

# Bargaining Update

## March 2014

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

In March 2014, Mediation Services received settlement information regarding 28 bargaining relationships encompassing 5,343 employees. There were 21 private sector and 7 public sector settlements, covering 2,696 and 2,647 employees respectively.

In January 2014, approximately 405,300 Albertans were covered by union agreements. Alberta's union coverage rate was 21.59% while nationwide the union coverage rate was 30.77%.\*

Collective Bargaining Agreements Settled in 2013 – By Sector			
Sector	CBAs	EEs	Avg. Term in Months
Public Sector	187	54,256	38
Private Sector	192	42,867	34
<b>Total</b>	<b>379</b>	<b>97,123</b>	<b>36</b>

Collective Bargaining Agreements Settled in 2013 - By Settlement Method			
Method	Public	Private	Total
Negotiation	77	134	211
Mediation	33	58	91
Compulsory Arbitration	2		2
Disputes Inquiry	9		9
Interest Arbitration	1		1
Voluntary Arbitration	20		20
Legislated	45		45

Collective Bargaining Agreements Settled in 2013 – By NAICS			
NAICS	Public	Private	Total
Accommodation & Food Services		10	10
Administrative & Support, Waste Management & Remediation Services		5	5
Arts, Entertainment, & Recreation		11	11
Construction		47	47
Educational Services	98		98
Finance & Insurance	1		1
Health Care & Social Assistance	50		50
Information & Cultural Industries	1	11	12
Manufacturing		56	56
Mining & Oil & Gas Extraction		6	6
Other Services (except Public Administration)		11	11
Professional, Scientific & Technical Services		2	2
Public Administration	26	1	27
Transportation & Warehousing	1	12	13
Utilities	10	3	13
Wholesale Trade		9	9
<b>Total</b>	<b>187</b>	<b>192</b>	<b>379</b>

For further information, contact:  
 Collective Bargaining Information Services  
 Alberta Jobs, Skills, Training and Labour, Mediation Services  
 702, 10808 – 99 Avenue  
 Edmonton AB T5K 0G5  
 Telephone: 780-427-8301  
 Fax: 780-427-6327  
 E-mail: cba.submissions@gov.ab.ca

## 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
<b>Arts, Entertainment, &amp; Recreation</b>				
Alberta Bingo Supplies – Casino Calgary CUPE Local 4655	302	60	2018-08-24	Not available
<b>Construction</b>				
Kiewit Energy Construction CLAC Local 63	1,185	24	2016-02-15	1 <sup>st</sup> year 5.6% 2 <sup>nd</sup> year Wage Reopener
<b>Educational Services</b>				
Peace River School Division No. 10 [Bus Drivers] CUPE Local 4946	149	24	2015-08-31	1 <sup>st</sup> year 1.0% 2 <sup>nd</sup> year 1.0%
University of Alberta Academic Staff Association	4,000	24	2015-06-30	1 <sup>st</sup> year 1.65% 2 <sup>nd</sup> year 1.65%
University of Calgary Faculty Association	2,312	24	2015-06-30	1 <sup>st</sup> year 0% 2 <sup>nd</sup> year 0%
<b>Health Care &amp; Social Assistance</b>				
Good Samaritan – Dr. Gerald Zetter Care Centre CUPE Local 1031	120	36	2016-06-30	1 <sup>st</sup> year 6% [ANC] 3% [GSS] 2 <sup>nd</sup> year Wage Reopener 3 <sup>rd</sup> year Wage Reopener
<b>Manufacturing</b>				
Cavendish Farms, Potatoes UFCW Local 401	98	48	2017-02-28	1 <sup>st</sup> year 2.5% 2 <sup>nd</sup> year 2.5% 3 <sup>rd</sup> year 2.5% 4 <sup>th</sup> year 2.5%
Kiewit Energy Fabricators CLAC Local 63	140	24	2016-02-15	1 <sup>st</sup> year 1.75% 2 <sup>nd</sup> year Wage Reopener
<b>Real Estate &amp; Rental &amp; Leasing</b>				
Aviscar UFCW Local 401	105	36	2016-05-31	1 <sup>st</sup> year 3.50% 2 <sup>nd</sup> year 3.50% 3 <sup>rd</sup> year 3.75%
<b>Wholesale Trade</b>				
Cornerstone Industrial CLAC Local 63	255	24	2016-01-31	1 <sup>st</sup> year 1.75% 2 <sup>nd</sup> year 0.00%

