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# Collective Agreement Wage Tables Municipalities

## May 2022

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### Wage Table by Classification

**Firefighter**      **Page 10**

**Police**            **Page 12**

**Transit**           **Page 13**

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## Collective Agreement Wage Table - Municipalities

### Per Cent Increase

| Employer  | Union                                       | Ees   | Expiry Date | Term | Settled On | 2016  | 2017  | 2018  | 2019  | 2020  | 2021  | 2022  | 2023  | 2024 | 2025 | 2026 |
|---|---|-------|-------------|------|------------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|------|
| Beaver County                                       | Operating Engineers Local 955               | 35    | 2022-08-19  | 24   | 2020-09-01 | 2.50% | 0.00% | 0.50% | 0.50% | 1.00% | 0.00% |       |       |      |      |      |
| Brazeau County                                      | Operating Engineers Local 955               | 21    | 2023-12-31  | 24   | 2022-01-14 | 1.50% | 1.75% | 0.00% | 0.00% | 1.50% | 1.50% | 3.25% | 1.75% |      |      |      |
| Blood Tribe Police Commission                       | Blood Tribe Police Association              | 27    | 2018-03-31  | 36   | 2016-11-26 | 2.50% | 2.50% |       |       |       |       |       |       |      |      |      |
| Calgary Public Library                              | CUPE Local 1169                             | 7     | 2020-12-31  | 36   | 2019-06-23 | 3.50% | 4.00% | 0.00% | 0.00% | 0.00% |       |       |       |      |      |      |
| Camrose County                                      | Operating Engineers Local 955               | 40    | 2023-12-31  | 36   | 2021-05-25 | 3.00% | 3.50% | 0.00% | 1.00% | 1.50% | 0.00% | 0.00% | 0.00% |      |      |      |
| City of Airdrie                                     | IAFF Local 4778                             | 71    | 2020-12-31  | 36   | 2019-07-05 | 2.60% | 2.00% | 2.00% | 2.00% | 2.00% |       |       |       |      |      |      |
| City of Brooks                                      | CUPE Local 1032                             | 60    | 2022-12-31  | 48   | 2019-01-29 | 1.36% | 1.35% | 1.33% | 2.00% | 2.00% | 2.00% | 1.50% |       |      |      |      |
| City of Calgary                                     | ATU Local 583                               | 3     | 2021-01-03  | 36   | 2019-08-15 | 3.50% | 4.00% | 0.00% | 0.00% | 1.50% |       |       |       |      |      |      |
| City of Calgary                                     | Calgary Police Association                  | 22    | 2021-01-03  | 36   | 2020-04-06 | 3.00% | 2.50% | 0.00% | 1.50% | 1.50% |       |       |       |      |      |      |
| City of Calgary                                     | Calgary Police Senior Officers' Association | 37    | 2018-01-05  | 12   | 2016-12-16 | 3.00% | 2.50% |       |       |       |       |       |       |      |      |      |
| City of Calgary                                     | Carpenters Local 2103                       | 11    | 2018-01-05  | 48   | 2014-06-26 | 3.50% | 4.00% |       |       |       |       |       |       |      |      |      |
| City of Calgary                                     | IAFF Local 255                              | 1,387 | 2019-12-31  | 24   | 2019-09-27 | 2.50% | 2.50% | 0.00% | 1.50% |       |       |       |       |      |      |      |
| City of Calgary                                     | IBEW Local 254                              | 162   | 2021-03-30  | 36   | 2020-08-17 | 3.50% | 4.00% | 0.00% | 0.00% | 1.50% |       |       |       |      |      |      |
| City of Calgary - Civic Foremen                     | CUPE Local 709                              | 5     | 2021-01-03  | 36   | 2019-04-23 | 3.50% | 4.00% | 0.00% | 0.00% | 1.50% |       |       |       |      |      |      |
| City of Calgary - Emergency Communications Officers | IBEW Local 254                              | 3     | 2021-01-03  | 36   | 2019-12-19 | 3.50% | 4.00% | 0.00% | 0.00% | 1.50% |       |       |       |      |      |      |
| City of Calgary - Inside Workers                    | CUPE Local 38                               | 42    | 2021-01-01  | 36   | 2019-03-15 | 3.50% | 4.00% | 0.00% | 0.00% | 1.50% |       |       |       |      |      |      |
| City of Calgary - Outside Workers                   | CUPE Local 37                               | 28    | 2021-01-03  | 36   | 2019-04-18 | 3.50% | 4.00% | 0.00% | 0.00% | 1.50% |       |       |       |      |      |      |
| City of Camrose                                     | Camrose Police Association                  | 28    | 2020-12-31  | 36   | 2018-04-16 | 2.50% | 2.00% | 1.25% | 1.25% | 2.25% |       |       |       |      |      |      |

