

# Bargaining Update

## May 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 May 2022.

In May 2022, Mediation Services received settlement information regarding 31 bargaining relationships encompassing 26,025 employees. There were 14 private sector and 17 public sector settlements, covering 5,284 and 20,741 employees respectively.

### In this Issue:

Alt+LeftArrow will take user back to the title page

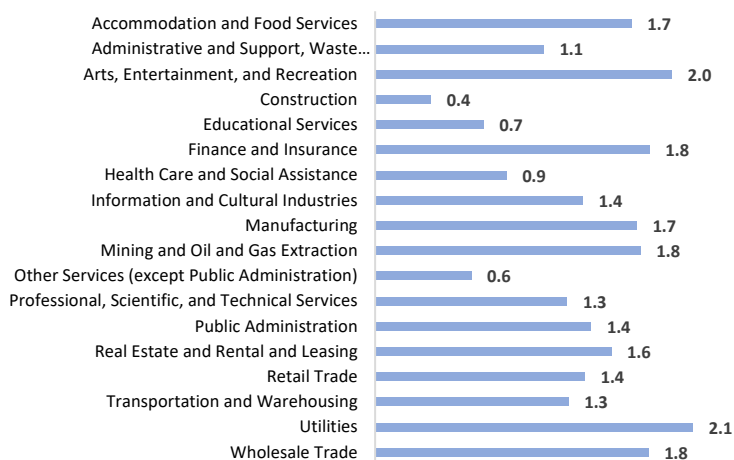
- 3 [Alberta Settlements](#)
- 6 [Current & Upcoming Collective Bargaining](#)
- 14 [Essential Services Bargaining Relationships](#)
- 20 [Grievance Arbitration Awards](#)
- 22 Wage Settlements in Alberta [Public / Private Sector Wage Changes](#)
- 23 Wage Settlements in Alberta [Industry Wage Changes](#)
- 24 [Average Weekly Earnings](#) [AWE], Mar 2022
- 25 [Consumer Price Index](#) [CPI], Apr 2022
- 26 [CPI and AWE Comparison](#) Apr 2022
- 27 [Union Data – Employees, Collective Agreements](#)
- 28 [Abbreviations / Acronyms Listing](#)
- 29 [Resource List](#)

For further information, contact:  
Collective Bargaining Information Services  
[Mediation Services](#), Alberta Labour & Immigration  
702, 10808 – 99 Avenue  
Edmonton AB T5K 0G5  
Telephone: 780-427-8301  
E-mail: [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca)

### CBA Received by Industry

Industry	CBA's	EEs
Arts, Entertainment, and Recreation	2	1,459
Construction	3	337
Educational Services	3	973
Health Care and Social Assistance	8	19,092
Information and Cultural Industries	1	3
Manufacturing	3	667
Other Services	3	17
Professional, Scientific and Technical	1	4
Public Administration	5	673
Retail Trade	1	2,800
Transportation and Warehousing	1	0
<b>Total</b>	<b>31</b>	<b>26,025</b>

### Weighted Average Wage % Change by Industry for the Period of 2015 to 2024



---

## New 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
<b>Accommodation and Food Services</b>						
Agreements not filed, no settlements to report						
<b>Administrative and Support, Waste Management and Remediation Services</b>						
Agreements not filed, no settlements to report						
<b>Arts, Entertainment, and Recreation</b>						
	Motion Picture Production IATSE Local 212	1,400	12	2023-03-31	2022-03-21	1 <sup>st</sup> year 3%
	Theatre Calgary IATSE Local 212	59	48	2026-05-31	2022-05-16	1 <sup>st</sup> year \$0.75 per hour 2 <sup>nd</sup> year \$1.00 per hour 3 <sup>rd</sup> year \$0.75 per hour 4 <sup>th</sup> year \$0.75 per hour
<b>Construction</b>						
	Badger Infrastructure Solutions Operating Engineers Local 955	41	36	2025-04-30	2022-04-14	1 <sup>st</sup> year 1.3% 2 <sup>nd</sup> year 2.5% 3 <sup>rd</sup> year 2.5%
	Borea Construction CLAC Local 63	292	19	2023-11-30	2022-03-02	1 <sup>st</sup> year 5.5% 2 <sup>nd</sup> year 1.5%
	Worley Industrial Services Teamsters Local 362	4	48	2025-09-30	2022-02-15	1 <sup>st</sup> year 10% 2 <sup>nd</sup> year 0% 3 <sup>rd</sup> year 0% 4 <sup>th</sup> year 0%
<b>Educational Services</b>						
	Lethbridge College AUPE	366	48	2024-06-30	2022-05-24	1 <sup>st</sup> year 0.00% 2 <sup>nd</sup> year 0.00% 3 <sup>rd</sup> year 0.00% 4 <sup>th</sup> year 2.75% + possible 0.5% based on economic factors
	NorQuest College Faculty Association	514	48	2024-06-30	2022-05-16	1 <sup>st</sup> year 0.00% 2 <sup>nd</sup> year 0.00% 3 <sup>rd</sup> year 0.00% 4 <sup>th</sup> year 2.75% + possible 0.5% based on economic factors
	Red Deer Polytechnic CUPE Local 1445	93	60	2024-06-30	2022-05-18	1 <sup>st</sup> year 0.00% 2 <sup>nd</sup> year 0.00% 3 <sup>rd</sup> year 0.00% 4 <sup>th</sup> year 0.00% 5 <sup>th</sup> year 2.75% + possible 0.5% based on economic factors
<b>Finance and Insurance</b>						
Agreements not filed, no settlements to report						

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Health Care and Social Assistance</b>						
 Alberta Health Services – ANC AUPE	18,216	48	2024-03-31	2022-05-12	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.00% 1.00% 1.25% 2.00%
 Allen Gray Continuing Care - ANC AUPE	153	48	2024-03-31	2022-05-12	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.00% 1.00% 1.25% 2.00%
 Calgary Women’s Emergency Shelter CUPE Local 4731	76	37	2023-12-31	2021-11-02	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0.0% 1.0% 1.5%
 Lamont Health Care Centre - ANC AUPE	108	48	2024-03-31	2022-05-12	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.00% 1.00% 1.25% 2.00%
 Park Place Seniors Living – Villa Marguerite and Sprucewood Place AUPE	498	48	2024-03-31	2022-04-01	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	0.00% 0.75% 0.95% 1.00%
 Siksika Health Services HSAA	20	70	2023-03-31	2022-05-04	Sep 2020 Apr 2021 Apr 2022	NA, First agreement 2% 2%
 Touchmark at Wedgewood UNA	10	36	2020-03-31	2021-03-21	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	0% 0% 0%
<b>Information and Cultural Industries</b>						
 Sundre Library Board CUPE Local 417	3	48	2024-12-31	2022-02-23	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	1.0% 1.0% 1.5% 1.5%
<b>Manufacturing</b>						
 Alberta Custom Pipe Bending & Mfg. (2010) Boilermakers Local 146	12	36	2025-03-31	2022-04-19	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year	3% 2% 3%
 Cascades Containerboard Packaging Unifor Local 539	105	60	2027-03-06	2022-01-12	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year 5 <sup>th</sup> year	2.5% 2.5% 2.0% 2.0% 2.0%
 IPEX Unifor Local 21A	550	48	2025-09-15	2021-10-22	1 <sup>st</sup> year 2 <sup>nd</sup> year 3 <sup>rd</sup> year 4 <sup>th</sup> year	3.00% 2.25% 2.25% 2.50%

