

Bargaining Update

March 2015

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

In March 2015, Mediation Services received settlement information regarding 64 bargaining relationships encompassing 13,398 employees. There were 36 private sector and 28 public sector settlements, covering 7,144 and 6,524 employees respectively.

Highlights

Alberta Health Services

The collective agreement covering 23,800 general support services employees represented by AUPE expired on March 31, 2014. The union's request for the establishment of a compulsory arbitration board to settle the dispute was approved by the Minister in March 2015.

City of Medicine Hat

CUPE Local 46 representing about 800 inside, outside and transit workers and the City of Medicine Hat reached a new three year collective agreement.

Alberta Innovates – Technology Futures

250 employees represented by AUPE reached a new five year collective agreement with Alberta Innovates.

For further information, contact:
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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 & Food Services				
Civeo Crown Camp Services - Devon Energy Jackfish Site UFCW Local 401	169	36	2017-03-31	1 st year 3.5% 2 nd year 3.5% 3 rd year 3.5%
Administrative & Support, Waste Management & Remediation Services				
Sodexo Canada CUPE Local 4822	361	36	2017-10-31	1 st year 2% 2 nd year 2% 3 rd year 2%
Construction				
Brand Energy Solutions (Canada) CLAC Local 63	280	24	2017-02-01	1 st year 0% 2 nd year Wage reopener
Flatiron Constructors Canada CLAC Local 63	860	32	2017-06-30	1 st year 2% 2 nd year Wage reopener
OJ Industrial Maintenance Operating Engineers Local 955	140	36	2016-12-31	1 st year 2% 2 nd year 2% 3 rd year 2%
Educational Services				
Living Waters Catholic Regional Division No. 42 AUPE	100	48	2016-08-31	1 ^{st, 2nd, 3rd} year 2% 4 th year 1%
Peace River School Division No. 10, Support Staff CUPE Local 4839	227	24	2016-06-30	1 st year \$0.35 2 nd year \$0.35
Bow Valley College AUPE	325	36	2016-06-30	1 st year \$1,350 lump sum 2 nd year 2.25% 3 rd year 2.00%
Grande Prairie Regional College – Fairview AUPE	100	48	2017-06-30	1 st year \$1,200 lump sum 2 nd year 2.00% 3 rd year 2.25% 4 th year 2.50%
Keyano College Keyano College Faculty Association	146	36	2017-06-30	1 st year 2.0% 2 nd year 2.5% 3 rd year 2.0%
Lethbridge College AUPE	400	24	2016-06-30	1 st year 2.5% 2 nd year 2.5%
MacEwan University MacEwan University Faculty Association	1,000	36	2017-06-30	1 st year 0.00% 2 nd year 2.25% 3 rd year 2.25%
MacEwan University MacEwan Staff Association	720	36	2017-06-30	1 st year 0.00% 2 nd year 2.00% 3 rd year 2.25%

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
Educational Services				
NorQuest College AUPE	260	60	2017-06-30	1 st year 2.00% 2 nd year 0.00% 3 rd year 2.00% 4 th year 2.25% 5 th year 2.50%
Northern Lakes College Faculty Association of Northern Lakes College	110	24	2016-06-30	1 st year 2.25% 2 nd year Wage Reopener
Red Deer College AUPE	245	36	2016-06-30	1 st year \$1,550 lump sum 2 nd year 2.00% 3 rd year 2.25%
Health Care and Social Assistance				
Qualicare - Rivercrest Lodge Nursing Home Steelworkers Local 1-207	99	24	2016-07-31	1 st year 0.00% 2 nd year 1.75%
Manufacturing				
Cameron Canada Boilermakers Local 146	134	24	2017-01-31	1 st year 0% 2 nd year 2%
JBS Foods Canada – Lakeside Packers UFCW Local 401	2,340	48	2017-12-31	1 st year \$0.00 2 nd & 3 rd year \$0.30 4 th year \$0.35
OEM Remanufacturing Company CLAC Local 56	350	36	2017-12-31	1 st year 0% 2 nd year 1% 3 rd year 4%
Public Administration				
Alberta Gaming & Liquor Commission AUPE	620	48	2017-07-31	1 st year 0.00% 2 nd year 2.00% 3 rd year 2.25% 4 th year 2.50%
Alberta Innovates – Technology Futures AUPE	250	54	2017-09-30	1 st year 0.0% 2 nd & 3 rd year 2.5% 4 th & 5 th year 3.0
City of Medicine Hat CUPE Local 46	800	36	2016-12-31	1 st year 2.50% 2 nd year 2.25% 3 rd year 2.00%
Transportation and Warehousing				
Fort McKay Logistics Teamsters Local 362	200	48	2018-09-30	1 st year NA 2 nd to 4 th year \$0.50
Utilities				
EPCOR Utilities CUPE Local 30	151	48	2017-12-22	1 st year 3.50% 2 nd year 3.00% 3 rd year 2.25% 4 th year 2.15%

