

February 2011

# Bargaining Update

## Summary of Key Alberta Labour Activity

*Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.*

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# Bargaining Update

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## Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 2,053,800 Albertans employed, of which 357,800 are self-employed. An employment increase of 22,000 in January 2011 contributed to the total growth of 44,000 over the past 12 months. The unemployment rate for January 2011 rose 0.4 per cent due to an increase in the number of people looking for work. Approximately 404,300 Albertans are covered by union agreements. Alberta's union coverage rate is 23.8% while nationwide the union coverage rate is 31.2%. The provincial employment rate for Alberta is 5.9% with approximately 129,300 unemployed. Nationally, the seasonally adjusted unemployment rate was 7.8%, with 1,449,600 unemployed persons.

\*Statistical data courtesy Statistics Canada.

## Highlights

Agreements have been reached between Olds College and the Faculty Association (arbitration award) and between Keyano College (Fort McMurray) and the Faculty Association.

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On February 1, 2011, the Alberta Labour Relations Board approved the certification applications by the Miscellaneous Employees, Teamsters Local Union 987 of Alberta for four new bargaining units representing taxi cab drivers in Edmonton and Fort McMurray.

In Edmonton, the employer is Greater Edmonton Taxi Service Inc. (GETS) operating as Prestige Cabs, Yellow Cabs, Barrel Taxi and Checker Taxi. The total number of employees is approximately 600. In Fort McMurray, the employers are: 1093507 Alberta Ltd. operating as Access Taxi, Sun Taxi (Fort McMurray) Inc. and United Class Cabs Ltd.

Certification votes took place in July 2010 and the ballots sealed pending decisions by the LRB. Hearings took place in October, November and December 2010. After the decisions were released, the ballots were counted and in each case a majority voted in favour of certification. New LRB certificates were issued on February 8, 2011.

Judicial review applications have been filed in the GETS and Sun Taxi cases.

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In February 2011, mediators were appointed to three disputes involving Canada Safeway Limited and UFCW. Two agreements are between Canada Safeway Limited and UFCW, Local 401. The Retail agreement covers 7,358 employees throughout Alberta; the Meat, Delicatessen and Fish Departments in the southern Alberta agreement covers approximately 1,000 employees. Both agreements expired on March 20, 2010 and mediation meetings are scheduled for March 8-10, 2011.

The agreement between Canada Safeway Limited and UFCW, Local 1118 covering approximately 850 employees in the Meat, Delicatessen and Fish Departments in northern Alberta also expired March 20, 2010. Mediation meetings are scheduled for March 14 and 15, 2011.

## *Quarterly Public and Private Sector Settlement Trends in Alberta*

<b>Number of Employees Covered by Ratified Collective Bargaining Agreements</b>												
Year	2009					2010					2011	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	6,821	20,600	2,743	2,338	32,502	6,408	48,791	2,848	1,275	59,322	39	39
Private	2,968	11,669	7,825	6,717	29,179	7,071	7,234	2,482	4,268	21,055	286	286
All	9,789	32,269	10,568	9,055	61,681	13,479	56,025	5,330	5,543	80,377	325	325
<b>Average Annual Wage Change %</b>												
Year	2009					2010					2011	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	4.2	2.8	1.4	2.0	2.9	3.5	3.3	2.1	2.8	3.2	2.3	2.3
Private	1.7	2.0	1.1	2.8	1.9	1.4	3.4	1.8	1.7	2.2	2.5	2.5
All	3.4	2.5	1.2	2.6	2.4	2.4	3.3	2.0	2.0	3.0	2.4	2.4

\* year-to-date

Note:

Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

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

## Wage Settlements In Alberta By Industry – 2009 to 2011 ( February )

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
<b>Accommodation And Food Services</b>					
2011	0	0	0.0	0.0	0.0
2010	4	211	50.3	2.3	8.8
2009	10	1,137	28.8	3.2	7.9
<b>Administrative And Support, Waste Management And Remediation Services</b>					
2011	0	0	0.0	0.0	0.0
2010	7	907	30.9	1.9	6.0
2009	4	337	34.4	2.0	6.1
<b>Agriculture, Forestry, Fishing And Hunting</b>					
2011	0	0	0.0	0.0	0.0
2010	2	55	26.5	0.0	0.0
2009	0	0	0.0	0.0	0.0
<b>Arts, Entertainment And Recreation</b>					
2011	0	0	0.0	0.0	0.0
2010	7	573	27.1	4.3	8.0
2009	10	610	33.3	1.2	3.0
<b>Construction</b>					
2011	1	30	24.0	4.6	9.4
2010	36	5,330	23.7	0.6	1.6
2009	38	8,621	24.0	1.4	2.4
<b>Educational Services</b>					
2011	0	0	0.0	0.0	0.0
2010	22	2,541	26.2	2.0	5.0
2009	22	9,303	31.2	2.3	6.2
<b>Finance And Insurance</b>					
2011	0	0	0.0	0.0	0.0
2010	1	2,045	24.0	1.5	3.0
2009	2	40	36.0	3.0	9.3
<b>Health Care And Social Assistance</b>					
2011	1	32	24.0	2.1	4.3
2010	39	47,684	35.5	3.3	10.3
2009	62	7,215	35.1	4.1	12.3
<b>Information And Cultural Industries</b>					
2011	0	0	0.0	0.0	0.0
2010	5	126	46.6	1.6	6.8
2009	6	1,729	27.0	3.2	7.0
<b>Management of Companies And Enterprises</b>					
2011	0	0	0.0	0.0	0.0
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
<b>Manufacturing</b>					
2011	2	81	24.0	2.2	4.5
2010	42	3,223	33.4	2.0	5.9
2009	40	4,112	35.0	1.3	4.2
<b>Mining And Oil And Gas Extraction</b>					
2011	0	0	0.0	0.0	0.0
2010	5	1,931	44.4	2.2	7.7
2009	7	3,213	52.8	2.8	13.6
<b>Other Services (except Public Administration)</b>					
2011	0	0	0.0	0.0	0.0
2010	9	1,896	25.5	1.4	3.1
2009	11	2,600	56.2	3.3	16.6
<b>Professional, Scientific And Technical Services</b>					
2011	0	0	0.0	0.0	0.0
2010	1	80	24.0	3.6	7.2
2009	1	1,088	36.0	2.3	7.0
<b>Public Administration</b>					
2011	1	7	24.0	3.0	6.1
2010	28	5,353	23.6	3.3	7.8
2009	40	12,270	26.3	2.6	5.9
<b>Real Estate And Rental And Leasing</b>					
2011	0	0	0.0	0.0	0.0
2010	1	65	35.0	3.1	9.3
2009	0	0	0.0	0.0	0.0
<b>Retail Trade</b>					
2011	0	0	0.0	0.0	0.0
2010	2	3,094	28.6	5.1	12.4
2009	3	3,130	50.1	0.0	0.1
<b>Transportation And Warehousing</b>					
2011	1	175	36.0	2.2	6.8
2010	21	1,637	34.8	2.8	6.6
2009	17	3,805	28.6	2.6	6.0
<b>Utilities</b>					
2011	0	0	0.0	0.0	0.0
2010	8	2,698	31.1	3.4	9.4
2009	9	1,883	20.5	3.9	5.6
<b>Wholesale Trade</b>					
2011	0	0	0.0	0.0	0.0
2010	7	646	37.7	1.9	6.3
2009	3	588	65.4	3.0	17.5

## Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees)

<u>Employer</u>	<u>Union</u>	<u>No. of Employees</u>	<u>Duration (months)</u>	<u>Expiry Date</u>	<u>Terms</u>
<b>Educational Services</b>					
Buffalo Trail Public Schools Regional Division (Wainwright)	CUPE, Local 1606	246	24	31-Aug-12	1 <sup>st</sup> year 2.55% 2 <sup>nd</sup> year wage reopener
Keyano College (Fort McMurray)	Faculty Association	130	36	30-Jun-12	1 <sup>st</sup> year 4.5% 2 <sup>nd</sup> year 0.6% lump sum, day off with pay, \$250 health spending account 3 <sup>rd</sup> year wage reopener
Olds College	Faculty Association	80	36	30-Jun-12	1 <sup>st</sup> year 4.3% 2 <sup>nd</sup> year wage reopener 3 <sup>rd</sup> year wage reopener
University of Calgary	AUPE	4,400	24	31-Mar-12	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 1.0%, 3 days leave with pay per year
<b>Health Care and Social Assistance</b>					
Extendicare (9 facilities)	UNA	106	36	31-Jul-13	1 <sup>st</sup> year 0.0%, \$1750 lump sum 2 <sup>nd</sup> year 2.0%, \$1750 lump sum 3 <sup>rd</sup> year 4.0%, \$1750 lump sum
Good Samaritan Society	AUPE	145	24	30-Jun-12	1-Jul-10 1.0%, 3% lump sum 1-Jul-11 1.0%
CASA Child, Adolescent & Family Health	HSAA	108	36	31-Mar-13	1 <sup>st</sup> year 2.75% 2 <sup>nd</sup> year 2% 3 <sup>rd</sup> year 3%
<b>Transportation and Warehousing</b>					
Diversified Transportation – Site Services	Teamsters, Local 362	200	36	31-Dec-12	1 <sup>st</sup> year 3.0% 2 <sup>nd</sup> year 2.5% 3 <sup>rd</sup> year 2.5%

## Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
<b><u>Public Sector</u></b>				
Alberta Health Services	HSAA	17,000	31-Mar-11	Negotiations continue.
Alberta Health Services (GSS)	AUPE	24,000	31-Mar-11	Negotiations continue.
Calgary Board of Education (CBE)	CBE Staff Association	3,535	31-Aug-10	Negotiations continue.
Calgary Board of Education (CBE)	CBE Staff Association - Professional Staff	150	31-Aug-10	Negotiations continue.
Calgary Roman Catholic Separate School	CEP, Local 1990	1,300	31-Aug-10	Negotiations continue.
Calgary Handi-Bus Association	ATU, Local 583	174	31-Dec-10	Negotiations continue.
City of Grande Prairie	IAFF, Local 2770	82	31-Dec-09	In Arbitration.
City of Lethbridge	Lethbridge Police Association	157	31-Dec-09	Negotiations continue.
Extencicare (Red Deer)	AUPE	200	New Agreement	Negotiations continue.
Government of Alberta	AUPE	21,000	31-Aug-10	Negotiations continue.
Grande Prairie Public School District	Grande Prairie Public School District Employees Association	222	31-Aug-10	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
SAIT	AUPE	650	30-Jun-10	Negotiations continue.
St. Albert Protestant Separate School Division	CUPE, Local 1099	215	31-Aug-10	Negotiations continue.
Special Areas Board	AUPE	114	31-Dec-09	Negotiations continue.
<b><u>Private Sector</u></b>				
Buffalo Metis Catering Ltd.	UFCW, Local 401	900	31-Dec-09	Negotiations continue.
Canada Safeway (Meats and Deli) – Southern Alberta	UFCW, Local 401	1,002	17-Mar-10	Negotiations continue.
Canada Safeway (Meats and Deli) – Northern Alberta	UFCW, Local 1118	850	17-Mar-10	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 401	500	31-Aug-08	Negotiations continue.
Canada Safeway	Bakery Workers	252	17-Mar-10	Negotiations continue.
Canada Safeway – Retail	UFCW, Local 401	7,358	20-Mar-10	Negotiations continue.
Chateau Lacombe Hotel – Holiday Inn Crowne Plaza	UNITE HERE, Local 47	143	31-Dec-09	Negotiations continue.
Good Samaritan Society	UNA	110	31-Mar-10	Memorandum of Agreement.
Kawneer Company Canada Limited	CAW, Local 99	226	28-Feb-11	Negotiations continue.
Lakeside Packers – XL Foods (Brooks)	UFCW, Local 401	2,032	31-Dec-09	Negotiations continue.
Lehigh Hanson Materials Limited (Cement Division – Edmonton and Cadomin)	Boilermakers, Local Lodge D359	97	30-Nov-10	Memorandum of Agreement.
Medicine Hat Co-op Ltd.	UFCW, Local 401	144	19-Jul-10	Negotiations continue.
Real Canadian Wholesale Club	CLAC	550	16-Oct-10	Negotiations continue.
SMS Equipment Inc. (Edmonton)	CEP, Local 707	417	01-May-10	Negotiations continue.
XL Foods Inc – XL Beef (Calgary)	UFCW, Local 401	192	31-Mar-09	Negotiations continue.

