

Bargaining Update

December 2011

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Mediation

During the collective bargaining process either side can request a mediator. Upon review of the request a mediator is appointed from the Designated Mediator Roster. The updated roster can be retrieved at www.employment.alberta.ca/SFW/187.html

Grievance Arbitration

When a dispute arises regarding the interpretation of a collective agreement provision, and the parties are unable to agree on a chairperson or single arbitrator, Mediation Services appoints arbitrators from the Grievance Arbitration Roster. The updated roster can be retrieved at: www.employment.alberta.ca/SFW/184.html

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

The data in this issue are derived from 32 settlements received by the Department during the month of December 2011. These settlements covered approximately 4,172 employees, of which 33.5% were in the private sector.

Approximately 408,200 Albertans are covered by union agreements. Alberta's union coverage rate is 23% while nationwide the union coverage rate is 31.4%.*

Unemployment in Alberta decreased from 113,900 in October 2011 to 112,300 in November 2011, with the rate decreasing from 5.1% to 5.0%. Nationally, the seasonally adjusted unemployment rate increased from 7.3% in October 2011 to 7.4% in November 2011, with the number of unemployed persons increasing by 20,500 to a total of 1,394,700.*

*Statistical data courtesy Statistics Canada.

Highlights

First Collective Agreements

Negotiations for a first collective agreement between the Hardisty Care Centre and AUPE, and negotiations for a first collective agreement between the County of Rocky View and Fire Fighters, Local 4794 have not yet resulted in agreements.

- **Hardisty Care Centre**
In December 2011, 104 auxiliary nursing staff represented by AUPE, voted on and rejected the latest employer offer.
- **County of Rocky View**
Bargaining and mediation taking place since summer 2011, affecting 185 fire fighters has not yet resulted in a first collective agreement. The parties may be considering arbitration.

Alberta Liquor and Gaming Commission

A ratified agreement has been reached between the Commission and AUPE, covering about 580 employees.

Calgary Public Library Board

A ratified agreement has been reached between the Board and CUPE Local 1169, covering 751 employees.

Evrax Inc.

A ratified agreement has been reached between Evrax Inc. (formerly IPSCO) in Calgary and the Steelworkers Local 6673, covering 245 employees.

More highlights on page 6.

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
Education				
Black Gold Regional Division No. 18 CUPE Local 3484 [Support Staff]	274	12	2012-08-31	1 st year 4.54%
Health Care & Social Assistance				
Good Samaritan Society USWA Local 1-207	133	36	2014-06-30	1 st year 3.0% 2 nd year 3.0% 3 rd year 3.0%
Nutra Services Inc. Canadian Federation of Independent Unions	270	36	2014-11-30	1 st year 2.0% 2 nd year 2.5% 3 rd year 2.0%
Manufacturing				
Canada Bread Frozen Bakery Ltd. Teamsters Local 987	144	48	2015-07-01	1 st year \$.50 per hour 2 nd year \$.50 per hour 3 rd year \$.50 per hour 4 th year \$.50 per hour
Evraz Inc. USWA Local 6673	245	36	2014-07-31	1 st year 2.8% 2 nd year 2.1% 3 rd year 2.0%
Municipalities				
Calgary Public Library Board CUPE Local 1169	751	36	2014-03-31	1 st year 2.5% 2 nd year 3.0% 3 rd year 3.5%
Public Administration				
Alberta Gaming and Liquor Commission AUPE	650	36	2013-12-31	Exact details are not available but settlement terms echo those in the GOA/AUPE agreement.

Major Negotiations Underway

Private Sector			
Employer	Union	No. of EEs	Expiry Date
Alberta Roadbuilders & Heavy Construction Association	IUOE Local 955	600	2011-02-28
ATCO Structures & Logistics	Carpenters Local 2010	430	2011-01-31
Bee Clean Building Maintenance Services	CEP Local 707	240	First Agreement
ESCO Canada Ltd.	USWA Local 1-207	135	2011-05-18
First Canada ULC, Branch 31720	Teamsters Local 987	311	2011-09-01
Medicine Hat Co-op Ltd.	UFCW Local 401	144	2010-07-19
Alberta Union of Provincial Employees	CEP Local 880	130	2011-01-31
Real Canadian Wholesale Club	CLAC	550	2010-10-16
Sun Taxi (Ft. McMurray) Inc.	Teamsters Local 987	100	First Agreement