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Accommodation & Food Services			
FHR Fairmont Jasper Park Lodge	Unifor Local 4534	400	2015-03-31
Administrative & Support, Waste Management & Remediation Services			
G4S Secure Solutions	UFCW Local 401	134	First agreement
Arts, Entertainment & Recreation			
Gateway Casinos – Palace Casino	UFCW Local 401	183	2013-11-01
Construction			
Boilermaker Contractors' Association	Boilermakers Local 146	2,800	2015-04-30
Electrical Contractors' Association	IBEW Local 424	7,000	2015-04-30
Education			
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Athabasca University	AUPE	300	2013-06-30
Athabasca University	Faculty Association	498	2013-06-30
Athabasca University	CUPE Local 3911	325	2012-06-30
Lakeland College	Faculty Association	140	2012-06-30
Lethbridge College	Faculty Association	350	2013-06-30
Medicine Hat College	Faculty Association	350	2013-06-30
Mount Royal University	Support Staff Association	728	2014-06-30
Northern Lakes College	AUPE	165	2014-06-30
Portage College	AUPE	150	2013-06-30
Portage College	Faculty Association	100	2014-06-30
Finance & Insurance			
ATB Financial	AUPE	1,600	2014-03-31
Health Care & Social Assistance			
Age Care – Beverly Centre Glenmore	AUPE	210	First agreement
Age Care – Sagewood Seniors Community	AUPE	128	First agreement
Alberta Health Services – GSS	AUPE	23,800	2014-03-31
Bethany Care Society [6 sites]	AUPE	848	Various dates
Capital Care - GSS	AUPE	500	2014-06-30
Carewest – GSS	AUPE	137	2014-06-30
Canadian Blood Services [3 locations]	UNA	97	2013-03-31
Chantelle Management – Edith Cavell Care Centre	AUPE	122	2014-08-31
Covenant Health – GSS	AUPE	510	2014-03-31
Good Samaritan – Multi Facility	AUPE	1,605	2014-06-30
Good Samaritan – Multi Facility	UNA	190	2013-03-31

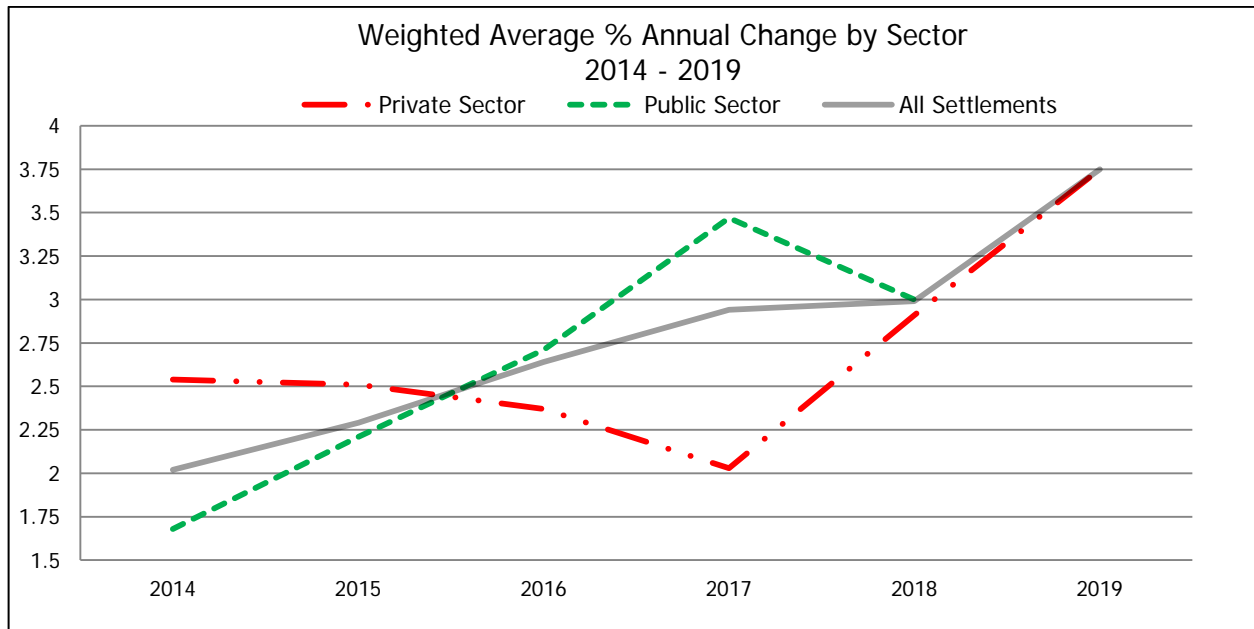
Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Health Care & Social Assistance			
Good Samaritan – South Ridge Village	Steelworkers Local 1-207	120	2014-06-30
Innovative Housing Society of Canada	AUPE	270	2014-06-25
Revera – Jasper Place, South Terrace, Miller Crossing	AUPE	420	2014-03-31
Wood's Homes	CUPE Local 4731	300	2014-09-30
Manufacturing			
Ply Gem Canada – Gienow Canada	Carpenters Local 2010	650	2014-12-31
Richardson Oilseed	UFCW Local 401	154	2014-08-31
Public Administration			
City of Calgary	Calgary Police Association	2,001	2014-01-05
City of Calgary	IAFF Local 255	1,240	2013-12-31
City of Edmonton	Edmonton Police Association	1,700	2013-12-31
City of Lethbridge	IAFF Local 237	162	2012-06-30
Rocky View County	IAFF Local 4794	185	2013-12-31
Retail Trade			
Sobeys West – Gas Bars	UFCW Local 401	350	2014-09-06
Sobeys West – Meat & Deli [North]	UFCW Local 1118	900	2014-03-22
Sobeys West – Meat & Deli [South]	UFCW Local 401	913	2014-03-22
Sobeys West – Retail	UFCW Local 401	6,496	2014-03-22
Utilities			
EPCOR Utilities	CSU 52	712	2013-12-14

