3	170.0	4.2
Apr 24	160.6	2.7	168.6	3.0	167.0	2.8	171.5	3.6

Average Weekly Earnings													
	Mar 23	Apr 23	May 23	Jun 23	Jul 23	Aug 23	Sep 23	Oct 23	Nov 23	Dec 23	Jan 24	Feb 24	Mar 24
AWE \$	\$1,270.34	\$1,288.77	\$1,287.39	\$1,281.12	\$1,292.17	\$1,289.15	\$1,290.35	\$1,293.36	\$1,300.20	\$1,290.26	\$1,297.95	\$1,295.02	\$1,298.87
AWE %	1.3	3.3	2.9	1.9	3.8	2.3	1.9	2.4	1.8	1.8	2.5	3.0	2.2

*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	Iron Workers	4,411	6
Advance Tank Centres Employees Association	29	1	Keyano College Faculty Association	105	1
Alberta Union of Labour Relations Professionals	213	1	Labourers	9,590	14
Alberta University of the Arts Faculty Association	80	1	Lacombe Police Association	21	1
Association of the Academic Staff of the University of Alberta	3,800	1	Lakeland College Faculty Association	174	1
ATA	46,077	68	Lethbridge College Faculty Association	274	1
ATA Professional Staff Association	32	1	Lethbridge Police Association	159	1
Athabasca University Faculty Association	447	1	Lethbridge Police Senior Officers	3	1
ATU	6,386	7	LiUNA	800	1
AUNP	557	2	MacEwan Staff Association	1,279	1
AUPE	107,704	148	Machinists	2,037	13
Bakery Workers	548	5	MaXfield Employees' Organization	93	1
Bargaining Council of Construction & Maintenance Skilled Trades Unions	92	1	Media & Communications Workers	38	3
Battle River School Bus Drivers' Association	10	1	Medicine Hat Employees' Association	120	1
Blood Tribe Police Association	30	1	Medicine Hat Police Association	115	1
Boilermakers	8,206	17	Millwrights	1,450	1
Bow Valley College Faculty Association	570	1	Millwrights Local 1460	175	1
Bricklayers	480	4	Mine Workers	299	2
Calgary Board of Education Staff Association	4,000	1	Mount Royal Faculty Association	800	1
Calgary Board of Education Staff Association for Professional Support Staff	200	1	Mount Royal Staff Association	837	1
Calgary Musicians Association	168	6	Multi-Union	150	2
Calgary Police Association	2,000	1	NAIT Academic Staff Association	903	1
Calgary Police Senior Officers' Association	37	1	National Hockey League Players Association	700	1
Camrose Police Association	31	1	Natural Gas Employees Association	1,184	2
CANA Services Employees Association	44	3	Non-Academic Staff Association	6,122	3
Canada West Construction Union	82	5	NorQuest College Faculty Association	514	1
Canadian Energy Workers Association	1,186	3	Northwestern Polytechnic Academic Staff Association	178	1
Canadian Football League Players' Association	175	1	Oil & Gas Union	120	2
Canadian Iron Steel & Industrial Workers	420	7	Olds College Faculty Association	98	1
Canadian National Federation of Independent Unions [LiUNA Local 3000]	517	1	Operating Engineers	8,665	63
Canadian Office & Professional Employees	76	18	Painters	440	3
Canadian Staff Union	32	1	Plasterers & Cement Masons	502	3
Canadian Union of Skilled Workers	7	1	Plumbers & Pipefitters	18,177	9
CANEM Systems Employees Association	290	2	Portage College Faculty Association	95	1
Carpenters	6,246	13	Post Doctoral Fellows Association	600	1
Central Alberta Association of Municipal & School Employees	537	2	Postdoctoral Association of the University of Calgary	550	1
Civic Service Union 52	6,158	5	Professional Association of Resident Physicians of Alberta	1,700	1
CLAC	17,519	110	Quality Control Council of Canada	1,000	1
Commercial Industries Employees' Association	11	1	Quinn Construction Employees Association	438	2
Concordia University College Faculty Association	72	1	Red Arrow Drivers Association	30	1
Construction Maintenance & Allied Workers	257	4	SAIT Academic Faculty Association	689	1
CUPE	41,575	192	Service Employees' International Union	260	3
Edmonton Police Association	2,024	1	Sheet Metal Workers	543	3
Edmonton Police Service Senior Officers' Association	43	1	Steelworkers	4,032	42
Elevator Constructors	390	2	Taber Police Association	16	1
Elk Island Catholic Transportation Association	36	1	Teamsters	7,529	109
Employees' Association	107	1	Teamsters Canada Rail Conference	17	1
Faculty Association of Medicine Hat College	220	1	Town of High River Employee Association	150	1
Faculty Association of Northern Lakes College	110	1	Trotter & Morton Technologies Employees' Association	85	2
Faculty Association of Red Deer College	450	1	Twin Bridges Employees' Association	50	1
Faculty Association of the University of Calgary	2,074	1	UFCW	32,700	86
Foothills School Division No. 38 Bus Drivers' Association	80	1	UNA	35,299	46
Graduate Students' Association of the University of Alberta	2,378	1	Unifor	14,486	90
Graduate Students' Association of the University of Calgary	1,404	1	Union of Calgary Co-Operative Employees	2,800	1
Grande Prairie Public School District Employees Association	326	1	Union of Labour Professionals	45	1
Grant MacEwan University Faculty Association	971	1	Unisil Association	98	1
HSAA	30,860	29	UNITE HERE	1,535	9
IAFF	4,529	20	Unitech Electrical Contracting Employees' Association	38	1
IATSE	4,324	22	United Utility Workers Association	1,379	6
IBEW	6,434	29	United Workforce Group of Alberta	320	2
Independent Air Handlers Employees Association	17	1	University of Lethbridge Faculty Association	579	1
Independent Sheet Metal Workers	82	1	Western Canada Employees' Association	178	3
Insulators	1,850	1	Willow Creek School Bus Drivers Association	42	1

