

Bargaining Update

October 2014

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In October 2014, Mediation Services received settlement information regarding 55 bargaining relationships encompassing 37,296 employees. There were 46 private sector and 9 public sector settlements, covering 33,969 and 3,327 employees respectively.

Of this total, 29 settlements covering 30,969 employees were wage re-openers.

Highlights

Transalta Generation Partnership

On October 24, 2014 employees voted in favour of the recommendations of the mediator in a vote conducted by the Alberta Labour Relations Board.

ATCO Electric

On October 10, 2014 ATCO Electric and the Canadian Energy Workers Association representing about 1,600 employees ratified a new three year agreement.

Construction Wage Increases

In 2011 CLR-A and the Building Trades unions agreed to a wage determination formula as the method to determine semi-annual wage increases. In the 4th and final year of the agreement, the 2014 increases ranged from approximately 0.9% to 3.4%.

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Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Accommodation and Food Services				
ARAMARK Remote Workplace Services - Nexen Long Lake UFCW Local 401	101	36	2016-12-31	1 st year 2% 2 nd year 3% 3 rd year 3%
ATCO Structures & Logistics - Richardson Lodge CLAC Local 301	175	34	2017-05-31	1 st year NA First Agreement 2 nd year 3% 3 rd year 3%
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Construction				
Alberta Coating Contractors Association Painters Local 177	500	48	2015-04-30	4 th year 2.82%
Alberta Crane Owners Association Operating Engineers Local 955	785	48	2015-04-30	4 th year 2.66%
Boilermakers Contractors Association Boilermakers Local 146	2,270	48	2015-04-30	4 th year 3.07%
CLR – Carpenters Carpenters	6,000	48	2015-04-30	4 th year 2.65%
CLR - Cement Masons Cement Masons Local 222	300	48	2015-04-30	4 th year 2.47%
CLR – Insulators Insulators Local 110	780	45	2015-04-30	4 th year 0.87%
CLR – Labourers Labourers	6,000	48	2015-04-30	4 th year 3.42%
CLR - Mechanical - Industrial Plumbers Plumbers & Pipefitters	10,000	48	2015-04-30	4 th year 2.56%
CLR - Operating Engineers Operating Engineers Local 955	736	48	2015-04-30	4 th year 2.94%
CLR - Refractory Bricklayers - Construction Bricklayers	110	48	2015-04-30	4 th year 2.79%
CLR - Refractory Bricklayers – Maintenance Bricklayers	150	48	2015-04-30	4 th year 2.76%
CLR - Refractory Labourers – Maintenance Labourers	100	48	2015-04-30	4 th year 3.36%
CLR - Reinforcing Ironworkers Iron Workers	170	43	2015-04-30	4 th year 3.21%
CLR – Roofers Sheet Metal Workers Local 8	150	48	2015-04-30	4 th year 2.61%
CLR - Sheet Metal Sheet Metal Workers Local 8	700	44	2015-04-30	4 th year 2.39%
CLR - Sheeters, Deckers & Cladders Sheet Metal Workers Local 8	110	44	2015-04-30	4 th year 2.43%
CLR - Structural Ironworkers Iron Workers Local 720	1,001	43	2015-04-30	4 th year 3.06%
Flint Maintenance Services CLAC Local 63	500	32	2017-04-30	1 st year 3% 2 nd year Wage reopener 3 rd year Wage reopener

Alberta Settlements – continued

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Construction				
Flint Pipeline Services – Pipeline CLAC Local 63	175	24	2016-05-31	1 st year 1.5% 2 nd year 0.0%
Ledcor RMC Services CLAC Local 63	465	32	2016-06-30	1 st year 1.75% 2 nd year 1.50% 3 rd year Wage reopener
Educational Services				
Edmonton Catholic Separate School District No. 7 Unifor Local 52A	781	36	2016-08-31	1 st year 0% 2 nd year 0% 3 rd year 2%
Grande Prairie Public School District No. 2357 Grande Prairie Public School District Employees Association	299	48	2017-08-31	1 st year 0% 2 nd year 1% 3 rd year 2% 4 th year 2%
Educational Services – Post Secondary				
Grande Prairie Regional College Grande Prairie Regional College Employees' Association	140	48	2017-06-30	2 nd year 2%
Manufacturing				
Canada Bread Company Bakery Workers Local 252	257	60	2019-03-31	1 st year \$1,500 lump sum 2 nd year \$.60 per hour 3 rd year \$.55 per hour 4 th year \$.50 per hour 5 th year \$.50 per hour
ConAgra Steelworkers Local 1-207	249	36	2017-03-15	1 st year 2.5% 2 nd year 2.5% 3 rd year 2.5%
Goodyear Canada Steelworkers Local 628	240	48	2017-07-27	1 st year \$800 lump sum 2 nd year \$.20 per hour 3 rd year \$.20 per hour 4 th year \$.30 per hour
Ledcor Fabrication CLAC Local 63	155	32	2014-12-31	3 rd year 4%
Moduline Industries Medicine Hat Employees' Association	155	36	2017-06-03	1 st year 2% 2 nd year 2% 3 rd year 2%
Multi-Employer Fabrication & Manufacturing Plumbers & Pipefitters Local 488	400	48	2016-04-30	3 rd year 2.56%
Public Administration				
City of Lethbridge Lethbridge Police Association	163	36	2015-12-31	1 st year 3% 2 nd year 3% 3 rd year 2%

