

Bargaining Update

February 2017

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

The settlement data reported in this issue of Bargaining Update is based on the collective agreement settlement information received by Mediation Services during the month of February.

In February 2017, Mediation Services received settlement information regarding 33 bargaining relationships encompassing 4,862 employees. There were 21 private sector and 12 public sector settlements, covering 1,558 and 3,304 employees respectively.

Highlights

Calgary Police Association

A 12 month agreement has been reached between the City of Calgary and the Police Association, covering approximately 2,176 officers.

Points West Living Cold Lake Inc.

The lockout/strike which began on December 16, 2016 affecting fifty-one employees represented by AUPE continues.

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Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Accommodation and Food Services					
<hr/>					
Administrative and Support, Waste Management and Remediation Services					
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Arts, Entertainment, and Recreation					
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Construction					
Canadian Oilsands Construction CLAC Local 63	70	24	2018-09-30	2017-01-05	1 st year -3.3% 2 nd year TBD
Commercial Industries Commercial Industries Employees' Association	43	24	2019-03-31	2017-01-26	1 st year 0% 2 nd year TBD
Kiewit Energy Construction CLAC Local 63	73	24	2018-02-15	2016-05-13	1 st year -5.4% 2 nd year TBD
Ledcor Industrial Limited CLAC Local 63	350	32	2018-10-31	2016-03-24	1 st year -5.4% 2 nd year TBD 3 rd year TBD
OJ Pipelines Operating Engineers Local 955	8	12	2017-05-31	2016-05-25	1 st year 0%
Trotter & Morton Building Technologies Employees' Association	148	31	2018-12-31	2016-11-29	1 st year 0% 2 nd year 0% 3 rd year 0%
Westwood Electric CLAC Local 63	320	21	2018-04-29	2016-08-15	1 st year -9.75% 2 nd year TBD
Willbros Construction Services – Construction/Maintenance CLAC Local 63	30	24	2018-09-30	2016-09-05	1 st year -3.3% 2 nd year TBD
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Educational Services					
Greater North Central Francophone Education Region No. 2 Unifor Local 52A	100	36	2018-08-31	2016-06-14	1 st year 0% 2 nd year 0% 3 rd year 0%
Lakeland College Lakeland College Faculty Association	194	24	2018-06-30	2016-12-14	1 st year 1.9% 2 nd year TBD
<hr/>					
Health Care and Social Assistance					
Age Care – Walden Heights – ANC AUPE	231	36	2020-01-29	2017-01-30	1 st year HCA = 7.0% LPN = 4.0% 2 nd year HCA = 2.0% LPN = 2.0% 3 rd year HCA = 1.5% LPN = 1.5%
Bonnyville Regional Fire Authority HSAA	45	24	2018-07-31	2017-02-16	1 st year 2% 2 nd year TBD
Good Samaritan Society – South Ridge Village Steelworkers Local 1-207	145	24	2017-06-30	2017-02-01	1 st year ANC = 1.2% GSS = 2% 2 nd year ANC = 0.8% GSS = 1%
Park Place Seniors Living – Villa Marguerite AUPE	189	36	2018-03-31	2017-02-02	1 st year 1.0% 2 nd year 1.5% 3 rd year 1.0%
Pharma Plus Specialty Pharmacy Services HSAA	33	36	2019-06-30	2017-02-14	1 st year 1.25% 2 nd year 1.25% 3 rd year 1.50%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Health Care and Social Assistance					
Qualicare – Rivercrest Lodge Nursing Home AUPE	13	48	2019-03-31	2017-02-13	1 st year 0%, \$1,000 lump sum 2 nd year 1.5% 3 rd year 1.0% 4 th year 1.0%
St. Michael's Long Term Care Centre AUPE	127	36	2018-06-30	2017-02-15	1 st year 1.2% 2 nd year 0.8% 3 rd year Me Too AHS/ANC & AUPE
Wheatland & Adjacent Districts Emergency Services HSAA	35	36	2018-03-31	2016-02-26	1 st year 1.5% 2 nd year 2.0% 3 rd year TBD
Information and Cultural Industries					
Manufacturing					
Cormode & Dickson Construction (1983) – Fabrication CLAC Local 63	20	12	2017-09-30	2016-10-05	1 st year -9.1%
Lehigh Hanson Materials – Inland Aggregates Operating Engineers Local 955	30	60	2020-03-31	2017-01-26	1 st year 0% 2 nd year 0% 3 rd year 0% 4 th year 1% 5 th year 1%
Mining and Oil and Gas Extraction					
SemCAMS Unifor Local 909	60	36	2019-01-31	2016-12-14	1 st year 0.0% 2 nd year 2.0% 3 rd year 2.5%
Willbros Facilities & Tanks CLAC Local 63	35	24	2018-09-29	2016-11-15	1 st year -5.5% 2 nd year TBD
Other Services (except Public Administration)					
Professional, Scientific and Technical Services					
Fosite Geomatics Operating Engineers Local 955	25	24	2018-09-01	2016-08-20	1 st year NA 2 nd year 0%
Gridline Technical Surveys (2016) Operating Engineers Local 955	6	22	2016-11-10	2016-11-10	1 st year NA 2 nd year 0%
Public Administration					
City of Calgary Calgary Police Association	2,176	12	2018-01-05	2016-12-14	1 st year 2.5%
Real Estate and Rental and Leasing					
Aviscar UFCW Local 401	172	36	2019-05-31	2016-11-16	1 st year \$.25 per hour 2 nd year \$.25 per hour 3 rd year \$.25 per hour