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Mining and Oil and Gas Extraction</b>						
Agreements not filed, no settlements to report						
<b>Other Services (except Public Administration)</b>						
 ABB Industrial Solutions (Canada) Unifor Local 591	12	33	2025-02-11	2022-03-09	1 <sup>st</sup> year 2.0% 2 <sup>nd</sup> year 1.5% 3 <sup>rd</sup> year 1.5%	
 CUPE Local 30, Business Agents COPE Local 458	3	60	2023-12-31	2022-05-03	1 <sup>st</sup> year 0% 2 <sup>nd</sup> year 0% 3 <sup>rd</sup> year TBD 4 <sup>th</sup> year TBD 5 <sup>th</sup> year TBD + \$750	
 Public Interest Alberta Society CUPE Local 474	2	12	2022-12-31	2022-01-01	1 <sup>st</sup> year 0%	
<b>Professional, Scientific, and Technical Services</b>						
Agreements not filed, no settlements to report						
<b>Public Administration</b>						
 City of Lloydminster CUPE Local 1015	350	60	2026-12-31	2022-02-25	1 <sup>st</sup> year 2% 2 <sup>nd</sup> year 2% 3 <sup>rd</sup> year 2% 4 <sup>th</sup> year 2% 5 <sup>th</sup> year 2%	
 City of Red Deer IAFF Local 1190	209	42	2022-12-31	2022-05-09	Jul 2019 1% Jul 2020 2% Dec 2021 2% Dec 2022 2%	
 Municipality of Jasper CUPE Local 1458	80	36	2023-12-31	2021-07-28	1 <sup>st</sup> year 0.00% 2 <sup>nd</sup> year 1.25% 3 <sup>rd</sup> year 2.50%	
 Town of Ponoka IBEW Local 254	4	36	2024-12-31	2022-05-11	1 <sup>st</sup> year 2% 2 <sup>nd</sup> year 2% 3 <sup>rd</sup> year 2%	
 Westlock County CUPE Local 3007	30	36	2023-12-31	2022-05-10	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 1.5% 3 <sup>rd</sup> year 1.5%	
<b>Real Estate and Rental and Leasing</b>						
Agreements not filed, no settlements to report						
<b>Retail Trade</b>						
 Calgary Co-Op Union of Calgary Co-Operative Employees	2,800	61	2025-11-29	2022-05-06	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0% 3 <sup>rd</sup> year 0.0%, 2% lump sum 4 <sup>th</sup> year 0.0%, 1% lump sum 5 <sup>th</sup> year 1.5%, 1% lump sum	

# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage	Settlement
<b>Transportation and Warehousing</b>						
Agreements not filed, no settlements to report						
<b>Utilities</b>						
Agreements not filed, no settlements to report						
<b>Wholesale Trade</b>						
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 May 31, 2022.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1<sup>st</sup> 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		Settled
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		
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	CUPE Local 4822	2022-04-30	333		
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		
Canadian Automatic Sprinkler Association	Plumbers & Pipefitters	2022-04-30	520		
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		
Ledcor CMI – Construction & Roadbuilding	CLAC Local 63, Construction	2022-03-31	149		
Ledcor Industrial Alberta	CLAC Local 63, Construction	2022-05-31	250		
Ledcor Pipeline	CLAC Local 63, Construction	2022-05-31	1,358		
Pipeline Contractors Association - Distribution	Labourers Local 92	2022-04-30	200		
Pipeline Contractors Association - Distribution	Teamsters Local 362	2022-04-30	165		
Standard Industrial Services	Canada West Construction	2020-10-31	120		
Westwood Electric	CLAC Local 63, Construction	2018-04-29	320		

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to May 31, 2022.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta University of the Arts	Faculty Association	2020-06-30	106	v	Bargaining
Athabasca University	AUPE	2020-06-30	248	v	Bargaining
Athabasca University – Tutors	CUPE Local 3911	2019-06-30	294	v	Bargaining
Banff Centre	CUPE Local 4318	2022-03-31	607		
Black Gold School Division	CUPE Local 3484	2021-08-31	508		Bargaining
Bow Valley College	AUPE	2020-06-30	302	v	Mediation
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		
Northwestern Polytechnic	Academic Staff Association	2019-08-14	145	v	Bargaining
Northwestern Polytechnic	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	100		Mediation
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	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	113		Mediation
Medicine Hat College	AUPE	2020-06-30	139	v	Mediation
Medicine Hat College	Faculty Association	2020-06-30	260	v	Bargaining
Mount Royal University	Staff Association	2020-06-30	837	v	Mediation
NAIT	AUPE	2020-06-30	1,240	v	Bargaining
Norquest College	AUPE	2020-06-30	418	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
Prairie Land School Division	CUPE Local 5829	2021-08-31	120		Bargaining



# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to May 31, 2022.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Red Deer Polytechnic	AUPE	2020-06-30	301	v	Bargaining
Red Deer Polytechnic	Faculty Association	2019-06-30	425	v	Mediation
SAIT	Academic Staff Association	2020-06-30	654	v	Tentative
SAIT	AUPE	2020-06-30	502	v	Mediation
Sturgeon School Division	CUPE Local 4625	2020-08-31	180		
Teachers' Employer Bargaining Association	ATA	2020-08-31	40,000		Tentative
University of Alberta	Non-Academic Staff Association	2019-03-31	7,000	v	Settled
University of Calgary	AUPE	2020-03-31	5,596	v	Tentative
University of Calgary	Faculty Association	2020-06-30	2,400	v	Bargaining
University of Lethbridge	AUPE	2020-06-30	506	v	Bargaining

## 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 – GSS	AUPE	2020-03-31	32,589	v	Mediation
Alberta Health Services – PMP/PMT	HSAA	2020-03-31	21,807	v	Mediation
Alberta Public Laboratories	HSAA	2020-09-30	4,720	v	Bargaining
Associated Ambulance & Services (Whitecourt)	CUPE Local 4351	2022-03-31	189		
Associated Ambulance & Services (Whitecourt)	HSAA	2020-03-31	214		Bargaining
Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-17	136	v	Mediation
Aster Joint Venture – AgeCare SkyPointe - ANC	AUPE	1 <sup>st</sup> Agmt	287	v	Mediation
Aster Joint Venture – AgeCare SkyPointe – GSS	AUPE	1 <sup>st</sup> 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	Settled
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	
CASA Child Adolescent & Family Mental Health	HSAA	2022-03-31	134		
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 – Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	112		
Chartwell Master Care – Eau Claire	AUPE	1 <sup>st</sup> Agmt	102	v	Enhanced
Chartwell Master Care – Emerald Hills	AUPE	1 <sup>st</sup> Agmt	100	v	Bargaining
Chartwell Master Care – Griesbach and Heritage Valley	AUPE	1 <sup>st</sup> Agmt	313	v	Arbitration

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to May 31, 2022.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Choices in Community Living – Legacy Lodge	AUPE	2021-03-31	115	v	Tentative
Covenant Health – ANC	AUPE	2020-03-31	2,210	v	Bargaining
Covenant Health – Bonnyville Health Centre – GSS	HSAA	2020-03-31	116	v	Bargaining
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	Bargaining
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	
DynaLIFE DX	HSAA	2022-03-31	1,069	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)	AUPE	2017-12-31	1,450	v	Mediation
Extendicare (Canada)	CUPE	2020-12-31	415	v	
Extendicare (Canada)	UNA	2021-12-31	139	v	
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
Park Place Seniors Living – Devonshire Care Centre	AUPE	2022-03-31	183	v	
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	158	v	Mediation
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	Settled
River Ridge Seniors Village	Steelworkers Local 1-207	2022-03-31	104	v	
Saint Elizabeth Health Care – Millrise Seniors Village	AUPE	2019-12-31	219	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 – Monterey	AUPE	2022-03-31	130	v	