Wage Settlements in Alberta Weighted Average % Annual Change by Sector 2014-2019

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

	Sector	Agreements	Employees	Weighted Average % Annual Change
2014	Private Sector	542	143,665	2.49
	Public Sector	415	214,895	1.68
	All Settlements	957	358,560	2.00
2015	Private Sector	322	60,584	2.42
	Public Sector	285	154,632	2.21
	All Settlements	607	215,216	2.27
2016	Private Sector	160	33,582	2.27
	Public Sector	119	108,042	2.70
	All Settlements	279	141,624	2.60
2017	Private Sector	51	16,588	2.00
	Public Sector	44	24,079	3.45
	All Settlements	95	40,667	2.86
2018	Private Sector	13	1,497	2.91
	Public Sector	13	10,895	3.00
	All Settlements	26	12,392	2.99
2019*	Private Sector	1	100	3.75
	Public Sector			
	All Settlements	1	100	3.75

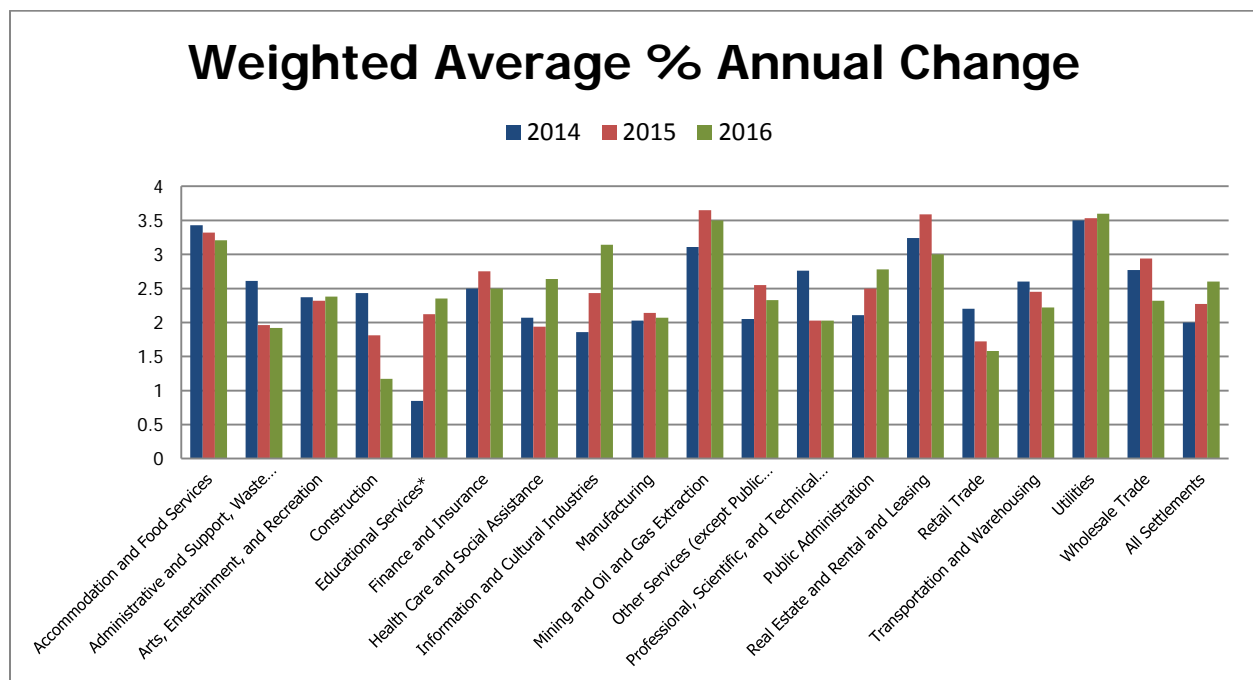


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

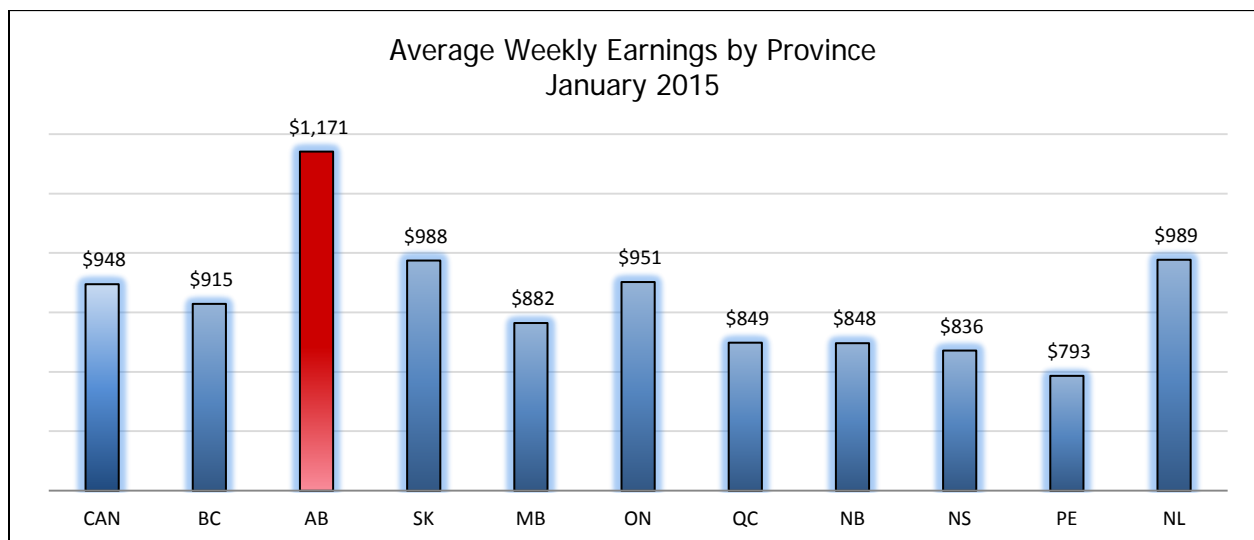
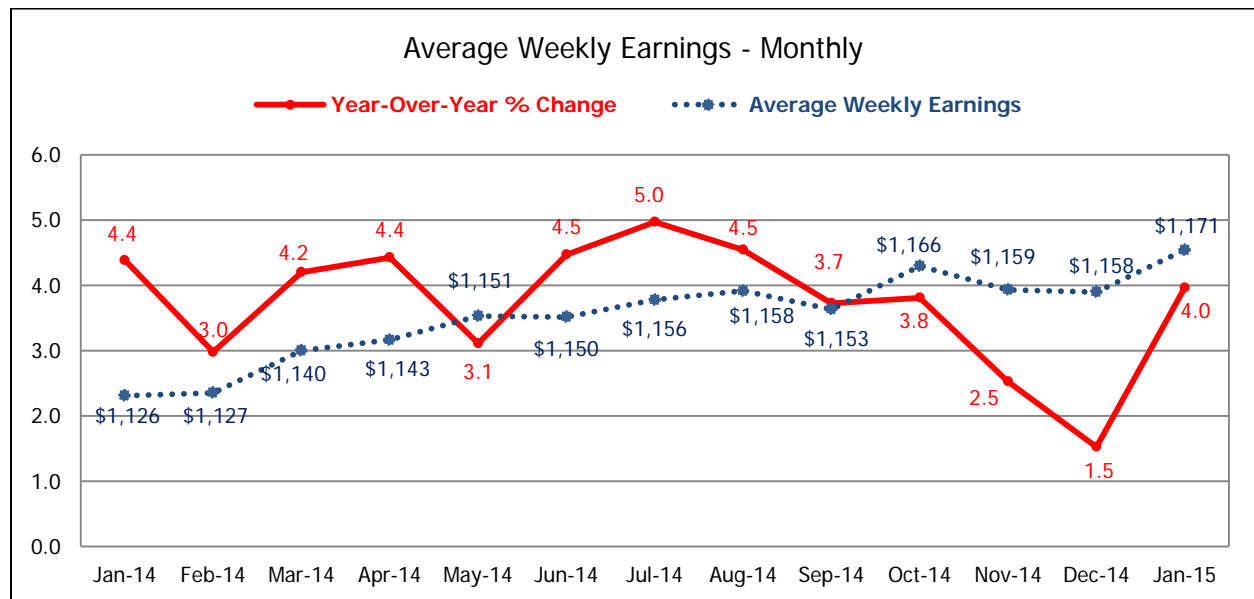
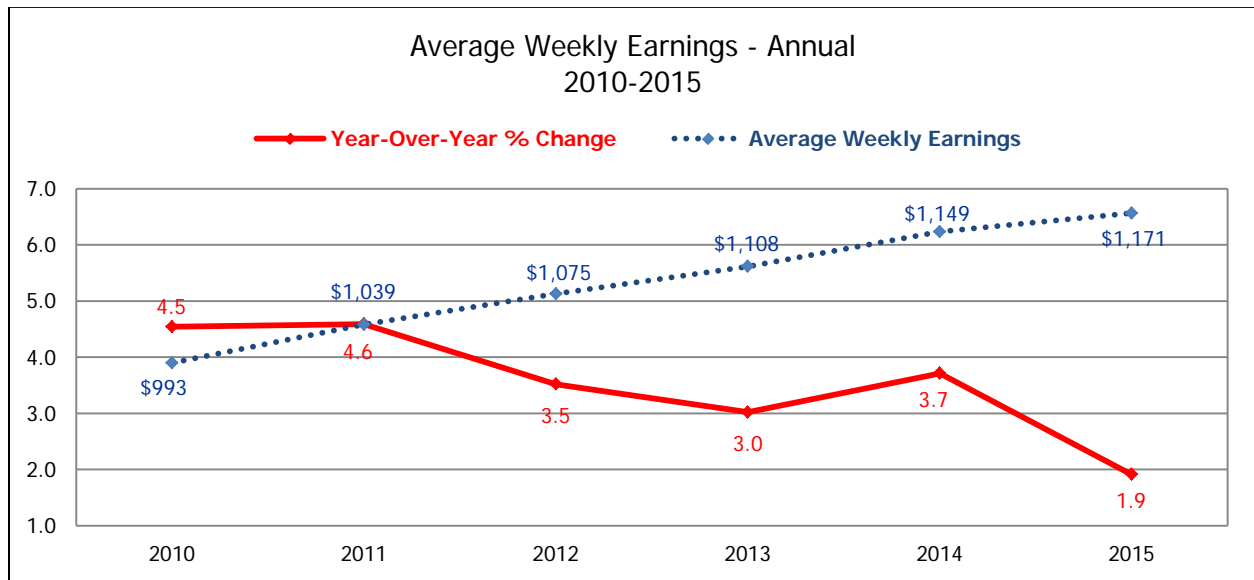
Wage Settlements in Alberta Weighted Average % Annual Change by Industry

