

Bargaining Update

February 2022

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 2022.

In February 2022, Mediation Services received settlement information regarding 42 bargaining relationships encompassing 6,638 employees. There were 28 private sector and 14 public sector settlements, covering 4,041 and 2,597 employees respectively.

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CBA Received by Industry













| Industry | CBA's | EEs |
|--|-----------|--------------|
| Accommodation and Food Services | 1 | 88 |
| Arts, Entertainment, and Recreation | 2 | 83 |
| Construction | 8 | 2,103 |
| Educational Services | 3 | 1,150 |
| Health Care and Social Assistance | 7 | 1,192 |
| Manufacturing | 9 | 1,337 |
| Mining and Oil and Gas Extraction | 1 | 65 |
| Other Services (except Public Administration) | 1 | 55 |
| Professional, Scientific, and Technical Services | 1 | 43 |
| Public Administration | 4 | 255 |
| Transportation and Warehousing | 4 | 145 |
| Utilities | 1 | 122 |
| Total | 42 | 6,638 |

Agreements Ratified

| Settlement Method | 2021 | | 2022 | |
|-------------------|------------|---------------|-----------|---------------|
| | CBA's | EEs | CBA's | EEs |
| Negotiation | 206 | 23,095 | 9 | 1,681 |
| Mediation | 71 | 44,051 | 17 | 34,048 |
| Arbitration | 6 | 594 | 0 | 0 |
| Total | 283 | 67,740 | 26 | 35,729 |

For further information, contact:
Collective Bargaining Information Services
[Mediation Services](#), Alberta Labour & Immigration
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
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E-mail: cba.submissions@gov.ab.ca

Alberta Settlements

| Parties | EEs | Term | Expiry | Settled On | Wage | Settlement |
|---|-----|------|------------|------------|--|--|
| Accommodation and Food Services | | | | | | |
|  Red Lobster Canada UFCW Local 401 | 88 | 18 | 2023-03-10 | 2021-09-10 | 1 st year 2 nd year | NA, First agreement \$.10 per hour |
| Administrative and Support, Waste Management and Remediation Services | | | | | | |
| Agreements not filed, no settlements to report | | | | | | |
| Arts, Entertainment, and Recreation | | | | | | |
|  Calgary Exhibition & Stampede IBEW Local 254 | 8 | 12 | 2022-09-30 | 2021-10-28 | 1 st year | 0% |
|  Chinook Animation Productions CLAC Local 301 | 75 | 24 | 2023-09-30 | 2021-12-08 | 1 st year 2 nd year | 1.5% 1.5% |
| Construction | | | | | | |
|  Alberta Crane Owners Association Operating Engineers Local 955 | 800 | 40 | 2025-04-30 | 2022-01-09 | 1 st year 2 nd year 3 rd year | .35% (.9% increase to gross rate) CPI CPI |
|  Brand Energy Solutions (Canada) CLAC Local 63 | 600 | 24 | 2024-01-31 | 2022-02-02 | 1 st year 2 nd year | 2.9% TBD |
|  Coronet Electric CLAC Local 63 | 6 | 24 | 2023-12-31 | 2022-01-11 | 1 st year 2 nd year | 0% TBD |
|  Hancor Painting CLAC Local 63 | 2 | 24 | 2023-12-17 | 2022-01-17 | 1 st year 2 nd year | 0% TBD |
|  Kiewit Energy Construction CLAC Local 63 | 170 | 30 | 2024-03-31 | 2021-11-10 | 1 st year 2 nd year 3 rd year | 1.1% TBD TBD |
|  OCL Construction Services CLAC Local 63 | 280 | 32 | 2023-11-30 | 2021-04-26 | 1 st year 2 nd year 3 rd year | 1% TBD TBD |
|  RothLochston Industrial Canada West Construction Union | 40 | 32 | 2024-03-31 | 2021-07-28 | 1 st year 2 nd year 3 rd year | -1.5% 1.5% 1.5% |
|  Triple J Pipelines (2019) CLAC Local 63 | 205 | 24 | 2023-05-31 | 2021-11-19 | 1 st year 2 nd year | NA, First agreement 2% |
| Educational Services | | | | | | |
|  Black Gold School Division – Custodial Teamsters Local 987 | 65 | 48 | 2024-08-31 | 2022-01-28 | Sep 2020 Sep 2021 Jun 2023 Feb 2024 | 0.00% 0.00% 1.25% 1.50% + possible .5% increase based on economic factors |





Alberta Settlements

| Parties | EEs | Term | Expiry | Settled On | Wage | Settlement |
|---|-----|------|------------|------------|--|--|
| Educational Services | | | | | | |
|  Mount Royal University Mount Royal Faculty Association | 800 | 48 | 2024-06-30 | 2022-02-22 | 1 st year 2 nd year 3 rd year 4 th year | 0.00% 0.00% 0.00% 2.75% + possible .5% increase based on economic factors |
|  Red Deer Catholic Separate School Division CUPE Local 417 | 285 | 12 | 2022-08-31 | 2022-02-16 | 1 st year | 1% + \$155 lump sum |
| Finance and Insurance | | | | | | |
| Agreements not filed, no settlements to report | | | | | | |
| Health Care and Social Assistance | | | | | | |
|  Age Care – Columbia Assisted Living AUPE | 27 | 36 | 2023-03-31 | 2022-01-13 | 1 st year 2 nd year 3 rd year | 0.75% 1.00% 1.50% |
|  Brazeau Foundation AUPE | 33 | 36 | 2023-05-31 | 2021-10-21 | 1 st year 2 nd year 3 rd year | 0.00% 0.00% 1.75% |
|  Covenant Care – Villa Marie, Holy Cross Manor, Chateau Vitaline, St. Marguerite Manor AUPE | 680 | 60 | 2022-12-31 | 2021-06-30 | 2017 2018 2019 2020 2021 | 0% - 1.5% 0% 0% 0% 1% - 3% |
|  Strathcona Shelter Society CUPE Local 5241 | 31 | 24 | 2023-03-31 | 2022-02-15 | 1 st year 2 nd year | 0.00% 1.25% |
| Information and Cultural Industries | | | | | | |
| Agreements not filed, no settlements to report | | | | | | |
| Manufacturing | | | | | | |
|  Alberta Distillers UFCW Local 401 | 75 | 41 | 2025-06-30 | 2022-02-04 | 1 st year 2 nd year 3 rd year 4 th year | 2.50% 2.25% 2.50% 2.75% |
|  AltaSteel Steelworkers Local 5220 | 273 | 48 | 2025-07-31 | 2021-08-16 | 1 st year 2 nd year 3 rd year 4 th year | \$.81 per hour \$.50 per hour \$.50 per hour \$.50 per hour |
|  Knelsen Sand & Gravel – Precast Western Canada Employees' Association | 89 | 23 | 2023-12-31 | 2022-02-11 | 1 st year 2 nd year | NA, First agreement 3% |
|  Richardson Oilseed UFCW Local 401 | 85 | 72 | 2025-08-31 | 2022-02-03 | 1 st year 2 nd year 3 rd year 4 th year 5 th year 6 th year | 2.25% 2.75% 3.00% 2.50% 2.50% 2.50% |

Alberta Settlements

| Parties | EEs | Term | Expiry | Settled On | Wage | Settlement |
|--|-----|------|------------|------------|--|------------|
| Manufacturing | | | | | | |
|  Sofina Foods – Lilydale Edmonton Hatchery UFCW Local 401 | 21 | 60 | 2025-02-27 | 2021-03-29 | 1 st year \$.35 per hour 2 nd year \$.35 per hour 3 rd year \$.35 per hour 4 th year \$.40 per hour 5 th year \$.45 per hour | |
|  Sofina Foods – Lilydale North Plant UFCW Local 401 | 180 | 60 | 2024-03-31 | 2020-11-13 | 1 st year \$.35 per hour 2 nd year \$.35 per hour 3 rd year \$.35 per hour 4 th year \$.40 per hour 5 th year \$.45 per hour | |
|  Vitafoam Products Canada Steelworkers Local 7226 | 83 | 36 | 2023-09-30 | 2021-03-27 | 1 st year \$.25 per hour 2 nd year \$.35 per hour 3 rd year \$.40 per hour | |
|  Weston Bakeries Bakery Workers Local 252 | 103 | 60 | 2026-12-31 | 2022-02-16 | 1 st year \$.65 per hour 2 nd year \$.60 per hour 3 rd year \$.55 per hour 4 th year \$.60 per hour 5 th year \$.65 per hour | |
| Mining and Oil and Gas Extraction | | | | | | |
|  SIL Industrial Minerals Unisil Association | 65 | 24 | 2023-12-31 | 2022-01-01 | 1 st year 7% 2 nd year TBD | |
| Other Services (except Public Administration) | | | | | | |
|  Alberta Teachers' Association Unifor Local 777 | 55 | 12 | 2022-08-31 | 2021-12-15 | 1 st year 0% | |
| Professional, Scientific, and Technical Services | | | | | | |
|  Magna IV Engineering IBEW Local 424 | 43 | 36 | 2025-02-18 | 2022-02-19 | 1 st year 2.5% 2 nd year 2.0% 3 rd year 1.5% | |
| Public Administration | | | | | | |
|  City of Grande Prairie IAFF Local 2770 | 88 | 48 | 2023-12-31 | 2021-12-13 | 1 st year 2% 2 nd year 2% 3 rd year 2% 4 th year TBD | |
|  City of Red Deer ATU Local 1374 | 120 | 24 | 2022-12-31 | 2022-02-28 | 1 st year 0% 2 nd year 0% | |
|  Parkland County – Community Peace Officers Operating Engineers Local 955 | 18 | 36 | 2024-12-31 | 2021-12-29 | 1 st year 0.5% 2 nd year 1.5% 3 rd year 2.0% | |
|  Town of Fort Macleod CUPE Local 70 | 29 | 12 | 2022-12-31 | 2021-11-08 | 1 st year 1% | |

Alberta Settlements

| Parties | EEs | Term | Expiry | Settled On | Wage | Settlement |
|---|-----|------|------------|------------|--|------------------------------------|
| 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 | | | | | | |
|  Lynden International Logistics Teamsters Local 987 | 22 | 36 | 2024-12-31 | 2022-02-12 | 1 st year 2 nd year 3 rd year | 3% 3% 3% |
|  Mammoet Canada Western Teamsters Local 362 | 52 | 24 | 2023-06-30 | 2022-02-22 | 1 st year 2 nd year | 0% 5% |
|  Premay Equipment Teamsters Local 362 | 41 | 24 | 2023-06-30 | 2022-02-22 | 1 st year 2 nd year | \$0.00 per hour \$1.75 per hour |
| Utilities | | | | | | |
|  Heartland Generation Canadian Energy Workers Association | 122 | 48 | 2025-12-31 | 2021-11-25 | 1 st year 2 nd year 3 rd year 4 th year | 2% 2% 2% 3% |
| Wholesale Trade | | | | | | |
| Agreements not filed, no settlements to report | | | | | | |

Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to February 28, 2022.

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 |
|---|------------------------|------------|-----------|----|------------|
| ARAMARK Canada – University of Calgary | UFCW Local 401 | 2019-09-30 | 330 | | Bargaining |
| Civeo Services Employees | UNITE HERE Local 47 | 2021-06-30 | 100 | | |
| Compass Group – ESS First North Catering, Firebag | UNITE HERE Local 47 | 2019-06-30 | 170 | | |
| Compass Group – ESS Poplar Point – Remote Camp Services | UNITE HERE Local 47 | 2015-03-31 | 450 | | |
| Crown Camp Services - Syncrude - Culinary Workers | UNITE HERE Local 47 | 2017-06-30 | 160 | | |
| Dene West – Albion Sands Village | UNITE HERE Local 47 | 2019-04-30 | 250 | | |
| Gate Gourmet Canada | Teamsters Local 987 | 2022-01-25 | 255 | | |
| Host International – Edmonton International Airport | Employees' Association | 2021-03-31 | 235 | | |
| Northern Metis Catering – McClelland Lake Lodge | UNITE HERE Local 47 | 2019-04-30 | 120 | | Settled |
| Sodexo Canada – Mt. Robson & Mt. Logan Lodge | UNITE HERE Local 47 | 2021-08-31 | 161 | | |

Administrative and Support, Waste Management and Remediation Services

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|------------------------|--------------------|------------|-----------|----|------------|
| ACDEN Bee Clean North | Labourers Local 92 | 2021-11-15 | 750 | | |
| Shaw Conference Centre | UFCW Local 401 | 2020-11-22 | 397 | | Bargaining |

Arts, Entertainment, and Recreation

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|--|-----------------|------------|-----------|----|------------|
| Calgary Exhibition & Stampede | IATSE Local 212 | 2021-02-28 | 178 | | |
| Canadian Media Producers Agreement | ACTRA | 2021-12-31 | 950 | | |
| Edmonton Symphony Society, Francis Winspear | IATSE Local 210 | 2021-06-30 | 100 | | Bargaining |
| Gateway Casinos – Grand Villa Casino | UFCW Local 401 | 2020-05-31 | 221 | | Mediation |
| Gateway Casinos – Starlight Casino | UFCW Local 401 | 2020-06-30 | 367 | | Bargaining |
| Jubilee Auditorium, North – Casual Stage Technicians | IATSE Local 210 | 2021-03-31 | 400 | | Bargaining |
| National Commercial Agreement | ACTRA | 2021-06-30 | 950 | | Bargaining |