## Major Negotiations Underway

Employer	Union	Employees	Expiry Date
<b>Accommodation &amp; Food Services</b>			
Buffalo Metis Catering	UFCW Local 401	1,190	2013-12-31
<b>Education</b>			
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	283	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
Fort McMurray Public School District No. 2833	CUPE Local 2545	280	2013-08-31
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
Lethbridge School District No. 51	CUPE Local 2843	367	2012-08-31
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
<b>Finance &amp; Insurance</b>			
ATB Financial	AUPE	2,049	2014-03-31
<b>Health Care &amp; Social Assistance</b>			
Alberta Health Services	UNA	24,000	2013-03-31
Alberta Health Services – GSS	AUPE	22,000	2014-03-31
Alberta Health Services – PMP/PMT	HSAA	17,000	2014-03-31
Covenant Health - St. Therese Villa	AUPE	145	First Agreement
Good Samaritan Society Group Homes	AUPE	123	2012-06-30
<b>Manufacturing</b>			
AltaSteel	Steelworkers Local 5220	270	2013-07-31
Kawneer Company Canada	Unifor Local 99	171	2014-02-28
<b>Mining &amp; Oil &amp; Gas Extraction</b>			
SunHills Mining, High Vale Mine	Steelworkers Local 1595	560	2013-03-31
<b>Public Administration</b>			
Alberta Gaming & Liquor Commission	AUPE	620	2013-07-31
City of Calgary	IAFF Local 255	1,240	2010-12-31
City of Calgary	ATU Local 583	2,800	2014-01-05
City of Calgary, Inside Workers	CUPE Local 38	4,000	2014-01-05
City of Edmonton	IAFF Local 209	1,112	2010-12-18
City of Edmonton	ATU Local 569	2,200	2013-12-28
City of Red Deer	IAFF Local 1190	185	2010-12-31
Government of Alberta	AUPE	20,660	2013-03-31
Strathcona County	AUPE	166	2013-12-31
<b>Utilities</b>			
ATCO Electric	Canadian Energy Workers Association	1,610	2013-12-31
ENMAX Corporation	CUPE Local 38	700	2013-12-31

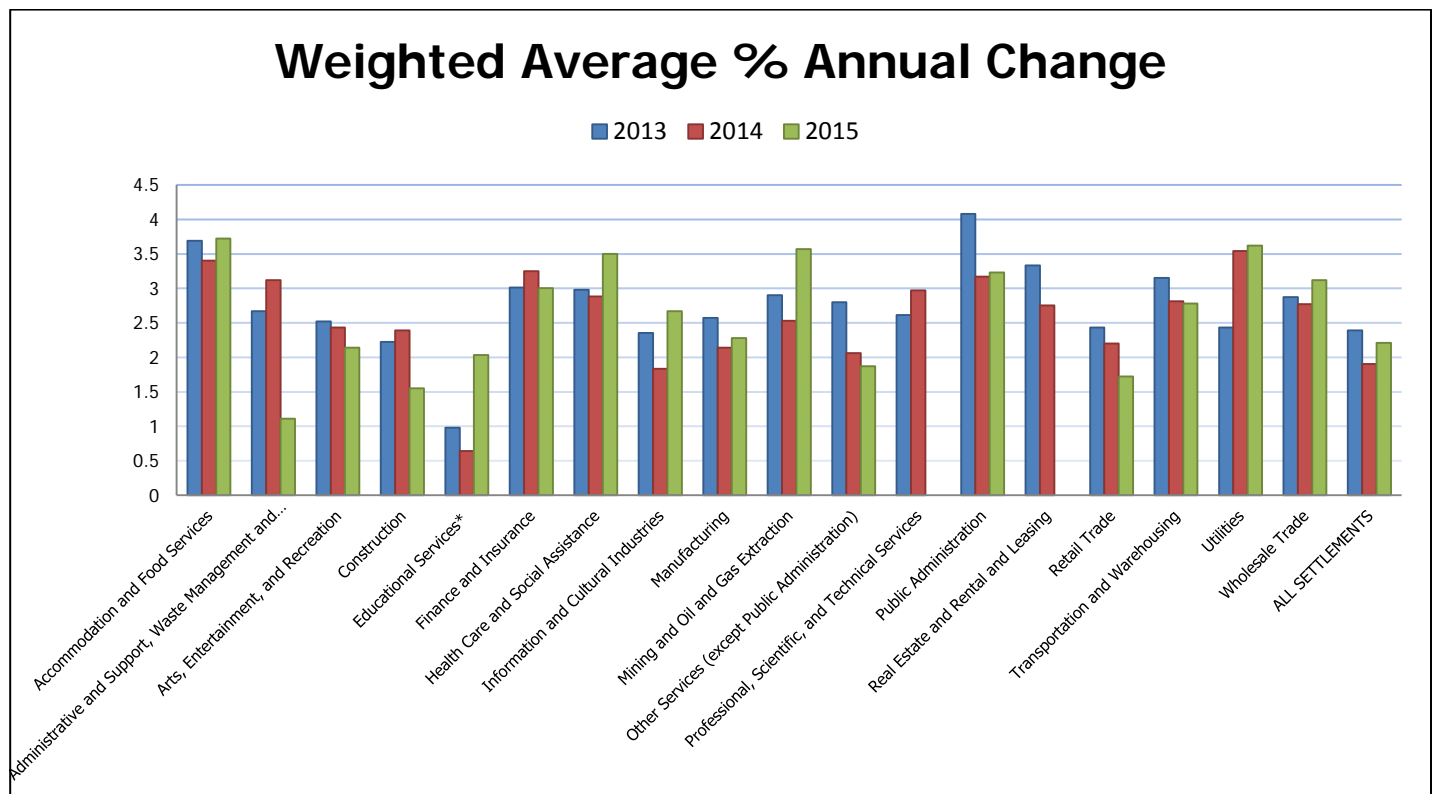
## Recent Settlements in Other Jurisdictions