Major Negotiations Underway - continued

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
Calgary Laboratory Services	HSAA (Technical)	1,500	2011-06-30
Canadian Blood Services	HSAA (Technical)	300	2011-03-31
CapitalCare	HSAA	140	2011-03-31
CapitalCare	CUPE Local 1158	478	2011-06-30
Carewest	HSAA	150	2011-06-30
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
Good Samaritan Auxiliary Hospital	CUPE Local 1031	220	2011-06-30
Hardisty Care Centre	AUPE	104	First Agreement
Southern Alberta Community Living Association	CUPE Local 4791	101	2011-06-30
Banff Centre	CUPE Local 4318	400	2010-12-31
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
Northern Gateway Regional Division No. 10	CUPE Local 3702	105	2010-08-31
ATB Financial	AUPE	2,000	2011-03-31
City of Airdrie	IAFF Local 4778	48	First Agreement
City of Edmonton	Edmonton Fire Fighters Union	1,000	2010-12-18
City of Edmonton – Edmonton Police Service	Edmonton Police Association	1,588	2010-12-18
City of Edmonton (Inside workers)	Civic Service Union 52	3,287	2010-12-18
City of Edmonton (Outside workers)	CUPE Local 30	1,719	2010-12-19
City of Edmonton (DATS)	ATU Local 569	130	2010-12-18
City of Edmonton (Transit)	ATU Local 569	2,000	2010-12-18
City of Lethbridge	IAFF Local 237	137	2010-12-31
City of Medicine Hat (Inside-Outside-Transit)	CUPE Local 46	600	2010-12-31
City of St. Albert	IAFF Local 2130	103	2010-12-31
Rocky View County	IAFF Local 4794	185	First agreement
Grant MacEwan University	Faculty Association	850	2011-06-30
Grant MacEwan University	Support Staff Association	723	2011-06-30
Keyano College	CUPE Local 2157	170	2011-06-30
Lakeland College	Faculty Association	150	2011-06-30
SAIT	AUPE	650	2010-06-30
SAIT	Faculty Association	620	2010-06-30
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
British Columbia				
University of the Fraser Valley Faculty and Staff Association <small>Business Council of British Columbia, <i>Industrial Relations Bulletin</i>, July 31, 2011.</small>	769	24	2012-03-31	1 st year 0.0% 2 nd year 0.0%
Vancouver Island University Faculty Association <small>Business Council of British Columbia, <i>Industrial Relations Bulletin</i>, July 31, 2011.</small>	430	24	2012-03-31	1 st year 0.0% 2 nd year 0.0%
Vancouver Community College Faculty Association <small>Business Council of British Columbia, <i>Industrial Relations Bulletin</i>, July 31, 2011.</small>	950	24	2012-03-31	1 st year 0.0% 2 nd year 0.0%
District of West Kelowna Association of Local Government Employees <small>Business Council of British Columbia, <i>Industrial Relations Bulletin</i>, July 31, 2011.</small>	101	36	2013-12-31	1 st year 1.5% 2 nd year 1.5% 3 rd year 1.5%
Ontario				
Peel Regional Municipality (Human Services Dept.) CUPE <small>Ontario Ministry of Labour, <i>Collective Bargaining Highlights</i>, February 2011. Retrieved from: http://www.labour.gov.on.ca/english/lr/pdf/cbh2011-02.pdf</small>	491	24	2011-12-31	1 st year 2.0% 2 nd year 2.0%
Ryerson University OPSEU Local 596 <small>Ontario Ministry of Labour, <i>Collective Bargaining Highlights</i>, February 2011. Retrieved from: http://www.labour.gov.on.ca/english/lr/pdf/cbh2011-02.pdf</small>	900	48	2014-06-30	1 st year 1.5% 2 nd year 1.5% 3 rd year 2.5% 4 th year 3.0
Nova Scotia				
Government of Nova Scotia Nova Scotia Teachers' Union <small>(2011, October 11). Teachers, province ratify new contract. <i>Yarmouth County Vanguard</i>.</small>	10,000	24	2012-07-31	1 st year 1.0% 2 nd year 1.0%