Construction

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|--|-------------------------------|------------|-----------|----|------------|
| Alberta Coating Contractors Association | Painters Local 177 | 2019-04-30 | 549 | | Bargaining |
| Alberta Roadbuilders & Heavy Construction | Operating Engineers Local 955 | 2020-02-29 | 551 | | Bargaining |
| Boilermaker Contractors Association | Boilermakers Local 146 | 2019-04-30 | 3,400 | | Mediation |
| Brock Canada Field Services | CLAC Local 63, Construction | 2022-01-31 | 360 | | |
| CLR – Insulators | Insulators Local 110 | 2019-04-30 | 780 | | Bargaining |
| CLR – Labourers | Labourers | 2019-04-30 | 9,000 | | Bargaining |
| CLR – Mechanical – Industrial Plumbers | Plumbers & Pipefitters | 2019-04-30 | 9,800 | | Bargaining |
| CLR – Operating Engineers | Operating Engineers Local 955 | 2019-04-30 | 2,500 | | Bargaining |
| CLR – Refractory Bricklayers – Construction | Bricklayers Local 1 | 2019-04-30 | 650 | | Bargaining |
| CLR – Roofers | Multi-Union | 2019-04-30 | 150 | | Bargaining |
| CLR – Sheet Metal | Sheet Metal Workers Local 8 | 2019-04-30 | 600 | | Bargaining |
| CLR – Sheeters, Deckers & Cladders | Sheet Metal Workers Local 8 | 2019-04-30 | 350 | | Bargaining |
| CLR – Structural Ironworkers | Iron Workers | 2019-04-30 | 2,500 | | Bargaining |
| Electrical Contractors Association | IBEW Local 424 | 2019-04-30 | 7,500 | | Bargaining |
| Emcon/Carillion Canada Inc. | AUPE | 2019-10-31 | 447 | | Bargaining |
| Industrial Contractors' Association of Alberta | Teamsters Local 362 | 2019-04-30 | 440 | | Bargaining |
| JVD Installations – Construction | CLAC Local 63, Construction | 2020-08-30 | 100 | | |
| KBR Wabi – Construction | CLAC Local 63, Construction | 2022-01-31 | 125 | | |
| Standard Industrial Services | Canada West Construction | 2020-10-31 | 120 | | |
| Westwood Electric | CLAC Local 63, Construction | 2018-04-29 | 320 | | |
| Willbros Mine Services | CLAC Local 63, Construction | 2021-01-31 | 378 | | Settled |
| Alberta University of the Arts | AUPE | 2020-06-30 | 104 | v | Bargaining |
| Alberta University of the Arts | Faculty Association | 2020-06-30 | 106 | v | Bargaining |
| Athabasca University | AUPE | 2020-06-30 | 248 | v | Bargaining |

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Educational Services

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|--|----------------------------------|------------|-----------|----|------------|
| Athabasca University | Faculty Association | 2020-06-30 | 447 | v | Mediation |
| Athabasca University – Tutors | CUPE Local 3911 | 2019-06-30 | 294 | v | Bargaining |
| Black Gold School Division | CUPE Local 3484 | 2021-08-31 | 508 | | |
| Bow Valley College | AUPE | 2020-06-30 | 358 | v | Bargaining |
| Bow Valley College | Faculty Association | 2020-06-30 | 598 | v | Bargaining |
| Calgary Board of Education | Construction & Maintenance . . . | 2021-08-31 | 130 | | |
| Calgary Board of Education | CUPE Local 40 | 2020-08-31 | 750 | | |
| Calgary Board of Education | CBE Professional Staff Assn | 2020-08-31 | 235 | | |
| Calgary Board of Education | CBE Staff Association | 2020-08-31 | 5,000 | | |
| Calgary Roman Catholic Separate School Division | CUPE Local 520 | 2020-08-31 | 328 | | Bargaining |
| Calgary Roman Catholic Separate School Division | Unifor Local 1990 | 2018-08-31 | 1,757 | | Bargaining |
| East Central Alberta Catholic Separate School Division | CUPE Local 5352 | 2021-08-31 | 103 | | |
| Edmonton Catholic Separate School Division | AUPE | 2020-08-31 | 398 | | Bargaining |
| Edmonton Catholic Separate School Division | Unifor Local 52A | 2020-08-31 | 1,137 | | Bargaining |
| Edmonton School Division – Custodial | CUPE Local 474 | 2020-08-31 | 946 | | |
| 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 | | |
| Elk Island Catholic Separate School Division | Unifor Local 71 | 2021-08-31 | 183 | | |
| Foothills School Division | CUPE Local 5040 | 2020-08-31 | 215 | | Bargaining |
| Fort McMurray Catholic Board of Education | CUPE Local 2559 | 2020-08-31 | 270 | | |
| Fort McMurray School Division | CUPE Local 2545 | 2021-08-31 | 366 | | |
| Grande Prairie Regional College | Academic Staff Association | 2019-08-14 | 145 | v | Bargaining |
| Grande Prairie Regional College | Employees' Association | 2021-06-30 | 144 | v | Bargaining |
| Grande Prairie Roman Catholic Separate School Division | Unifor Local 328 | 2020-08-31 | 196 | | |
| Grande Prairie School Division | Employees' Association | 2021-08-31 | 364 | | |
| Grande Yellowhead School Division | CUPE Local 1367 | 2021-08-31 | 210 | | |
| Grant MacEwan University | Faculty Association | 2020-06-30 | 984 | v | Bargaining |
| Grant MacEwan University | MacEwan Staff Association | 2020-06-30 | 1,200 | v | Bargaining |
| Greater St. Albert Roman Catholic Separate School Division | Unifor Local 72A | 2020-08-31 | 109 | | |
| Holy Spirit Roman Catholic Separate School Division | CUPE Local 1825 | 2020-08-31 | 224 | | |
| Horizon School Division | CUPE Local 3203 | 2020-08-31 | 176 | | Bargaining |
| Keyano College | CUPE Local 2157 | 2020-06-30 | 114 | v | Bargaining |
| Keyano College | Faculty Association | 2020-06-30 | 105 | v | Bargaining |
| Lakeland College | AUPE | 2020-06-30 | 292 | v | Bargaining |
| Lakeland College | Faculty Association | 2018-06-30 | 194 | v | Bargaining |
| Lethbridge College | AUPE | 2020-06-30 | 366 | v | Mediation |
| Lethbridge College | Faculty Association | 2020-06-30 | 373 | v | Bargaining |
| Lethbridge School Division | CUPE Local 2843 | 2020-08-31 | 400 | | |
| Living Waters Catholic Separate School Division | AUPE | 2020-08-31 | 107 | | Bargaining |
| Medicine Hat College | AUPE | 2020-06-30 | 151 | v | Bargaining |
| Medicine Hat College | Faculty Association | 2020-06-30 | 260 | v | Bargaining |
| Mount Royal University | Staff Association | 2020-06-30 | 646 | v | Bargaining |
| NAIT | Academic Staff Association | 2019-06-30 | 903 | v | Mediation |
| NAIT | AUPE | 2020-06-30 | 1,240 | v | Bargaining |
| Norquest College | AUPE | 2020-06-30 | 418 | v | Bargaining |
| Norquest College | Faculty Association | 2020-06-30 | 400 | v | Bargaining |
| Northern Lakes College | AUPE | 2020-06-30 | 125 | v | Bargaining |
| Northern Lakes College | Faculty Association | 2020-06-30 | 116 | v | |
| Olds College | AUPE | 2020-06-30 | 153 | v | 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 | | |
| Portage College | AUPE | 2020-06-30 | 124 | v | Bargaining |
| Portage College | Faculty Association | 2021-06-30 | 104 | v | Bargaining |

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Educational Services

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|--------------------------------|------------|-----------|----|------------|
| Prairie Land School Division | CUPE Local 5829 | 2021-08-31 | 120 | | |
| Red Deer College | AUPE | 2020-06-30 | 301 | v | Bargaining |
| Red Deer College | CUPE Local 1445 | 2019-06-30 | 135 | v | Bargaining |
| Red Deer College | Faculty Association | 2019-06-30 | 425 | v | Mediation |
| SAIT | Academic Staff Association | 2020-06-30 | 654 | v | Bargaining |
| SAIT | AUPE | 2020-06-30 | 798 | v | Bargaining |
| Sturgeon School Division | CUPE Local 4625 | 2020-08-31 | 180 | | |
| Teachers' Employer Bargaining Association | ATA | 2020-08-31 | 47,343 | | Bargaining |
| University of Alberta | Association of Academic Staff | 2020-06-30 | 3,800 | v | Mediation |
| University of Alberta | Non-Academic Staff Association | 2019-03-31 | 7,000 | v | Bargaining |
| University of Calgary | AUPE | 2020-03-31 | 5,596 | v | Bargaining |
| University of Calgary | Faculty Association | 2020-06-30 | 2,400 | v | Bargaining |
| University of Lethbridge | AUPE | 2020-06-30 | 506 | v | Bargaining |
| University of Lethbridge | Faculty Association | 2020-06-30 | 579 | v | Mediation |

Health Care and Social Assistance

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|-----------------|----------------------|-----------|----|------------|
| Age Care – Beverly Centre Glenmore | AUPE | 2018-09-10 | 170 | v | Mediation |
| Age Care – Midnapore | CUPE Local 8 | 2021-10-31 | 164 | v | |
| Alberta Health Services – ANC | AUPE | 2020-03-31 | 18,216 | v | Mediation |
| Alberta Health Services – GSS | AUPE | 2020-03-31 | 24,243 | | Bargaining |
| Alberta Health Services – PMP/PMT | HSAA | 2020-03-31 | 19,000 | v | Bargaining |
| Alberta Public Laboratories | HSAA | 2020-09-30 | 4,720 | v | Bargaining |
| Allen Gray Continuing Care – ANC | AUPE | 2020-03-31 | 153 | v | Bargaining |
| Associated Ambulance & Services (Whitecourt) | HSAA | 2020-03-31 | 214 | | |
| Aster Joint Venture - AgeCare Sagewood | AUPE | 2018-11-17 | 128 | v | Mediation |
| Aster Joint Venture – AgeCare SkyPointe - ANC | AUPE | 1 st Agmt | 287 | v | Mediation |
| Aster Joint Venture – AgeCare SkyPointe – GSS | AUPE | 1 st Agmt | 112 | v | Mediation |
| Aster Joint Venture – AgeCare Walden Heights – ANC | AUPE | 2020-01-26 | 257 | v | Bargaining |
| Aster Joint Venture – Age Care Walden Heights – GSS | AUPE | 2020-06-01 | 111 | v | Bargaining |
| AXR Operating National – Central Park Lodge Riverview | UFCW Local 401 | 2019-03-31 | 140 | v | Mediation |
| AXR Operating National - Jasper Place, South Terrace, Miller Crossing | AUPE | 2018-03-31 | 455 | v | Bargaining |
| Bethany Care Centre - Calgary – ANC | AUPE | 2017-08-31 | 443 | v | Mediation |
| Bethany Care Centre – Collegeside | AUPE | 2017-08-31 | 166 | v | Mediation |
| Bethany Care Centre – Didsbury | AUPE | 2017-08-31 | 109 | v | Mediation |
| Bethany Nursing Home - Rosehaven & Bethany LTC | AUPE | 2020-03-31 | 513 | v | Bargaining |
| Brenda Strafford Foundation – Clifton Manor | AUPE | 2019-03-31 | 212 | v | Bargaining |
| Bridges Community Living | CUPE Local 838 | 2021-12-31 | 112 | v | |
| Canadian Blood Services | CUPE Local 1846 | 2017-03-31 | 150 | v | Mediation |
| Canadian Blood Services – Techs | HSAA | 2021-03-31 | 243 | v | |
| Canterbury Foundation | AUPE | 2020-12-31 | 180 | v | Bargaining |
| Capital Care | UNA | 2020-03-31 | 207 | v | |
| Capital Care – ANC | AUPE | 2020-06-30 | 1,150 | v | Bargaining |
| Capital Care – Dickensfield, Norwood | CUPE Local 1158 | 2020-06-30 | 440 | v | Bargaining |
| Capital Care – GSS | AUPE | 2020-06-30 | 425 | v | Bargaining |
| Capital Care – PMP/PMT | HSAA | 2020-03-31 | 144 | v | |
| Carewest – ANC | AUPE | 2020-06-30 | 1,340 | v | Mediation |
| Carewest – GSS | AUPE | 2020-06-30 | 160 | v | Mediation |
| Carewest – PMP/PMT | HSAA | 2020-06-30 | 192 | v | |
| CBI Home Health | AUPE | 2020-12-31 | 482 | v | Bargaining |
| Chantelle Management – Edith Cavell Care Centre | AUPE | 2020-11-30 | 124 | v | Mediation |
| Chantelle Management – Grande Prairie Care Centre | CUPE Local 2158 | 2020-06-30 | 133 | v | Settled |