Alberta Settlements – continued

Parties	No of EEs	Term	Expiry Date	Wage Settlement	
Transportation & Warehousing					
FirstCanada - Branch 31720 Teamsters Local 987	290	36	2017-09-02		
				Drivers	Trades
				1 st year \$.50 /hour	3%
				2 nd year \$.50 /hour	3%
				3 rd year \$.50 /hour	3%
<hr/>					
Utilities					
ATCO Electric Canadian Energy Workers Association	1,610	36	2016-12-31		
				1 st year 3.50%	
				2 nd year 3.50%	
				3 rd year 3.75%	
Transalta Generation Partnership (TAGP) IBEW Local 254	500	36	2016-12-31		
				1 st year 3.5%	
				2 nd year 3.5%	
				3 rd year 3.5%	
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Wholesale Trade					
Federated Co-Operatives Teamsters Local 987	332	48	2018-03-31		
				1 st year \$.60 per hour to top rate	
				2 nd year \$.60 per hour to top rate	
				3 rd year \$.60 per hour to top rate	
				4 th year \$.60 per hour to top rate	

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Accommodation & Food Services			
Gate Gourmet Canada	Teamsters Local 987	150	2014-04-17
Arts, Entertainment & Recreation			
Gateway Casinos – Palace Casino	UFCW Local 401	183	2013-11-01
Education			
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	283	2013-08-31
Calgary Roman Catholic Separate School District No. 1	Unifor Local 1990	1,600	2013-08-31
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Fort McMurray Catholic Board of Education, Support Staff	CUPE Local 2559	280	2012-08-31
Athabasca University	AUPE	300	2013-06-30
Bow Valley College	AUPE	325	2013-06-30
Grande Prairie Regional College, Fairview	AUPE	100	2013-06-30
Lakeland College	AUPE	300	2013-06-30
Sturgeon School Division No. 24	CUPE Local 4625	165	2013-08-31
Portage College	AUPE	150	2013-06-30
Red Deer College	Faculty Association of Red Deer College	276	2013-06-30
Finance & Insurance			
ATB Financial	AUPE	1,600	2014-03-31
Health Care & Social Assistance			
Alberta Health Services – GSS	AUPE	23,800	2014-03-31
Alberta Health Services – PMP/PMT	HSAA	17,000	2014-03-31
Capital Care - GSS	AUPE	350	2014-06-30
Chantelle Management – Grande Prairie Care Centre	CUPE Local 2158	125	2014-06-30
Covenant Health – GSS	AUPE	1,337	2014-03-31
Manufacturing			
Maple Leaf Foods – Poultry	UFCW Local 1118	348	2014-08-02
Richardson Oilseed	UFCW Local 401	154	2014-08-31
Public Administration			
Alberta Gaming & Liquor Commission	AUPE	620	2013-07-31
City of Calgary	Calgary Police Association	2,001	2014-01-05
City of Edmonton	ATU Local 569	2,200	2013-12-28
City of Edmonton	Edmonton Police Association	1,779	2013-12-31
City of Edmonton – Inside Workers	CSU 52	3,923	2013-12-28
City of Edmonton – Outside Workers	CUPE Local 30	3,729	2013-12-28
City of Lethbridge	IAFF Local 237	162	2012-06-30

Major Negotiations Underway - Continued

Employer	Union	Employees	Expiry Date
Public Administration			
City of St. Albert	CUPE Local 941	115	2013-12-31
Strathcona County	AUPE	166	2013-12-31
Retail Trade			
Sobeys West – Gas Bars [Safeway]	UFCW Local 401	350	2014-09-06
Sobeys West – Meat & Deli [Safeway]	UFCW Local 401	608	2014-03-22
Sobeys West – Retail [Safeway]	UFCW Local 401	7,500	2014-03-22
Utilities			
EPCOR Utilities	CSU 52	755	2013-12-14
Wholesale Trade			
Kal Tire	Machinists Local 99	130	2014-03-31

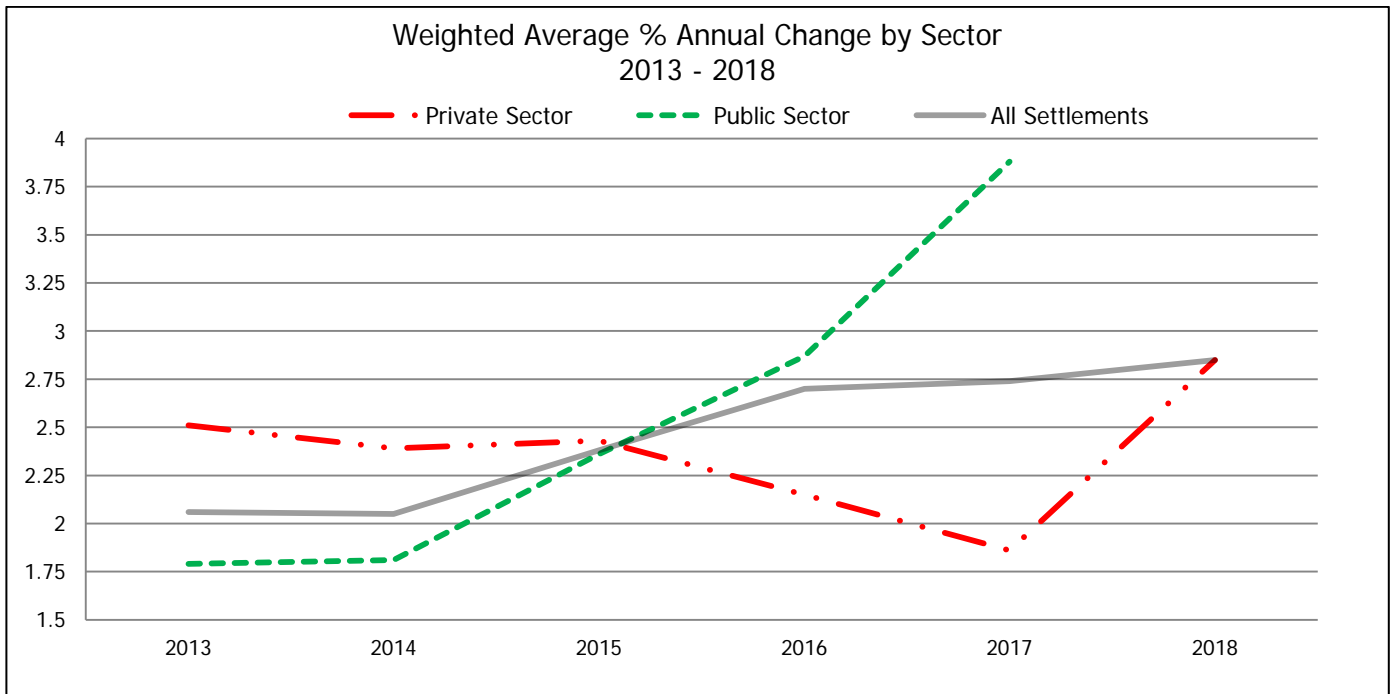
Recent Settlements in Other Jurisdictions