Private Sector				
Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Canexus Limited CEP Local 697 <small>Business Council of British Columbia, <i>Industrial Relations Bulletin</i>, June 30, 2011.</small>	107	36	2013-05-15	1 st year 3.5% 2 nd year 3.5% 3 rd year 3.2% (subject to plant production in 2012)
Pacific Blue Cross CUPE Local 1816 <small>Business Council of British Columbia, <i>Industrial Relations Bulletin</i>, June 30, 2011.</small>	610	48	2014-07-31	1 st year 1.0% 2 nd year 2.0% 3 rd year 2.0% 4 th year 2.5%
Waste Management Corporation of Canada Operating Engineers Local 115 <small>Business Council of British Columbia, <i>Industrial Relations Bulletin</i>, June 30, 2011.</small>	135	60	2016-03-31	1 st year 1.5% 2 nd year 1.5% 3 rd year 2.0% 4 th year 2.5% 5 th year 2.5%
BC Maritime Employers Association International Longshore and Warehouse Union Locals 500, 502, 505, 508, and 519 <small>Business Council of British Columbia, <i>Industrial Relations Bulletin</i>, June 30, 2011.</small>	4,500	96	2018-03-31	1 st year 0.00% 2 nd year 2.46% 3 rd year 2.55% 4 th year 2.48% 5 th year 2.83% 6 th year 2.88% 7 th year 3.18% 8 th year 3.57%

Labour Relations News from Other Jurisdictions

British Columbia

The B.C. Labour Relations Board (LRB) has ruled that bargaining between teachers and school employers is “fundamentally flawed” and in need of change. The teachers are represented by the B.C. Teachers' Federation (BCTF) and the schools by the B.C. Public School Employers' Association (BCPSEA). In September 2011, the teachers engaged in job action by refusing to participate in out-of-classroom activities, including completing report cards and supervising sporting activities. In November 2011, the LRB had determined school employers could not deduct 5 per cent from the pay of teachers for refusing to fulfill these duties. The BCPSEA asked in mid-December 2011 for the LRB to reconsider its November 2011 decision on teacher pay. The LRB ruling on the reconsideration held that pay could not be deducted, but that the BCPSEA and the BCTF needed to develop a narrow definition of what teachers do that is essential, and what parts non-essential, at least for a period of time. This may include the minimum number of days of instruction necessary to meet core learning outcomes, and may involve different functions according to grade and time of year. Provincial legislation declares teachers to be an “essential service”, whereby the LRB determines the level of service that must be maintained during strike or lockout action. Bargaining between the parties resumes on January 4, 2012.

(2011, December 20). B.C. teachers' contract talks 'fundamentally flawed'. *CBC News*. Retrieved from: <http://www.cbc.ca/news/>.

CUPE has reached a tentative Provincial Framework Agreement with the BCPSEA. The tentative agreement was presented to the CUPE BC K-12 Presidents' Council on December 15, 2011 and was overwhelmingly endorsed. The Presidents' Council is comprised of presidents from 55 CUPE K-12 locals and is the body that sets the priorities for the Provincial Bargaining Committee. The tentative two year agreement expires on June 30, 2012. There is a wage reopener clause in the event the provincial public sector wage mandate (zero and zero) changes over the life of the agreement. There is \$7.5 million in new, ongoing funding to recognize and correct unpaid work for Education Assistants, and \$550,000 in new funding for the Support Staff Education and Adjustment Committee for skills enhancement. There is also a commitment, including \$200,000 in financial support, to solidify a framework for provincial bargaining. Each CUPE local must now reach agreements with individual school districts on local issues by February 29, 2012, and the local agreements and Provincial Framework Agreement must be ratified by CUPE members.

CUPE News Release. Tentative provisional agreement endorsed by K-12 Presidents' Council. December 20, 2011. Retrieved from: <http://cupe.ca/>.