## 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	2020-12-19	630		Bargaining

## Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Apel Extrusions	Steelworkers Local 6034	2021-06-30	120		Mediation
BURNCO Rock Products	Operating Engineers	2021-06-30	158		Bargaining
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
JBS Foods Canada – Beef Processing Facility	UFCW Local 401	2022-01-03	2,520		Settled

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to May 31, 2022.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by √

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

Manufacturing					
EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
JV Driver Fabricators – Steel Shop	CLAC Local 56	2021-01-31	100		
Kawneer Company Canada	Unifor Local 99	2020-02-29	215		Mediation
Labatt Alberta Brewery	Unifor Local 250A	2022-03-22	140		
Lantic	UFCW Local 401	2022-03-31	134		
Maple Leaf Foods – Pork	UFCW Local 401	2022-03-31	401		
Multi-Employer Fabrication & Manufacturing	Plumbers & Pipefitters 488	2020-04-30	1,500		Bargaining
Old Dutch Foods	UFCW Local 401	2022-03-19	189		
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		
Sherritt International	Unifor Local 530A	2022-03-31	386		
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 <sup>st</sup> 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
Prairie Mines & Royalty – Paintearth / Sheerness Mines	Operating Engineers Local 955	2022-03-31	156		
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		
CLR – Refrigeration – Maintenance	Plumbers & Pipefitters 488	2022-04-30	700		
Finning International	Machinists Local 99	2022-04-30	1,484		
Quinn Construction	Employees’ Association	2022-02-28	319		
Redi Energy Services	CLAC Local 63, Construction	2022-02-28	100		
University of Alberta Students’ Union	CUPE Local 1368	2022-04-30	170		
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		Bargaining
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
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	2021-01-01	4,200		Mediation
City of Calgary – Outside Workers	CUPE Local 37	2021-01-03	2,800		Bargaining

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to May 31, 2022.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
City of Camrose	CUPE Local 1425	2021-12-31	105		
City of Cold Lake	AUPE	2021-12-31	118		
City of Edmonton	Civic Service Union 52	2020-12-09	4,400		Bargaining
City of Edmonton	CUPE Local 30	2020-12-19	2,870		Mediation
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 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 St. Albert	CUPE Local 941	2021-12-31	154		
City of St. Albert	IAFF Local 2130	2019-12-31	117		Mediation
Regional Municipality of Wood Buffalo	CUPE Local 1505	2020-12-31	830		Mediation
Regional Municipality of Wood Buffalo	IAFF Local 2494	2020-12-31	172		Mediation
Rocky View County	IAFF Local 4794	2020-12-31	144		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	2022-05-31	187		
Workers' Compensation Board – Millard Health	HSA	2020-12-31	129	v	

## Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Aviscar	UFCW Local 401	2022-04-30	196		
Midwest Equipment Rentals	CLAC Local 63, Construction	2022-05-31	180		

## Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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		
Fort McKay Logistics	Teamsters Local 362	2022-09-30	238		Mediation
Prairie Rail Agreement	Labourers Local 92	2021-05-31	470		
Sobeys Capital – Calgary Refrigerated Warehouse & Commissary	UFCW Local 401	2021-08-28	205		Bargaining
Sobeys Capital – Retail Support Centre	UFCW Local 401	2021-03-31	229		Bargaining

## 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	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

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to May 31, 2022.

Red font represents changes from last issue

Essential Services Relationships [ES] indicated by v

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced

## Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Core-Mark International	UFCW Local 401	2021-08-31	134		Bargaining
Federated Co-Operatives	Teamsters Local 987	2022-03-31	341		
McKesson Canada	UFCW Local 401	2021-12-31	208		Bargaining
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.

Red font represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> 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
Northwestern Polytechnic	Academic Staff	2019-08-14	145	Bargaining
Red Deer Polytechnic	Faculty Association	2019-06-30	425	Mediation
University of Alberta	Non-Academic Staff Assn	2019-03-31	7,000	Settled
Alberta University of the Arts	AUPE	2020-06-30	70	Tentative
Alberta University of the Arts	Faculty Association	2020-06-30	106	Bargaining
Athabasca University	AUPE	2020-06-30	248	Bargaining
Bow Valley College	AUPE	2020-06-30	302	Mediation
Bow Valley College	Faculty Association	2020-06-30	591	Bargaining
Northwestern Polytechnic - 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	Faculty Association	2020-06-30	373	Bargaining
Medicine Hat College	AUPE	2020-06-30	139	Mediation
Medicine Hat College	Faculty Association	2020-06-30	260	Bargaining
Mount Royal University	Staff Association	2020-06-30	837	Mediation
NAIT	AUPE	2020-06-30	1,100	Bargaining
NorQuest College	AUPE	2020-06-30	224	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 Polytechnic	AUPE	2020-06-30	250	Bargaining
SAIT	AUPE	2020-06-30	520	Mediation
SAIT	Faculty Association	2020-06-30	654	Tentative
University of Calgary	AUPE	2020-03-31	5,596	Tentative
University of Calgary	Faculty Association	2020-06-30	2,400	Bargaining
University of Lethbridge	AUPE	2020-06-30	506	Bargaining
Northwestern Polytechnic	Employees' Association	2021-06-30	144	Bargaining
Portage College	Faculty Association	2021-06-30	104	Bargaining
Athabasca University	Faculty Association	2024-06-30	447	Active
Lethbridge College	AUPE	2024-06-30	366	Active
Mount Royal University	Faculty Association	2024-06-30	800	Active
NAIT	Academic Staff	2024-06-30	903	Active
NorQuest College	Faculty Association	2024-06-30	514	Active
Red Deer Polytechnic	CUPE Local 1445	2024-06-30	93	Active
University of Alberta	Academic Staff	2024-06-30	3,800	Active
University of Lethbridge	Faculty Association	2024-06-30	579	Active

# Essential Services Bargaining Relationships

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

Red font represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced.

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Health Services	Alberta Union of Nurse Practitioners			ALRB Cert
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
Chartwell – Westcott Retirement Residence	AUPE		67	ALRB Cert
Connecting Care (2000) – The Wellington	Steelworkers Local 1595			ALRB Cert
Covenant Health	Alberta Union of Nurse Practitioners			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 <sup>st</sup> Agmt	324	Bargaining
Aster Joint Venture – Age Care SkyPointe – ANC	AUPE	1 <sup>st</sup> Agmt	287	Enhanced
Aster Joint Venture – Age Care SkyPointe – GSS	AUPE	1 <sup>st</sup> Agmt	112	Enhanced
Bayshore HealthCare	UFCW Local 401	1 <sup>st</sup> Agmt	31	Mediation
Chartwell Master Care – Eau Claire Care	AUPE	1 <sup>st</sup> Agmt	102	Enhanced
Chartwell Master Care – Emerald Hills	AUPE	1 <sup>st</sup> Agmt	100	Bargaining
Chartwell Master Care – Griesbach & Heritage Valley	AUPE	1 <sup>st</sup> Agmt	313	Arbitration
Optima Living Alberta – Wild Rose	AUPE	1 <sup>st</sup> Agmt		Enhanced
Origin – Whitehorn Village Retirement Community	AUPE	1 <sup>st</sup> Agmt		Bargaining
Revera Retirement – McConachie Gardens	AUPE	1 <sup>st</sup> Agmt	80	Bargaining
Revera Retirement – Our Parents’ Home	AUPE	1 <sup>st</sup> Agmt	80	Bargaining
Rosedale Partnership	AUPE	1 <sup>st</sup> Agmt	86	Mediation
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	Settled
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 - Collegeside	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
Carewest – Rouleau Manor	UNA	2017-03-31	10	Settled
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



# Essential Services Bargaining Relationships

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

Red font represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced.