Public Sector				
Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
BC Hydro Canadian Office & Professional Employees Local 378 <i>BC Industrial Relations Bulletin, 46(4) June-July 2014.</i>	2,000	60	2019-03-31	1 st year 0.0% 2 nd year 1.0% 3 rd - 5 th year 1.5%
British Columbia Rapid Transit Company CUPE <i>Canadian Labour Reporter, Oct. 20, 2014.</i>	540	36	2016-8-31	1 st year 2.00% 2 nd year 2.00% 3 rd year 1.75%
Ontario				
Community Care Access Centres CUPE (various locations, 5 agreements) <i>Collective Bargaining Highlights [Ontario] June 2014.</i>	1,285	48	2018-03-31	1 st year .7% signing bonus 1 st - 4 th year .7%
Metrolinx (Go Transit) ATU <i>Canadian Labour Reporter, Nov. 3, 2014.</i>	1,860	48	2018-06-01	1 st year 1.8% 2 nd year 1.8% 3 rd year 2.3% 4 th year 2.3%
Nova Scotia				
Halifax Regional Municipality [outside employees] CUPE Local 108 <i>Canadian Labour Reporter, Sep. 15, 2014.</i>	310	36	2015-10-31	1 st year 2.0% 2 nd year 2.5% 3 rd year 2.6%
Saskatchewan				
Saskatchewan Institute of Applied Science & Technology (instructors, librarians) SGEU <i>Negotech.</i>	1,520	60	2017-06-30	1 st year 2.00% 2 nd year 1.50% 3 rd year 2.90% 4 th year 1.60% 5 th year 1.85%
Saskatchewan Institute of Applied Science & Technology (administrative services employees) SGEU <i>Negotech.</i>	685	48	2016-06-30	1 st year 2.00% 2 nd year 1.50% 3 rd year 1.75% 4 th year 1.75%
Private Sector				
Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Coast Hotels UNITE HERE Local 40 <i>BC Industrial Relations Bulletin, 46(4) June-July 2014.</i>	500	36	2015-04-30	1 st year 3.0% 2 nd year 2.0% 3 rd year 2.5%
Nova Scotia				
Nova Scotia Construction Labour Relations Association Carpenters <i>Canadian Labour Reporter, Oct. 14, 2014.</i>	1,850	36	2017-06-30	1 st year 1.75% 2 nd year 2.00% 3 rd year 2.00%
Ontario				
Sodexo Canada CUPE Local 408 <i>Canadian Labour Reporter, Oct. 27, 2014.</i>	100	36	2017-03-31	1 st year 2.00% 2 nd year 2.00% 3 rd year 2.00%
Quebec				
Gate Gourmet Canada Unifor <i>Negotech.</i>	500	36	2017-05-31	1 st year 2.00% 2 nd year 2.25% 3 rd year 2.50%

Wage Settlements in Alberta Weighted Average % Annual Change by Sector 2013-2018

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

	Sector	Agreements	Employees	Weighted Average % Annual Change
2013	Private Sector	539	149,779	2.51
	Public Sector	490	237,985	1.79
	All Settlements	1,029	387,764	2.06
2014	Private Sector	437	124,115	2.39
	Public Sector	353	174,621	1.81
	All Settlements	790	298,736	2.05
2015	Private Sector	233	45,738	2.43
	Public Sector	200	114,916	2.36
	All Settlements	433	160,654	2.38
2016	Private Sector	96	22,865	2.15
	Public Sector	51	72,151	2.87
	All Settlements	147	95,016	2.7
2017	Private Sector	34	11,998	1.86
	Public Sector	7	9,234	3.88
	All Settlements	41	21,232	2.74
2018*	Private Sector	11	1,358	2.85
	Public Sector	0		
	All Settlements	11	1,358	2.85