Public Sector				
Parties	No. of EEs	Term	Expiry Date	Wage Settlements
<b>Newfoundland &amp; Labrador</b>				
Government of Newfoundland & Labrador NAPE <i>Canadian Labour Reporter, Mar. 3, 2014.</i>	1,100	48	2016-03-31	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year \$1,400 lump sum 3 <sup>rd</sup> year 2.0% 4 <sup>th</sup> year 3.0%
Memorial University of Newfoundland PSAC <i>Canadian Labour Reporter, Mar. 24, 2014.</i>	480	24	2016-08-31	1 <sup>st</sup> year 2.0% 2 <sup>nd</sup> year 2.0%
<b>Nova Scotia</b>				
District Health Authorities, Acute Centre Nova Scotia Nurses' Union <i>Canadian Labour Reporter, Mar. 17, 2014.</i>	6,000	24	2014-10-31	1 <sup>st</sup> year 2.5% 2 <sup>nd</sup> year 3.0%
Government of Nova Scotia Nova Scotia Government & General Employees Union <i>Canadian Labour Reporter, Mar. 3, 2014.</i>	7,500	36	2015-03-31	1 <sup>st</sup> year 2.0% 2 <sup>nd</sup> year 2.5% 3 <sup>rd</sup> year 3.0%
<b>Ontario</b>				
Regional Municipality of Niagara Police Services Board Niagara Region Police Association <i>Negotech, HRSDC.</i>	1,000	36	2013-12-31	1 <sup>st</sup> year 2.6% 2 <sup>nd</sup> year 2.5% 3 <sup>rd</sup> year 2.5%
Private Sector				
Parties	No. of EEs	Term	Expiry Date	Wage Settlements
<b>British Columbia</b>				
Hotel Grand Pacific Unifor <i>Canadian Labour Reporter, Mar. 24, 2014.</i>	160	48	2017-08-31	1 <sup>st</sup> year 2.2% 2 <sup>nd</sup> year 2.4% 3 <sup>rd</sup> year 2.7% 4 <sup>th</sup> year 1.5%
Teck Resources Limited Steelworkers Local 480 <i>Negotech, HRSDC.</i>	1,120	60	2017-05-31	1 <sup>st</sup> year 3.0% 2 <sup>nd</sup> year 3.0% 3 <sup>rd</sup> year 4.0% 4 <sup>th</sup> year 4.0% 5 <sup>th</sup> year 4.0%
<b>New Brunswick</b>				
Saint John Construction Association Bricklayers Local 8 <i>Canadian Labour Reporter, Mar. 17, 2014.</i>	120	48	2017-07-31	1 <sup>st</sup> year 3.0% 2 <sup>nd</sup> year 3.0% 3 <sup>rd</sup> year 3.0% 4 <sup>th</sup> year 3.5%
<b>Quebec</b>				
Casino du Lac-Leamy Fédération des Employés des Services Publics <i>Canadian Labour Reporter, Mar. 10, 2014.</i>	230	48	2017-03-31	1 <sup>st</sup> year 2.0% 2 <sup>nd</sup> year 2.0% 3 <sup>rd</sup> year 2.0% 4 <sup>th</sup> year 2.0%
<b>Saskatchewan</b>				
Extra Foods Store UFCW <i>Negotech, HRSDC.</i>	830	60	2018-03-31	1 <sup>st</sup> year \$.50 per hour 2 <sup>nd</sup> year \$.50 per hour 3 <sup>rd</sup> year \$.50 per hour 4 <sup>th</sup> year \$.50 per hour 5 <sup>th</sup> year \$.50 per hour