## Recent Settlements in Other Jurisdictions

<b>Employer</b>	<b>Union</b>	<b>No. of Employees</b>	<b>Duration (months)</b>	<b>Expiry Date</b>	<b>Terms</b>
<b>Public Sector</b>					
<b>British Columbia</b>					
City of Quesnel	CUPE, Local 1050	114	36	07-Jun-13	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 1.5% 3 <sup>rd</sup> year 2.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", October 22, 2010.					
University of Victoria	Faculty Association	830	24	30-Jun-12	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", November 23, 2010.					
<b>Ontario</b>					
Art Gallery of Ontario (Toronto)	OPSEU	382	24	30-Nov-11	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0%
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", May 2010.					
<b>Quebec</b>					
Management Negotiating Committee for French-Language School Boards	Fédération autonome de l'enseignement (Independent-national)	27,000	60	31-Mar-15	1 <sup>st</sup> year 1.2% 2 <sup>nd</sup> year 1.2% 3 <sup>rd</sup> year 1.2% 4 <sup>th</sup> year 1.2% 5 <sup>th</sup> year 1.2%
Sources: Human Resources and Skills Development Canada, "Workplace Bulletin", February 18, 2011.					
<b>Canada</b>					
Treasury Board of Canada	PSAC – Program and Administration	78,560	36	20-Jun-14	1 <sup>st</sup> year 1.75% 2 <sup>nd</sup> year 1.5% 3 <sup>rd</sup> year 2.0%
Sources: Human Resources and Skills Development Canada, "Workplace Bulletin", January 31, 2011.					
<b>Private Sector</b>					
<b>British Columbia</b>					
Western Waffles Ltd. (Delta)	UFCW, Local 247	125	48	28-Feb-14	1 <sup>st</sup> year \$1,000 lump sum 2 <sup>nd</sup> year about 2.7% 3 <sup>rd</sup> year about 2.7% 4 <sup>th</sup> year about 2.7%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", October 22, 2010.					
Western Employers Labour Relations Association (Burnaby-based)	Steelworkers, Local 2952	150	36	31-Jan-12	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 1.5% 3 <sup>rd</sup> year 2.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", October 22, 2010.					
Teck Coal Ltd. (Coal Mountain-Sparwood)	Mineworkers, Local 7292	165	60	31-Dec-14	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 3.0% 5 <sup>th</sup> year 3.0%
Source: Business Council of British Columbia, "Industrial Relations Bulletin", October 22, 2010.					
<b>Ontario and Quebec</b>					
Allied Systems (Canada) Company (car carriers)	CAW	650	50	10-Jan-14	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0% 3 <sup>rd</sup> year 0.0% 4 <sup>th</sup> year 0.0%
Source: Human Resources and Skills Development Canada, "Industrial Relations Bulletin", February 18, 2011.					
<b>Quebec</b>					
Bombardier (Completion Centre – Dorval)	CAW	1,350	36	05-Dec-13	1 <sup>st</sup> year 3.0% 2 <sup>nd</sup> year 3.0% 3 <sup>rd</sup> year 3.0%
Source: Human Resources and Skills Development Canada, "Industrial Relations Bulletin", February 18, 2011.					
<b>Canada</b>					
NAV CAN	IBEW	700	24	31-Aug-11	1 <sup>st</sup> year 2.0% 2 <sup>nd</sup> year 2.5%
Source: NAV CAN news release, "Collective agreement ratified by the International Brotherhood of Electrical Workers", October 19, 2010.					



## Recent Labour Relations Developments in Other Jurisdictions

### British Columbia

The Vancouver Island University Faculty Association has set March 4, 2011 as the date it may take strike action if University management does not sign a new collective agreement and does not withdraw a proposal to cut the institution's budget by 10 per cent over the next three years. 84 per cent of Faculty members voted on February 17, 2011 in favour of strike action. The University has been reducing its budget since 2009, and the Faculty Association collective agreement expired in March 2010. The Faculty Association indicated the University is targeting instructional areas, primarily the number of courses offered, meaning there could be layoffs.

Source: Nanaimo News Bulletin, Chris Bush, "Strike action threatened at Vancouver Island University", February 21, 2011.

### Saskatchewan

About 3,000 paramedical professional and technical employees, represented by the Health Sciences Association of Saskatchewan (HSAS), have rejected a contract offer from the Saskatchewan Association of Health Organizations (SAHO). The HSAS members have provided their negotiators with an 88 per cent strike mandate. SAHO has indicated it considers 50 per cent of the HSAS members to be essential in the case of a strike, under Saskatchewan's essential service legislation. SAHO's most recent contract offer consists of a 5.5 per cent wage increase over four years. The HSAS has indicated "recruitment and retention has become increasingly difficult, with the average wage rate of our members being 25 per cent less than their counterparts in neighbouring Alberta", and that a "double standard" is at work, with SAHO and the provincial government recently giving health-care managers wage increases of up to 37 per cent plus new benefits.