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 |
|---|----------------------------------|----------------------|-----------|----|---------------|
| Chantelle Management – Sunset Manor, Innisfail Country Manor | AUPE | 2022-01-31 | 112 | | |
| Chartwell Master Care – Eau Claire | AUPE | 1 st Agmt | 102 | v | Enhanced |
| Chartwell Master Care – Emerald Hills | AUPE | 1 st Agmt | 100 | v | Bargaining |
| Chartwell Master Care – Griesbach and Heritage Valley | AUPE | 1 st Agmt | 313 | v | Arbitration |
| Choices in Community Living – Copper Sky Lodge | AUPE | 2019-03-31 | 157 | v | Tentative CBA |
| Choices in Community Living – Legacy Lodge | AUPE | 2021-03-31 | 115 | v | Bargaining |
| Covenant Health – ANC | AUPE | 2020-03-31 | 2,210 | v | Bargaining |
| Covenant Health – Bonnyville Health Centre – GSS | HSAA | 2020-03-31 | 116 | v | |
| Covenant Health – Edmonton General, Grey Nuns | CUPE Local 41 | 2020-03-31 | 1,338 | v | Bargaining |
| Covenant Health – GSS | AUPE | 2020-03-31 | 638 | v | |
| Covenant Health – Misericordia / Villas Caritas | CUPE Local 2111 | 2021-03-31 | 600 | v | Bargaining |
| Covenant Health – PMP/PMT | HSAA | 2020-03-31 | 1,246 | v | Bargaining |
| Covenant Health – St. Therese Vila | AUPE | 2020-03-31 | 202 | v | Bargaining |
| Covenant Health – Youville Homes (Grey Nuns) of St. Albert | Steelworkers Local 1-207 | 2020-03-31 | 200 | v | |
| Educating & Employing Entities | Prof Assn of Resident Physicians | 2021-06-30 | 1,700 | | |
| Excel Resources Society – Balwin Villa, Grand Manor | UFCW Local 401 | 2020-03-31 | 240 | v | Bargaining |
| Extendicare (Canada) | CUPE | 2020-12-31 | 415 | v | |
| Extendicare (Canada) [9 sites] | UNA | 2021-12-31 | 139 | v | |
| Extendicare (Canada) – Cedars Villa | AUPE | 2017-12-31 | 282 | v | Bargaining |
| Extendicare (Canada) – Eaux Claires | AUPE | 2017-12-31 | 195 | v | Bargaining |
| Extendicare (Canada) – Fairmont Park | AUPE | 2017-12-31 | 179 | v | Bargaining |
| Extendicare (Canada) – Hillcrest | AUPE | 2017-12-31 | 169 | v | Bargaining |
| Extendicare (Canada) – Michener Hill | AUPE | 2017-12-31 | 488 | v | Bargaining |
| Father Lacombe Care Society - ANC | UNA | 2019-08-31 | 235 | v | |
| Golden Life Management – Evanston Grand Village | AUPE | 2019-09-30 | 149 | v | Mediation |
| Good Samaritan Society - Dr. Gerald Zetter | CUPE Local 1031 | 2017-06-30 | 120 | v | Settled |
| Good Samaritan Society – Group Homes | AUPE | 2018-06-60 | 265 | v | Mediation |
| Good Samaritan Society - Multi Facility | AUPE | 2017-06-30 | 1,891 | v | Mediation |
| 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 | Bargaining |
| Haven of Rest and Sunnyside Nursing Home | Steelworkers Local 1-207 | 2020-03-31 | 126 | v | Bargaining |
| Homeland Housing | CUPE Local 1461 & 2832 | 2020-12-31 | 150 | v | Bargaining |
| I Have a Chance Support Service | UFCW Local 401 | 1 st Agmt | 135 | v | Tentative |
| Lamont Health Care Centre – ANC | AUPE | 2020-03-31 | 108 | v | Bargaining |
| Mountain View Seniors' Housing – Sundre | AUPE | 2020-12-31 | 100 | v | Bargaining |
| Nutra 2000 | CNFIU | 2020-11-30 | 1,100 | v | Mediation |
| Park Place Seniors Living – Hardisty Care Centre – ANC | AUPE | 2020-03-31 | 140 | v | Bargaining |
| Park Place Seniors Living – Newport Harbour Care Centre | AUPE | 2020-03-31 | 163 | v | Bargaining |
| Park Place Seniors Living – Villa Marguerite and Sprucewood Place | AUPE | 2020-03-31 | 317 | v | Bargaining |
| Parkland Community Living & Supports Society | LiUNA Local 3000 | 2020-08-31 | 517 | | Arbitration |
| Revera Lessee – Riverbend Retirement | AUPE | 2020-12-31 | 113 | v | Bargaining |
| Revera Lessee – Scenic Acres | AUPE | 2017-12-31 | 100 | v | Arbitration |
| Seasons Retirement Communities – Sunrise Village (Camrose) | AUPE | 2019-12-31 | 129 | v | Bargaining |
| Shepherd's Care – Kensington Village - ANC | AUPE | 2020-09-30 | 147 | v | Bargaining |
| Shepherd's Care – Millwoods – ANC | AUPE | 2020-09-30 | 124 | v | Bargaining |
| Southern Alberta Community Living Association | CUPE Local 4791 | 2021-12-31 | 166 | | Bargaining |
| St. Michael's Long Term Care Centre | AUPE | 2018-06-30 | 110 | v | |
| Venta Care Centre – ANC | AUPE | 2017-07-31 | 100 | v | Bargaining |
| Well Being Services – Millrise | AUPE | 2019-12-31 | 219 | v | Bargaining |

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by √

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

| Information and Cultural Industries | | | | | |
|-------------------------------------|------------------------|------------|-----------|----|------------|
| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
| Calgary Public Library | CUPE Local 1169 | 2020-12-31 | 650 | | Bargaining |
| Edmonton Public Library | Civic Service Union 52 | 2018-12-22 | 620 | | Settled |

| Manufacturing | | | | | |
|---|----------------------------|----------------------|-----------|----|------------|
| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
| BURNCO Rock Products | Operating Engineers | 2021-06-30 | 158 | | |
| Cavendish Farms – Potatoes | UFCW Local 401 | 2021-02-28 | 169 | | |
| Edmonton Exchanger & Manufacturing | Boilermakers Local 16 | 2021-09-30 | 116 | | |
| EVRAZ | Steelworkers Local 6673 | 2020-07-31 | 160 | | Bargaining |
| IPEX | Unifor Local 21A | 2021-09-15 | 157 | | |
| JBS Foods Canada – Beef Processing Facility | UFCW Local 401 | 2022-01-03 | 2,520 | | Settled |
| JV Driver Fabricators – Steel Shop | CLAC Local 56 | 2021-01-31 | 100 | | |
| Kawneer Company Canada | Unifor Local 99 | 2020-02-29 | 215 | | Mediation |
| Lafarge Canada – Precast | Carpenters Local 2010 | 2021-05-31 | 130 | | Bargaining |
| Multi-Employer Fabrication & Manufacturing | Plumbers & Pipefitters 488 | 2020-04-30 | 1,500 | | Bargaining |
| Ply Gem Canada | Carpenters Local 2010 | 2021-06-30 | 346 | | Mediation |
| Prudential Steel | Steelworkers local 7226 | 2020-03-31 | 120 | | |
| Sealy Canada | Steelworkers Local 1-207 | 2021-11-30 | 102 | | |
| Triple M Housing | Carpenters Local 2010 | 2020-05-31 | 283 | | Bargaining |
| Trochu Meat Processors – Sunterra Meats | UFCW Local 401 | 2021-12-31 | 112 | | |
| West Fraser Mills – Forest Products | Unifor Local 855 | 1 st Agmt | 121 | | Mediation |
| West Fraser Mills –Pulp & Sawmill | Unifor Local 855 | 2021-05-31 | 467 | | Bargaining |

| Mining and Oil and Gas Extraction | | | | | |
|--|-------------------------------|------------|-----------|----|------------|
| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
| Innovator Industrial Services | Unifor Local 3000CA | 2017-02-19 | 339 | | |
| Integral Energy Services | CLAC Local 63, Construction | 2021-05-31 | 100 | | Bargaining |
| Westmoreland Mining Holdings – Coal Valley | Operating Engineers Local 955 | 2022-02-28 | 328 | | |

| Other Services (except Public Administration) | | | | | |
|---|--|------------|-----------|----|--------|
| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
| AUPE | Alberta Union of Labour Relations Professionals | 2022-01-31 | 219 | | |
| Calgary Parking Authority | CUPE Local 38 | 2021-05-31 | 130 | | |
| Quinn Construction | Employees' Association | 2022-02-28 | 319 | | |
| Redi Energy Services | CLAC Local 63, Construction | 2022-02-28 | 100 | | |

| Professional, Scientific, and Technical Services | | | | | |
|--|-------|------------|-----------|----|------------|
| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
| InnoTech Alberta | AUPE | 2020-09-30 | 159 | | Bargaining |

| Public Administration | | | | | |
|--|----------------------------|------------|-----------|----|------------|
| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
| Alberta Gaming, Liquor & Cannabis Commission | AUPE | 2020-07-31 | 694 | √ | Bargaining |
| Alberta Pensions Administration | AUPE | 2020-12-31 | 206 | √ | Bargaining |
| ATB Financial | AUPE | 2020-03-31 | 1,086 | √ | Tentative |
| City of Calgary | ATU Local 583 | 2021-01-03 | 3,100 | | |
| City of Calgary | Calgary Police Association | 2021-01-03 | 2,200 | | Bargaining |
| City of Calgary | IAFF Local 255 | 2019-12-31 | 1,387 | | Settled |
| City of Calgary | IBEW Local 254 | 2021-03-31 | 162 | | Bargaining |

Current & Upcoming Collective Bargaining

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Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Public Administration

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|---------------------------------|------------|-----------|----|------------|
| City of Calgary – Civic Foremen | CUPE Local 709 | 2021-01-03 | 460 | | Bargaining |
| City of Calgary – Emergency Communications Officers | IBEW Local 254 | 2021-01-03 | 307 | | Bargaining |
| City of Calgary – Inside Workers | CUPE Local 38 | 2021-01-03 | 4,200 | | Bargaining |
| City of Calgary – Outside Workers | CUPE Local 37 | 2021-01-03 | 2,800 | | Bargaining |
| City of Camrose | CUPE Local 1425 | 2021-12-31 | 105 | | |
| City of Cold Lake | AUPE | 2021-12-31 | 118 | | |
| City of Edmonton | ATU Local 569 | 2020-12-19 | 2,592 | | Mediation |
| City of Edmonton | Civic Service Union 52 | 2020-12-09 | 4,400 | | Bargaining |
| City of Edmonton | CUPE Local 30 | 2020-12-19 | 3,545 | | Bargaining |
| City of Edmonton | Edmonton Police Association | 2020-12-20 | 1,881 | | Bargaining |
| City of Edmonton | IAFF Local 209 | 2018-12-25 | 1,284 | | Bargaining |
| City of Edmonton | IBEW Local 1007 | 2021-12-18 | 106 | | |
| City of Edmonton – DATS | ATU Local 569 | 2021-12-18 | 131 | | |
| City of Lethbridge | IAFF Local 237 | 2020-12-31 | 211 | | Bargaining |
| City of Lethbridge | Lethbridge Police Association | 2020-12-31 | 166 | | Bargaining |
| City of Lloydminster | CUPE Local 1015 | 2021-12-31 | | | |
| City of Medicine Hat | Medicine Hat Police Association | 2020-12-31 | 114 | | Bargaining |
| City of Red Deer | CUPE Local 417 | 2020-12-31 | 1,195 | | Bargaining |
| City of Red Deer | IAFF Local 1190 | 2019-06-30 | 209 | | Mediation |
| City of St. Albert | CUPE Local 941 | 2021-12-31 | 154 | | |
| City of St. Albert | IAFF Local 2130 | 2019-12-31 | 117 | | Mediation |
| Municipality of Jasper | CUPE Local 1458 | 2020-12-31 | 116 | | Settled |
| Regional Municipality of Wood Buffalo | CUPE Local 1505 | 2020-12-31 | 750 | | Bargaining |
| Regional Municipality of Wood Buffalo | IAFF Local 2494 | 2020-12-31 | 175 | | Bargaining |
| Rocky View County | IAFF Local 4794 | 2020-12-31 | 144 | | Mediation |
| Special Areas Board | AUPE | 2018-12-31 | 253 | | Mediation |
| Strathcona County | AUPE | 2019-12-31 | 165 | | Tentative |
| Strathcona County | IAFF Local 2461 | 2019-12-31 | 184 | | Bargaining |
| Town of High River | Employee Association | 2021-09-30 | 187 | | |
| Workers' Compensation Board – Millard Health | HSAA | 2020-12-31 | 129 | √ | |

Real Estate and Rental and Leasing

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|--|-------|--------|-----------|----|--------|
| No expiring collective agreements within time frame being reported | | | | | |

Retail Trade

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|--|----------------------------------|------------|-----------|----|------------|
| Calgary Co-Op | Union of Calgary Co-Op Employees | 2020-10-31 | 2,800 | | Mediation |
| North Central Co-Op, Retail, Meat & Deli | UFCW Local 401 | 2019-05-05 | 184 | | Mediation |
| Save On Foods [Meat & Deli; Retail] | UFCW Local 401 | 2020-03-28 | 111 | | Bargaining |
| Sobeys West – Retail Support Centre | UFCW Local 401 | 2017-12-30 | 158 | | Settled |

Transportation and Warehousing

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|-------------------------------|------------|-----------|----|------------|
| FirstCanada – Wood Buffalo | Operating Engineers Local 955 | 2021-07-31 | 275 | | |
| Prairie Rail Agreement | Labourers Local 92 | 2021-05-31 | 470 | | |
| Sobeys Capital – Retail Support Centre | UFCW Local 401 | 2021-03-31 | 229 | | Bargaining |
| Sobeys West – Calgary Refrigerated Warehouse & Commissary | UFCW Local 401 | 2021-08-28 | 259 | | |

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1st Agreement Disputes] indicated by Enhanced

Utilities

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|---|-------------------------------|------------|-----------|----|------------|
| AltaLink Management | United Utility Workers Assn. | 2021-12-31 | 398 | | |
| ATCO Electric | Canadian Energy Workers Assn. | 2021-12-31 | 817 | | |
| Capital Power | IBEW Local 1007 | 2020-12-19 | 111 | | Settled |
| ENMAX Corporation | CUPE Local 38 | 2019-12-31 | 692 | | Settled |
| ENMAX Corporation | IBEW Local 254 | 2021-12-31 | 406 | | |
| EPCOR Utilities | Civic Service Union 52 | 2020-12-19 | 1,023 | | Mediation |
| EPCOR Utilities | CUPE Local 30 | 2020-12-19 | 635 | | Settled |
| EPCOR Utilities | IBEW Local 1007 | 2021-12-18 | 756 | | |
| Transalta Generation Partnership (TAGP) | IBEW Local 254 | 2019-12-31 | 285 | | Bargaining |

Wholesale Trade

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | ES | STATUS |
|-------------------------|-----------------------------|------------|-----------|----|--------|
| Core-Mark International | UFCW Local 401 | 2021-08-31 | 134 | | |
| McKesson Canada | UFCW Local 401 | 2021-12-31 | 208 | | |
| Skyway Canada | CLAC Local 63, Construction | 2022-01-31 | 150 | | |

Essential Services Bargaining Relationships

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

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

Government, Boards, and Agencies – Collective Agreements

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | STATUS |
|--|-------|------------|-----------|---------------|
| Alberta Gaming, Liquor & Cannabis Commission | AUPE | 2020-07-31 | 620 | Bargaining |
| Alberta Innovates | AUPE | 2020-09-30 | 85 | Bargaining |
| Alberta Pensions Administration | AUPE | 2020-12-31 | 206 | Bargaining |
| ATB Financial | AUPE | 2020-03-31 | 1,086 | Tentative CBA |
| Travel Alberta | AUPE | 2020-03-31 | 30 | Bargaining |
| Workers' Compensation Board | HSAA | 2020-12-31 | 154 | Expired |
| Government of Alberta | AUPE | 2024-03-31 | 20,000 | Active |