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Extencicare (Canada) - Athabasca – ANC	AUPE	2017-12-31	66	Mediation
Extencicare (Canada) - Athabasca – GSS	AUPE	2017-12-31	35	Mediation
Extencicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	Mediation
Extencicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	Mediation
Extencicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	Mediation
Extencicare (Canada) – Hillcrest	AUPE	2017-12-31	169	Mediation
Extencicare (Canada) – Holyrood	AUPE	2017-12-31	90	Mediation
Extencicare (Canada) – Mayerthorpe	AUPE	2017-12-31	61	Mediation
Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	488	Mediation
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	Settled
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	Settled
Touchmark at Wedgewood	AUPE	2017-08-31	52	Settled
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	Settled
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
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
Saint Elizabeth Health Care – Millrise Seniors Village	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 – GSS	AUPE	2020-03-31	32,589	Mediation
Alberta Health Services - PMP/PMT	HSAA	2020-03-31	21,807	Mediation
Alberta Public Laboratories	HSAA	2020-09-30	4,720	Bargaining
Allen Gray Continuing Care	UNA	2020-06-30	10	Expired
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 - Collegesside	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



# Essential Services Bargaining Relationships

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

Red font represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced.

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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 - Edith Cavell Care Centre	UNA	2020-06-30	8	Expired
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	Bargaining
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
Lamont Health Care Centre	HSAA	2020-03-31	13	Expired
Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	Bargaining
Mountain View Seniors' Housing - Sundre	AUPE	2020-12-31	52	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	158	Mediation
Parkland Community Living and Supports Society	LIUNA	2020-08-31	517	Arbitration
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
Seasons Retirement Communities (Encore)	AUPE	2020-12-31	93	Mediation
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	Settled
<b>Touchmark at Wedgewood</b>	<b>UNA</b>	<b>2020-03-31</b>	<b>10</b>	<b>Expired</b>
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 - Drivers	HSAA	2021-03-31	10	Expired
Canadian Blood Services - Techs	HSAA	2021-03-31	243	Expired
Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	Tentative

# Essential Services Bargaining Relationships

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

Red font represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced.

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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 - Grande Prairie Care Centre	CUPE Local 2158	2022-06-30	133	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	Expired
Evergreens Foundation	Operating Engineers 955	2022-06-19	83	Active
Grande Spirit Foundation	CUPE Local 3623	2022-06-30	98	Active
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2022-06-30	1,417	Active
Nutra 2000	CNFIU	2022-11-30	1,100	Active
Operation Friendship Seniors Society	CUPE Local 474	2022-03-31	70	Expired
Park Place Seniors Living - Copper Sky Lodge	AUPE	2022-03-31	170	Expired
Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	188	Expired
Points West Living Cold Lake	AUPE	2022-12-31	48	Active
Points West Living Heritage House	AUPE	2022-03-31	53	Expired
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 - Churchill Retirement Community	AUPE	2022-12-31	67	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	Expired
Sage Properties - Prince of Peace Manor & Harbour	CUPE Local 8	2022-06-30	100	Active

# Essential Services Bargaining Relationships

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

Red font represents changes from last issue

ESA indicates that an approved ESA Agreement has been reached.

Enhanced Mediation [1<sup>st</sup> Agreement Disputes] indicated by Enhanced.

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Salvation Army - Agape Hospice	UNA	2022-03-31	62	Expired
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	Expired
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	Expired
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
Cypress View Foundation	CUPE Local 46	2023-12-31	80	Active
Edmonton Chinatown Care Centre	CUPE Local 1158-14	2023-06-30	38	Active
Homeland Housing	CUPE Local 2832	2023-12-31	105	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
Saint Elizabeth Health Care – Sagebrush	AUPE	2023-12-31	43	Active
Saint Elizabeth Health Care – St. Thomas Health Centre	AUPE	2023-12-31	98	Active
Seasons Retirement – Sunrise Village (Camrose)	AUPE	2023-12-31	121	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
Wood Buffalo Housing & Development – Rotary House	CUPE Local 1505	2023-12-31	25	Active
Alberta Health Services	UNA	2024-03-31	29,354	Active
Alberta Health Services – ANC	AUPE	2024-03-31	18,216	Active
Allen Gray Continuing Care – ANC	AUPE	2024-03-31	153	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
Lamont Health Care Centre – ANC	AUPE	2024-03-31	108	Active
Lloydminster Region Housing Group – Pioneer Complex	CUPE Local 1015	2024-02-29	75	Active
Masterpiece Southland Meadows	AUPE	2024-03-31	77	Active
Park Place Seniors Living – Emerald Gardens	CUPE Local 3623	2024-04-30	55	Active
Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	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
I Have a Chance Support Service	UFCW Local 401	2025-03-05	139	Active

## Grievance Arbitration Awards Received in May 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.

<b>Employer</b>	<a href="#">Alberta Health Services</a>
<b>Union</b>	HSAA
<b>Arbitrator</b>	Jolliffe
<b>Date of Award</b>	July 20, 2021
<b>Issue</b>	Dismissal for failure to notify employer regarding a <i>Criminal Code</i> charge.
<b>Decision Rendered</b>	Partially upheld.
<hr/>	
<b>Employer</b>	<a href="#">Buffalo Catering Employees Limited</a>
<b>Union</b>	UFCW Local 401
<b>Arbitrator</b>	Sims
<b>Date of Award</b>	May 2, 2022
<b>Issue</b>	Dismissal for theft where the two grievors devised a scheme that would allow items from the commissary to be taken without payment as a method of a debt settlement between the grievors.
<b>Decision Rendered</b>	Grievor one – partially upheld. Grievor two – dismissed.
<hr/>	
<b>Employer</b>	<a href="#">Carewest – ANC</a>
<b>Union</b>	AUPE
<b>Arbitrator</b>	Casey
<b>Date of Award</b>	May 18, 2022
<b>Issue</b>	Whether grievor acted in self-defense when she slapped a resident under her care.
<b>Decision Rendered</b>	Grievance partially upheld.
<hr/>	
<b>Employer</b>	<a href="#">City of Edmonton</a>
<b>Union</b>	Civic Service Union 52
<b>Arbitrator</b>	Jolliffe
<b>Date of Award</b>	February 8, 2021
<b>Issue</b>	Dismissal for playing video games at work.
<b>Decision Rendered</b>	Grievance dismissed.
<hr/>	
<b>Employer</b>	<a href="#">City of Red Deer</a>
<b>Union</b>	ATU Local 1374
<b>Arbitrator</b>	Jolliffe
<b>Date of Award</b>	April 14, 2021
<b>Issue</b>	Discharge for social media postings and improper interactions with bus passengers. Whether termination of grievor properly characterized as a culminating incident.
<b>Decision Rendered</b>	Grievance upheld.
<hr/>	
<b>Employer</b>	<a href="#">City of Red Deer</a>
<b>Union</b>	ATU Local 1374
<b>Arbitrator</b>	Jolliffe
<b>Date of Award</b>	February 10, 2022
<b>Issue</b>	Supplementary award to determine compensation for improper discharge.
<hr/>	

## Grievance Arbitration Awards Received in May 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.

<b>Employer</b>	<a href="#">Government of Alberta</a>
<b>Union</b>	AUPE
<b>Arbitrator</b>	McFetridge
<b>Date of Award</b>	May 29, 2022
<b>Issue</b>	Timeliness of grievance which was filed five years after the initial incident.
<b>Decision Rendered</b>	Preliminary objection allowed.