## Wage Settlements in Alberta Weighted Average % Annual Change by Industry

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

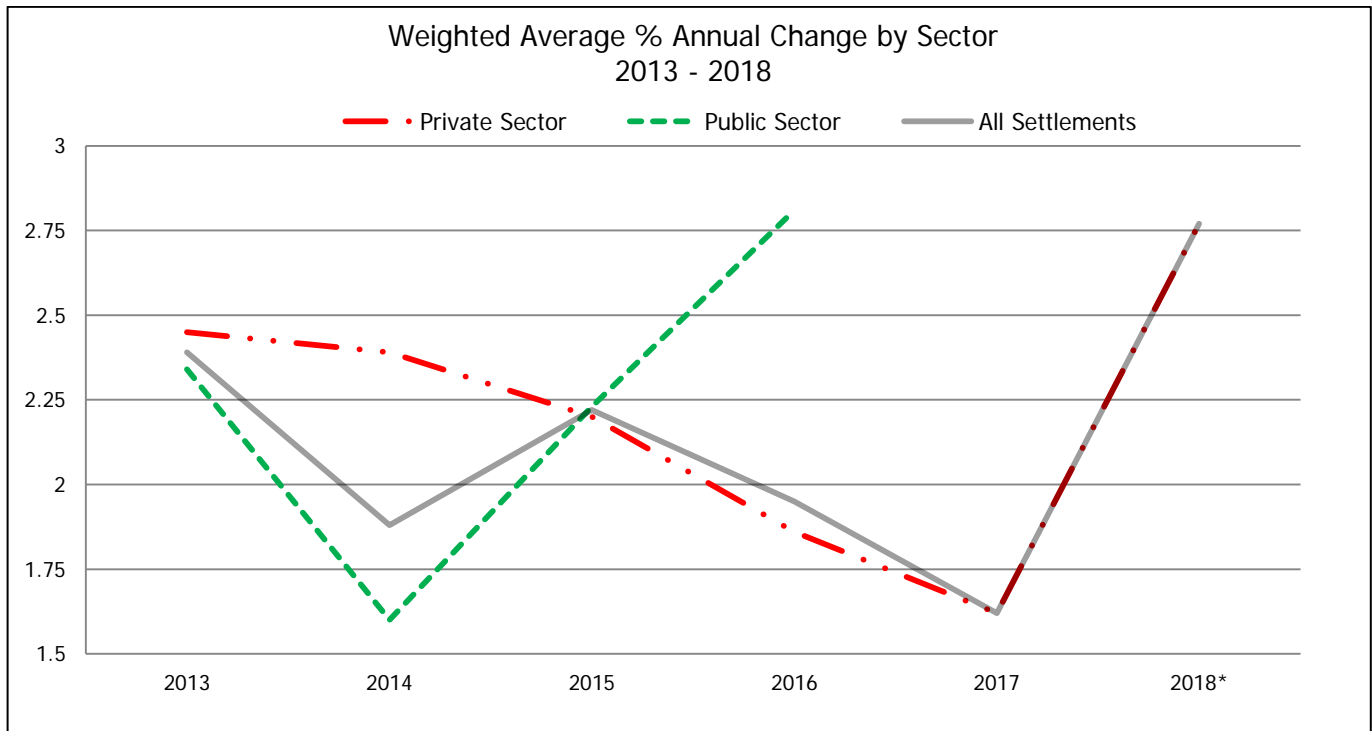
Industry Sector	2013			2014			2015			2016		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	22	2,918	3.69	14	1,236	3.40	11	581	3.69	2	187	3.16
Administrative & Support, Waste Management & Remediation Services	8	1010	2.67	6	456	3.32	4	76	1.54	1	24	0.00
Arts, Entertainment, & Recreation	28	3,370	2.52	19	2,363	2.44	5	709	2.27	1	16	2.00
Construction	114	70,014	2.22	37	8,296	2.39	7	2,509	1.55			
Educational Services	140	70,054	0.98	111	59,909	0.72	85	35,662	2.05	5	1,110	2.47
Finance & Insurance	4	2109	3.01	1	55	3.25	1	55	3.00			
Health Care & Social Assistance	151	58,000	2.98	71	28,588	2.88	22	1,443	3.50	2	146	3.91
Information & Cultural Industries	19	2069	2.35	16	927	1.83	5	512	2.67			
Manufacturing	162	19,526	2.57	105	13,914	2.15	62	9,035	2.29	21	4,472	2.04
Mining & Oil & Gas Extraction	26	6,142	2.9	18	4,786	2.53	6	710	3.57	2	575	3.80
Other Services (except Public Administration)	28	760	2.8	14	351	2.07	6	131	1.88	2	15	3.00
Professional, Scientific, & Technical Services	6	1,913	2.61	2	1,655	2.97						
Public Administration	99	25,095	4.08	62	4,907	3.17	19	1,577	3.22	2	160	3.69
Real Estate & Rental & Leasing	3	144	3.33	2	125	3.38	1	105	3.75			
Retail Trade	22	24,834	2.43	15	12,256	2.20	6	11,718	1.72	3	8,744	1.58
Transportation & Warehousing	45	8,776	3.15	25	2,620	2.81	14	1,602	2.78	1	73	2.94
Utilities	31	9,131	3.43	20	4,439	3.54	14	2,348	3.62	3	100	3.68
Wholesale Trade	27	4,736	2.87	20	4,075	2.73	17	3,926	2.94	7	1,018	2.10
<b>All Settlements</b>	<b>935</b>	<b>310,601</b>	<b>2.39</b>	<b>558</b>	<b>150,958</b>	<b>1.88</b>	<b>285</b>	<b>72,699</b>	<b>2.22</b>	<b>52</b>	<b>16,640</b>	<b>1.95</b>