Education – Collective Agreements

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | STATUS |
|---|-------------------------|------------|-----------|------------|
| Lakeland College | Faculty Association | 2018-06-30 | 194 | Bargaining |
| Athabasca University – Tutors | CUPE Local 3911 | 2019-06-30 | 294 | Bargaining |
| Grande Prairie Regional College | Academic Staff | 2019-08-14 | 145 | Bargaining |
| NAIT | Academic Staff | 2019-06-30 | 903 | Mediation |
| Red Deer College | CUPE Local 1445 | 2019-06-30 | 135 | Bargaining |
| Red Deer College | Faculty Association | 2019-06-30 | 425 | Mediation |
| University of Alberta | Non-Academic Staff Assn | 2019-03-31 | 7,000 | Bargaining |
| Alberta University of the Arts | AUPE | 2020-06-30 | 104 | Bargaining |
| Alberta University of the Arts | Faculty Association | 2020-06-30 | 106 | Bargaining |
| Athabasca University | AUPE | 2020-06-30 | 248 | Bargaining |
| Athabasca University | Faculty Association | 2020-06-30 | 447 | Mediation |
| Bow Valley College | AUPE | 2020-06-30 | 350 | Bargaining |
| Bow Valley College | Faculty Association | 2020-06-30 | 591 | Bargaining |
| Grande Prairie Regional College - Fairview Campus | AUPE | 2020-06-30 | 62 | Bargaining |
| Grant MacEwan University | Faculty Association | 2020-06-30 | 984 | Bargaining |
| Grant MacEwan University | Staff Association | 2020-06-30 | 1,200 | Bargaining |
| Keyano College | Faculty Association | 2020-06-30 | 105 | Bargaining |
| Keyano College | CUPE Local 2157 | 2020-06-30 | 114 | Bargaining |
| Lakeland College | AUPE | 2020-06-30 | 292 | Bargaining |
| Lethbridge College | AUPE | 2020-06-30 | 366 | Mediation |
| Lethbridge College | Faculty Association | 2020-06-30 | 373 | Bargaining |
| Medicine Hat College | AUPE | 2020-06-30 | 151 | Bargaining |
| Medicine Hat College | Faculty Association | 2020-06-30 | 260 | Bargaining |
| Mount Royal University | Staff Association | 2020-06-30 | 646 | Bargaining |
| NAIT | AUPE | 2020-06-30 | 1,100 | Bargaining |
| NorQuest College | AUPE | 2020-06-30 | 224 | Bargaining |
| NorQuest College | Faculty Association | 2020-06-30 | 400 | Bargaining |
| Northern Lakes College | Faculty Association | 2020-06-30 | 116 | Expired |
| Northern Lakes College | AUPE | 2020-06-30 | 125 | Bargaining |
| Olds College | AUPE | 2020-06-30 | 153 | Bargaining |
| Olds College | Faculty Association | 2020-06-30 | 83 | Expired |
| Portage College | AUPE | 2020-06-30 | 124 | Bargaining |
| Red Deer College | AUPE | 2020-06-30 | 250 | Bargaining |
| SAIT | AUPE | 2020-06-30 | 798 | Bargaining |
| SAIT | Faculty Association | 2020-06-30 | 654 | Bargaining |
| University of Alberta | Academic Staff | 2020-06-30 | 3,800 | Mediation |
| University of Calgary | AUPE | 2020-03-31 | 5,596 | Bargaining |
| University of Calgary | Faculty Association | 2020-06-30 | 2,400 | Bargaining |
| University of Lethbridge | AUPE | 2020-06-30 | 506 | Bargaining |
| University of Lethbridge | Faculty Association | 2020-06-30 | 579 | Mediation |
| Grande Prairie Regional College | Employees' Association | 2021-06-30 | 144 | Bargaining |
| Portage College | Faculty Association | 2021-06-30 | 104 | Bargaining |
| Mount Royal University | Faculty Association | 2024-06-30 | 800 | Active |

Essential Services Bargaining Relationships

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Health Care

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | STATUS |
|--|-------------------------|----------------------|-----------|-------------|
| Amica Aspen Woods | CUPE Local 8 | | | ALRB Cert |
| Aster Joint Venture – AgeCare Skypointe | UNA | | 22 | ALRB Cert |
| Bethany Care Society – Airdrie | UNA | | | ALRB Cert |
| Bethany Care Society - Riverview | UNA | | | ALRB Cert |
| Bethany Nursing Home – Home Care Wetaskiwin | AUPE | | | ALRB Cert |
| Carewest – Glenmore Park | UNA | | 60 | ALRB Cert |
| Carewest – Signal Pointe | UNA | | | ALRB Cert |
| Connecting Care (2000) – The Wellington | Steelworkers Local 1595 | | | ALRB Cert |
| Covenant Health – St. Mary’s Health Care Centre (Trochu) | UNA | | | ALRB Cert |
| Intercare – Chinook Care | UNA | | | ALRB Cert |
| Masterpiece Southland Meadows | UNA | | | ALRB Cert |
| Origin – Swan Evergreen Village | AUPE | | 165 | ALRB Cert |
| Revera Lessee – McKenzie Towne – GSS | CUPE Local 8 | | | ALRB Cert |
| Sage Properties – Prince of Peace Manor & Harbour | UNA | | | ALRB Cert |
| Shepherd’s Care Foundation – Eden House | Machinists Local 1722 | | | ALRB Cert |
| Trinity Place Foundation of Alberta | CUPE Local 4731 | | | ALRB Cert |
| Aster Joint Venture – AgeCare Seton | AUPE | 1 st Agmt | 324 | Bargaining |
| Aster Joint Venture – Age Care SkyPointe – ANC | AUPE | 1 st Agmt | 287 | Enhanced |
| Aster Joint Venture – Age Care SkyPointe – GSS | AUPE | 1 st Agmt | 112 | Enhanced |
| Bayshore HealthCare | UFCW Local 401 | 1 st Agmt | 31 | Mediation |
| Chartwell Master Care – Eau Claire Care | AUPE | 1 st Agmt | 102 | Enhanced |
| Chartwell Master Care – Emerald Hills | AUPE | 1 st Agmt | 100 | Bargaining |
| Chartwell Master Care – Griesbach & Heritage Valley | AUPE | 1 st Agmt | 313 | Arbitration |
| I Have a Chance Support Service | UFCW Local 401 | 1 st Agmt | 135 | Tentative |
| Optima Living Alberta – Wild Rose | AUPE | 1 st Agmt | | Enhanced |
| Origin – Whitehorn Village Retirement Community | AUPE | 1 st Agmt | | Bargaining |
| Masterpiece Southland Meadows | AUPE | 1 st Agmt | | Tentative |
| Parkland Community Living and Supports Society | LIUNA | | | Arbitration |
| Revera Retirement – McConachie Gardens | AUPE | 1 st Agmt | 80 | Bargaining |
| Revera Retirement – Our Parents’ Home | AUPE | 1 st Agmt | 80 | Bargaining |
| Rosedale Partnership | AUPE | 1 st Agmt | 86 | Bargaining |
| Seasons Retirement Communities (Encore) | AUPE | 1 st Agmt | | Bargaining |
| Chinatown Multi-Level Care Foundation | UNA | 2014-03-31 | 22 | Bargaining |
| Optima Living Alberta - Century Park | AUPE | 2015-03-31 | 90 | Mediation |
| Good Samaritan Society - Dr. Gerald Zetter Care Centre | CUPE Local 1031 | 2016-06-30 | 120 | Settled |
| Good Samaritan Society – Telecare | CUPE Local 1031 | 2016-07-31 | 5 | Bargaining |
| Age Care - Beverly Centre Lake Midnapore | UNA | 2017-08-31 | 55 | Bargaining |
| Age Care - Valleyview | UNA | 2017-03-31 | 22 | Bargaining |
| AXR Operating (National) | UNA | 2017-12-31 | 89 | Bargaining |
| Bethany Care Centre - Airdrie - ANC | AUPE | 2017-08-31 | 71 | Mediation |
| Bethany Care Centre - Airdrie - GSS | AUPE | 2017-08-31 | 22 | Bargaining |
| Bethany Care Centre - Calgary - ANC | AUPE | 2017-08-31 | 443 | Mediation |
| Bethany Care Centre - Calgary - GSS | AUPE | 2017-08-31 | 44 | Bargaining |
| Bethany Care Centre - Cochrane | AUPE | 2017-08-31 | 73 | Mediation |
| Bethany Care Centre - Colleside | AUPE | 2017-08-31 | 166 | Mediation |
| Bethany Care Centre - Didsbury | AUPE | 2017-08-31 | 109 | Mediation |
| Bethany Care Centre - Harvest Hills | AUPE | 2017-08-31 | 64 | Mediation |
| Bethany Care Centre - Sylvan Lake | AUPE | 2017-08-31 | 63 | Mediation |
| Bethany Nursing Home - Rosehaven Care Centre | HSAA | 2017-03-31 | 15 | Bargaining |
| Bethany Nursing Home - Rosehaven Care Centre | UNA | 2017-03-31 | 21 | Bargaining |
| Brenda Strafford Foundation - Clifton Manor | UNA | 2017-03-31 | 41 | Expired |
| Canadian Blood Services | CUPE Local 1846 | 2017-03-31 | 150 | Mediation |
| Canadian Blood Services - Drivers | HSAA | 2017-03-31 | 10 | Mediation |
| Carewest – Rouleau Manor | UNA | 2017-03-31 | 10 | Settled |
| Chantelle Management - Edith Cavell Care Centre | UNA | 2017-06-30 | 8 | Mediation |

Essential Services Bargaining Relationships

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

Health Care

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | STATUS |
|---|---------------------|------------|-----------|---------------|
| Chantelle Management - Grande Prairie Care Centre | UNA | 2017-06-30 | 13 | Bargaining |
| Covenant Health - Edmonton General, Grey Nuns | Operating Engineers | 2017-03-31 | 28 | Bargaining |
| Extencicare (Canada) - Athabasca - ANC | AUPE | 2017-12-31 | 66 | Bargaining |
| Extencicare (Canada) - Athabasca - GSS | AUPE | 2017-12-31 | 35 | Bargaining |
| Extencicare (Canada) - Cedars Villa | AUPE | 2017-12-31 | 282 | Bargaining |
| Extencicare (Canada) - Eaux Claires | AUPE | 2017-12-31 | 195 | Bargaining |
| Extencicare (Canada) - Fairmont Park | AUPE | 2017-12-31 | 179 | Bargaining |
| Extencicare (Canada) - Hillcrest | AUPE | 2017-12-31 | 169 | Bargaining |
| Extencicare (Canada) - Holyrood | AUPE | 2017-12-31 | 90 | Bargaining |
| Extencicare (Canada) - Mayerthorpe | AUPE | 2017-12-31 | 61 | Bargaining |
| Extencicare (Canada) - Michener Hill | AUPE | 2017-12-31 | 488 | Bargaining |
| Good Samaritan Society - Multi Facility | AUPE | 2017-06-30 | 1,891 | Mediation |
| Good Samaritan Society - Multi Facility | UNA | 2017-03-31 | 133 | Bargaining |
| Revera Lessee - Scenic Acres | AUPE | 2017-12-31 | 100 | Arbitration |
| River Ridge Seniors Village | UNA | 2017-06-30 | 13 | Expired |
| Salem Manor Nursing Home | AUPE | 2017-07-13 | 86 | Mediation |
| Salem Manor Nursing Home | UNA | 2017-03-31 | 15 | Bargaining |
| Touchmark at Wedgewood | AUPE | 2017-08-31 | 52 | Settled |
| Touchmark at Wedgewood | UNA | 2017-03-31 | 15 | Bargaining |
| Venta Care Centre | UNA | 2017-08-31 | 16 | Bargaining |
| Venta Care Centre - ANC | AUPE | 2017-07-31 | 100 | Bargaining |
| Venta Care Centre - GSS | AUPE | 2017-07-31 | 50 | Bargaining |
| Age Care - Beverly Centre Glenmore | AUPE | 2018-09-10 | 170 | Mediation |
| Aster Joint Venture - AgeCare Sagewood | AUPE | 2018-11-17 | 136 | Mediation |
| Aster Joint Venture - AgeCare Sunrise Gardens | AUPE | 2018-12-14 | 70 | Mediation |
| AXR Operating National - Jasper Place, South Terrace, Miller Crossing | AUPE | 2018-03-31 | 455 | Bargaining |
| Good Samaritan Society – Group Homes | AUPE | 2018-06-30 | 265 | Mediation |
| Haven of Rest and Sunnyside Nursing Home | UNA | 2018-09-30 | 31 | Bargaining |
| Hong Lok Management - Edmonton Chinatown Care Centre | AUPE | 2018-09-30 | 63 | Bargaining |
| Revera Lessee - Edgemont Retirement | AUPE | 2018-12-31 | 98 | Arbitration |
| St. Michael's Manor Vegreville | AUPE | 2018-03-31 | 27 | Bargaining |
| St. Michael's Grove Manor | AUPE | 2018-09-30 | 21 | Bargaining |
| St. Michael's Long Term Care Centre | AUPE | 2018-06-30 | 110 | Bargaining |
| AXR Operating National - Central Park Lodge Riverview | UFCW Local 401 | 2019-03-31 | 122 | Mediation |
| Brenda Strafford Foundation - Clifton Manor | AUPE | 2019-03-31 | 212 | Bargaining |
| Choices in Community Living - Copper Sky | AUPE | 2019-03-31 | 157 | Tentative CBA |
| Cypress View Foundation | CUPE Local 46 | 2019-12-31 | 80 | Expired |
| Extencicare (Canada) - Cedars Villa | UNA | 2019-07-31 | 27 | Expired |
| Father Lacombe Care Centre | UNA | 2019-08-31 | 34 | Expired |
| Father Lacombe Care Centre – ANC | UNA | 2019-08-31 | 235 | Expired |
| Golden Life Management - Evanston Grand Village | AUPE | 2019-09-30 | 149 | Mediation |
| 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 | Bargaining |
| Revera Lessee - Aspen Ridge | AUPE | 2019-01-31 | 86 | Arbitration |
| Revera Lessee - Churchill Retirement Community | AUPE | 2019-12-31 | 67 | Settled |
| Seasons Retirement Communities – Sunrise Village (Camrose) | AUPE | 2019-12-31 | 129 | Bargaining |
| Well Being Services - Millrise | AUPE | 2019-12-31 | 219 | Bargaining |
| Aster Joint Venture – AgeCare Walden Heights – ANC | AUPE | 2020-01-26 | 257 | Bargaining |
| Aster Joint Venture – AgeCare Walden Heights – GSS | AUPE | 2020-06-01 | 111 | Bargaining |
| Alberta Health Services – ANC | AUPE | 2020-03-31 | 18,216 | Mediation |