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

Industry Sector	2014			2015			2016			2017		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	30	4,176	3.43	28	3,826	3.32	12	2,646	3.21	4	548	2.36
Administrative & Support, Waste Management & Remediation Services	11	1,032	2.61	8	644	1.96	4	582	1.92			
Arts, Entertainment, & Recreation	28	3,434	2.37	16	1,879	2.32	8	947	2.38	2	394	2.87
Construction	133	71,817	2.43	36	6,129	1.81	9	365	1.17	4	29	3.50
Educational Services	155	74,363	0.85	121	47,870	2.12	21	6,669	2.35	1	8	2.50
Finance & Insurance	2	6	2.50	2	6	2.75	1	3	2.50	1	3	3.00
Health Care & Social Assistance	121	80,448	2.07	60	50,397	1.94	25	48,310	2.64	4	331	3.00
Information & Cultural Industries	20	2,214	1.86	11	1,852	2.43	5	1,338	3.14	4	1,330	3.53
Manufacturing	164	21,777	2.03	115	17,127	2.14	67	11,836	2.07	20	4,345	2.23
Mining & Oil & Gas Extraction	27	9,995	3.11	13	4,906	3.65	5	1,474	3.50	2	323	3.23
Other Services (except Public Administration)	30	1,508	2.05	19	1,026	2.55	10	397	2.33	4	222	2.57
Professional, Scientific, & Technical Services	5	1,780	2.76	2	60	2.03	2	60	2.03			
Public Administration	117	55,892	2.11	90	52,847	2.50	65	50,722	2.78	35	22,267	3.47
Real Estate & Rental & Leasing	3	163	3.24	2	143	3.59	1	18	3.00			
Retail Trade	15	12,256	2.20	6	11,718	1.72	3	8,744	1.58	3	8,744	1.56
Transportation & Warehousing	45	4,102	2.60	36	3,434	2.45	20	1,591	2.22	6	420	1.67
Utilities	25	8,352	3.50	21	6,276	3.53	10	4,151	3.60	2	1,028	3.51
Wholesale Trade	26	5,245	2.77	21	5,076	2.94	11	1,771	2.32	3	675	2.62
All Settlements	957	358,560	2.00	607	215,216	2.27	279	141,624	2.60	95	40,667	2.86



