

# Bargaining Update

## May 2011



### In this Issue:

#### Highlights

#### Settlement Trends

The Public Administration portion of the table does not reflect the recent Government of Alberta and AUPE settlement.

#### Wage Settlements

The Public Sector portion of the table does not reflect the recent Government of Alberta and AUPE settlement.

#### Construction Industry Settlements

#### Alberta Settlements

#### Major Negotiations

#### Other Jurisdictions:

Recent Settlements

Recent Labour Relations Developments

#### Consumer Price Index

#### Average Alberta Weekly Earnings

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

The data in this issue are derived from 54 settlements which were received by the Department during the month of May 2011. These agreements covered approximately 37,300 employees, 43% of whom were in the private sector.

Approximately 400,200 Albertans are covered by union agreements. Alberta's union coverage rate is 23.5% while nationwide the union coverage rate is 31.6%.

Unemployment in Alberta increased to 130,300 in April 2011 from 124,200 in March 2011, with the rate increasing from 5.7% to 5.9%. Nationally, the seasonally adjusted unemployment rate decreased slightly from 7.7% in March 2011 to 7.6% in April 2011, with the number of unemployed persons decreasing by 10,900 to a total of 1,424,100.

\*Statistical data courtesy Statistics Canada.

### Highlights

#### Gate Gourmet and UFCW

In the dispute between Gate Gourmet Canada Inc. (Cara Operations Limited – Edmonton) and the UFCW Local 401, strike/lockout action, which commenced on April 16, 2011, continues. Sixty seven employees are involved.

#### Calgary Handi-Bus Association

In the dispute between the Calgary Handi-Bus Association and the Amalgamated Transit Union, Local 583, the Disputes Inquiry Board (DIB) has until June 14, 2011 to reach a settlement or issue recommendations. No strike or lockout action can occur while the DIB is in place.

#### Canada Safeway Limited and UFCW

Three memorandums of agreement have been reached involving UFCW. Two are with Local 401 with 7,358 employees in the Retail group and 1,002 employees in the Meat, Delicatessen and Fish Departments in southern Alberta. The third is with UFCW Local 1118 with 850 employees in the Meat, Delicatessen and Fish Departments in northern Alberta.

#### Government of Alberta and AUPE

A three-year collective agreement to March 31, 2013, covering about 21,580 provincial public servants has been ratified by both parties.

#### Extencicare (Canada) Inc. – Michener Hill and AUPE

A Disputes Inquiry Board (DIB) was established on May 19, 2011. The DIB will have until July 18, 2011 to reach a settlement or issue recommendations.

## *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	2 *	Total
<b>Public</b>	6,978	20,595	3,233	2,536	<b>33,342</b>	9,025	48,971	4,140	3,416	<b>65,552</b>	5,936	200	<b>6,136</b>
<b>Private</b>	3,002	11,698	7,875	7,070	<b>29,645</b>	8,035	8,064	6,431	6,295	<b>28,825</b>	3,335	17,274	<b>20,609</b>
<b>All</b>	9,980	32,293	11,108	9,606	<b>62,987</b>	17,060	57,035	10,571	9,711	<b>94,377</b>	9,271	17,474	<b>26,745</b>
<b>Average Annual Wage Change %</b>													
Year	2009					2010					2011		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
<b>Public</b>	4.3	3.3	1.9	2.2	<b>3.3</b>	4.0	3.3	3.2	2.5	<b>3.3</b>	0.8	2.3	<b>0.9</b>
<b>Private</b>	1.8	2.0	1.2	3.8	<b>2.2</b>	1.3	3.2	2.7	2.1	<b>2.3</b>	2.9	0.1	<b>0.6</b>
<b>All</b>	3.5	2.9	1.4	3.4	<b>2.8</b>	2.8	3.3	2.9	2.2	<b>3.0</b>	1.6	0.1	<b>0.6</b>