Source: The (Regina) Leader-Post, Will Chabun, "Health workers back strike", February 23, 2011.

### Ontario

The Ontario government introduced legislation on February 22, 2011 that would ban Toronto Transit Commission workers from striking and the employer from locking out. It is the view of the Ontario government, on the recommendation of the city of Toronto that a city the size of Toronto cannot, and should not, endure a public transit strike. About 1.5 million people a day use the Toronto Transit commission, which includes buses, streetcars and subways. Labour leaders in Ontario have indicated the legislation, if passed, will create a rift between them and the provincial government.

The proposed legislation, Bill 150, the Toronto Transit Commission Labour Disputes Resolution Act, has been referred to as "essential service" legislation. It is similar to provisions for police, firefighters, and health care workers in which strikes and lockouts are prohibited, and disputes in collective bargaining must be resolved through a process of arbitration. Some concern has been expressed about using arbitration to settle disputes. In a 2008 study, the C.D. Howe Institute estimated banning Toronto Transit Commission strikes would add a \$23-million salary premium to future three year agreements.

Ontario has essential service provisions for the provincial public service and provincial agencies, in which strikes and lockouts are permitted, but a certain level of service must be maintained during a labour dispute. Strikes and lockouts are permitted in Ontario without essential services provisions, involving education and post-secondary education, and for most municipal employees, including those in ground ambulance. The major union in the Toronto Transit Commission is the Amalgamated Transit Union. There were five instances of special provincial legislation ending or preventing work stoppages involving Toronto transit between 1974 and 2008.

Sources: Globe & Mail, Karen Howlett and Kelly Grant, "TTC essential service legislation raises fears of wider bans", February 22, 2011; and cbc.ca, "Ont. introduces TTC essential services legislation", February 22, 2011.

### New Brunswick

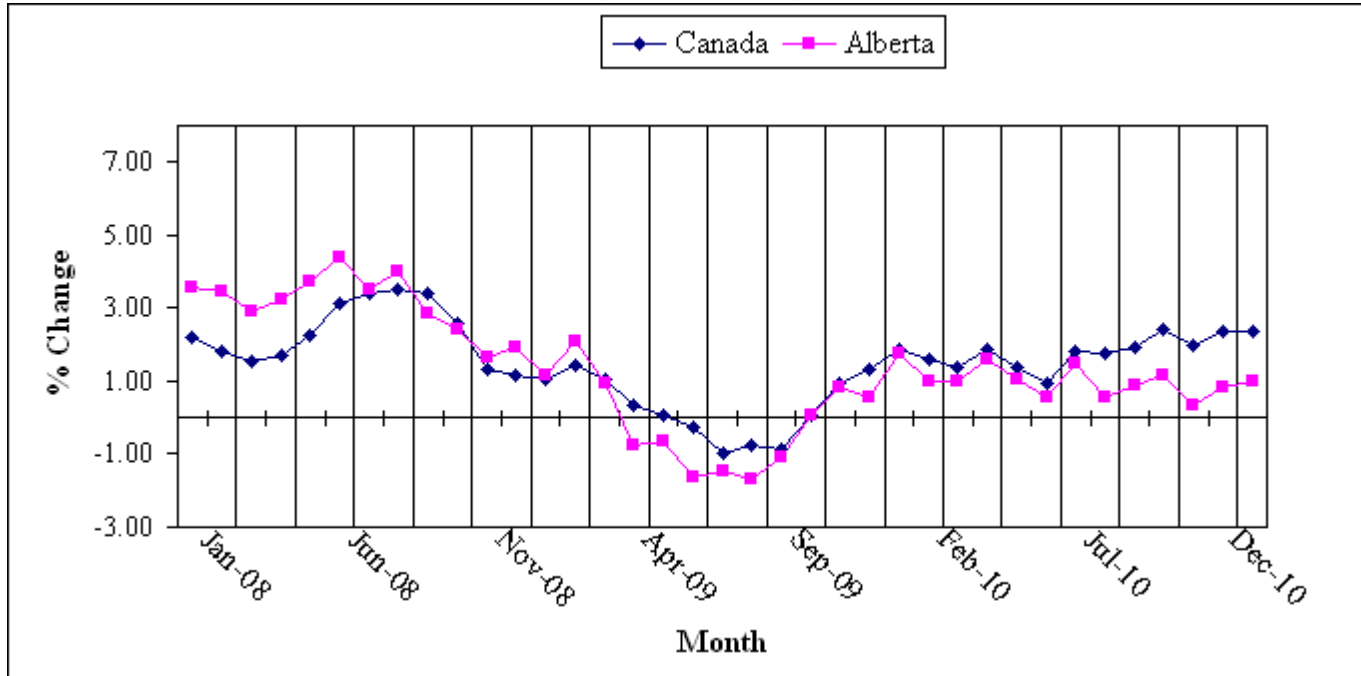
Moosehead Breweries Ltd. in St. John locked out about 172 employees, represented by the Brewery and Soft Drink Workers, Local 36, on February 20, 2011. The current collective agreement expired on December 31, 2010 and negotiations broke down on February 19, 2011. The main issue in dispute is the employer not wanting to continue fully covering post-retirement medical benefits, and the union not wanting its members to assume any part of the cost. Moosehead would like the employees to pay 30 per cent of these benefits. The third largest brewery in Canada, Moosehead's St. John facility meets about four per cent of the Canadian market's needs, while Molson-Coors Brewing Co. and Labatt Brewing Co. together account for about 80 per cent of the Canadian market.