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

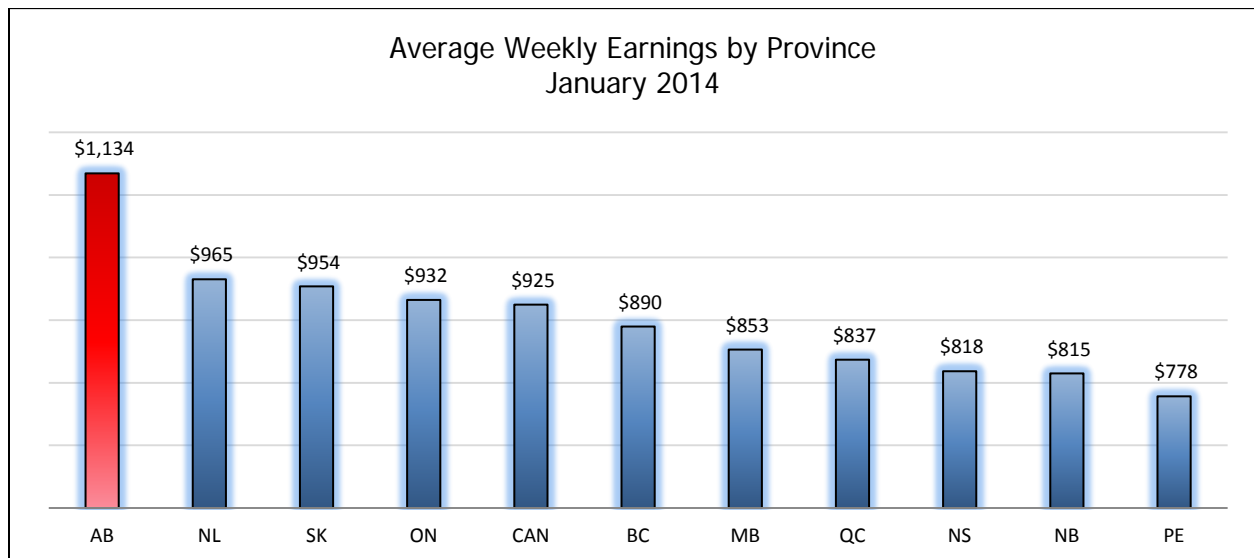
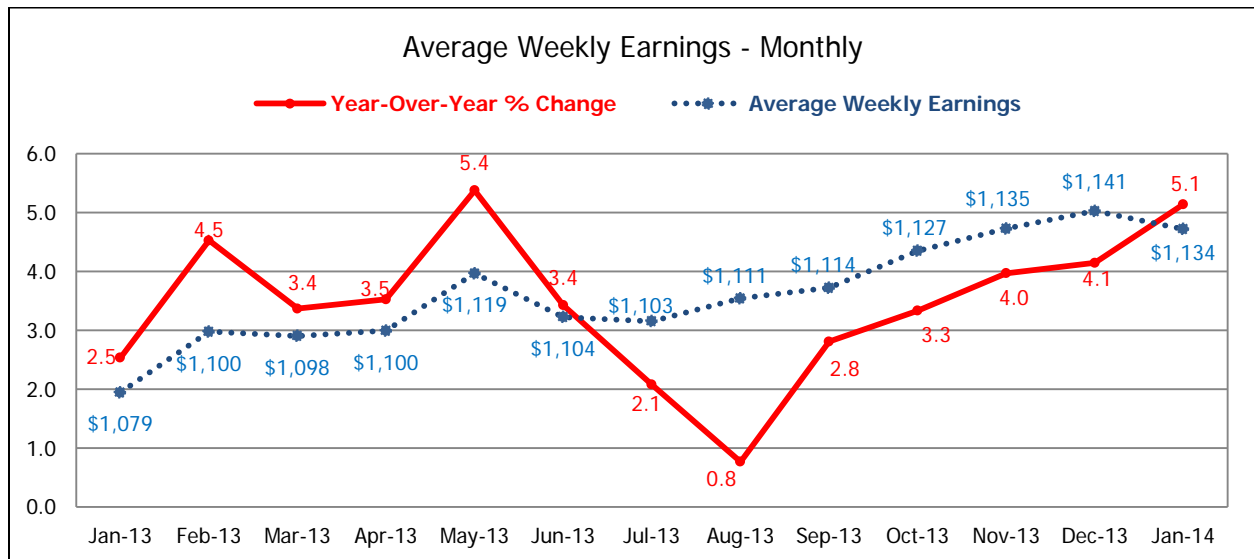
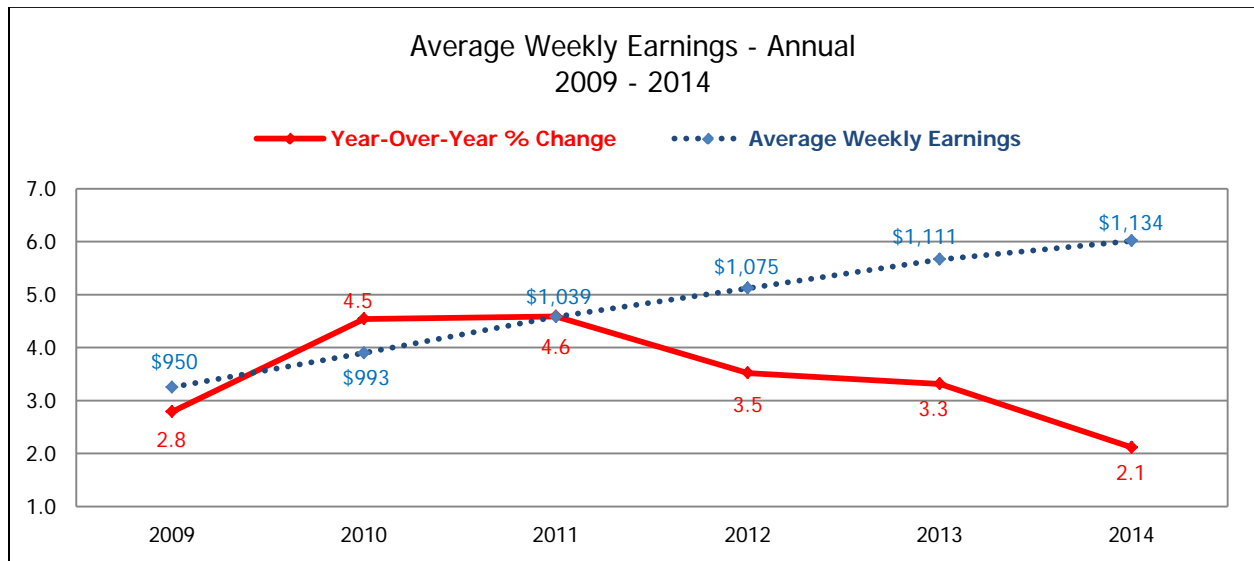
Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
2013	Private Sector	492	133,180	2.45
	Public Sector	443	177,421	2.34
	<b>All Settlements</b>	<b>936</b>	<b>310,601</b>	<b>2.39</b>
2014	Private Sector	281	52,743	2.39
	Public Sector	277	98,215	1.60
	<b>All Settlements</b>	<b>558</b>	<b>150,958</b>	<b>1.88</b>
2015	Private Sector	146	32,044	2.20
	Public Sector	139	40,655	2.23
	<b>All Settlements</b>	<b>285</b>	<b>72,699</b>	<b>2.22</b>
2016	Private Sector	39	15,108	1.86
	Public Sector	13	1,532	2.81
	<b>All Settlements</b>	<b>52</b>	<b>16,640</b>	<b>1.95</b>
2017	Private Sector	11	9,350	1.62
	Public Sector	0	0	0
	<b>All Settlements</b>	<b>11</b>	<b>9,350</b>	<b>1.62</b>
2018*	Private Sector	2	96	2.77
	Public Sector	0	0	0
	<b>All Settlements</b>	<b>2</b>	<b>96</b>	<b>2.77</b>