## Collective Agreement Wage Table - Municipalities

### Per Cent Increase

| Employer                   | Union  | Ees   | Expiry Date | Term | Settled On | 2016  | 2017  | 2018  | 2019  | 2020  | 2021  | 2022  | 2023  | 2024  | 2025  | 2026 |
|----------------------------|--|-------|-------------|------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| City of Camrose            | CUPE Local 14.25                                     | 105   | 2021-12-31  | 12   | 2020-10-05 | 2.50% | 1.50% | 1.50% | 2.00% | 0.00% | 0.00% |       |       |       |       |      |
| City of Cold Lake          | AUPE   | 118   | 2021-12-31  | 48   | 2018-08-07 | 3.00% | 3.25% | 1.50% | 1.50% | 1.75% | 2.25% |       |       |       |       |      |
| City of Edmonton           | Civic Service Union 52                               | 44    | 2020-12-19  | 24   | 2020-08-17 | 2.75% | 3.00% | 3.00% | 0.00% | 0.00% |       |       |       |       |       |      |
| City of Edmonton           | CUPE Local 30  | 4     | 2020-12-19  | 12   | 2019-12-13 | 2.75% | 3.00% | 3.00% | 0.00% | 0.00% |       |       |       |       |       |      |
| City of Edmonton           | Edmonton Police Association                          | 1,881 | 2020-12-20  | 24   | 2018-12-21 | 2.75% | 2.25% | 2.50% | 1.50% | 1.50% |       |       |       |       |       |      |
| City of Edmonton           | Edmonton Police Service Senior Officers' Association | 40    | 2020-12-20  | 36   | 2019-06-09 | 2.75% | 2.25% | 2.50% | 1.50% | 1.50% |       |       |       |       |       |      |
| City of Edmonton           | IAFF Local 209                                       | 1,284 | 2018-12-25  | 24   | 2018-12-21 | 2.50% | 3.00% | 2.50% |       |       |       |       |       |       |       |      |
| City of Edmonton           | IBEW Local 10.07                                     | 106   | 2021-12-18  | 27   | 2019-09-16 | 2.75% | 3.00% | 3.00% | 0.00% | 0.00% | 1.50% |       |       |       |       |      |
| City of Edmonton - DATS    | ATU Local 569  | 131   | 2021-12-18  | 16   | 2019-09-05 | 2.75% | 3.00% | 3.00% | 0.00% | 0.00% | 0.00% |       |       |       |       |      |
| City of Edmonton - Transit | ATU Local 569  | 2,592 | 2023-12-30  | 36   | 2022-04-04 | 2.75% | 3.00% | 3.00% | 0.00% | 0.00% | 0.00% | 1.00% | 2.00% |       |       |      |
| City of Fort Saskatchewan  | CUPE Local 30  | 247   | 2022-12-31  | 36   | 2021-03-09 | 3.00% | 0.00% | 2.00% | 2.00% | 0.00% | 0.00% | 1.50% |       |       |       |      |
| City of Grande Prairie     | CUPE Local 787                                       | 644   | 2021-12-31  | 36   | 2019-08-26 | 1.50% | 1.80% | 2.25% | 1.00% | 2.00% | 1.50% |       |       |       |       |      |
| City of Grande Prairie     | IAFF Local 2770                                      | 88    | 2023-12-31  | 48   | 2021-12-13 | 1.79% | 1.95% | 1.85% | 2.15% | 2.00% | 2.00% | 2.00% | TBD   |       |       |      |
| City of Lacombe            | Lacombe Police Association                           | 21    | 2025-12-31  | 60   | 2021-03-22 | 2.50% | 2.00% | 1.00% | 1.75% | 1.75% | 1.00% | 2.00% | 1.75% | 2.00% | 2.00% |      |
| City of Leduc              | IAFF Local 4739                                      | 80    | 2020-12-31  | 36   | 2019-11-04 | 1.83% | 2.00% | 2.25% | 2.25% | 2.00% |       |       |       |       |       |      |
| City of Lethbridge         | CUPE Local 70  | 860   | 2022-12-31  | 48   | 2018-12-10 | 2.00% | 2.50% | 3.00% | 1.00% | 1.50% | 1.50% | 1.50% |       |       |       |      |
| City of Lethbridge         | IAFF Local 237                                       | 211   | 2020-12-31  | 48   | 2018-10-01 | 2.50% | 2.30% | 2.00% | 2.00% | 2.00% |       |       |       |       |       |      |
| City of Lethbridge         | IBEW Local 254                                       | 84    | 2022-12-31  | 60   | 2019-06-10 | 2.00% | 2.00% | 2.25% | 1.00% | 1.50% | 1.50% | 2.00% |       |       |       |      |

## Collective Agreement Wage Table - Municipalities

### Per Cent Increase

| Employer   | Union                                      | Ees   | Expiry Date | Term | Settled On | 2016  | 2017  | 2018  | 2019  | 2020  | 2021  | 2022  | 2023  | 2024  | 2025  | 2026  |
|--|--|-------|-------------|------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| City of Lethbridge   | Lethbridge Police Association              | 166   | 2020-12-31  | 36   | 2019-12-16 | 2.50% | 2.00% | 2.00% | 2.00% | 2.00% |       |       |       |       |       |       |
| City of Lethbridge   | Lethbridge Regional Police Senior Officers | 3     | 2020-12-31  | 36   | 2020-01-27 | 2.50% | 2.00% | 2.00% | 2.00% | 0.00% |       |       |       |       |       |       |
| City of Lethbridge   | Operating Engineers Local 955              | 12    | 2022-12-31  | 48   | 2019-01-10 | 2.00% | 2.50% | 3.00% | 1.00% | 1.50% | 1.50% | 2.00% |       |       |       |       |
| City of Lethbridge - Access A Ride                           | ATU Local 987                              | 43    | 2024-12-31  | 60   | 2021-03-09 | 2.00% | 2.50% | 3.00% | 1.00% | 1.50% | 0.00% | 0.00% | 1.50% | 2.00% |       |       |
| City of Lethbridge - Transit                                 | ATU Local 987                              | 173   | 2022-12-31  | 48   | 2019-06-24 | 2.00% | 2.50% | 3.00% | 1.00% | 1.50% | 1.50% | 2.00% |       |       |       |       |
| City of Lloydminster   | CUPE Local 1015                            | 350   | 2026-12-31  | 60   | 2022-02-25 | 2.75% | 2.75% | 2.75% | 2.00% | 2.00% | 2.00% | 2.00% | 2.00% | 2.00% | 2.00% | 2.00% |
| City of Lloydminster   | IAFF Local 5182                            | 36    | 2021-12-31  | 44   | 2019-06-10 |       |       |       | 2.00% | 2.00% | 2.00% |       |       |       |       |       |
| City of Medicine Hat   | CUPE Local 46                              | 8     | 2022-12-31  | 36   | 2020-08-17 | 2.00% | 0.00% | 2.00% | 2.00% | 0.00% | 0.00% | 2.00% |       |       |       |       |
| City of Medicine Hat   | IAFF Local 263                             | 78    | 2018-12-31  | 42   | 2016-11-07 | 2.12% | 0.00% | 2.00% |       |       |       |       |       |       |       |       |
| City of Medicine Hat   | Medicine Hat Police Associatiion           | 114   | 2020-12-31  | 48   | 2019-04-15 | 2.50% | 0.00% | 2.00% | 2.00% | 3.50% |       |       |       |       |       |       |
| City of Medicine Hat - Electric Generation & Water Treatment | IBEW Local 254                             | 46    | 2023-12-31  | 48   | 2021-10-05 | 3.00% | 0.00% | 2.00% | 2.00% | 1.10% | 1.00% | 2.00% | 2.00% |       |       |       |
| City of Medicine Hat - Electrical Distribution               | IBEW Local 254                             | 52    | 2023-12-31  | 48   | 2021-10-05 | 3.00% | 0.00% | 2.00% | 2.00% | 1.10% | 1.00% | 2.00% | 2.00% |       |       |       |
| City of Red Deer   | ATU Local 1374                             | 120   | 2022-12-31  | 24   | 2022-02-28 | 1.50% | 2.25% | 1.00% | 1.00% | 2.00% | 0.00% | 0.00% |       |       |       |       |
| City of Red Deer   | CUPE Local 417                             | 1,195 | 2020-12-31  | 36   | 2018-10-30 | 2.00% | 2.50% | 1.00% | 1.00% | 2.00% |       |       |       |       |       |       |
| City of Red Deer   | IAFF Local 1190                            | 209   | 2022-12-31  | 42   | 2022-05-09 | 2.50% | 2.50% | 2.20% | 2.20% | 2.00% | 2.00% | 2.00% |       |       |       |       |
| City of Red Deer   | IBEW Local 254                             | 44    | 2018-12-31  | 24   | 2017-03-06 | 3.50% | 1.75% | 2.00% |       |       |       |       |       |       |       |       |
| City of Spruce Grove   | IAFF Local 3021                            | 46    | 2019-12-31  | 66   | 2016-06-13 | 2.00% | 2.00% | 2.00% | 2.50% |       |       |       |       |       |       |       |
| City of Spruce Grove   | Operating Engineers Local 955              | 99    | 2021-12-31  | 72   | 2016-05-05 | 2.00% | 2.25% | 2.50% | 2.75% | 0.00% | 0.00% |       |       |       |       |       |