Source: The Daily Gleaner (Fredericton), Rebecca Penty, "Brewery workers locked out", February 22, 2011.

# Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100))

January 2008 to January 2011



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2008 to 2011

Year	Canada		Alberta		Edmonton		Calgary	
	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2008	114.11	2.33	121.63	3.14	121.39	3.33	121.79	3.20
2009	114.43	0.28	121.46	-0.14	121.62	0.19	121.73	-0.05
2010	116.47	1.78	122.69	1.02	122.86	1.02	122.72	0.81
2011**	117.80	1.14	123.50	0.66	123.90	0.85	123.30	0.48
Month (2009/2010)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Jan-10	115.1	1.86	122.3	1.75	122.4	1.83	122.4	1.41
Feb-10	115.6	1.58	122.7	0.99	122.9	1.15	122.8	0.74
Mar-10	115.6	1.40	122.1	0.99	122.3	1.16	122.3	0.82
Apr-10	116.0	1.84	122.3	1.58	122.6	1.74	122.4	1.32
May-10	116.3	1.39	122.7	1.07	122.8	0.99	122.8	1.07
Jun-10	116.2	0.96	122.7	0.57	122.7	0.41	122.9	0.66
Jul-10	116.8	1.83	123.3	1.48	123.5	1.40	123.3	1.40
Aug-10	116.7	1.74	122.7	0.57	122.9	0.66	122.7	0.49
Sep-10	116.9	1.92	122.6	0.91	122.8	0.57	122.6	0.41
Oct-10	117.4	2.44	123.0	1.15	123.3	1.23	122.9	0.82
Nov-10	117.5	2.00	123.0	0.33	123.0	0.24	122.7	0.00
Dec-10	117.5	2.35	122.9	0.82	123.1	0.90	122.8	0.57
Jan-11	117.8	2.35	123.5	0.98	123.9	1.23	123.3	0.74

