

---

# Collective Agreement Wage Tables Utilities

## September 2023

---

For further information, contact:  
Collective Bargaining Information Services  
702, 10808 – 99 Avenue  
Edmonton AB T5K 0G5  
Telephone: 780-427-8301  
Fax: 780-427-6327  
E-mail: [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca)

## Collective Agreement Wage Table - Utilities

### Per Cent Increases

Employer	Union	Ees	Expiry Date	Term	Settled	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
AltaLink Management	IBEW Local 254	26	2024-12-31	48	2022-04-18	4.0%	3.5%	2.35%	2.35%	1.65%	1.65%	1.25%	1.25%	1.25%	3.5%	
AltaLink Management	United Utility Workers	367	2023-12-31	24	2023-02-10	4.0%	2.5%	2.5%	2.4%	3.0%	1.0%	1.5%	2.25%	3.0%		
Apex Utilities*	Unifor Local 1947	126	2024-12-31	24	2023-02-28	3.0%	2.0%	2.0%	2.0%	1.5%	1.5%	0.0%	1.5%	3.0%	4.0%	
Aquatera Utilities	CUPE Local 787	80	2022-12-31	48	2019-06-27	3.8%	0.95%	1.65%	2.25%	1.9%	2.0%	0.60%	2.0%			
ATCO Electric	Canadian Energy Workers	914	2024-12-31	36	2023-02-16	3.5%	3.75%	1.75%	2.0%	2.0%	2.5%	2.65%	2.5%	2.5%	3.0%	
ATCO Natural Gas	Natural Gas Employees	1,153	2023-12-31	36	2021-01-22	3.5%	3.75%	0.00%	1.75%	2.0%	2.25%	0.0%	0.0%	1.75%		
Canadian Utilities	Canadian Energy Workers	70	2023-12-31	51	2021-07-16			1.75%	2.0%	0.0%	1.50%	2.0%	2.0%	2.40%		
Capital Power	Civic Service Union 52	69	2025-12-13	48	2022-12-01	2.5%	2.0%	2.0%	2.5%	1.0%	1.0%	1.0%	1.0%	2.25%	2.5%	3.0%
Capital Power	IBEW Local 1007	90	2023-12-16	36	2021-10-21	3.5%	2.5%	2.0%	2.0%	2.25%	2.5%	2.75%	2.0%	1.5%		
Capital Power	Unifor Local 829	61	2022-12-17	24	2021-04-08	3.75%	3.75%	2.0%	2.0%	2.0%	2.25%	2.25%	2.0%			
City of Red Deer	IBEW Local 254	45	2023-12-31	24	2022-07-04	3.50%	3.50%	1.75%	2.00%	1.0%	2.0%	0.0%	2.25%	2.5%		
City of Medicine Hat - Electric Generation & Water Treatment	IBEW Local 254	46	2023-12-31	48	2021-10-05	3.5%	3.0%	0.0%	2.0%	2.0%	1.1%	1.0%	2.0%	2.0%		
City of Medicine Hat - Electrical Distribution	IBEW Local 254	52	2023-12-31	48	2021-10-05	3.5%	3.0%	0.0%	2.0%	2.0%	1.1%	1.0%	2.0%	2.0%		
CNOOC Petroleum North America - Balzac Power Station	Unifor Local 14	11	2023-01-31	48	2019-11-19		0.0%	2.0%	2.5%	2.5%	2.75%	3.0%	3.5%			
Dataco Utility Services	United Utility Workers	35	2025-12-31	60	2022-12-02	3.5%	0.0%	0.0%	0.0%	0.0%	1.5%	3.25%	2.25%	2.5%	2.5%	
ENMAX Corporation	CUPE Local 38	610	2025-12-31	36	2023-03-27	3.5%	3.5%	1.25%	2.25%	3.0%	0.0%	1.0%	1.5%	3.0%	2.75%	2.5%
ENMAX Corporation	IBEW Local 254	389	2024-12-31	36	2022-12-19	3.5%	3.5%	3.75%	0.0%	0.0%	1.5%	2.0%	3.0%	2.75%	2.5%	
EPCOR Utilities	Civic Service Union 52	1,023	2024-12-16	48	2023-02-28	3.0%	2.25%	2.15%	2.35%	2.75%	2.75%	1.0%	1.5%	2.75%	3.15%	
EPCOR Utilities	CUPE Local 2038	12	2017-12-23	36	2015-08-05	2.0%	2.0%	2.25%								
EPCOR Utilities	CUPE Local 30	581	2023-12-16	36	2021-06-08	3.0%	2.25%	2.15%	2.45%	2.65%	2.75%	0.0%	1.0%	1.6%		
EPCOR Utilities	IBEW Local 17	756	2021-12-18	36	2018-12-11	3.5%	2.5%	2.5%	2.35%	2.65%	2.75%	2.75%				

## Collective Agreement Wage Table - Utilities

### Per Cent Increases

Employer	Union	Ees	Expiry Date	Term	Settled	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
FortisAlberta	United Utiity Workers	933	2025-12-31	36	2023-02-03	3.5%	3.5%	3.75%	1.5%	2.25%	2.75%	0.0%	1.8%	3.0%	3.0%	2.5%
Heartland Generation	Canadian Energy Workers	122	2025-12-31	48	2021-11-25	3.5%	3.75%	1.5%	1.75%	2.0%	2.35%	2.25%	2.0%	2.0%	2.0%	3.0%
Milner Power	United Utiity Workers	24	2025-12-31	36	2023-02-17	3.75%	4.0%	0.0%	0.0%	1.0%	1.5%	0.0%	2.5%	2.75%	2.50%	3.00%
Town of Ponoka	IBEW Local 254	4	2021-12-31	24	2020-06-01	3.0%	3.5%	0.0%	1.0%	1.75%	0.0%	1.0%				
Transalta Corporation (TAC)	United Utiity Workers	7	2022-12-31	12	2022-02-16	3.0%	3.0%	0.0%	2.5%	2.75%	2.0%	2.50%				
Transalta Generation Partnership (TAGP)	IBEW Local 254	285	2019-12-31	36	2018-01-24	3.5%	3.75%	0.0%	1.5%	1.75%						
Transalta Generation Partnership (TAGP) - Hydro	IBEW Local 254	30	2024-12-31	60	2022-11-01						1.75%	2.00%	4.50%	2.00%	2.00%	
Transalta Generation Partnership (TAGP)	United Utiity Workers	30	2021-12-31	36	2019-10-30	3.0%	0.0%	0.0%	0.0%	1.75%	2.0%	2.0%				
Transalta Generation Partnership (TAGP) - Poplar Creek	Unifor Local 707A	20	2016-04-30	36	2014-01-31	3.75%										
TransAlta Utilities Corporation - Reclamation Centre	IBEW Local 254	34	2025-03-31	60	2022-10-28	0.0%	1.75%	0.0%	1.0%	1.25%	1.00%	1.25%	3.00%	1.25%	1.75%	
Voltage Power	Canadian Union of Skilled Workers	7	2026-05-31	36	2023-06-06										3.00%	3.00%

\* formerly AltaGas Utilities