Average Weekly Earnings Alberta (AWEA)*



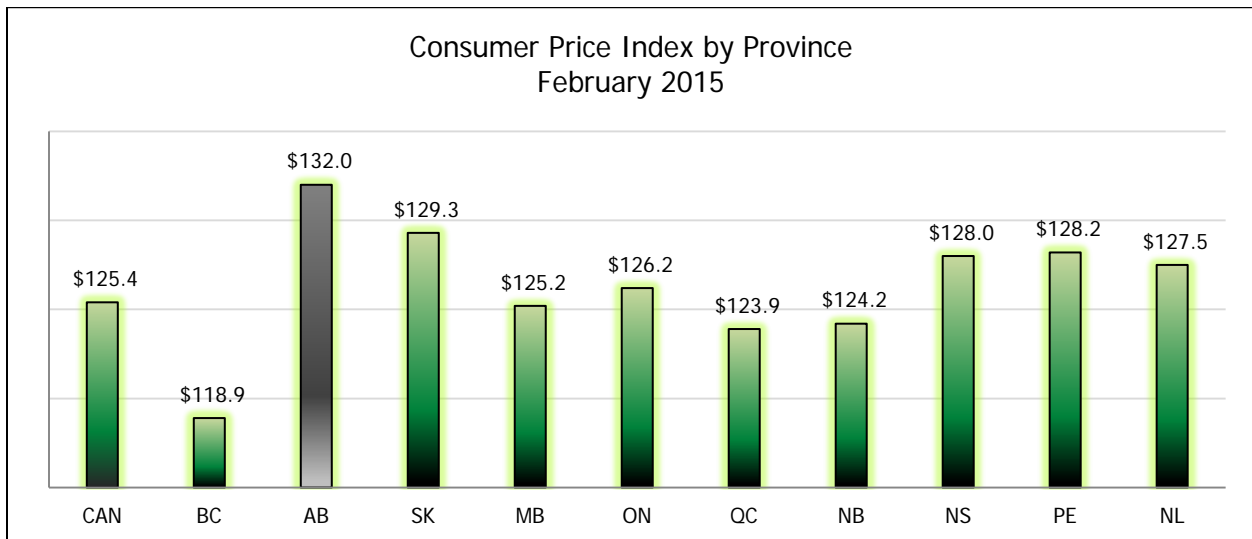
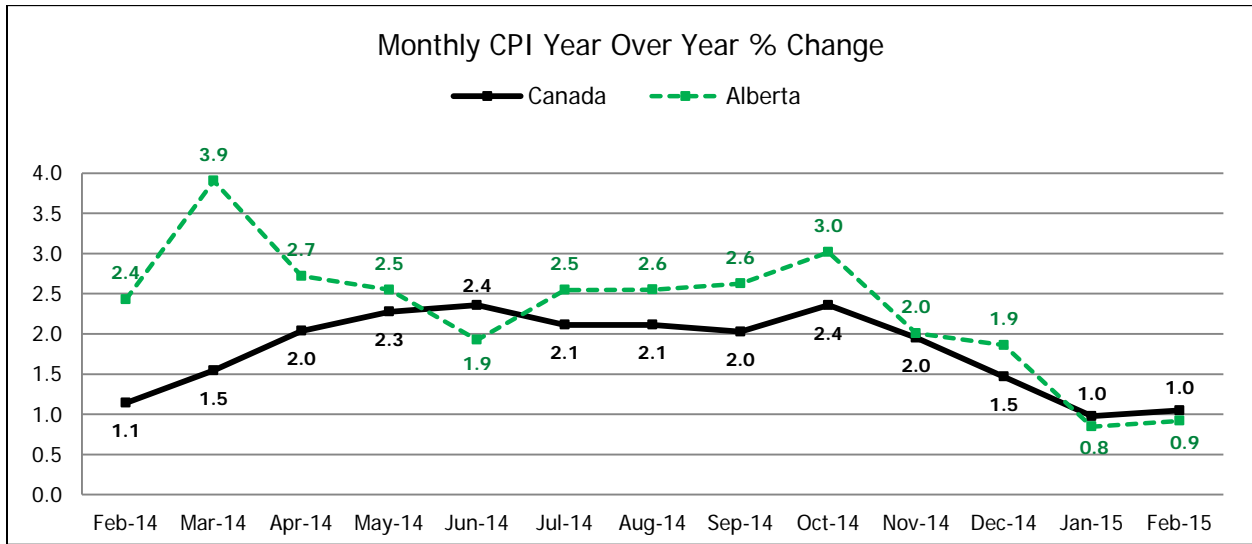