**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 ( May )**

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	2	1,043	48.0	4.8	20.5
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	2	135	12.7	1.2	2.5
2010	11	1,217	34.8	2.3	8.7
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	10	686	27.0	4.4	8.6
2009	11	615	32.6	1.5	3.7
<b>Construction</b>					
2011	11	17,212	47.0	0.1	0.2
2010	37	5,730	22.9	0.2	1.1
2009	40	8,705	24.1	2.1	3.5
<b>Educational Services</b>					
2011	7	4,941	24.1	0.6	1.3
2010	26	3,887	29.5	2.2	5.4
2009	26	9,930	30.9	2.4	6.4
<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	13	759	30.5	1.7	4.6
2010	52	48,605	35.4	3.4	10.4
2009	62	7,380	34.9	4.4	13.3
<b>Information And Cultural Industries</b>					
2011	0	0	0.0	0.0	0.0
2010	7	244	41.5	1.3	5.0
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	12	791	31.6	2.2	5.4
2010	52	4,315	32.8	2.2	6.2
2009	40	4,112	35.0	1.5	4.5
<b>Mining And Oil And Gas Extraction</b>					
2011	0	0	0.0	0.0	0.0
2010	8	4,954	41.0	2.8	9.6
2009	7	3,213	52.8	2.8	13.6
<b>Other Services (except Public Administration)</b>					
2011	1	1	24.0	2.3	4.6
2010	11	1,975	25.6	1.5	3.3
2009	11	2,600	56.2	3.3	16.6
<b>Professional, Scientific And Technical Services</b>					
2011	1	50	36.0	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	7	127	32.3	2.8	7.9
2010	30	7,413	23.7	3.8	8.4
2009	41	12,318	26.3	3.5	7.8
<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	12	831	35.6	1.1	3.5
2010	24	4,332	32.1	3.2	8.1
2009	18	3,829	28.5	2.6	6.0
<b>Utilities</b>					
2011	4	855	34.9	3.3	10.0
2010	13	4,541	28.7	3.3	8.3
2009	9	1,883	20.1	4.2	6.2
<b>Wholesale Trade</b>					
2011	0	0	0.0	0.0	0.0
2010	7	646	37.7	1.9	6.3
2009	4	941	56.6	4.3	20.1

## Construction Industry Settlements

The following Construction groups have settled their collective agreements in the 2011 round of bargaining.

Term of each agreement is 48 months with an expiry date of April 30, 2015, except for the Sprinkler Fitters agreement, which expires in 2013 in accordance with their national bargaining format.

There is no wage increase in the first year of the agreements. Wage increases for 2012 through to 2014 will be based on formula calculations.

Employer and Union	Number of Employees
Alberta Coating Contractors Association and Painters Local 177	500
Boilermaker Contractors Association and Boilermakers Local 146	2,100
Canadian Automatic Sprinkler Association of Alberta and Plumbers and Pipefitters Local 488 and 496	400
CLR-A Carpenters (Provincial) Trade Division and Carpenters and Joiners Local 1325 and 2103	6,000
CLR-A Cement Masons (Provincial) Trade Division and Plasterers and Cement Masons Local 222	50
CLR-A Elevator Constructors (Provincial) Trade Division and Elevator Constructors Local 122 and 130	80
CLR-A Labourers (Provincial) Trade Division and Construction & General Workers Local 92 and Construction & Specialized Workers Local 1111	6,000
CLR-A Mechanical (Provincial) Trade Division and PPF Locals 488 and 496	10,000
CLR-A Millwrights (Provincial) Trade Division and Millwrights Local 1460	800
CLR-A Operating Engineers (Provincial) Trade Division and Operating Engineers Local 955	1,800
CLR-A Refractory Bricklayers – Construction and BACIU Locals 1 & 2	125
CLR-A Roofers (Provincial) Trade Division and Carpenters Local 1325, Sheet Metal Workers Local 8, Construction and General Workers Local 92	150
Electrical Contractors Association of Alberta and Electrical Workers Local 424	5,500
Glass Employers' Association of Alberta and Painters Local 177	200
Granite, Marble Tile and Terrazzo Union Contractors' Association of Alberta and Bricklayers Local 4	100
Industrial Contractors Association of Alberta and General Teamsters Local 362	550
Masonry Contractors Association of Alberta and Bricklayers Local 1 and 2	300