## Collective Agreement Wage Table - Municipalities

### Per Cent Increase

| Employer  | Union                         | Ees | Expiry Date | Term | Settled On | 2016  | 2017  | 2018  | 2019   | 2020  | 2021  | 2022  | 2023  | 2024  | 2025 | 2026 |
|---|-------------------------------|-----|-------------|------|------------|-------|-------|-------|--------|-------|-------|-------|-------|-------|------|------|
| City of St. Albert                              | CUPE Local 941                | 154 | 2021-12-31  | 36   | 2019-11-12 | 2.25% | 2.00% | 2.50% | 2.00%  | 0.00% | 1.25% |       |       |       |      |      |
| City of St. Albert                              | IAFF Local 2130               | 116 | 2019-12-31  | 24   | 2019-10-03 | 1.68% | 1.95% | 2.10% | 2.20%  |       |       |       |       |       |      |      |
| City of St. Albert - Diversified Transportation | ATU Local 569                 | 57  | 2022-12-31  | 48   | 2019-04-30 | 1.50% | 2.00% | 2.50% | 0.00%  | 1.25% | 1.75% | 2.00% |       |       |      |      |
| City of St. Albert - Policing Services          | CUPE Local 5141               | 58  | 2021-12-31  | 36   | 2019-11-07 | 2.25% | 2.00% | 2.50% | 2.25%  | 0.00% | 1.25% |       |       |       |      |      |
| County of Forty Mile No. 8                      | CUPE Local 3395               | 60  | 2022-12-31  | 48   | 2019-08-22 | 0.00% | 1.00% | 2.00% | 1.00%  | 1.00% | 1.50% | 2.00% |       |       |      |      |
| County of Grande Prairie                        | IAFF Local 5.18               | 51  | 2022-12-31  | 24   | 2021-11-01 |       | 2.50% | 4.25% | 4.00%  | 2.00% | 2.00% |       |       |       |      |      |
| County of Newell No. 4                          | CUPE Local 1032               | 18  | 2024-12-31  | 48   | 2020-09-01 | 2.00% | 0.00% | 1.00% | 2.00%  | 2.00% | 0.00% | 1.00% | 2.00% | 2.00% |      |      |
| County of Northern Lights                       | AUPE                          | 27  | 2024-12-31  | 36   | 2022-02-25 | 1.00% | 1.25% | 1.50% | 0.00%  | 1.00% | 1.00% | 1.75% | 1.50% | 0.75% |      |      |
| County of Paintearth No. 18                     | Operating Engineers Local 955 | 32  | 2024-12-31  | 36   | 2021-10-04 | 2.40% | 2.40% | 0.00% | 1.75%  | 1.75% | 2.25% | 0.00% | 1.50% | 1.75% |      |      |
| County of Wetaskiwin No. 10                     | Operating Engineers Local 955 | 36  | 2023-12-31  | 35   | 2021-02-11 | 3.00% | 3.50% | 0.50% | 1.00%  | 1.50% | 0.00% | 0.00% | 0.00% |       |      |      |
| Edmonton Public Library                         | Civic Service Union 52        | 630 | 2020-12-19  | 24   | 2021-07-06 | 2.75% | 3.00% | 3.00% | 0.00%  | 0.00% |       |       |       |       |      |      |
| Edson & Distict Public Library                  | CUPE Local 2.838              | 9   | 2022-12-31  | 48   | 2019-03-20 | 2.50% | 3.00% | 3.00% | 1.00%  | 1.50% | 1.50% | 2.00% |       |       |      |      |
| Lac Ste. Anne County                            | CUPE Local 1928               | 27  | 2023-12-31  | 36   | 2021-03-16 | 3.00% | 0.50% | 1.50% | \$ .80 | 1.50% | 0.00% | 0.75% | 1.50% |       |      |      |
| Lethbridge County                               | CUPE Local 28                 | 50  | 2022-12-31  | 48   | 2019-02-13 | 2.75% | 2.75% | 3.75% | 1.00%  | 1.00% | 1.00% | 1.50% |       |       |      |      |
| Lethbridge Public Library                       | CUPE Local 70                 | 65  | 2022-12-31  | 48   | 2019-05-07 | 2.00% | 2.50% | 3.00% | 1.00%  | 1.50% | 1.50% | 2.00% |       |       |      |      |
| Lloydminster Public Library                     | CUPE Local 2114               | 8   | 2022-12-31  | 36   | 2020-03-18 | 2.75% | 5.00% | 1.00% | 1.00%  | 2.00% | 2.00% | 2.00% |       |       |      |      |
| Mackenzie County                                | AUPE                          | 74  | 2022-12-31  | 48   | 2019-11-27 | 1.00% | 1.25% | 1.50% | 0.00%  | 0.00% | 0.00% | 0.00% |       |       |      |      |
| Medicine Hat Public Library                     | CUPE Local 46                 | 35  | 2023-12-31  | 36   | 2020-11-02 | 2.00% | 2.00% | 0.00% | 0.00%  | 0.00% | 2.00% | 1.50% | 0.00% |       |      |      |