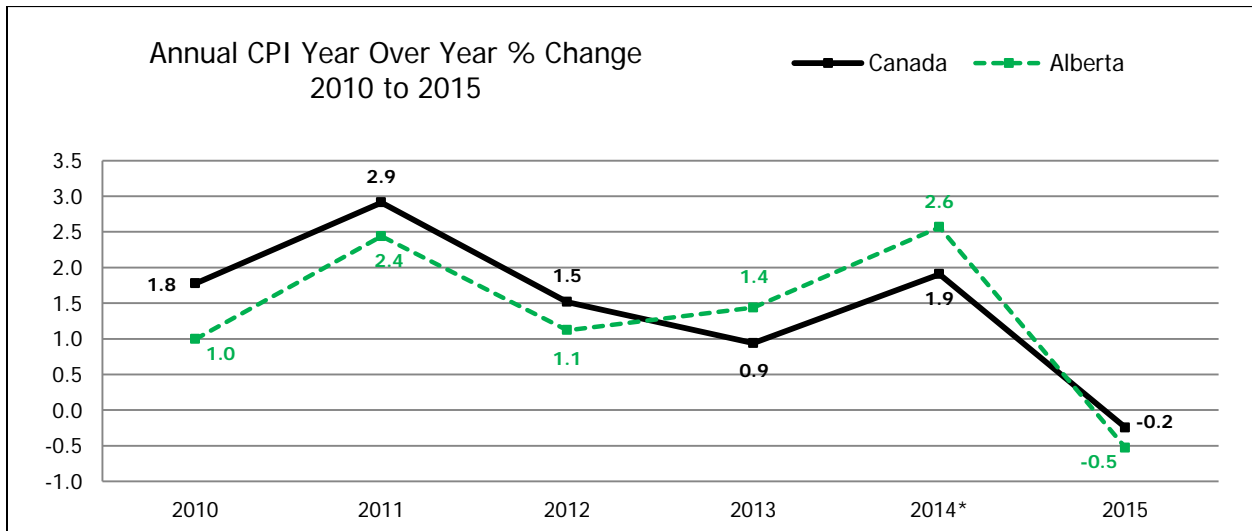
*To date preliminary figures. Graph data available upon request.