# Alberta Settlements

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

Parties	No of EEs	Term	Expiry Date	Wage Settlement
<b>Accommodation &amp; Food Services</b>				
Chateau Lacombe Hotel – Holiday Inn Crowne Plaza UNITE HERE Local 47	143	48	2013-12-31	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 3.0% 3 <sup>rd</sup> year 3.0% 4 <sup>th</sup> year 0.0%
<b>Construction</b>				
Canem Systems Canem Systems Employee Association	300	36	2014-05-31	1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> year 0.0%
CLR-A Refractory Bricklayers – Maintenance Bricklayers Locals 1 & 2	150	48	2015-04-30	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> , 3 <sup>rd</sup> , 4 <sup>th</sup> year TBA
<b>Education</b>				
Grande Prairie Regional College – Fairview Campus AUPE	100	36	2013-06-30	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year New wage grid and wage reopener 3 <sup>rd</sup> year Wage re-opener
<b>Health Care &amp; Social Assistance</b>				
Centre de Santé Saint-Thomas Health Centre CUPE Local 1031	98	24	2013-03-31	1 <sup>st</sup> year New wage grid 2 <sup>nd</sup> year 2.5%
<b>Manufacturing</b>				
Olymel SEC/LP (Red Deer) UFCW Local 1118	1,200	57	2016-01-31	1 <sup>st</sup> year \$0.00 2 <sup>nd</sup> year \$0.30 per hour 3 <sup>rd</sup> year \$0.20 per hour 4 <sup>th</sup> year \$0.20 per hour 5 <sup>th</sup> year \$0.40 per hour 1 <sup>st</sup> year – 5 <sup>th</sup> year - Annual bonus of \$100 per year of service in each year of the contract
Imperial Oil, Strathcona Refinery CEP Local 21-A	250	31	2013-01-31	1 <sup>st</sup> year 2.5% 2 <sup>nd</sup> year 3.0% 3 <sup>rd</sup> year 3.25%
<b>Provincial Government and Public Agencies</b>				
Government of Alberta AUPE	20,580	31	2013-03-31	1 <sup>st</sup> year \$1750 lump sum 2 <sup>nd</sup> year \$1250 lump sum 3 <sup>rd</sup> year 4.0% plus \$750 health spending account
Special Areas Board, Hanna AUPE	220	36	2012-12-31	1 <sup>st</sup> year \$1500 lump sum 2 <sup>nd</sup> year \$1750 lump sum 3 <sup>rd</sup> year 4.0% plus \$750 health spending account
<b>Utilities</b>				
ATCO Gas & Pipelines, Office Unit Natural Gas Employees' Association	470	24	2012-12-31	1 <sup>st</sup> year 3.0% 2 <sup>nd</sup> year 3.0%
ATCO Gas & Pipelines, Plant Unit Natural Gas Employees' Association	1,160	24	2012-12-31	1 <sup>st</sup> year 3.0% 2 <sup>nd</sup> year 3.0%

## Major Negotiations Underway

Private Sector			
Employer	Union	No. of EEs	Expiry Date
Alberta Roadbuilders & Heavy Construction Association	Operating Engineers	600	2011-02-28
Canada Safeway	Bakery Workers	252	2010-03-17
Canada Safeway, Gas Bars	UFCW Local 401	289	2010-06-05
Canada Safeway, Meats and Deli – Southern Alberta	UFCW Local 401	1,002	2010-03-17
Canada Safeway, Meats and Deli – Northern Alberta	UFCW Local 1118	850	2010-03-17
Canada Safeway, Retail	UFCW Local 401	7,358	2010-03-20
Innvest Hotels – Fairmont Palliser	CAW Local 4273	362	2011-01-31
ENMAX Corporation	CUPE Local 38	653	2010-12-31
Lakeside Packers – XL Foods (Brooks)	UFCW Local 401	2,137	2009-12-31
Medicine Hat Co-op Ltd.	UFCW Local 401	144	2010-07-19
Real Canadian Wholesale Club	CLAC	550	2010-10-16
Public Sector			
Employer	Union	No. of EEs	Expiry Date
Alberta Health Services (PPT)	HSAA	17,000	2011-03-31
Alberta Health Services (GSS)	AUPE	22,000	2011-03-31
Covenant Health Group (General Hospital; Grey Nuns) Edmonton	CUPE Local 41	1,000	2011-03-31
Covenant Health Group (Misericordia; Villa Caritas)	CUPE Local 2111	500	2011-03-31
Extendicare (Red Deer)	AUPE	339	First Agreement
Revera Long Term Care, MacKenzie Towne	CUPE Local 4544	130	2011-04-30
Calgary Board of Education (CBE)	CBE Staff Association	3,535	2010-08-31
Calgary Board of Education (CBE)	CBE Staff Association - Professional Staff	150	2010-08-31
Calgary Roman Catholic Separate School	CEP Local 1990	1,300	2010-08-31
Grande Prairie Public School District	Grande Prairie Public School District Employees Association	222	2010-08-31
Peace River School Division No. 10 (School Bus Drivers' Association)	CUPE Local 4946	117	2010-08-31
St. Albert Protestant Separate School Division	CUPE Local 1099	215	2010-08-31
Sturgeon Public School Division 24	CUPE Local 4625	150	2010-08-31
Calgary Handi-Bus Association	ATU Local 583	174	2010-12-31
City of Airdrie	IAFF Local 4778	48	First Agreement
City of Calgary	CUPE Local 38 [outside workers]	3,787	2011-01-02
City of Grande Prairie	IAFF Local 2770	82	2009-12-31
City of Lethbridge	Lethbridge Police Association	157	2009-12-31
Grant MacEwan University	Faculty Association	850	2011-06-30
Grant MacEwan University	Support Staff Association	723	2011-06-30
Lethbridge College	AUPE	380	2011-06-30
SAIT	AUPE	650	2010-06-30
SAIT	Faculty Association	620	2010-06-30
University of Alberta	Association of Academic Staff	2,800	2011-06-30
University of Calgary	Faculty Association	1,700	2011-06-30