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Retail Trade					
<hr/>					
Transportation and Warehousing					
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Utilities					
<hr/>					
Wholesale Trade					
Wajax Power Systems	42	24	2018-04-30	2017-01-26	1 st year -7%
Machinists Local 1722					2 nd year 0%

Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to February 28, 2017.

Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Buffalo Metis Catering	UFCW Local 401	2016-12-31	220	Mediation
Chateau Lacombe Hotel	UNITE HERE Local 47	2015-12-31	170	Bargaining
Compass Group – ESS First North , Firebag	UNITE HERE Local 47	2016-06-30	170	
Compass Group – ESS First North, Suncor	UNITE HERE Local 47	2016-06-30	150	
Compass Group – Eurest Dining Services	UFCW Local 401	2016-04-25	181	Mediation
Crown Camp Services – Syncrude – Culinary	UNITE HERE Local 47	2016-06-30	160	
Dene West – Albion Sands Village	UNITE HERE Local 47	2016-04-30	250	
Inn Vest Hotels – Fairmont Palliser	Unifor Local 4050	2017-02-28	350	

Administrative and Support, Waste Management and Remediation Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Calgary Exhibition & Stampede	Calgary Musicians Association	2016-12-31	175	Mediation
Calgary Exhibition & Stampede	IATSE Local 212	2017-02-28	243	
Edmonton Space & Science Foundation	Civic Service Union 52	2016-12-31	141	

Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Roadbuilders & Heavy Construction	Operating Engineers Local 955	2015-02-28	1,300	Bargaining
Basilian Industrial Services	CLAC Local 63, Construction	2017-02-28	440	
Bemac Construction	CLAC Local 63, Construction	2017-02-15	280	
Brand Energy Solutions (Canada)	CLAC Local 63, Construction	2017-02-01	280	
Carillion Canada	AUPE	1 st agreement	400	Bargaining
Flint Pipeline Services – Pipeline	CLAC Local 63 – Construction	2016-05-31	175	
Golderado Contracting	CLAC Local 63 – Construction	2017-01-31	320	
IDL Installations	CLAC Local 63 – Construction	2017-01-31	250	
JVD Installations – Construction	CLAC Local 63 – Construction	2016-01-31	1,878	
Kiewit Construction Canada	CLAC Local 63 – Construction	2016-01-31	450	
Ledcor Industrial Limited - NOVA Project	CLAC Local 63 – Construction	2016-01-31	200	
Ledcor Pipeline	CLAC Local 63 – Construction	2016-05-31	727	
Ledcor RMC Services	CLAC Local 63 – Construction	2016-06-30	465	
Ledcor Utility Infrastructure	CLAC Local 63 – Construction	2016-09-30	280	
PCL Builders - Construction	CLAC Local 63, Construction	2016-12-31	250	
Quinn Construction	Quinn Construction Employees' Association	2017-01-31	207	

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
62 School Boards	ATA	2016-08-31	33,121	Bargaining
Athabasca University	Athabasca University Faculty Association	2016-06-30	290	Bargaining
Athabasca University - Tutors	CUPE Local 3911	2016-06-30	325	
Buffalo Trail Public Schools Regional Division 28	CUPE Local 1606	2016-08-31	246	
Calgary Roman Catholic School District No. 1	CUPE Local 520	2016-08-31	283	
Calgary Roman Catholic School District No. 1	Unifor Local 1990	2016-08-31	1,600	
Edmonton Catholic Separate School District No. 7	AUPE	2016-08-31	326	
Edmonton Catholic Separate School District No. 7	Unifor Local 52A	2016-08-31	1,011	Bargaining
Edmonton School District No. 7 - Support Staff	CUPE Local 3550	2015-08-31	2,716	Mediation
Foothills School Division No. 38	Assn. of Drivers of Foothills School Division	2016-08-31	110	
Foothills School Division No. 38	CUPE Local 5040	2016-08-31	157	
Fort McMurray Catholic Board of Education	CUPE Local 2559	2016-08-31	270	
Fort McMurray Public School District No. 2833	CUPE Local 2545	2016-08-31	280	
Horizon School Division No. 67	CUPE Local 3203	2016-08-31	300	
Keyano College	CUPE Local 2157	2016-06-30	180	
Living Waters Catholic Regional Division No. 42	AUPE	2016-08-31	100	
Livingstone Range School Division No. 68	CUPE Local 2133	2016-08-31	110	
Northern Lakes College	Faculty Association of Northern Lakes College	2016-06-30	130	Bargaining

Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to February 28, 2017.