Abbreviations / Acronyms Listing

ACTRA - Alliance of Canadian Cinema, Television and Radio Artists

ANC – Auxiliary Nursing Care

ATA – Alberta Teachers’ Association

ATU – Amalgamated Transit Union

AUNP – Alberta Union of Nurse Practitioners

AUPE – Alberta Union of Provincial Employees

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

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

Bricklayers – International Union of Bricklayers and Allied Craftworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CBA – Collective Bargaining Agreement

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

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

CLR – Construction Labour Relations

CMAW – Construction Maintenance & Allied Workers

CNIFU – Canadian National Federation of Independent Unions

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

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

Elevator Constructors – International Union of Elevator Constructors

Glass Workers – Aluminum, Brick and Glass Workers International Union

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

GPMC – General Presidents’ Maintenance Committee for Canada

GSS – General Support Services

HCA – Health Care Aide

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

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

IBEW – International Brotherhood of Electrical Workers

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

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

LPN – Licensed Practical Nurse

Operating Engineers – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

NAIT – Northern Alberta Institute of Technology

NASA – Non-Academic Staff Association

NGEA – Natural Gas Employees’ Association

PARA – Professional Association of Resident Physicians of Alberta

Painters – International Brotherhood of Painters and Allied Trades

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

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

PMP/PMT – Paramedical Professional/Paramedical Technical

SAIT – Southern Alberta Institute of Technology

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

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

Teamsters – International Brotherhood of Teamsters

TEBA – Teachers’ Employer Bargaining Association

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

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

UUWA – United Utility Workers Association

Resource List

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

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

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

- [Active ALRB certificates](#)

[Alberta Chamber of Commerce](#)

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

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

COLLECTIVE AGREEMENTS

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