## Collective Agreement Wage Table - Municipalities

### Per Cent Increase

| Employer  | Union                         | Ees       | Expiry Date       | Term      | Settled On        | 2016   | 2017   | 2018  | 2019   | 2020         | 2021         | 2022         | 2023         | 2024         | 2025 | 2026 |
|---|-------------------------------|-----------|-------------------|-----------|-------------------|--------|--------|-------|--------|--------------|--------------|--------------|--------------|--------------|------|------|
| Municipal District of Pincher Creek No. 9       | CUPE Local 927                | 18        | 2022-12-31        | 48        | 2019-02-04        | 3.00%  | 3.50%  | 3.50% | 0.00%  | 1.75%        | 1.75%        | 2.00%        |              |              |      |      |
| Municipal District of Provost No. 52            | Operating Engineers Local 955 | 51        | 2023-12-31        | 24        | 2021-11-29        | 2.40%  | 1.30%  | 1.20% | 1.50%  | 1.75%        | 1.75%        | 2.00%        | 1.75%        |              |      |      |
| Municipal District of Spirit River              | CUPE Local 787                | 10        | 2020-12-31        | 24        | 2019-07-09        | 1.92%  | 1.00%  | 2.50% | 0.00%  | 0.00%        | 0.00%        |              |              |              |      |      |
| Municipality of Crowsnest Pass                  | CUPE Local 812                | 60        | 2022-12-31        | 48        | 2020-07-17        | 2.00%  | 2.50%  | 3.00% | 0.00%  | 0.00%        | 1.00%        | 1.00%        |              |              |      |      |
| <b>Municipality of Jasper</b>                   | <b>CUPE Local 1458</b>        | <b>80</b> | <b>2023-12-31</b> | <b>36</b> | <b>2021-07-28</b> | 3.00%  | 3.50%  | 2.00% | 1.25%  | 2.50%        | <b>0.00%</b> | <b>1.25%</b> | <b>2.50%</b> |              |      |      |
| Parkland County - Community Peace Officers      | Operating Engineers Local 955 | 18        | 2024-12-31        | 36        | 2021-12-29        | 3.10%  | 3.00%  | 3.50% | 3.00%  | 0.25%        | 0.75%        | 0.50%        | 1.50%        | 2.00%        |      |      |
| Parkland County - Public Works                  | Operating Engineers Local 955 | 63        | 2024-12-31        | 36        | 2022-02-18        | 3.00%  | 3.00%  | 1.00% | 2.00%  | 0.75%        | 0.75%        | 0.93%        | 1.50%        | 2.00%        |      |      |
| Red Deer Public Library                         | CUPE Local 4810               | 65        | 2022-12-31        | 24        | 2021-10-22        | 2.00%  | 2.50%  | 0.00% | 1.00%  | 2.00%        | 0.00%        | 0.00%        |              |              |      |      |
| Regional Municipality of Wood Buffalo           | CUPE Local 1.55               | 8         | 2020-12-31        | 36        | 2019-07-31        | 3.00%  | 3.00%  | 1.50% | 1.25%  | 1.25%        |              |              |              |              |      |      |
| Regional Municipality of Wood Buffalo           | IAFF Local 2494               | 2         | 2020-12-31        | 48        | 2019-10-03        | 4.50%  | 2.00%  | 2.25% | 2.25%  | 2.50%        |              |              |              |              |      |      |
| Regional Municipality of Wood Buffalo - Transit | CUPE Local 1.55               | 111       | 2023-12-31        | 60        | 2020-04-02        | 12.38% | 11.00% | 9.90% | 2.77%  | 1.25%        | TBD          | TBD          | TBD          |              |      |      |
| Rocky View County                               | IAFF Local 4794               | 151       | 2020-12-31        | 36        | 2020-04-21        | 3.25%  | 2.00%  | 2.00% | 2.00%  | 2.00%        |              |              |              |              |      |      |
| Saddle Hills County                             | AUPE                          | 52        | 2022-12-31        | 48        | 2020-02-13        | 2.75%  | 3.25%  | 3.50% | 1.50%  | 1.75%        | 2.00%        | 2.00%        | 2.00%        |              |      |      |
| Smoky Lake County                               | CUPE Local 4575               | 9         | 2021-12-31        | 36        | 2018-12-11        | 3.00%  | 1.50%  | 1.50% | 60.00% | 60.00%       | 55.00%       |              |              |              |      |      |
| Smoky Lake County                               | Operating Engineers Local 955 | 40        | 2024-12-31        | 48        | 2021-07-08        | 3.00%  | 1.50%  | 1.50% | 1.50%  | 1.50%        | 0.00%        | 0.00%        | 0.00%        | 1.00%        |      |      |
| Strathcona County                               | AUPE                          | 165       | 2019-12-31        | 36        | 2018-04-20        | 2.75%  | 1.00%  | 1.75% | 1.50%  |              |              |              |              |              |      |      |
| Strathcona County                               | IAFF Local 2461               | 184       | <b>2020-12-31</b> | <b>48</b> | 2018-06-02        | 1.50%  | 2.00%  | 2.00% | 2.10%  | <b>2.00%</b> |              |              |              |              |      |      |
| <b>Sundre Library Board</b>                     | <b>CUPE Local 417</b>         | <b>3</b>  | <b>2024-12-31</b> | <b>48</b> | <b>2022-02-23</b> | 2.50%  | 2.50%  | 1.30% | 1.30%  | 1.30%        | <b>1.00%</b> | <b>1.00%</b> | <b>1.50%</b> | <b>1.50%</b> |      |      |