Ontario

The Ontario Labour Relations Board (OLRB) has ruled that Vale Inco mining company committed an unfair labour practice. The ruling stems from a one-year strike by the United Steelworkers (USW), Local 6500 at Vale Inco in Sudbury which ended in the summer of 2010. During the strike, Vale, a Brazilian mining company, had fired nine union members. One of these was Patrick Veinot, who later became a Vice-President of Local 6500. Vale had indicated Mr. Veinot had engaged in an alleged incident involving a replacement worker during the strike. Along with two other striking union members, he was charged with criminal harassment. At a trial held in early 2011, all three were acquitted. As Mr. Veinot was a discharged employee subject to a (separate) complaint before the OLRB concerning the firings, he was denied access to Vale Inco property subsequent to the strike to conduct union business as a Local 6500 Vice-President. The OLRB ruling ordered Vale to cease and desist from preventing Mr. Veinot from Vale Inco property to access union members. Vale responded to the OLRB ruling by stating: “We believe our actions with respect to this matter were appropriate, however, we acknowledge the decision and will comply with the order as outlined by the Board (OLRB).” In the dismissals case, the USW is asking the OLRB to direct that Vale allow the discharges of the nine union members to be heard by an independent arbitrator who would have the ability to reinstate them to employment if the company fails to establish proper cause for the discharges.

United Steelworkers News Release. Vale convicted of unfair labour practice in landmark decision of Ontario Labour Board. December 23, 2011. Retrieved from: <http://www.usw.org/>. (2011, December 23). Union official can go on Vale property, board rules. *CBC News*. Retrieved from: <http://www.cbc.ca/news/>.

The OLRB is considering a request by the City of Toronto to declare emergency medical service (ground ambulance) workers as an essential service. Currently, the emergency medical service (EMS) workers, represented by CUPE, Local 416, have the right to strike and to be locked out, but 75 per cent of them must stay on the job in the event of a labour dispute. The City would like to increase this to 100 per cent, but without allowing disputes in collective bargaining to be resolved through arbitration. Toronto Deputy Mayor Doug Holyday said the City cannot afford to treat paramedics the same as the police, fire fighters, or the Toronto Transit Commission workers (who recently were declared essential) by requiring arbitration. He stated: “In the end that would mean a hefty salary increase, a huge benefit increase, people retiring at the age of 50, and all things that would be very expensive to the taxpayer and we're not about to let that happen.”

(2011, December 19). EMS, city battle over essential designation. *CBC News*. Retrieved from: <http://www.cbc.ca/news/>. White, Patrick. (2011, December 29). Paramedics fight plan to make them essential service *Globe and Mail*. Retrieved from: <http://theglobeandmail.com>.

Canada

Mary-Lou Donnelly, the former President of the Nova Scotia Teachers Union and of the Canadian Teachers' Federation, has been appointed to represent workers rights on the Canada Employment Insurance Commission. The Commission assists the federal government to manage the Employment Insurance Program. Judith Andrews, a former Vice-President of the Canadian Federation of Independent Business, serves as Commissioner for employers.

(2011, December 24). Ex-union head gets federal job. *Chronicle Herald*. Retrieved: <http://thechronicleherald.ca/>.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements															
	2009					2010					2011				
	1	2	3	4	Total	1	2	3	4	Total	1	2	3	4	Total
Public	9,262	20,650	5,278	3,251	38,441	8,029	49,049	5,591	3,518	66,187	6,671	30,866	3,918	2,779	44,234
Private	3,257	10,080	7,375	7,065	27,777	10,060	8,945	7,243	6,810	33,058	3,846	43,558	8,728	2,158	58,290
All	12,519	30,730	12,653	10,316	66,218	18,089	57,994	12,834	10,328	99,245	10,517	74,424	12,646	4,937	102,524

Average Annual Wage Change %															
	2009					2010					2011				
	1	2	3	4	Total	1	2	3	4	Total	1	2	3	4	Total
Public	4.4	3.4	3.3	2.5	3.6	4.3	3.3	3.4	2.2	3.4	1.1	1.7	2.9	3.4	1.8
Private	2.6	2.1	1.2	3.8	2.4	1.8	3.3	2.5	2.2	2.4	2.5	0.9	2.2	1.9	1.3
All	3.9	3.0	2.1	3.4	3.1	2.9	3.3	2.9	2.2	3.1	1.6	1.3	2.4	2.7	1.5

*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 percentages are weighted. Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Human Services by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

Highlights . . . continued from page 1

Legal Work Stoppages in 2011

2011 saw four legal work stoppages in Alberta affecting about 216 employees.