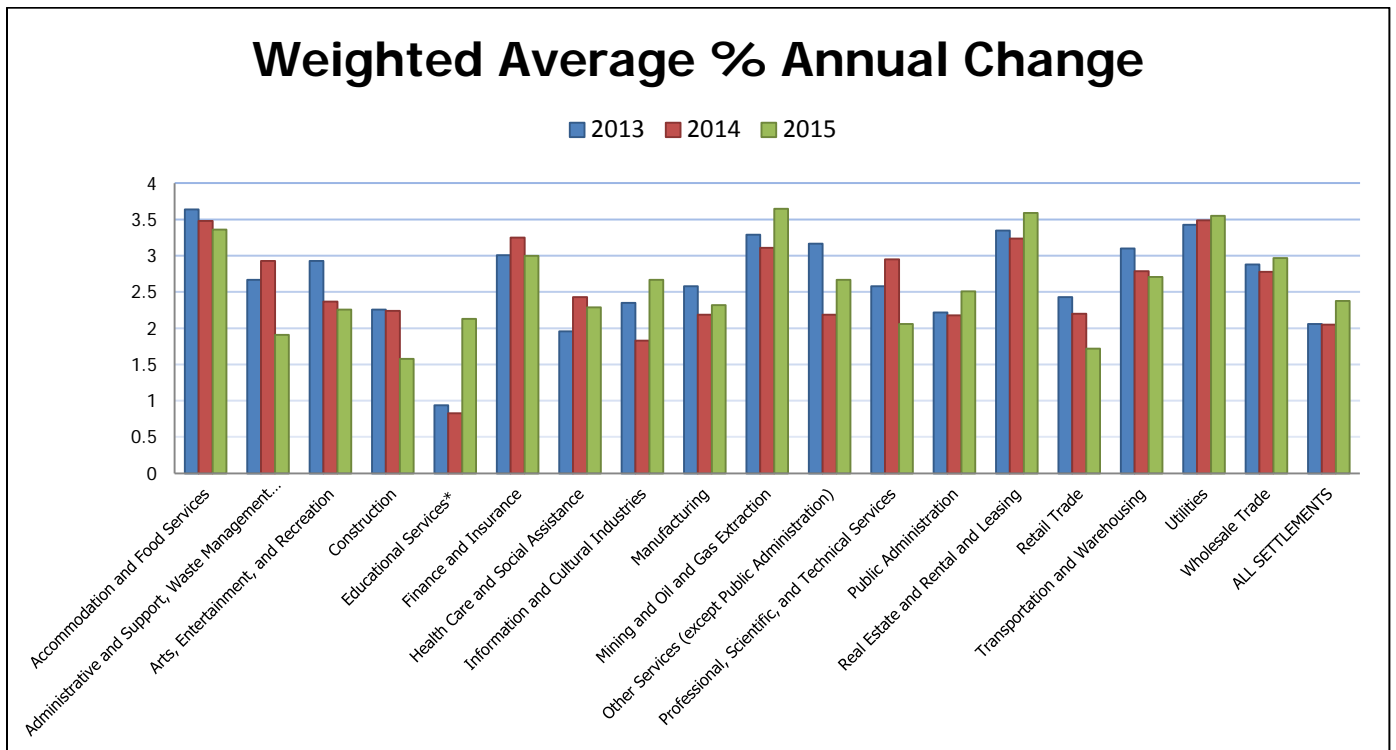


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

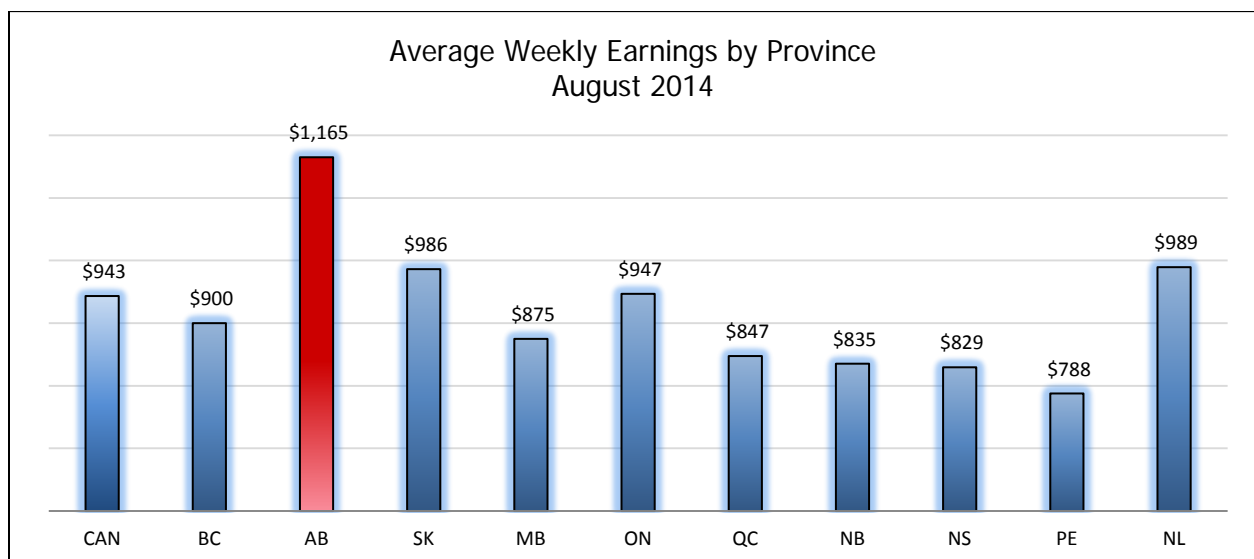