## Recent Settlements in Other Jurisdictions

Public Sector				
Parties	No. of EEs	Term	Expiry Date	Wage Settlements
<b>British Columbia</b>				
Thompson Rivers University (Kamloops) Open Learning Faculty Association Source: Business Council of British Columbia, Industrial Relations Bulletin", February 28, 2011.	165	24	2012-03-31	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0%
<b>Ontario</b>				
Extendicare (Canada) Inc. (four agreements) CUPE Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2010.	1,006 (registered nurses, auxiliary nurses, and general support staff)	24	2010-12-31	1 <sup>st</sup> year 2.6% 2 <sup>nd</sup> year 2.0% Special adjustments for registered nurses and auxiliary nurses
Regional Municipality of York (Long-Term Care Unit) CUPE Local 905 Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2010.	580	36	2013-03-31	1 <sup>st</sup> year 2.35% 2 <sup>nd</sup> year 2.35% 3 <sup>rd</sup> year 3.0%
Ottawa Hospital CUPE Local 4000 Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2010.	3,300	36	2012-09-28	1 <sup>st</sup> year 2.0% 2 <sup>nd</sup> year 2.0% 3 <sup>rd</sup> year 2.0%
<b>Canada</b>				
Canada Revenue Agency PSAC Source: Business Council of British Columbia, "Industrial Relations Bulletin", February 28, 2011.	30,500	24	2012-10-31	1 <sup>st</sup> year 1.5% 2 <sup>nd</sup> year 1.5%

Private Sector				
Parties	No. of EEs	Term	Expiry Date	Wage Settlements
<b>British Columbia</b>				
Red (Mountain) Resort Limited Partner (Rossland) Steelworkers Local 9705 Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 31, 2011.	202	24	2012-10-31	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 0.0%
Penauille Servisair (Richmond) Mechanists, Local 40 Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 31, 2011.	200 (baggage handlers and ramp attendants)	24	2012-08-31	1 <sup>st</sup> year Lump sums ranging from \$200 to \$1000 2 <sup>nd</sup> year 0.0%
Van Kam Freightways (Surrey) Teamsters Locals 31 and 213 Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 31, 2011.	350	60	2014-12-31	1 <sup>st</sup> year 2.09% 2 <sup>nd</sup> year 2.74% 3 <sup>rd</sup> year 2.66% 4 <sup>th</sup> year 2.81% 5 <sup>th</sup> year 2.94%
<b>Ontario</b>				
Cargill (Cargill Foods) UFCW Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2010.	420	12	2011-09-19	1 <sup>st</sup> year 0.0%
Rich Products of Canada CAW Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2010.	258	36	2013-11-09	1 <sup>st</sup> year 2.5% 2 <sup>nd</sup> year 2.5% 3 <sup>rd</sup> year 2.5%
Loblaws Supermarket Ltd. (including Real Canadian Superstores [RCSS] and Great Canadian Food Store [GCFSS]) UFCW Local 1000A Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2010.	13,000	60	2015-07-01	1 <sup>st</sup> year \$0.0 2 <sup>nd</sup> year \$0.25/hr and lump sums 3 <sup>rd</sup> year \$0.0 4 <sup>th</sup> year \$0.25/hr and lump sums 5 <sup>th</sup> year \$0.30/hr for RCSS and GCFSS