- The Cara Operations/UFCW Local 401 strike started on April 16, 2011 and ended on July 2, 2011. 57 employees were affected.
- The Sobeys Capital [Forest Lawn]/UFCW Local 401 strike in Calgary affected 132 employees in two separate bargaining units. The strikes began on September 30, 2011 and ended on November 25, 2011.
- 27 employees of Peri Formwork Systems, represented by Local 2010 of the Carpenters' union have been on strike since July 4, 2011.

Wage Settlements in Alberta by Industry January 2009 to December 2011

Settlement Period	No. of Agreements	No. of Employees	Weighted Average Duration (months)	Percentage Change Weighted Average	
				Annual	Duration
ACCOMMODATION AND FOOD SERVICES					
2011	11	2,110	39.6	2.9	10.3
2010	4	211	50.3	2.3	8.8
2009	10	1,137	28.8	3.5	8.7

ADMINISTRATIVE AND SUPPORT, WASTE MANAGEMENT AND REMEDIATION SERVICES					
2011	3	335	26.6	2.3	6.5
2010	11	1,217	34.8	2.3	8.7
2009	5	637	35.2	3.0	9.1

AGRICULTURE, FORESTRY, FISHING AND HUNTING					
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

ARTS, ENTERTAINMENT AND RECREATION					
2011	4	460	28.5	1.9	4.5
2010	10	686	27.0	4.4	8.6
2009	11	615	32.6	1.5	3.7

CONSTRUCTION					
2011	41	36,448	43.5	0.4	1.1
2010	46	7,879	29.0	1.3	4.7
2009	40	8,705	24.1	2.6	4.8

EDUCATIONAL SERVICES					
2011	22	7,285	24.4	1.2	2.3
2010	27	3,901	29.1	2.1	5.5
2009	28	11,096	31.5	3.1	8.5

FINANCE AND INSURANCE					
2011	1	50	36.0	2.5	7.6
2010	1	2,045	24.0	1.5	3.0
2009	2	40	36.0	3.0	9.3

HEALTH CARE AND SOCIAL ASSISTANCE					
2011	52	3,530	31.7	2.7	7.3
2010	60	48,505	35.9	3.4	10.6
2009	66	9,292	32.1	4.3	13.6

INFORMATION AND CULTURAL INDUSTRIES					
2011	2	820	35.0	2.8	8.6
2010	8	311	37.7	1.8	5.5
2009	6	1,729	27.0	3.2	7.0

MANAGEMENT OF COMPANIES AND ENTERPRISES					
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

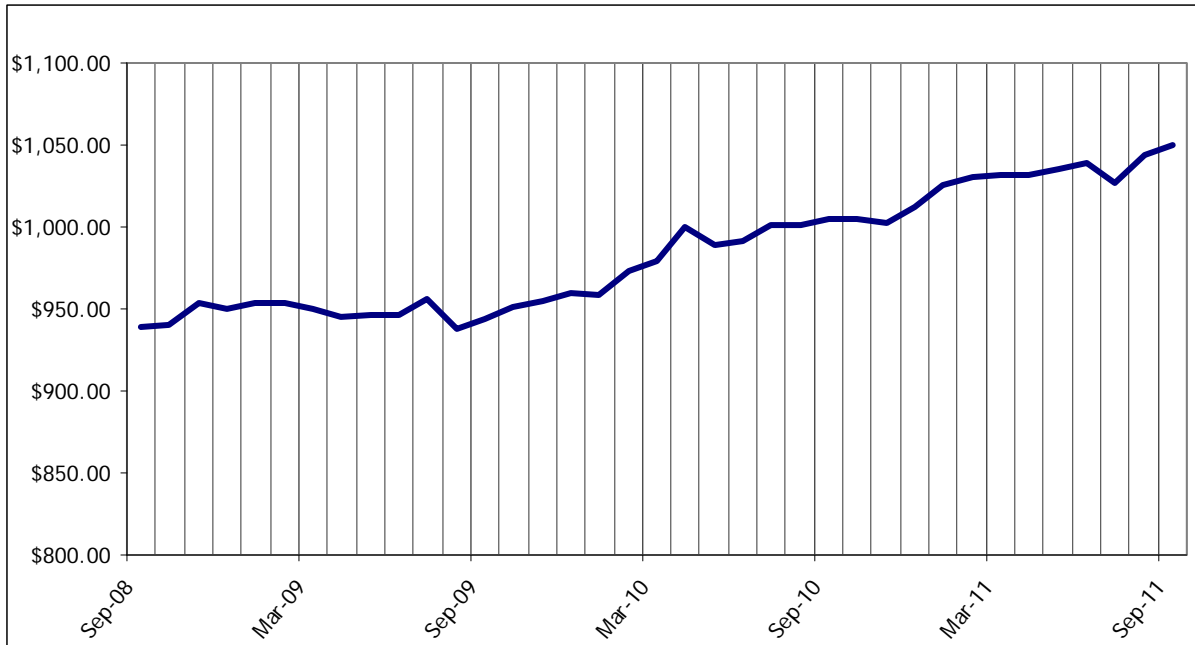
Wage Settlements in Alberta by Industry - continued January 2009 to December 2011