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Health Care

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | STATUS |
|--|--------------------------|------------|-----------|---------------|
| Alberta Health Services – GSS | AUPE | 2020-03-31 | 23,243 | Bargaining |
| Alberta Health Services - PMP/PMT | HSAA | 2020-03-31 | 19,000 | Bargaining |
| Alberta Public Laboratories | HSAA | 2020-09-30 | 4,720 | Bargaining |
| Allen Gray Continuing Care | UNA | 2020-06-30 | 10 | Expired |
| Allen Gray Continuing Care – ANC | AUPE | 2020-03-31 | 153 | Bargaining |
| Bethany Care Centre – Calgary | HSAA | 2020-07-31 | 12 | Bargaining |
| Bethany Care Centre – Calgary | UNA | 2020-03-31 | 65 | Tentative CBA |
| Bethany Care Centre - Cochrane | UNA | 2020-03-31 | 12 | Tentative CBA |
| Bethany Care Centre - Collegeside | UNA | 2020-03-31 | 27 | Tentative CBA |
| Bethany Care Centre - Sylvan Lake | UNA | 2020-03-31 | 14 | Tentative CBA |
| Bethany Nursing Home - Rosehaven & Bethany LTC | AUPE | 2020-03-31 | 513 | Bargaining |
| Calgary Society for Persons with Disabilities | Steelworkers Local 1-207 | 2020-12-31 | 56 | Expired |
| Canterbury Foundation | AUPE | 2020-12-31 | 180 | Bargaining |
| Capital Care | UNA | 2020-03-31 | 207 | Expired |
| Capital Care - ANC | AUPE | 2020-06-30 | 1,150 | Bargaining |
| Capital Care - GSS | AUPE | 2020-06-30 | 425 | Bargaining |
| Capital Care - PMP/PMT | HSAA | 2020-03-31 | 140 | Expired |
| Capital Care - Dickensfield, Norwood | CUPE Local 1158 | 2020-06-30 | 440 | Bargaining |
| Carewest – ANC | AUPE | 2020-06-30 | 1,340 | Mediation |
| Carewest - Colonel Belcher | CUPE Local 8 | 2020-06-30 | 70 | Bargaining |
| Carewest - Colonel Belcher et. al. | UNA | 2020-03-31 | 129 | Expired |
| Carewest - GSS | AUPE | 2020-06-30 | 160 | Mediation |
| Carewest - PMP/PMT | HSAA | 2020-06-30 | 192 | Expired |
| CBI Home Health | AUPE | 2020-12-31 | 482 | Bargaining |
| Chantelle Management - Edith Cavell Care Centre | AUPE | 2020-11-30 | 124 | Bargaining |
| Chantelle Management - Grande Prairie Care Centre | CUPE Local 2158 | 2020-06-30 | 133 | Settled |
| Covenant Care – Foyer Lacombe | UNA | 2020-03-31 | 23 | Expired |
| Covenant Health – ANC | AUPE | 2020-03-31 | 2,411 | Bargaining |
| Covenant Health – GSS | AUPE | 2020-03-31 | 587 | Bargaining |
| Covenant Health - PMP/PMT | HSAA | 2020-03-31 | 1,246 | Bargaining |
| Covenant Health - Bonnyville Health Centre - GSS | HSAA | 2020-03-31 | 116 | Expired |
| Covenant Health - Edmonton General, Grey Nuns | CUPE Local 41 | 2020-03-31 | 1,338 | Expired |
| Covenant Health - St. Michael's Health Centre | CUPE Local 408 | 2020-03-31 | 91 | Expired |
| Covenant Health - St. Therese Villa | AUPE | 2020-03-31 | 202 | Bargaining |
| Covenant Health - Youville Homes of St. Albert | Steelworkers Local 1-207 | 2020-03-31 | 200 | Expired |
| Excel Resources Society – Balwin Villa, Grand Manor | UFCW Local 401 | 2020-03-31 | 240 | Bargaining |
| Extencicare (Canada) [6 sites] | CUPE | 2020-12-31 | 415 | Expired |
| Good Samaritan Society - Multi Facility | HSAA | 2020-03-31 | 26 | Bargaining |
| Haven of Rest and Sunnyside Nursing Home | Steelworkers Local 1-207 | 2020-03-31 | 126 | Bargaining |
| Homeland Housing | CUPE Local 1461 & 2832 | 2020-12-31 | 150 | Bargaining |
| Lamont Health Care Centre | HSAA | 2020-03-31 | 13 | Expired |
| Lamont Health Care Centre – ANC | AUPE | 2020-03-31 | 108 | Expired |
| Lamont Health Care Centre - GSS | AUPE | 2020-03-31 | 71 | Bargaining |
| Mountain View Seniors' Housing - Sundre | AUPE | 2020-12-31 | 100 | Bargaining |
| Nutra 2000 | CNFIU | 2020-11-30 | 1,100 | Mediation |
| Park Place Seniors Living - Benevolence Care Centre | AUPE | 2020-12-31 | 90 | Bargaining |
| Park Place Seniors Living - Hardisty Care Centre - ANC | AUPE | 2020-03-31 | 140 | Bargaining |
| Park Place Seniors Living - Newport Harbour Care Centre | AUPE | 2020-03-31 | 163 | Bargaining |
| Park Place Seniors Living - Villa Marguerite, Sprucewood Place | AUPE | 2020-03-31 | 317 | Bargaining |
| Points West Living Lac La Biche | AUPE | 2020-12-31 | 35 | Expired |
| Points West Living Slave Lake | AUPE | 2020-12-31 | 49 | Bargaining |
| Qualicare – Rivercrest Lodge Nursing Home | UNA | 2020-03-31 | 32 | Expired |
| Revera Lessee - Riverbend Retirement | AUPE | 2020-12-31 | 113 | Bargaining |
| Ridge Country Housing | CUPE Local 408 | 2020-12-31 | 27 | Bargaining |
| Salem Manor Nursing Home | Steelworkers Local 1-207 | 2020-07-13 | 40 | Bargaining |

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Health Care

| EMPLOYER | UNION | EXPIRY | EMPLOYEES | STATUS |
|---|--------------------------|------------|-----------|------------|
| Shepherd's Care - Barrhead | AUPE | 2020-09-30 | 59 | Bargaining |
| Shepherd's Care - Greenfield | AUPE | 2020-09-30 | 27 | Bargaining |
| Shepherd's Care - Kensington Village - ANC | AUPE | 2020-09-30 | 140 | Bargaining |
| Shepherd's Care - Millwoods - ANC | AUPE | 2020-09-30 | 126 | Bargaining |
| Shepherd's Care - Millwoods Manor & Southside Manor | AUPE | 2020-09-30 | 14 | Bargaining |
| Shepherd's Care - Millwoods & Kensington Village | UNA | 2020-03-31 | 53 | Expired |
| Shepherd's Care - Vanguard | AUPE | 2020-09-30 | 76 | Bargaining |
| St. Michael's Long Term Care Centre | UNA | 2020-03-31 | 15 | Expired |
| Wood Buffalo Housing & Development – Rotary House | CUPE Local 1505 | 2020-12-31 | 25 | Mediation |
| Age Care - Midnapore | CUPE Local 8 | 2021-10-31 | 164 | Expired |
| Bridges Community Living | CUPE Local 838 | 2021-12-31 | 112 | Expired |
| Canadian Blood Services - Techs | HSAA | 2021-03-31 | 243 | Expired |
| Choices in Community Living - Legacy Lodge | AUPE | 2021-03-31 | 115 | Bargaining |
| Covenant Health - Misericordia / Villas Caritas | CUPE Local 2111 | 2021-03-31 | 600 | Bargaining |
| Covenant Health - St. Joseph's Home / Carmel Hospice | CUPE Local 408 | 2021-03-31 | 40 | Bargaining |
| Crowsnest Pass Senior Housing | CUPE Local 812 | 2021-12-31 | 30 | Expired |
| Eagle Hill Foundation – Eagle Hill, Eagle View, Hillside | CUPE Local 1461 | 2021-12-31 | 45 | Expired |
| Extendicare (Canada) - Athabasca | UNA | 2021-12-31 | 0 | Expired |
| Extendicare (Canada) - Eaux Claires | UNA | 2021-12-31 | 31 | Expired |
| Extendicare (Canada) - Fort Macleod | UNA | 2021-12-31 | 14 | Expired |
| Extendicare (Canada) - Holyrood | UNA | 2021-12-31 | 18 | Expired |
| Extendicare (Canada) - Leduc | UNA | 2021-12-31 | 16 | Expired |
| Extendicare (Canada) - Mayerthorpe | UNA | 2021-12-31 | 4 | Expired |
| Extendicare (Canada) - Michener Hill | UNA | 2021-12-31 | 41 | Expired |
| Extendicare (Canada) - Viking | UNA | 2021-12-31 | 7 | Expired |
| Extendicare (Canada) - Vulcan | UNA | 2021-12-31 | 8 | Expired |
| Good Samaritan Society - South Ridge Village | Steelworkers Local 1-207 | 2021-06-30 | 150 | Bargaining |
| Green Acres Foundation- Alberta Rose Lodge | AUPE | 2021-12-31 | 20 | Expired |
| Green Acres Foundation - Piyami | AUPE | 2021-12-31 | 49 | Expired |
| Green Acres Foundation - Sunny South | AUPE | 2021-12-31 | 61 | Expired |
| Lacombe Foundation | CLAC Local 301 | 2021-12-31 | 73 | Expired |
| Lakeland Lodge & Housing Foundation | CUPE Local 2771 | 2021-12-31 | 27 | Expired |
| Lamont County Housing | AUPE | 2021-12-31 | 40 | Expired |
| Mountain View Seniors' Housing – Mount View Lodge, Olds | AUPE | 2021-12-31 | 48 | Expired |
| 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 |
| Revera Lessee – River Ridge | AUPE | 2021-12-31 | 95 | Expired |
| Seasons Retirement Communities (Ponoka) | AUPE | 2021-12-31 | 27 | Expired |
| Signature Retirement - Rocky Ridge | AUPE | 2021-12-31 | 90 | Expired |
| Smoky Lake Foundation – Bar V Nook, Vilna Lodge | CUPE Local 1461 | 2021-12-31 | 45 | Expired |
| AXR Operating National - Bow Crest | CUPE Local 8 | 2022-10-31 | 144 | Active |
| AXR Operating National - McKenzie Towne Care Centre | CUPE Local 8 | 2022-10-31 | 146 | Active |
| AXR Operating National - Mount Royal | CUPE Local 8 | 2022-10-31 | 93 | Active |
| Brenda Strafford Foundation - Wentworth Manor | AUPE | 2022-12-30 | 204 | Active |
| Chantelle Management - Sunset and Innisfail Country Manor | AUPE | 2022-01-31 | 112 | Expired |
| Chartwell Master Care – Country Cottage | Steelworkers Local 1-207 | 2022-01-03 | 38 | Expired |
| Chartwell Master Care – St. Albert Retirement Residence | Steelworkers Local 1-207 | 2022-12-02 | 121 | Active |
| Connecting Care (2000) - Meadow Ridge Seniors Village | Teamsters Local 987 | 2022-08-28 | 81 | Active |
| Covenant Care – Villa Marie, Holy Cross, Vitaline, Marguerite | AUPE | 2022-12-31 | 680 | Active |
| Covenant Care – Foyer Lacombe | AUPE | 2022-12-31 | 52 | Active |
| Covenant Care – St. Teresa Place | AUPE | 2022-12-31 | 265 | Active |
| Drumheller & District Seniors Foundation – Sunshine Lodge | CUPE Local 715 | 2022-12-31 | 60 | Active |
| DynaLIFE DX | HSAA | 2022-03-31 | 1,069 | Active |
| Evergreens Foundation | Operating Engineers 955 | 2022-06-19 | 83 | Active |
| Grande Spirit Foundation | CUPE Local 3623 | 2022-06-30 | 98 | Active |

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|---|--------------------------|------------|-----------|---------|
| Intercare - Brentwood, Chinook, Southwood | CUPE Local 8 | 2022-06-30 | 1,417 | Active |
| Operation Friendship Seniors Society | CUPE Local 474 | 2022-03-31 | 70 | Active |
| Park Place Seniors Living - Devonshire Care Centre | AUPE | 2022-03-31 | 188 | Active |
| Points West Living Cold Lake | AUPE | 2022-12-31 | 48 | Active |
| Points West Living Heritage House | AUPE | 2022-03-31 | 53 | Active |
| Qualicare - Citadel Care | Steelworkers Local 1-207 | 2022-06-30 | 139 | Active |
| Qualicare - Rivercrest Lodge Nursing Home | Steelworkers Local 1-207 | 2022-07-31 | 98 | Active |
| Revera Lessee - Heartland Retirement Residence | CUPE Local 8 | 2022-12-31 | 45 | Active |
| River Ridge Seniors Village | Steelworkers Local 1-207 | 2022-03-31 | 104 | Active |
| Sage Properties - Prince of Peace Manor & Harbour | CUPE Local 8 | 2022-06-30 | 100 | Active |
| Salvation Army - Agape Hospice | UNA | 2022-03-31 | 62 | Active |
| Salvation Army - Grace Manor | AUPE | 2022-09-30 | 98 | Active |
| Seasons Retirement Communities (Drayton Valley) | AUPE | 2022-01-25 | 27 | Expired |
| Seasons Retirement Communities (Lethbridge) | AUPE | 2022-05-31 | 20 | Active |
| Season Retirement Communities – Lethbridge Gardens | AUPE | 2022-10-31 | 15 | Active |
| Sylvan Lake Lodge | CLAC Local 301 | 2022-12-31 | 39 | Active |
| We Care Health Services | Teamsters Local 987 | 2022-08-31 | 35 | Active |
| Well Being Services - Monterey Place | AUPE | 2022-03-31 | 130 | Active |
| Age Care - Columbia Assisted Living | AUPE | 2023-03-31 | 27 | Active |
| Age Care - Valleyview | AUPE | 2023-03-31 | 30 | Active |
| Brazeau Foundation | AUPE | 2023-05-31 | 33 | Active |
| Canadian Blood Services, Calgary | UNA | 2023-03-31 | 21 | Active |
| Canadian Blood Services, Edmonton | UNA | 2023-03-31 | 38 | Active |
| Canadian Blood Services – Plasma Donor Centre, Lethbridge | UNA | 2023-03-31 | 5 | Active |
| County of Stettler Housing Authority | CUPE Local 4733 | 2023-12-31 | 85 | Active |
| Edmonton Chinatown Care Centre | CUPE Local 1158-14 | 2023-06-30 | 38 | Active |
| Intercare – Kingsland Terrace | CUPE Local 8 | 2023-03-31 | 44 | Active |
| Points West Living Stettler | AUPE | 2023-05-10 | 104 | Active |
| Revera Lessee - McKenzie Towne Retirement Residence | CUPE Local 8 | 2023-12-31 | 51 | Active |
| Revera Lessee - Meadowlands | UFCW Local 401 | 2023-12-31 | 70 | Active |
| Revera Retirement – Scenic Grande | CUPE Local 8 | 2023-12-31 | 60 | Active |
| Seasons Retirement – Sunrise Village (High River) - ANC | CUPE Local 8 | 2023-06-30 | 86 | Active |
| Seasons Retirement – Sunrise Village (High River) - GSS | CUPE Local 8 | 2023-06-30 | 45 | Active |
| Seasons Retirement Communities (Wetaskiwin) | AUPE | 2023-12-31 | 48 | Active |
| Taber & District Housing – Clearview Lodge | CUPE Local 2038 | 2023-05-31 | 27 | Active |
| Travois Holdings – Mayfair/Glamorgan Care Centres | CLAC Local 301 | 2023-03-31 | 160 | Active |
| Vegreville Association for Living in Dignity (VALID) | Steelworkers Local 1-207 | 2023-09-30 | 31 | Active |
| Wheatland Lodge | CUPE Local 8 | 2023-04-30 | 23 | Active |
| Alberta Health Services | UNA | 2024-03-31 | 29,354 | Active |
| Bethany Auxiliary Hospital / Bethany Nursing Home | UNA | 2024-03-31 | 12 | Active |
| Christenson Communities - Royal Oak Manor | HSAA | 2024-01-31 | 93 | Active |
| Covenant Health | UNA | 2024-03-31 | 2,876 | Active |
| Lamont Health Care Centre | UNA | 2024-03-31 | 34 | Active |
| Lloydminster Region Housing Group – Pioneer Complex | CUPE Local 1015 | 2024-02-29 | 75 | Active |
| Park Place Seniors Living – Emerald Gardens | CUPE Local 3623 | 2024-04-30 | 55 | Active |
| Revera Lessee - Chateau Renoir Retirement Residence | CUPE Local 8 | 2024-04-30 | 45 | Active |
| SbraREIT Assisted Living – Amica Britannia | CUPE Local 8 | 2024-02-29 | 100 | Active |