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Portage College	AUPE	2016-06-30	126	Bargaining
Red Deer College	Faculty Association of Red Deer College	2016-06-30	300	
St. Albert Public School District No. 5565	CUPE Local 1099	2016-08-31	249	
Sturgeon School Division No. 24	CUPE Local 4625	2016-08-31	187	

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Health Services – ANC	AUPE	2015-03-31	14,405	Mediation
Bethany Nursing Home	AUPE	2015-03-31	377	Bargaining
Brenda Strafford Foundation - Clifton Manor	AUPE	2015-03-31	211	Mediation
Capital Care – ANC	AUPE	2015-06-30	1,446	Mediation
Carewest – ANC	AUPE	2015-06-30	780	Bargaining
CBI Home Health	AUPE	1 st agreement	512	Mediation
Chantelle Management – Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	
Covenant Health – ANC	AUPE	2015-03-31	2,157	Mediation
Educating & Employing Entities	Professional Association of Resident Physicians	2015-06-30	1,600	Bargaining
Good Samaritan Society - Dr. Gerald Zetter	CUPE Local 1031	2016-06-30	120	Bargaining
Revera - Bow Crest	CUPE Local 8	2016-10-31	150	
Revera - McKenzie Towne	CUPE Local 8	2016-10-31	137	
Revera Lessee - Edgemont Retirement	AUPE	2015-12-31	110	Mediation
Southern Alberta Community Living Association	CUPE Local 4791	2016-06-30	160	Mediation
Symphony Senior Living - Aspen Ridge	AUPE	2016-01-31	107	Bargaining
Well Being Services – Millrise	AUPE	1 st agreement	245	Mediation
Wood's Homes	CUPE Local 4731	2016-09-30	299	
Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2015-03-31	210	Bargaining

Information and Cultural Industries

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Yellow Pages Group - Sales	IBEW Local 2228	2015-12-31	112	Bargaining

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Agropur Cooperative – Milk Plant	UFCW Local 401	2016-05-07	106	Mediation
Air Liquide Canada	Unifor Local 777	2017-01-31	134	
Cameron Canada	Boilermakers Local 146	2017-01-31	134	
Cargill	UFCW Local 1118	2016-12-31	1,842	
Cavendish Farms – Potatoes	UFCW Local 401	2017-02-28	124	
EVRAZ	Unifor Local 551	2016-01-31	131	Bargaining
Imperial Oil - Strathcona Refinery	Unifor Local 21A	2016-01-31	207	Mediation
Kawneer Company Canada	Unifor Local 99	2017-02-28	171	
Kiewit Energy Fabricators	CLAC Local 63 – Construction	2016-02-15	140	
Olymel	UFCW Local 1118	2016-01-31	1,300	
Prudential Steel	Steelworkers Local 7226	2015-12-31	301	
Sobeys West - Calgary Refrigerated Warehouse & Commissary	UFCW Local 401	2016-08-27	262	

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Innovator Industrial Services	Unifor Local 3000CA	2017-02-19	339	

Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Edmonton Economic Development – Shaw Conference	UFCW Local 401	2016-11-22	476	
JVD Installations – Maintenance	CLAC Local 63	2017-01-31	480	

Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to February 28, 2017.

Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
OJ Industrial Maintenance	Operating Engineers Local 955	2016-12-31	140	
Various Employers	National Maintenance Council	2016-12-31	2,000	

Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Pensions Administration	AUPE	2014-12-31	153	CAB
City of Calgary	IAFF Local 255	2016-12-31	1,496	
City of Edmonton	Edmonton Police Association	2016-12-29	1,700	
City of Edmonton	IAFF Local 209	2016-12-24	1,112	
City of Fort Saskatchewan	CUPE Local 30	2016-12-31	220	
City of Lethbridge	IAFF Local 237	2016-12-31	166	
City of Lethbridge	Lethbridge Police Association	2015-12-31	170	Bargaining
City of Medicine Hat	CUPE Local 46	2016-12-31	800	
City of Medicine Hat	Medicine Hat Police Association	2016-12-31	115	
City of Red Deer	IAFF Local 1190	2016-12-31	185	
Regional Municipality of Wood Buffalo	IAFF Local 2494	2016-12-31	177	
Strathcona County	AUPE	2016-12-31	210	
Strathcona County	IAFF Local 2461	2016-12-31	182	
Town of Hinton	CEP Local 855	2016-12-31	100	

Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Calgary Co-Op	Union of Calgary Co-Operative Employees	2016-10-29	2,822	
First Truck Centre Edmonton	CLAC Local 56	2016-10-31	135	
Medicine Hat Co-Op	UFCW Local 401	2015-07-19	170	Bargaining