## Collective Agreement Wage Table - Municipalities

### Per Cent Increase

| Employer                             | Union                         | Ees | Expiry Date | Term | Settled On | 2016  | 2017  | 2018  | 2019  | 2020  | 2021  | 2022  | 2023  | 2024  | 2025 | 2026 |
|--------------------------------------|-------------------------------|-----|-------------|------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|
| Thorhild County                      | Operating Engineers Local 955 | 48  | 2023-12-31  | 24   | 2022-02-15 | 2.00% | 1.00% | 2.00% | 1.50% | 1.75% | 2.00% | 1.00% | 1.00% |       |      |      |
| Town of Blackfalds                   | CUPE Local 417                | 60  | 2021-12-31  | 36   | 2018-11-18 | 3.00% | 0.70% | 1.00% | 1.50% | 1.75% | 2.00% |       |       |       |      |      |
| Town of Bonnyville                   | AUPE                          | 78  | 2021-12-31  | 36   | 2020-03-10 | 4.00% | 1.00% | 1.50% | 0.75% | 1.25% | 1.00% |       |       |       |      |      |
| Town of Bowden                       | CUPE Local 417                | 5   | 2019-12-31  | 24   | 2018-08-29 | 1.50% | 1.50% | 1.50% | 1.50% |       |       |       |       |       |      |      |
| Town of Canmore                      | CUPE Local 37                 | 12  | 2024-12-31  | 48   | 2021-05-04 | 1.80% | 1.80% | 1.80% | 1.50% | 1.50% | 0.50% | 1.00% | 1.30% | 1.30% |      |      |
| Town of Canmore                      | IAFF Local 4705               | 23  | 2020-12-31  | 36   | 2019-05-07 | 2.50% | 2.00% | 2.20% | 2.00% | 2.00% |       |       |       |       |      |      |
| Town of Claresholm                   | CUPE Local 3023               | 31  | 2022-12-31  | 48   | 2018-12-12 | 2.50% | 2.50% | 3.00% | 2.00% | 2.00% | 2.25% | 2.25% |       |       |      |      |
| Town of Coaldale                     | AUPE                          | 39  | 2024-12-31  | 36   | 2022-02-17 | 2.75% | 2.50% | 0.00% | 1.50% | 1.75% | 2.00% | 1.00% | 1.50% | 1.50% |      |      |
| Town of Cochrane                     | IAFF Local 4819               | 45  | 2021-12-31  | 48   | 2019-10-28 | 2.25% | 2.00% | 2.00% | 2.00% | 2.00% | 2.00% | Apr   |       |       |      |      |
| Town of Cochrane                     | Teamsters Local 987           | 48  | 2022-12-31  | 58   | 2019-09-04 |       |       | 0.60% | 2.00% | 2.00% | 2.00% | 2.00% |       |       |      |      |
| Town of Cochrane Library Board       | CUPE Local 1169               | 20  | 2022-12-31  | 48   | 2019-03-29 | 1.25% | 1.25% | 2.50% | 2.00% | 2.00% | 2.50% | 3.00% |       |       |      |      |
| Town of Drayton Valley               | CUPE Local 2515               | 56  | 2022-12-31  | 24   | 2021-03-30 | 3.00% | 3.50% | 1.25% | 1.50% | 2.00% | 0.00% | 2.00% |       |       |      |      |
| Town of Drumheller                   | CUPE Local 4.64               | 65  | 2022-12-31  | 48   | 2019-07-31 | 2.00% | 2.00% | 2.50% | 2.15% | 2.25% | 2.00% | 2.50% |       |       |      |      |
| Town of Drumheller - Outside Workers | CUPE Local 135                | 40  | 2022-12-31  | 48   | 2019-05-08 | 2.00% | 2.00% | 2.50% | 1.65% | 1.75% | 2.00% | 2.50% |       |       |      |      |
| Town of Edson                        | CUPE Local 2.838              | 80  | 2022-12-31  | 48   | 2018-12-17 | 2.75% | 3.00% | 3.00% | 0.00% | 1.00% | 2.25% | 2.50% |       |       |      |      |
| Town of Fort Macleod                 | CUPE Local 70                 | 29  | 2022-12-31  | 12   | 2021-11-18 | 3.00% | 3.00% | 1.00% | 2.00% | 2.00% | 1.00% | 1.00% |       |       |      |      |
| Town of Hgh River                    | Employee Association          | 187 | 2022-05-31  | 65   | 2018-05-11 |       |       | NA    | 1.00% | 0.00% | 0.00% |       |       |       |      |      |
| Town of Hinton                       | Unifor Local 855              | 102 | 2022-12-31  | 36   | 2019-12-18 | 3.50% | 1.00% | 2.00% | 3.00% | 1.90% | 1.90% | 1.50% |       |       |      |      |

## Collective Agreement Wage Table - Municipalities

### Per Cent Increase

| Employer              | Union                         | Ees      | Expiry Date       | Term      | Settled On        | 2016  | 2017  | 2018  | 2019  | 2020  | 2021  | 2022         | 2023         | 2024         | 2025 | 2026 |
|-----------------------|-------------------------------|----------|-------------------|-----------|-------------------|-------|-------|-------|-------|-------|-------|--------------|--------------|--------------|------|------|
| Town of Irricana      | CUPE Local 37                 | 7        | 2022-12-31        | 24        | 2021-01-21        | 3.00% | 3.00% | 2.00% | 2.00% | 2.00% | 1.63% | TBD          |              |              |      |      |
| Town of Millet        | Teamsters Local 362           | 10       | 2020-12-31        | 24        | 2018-11-28        | 0.00% | 1.50% | 1.50% | 2.00% | 2.00% |       |              |              |              |      |      |
| Town of Morinville    | CUPE Local 2426               | 32       | 2024-12-31        | 48        | 2021-11-25        | 1.50% | 2.50% | 2.00% | 2.00% | 2.00% | 0.00% | 0.00%        | 1.50%        | 2.25%        |      |      |
| Town of Nanton        | CUPE Local 37                 | 20       | 2023-12-31        | 36        | 2021-04-16        | 3.00% | 2.00% | 2.00% | 1.30% | 1.40% | 0.50% | 1.00%        | 1.00%        |              |      |      |
| Town of Nobleford     | CUPE Local 28                 | 4        | 2022-12-31        | 48        | 2018-10-18        | 3.00% | 3.00% | 3.00% | 2.00% | 2.00% | 2.50% | 3.00%        |              |              |      |      |
| Town of Okotoks       | IAFF Local 4829               | 24       | 2024-12-31        | 60        | 2021-12-07        | 2.50% | 1.60% | 0.00% | 2.50% | TBD   | TBD   | TBD          | TBD          | TBD          |      |      |
| Town of Peace River   | CUPE Local 898                | 99       | 2022-12-31        | 36        | 2020-04-29        | 3.50% | 1.25% | 2.00% | 2.00% | 1.00% | 1.30% | 1.50%        |              |              |      |      |
| Town of Picture Butte | CUPE Local 28                 | 12       | 2023-12-31        | 36        | 2021-06-11        | 3.00% | 3.00% | 2.00% | 2.00% | 2.25% | 1.00% | 1.00%        | 0.00%        |              |      |      |
| Town of Pincher Creek | CUPE Local 927                | 26       | 2022-03-31        | 48        | 2018-10-03        | 3.00% | 3.25% | 1.25% | 1.50% | 2.00% | 2.50% |              |              |              |      |      |
| Town of Ponoka        | AUPE                          | 64       | 2019-12-31        | 36        | 2018-07-23        | 3.50% | 0.00% | 1.50% | 2.20% |       |       |              |              |              |      |      |
| <b>Town of Ponoka</b> | <b>IBEW Local 254</b>         | <b>4</b> | <b>2024-12-31</b> | <b>36</b> | <b>2022-05-11</b> | 3.50% | 0.00% | 1.00% | 1.75% | 0.00% | 1.00% | <b>2.00%</b> | <b>2.00%</b> | <b>2.00%</b> |      |      |
| Town of Raymond       | CUPE Local 70                 | 25       | 2022-12-31        | 48        | 2019-02-11        | 3.00% | 3.00% | 3.00% | 1.00% | 2.00% | 2.00% | 2.50%        |              |              |      |      |
| Town of Redcliff      | CUPE Local 46                 | 50       | 2023-12-31        | 48        | 2020-02-24        | 2.00% | 2.00% | 2.00% | 2.00% | 0.00% | 1.00% | 1.25%        | 1.50%        |              |      |      |
| Town of Stettler      | CUPE Local 971                | 19       | 2023-12-31        | 36        | 2021-05-23        | 3.00% | 3.00% | 1.50% | 1.50% | 1.50% | 0.00% | 0.50%        | 0.50%        |              |      |      |
| Town of Stony Plain   | Operating Engineers Local 955 | 35       | 2020-12-31        | 36        | 2018-03-06        | 3.25% | 3.00% | 2.50% | 1.50% | 2.50% |       |              |              |              |      |      |
| Town of Taber         | CUPE Local 2038               | 94       | 2021-12-31        | 12        | 2020-12-20        | 1.00% | 3.00% | 2.00% | 2.00% | 2.00% | 0.00% |              |              |              |      |      |
| Town of Taber         | Taber Police Association      | 15       | 2021-12-31        | 36        | 2019-05-16        | 1.00% | 2.50% | 2.00% | 1.75% | 1.75% | 1.75% |              |              |              |      |      |
| Town of Thorsby       | CUPE Local 30                 | 10       | 2021-12-31        | 36        | 2019-05-30        | 1.75% | 2.25% | 2.25% | 1.75% | 1.75% | 2.00% |              |              |              |      |      |