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](mailto:cba.submissions@gov.ab.ca).

## Average Weekly Earnings Alberta (AWEA)\*



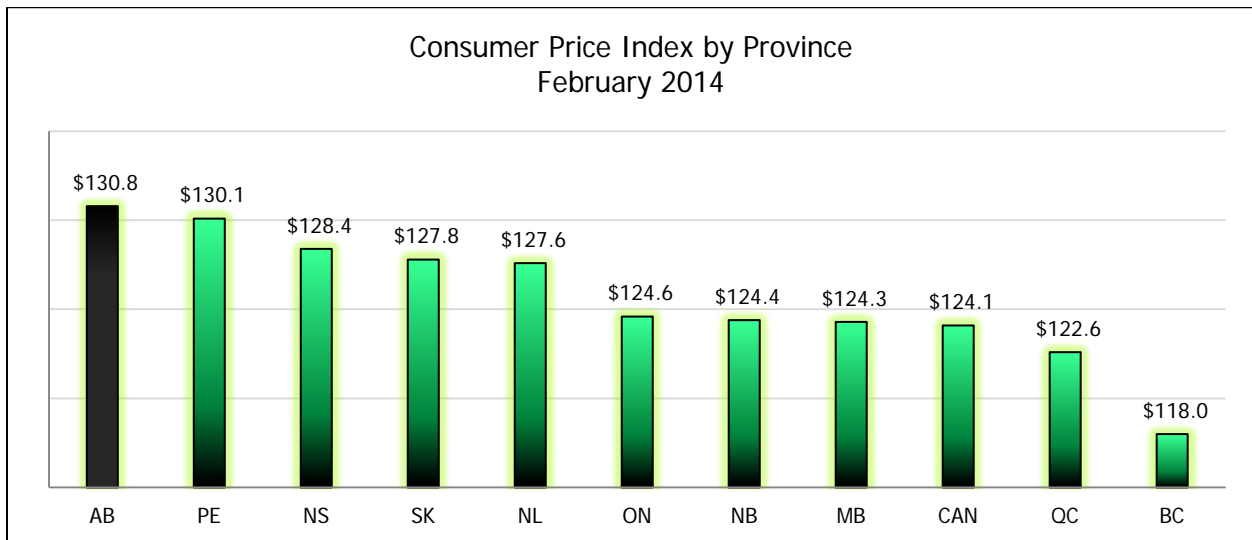
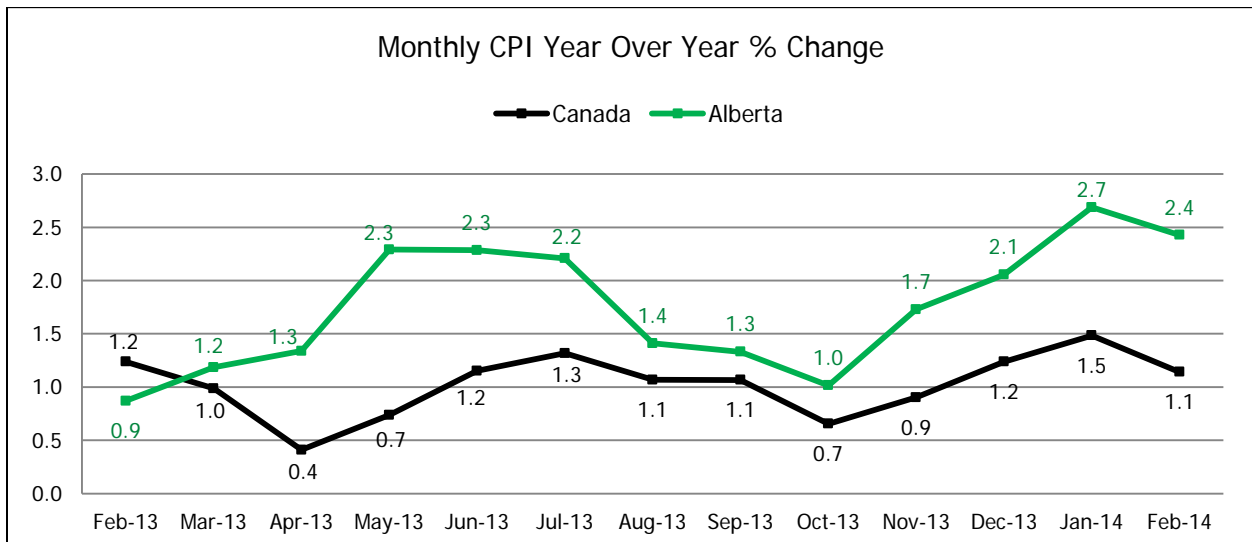
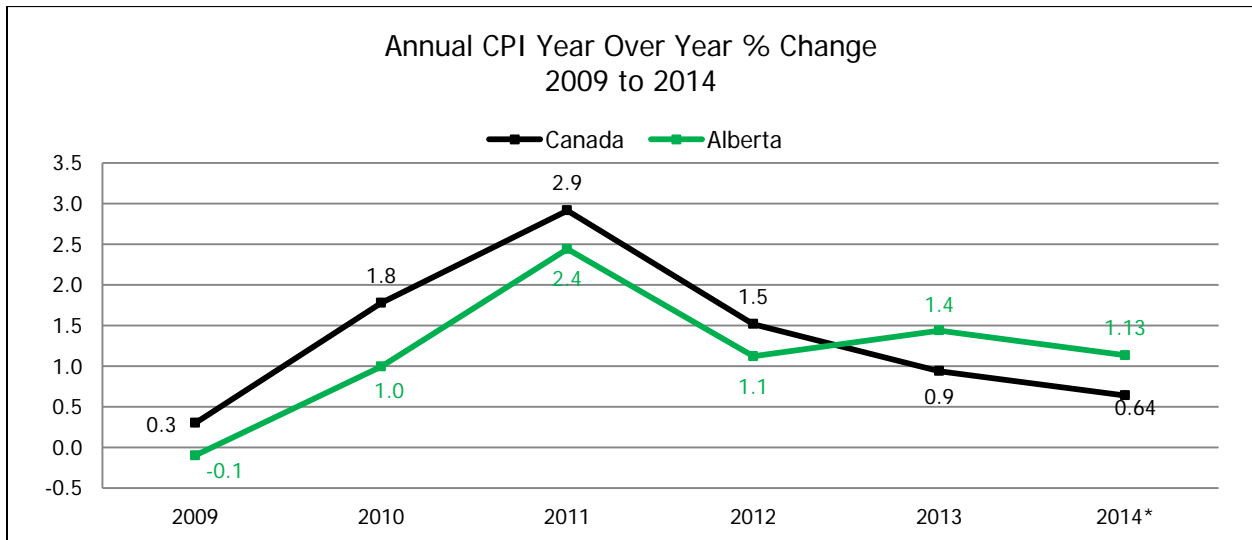
\*To date preliminary figures. Graph data available upon request.