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



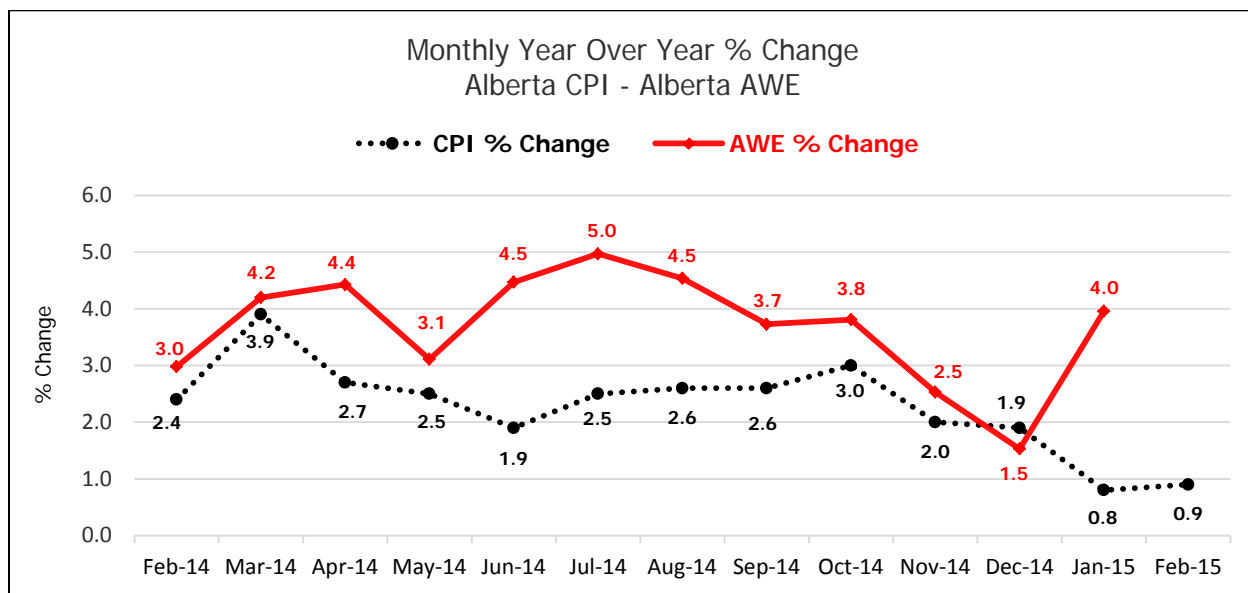
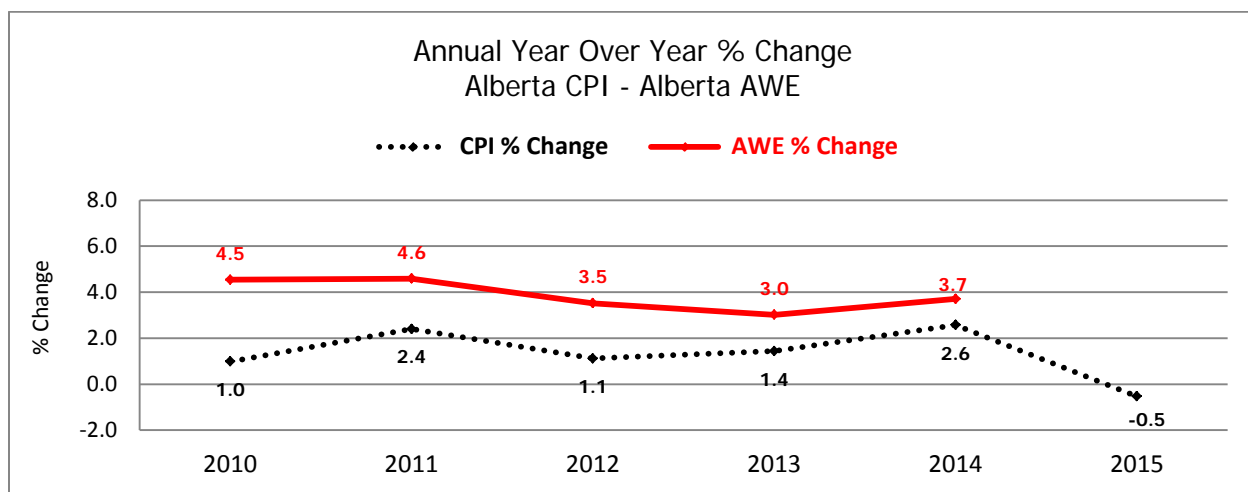
*Year to date – Graph data available upon request.

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
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
Oct 14	125.9	2.4	133.2	3.0	132.8	2.8	133.7	3.3
Nov 14	125.4	2.0	132.1	2.0	131.9	2.0	132.6	2.3
Dec 14	124.5	1.5	131.5	1.9	131.1	1.7	132.1	2.2
Jan 15	124.3	1.0	131.0	0.8	130.5	0.7	131.7	1.2
Feb 15	125.4	1.0	132.0	0.9	131.6	0.9	132.6	1.1

Average Weekly Earnings													
	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15
AWE \$	\$1,126.21	\$1,127.06	\$1,140.00	\$1,143.28	\$1,150.61	\$1,150.30	\$1,155.54	\$1,158.26	\$1,152.65	\$1,165.89	\$1,158.63	\$1,157.93	\$1,170.84
AWE %	4.39	2.98	4.20	4.43	3.11	4.47	4.97	4.54	3.73	3.81	2.53	1.53	3.96

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://work.alberta.ca/labour/6484.html>