## Collective Agreement Wage Table - Municipalities

### Per Cent Increase

| Employer            | Union           | Ees | Expiry Date | Term | Settled On | 2016  | 2017  | 2018  | 2019  | 2020  | 2021  | 2022  | 2023  | 2024 | 2025 | 2026 |
|---------------------|-----------------|-----|-------------|------|------------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|------|
| Town of Three Hills | CUPE Local 417  | 21  | 2023-12-31  | 36   | 2021-02-04 | 2.50% | 2.50% | 0.75% | 1.00% | 2.00% | 0.00% | 0.50% | 0.50% |      |      |      |
| Town of Vulcan      | CUPE Local 37   | 8   | 2022-12-31  | 24   | 2020-12-11 | 2.50% | 2.50% | 1.80% | 2.00% | 2.20% | 0.00% | 0.00% |       |      |      |      |
| Town of Wainwright  | CUPE Local 5606 | 50  | 2023-12-31  | 24   | 2022-02-11 | 3.50% | 1.00% | 1.00% | 1.50% | 1.50% | 1.50% | 1.00% | 1.50% |      |      |      |
| Town of Westlock    | CUPE Local 3047 | 39  | 2022-12-31  | 48   | 2019-02-19 | 2.50% | 3.00% | 3.00% | 1.00% | 1.25% | 1.75% | 2.00% |       |      |      |      |
| Westlock County     | CUPE Local 3007 | 30  | 2023-12-31  | 36   | 2022-05-10 | 2.50% | 3.00% | 1.00% | 1.75% | 1.75% | 0.00% | 1.50% | 1.50% |      |      |      |

## Collective Agreement Wage Table - Municipalities - Firefighter

### Hourly Rate and Per Cent Increase

| Employer                              | Union           | Ees   | Expiry Date | Term | Settled On | 2016     | 2017     | 2018     | 2019     | 2020     | 2021     | 2022     | 2023 | 2024 | 2025 |
|---------------------------------------|-----------------|-------|-------------|------|------------|----------|----------|----------|----------|----------|----------|----------|------|------|------|
| City of Airdrie                       | IAFF Local 4778 | 71    | 2020-12-31  | 36   | 2019-07-05 | \$ 44.65 | \$ 45.54 | \$ 46.45 | \$ 47.38 | \$ 48.33 |          |          |      |      |      |
|                                       |                 |       |             |      |            | 2.60%    | 2.00%    | 2.00%    | 2.00%    | 2.00%    |          |          |      |      |      |
| City of Calgary                       | IAFF Local 255  | 1,387 | 2019-12-31  | 24   | 2019-09-27 | \$ 44.34 | \$ 45.45 | \$ 45.45 | \$ 46.14 |          |          |          |      |      |      |
|                                       |                 |       |             |      |            | 2.50%    | 2.50%    | 0.00%    | 1.50%    |          |          |          |      |      |      |
| City of Edmonton                      | IAFF Local 209  | 1,284 | 2018-12-25  | 24   | 2018-12-21 | \$ 44.09 | \$ 45.42 | \$ 46.56 |          |          |          |          |      |      |      |
|                                       |                 |       |             |      |            | 2.50%    | 3.00%    | 2.50%    |          |          |          |          |      |      |      |
| City of Grande Prairie                | IAFF Local 2770 | 88    | 2023-12-31  | 48   | 2021-12-13 | \$ 44.68 | \$ 45.55 | \$ 46.39 | \$ 47.39 | \$ 48.34 | \$ 49.30 | \$ 50.29 | TBD  |      |      |
|                                       |                 |       |             |      |            | 1.79%    | 1.95%    | 1.85%    | 2.15%    | 2.00%    | 2.00%    | 2.00%    |      |      |      |
| City of Leduc                         | IAFF Local 4739 | 80    | 2020-12-31  | 36   | 2019-11-04 | \$ 44.52 | \$ 45.41 | \$ 46.43 | \$ 47.48 | \$ 48.43 |          |          |      |      |      |
|                                       |                 |       |             |      |            | 1.83%    | 2.00%    | 2.25%    | 2.25%    | 2.00%    |          |          |      |      |      |
| City of Lethbridge                    | IAFF Local 237  | 211   | 2020-12-31  | 48   | 2018-10-01 | \$ 44.64 | \$ 45.67 | \$ 46.58 | \$ 47.51 | \$ 48.46 |          |          |      |      |      |
|                                       |                 |       |             |      |            | 2.50%    | 2.30%    | 2.00%    | 2.00%    | 2.00%    |          |          |      |      |      |
| City of Lloydminster                  | IAFF Local 5182 | 36    | 2021-12-31  | 44   | 2019-06-10 |          |          | 45.66    | 46.58    | 47.51    | 48.46    |          |      |      |      |
|                                       |                 |       |             |      |            |          |          |          | 2.00%    | 2.00%    | 2.00%    |          |      |      |      |
| City of Medicine Hat                  | IAFF Local 263  | 78    | 2018-12-31  | 42   | 2016-11-07 | \$ 44.38 | \$ 44.38 | \$ 45.28 |          |          |          |          |      |      |      |
|                                       |                 |       |             |      |            | 2.12%    | 0.00%    | 2.00%    |          |          |          |          |      |      |      |
| City of Red Deer                      | IAFF Local 1190 | 209   | 2022-12-31  | 42   | 2022-05-09 | \$ 44.09 | \$ 45.19 | \$ 46.19 | \$ 47.22 | \$ 48.16 | \$ 49.12 | \$ 50.10 |      |      |      |
|                                       |                 |       |             |      |            | 2.50%    | 2.50%    | 2.20%    | 2.20%    | 2.00%    | 2.00%    | 2.00%    |      |      |      |
| City of Spruce Grove                  | IAFF Local 3021 | 46    | 2019-12-31  | 66   | 2016-06-13 | \$ 44.78 | \$ 45.67 | \$ 46.58 | \$ 47.75 |          |          |          |      |      |      |
|                                       |                 |       |             |      |            | 2.00%    | 2.00%    | 2.00%    | 2.50%    |          |          |          |      |      |      |
| City of St. Albert                    | IAFF Local 2130 | 116   | 2019-12-31  | 24   | 2019-10-03 | \$ 44.80 | \$ 45.67 | \$ 46.63 | \$ 47.66 |          |          |          |      |      |      |
|                                       |                 |       |             |      |            | 1.70%    | 2.00%    | 2.10%    | 2.20%    |          |          |          |      |      |      |
| County of Grande Prairie              | IAFF Local 5108 | 51    | 2022-12-31  | 24   | 2021-11-01 |          | \$ 43.28 | \$ 45.14 | \$ 46.96 | \$ 47.90 | \$ 48.86 |          |      |      |      |
|                                       |                 |       |             |      |            |          | 2.50%    | 4.25%    | 4.00%    | 2.00%    | 2.00%    |          |      |      |      |
| Regional Municipality of Wood Buffalo | IAFF Local 2494 | 175   | 2020-12-31  | 48   | 2019-10-03 | \$ 51.47 | \$ 52.50 | \$ 53.68 | \$ 54.89 | \$ 56.27 |          |          |      |      |      |
|                                       |                 |       |             |      |            | 4.50%    | 2.00%    | 2.25%    | 2.25%    | 2.50%    |          |          |      |      |      |
| Rocky View County                     | IAFF Local 4794 | 151   | 2020-12-31  | 36   | 2020-04-21 | \$ 44.64 | \$ 45.53 | \$ 46.45 | \$ 47.38 | \$ 48.33 |          |          |      |      |      |
|                                       |                 |       |             |      |            | 3.26%    | 2.00%    | 2.00%    | 2.00%    | 2.00%    |          |          |      |      |      |
| Strathcona County                     | IAFF Local 2461 | 184   | 2020-12-31  | 48   | 2018-06-02 | \$ 44.80 | \$ 45.70 | \$ 46.61 | \$ 47.59 | \$ 48.54 |          |          |      |      |      |
|                                       |                 |       |             |      |            | 1.50%    | 2.00%    | 2.00%    | 2.10%    | 2.00%    |          |          |      |      |      |