Settlement Period	No. of Agreements	No. of Employees	Weighted Average Duration (months)	Percentage Change Weighted Average	
				Annual	Duration
MANUFACTURING					
2011	35	5,860	43.6	2.4	8.7
2010	55	4,312	32.8	2.3	6.4
2009	42	4,367	34.3	1.8	5.0
MINING AND OIL AND GAS EXTRACTION					
2011	5	420	32.0	2.1	5.9
2010	12	5,960	43.8	2.6	9.4
2009	7	963	45.1	2.5	11.9
OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)					
2011	10	350	29.4	2.5	6.4
2010	12	2,005	25.8	1.5	3.2
2009	13	2,612	56.0	3.3	16.6
PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES					
2011	4	335	26.3	1.7	3.4
2010	1	80	24.0	3.6	7.2
2009	1	1,088	36.0	2.3	7.0
PUBLIC ADMINISTRATION					
2011	45	31,050	32.4	1.8	5.0
2010	37	8,057	23.7	3.9	8.6
2009	42	14,123	26.0	3.5	7.8
REAL ESTATE AND RENTAL AND LEASING					
2011	3	140	38.6	3.2	10.6
2010	2	83	30.9	2.4	7.3
2009	0	0	0.0	0.0	0.0
RETAIL TRADE					
2011	8	9,794	47.6	3.1	12.8
2010	2	3,094	28.6	5.1	12.4
2009	3	3,130	50.1	0.0	0.1
TRANSPORTATION AND WAREHOUSING					
2011	21	1,381	35.8	2.1	6.4
2010	25	5,032	29.5	3.4	7.6
2009	19	3,860	28.2	2.7	6.2
UTILITIES					
2011	8	1,650	33.9	3.0	8.9
2010	14	4,561	28.5	3.3	8.3
2009	9	1,883	19.2	4.3	6.2
WHOLESALE TRADE					
2011	6	506	40.2	3.0	10.3
2010	8	969	41.1	2.2	8.2
2009	4	941	56.6	4.3	20.1

Average Weekly Earnings Alberta (AWEA)

Monthly - Year over Year Change ¹

September 2008 to September 2011



Monthly AWEA ¹		
Yr. Over Yr. % Change		
Sep 2010	\$1,005.06	6.51
Oct 2010	\$1,004.38	5.55
Nov 2010	\$1,002.79	5.02
Dec 2010	\$1,012.32	5.42
Jan 2011	\$1,026.03	6.98
Feb 2011	\$1,030.49	5.93
Mar 2011	\$1,031.15	5.33
Apr 2011	\$1,032.26	3.28
May 2011	\$1,035.77	4.76
Jun 2011	\$1,038.46	4.71
Jul 2011	\$1,026.42	2.57
Aug 2011	\$1,044.26	4.27
Sep 2011*	\$1,050.15	4.49
Oct 2011*	\$1,049.31	4.47

Annual AWEA ²		
Yr. Over Yr. % Change		
2005	\$784.80	5.90
2006	\$823.92	4.98
2007	\$872.40	5.88
2008	\$924.19	5.94
2009	\$950.01	2.79
2010	\$993.13	4.54
2011	\$1,036.43	4.36