---

<b>Employer</b>	<a href="#">Sobeys Capital (Safeway) – Retail</a>
<b>Union</b>	UFCW Local 401
<b>Arbitrator</b>	Jolliffe
<b>Date of Award</b>	February 4, 2020
<b>Issue</b>	Wage rate adjustment and equalization allowance.
<b>Decision Rendered</b>	Grievance dismissed.

---

<b>Employer</b>	<a href="#">Tolko Industries</a>
<b>Union</b>	Steelworkers Local 1-207
<b>Arbitrator</b>	Jones
<b>Date of Award</b>	April 25, 2022
<b>Issue</b>	Discharge for failure to adhere to established lockout procedures.
<b>Decision Rendered</b>	Grievance dismissed.

---

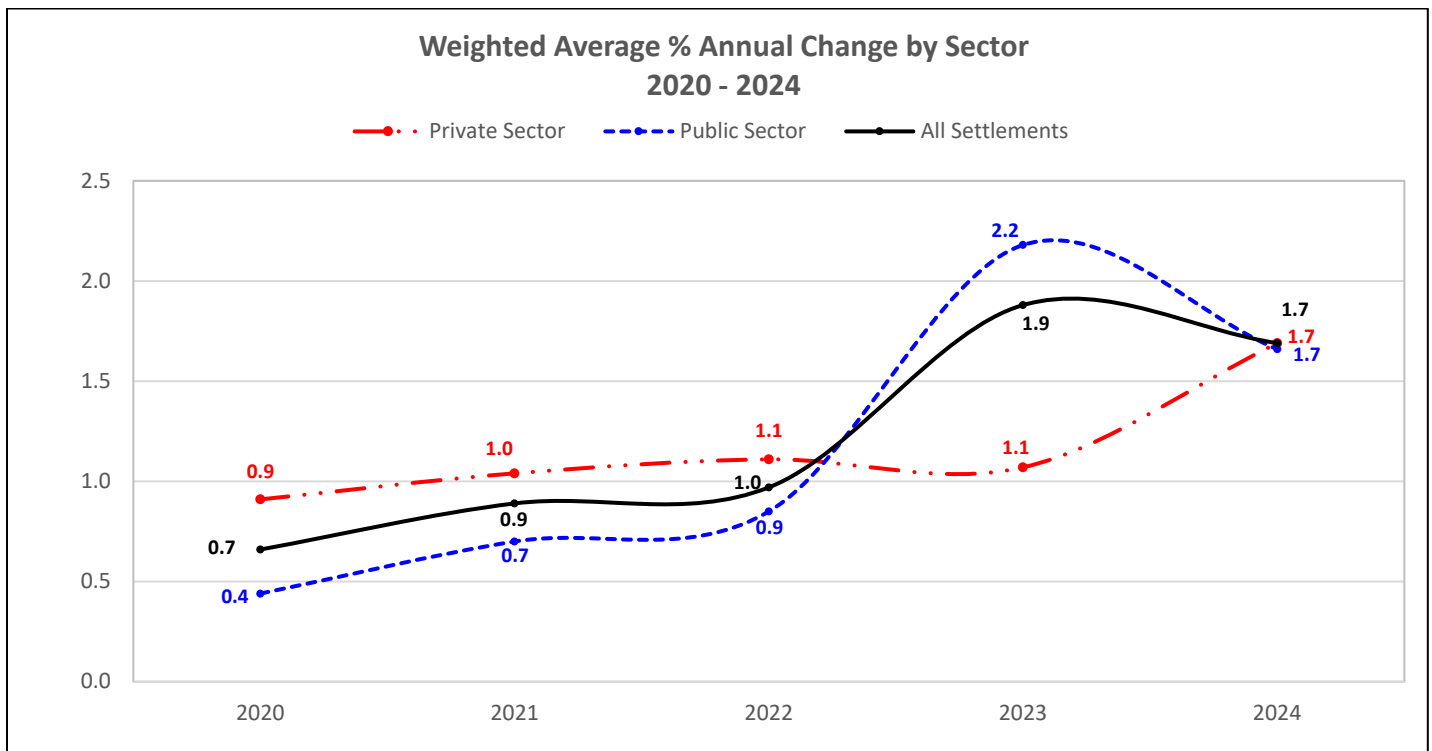
\*Copies of awards without URLs can be obtained by contacting Mediation Services at [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# 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	559	126,541	0.91
	Public Sector	331	139,001	0.44
	<b>All Settlements</b>	<b>890</b>	<b>265,542</b>	<b>0.66</b>
2021	Private Sector	505	133,377	1.04
	Public Sector	257	107,480	0.70
	<b>All Settlements</b>	<b>762</b>	<b>240,857</b>	<b>0.89</b>
2022	Private Sector	332	76,830	1.11
	Public Sector	152	97,375	0.85
	<b>All Settlements</b>	<b>484</b>	<b>174,205</b>	<b>0.97</b>
2023	Private Sector	150	32,520	1.07
	Public Sector	77	88,651	2.18
	<b>All Settlements</b>	<b>227</b>	<b>121,171</b>	<b>1.88</b>
2024	Private Sector	76	23,333	1.69
	Public Sector	19	1,438	1.66
	<b>All Settlements</b>	<b>95</b>	<b>24,771</b>	<b>1.69</b>



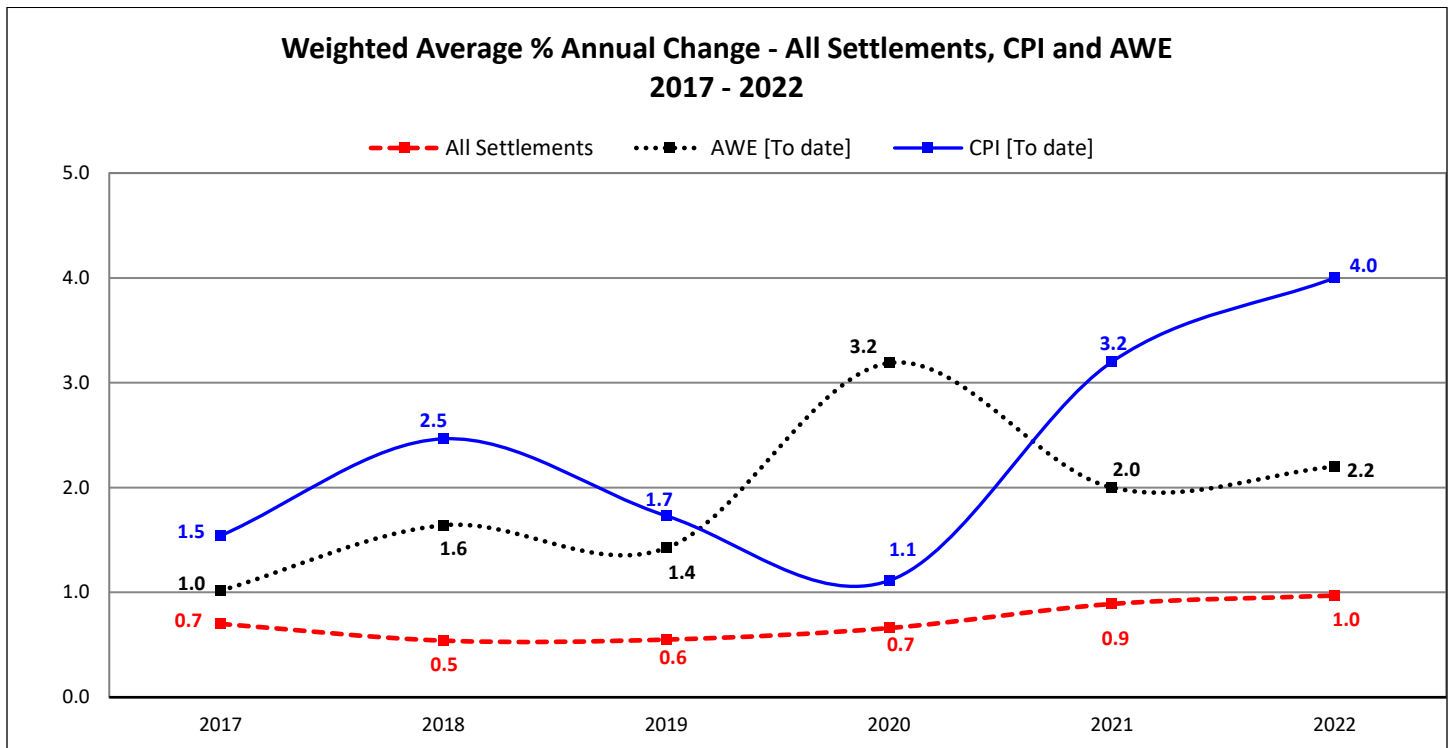
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour & Immigration by calling (780) 427-8301 or emailing [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca).