## Collective Agreement Wage Table - Municipalities - Firefighter

### Hourly Rate and Per Cent Increase

| Employer           | Union                | Ees | Expiry Date | Term | Settled On | 2016     | 2017     | 2018     | 2019     | 2020     | 2021     | 2022 | 2023 | 2024 | 2025 |
|--------------------|----------------------|-----|-------------|------|------------|----------|----------|----------|----------|----------|----------|------|------|------|------|
| Town of Canmore    | IAFF Local 4705      | 23  | 2020-12-31  | 36   | 2019-05-07 | \$ 44.26 | \$ 45.16 | \$ 46.15 | \$ 47.07 | \$ 48.01 |          |      |      |      |      |
|                    |                      |     |             |      |            | 2.50%    | 2.00%    | 2.20%    | 2.00%    | 2.00%    |          |      |      |      |      |
| Town of Cochrane   | IAFF Local 4819      | 45  | 2021-12-31  | 48   | 2019-10-28 | \$ 44.49 | \$ 45.41 | \$ 46.32 | \$ 47.24 | \$ 48.19 | \$ 49.15 |      |      |      |      |
|                    |                      |     |             |      |            | 2.25%    | 2.00%    | 2.00%    | 2.00%    | 2.00%    | 2.00%    |      |      |      |      |
| Town of High River | Employee Association | NA  | 2022-05-31  | 65   | 2018-05-11 |          |          | \$ 43.13 | \$ 43.56 | \$ 43.56 | \$ 43.56 |      |      |      |      |
|                    |                      |     |             |      |            |          |          | NA       | 1.00%    | 0.00%    | 0.00%    |      |      |      |      |
| Town of Okotoks    | IAFF Local 4829      | 24  | 2024-12-31  | 60   | 2021-12-07 | \$ 44.26 | \$ 44.97 | \$ 44.97 | \$ 46.09 | TBD      | TBD      | TBD  | TBD  | TBD  |      |
|                    |                      |     |             |      |            | 2.50%    | 1.60%    | 0.00%    | 2.50%    |          |          |      |      |      |      |