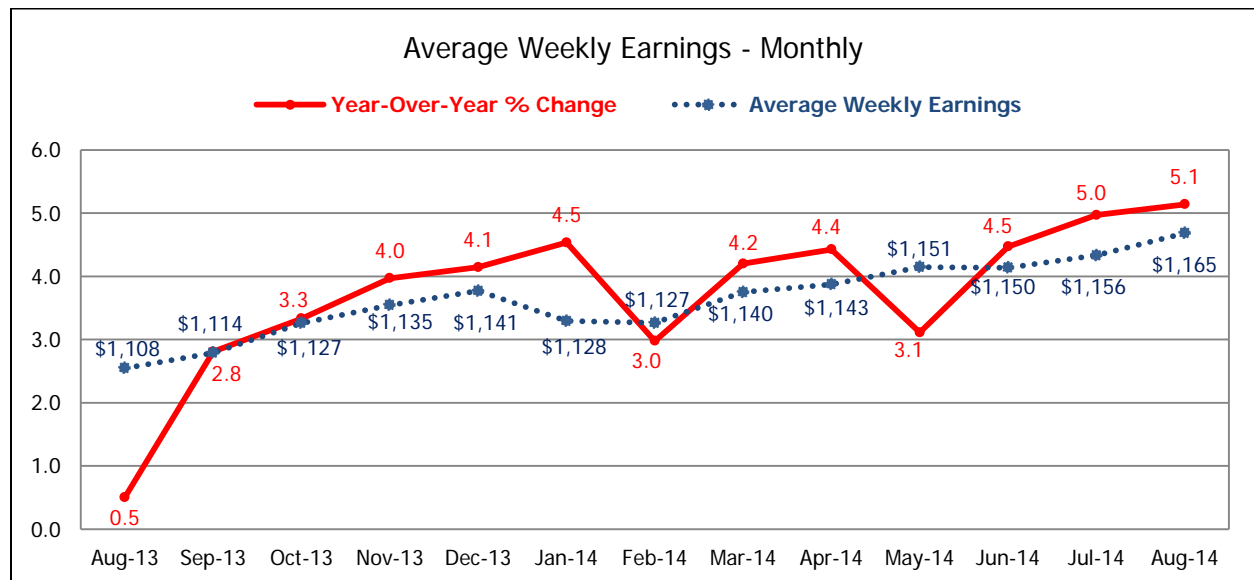
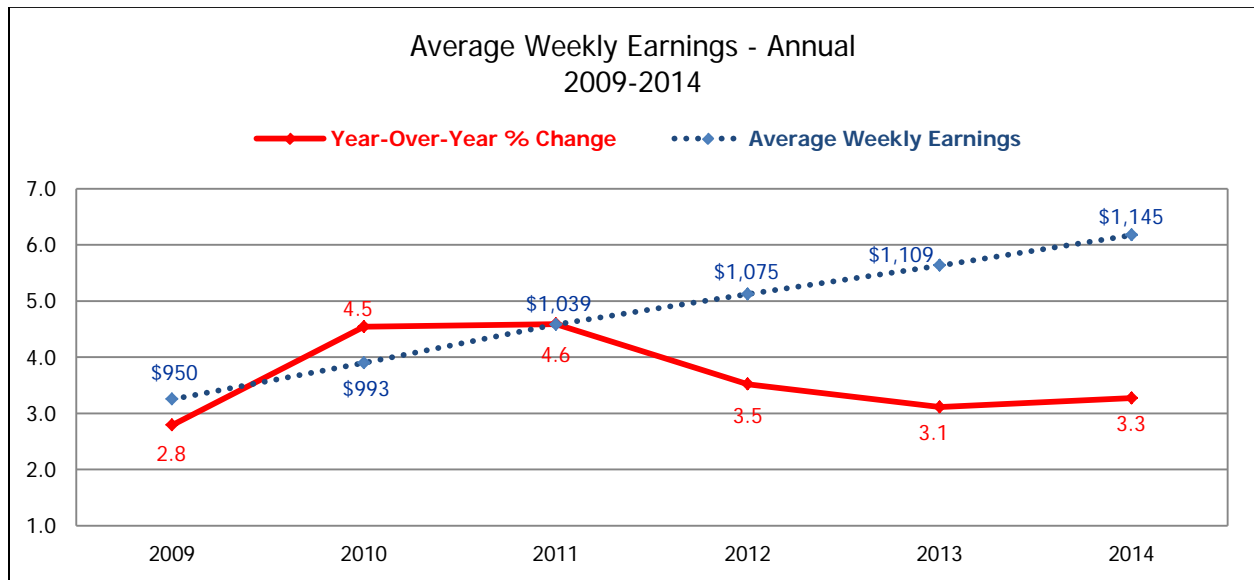
Wage Settlements in Alberta Weighted Average % Annual Change by Industry