# Wage Settlements in Alberta

## Weighted Average % Annual Change by Industry

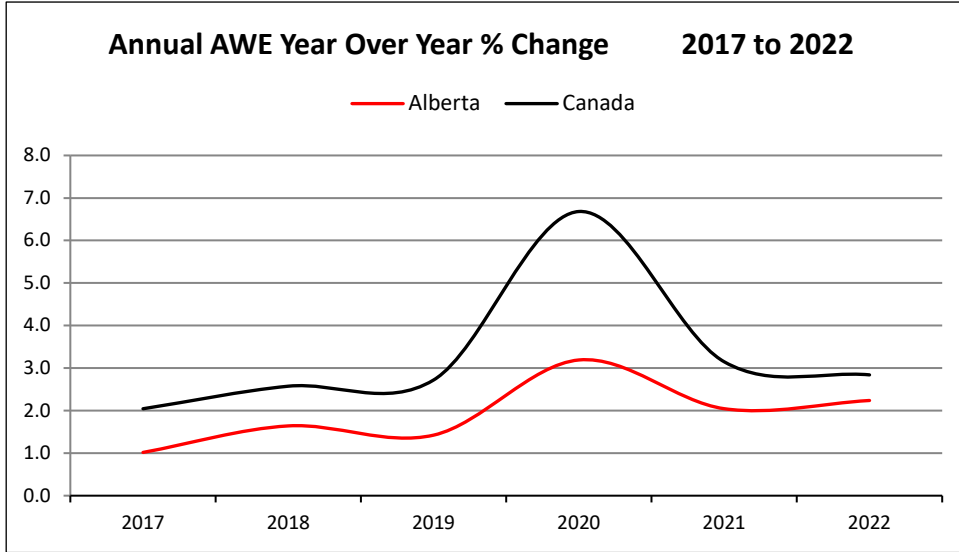
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2020			2021			2022			2023		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	25	3,129	1.20	22	2,511	2.02	17	1,696	1.71	7	837	2.44
Administrative & Support, Waste Management & Remediation Services	19	1,979	1.54	16	1,171	2.03	9	214	1.60	6	90	1.13
Arts, Entertainment, & Recreation	39	6,545	1.66	32	4,972	2.17	22	3,139	2.25	6	475	1.91
Construction	120	50,860	0.23	114	49,135	0.27	65	17,090	1.06	15	984	0.82
Educational Services	50	15,582	0.15	30	12,957	0.09	19	10,373	0.02	12	8,679	2.30
Finance & Insurance	3	19	1.79	1	2	1.00	1	2	1.00			
Health Care & Social Assistance	142	63,671	0.18	127	62,349	0.99	60	57,066	1.22	33	53,770	1.94
Information & Cultural Industries	11	1,588	0.26	10	302	1.12	8	227	1.43	2	38	0.12
Manufacturing	164	20,618	1.50	148	19,751	2.64	102	13,787	1.97	59	9,714	1.97
Mining & Oil & Gas Extraction	26	5,745	2.23	27	7,859	2.16	23	6,713	2.84	8	2,744	1.30
Other Services (except Public Administration)	53	6,612	1.28	49	10,871	0.37	22	2,322	0.74	10	1,433	0.51
Professional, Scientific, & Technical Services	8	2,196	0.99	7	1,144	0.97	7	1,155	1.91	2	1,043	2.24
Public Administration	117	56,290	0.67	84	31,942	0.23	61	29,812	0.36	32	26,219	2.62
Real Estate & Rental & Leasing	7	651	1.88	5	585	1.48	3	209	1.01	1	114	0.00
Retail Trade	24	16,239	0.82	23	24,914	0.84	19	24,467	0.05	9	12,145	0.06
Transportation & Warehousing	44	3,925	1.27	35	2,640	1.62	28	1,937	1.58	17	1,084	1.28
Utilities	22	7,748	2.17	17	5,755	1.26	11	3,222	1.11	4	1,371	1.80
Wholesale Trade	16	2,145	1.66	15	1,997	1.89	7	774	1.53	4	431	1.77
<b>All Settlements</b>	<b>890</b>	<b>265,542</b>	<b>0.66</b>	<b>762</b>	<b>240,857</b>	<b>0.89</b>	<b>484</b>	<b>174,205</b>	<b>0.97</b>	<b>227</b>	<b>121,171</b>	<b>1.88</b>