<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



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

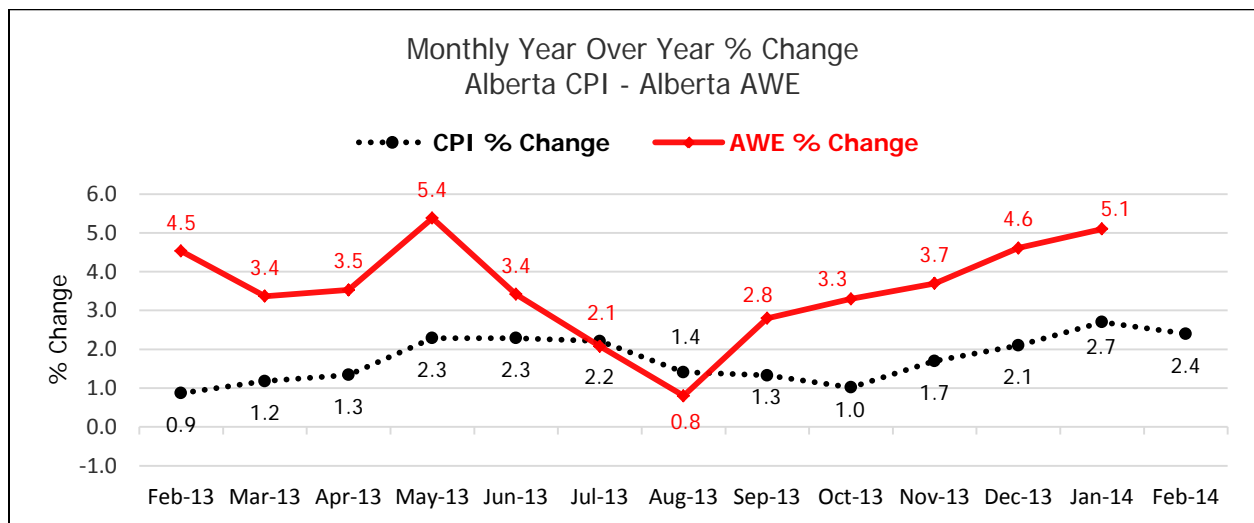
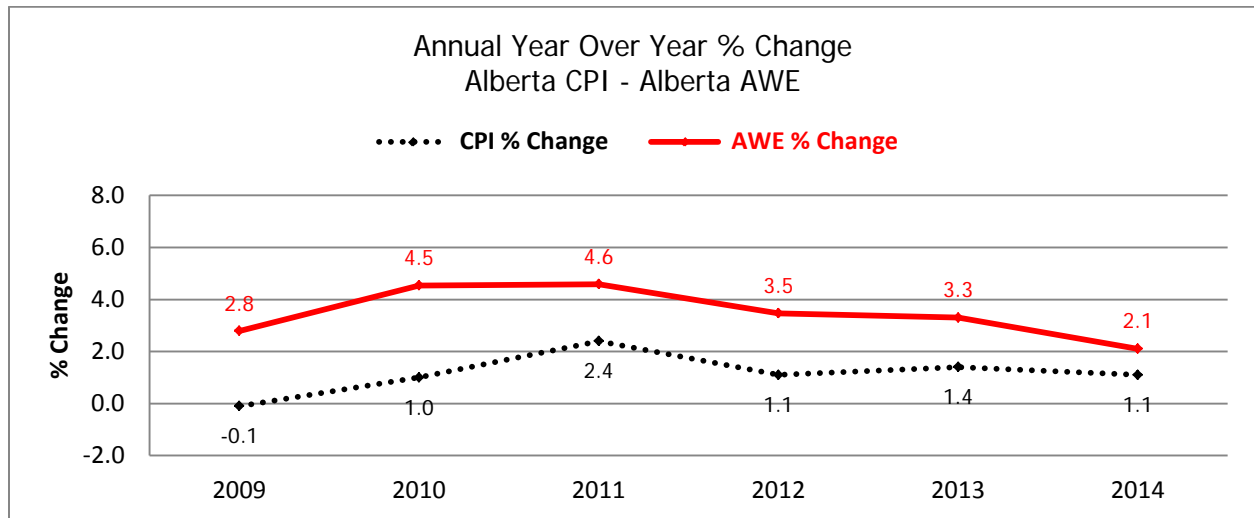
<sup>1</sup> **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

<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



## Alberta CPI and AWE Comparison



Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Feb 13	122.7	1.2	127.7	0.9	128.0	0.9	127.5	1.0
Mar 13	122.9	1.0	128.1	1.2	128.3	1.0	127.9	1.3
Apr 13	122.7	0.4	128.7	1.3	129.0	1.3	128.5	1.4
May 13	123.0	0.7	129.5	2.3	129.7	2.1	129.3	2.5
Jun 13	123.0	1.2	129.8	2.3	130.0	2.2	129.7	2.5
Jul 13	123.1	1.3	129.6	2.2	129.5	1.9	129.6	2.5
Aug 13	123.1	1.1	129.4	1.4	129.4	1.2	129.3	1.7
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

Average Weekly Earnings													
	Jan 13	Feb 13	Mar 13	Apr 13	May 13	Jun 13	Jul 13	Aug 13	Sep 13	Oct 13	Nov 13	Dec 13	Jan 14
AWE \$	\$1,083.82	\$1,099.51	\$1,098.08	\$1,099.83	\$1,119.34	\$1,104.47	\$1,103.08	\$1,110.83	\$1,114.41	\$1,126.96	\$1,134.55	\$1,145.63	\$1,134.36
AWE %	3.00	4.53	3.37	3.53	5.38	3.42	2.08	0.77	2.81	3.33	3.97	4.61	5.1

<sup>\*</sup>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

## Employer Name Listing

**ASBA** – Alberta School Boards Association  
**AHS** – Alberta Health Services

**GPMC** – General Presidents' Maintenance Committee for Canada  
**CLR** – Construction Labour Relations

## Union Name 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, Molders, Pottery, Plastics** – Glass, Molders, Pottery, Plastics and Allied Workers International Union

**Glass Workers** – Aluminum, Brick and Glass 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

Please note that industry associations may not appear in the above listing

## 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>