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Tracker Logistics	Unifor Local 4050	2016-10-31	137	

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
ATCO Electric	Canadian Energy Workers Association	2016-12-31	1,597	
ATCO Gas & Pipelines - Office Unit	Natural Gas Employees Association	2016-12-31	367	
ATCO Gas & Pipelines - Plant Unit	Natural Gas Employees Association	2016-12-31	1,041	
ATCO Power Canada	Canadian Energy Workers Association	2016-12-31	276	
ENMAX Corporation	CUPE Local 38	2016-12-31	706	
Transalta Generation Partnership (TAGP)	IBEW Local 254	2016-12-31	380	

Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Buy-Low Foods	CLAC Local 56, Pre-Board Screeners, Logistics, Manufacturing	2016-12-31	100	
Federated Co-Operatives & Grocery People	Teamsters Local 987	2016-08-31	139	
Western Grocers	Teamsters Local 987	2016-06-16	168	

Essential Services Bargaining Relationships

Parties subject to essential services provisions

Government, Boards, and Agencies

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Pensions Administration	AUPE	2014-12-31	153	CAB
Alberta Investment Management Corporation	AUPE	2016-08-31	55	Expired
Alberta Livestock & Meat Agency	AUPE	2017-03-31	20	Active
ATB Financial	AUPE	2017-03-31	1,181	Active
GOA	AUPE	2017-03-31	24,314	Active
Travel Alberta	AUPE	2017-03-31	37	Active
Alberta Gaming & Liquor Commission	AUPE	2017-07-31	620	Active
Alberta Innovates - Bio Solutions	AUPE	2017-08-31	6	Active
Alberta Innovates - Energy & Environmental Solutions	AUPE	2017-08-31	9	Active
Alberta Innovates - Technology Futures	AUPE	2017-09-30	250	Active
Workers' Compensation Board	HSAA	2017-12-31	123	Active

Education

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Athabasca University – Tutors	CUPE Local 3911	2016-06-30	325	Bargaining
Keyano College	CUPE Local 2157	2016-06-30	180	Bargaining
Portage College	AUPE	2016-06-30	126	Bargaining
Alberta College of Art & Design	AUPE	2017-06-30	69	Active
Athabasca University	AUPE	2017-06-30	269	Active
Bow Valley College	AUPE	2017-06-30	316	Active
Grande Prairie Regional College	Employees' Association	2017-06-30	140	Active
Grande Prairie Regional College - Fairview Campus	AUPE	2017-06-30	100	Active
Grant MacEwan University	Staff Association	2017-06-30	720	Active
Lakeland College	AUPE	2017-06-30	263	Active
Lethbridge College	AUPE	2017-06-30	334	Active
Medicine Hat College	AUPE	2017-06-30	163	Active
Mount Royal University	Staff Association	2017-06-30	678	Active
NAIT	AUPE	2017-06-30	1,100	Active
NorQuest College	AUPE	2017-06-30	224	Active
Northern Lakes College	AUPE	2017-06-30	109	Active
Olds College	AUPE	2017-06-30	200	Active
Red Deer College	AUPE	2017-06-30	250	Active
Red Deer College	CUPE Local 1445	2017-06-30	166	Active
SAIT	AUPE	2017-06-30	700	Active
University of Lethbridge	AUPE	2017-06-30	510	Active
University of Calgary	AUPE	2018-03-30	4,800	Active
University of Alberta	Non-Academic Staff	2019-03-31	6,678	Active

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2014-03-31	68	Bargaining
Carewest - Colonel Belcher	CUPE Local 8	2014-06-30	66	Bargaining
Alberta Health Services – ANC	AUPE	2015-03-31	14,500	Mediation
Bethany Nursing Home - Rosehaven Care Centre	AUPE	2015-03-31	377	Bargaining
Covenant Health – ANC	AUPE	2015-03-31	2,157	Mediation
Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2015-03-31	210	Bargaining
Capital Care – ANC	AUPE	2015-06-30	1,446	Mediation
Carewest – ANC	AUPE	2015-06-30	780	Bargaining
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE Local 1031	2016-06-30	120	Bargaining
Alberta Health Services	UNA	2017-03-31	28,353	Active
Alberta Health Services – GSS	AUPE	2017-03-31	23,800	Active
Alberta Health Services - PMP/PMT	HSAA	2017-03-31	18,930	Active
Bethany Care Society – Calgary	UNA	2017-03-31	68	Active
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2017-03-31	15	Active
Bethany Nursing Home - Rosehaven Care Centre	UNA	2017-03-31	21	Active
Capital Care	UNA	2017-03-31	325	Active
Capital Care - PMP/PMT	HSAA	2017-03-31	154	Active
Carewest - Colonel Belcher	UNA	2017-03-31	24	Active
Covenant Health	UNA	2017-03-31	2,876	Active
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2017-03-31	1,109	Active
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2017-03-31	28	Active
Covenant Health – GSS	AUPE	2017-03-31	510	Active
Covenant Health - PMP/PMT	HSAA	2017-03-31	1,314	Active