## Collective Agreement Wage Table - Municipalities - Police

### Hourly Rate and Per Cent Increase

| Employer                      | Union                           | Ees   | Expiry Date | Settled On | 2016       | 2017     | 2018     | 2019     | 2020     | 2021     | 2022     | 2023     | 2024     | 2025     |          |
|-------------------------------|---------------------------------|-------|-------------|------------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Blood Tribe Police Commission | Blood Tribe Police Association  | 27    | 2018-03-31  | 36         | 2016-11-26 | \$ 42.77 | \$ 43.84 |          |          |          |          |          |          |          |          |
|                               |                                 |       |             |            |            | 2.50%    | 2.50%    |          |          |          |          |          |          |          |          |
| City of Calgary               | Calgary Police Association      | 2,200 | 2021-01-03  | 36         | 2020-04-06 | \$ 47.36 | \$ 48.55 | \$ 48.55 | \$ 49.29 | \$ 50.02 |          |          |          |          |          |
|                               |                                 |       |             |            |            | 3.00%    | 3.50%    | 0.00%    | 1.50%    | 1.50%    |          |          |          |          |          |
| City of Camrose               | Camrose Police Association      | 28    | 2020-12-31  | 36         | 2018-04-16 | \$ 45.82 | \$ 46.74 | \$ 47.32 | \$ 47.91 | \$ 49.00 |          |          |          |          |          |
|                               |                                 |       |             |            |            | 2.50%    | 2.00%    | 1.25%    | 1.25%    | 2.25%    |          |          |          |          |          |
| City of Edmonton              | Edmonton Police Association     | 1,881 | 2020-12-20  | 36         | 2018-12-21 | \$ 47.13 | \$ 48.19 | \$ 49.40 | \$ 50.14 | \$ 50.89 |          |          |          |          |          |
|                               |                                 |       |             |            |            | 2.75%    | 2.25%    | 2.50%    | 1.50%    | 1.50%    |          |          |          |          |          |
| City of Lacombe               | Lacombe Police Association      | 21    | 2025-12-31  | 60         | 2021-03-22 | \$ 44.77 | \$ 45.66 | \$ 46.12 | \$ 46.93 | \$ 47.75 | \$ 48.22 | \$ 49.19 | \$ 50.05 | \$ 51.05 | \$ 52.07 |
|                               |                                 |       |             |            |            | 2.50%    | 2.00%    | 1.00%    | 1.75%    | 1.75%    | 1.00%    | 2.00%    | 1.75%    | 2.00%    | 2.00%    |
| City of Lethbridge            | Lethbridge Police Association   | 166   | 2020-12-31  | 36         | 2019-12-16 | \$ 46.87 | \$ 47.81 | \$ 48.77 | \$ 49.75 | \$ 50.75 |          |          |          |          |          |
|                               |                                 |       |             |            |            | 2.50%    | 2.00%    | 2.00%    | 2.00%    | 2.00%    |          |          |          |          |          |
| City of Medicine Hat          | Medicine Hat Police Association | 114   | 2020-12-31  | 48         | 2019-04-15 | \$ 46.61 | \$ 46.61 | \$ 47.54 | \$ 48.72 | \$ 50.44 |          |          |          |          |          |
|                               |                                 |       |             |            |            | 2.50%    | 0.00%    | 2.00%    | 2.50%    | 3.50%    |          |          |          |          |          |
| Town of Taber                 | Taber Police Association        | 15    | 2021-12-31  | 36         | 2019-05-16 | \$ 44.00 | \$ 45.11 | \$ 46.01 | \$ 46.81 | \$ 47.63 | \$ 48.47 |          |          |          |          |
|                               |                                 |       |             |            |            | 1.00%    | 2.50%    | 2.00%    | 1.75%    | 1.75%    | 1.75%    |          |          |          |          |

## Collective Agreement Wage Table - Municipalities - Transit

### Hourly Rate and Per Cent Increase

| Employer  | Union           | Ees   | Expiry Date | Settled On | 2016       | 2017     | 2018     | 2019     | 2020     | 2021     | 2022     | 2023     | 2023     | 2024     | 2025 |
|---|-----------------|-------|-------------|------------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------|
| City of Calgary                                 | ATU Local 583   | 3,100 | 2021-01-03  | 36         | 2019-08-15 | \$ 34.59 | \$ 35.97 | \$ 35.97 | \$ 35.97 | \$ 36.51 |          |          |          |          |      |
|   |                 |       |             |            |            | 3.50%    | 4.00%    | 0.00%    | 0.00%    | 1.50%    |          |          |          |          |      |
| City of Edmonton - DATS                         | ATU Local 569   | 131   | 2021-12-18  | 27         | 2019-09-05 | 31.35*   | \$ 32.30 | \$ 33.27 | \$ 33.27 | \$ 33.27 |          |          |          |          |      |
|   |                 |       |             |            |            | 2.75%    | 3.00%    | 3.00%    | 0.00%    | 0.00%    |          |          |          |          |      |
| City of Edmonton - Transit                      | ATU Local 569   | 2,592 | 2023-12-30  | 36         | 2022-04-04 | \$ 34.01 | \$ 35.04 | \$ 36.09 | \$ 36.09 | \$ 36.09 | \$ 36.09 | \$ 36.45 | \$ 37.18 |          |      |
|   |                 |       |             |            |            | 2.75%    | 3.00%    | 3.00%    | 0.00%    | 0.00%    | 0.00%    | 1.00%    | 2.00%    |          |      |
| City of Lethbridge - Access A Ride              | ATU Local 987   | 43    | 2024-12-31  | 60         | 2021-03-09 | \$ 28.40 | \$ 29.12 | \$ 30.00 | \$ 30.30 | \$ 30.75 | \$ 30.75 | \$ 30.75 | \$ 31.21 | \$ 31.83 |      |
|   |                 |       |             |            |            | Adj+ 2   | 2.50%    | 3.00%    | 1.00%    | 1.50%    | 0.00%    | 0.00%    | 1.50%    | 2.00%    |      |
| City of Lethbridge - Transit                    | ATU Local 987   | 173   | 2022-12-31  | 48         | 2019-06-24 | \$ 28.41 | \$ 29.12 | \$ 30.00 | \$ 30.30 | \$ 30.75 | \$ 31.21 | \$ 31.83 |          |          |      |
|   |                 |       |             |            |            | 2.00%    | 2.50%    | 3.00%    | 1.00%    | 1.50%    | 1.50%    | 2.00%    |          |          |      |
| City of Red Deer                                | ATU Local 1374  | 120   | 2022-12-31  | 24         | 2022-02-28 | \$ 29.34 | \$ 30.00 | \$ 30.30 | \$ 30.60 | \$ 31.22 | \$ 31.22 | \$ 31.22 |          |          |      |
|   |                 |       |             |            |            | 1.50%    | 2.25%    | 1.00%    | 1.00%    | 2.00%    | 0.00%    | 0.00%    |          |          |      |
| City of St. Albert - Diversified Transportation | ATU Local 569   | 57    | 2022-12-31  | 48         | 2019-04-30 | \$ 30.62 | \$ 31.23 | \$ 32.02 | \$ 32.02 | \$ 32.42 | \$ 32.99 | \$ 33.65 |          |          |      |
|   |                 |       |             |            |            | 1.50%    | 2.00%    | 2.50%    | 0.00%    | 1.25%    | 1.75%    | 2.00%    |          |          |      |
| Regional Municipality of Wood Buffalo - Transit | CUPE Local 1505 | 111   | 2023-12-31  | 60         | 2020-04-02 | \$ 38.21 | \$ 42.41 | \$ 46.62 | \$ 47.91 | \$ 48.51 | TBD      | TBD      | TBD      |          |      |
|   |                 |       |             |            |            | 12.38%   | 11.00%   | 9.90%    | 2.77%    | 1.25%    |          |          |          |          |      |