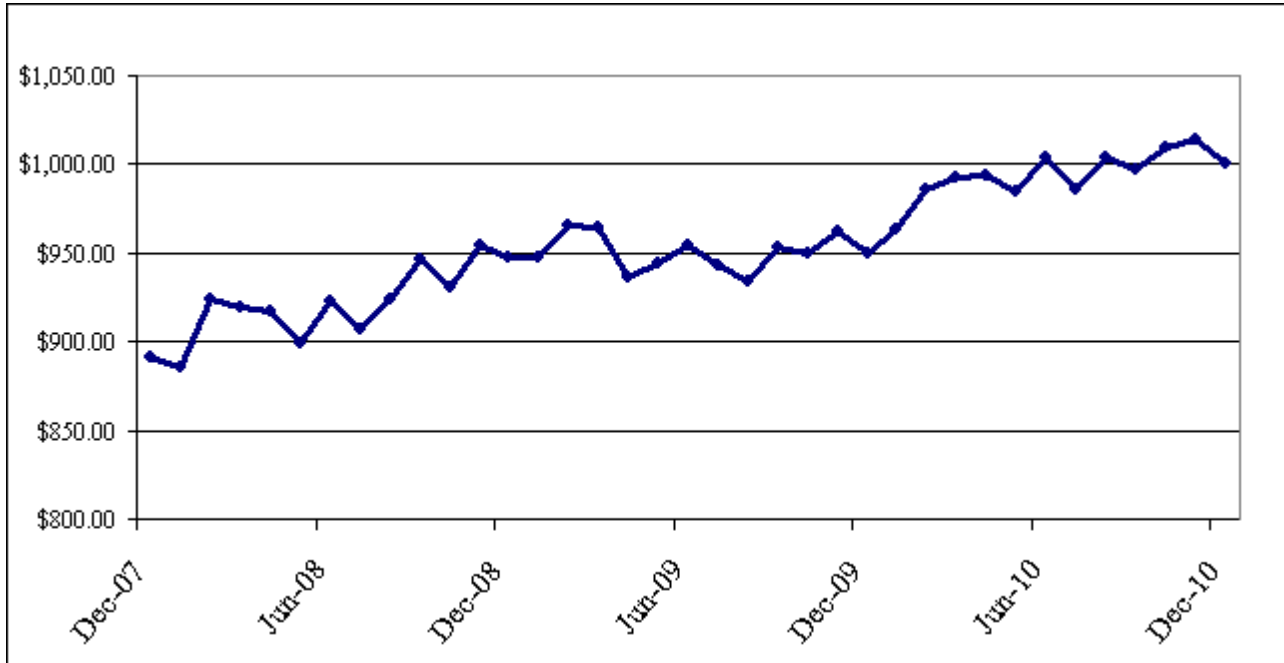
\*\* - Year to date

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

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

**Average Weekly Earnings Alberta (AWEA)**  
**Year over Year Change (Monthly in AWEA\*)**  
**December 2007 to December 2010**



Monthly AWEA		
Yr. Over Yr. % Change (Monthly)		
Dec-09	\$949.32	0.18
Jan-10	\$963.38	1.63
Feb-10	\$985.99	2.15
Mar-10	\$993.04	3.00
Apr-10	\$993.17	6.07
May-10	\$985.03	4.37
Jun-10	\$1,003.53	5.13
Jul-10	\$985.81	4.50
Aug-10	\$1,004.11	7.45
Sep-10	\$996.80	4.64
Oct-10	\$1,009.35	6.28
Nov-10	\$1,013.64	5.31
Dec-10	\$1,000.85	5.43

Yearly AWEA		
Yr. Over Yr. % Change (Annual)		
2005	\$783.90	5.78
2006	\$823.35	5.03
2007	\$871.06	5.79
2008	\$923.21	5.99
2009	\$950.34	2.94
2010**	\$994.56	4.65

\*\*Year to date (preliminary figures)

**Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

**Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

**Source:** Statistical data supplied by Statistics Canada

## Employer Name Listing

**AHS** – Alberta Health Services

**CLR** – Construction Labour Relations

**GPC** – General Presidents’ Maintenance Committee for  
Canada

## Union Name Listing

**ACTRA** - Alliance of Canadian Cinema, Television  
and Radio Artists

**ASBA** – Alberta School Boards Association

**ATA** – Alberta Teachers’ Association

**ATU** – Amalgamated Transit Union

**AUPE** – Alberta Union of Provincial Employees

**AWIU** – International Association of Heat and Frost  
Insulators and Allied Workers

**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

**CEP** - Communications, Energy and Paperworkers  
Union

**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

**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

**Iron Workers** – International Association of Bridge,  
Structural and Ornamental Iron Workers

**IUOE** – International Union of Operating Engineers

**Labourers** – Labourers’ International Union of North  
America

**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

**Teamsters** – International Brotherhood of Teamsters

**TWU** – Telecommunications Workers Union

**UFCW** – United Food and Commercial Workers

**UNA** – United Nurses of Alberta

**UNITE HERE** – Union of Needletrades, Industrial and  
Textile Employees and Hotel Employees and  
Restaurant Employees

**USW** – United Steel, Paper and Forestry, Rubber,  
Manufacturing, Energy, Allied Industrial and Service  
Workers International Union

**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://www.employment.alberta.ca/SFW/6484.html>