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

Industry Sector	2013			2014			2015			2016		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	27	3,305	3.64	24	3,566	3.48	21	3,066	3.36	8	2,265	3.22
Administrative & Support, Waste Management & Remediation Services	9	1,020	2.67	10	671	2.93	7	283	1.91	3	221	1.78
Arts, Entertainment, & Recreation	31	3,696	2.93	25	2,960	2.37	10	1,291	2.26	3	374	2.74
Construction	130	73,441	2.26	107	65,303	2.24	23	3,484	1.58	6	178	0.68
Educational Services	157	76,423	0.94	129	66,393	0.83	99	40,785	2.13	10	3,584	2.40
Finance & Insurance	4	2,109	3.01	1	55	3.25	1	55	3.00			
Health Care & Social Assistance	167	88,968	1.96	97	60,131	2.43	40	32,317	2.29	13	30,593	3.00
Information & Cultural Industries	19	2,069	2.35	16	927	1.83	5	512	2.67			
Manufacturing	174	20,945	2.58	138	17,402	2.19	87	11,982	2.32	42	7,109	2.16
Mining & Oil & Gas Extraction	28	9,885	3.29	25	9,931	3.11	11	4,842	3.65	4	1,453	3.51
Other Services (except Public Administration)	34	1,521	3.17	25	1,249	2.19	14	767	2.67	6	140	2.61
Professional, Scientific, & Technical Services	8	1,933	2.58	5	1,678	2.95	3	78	2.06	3	78	2.13
Public Administration	107	54,060	2.22	85	39,806	2.18	40	36,369	2.51	19	34,605	2.74
Real Estate & Rental & Leasing	3	164	3.35	3	163	3.24	2	143	3.59	1	18	3.00
Retail Trade	22	24,834	2.43	15	12,256	2.20	6	11,718	1.72	3	8,744	1.58
Transportation & Warehousing	50	9,184	3.10	38	3,573	2.79	26	2,530	2.71	10	721	2.61
Utilities	32	9,077	3.43	25	7,636	3.49	19	5,545	3.55	7	3,351	3.63
Wholesale Trade	27	5,130	2.88	22	5,036	2.78	19	4,887	2.97	9	1,582	2.26
All Settlements	1,029	387,764	2.06	790	298,736	2.05	433	160,654	2.38	147	95,016	2.70



Average Weekly Earnings Alberta (AWEA)*



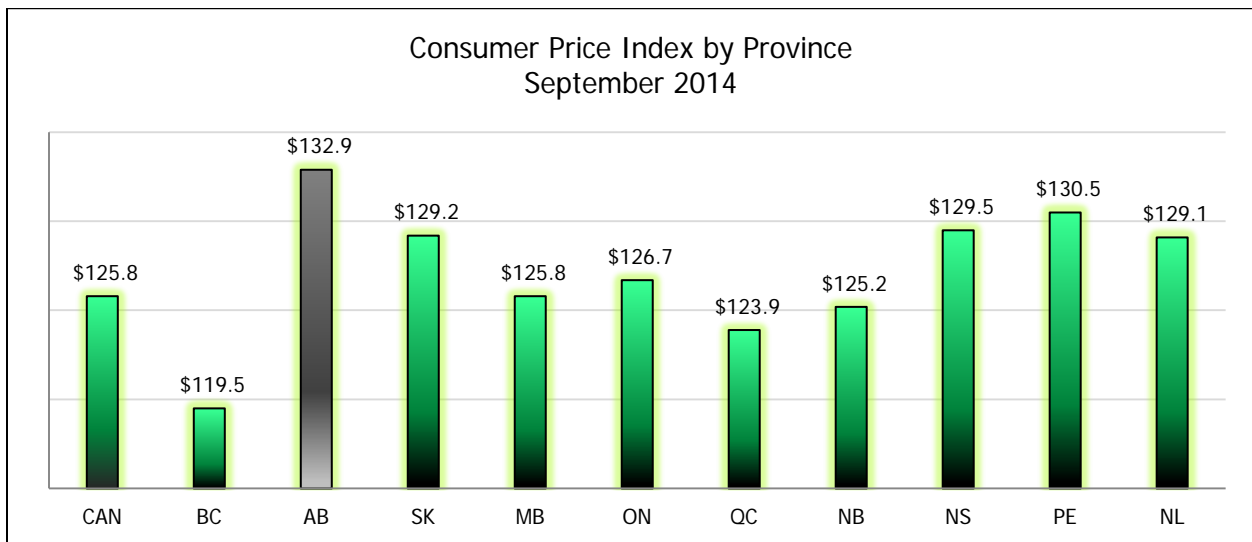
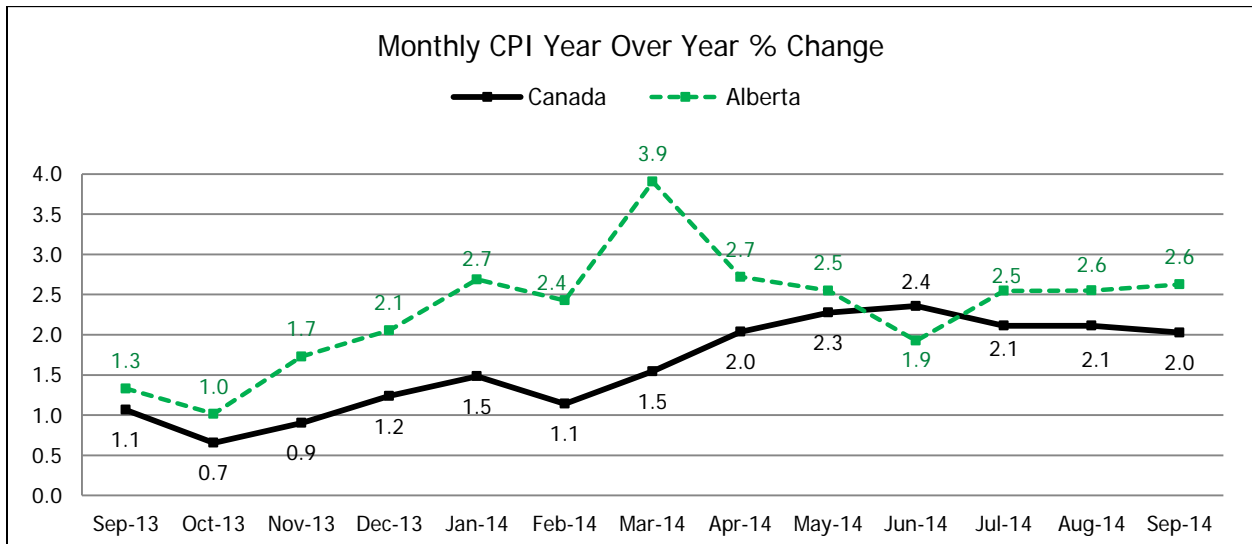
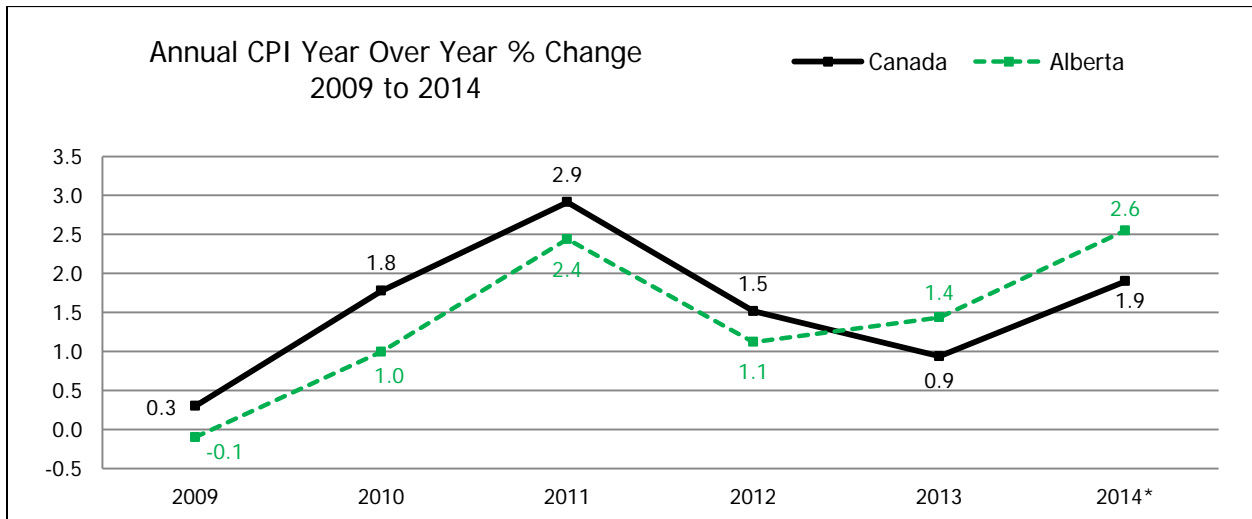
*To date preliminary figures. Graph data available upon request.