Grievance Arbitration Awards Received in February 2022

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 | City of Edmonton |
| Union | Civic Service Union 52 |
| Arbitrator | Sims |
| Date of Award | February 15, 2022 |
| Issue | Whether the health and wellness benefit plan adversely affects those with disabilities. |
| Decision Rendered | Grievance upheld. |
| <hr/> | |
| Employer | Dataco Utility Services |
| Union | United Utility Workers Association |
| Arbitrator | Moreau |
| Date of Award | February 22, 2022 |
| Issue | Layoff grievances resulting from pandemic. |
| Decision Rendered | Grievances dismissed. |
| <hr/> | |
| Employer | Logistics in Motion |
| Union | Steelworkers Local 1-207 |
| Arbitrator | Jones |
| Date of Award | January 28, 2022 |
| Issue | Preliminary objection by employer that the grievance was untimely. |
| Decision Rendered | Preliminary objection upheld. |
| <hr/> | |
| Employer | University of Calgary |
| Union | Graduate Students' Association of the University of Calgary |
| Arbitrator | Smith |
| Date of Award | February 28, 2022 |
| Issue | Preliminary award determining whether to hear grievance arising under prior agreements and a request for particulars from the Association. |
| <hr/> | |

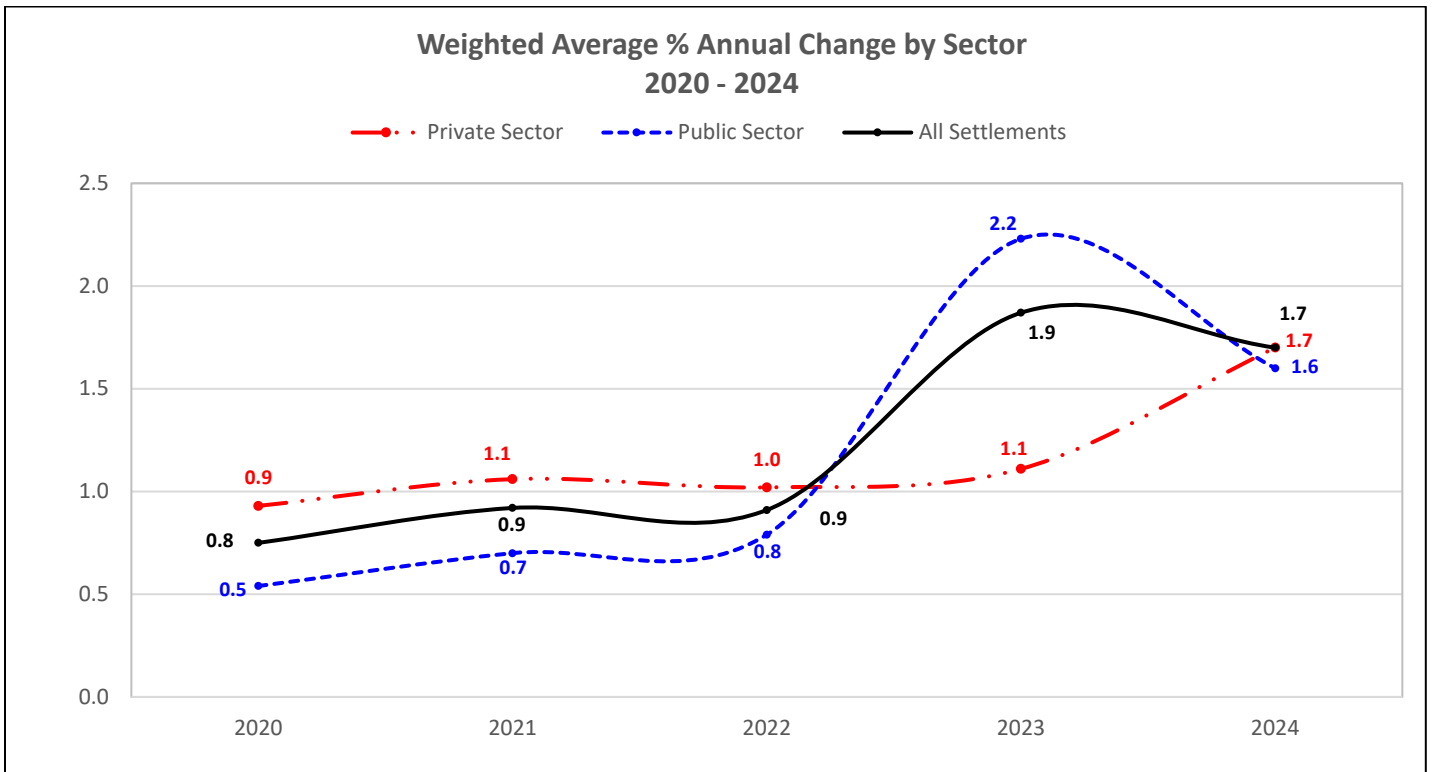
*Copies of awards without URLs can be obtained by contacting Mediation Services at cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Sector 2020-2024

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

| | Sector | Agreements | Employees | Weighted Average % Annual Change |
|------|------------------------|------------|----------------|----------------------------------|
| 2020 | Private Sector | 554 | 123,505 | 0.93 |
| | Public Sector | 306 | 110,639 | 0.54 |
| | All Settlements | 860 | 234,144 | 0.75 |
| 2021 | Private Sector | 480 | 128,724 | 1.06 |
| | Public Sector | 225 | 75,681 | 0.70 |
| | All Settlements | 705 | 204,405 | 0.92 |
| 2022 | Private Sector | 275 | 67,374 | 1.02 |
| | Public Sector | 112 | 65,102 | 0.79 |
| | All Settlements | 387 | 132,476 | 0.91 |
| 2023 | Private Sector | 123 | 27,405 | 1.11 |
| | Public Sector | 46 | 58,457 | 2.23 |
| | All Settlements | 169 | 85,862 | 1.87 |
| 2024 | Private Sector | 56 | 18,959 | 1.70 |
| | Public Sector | 10 | 342 | 1.60 |
| | All Settlements | 66 | 19,301 | 1.70 |



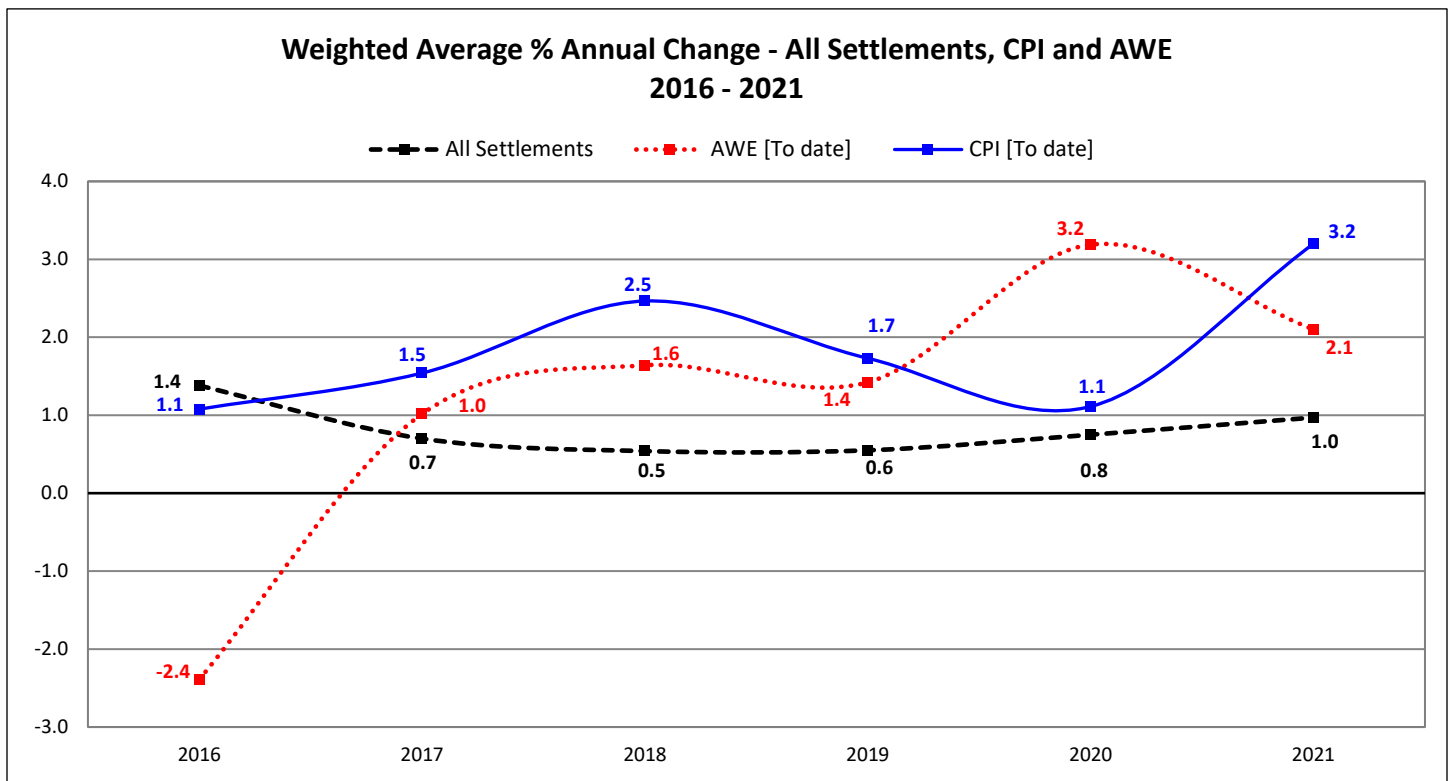
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour & Immigration by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

Wage Settlements in Alberta

Weighted Average % Annual Change by Industry

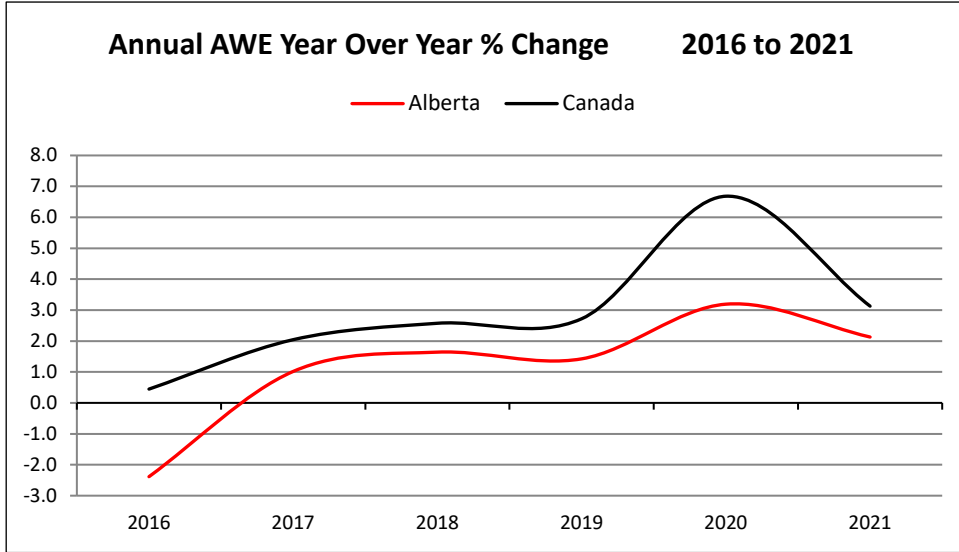
Wage data reflects the average yearly % change taking effect in the indicated year.