## Recent Labour Relations Developments in Other Jurisdictions

### Saskatchewan

The Health Sciences Association of Saskatchewan (HSAS) has engaged in strike action in four health regions over the past three weeks. The employer is the Saskatchewan Association of Health Organizations (SAHO). Due to the province's essential services legislation, a certain number of employees must continue to work during a labour dispute. Therefore, more than half of the HSAS members involved are prevented from striking. The HSAS has been pushing for the dispute to be resolved through arbitration, but this has been resisted by both SAHO and the provincial government. Negotiations between SAHO and the HSAS are continuing.

Source: meridianbooster.com, Murray Crawford, "Olive branch withdrawn", May 17, 2011.

The Saskatchewan Government and General Employees Union (SGGEU) is involved in collective bargaining with the Saskatchewan Cancer Agency and is holding meetings with members and taking strike votes. The SGGEU claims that their members at the Cancer Agency are paid significantly less than counterparts in the health regions. The employees include pharmacists, dosimetrists, registered nurses, mammography tech support staff, medical radiation therapists, and system analysts. The SGGEU indicates that a government-imposed wage cap of one, two, and two per cent over three years is preventing a deal from being reached. They say their difficulty is not with the Cancer Agency, but with Premier Wall, who opposes the option of arbitration.

Source: Winnipeg Free Press, "Saskatchewan Cancer Agency unionized workers to take strike vote next week", May 19, 2011.

About 12,000 school teachers, represented by the Saskatchewan Teachers' Federation staged a two-day province-wide strike May 25 and 26, 2011. The strike is in protest to the rate of progress in negotiations with an employer bargaining committee comprised of school board members and the provincial government. A similar protest strike was held on May 5, 2011. The current agreement expired August 31, 2010, and talks between the parties broke off on May 19, 2011. The teachers are asking for a 16.3 per cent increase over three years, while the province has offered 5.5 per cent over three years, with additional increases for starting teachers and those with over a decade of experience. The parties have agreed to meet with a mediator who will report back to the government if no agreement is reached by June 10, 2011.

Source: The (Saskatoon)starphoenix.com, "Saskatchewan teachers back on strike", May 25, 2011.

### Ontario

About 3,000 City of Hamilton inside and outside workers, represented by CUPE, Local 5167 have provided their negotiating committee with an 84 per cent strike mandate. The current agreement between the parties expired on December 31, 2010. The union considers that deals reached with other Hamilton employees have been superior to that offered, and is concerned that management sent details of their offer directly to Local 5167 members, rather than to union representatives. Conciliated (mediated) negotiations between the parties continue.

Source: CUPE news release, "Hamilton municipal workers to management: 'A fair contract for all city staff'", May 19, 2011.

More than 600 workers at Electro-Motive in London, represented by the CAW, are in bargaining for a new collective agreement. The firm manufactures rail locomotives, and was purchased in August 2010 by the U.S. company Progressive Rail, a division of Caterpillar. The employer has set a June 1, 2011 deadline to complete negotiations and the union sees this as a lead-in to a lockout. Bargaining began on April 19, 2011, and the plant is currently on a two-week shutdown. The employer has indicated they have moved inventory and equipment off the site. The locomotive plant has operated in London since 1950.

Source: Ifpress.com (London Free Press), Norman De Bono, "Lockout expected at EMC", May 25, 2011.

### Newfoundland and Labrador

In October 2010, former Premier Danny Williams appointed a Commission of Inquiry to address the strike by Steelworkers' members at the Voisey's Bay nickel mine owned by Brazil-based Vale. The strike began in August 2009. The Commission made recommendations on this dispute which resulted in a settlement in January 2011. It also made a recommendation that the provincial Labour Relations Board have the power to impose a collective agreement to end a protracted labour dispute. The Newfoundland and Labrador Employers Council is urging the provincial government to reject the idea, believing it would drive business away from the province. The Minister of Human Resources, Labour and Employment, Darin King, said he has not decided where he stands on this recommendation. He said he needs to hear from interested groups before making a decision.