Essential Services Bargaining Relationships

Parties subject to essential services provisions

Health Care

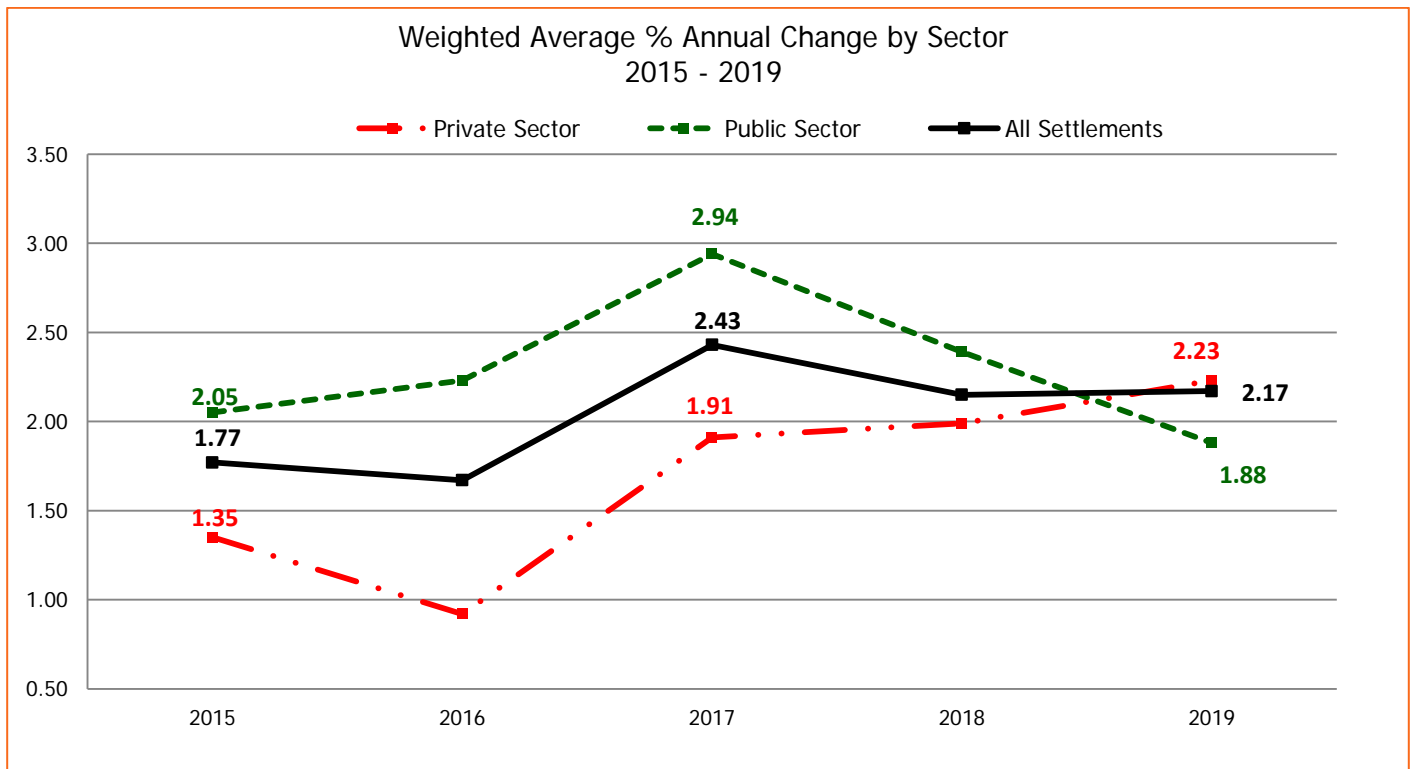
EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Lamont Health Care Centre	AUPE	2017-03-31	80	Active
Lamont Health Care Centre	HSAA	2017-03-31	13	Active
Lamont Health Care Centre	UNA	2017-03-31	34	Active
Shepherd's Care - Millwoods & Kensington Village	UNA	2017-03-31	32	Active
St. Michael's Long Term Care Centre	UNA	2017-03-31	15	Active
Capital Care - GSS	AUPE	2017-06-30	500	Active
Carewest – GSS	AUPE	2017-06-30	417	Active
Carewest - PMP/PMT	HSAA	2017-06-30	180	Active
Bethany Care Society – Calgary	HSAA	2017-07-31	13	Active
Bethany Care Society - Calgary - ANC	AUPE	2017-08-31	367	Active
Bethany Care Society - Calgary - GSS	AUPE	2017-08-31	39	Active
Shepherd's Care - Millwoods - ANC	AUPE	2017-09-30	125	Active
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2018-03-31	650	Active
Covenant Health - St. Michael's Health Centre	CUPE Local 408	2018-03-31	95	Active
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2018-06-30	15	Active
St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	Active
Covenant Health – St. Joseph's Home / Carmel Hospice	CUPE Local 408	2018-08-31	25	Active