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



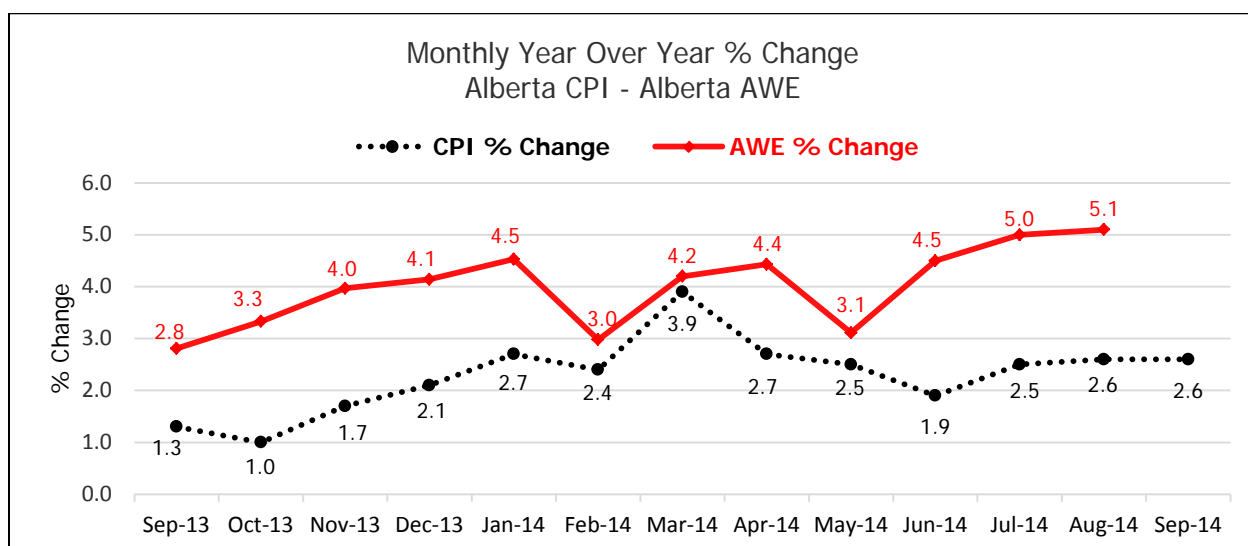
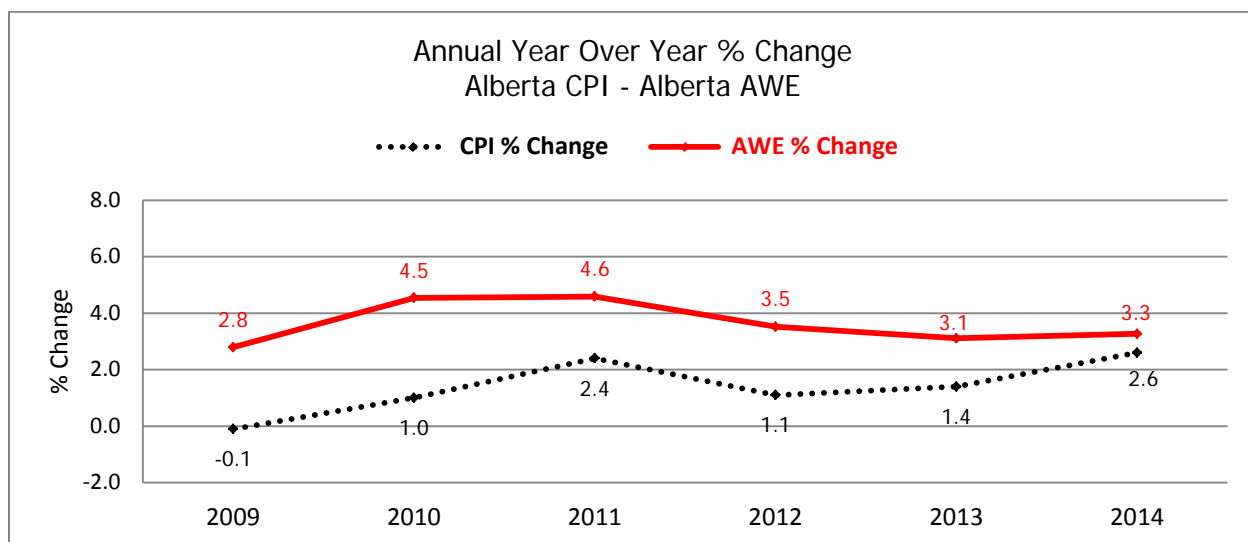
*Year to date – Graph data available upon request.