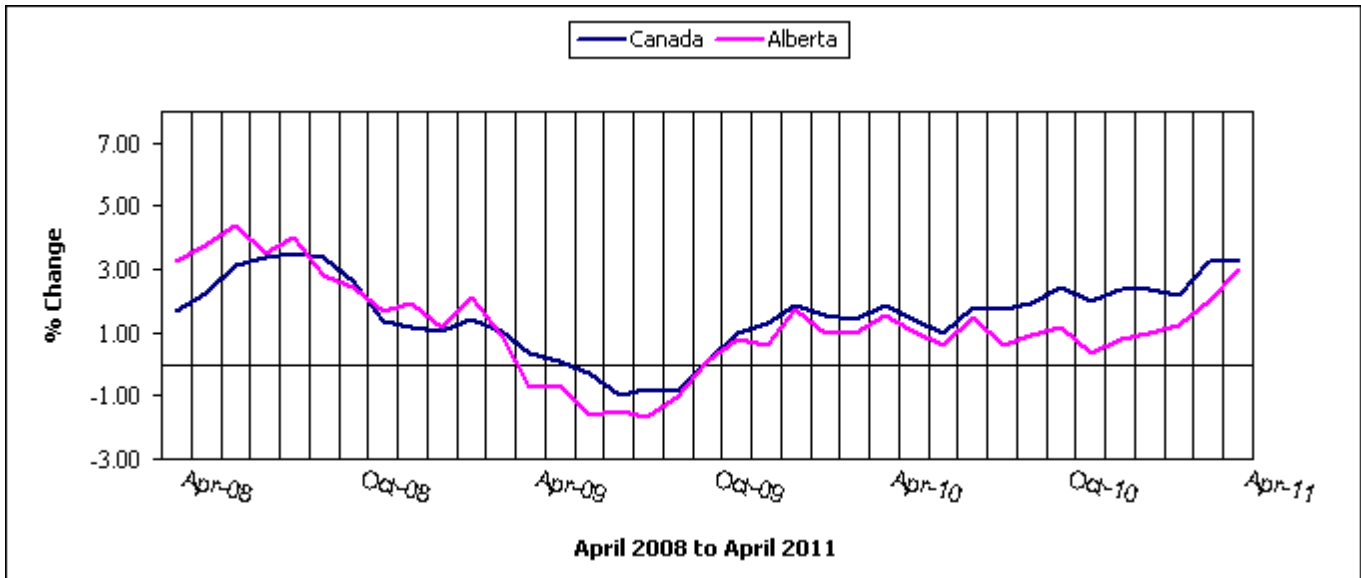
Source: cbc.ca, "N.L. shouldn't impose labour contracts: employers", May 13, 2011.

### Canada

Target Corp. of the U.S. plans to fill 20,000 retailing jobs as it opens 100 to 150 stores across Canada beginning in 2013. They have taken on the leases of about 220 Zellers stores, but have indicated they will not be automatically taking on Zellers workers as employees. Eighteen Zellers stores are unionized nationally, mostly with the UFCW, which represents workers at twelve locations in Ontario and two in Quebec. Target is expected to announce the location of some of its stores soon, and it is not known whether any of the unionized stores will be involved. If so, issues of successorship would likely be a concern. The situation is further complicated in Quebec, as considerations of successorship apply to some degree to non-union employees.

Source: montreal\_gazette.com, Allison Lampert, "Union paints a bull's-eye on retailer Target", May 25, 2011.

## Consumer Price Index (CPI), 2002=100 Year over Year % Change, Monthly : Canada & Alberta



### Annual - Year Over Year % Change, 2008 to 2011 <sup>1</sup>

Year	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
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 *	118.78	1.98	122.79	0.08	122.98	0.10	122.79	0.06

### Monthly - Year Over Year % Change, April 2010 to April 2011 <sup>2</sup>

Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Apr 2010	116.0	1.84	122.3	1.58	122.6	1.74	122.4	1.32
May 2010	116.3	1.39	122.7	1.07	122.8	0.99	122.8	1.07
Jun 2010	116.2	0.96	122.7	0.57	122.7	0.41	122.9	0.66
Jul 2010	116.8	1.83	123.3	1.48	123.5	1.40	123.3	1.40
Aug 2010	116.7	1.74	122.7	0.57	122.9	0.66	122.7	0.49
Sep 2010	116.9	1.92	122.6	0.91	122.8	0.57	122.6	0.41
Oct 2010	117.4	2.44	123.0	1.15	123.3	1.23	122.9	0.82
Nov 2010	117.5	2.00	123.0	0.33	123.0	0.24	122.7	0.00
Dec 2010	117.5	2.35	122.9	0.82	123.1	0.90	122.8	0.57
Jan 2011	117.8	2.35	123.5	0.98	123.9	1.23	123.3	0.74
Feb 2011	118.1	2.16	124.2	1.22	124.3	1.14	124.2	1.14
Mar 2011	119.4	3.29	124.5	1.97	124.8	2.04	124.3	1.64
Apr 2011	119.8	3.28	126.0	3.03	126.2	2.94	125.6	2.61