Wage Settlements in Alberta

Weighted Average % Annual Change by Sector 2015-2019

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

	Sector	Agreements	Employees	Weighted Average % Annual Change
2015	Private Sector	600	169,584	1.35
	Public Sector	531	246,888	2.05
	All Settlements	1,131	416,472	1.77
2016	Private Sector	539	156,578	0.92
	Public Sector	405	206,375	2.23
	All Settlements	944	362,953	1.67
2017	Private Sector	277	50,544	1.91
	Public Sector	185	52,462	2.94
	All Settlements	462	103,006	2.43
2018	Private Sector	120	21,769	1.99
	Public Sector	79	15,036	2.39
	All Settlements	199	36,805	2.15
2019	Private Sector	35	3,915	2.23
	Public Sector	11	704	1.88
	All Settlements	46	4,619	2.17

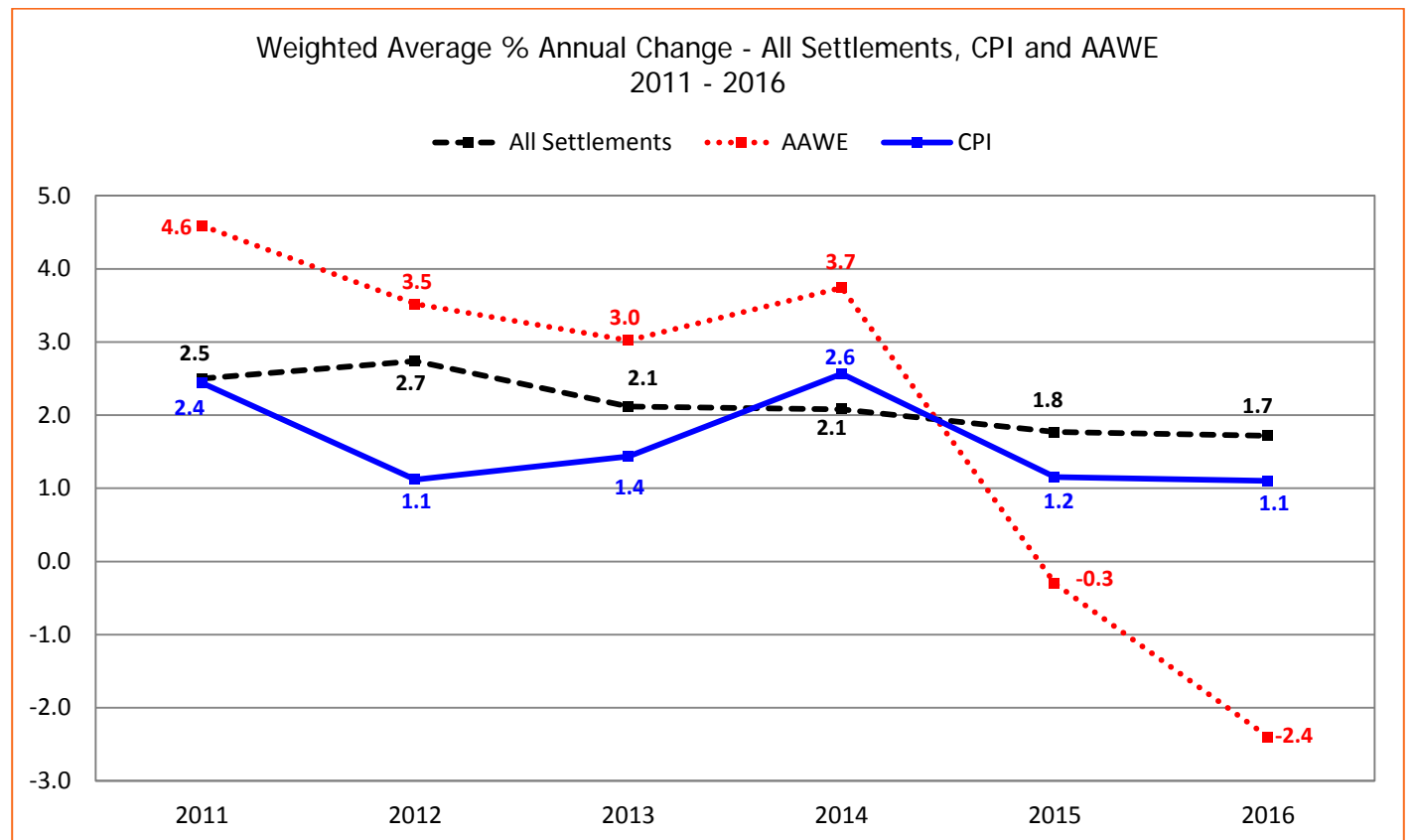


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca

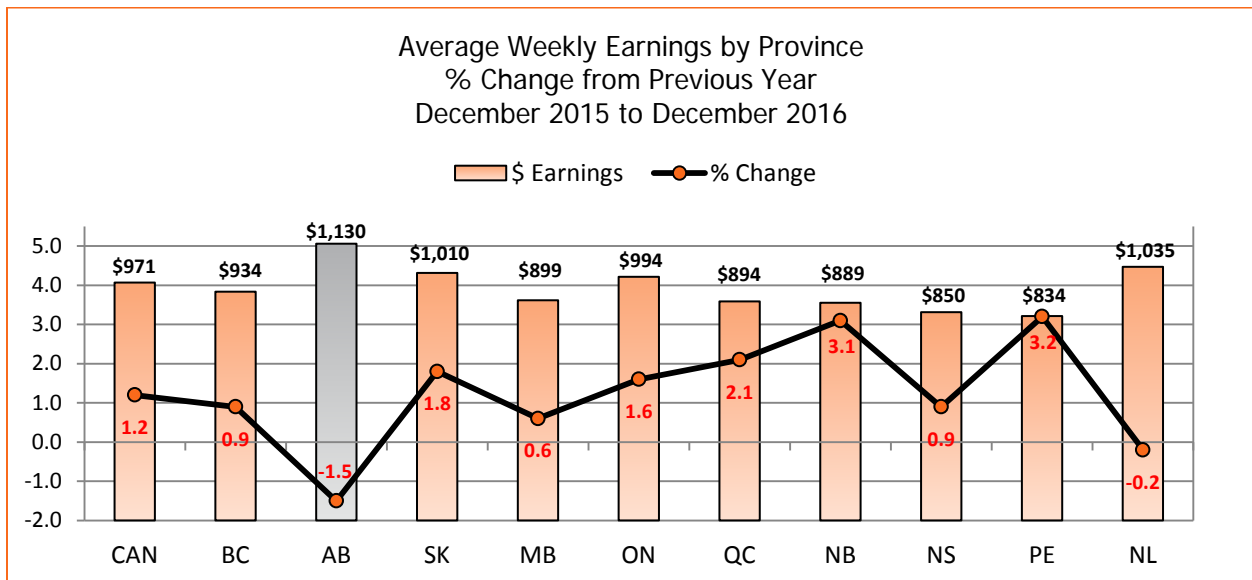
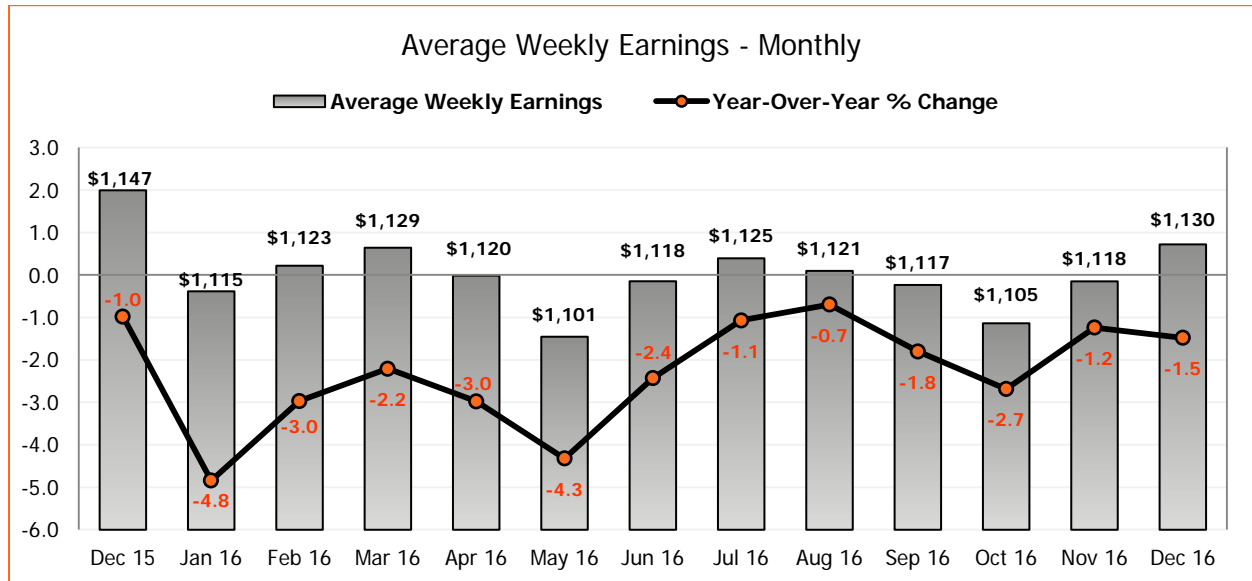
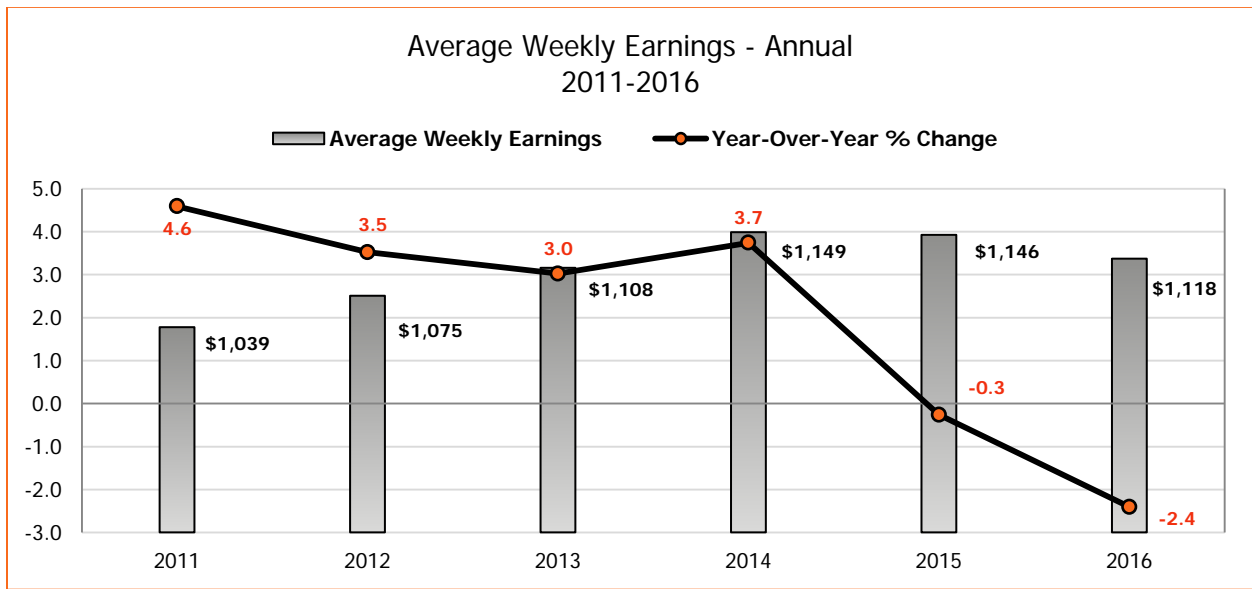
Wage Settlements in Alberta Weighted Average % Annual Change by Industry