| Industry Sector | 2020 | | | 2021 | | | 2022 | | | 2023 | | |
|---|------------|----------------|-------------|------------|----------------|-------------|------------|----------------|-------------|------------|---------------|-------------|
| | CBAS | EEs | % | CBAS | EEs | % | CBAS | EEs | % | CBAS | EEs | % |
| Accommodation & Food Services | 25 | 3,127 | 1.20 | 21 | 2,190 | 2.33 | 17 | 1,708 | 1.72 | 7 | 851 | 2.46 |
| Administrative & Support, Waste Management & Remediation Services | 19 | 1,979 | 1.53 | 15 | 1,159 | 2.05 | 7 | 190 | 1.52 | 4 | 35 | 1.96 |
| Arts, Entertainment, & Recreation | 39 | 6,545 | 1.66 | 30 | 4,954 | 2.18 | 17 | 1,552 | 1.51 | 5 | 416 | 1.69 |
| Construction | 120 | 50,980 | 0.23 | 108 | 49,070 | 0.27 | 42 | 13,773 | 0.77 | 10 | 359 | 0.73 |
| Educational Services | 43 | 8,859 | 0.27 | 23 | 6,233 | 0.18 | 12 | 3,649 | 0.05 | 5 | 1,508 | 1.53 |
| Finance & Insurance | 3 | 19 | 1.79 | 1 | 2 | 1.00 | 1 | 2 | 1.00 | | | |
| Health Care & Social Assistance | 129 | 43,966 | 0.25 | 112 | 41,449 | 0.99 | 44 | 36,016 | 1.21 | 22 | 34,210 | 1.94 |
| Information & Cultural Industries | 10 | 958 | 0.43 | 9 | 299 | 1.12 | 6 | 202 | 1.37 | 1 | 35 | 0.00 |
| Manufacturing | 163 | 20,497 | 1.50 | 138 | 18,569 | 2.68 | 90 | 12,539 | 1.93 | 50 | 8,688 | 1.93 |
| Mining & Oil & Gas Extraction | 26 | 5,745 | 2.23 | 27 | 7,859 | 2.16 | 22 | 6,443 | 2.79 | 7 | 2,474 | 1.17 |
| Other Services (except Public Administration) | 51 | 6,390 | 1.32 | 47 | 10,652 | 0.35 | 16 | 2,244 | 0.73 | 9 | 1,433 | 0.51 |
| Professional, Scientific, & Technical Services | 7 | 2,192 | 0.96 | 6 | 1,140 | 0.96 | 5 | 1,131 | 1.94 | 2 | 1,043 | 2.24 |
| Public Administration | 114 | 55,644 | 0.67 | 76 | 28,428 | 0.25 | 47 | 26,004 | 0.25 | 19 | 22,620 | 2.71 |
| Real Estate & Rental & Leasing | 7 | 651 | 1.88 | 5 | 585 | 1.48 | 3 | 209 | 1.01 | 1 | 114 | 0.00 |
| Retail Trade | 23 | 13,439 | 0.99 | 22 | 22,114 | 0.95 | 18 | 21,667 | 0.06 | 8 | 9,345 | 0.08 |
| Transportation & Warehousing | 44 | 3,925 | 1.27 | 35 | 2,641 | 1.62 | 25 | 1,896 | 1.53 | 13 | 1,016 | 1.23 |
| Utilities | 21 | 7,083 | 2.37 | 15 | 5,064 | 1.29 | 9 | 2,531 | 1.00 | 3 | 1,338 | 1.80 |
| Wholesale Trade | 16 | 2,145 | 1.66 | 15 | 1,997 | 1.89 | 6 | 720 | 1.30 | 3 | 377 | 1.60 |
| All Settlements | 860 | 234,144 | 0.75 | 705 | 204,405 | 0.92 | 387 | 132,476 | 0.91 | 169 | 85,862 | 1.87 |

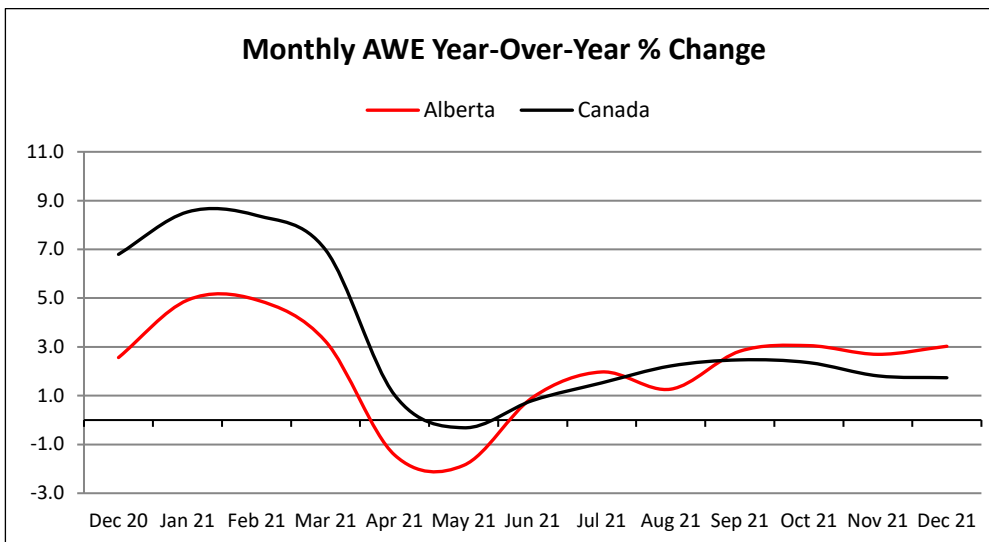


Average Weekly Earnings (AWE)*

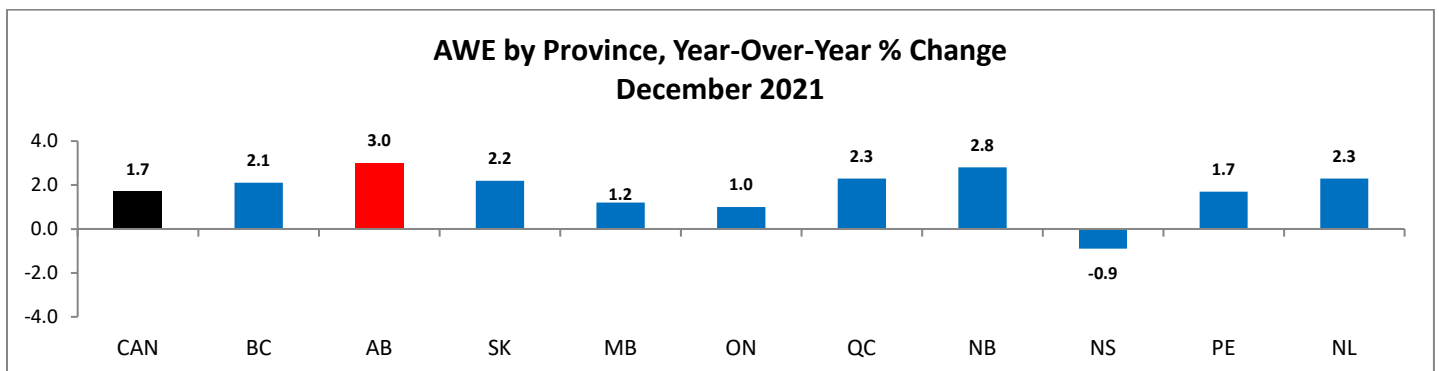
In **December 2021** the Alberta AWE increased .8 % from November 2021. Between December 2021 and December 2020 the Alberta AWE increased 3% to \$1,238.19 from \$1,201.81.



| AWE | Alberta | Canada |
|-------|---------|--------|
| 2016 | -2.4 | 0.4 |
| 2017 | 1.0 | 2.0 |
| 2018 | 1.6 | 2.6 |
| 2019 | 1.4 | 2.7 |
| 2020 | 3.2 | 6.7 |
| 2021* | 2.1 | 3.1 |



| AWE | Alberta | Canada |
|--------|---------|--------|
| Dec 20 | 2.6 | 6.8 |
| Jan 21 | 4.9 | 8.5 |
| Feb 21 | 4.9 | 8.4 |
| Mar 21 | 3.2 | 7.0 |
| Apr 21 | -1.4 | 1.0 |
| May 21 | -1.9 | -0.3 |
| Jun 21 | 0.9 | 0.8 |
| Jul 21 | 2.0 | 1.5 |
| Aug 21 | 1.3 | 2.2 |
| Sep 21 | 2.8 | 2.5 |
| Oct 21 | 3.1 | 2.4 |
| Nov 21 | 2.7 | 1.8 |
| Dec 21 | 3.0 | 1.7 |



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

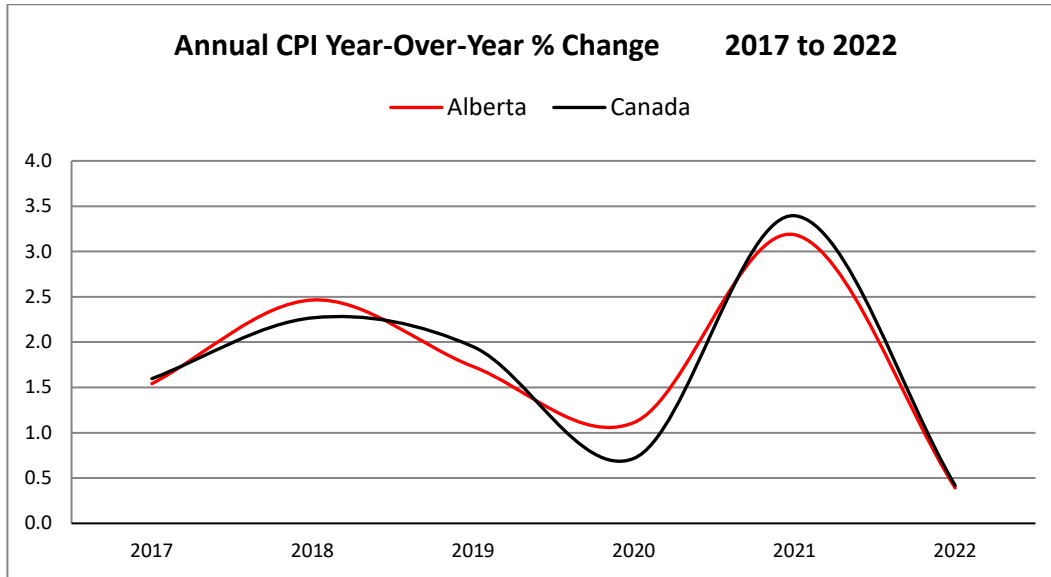
¹ Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

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

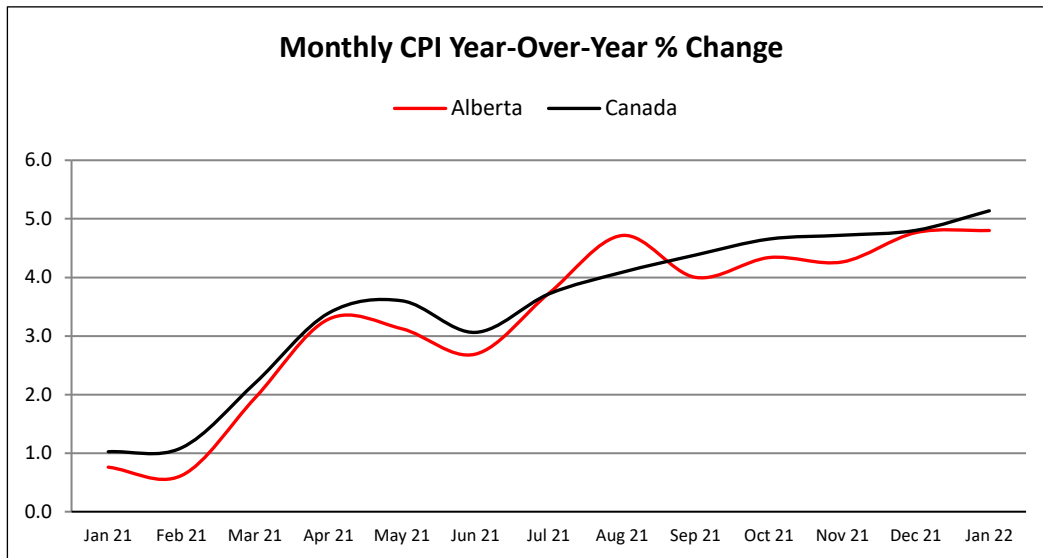
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI)*, 2002=100

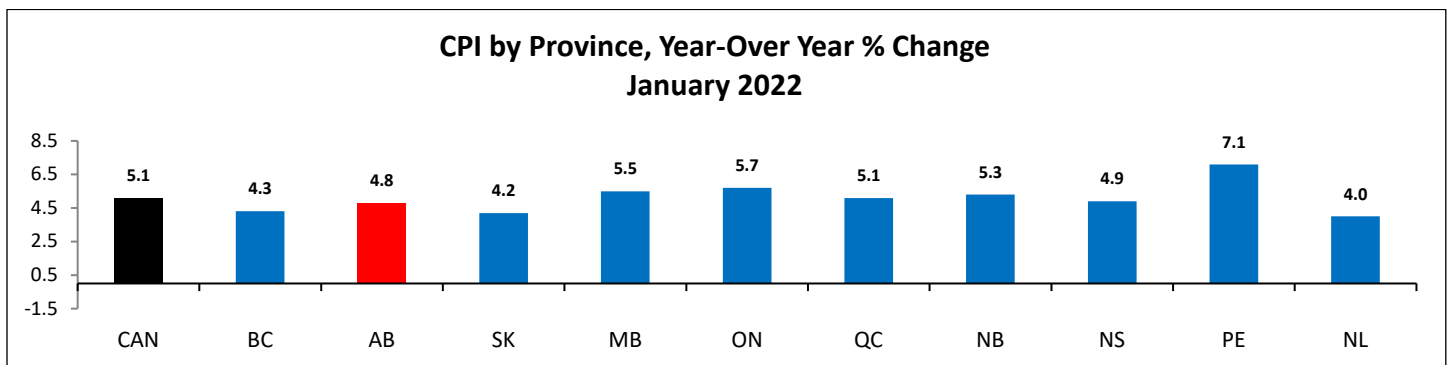
In **January 2022** the Alberta CPI increased .7% from December 2021. Between January 2022 and January 2021 the Alberta CPI increased 4.8% to \$152.80 from \$145.80.



| CPI | Alberta | Canada |
|-------|---------|--------|
| 2017 | 1.5 | 1.6 |
| 2018 | 2.5 | 2.3 |
| 2019 | 1.7 | 1.9 |
| 2020 | 1.1 | 0.7 |
| 2021 | 3.2 | 3.4 |
| 2022* | 0.4 | 0.4 |



| CPI | Alberta | Canada |
|--------|---------|--------|
| Jan 21 | 0.8 | 1.0 |
| Feb 21 | 0.6 | 1.1 |
| Mar 21 | 1.9 | 2.2 |
| Apr 21 | 3.3 | 3.4 |
| May 21 | 3.1 | 3.6 |
| Jun 21 | 2.7 | 3.1 |
| Jul 21 | 3.7 | 3.7 |
| Aug 21 | 4.7 | 4.1 |
| Sep 21 | 4.0 | 4.4 |
| Oct 21 | 4.3 | 4.7 |
| Nov 21 | 4.3 | 4.7 |
| Dec 21 | 4.8 | 4.7 |
| Jan 22 | 4.8 | 5.1 |

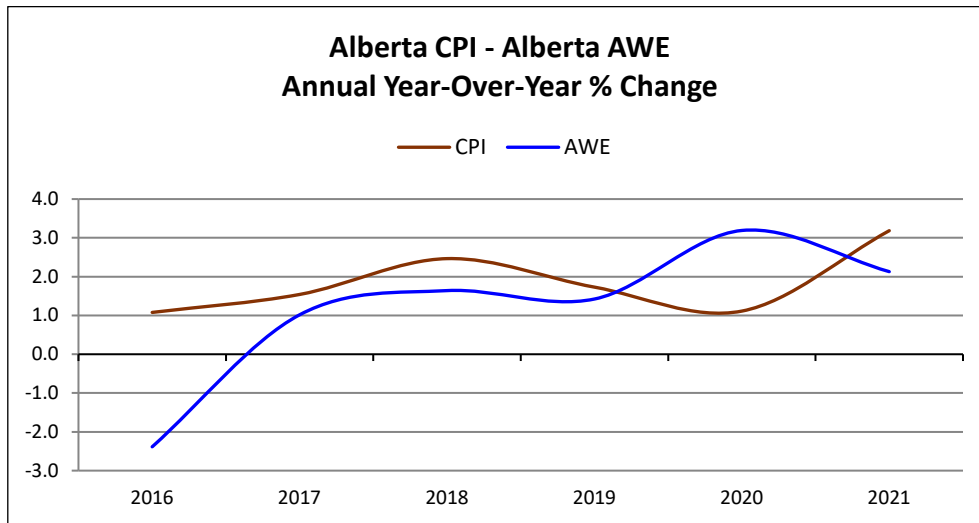


*Year to date – Graph data available upon request.