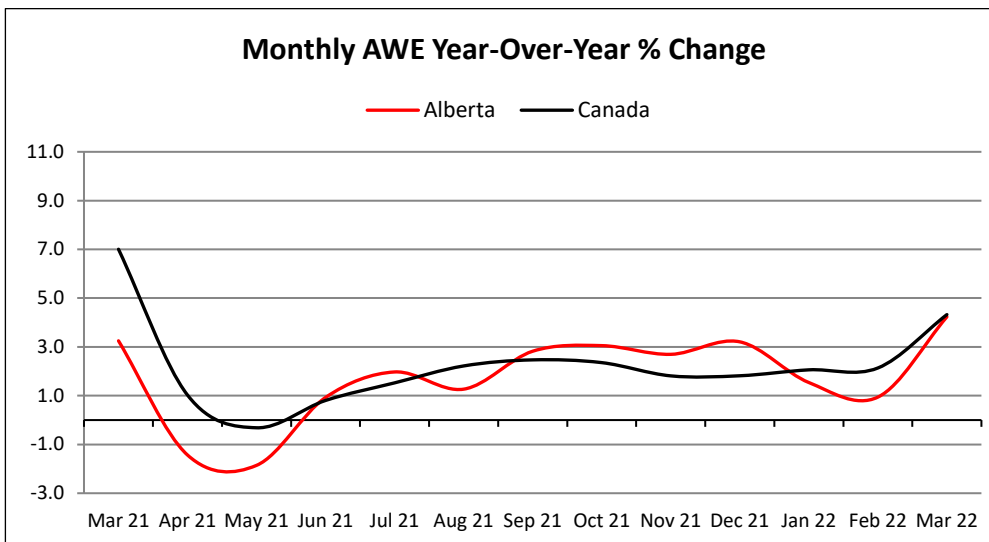


## Average Weekly Earnings (AWE)\*

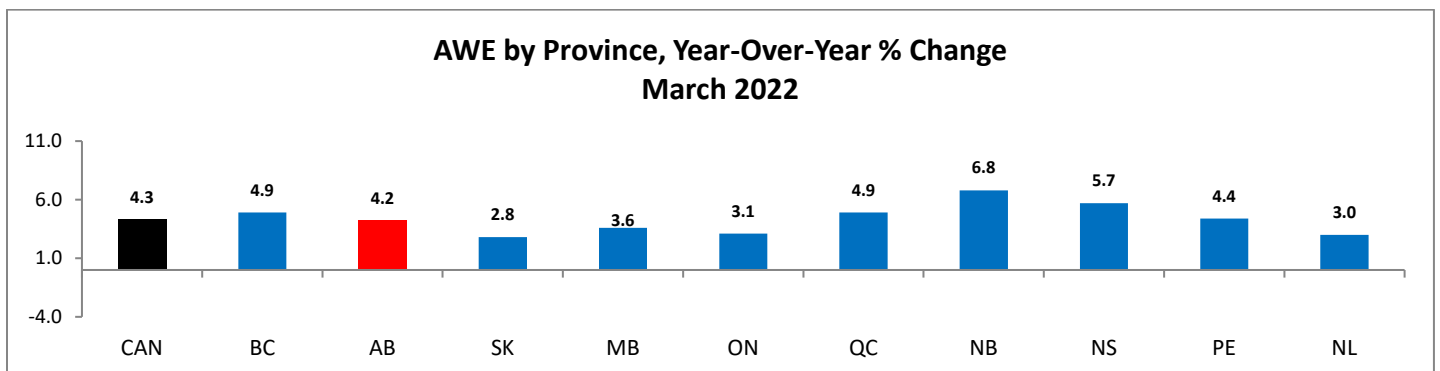
In **March 2022** the Alberta AWE increased 1.2 % from February 2022. Between March 2022 and March 2021 the Alberta AWE increased 4.2% to \$1,259.00 from \$1,207.86.



AWE	Alberta	Canada
2017	1.0	2.0
2018	1.6	2.6
2019	1.4	2.7
2020	3.2	6.7
2021	2.0	3.1
2022*	2.2	2.8



AWE	Alberta	Canada
Mar 21	3.3	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	3.2	1.8
Jan 22	1.5	2.1
Feb 22	0.9	2.1
Mar 22	4.2	4.3



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

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

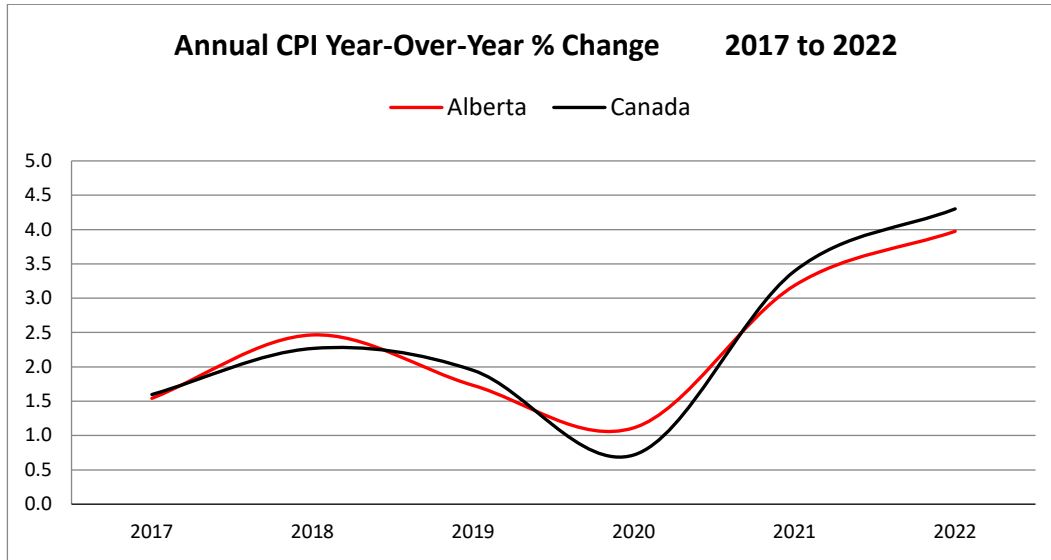
<sup>2</sup> Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Source: Statistical data supplied by Statistics Canada