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

Alberta CPI and AWE Comparison



Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Sep 13	123.3	1.1	129.5	1.3	129.5	1.1	129.5	1.6
Oct 13	123.0	0.7	129.3	1.0	129.2	0.5	129.4	1.5
Nov 13	123.0	0.9	129.5	1.7	129.3	1.3	129.6	2.1
Dec 13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6
Jan 14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1
Feb 14	124.1	1.1	130.8	2.4	130.4	1.9	131.2	2.9
Mar 14	124.8	1.5	133.1	3.9	132.5	3.3	133.8	4.6
Apr 14	125.2	2.0	132.2	2.7	131.9	2.2	132.6	3.2
May 14	125.8	2.3	132.8	2.5	132.1	1.9	133.5	3.2
Jun 14	125.9	2.4	132.3	1.9	132.1	1.6	132.8	2.4
Jul 14	125.7	2.1	132.9	2.5	132.4	2.2	133.4	2.9
Aug 14	125.7	2.1	132.7	2.6	132.2	2.2	133.4	3.2
Sep 14	125.8	2.0	132.9	2.6	132.3	2.2	133.6	3.2

Average Weekly Earnings													
	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14
AWE \$	\$1,107.93	\$1,114.41	\$1,126.96	\$1,134.55	\$1,140.52	\$1,127.82	\$1,127.06	\$1,140.00	\$1,143.28	\$1,150.61	\$1,150.30	\$1,155.54	\$1,164.88
AWE %	0.50	2.81	3.33	3.97	4.14	4.53	2.98	4.20	4.43	3.11	4.47	4.97	5.14

¹Year 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

Employer Listing

ASBA – Alberta School Boards Association

AHS – Alberta Health Services

CLR – Construction Labour Relations

GPMC – General Presidents' Maintenance Committee for Canada

Union Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – 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

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see Unifor

CEP[Communications, Energy and Paperworkers Union] see Unifor

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

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

GCC – Graphics Communications Conference (Teamsters)

Glass Workers – Aluminum, Brick and Glass Workers International Union

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

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

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

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

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

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

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

TWU – Telecommunications Workers Union

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

Other Alberta labour market resources:

[Alberta Labour Relations Board \(ALRB\)](#) - ([Active ALRB certificates](#))
[Alberta Chamber of Commerce](#)
[Alberta Economic Reviews](#) (contains key economic indicators, updated monthly)
[Alberta Employment and Immigration Labour Market reports](#)
[Alberta Labour Force Statistics](#)
[Alberta Regional Labour Market News](#)
[Alberta Learning Information Service \(ALIS\)](#)
[City of Edmonton Economic Statistics](#)
[City of Calgary Economic Reports](#)
[Alberta Federation of Labour \(AFL\)](#)

Other Provinces' CBA and Mediation listings:

[Newfoundland/Labrador](#)
[Ontario](#)
[Manitoba](#) (various research resources)
[Saskatchewan Mediation](#)
[British Columbia CBA listing](#)
[British Columbia Bargaining Database](#)

Federal Organizations:

[Human Resource and Social Development Canada \(HRSDC\)](#)
[Canadian Labour Congress \(CLC\)](#)
[Negotech](#) (Federal CBA search page)
[Federal Public Service CBA listings](#)
[University of Toronto resources](#) (various labour relations resources)

International:

[United States Department of Labor Contracts Database](#)

Please note: These links are available online at <http://humanservices.alberta.ca/working-in-alberta/6484.html>