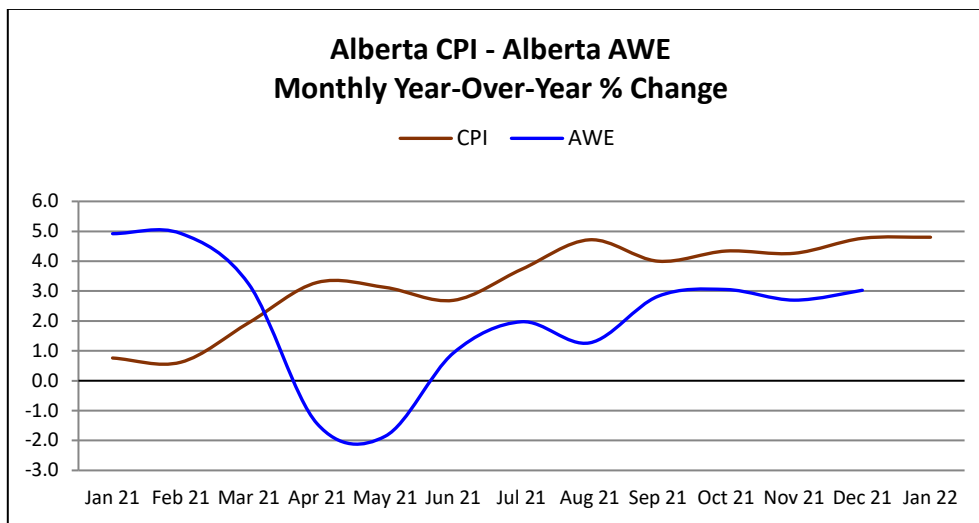
¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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 |
|------|-----|------|
| 2016 | 1.1 | -2.4 |
| 2017 | 1.5 | 1.0 |
| 2018 | 2.5 | 1.6 |
| 2019 | 1.7 | 1.4 |
| 2020 | 1.1 | 3.2 |
| 2021 | 3.2 | 2.1 |



| | CPI | AWE |
|--------|-----|------|
| Jan 21 | 0.8 | 4.9 |
| Feb 21 | 0.6 | 4.9 |
| Mar 21 | 1.9 | 3.2 |
| Apr 21 | 3.3 | -1.4 |
| May 21 | 3.1 | -1.9 |
| Jun 21 | 2.7 | 0.9 |
| Jul 21 | 3.7 | 2.0 |
| Aug 21 | 4.7 | 1.3 |
| Sep 21 | 4.0 | 2.8 |
| Oct 21 | 4.3 | 3.1 |
| Nov 21 | 4.3 | 2.7 |
| Dec 21 | 4.8 | 3.0 |
| Jan 22 | 4.8 | |

| Consumer Price Index | | | | | | | | |
|----------------------|--------|----------|---------|----------|----------|----------|---------|----------|
| Month | Canada | | Alberta | | Edmonton | | Calgary | |
| | CPI | % Change | CPI | % Change | CPI | % Change | CPI | % Change |
| Jan 21 | 138.2 | 1.0 | 145.8 | 0.8 | 145.8 | 0.9 | 145.7 | 0.8 |
| Feb 21 | 138.9 | 1.1 | 146.4 | 0.6 | 146.2 | 0.5 | 146.1 | 0.5 |
| Mar 21 | 139.6 | 2.2 | 146.9 | 1.9 | 146.8 | 1.7 | 146.6 | 1.7 |
| Apr 21 | 140.3 | 3.4 | 147.7 | 3.3 | 147.5 | 3.0 | 147.4 | 3.1 |
| May 21 | 141.0 | 3.6 | 148.6 | 3.1 | 148.2 | 2.9 | 148.4 | 2.9 |
| Jun 21 | 141.4 | 3.1 | 148.9 | 2.7 | 148.6 | 2.5 | 148.6 | 2.6 |
| Jul 21 | 142.3 | 3.7 | 150.3 | 3.7 | 149.9 | 3.2 | 150.5 | 4.0 |
| Aug 21 | 142.6 | 4.1 | 151.0 | 4.7 | 150.7 | 4.4 | 151.3 | 4.9 |
| Sep 21 | 142.9 | 4.4 | 150.8 | 4.0 | 150.3 | 3.7 | 151.1 | 4.2 |
| Oct 21 | 143.9 | 4.7 | 151.5 | 4.3 | 151.0 | 4.1 | 151.7 | 4.3 |
| Nov 21 | 144.2 | 4.7 | 151.6 | 4.3 | 151.1 | 3.9 | 152.0 | 4.4 |
| Dec 21 | 144.0 | 4.8 | 151.7 | 4.8 | 151.4 | 4.6 | 152.2 | 5.0 |
| Jan 22 | 145.3 | 5.1 | 152.8 | 4.8 | 152.5 | 4.6 | 153.5 | 5.4 |

| Average Weekly Earnings | | | | | | | | | | | | | |
|-------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | Dec 20 | Jan 21 | Feb 21 | Mar 21 | Apr 21 | May 21 | Jun 21 | Jul 21 | Aug 21 | Sep 21 | Oct 21 | Nov 21 | Dec 21 |
| AWE \$ | \$1,201.81 | \$1,237.67 | \$1,237.75 | \$1,207.60 | \$1,223.31 | \$1,228.04 | \$1,214.68 | \$1,231.55 | \$1,219.51 | \$1,230.99 | \$1,223.67 | \$1,227.82 | \$1,238.19 |
| AWE % | 2.56 | 4.92 | 4.93 | 3.23 | -1.43 | -1.86 | 0.93 | 1.97 | 1.27 | 2.82 | 3.05 | 2.70 | 3.03 |

*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

Source: Statistics Canada Consumer Price Index

Union Data – Employees, Collective Agreements

| UNION | EE | CBAs | UNION | EE | CBAs |
|---|--------|------|--|--------|------|
| ACTRA | 1,900 | 2 | IBEW | 10,323 | 30 |
| Advance Tank Centres Employees Association | 42 | 1 | Independent Air Handlers Employees Association | 15 | 1 |
| Alberta Union of Labour Relations Professionals | 219 | 1 | Independent Sheet Metal Workers | 61 | 1 |
| Alberta University of the Arts Faculty Association | 91 | 1 | Insulators | 780 | 1 |
| Association of the Academic Staff of the University of Alberta | 4,360 | 1 | Iron Workers | 3,676 | 6 |
| ATA | 47,143 | 68 | Keyano College Faculty Association | 105 | 1 |
| ATA Professional Staff Association | 40 | 1 | Labourers | 11,587 | 12 |
| Athabasca University Faculty Association | 400 | 1 | Lacombe Police Association | 21 | 1 |
| ATU | 5,963 | 7 | Lakeland College Faculty Association | 194 | 1 |
| AUPE | 99,859 | 144 | Lethbridge College Faculty Association | 373 | 1 |
| Bakery Workers | 548 | 5 | Lethbridge Police Association | 166 | 1 |
| Bargaining Council of Construction & Maintenance Skilled Trades Unions | 130 | 1 | Lethbridge Police Senior Officers | 3 | 1 |
| Battle River School Bus Drivers' Association | 34 | 1 | LiUNA | 517 | 1 |
| Blood Tribe Police Association | 27 | 1 | MacEwan Staff Association | 1,200 | 1 |
| Boilermakers | 7,965 | 19 | Machinists | 2,060 | 12 |
| Bow Valley College Faculty Association | 598 | 1 | MaXfield Employees' Organization | 91 | 1 |
| Bricklayers | 2,020 | 4 | Media & Communications Workers | 65 | 2 |
| Calgary Board of Education Staff Association | 5,000 | 1 | Medicine Hat Employees' Association | 120 | 1 |
| Calgary Board of Education Staff Association for Professional Support Staff | 235 | 1 | Medicine Hat Police Association | 114 | 1 |
| Calgary Musicians Association | 181 | 6 | Millwrights | 1,208 | 1 |
| Calgary Police Association | 2,200 | 1 | Mine Workers | 279 | 1 |
| Calgary Police Senior Officers' Association | 37 | 1 | Mount Royal Faculty Association | 800 | 1 |
| Camrose Police Association | 28 | 1 | Mount Royal Staff Association | 646 | 1 |
| CANA Services Employees Association | 44 | 3 | Multi-Union | 200 | 2 |
| Canada West Construction Union | 170 | 4 | NAIT Academic Staff Association | 1,200 | 1 |
| Canadian Energy Workers Association | 1,002 | 3 | National Hockey League Players Association | 700 | 1 |
| Canadian Football League Players' Association | 175 | 1 | Natural Gas Employees Association | 1,184 | 2 |
| Canadian Iron Steel & Industrial Workers | 401 | 7 | Non-Academic Staff Association | 7,007 | 3 |
| Canadian National Federation of Independent Unions [LiUNA Local 3000] | 993 | 1 | NorQuest College Faculty Association | 400 | 1 |
| Canadian Office & Professional Employees | 80 | 19 | Oil & Gas Union | 49 | 1 |
| Canadian Staff Union | 28 | 1 | Olds College Faculty Association | 83 | 1 |
| CANEM Systems Employees Association | 463 | 2 | Operating Engineers | 10,068 | 64 |
| Carpenters | 7,028 | 13 | Painters | 599 | 3 |
| Central Alberta Association of Municipal & School Employees | 547 | 2 | Plasterers & Cement Masons | 930 | 3 |
| Civic Service Union 52 | 6,252 | 5 | Plumbers & Pipefitters | 13,846 | 10 |
| CLAC | 17,875 | 117 | Portage College Faculty Association | 104 | 1 |
| Commercial Industries Employees' Association | 11 | 1 | Postdoctoral Association of the University of Calgary | 550 | 1 |
| Concordia University College Faculty Association | 72 | 1 | Professional Association of Resident Physicians of Alberta | 1,700 | 1 |
| Construction Maintenance & Allied Workers | 257 | 2 | Quality Control Council of Canada | 1,000 | 1 |
| CUPE | 41,724 | 182 | Quinn Construction Employees Association | 649 | 2 |
| Edmonton Police Association | 1,881 | 1 | Red Arrow Drivers Association | 30 | 1 |
| Edmonton Police Service Senior Officers' Association | 40 | 1 | SAIT Academic Faculty Association | 654 | 1 |
| Elevator Constructors | 987 | 2 | Service Employees' International Union | 245 | 3 |
| Elk Island Catholic Transportation Association | 36 | 1 | Sheet Metal Workers | 974 | 3 |
| Employees' Association of Food & Bar Services | 235 | 1 | Steelworkers | 3,592 | 41 |
| Faculty Association of Medicine Hat College | 260 | 1 | Taber Police Association | 15 | 1 |
| Faculty Association of Northern Lakes College | 116 | 1 | Teamsters | 8,048 | 103 |
| Faculty Association of Red Deer College | 449 | 1 | Town of High River Employee Association | 187 | 1 |
| Faculty Association of the University of Calgary | 2,400 | 1 | Trotter & Morton Technologies Employees' Association | 85 | 2 |
| Foothills School Division No. 38 Bus Drivers' Association | 80 | 1 | UFCW | 30,758 | 80 |
| Graduate Students' Association of the University of Alberta | 1,189 | 1 | UNA | 34,011 | 51 |
| Graduate Students' Association of the University of Calgary | 1,404 | 1 | Unifor | 13,738 | 91 |
| Grande Prairie Public School District Employees Association | 364 | 1 | Union of Calgary Co-Operative Employees | 3,000 | 1 |
| Grande Prairie Regional College Academic Staff Association | 145 | 1 | Unisil Association | 65 | 1 |
| Grande Prairie Regional College Employees' Association | 144 | 1 | UNITE HERE | 1,647 | 12 |
| Grant MacEwan University Faculty Association | 984 | 1 | Unitech Electrical Contracting Employees' Association | 48 | 1 |
| HSA | 28,049 | 30 | United Utility Workers Association | 1,374 | 6 |
| IAFF | 4,248 | 18 | University of Lethbridge Faculty Association | 565 | 1 |
| IATSE | 3,005 | 19 | Western Canada Employees' Association | 247 | 5 |
| | | | Willow Creek School Bus Drivers Association | 27 | 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

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 Labour, Mediation Services](#)

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

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

- [Active ALRB certificates](#)

[Alberta Chamber of Commerce](#)

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

[City of Edmonton Economic Statistics](#)

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

COLLECTIVE AGREEMENTS



[Alberta Mediation Services](#)

BC [British Columbia Labour Relations Board](#)

BC [British Columbia Bargaining Database](#)

ON [Ontario Ministry of Labour](#)

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

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

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



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



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