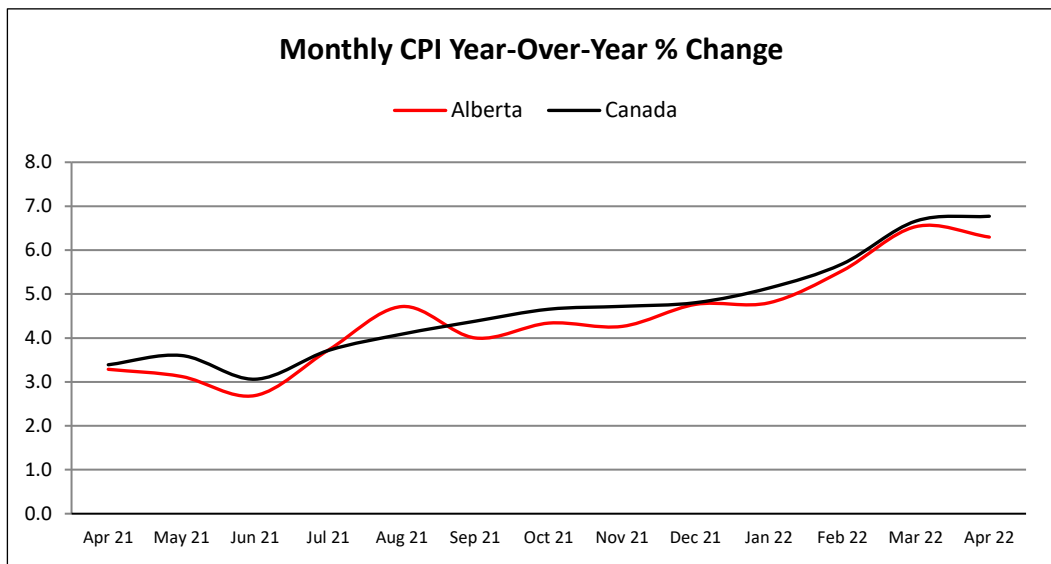


## Consumer Price Index (CPI)\*, 2002=100

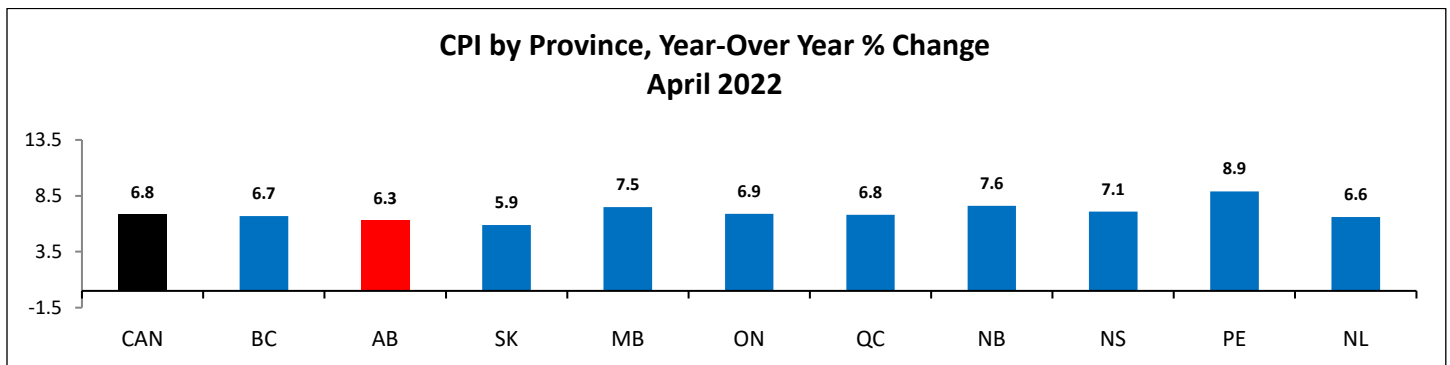
In **April 2022** the Alberta CPI increased 0.3% from March 2022. Between April 2022 and April 2021 the Alberta CPI increased 6.3% to \$157.00 from \$147.70.



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*	4.0	4.3



CPI	Alberta	Canada
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	4.8
Jan 22	4.8	5.1
Feb 22	5.5	5.7
Mar 22	6.5	6.7
Apr 22	6.3	6.8

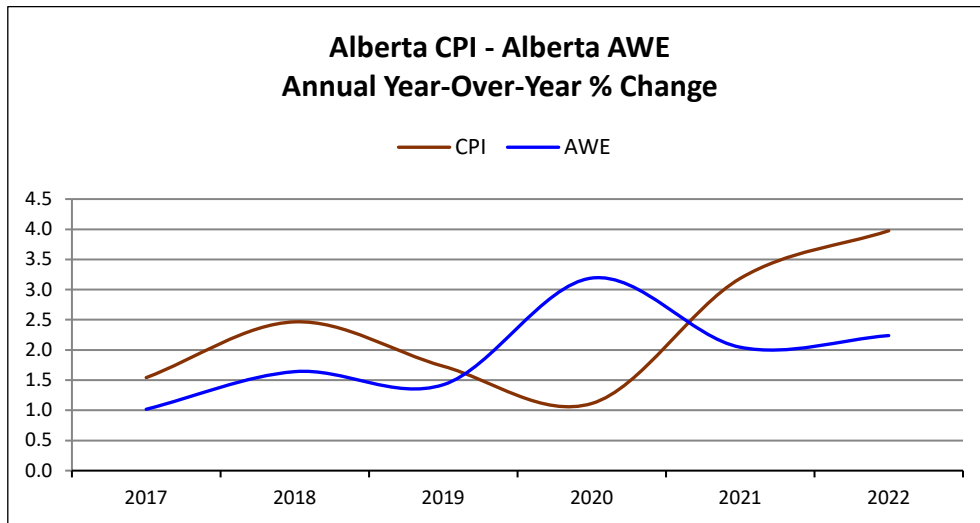


\*Year to date – Graph data available upon request.

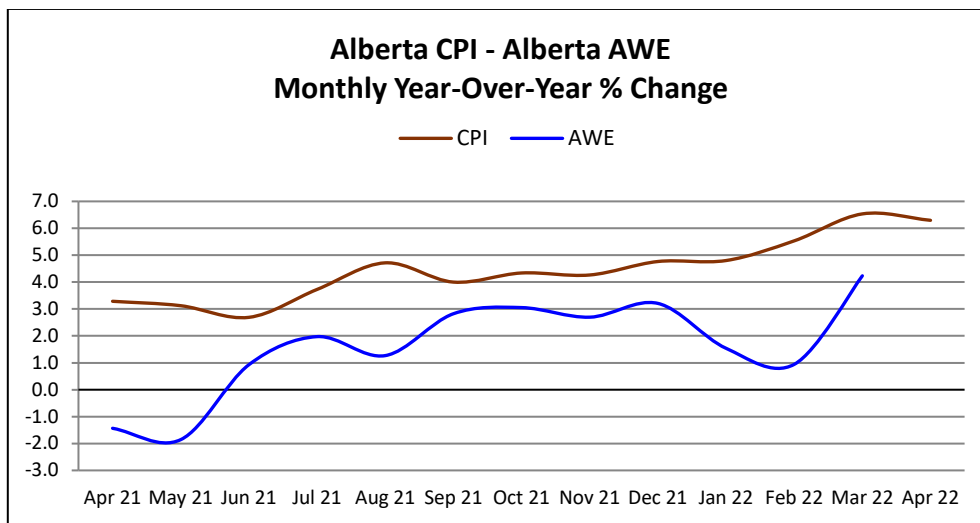
<sup>1</sup> Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

<sup>2</sup> 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
2017	1.5	1.0
2018	2.5	1.6
2019	1.7	1.4
2020	1.1	3.2
2021	3.2	2.0
2022	4.0	2.2



	CPI	AWE
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	3.2
Jan 22	4.8	1.5
Feb 22	5.5	0.9
Mar 22	6.5	4.2
Apr 22	6.3	

Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
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
Feb 22	146.8	5.7	154.5	5.5	154.2	5.5	155.4	6.4
Mar 22	148.9	6.7	156.5	6.5	156.3	6.5	157.3	7.3
Apr 22	149.8	6.8	157.0	6.3	156.5	6.1	157.9	7.1

Average Weekly Earnings													
	Mar 21	Apr 21	May 21	Jun 21	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22
AWE \$	\$1,207.86	\$1,223.31	\$1,228.04	\$1,214.68	\$1,231.55	\$1,219.51	\$1,230.99	\$1,223.67	\$1,227.82	\$1,240.37	\$1,247.75	\$1,243.83	\$1,289.00
AWE %	3.25	-1.43	-1.86	0.93	1.97	1.27	2.82	3.05	2.70	3.21	1.54	0.94	4.23

\*Year to date – Graph data available upon request.

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

<sup>2</sup> 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	103,23	30
Advance Tank Centres Employees Association	31	1	Independent Air Handlers Employees Association	19	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	3,800	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	447	1	Lacombe Police Association	21	1
ATU	6,216	7	Lakeland College Faculty Association	194	1
AUPE	98,537	146	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	7,955	19	Machinists	2,048	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	65	6	NAIT Academic Staff Association	903	1
Canadian Energy Workers Association	1,009	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	7,008	3
Canadian National Federation of Independent Unions [LiUNA Local 3000]	1,100	1	NorQuest College Faculty Association	514	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	360	2	Operating Engineers	9,942	63
Carpenters	6,992	13	Painters	599	3
Central Alberta Association of Municipal & School Employees	547	2	Plasterers & Cement Masons	930	3
Civic Service Union 52	6,262	5	Plumbers & Pipefitters	13,841	10
CLAC	17,985	116	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	41,664	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	7,964	105
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	30,913	81
Graduate Students' Association of the University of Alberta	1,189	1	UNA	33,988	51
Graduate Students' Association of the University of Calgary	1,404	1	Unifor	14,098	89
Grande Prairie Public School District Employees Association	364	1	Union of Calgary Co-Operative Employees	2,800	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
HSAA	28,076	31	United Utility Workers Association	1,374	6
IAFF	4,259	18	University of Lethbridge Faculty Association	579	1
IATSE	3,218	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](#)