Average Weekly Earnings % Increase	
Sep 2010 - Sep 2011	
4.49	Alberta
1.48	British Columbia
6.72	Saskatchewan
2.24	Manitoba
-1.57	Ontario
1.17	Quebec
3.82	New Brunswick
4.13	Prince Edward Island
-0.72	Nova Scotia
4.81	Newfoundland & Labrador
1.11	Canada

* To date preliminary figures

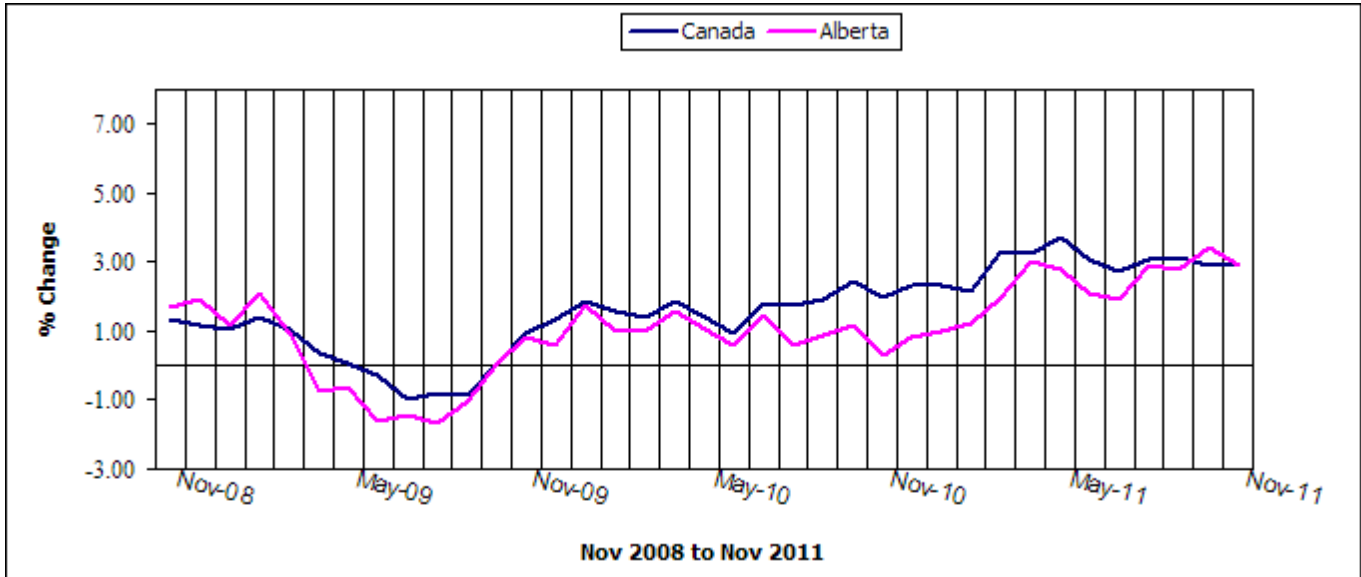
¹ Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AWEA)/Same month previous year AWEA x 100

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 over Year % Change, Monthly : Canada & Alberta



Annual - Year Over Year % Change, 2008 to 2011 ¹

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 *	119.83	2.89	125.58	2.36	125.88	2.46	125.31	2.11

Monthly - Year Over Year % Change, November 2010 to November 2011 ²

Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
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
May 2011	120.6	3.70	126.1	2.77	126.5	3.01	125.8	2.44
Jun 2011	119.8	3.10	125.3	2.12	125.6	2.36	124.9	1.63
Jul 2011	120.0	2.74	125.7	1.95	125.9	1.94	125.5	1.78
Aug 2011	120.3	3.08	126.3	2.93	126.6	3.01	125.9	2.61
Sep 2011	120.6	3.17	126.0	2.77	126.4	2.93	125.7	2.53
Oct 2011	120.8	2.90	127.2	3.41	127.6	3.49	126.9	3.25
Nov 2011	120.9	2.89	126.6	2.93	126.9	3.17	126.3	2.93

*Year to date

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 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>