\* Year to date

<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

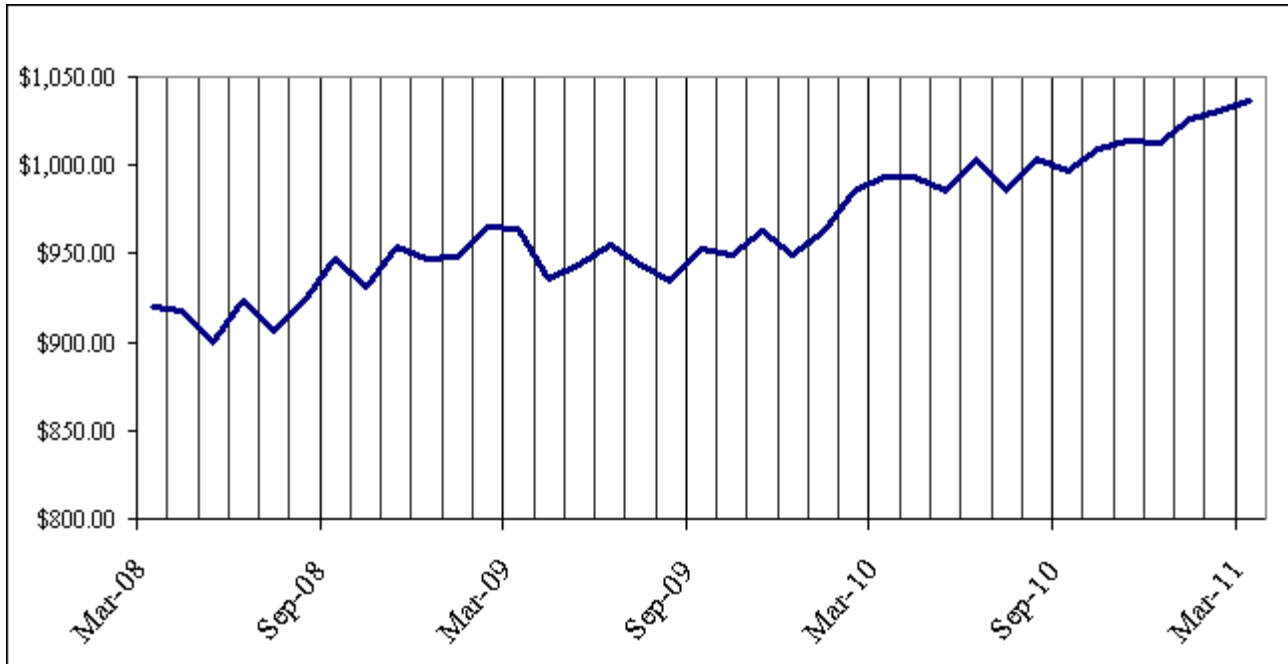
<sup>2</sup> Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

# Average Weekly Earnings Alberta (AWEA)

## Monthly - Year over Year Change

March 2008 to March 2011\*



Monthly AWEA <sup>1</sup>		
Yr. Over Yr. % Change		
Mar 2010	\$993.04	3.00
Apr 2010	\$993.17	6.07
May 2010	\$985.03	4.37
Jun 2010	\$1,003.53	5.13
Jul 2010	\$985.81	4.50
Aug 2010	\$1,004.11	7.45
Sep 2010	\$996.80	4.64
Oct 2010	\$1,009.35	6.28
Nov 2010	\$1,013.64	5.31
Dec 2010	\$1,012.32	6.64
Jan 2011	\$1,026.03	6.50
Feb 2011	\$1,030.49	4.51
Mar 2011*	\$1,036.11	4.34

Annual AWEA <sup>2</sup>		
Yr. Over Yr. % Change		
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	\$995.51	4.75
2011*	\$1,030.88	3.55

\* To date preliminary figures

<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

# 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>