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

Industry Sector	2015			2016			2017			2018		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	42	5,510	3.03	27	4,144	2.84	14	1,887	2.62	3	193	2.71
Administrative & Support, Waste Management & Remediation Services	12	1,396	0.62	11	1,543	0.80	8	1,387	1.98	2	132	1.84
Arts, Entertainment, & Recreation	36	4,275	2.05	40	4,640	1.81	30	3,665	2.25	18	2,379	1.98
Construction	129	75,600	0.26	114	71,801	-0.33	31	4,035	-1.50	5	1,340	0.68
Educational Services	179	76,651	1.78	83	36,525	1.89	26	14,446	1.60	7	2,218	0.89
Finance & Insurance	2	6	2.75	3	32	6.67	3	32	2.95			
Health Care & Social Assistance	198	100,318	1.93	176	98,438	2.01	59	5,089	2.34	23	1,713	1.74
Information & Cultural Industries	16	1,787	2.18	12	1,637	2.75	9	1,544	3.26	5	779	2.89
Manufacturing	182	23,123	2.00	170	22,251	1.28	94	10,612	1.92	47	4,616	2.07
Mining & Oil & Gas Extraction	27	8,321	1.03	20	7,640	0.71	8	3,992	2.11	5	3,883	2.54
Other Services (except Public Administration)	48	9,138	0.64	41	5,686	0.44	23	1,780	1.23	10	876	2.98
Professional, Scientific, & Technical Services	6	2,061	0.51	7	1,891	2.20	5	1,801	2.29			
Public Administration	130	64,476	2.49	125	66,232	2.72	83	28,653	3.75	41	9,379	2.92
Real Estate & Rental & Leasing	4	244	3.15	4	291	2.46	2	200	2.33			
Retail Trade	20	25,745	3.13	21	23,100	3.49	18	14,019	2.77	10	4,901	1.88
Transportation & Warehousing	48	4,680	1.97	46	4,430	0.99	26	2,950	1.49	13	877	1.06
Utilities	27	8,823	3.44	23	8,636	3.24	12	4,074	2.65	5	1,537	2.30
Wholesale Trade	25	4,318	2.88	21	4,036	0.42	11	2,840	1.10	5	1,982	1.32
All Settlements	1,131	416,472	1.77	944	362,953	1.67	462	103,006	2.43	199	36,805	2.15



Average Weekly Earnings Alberta (AWEA)*



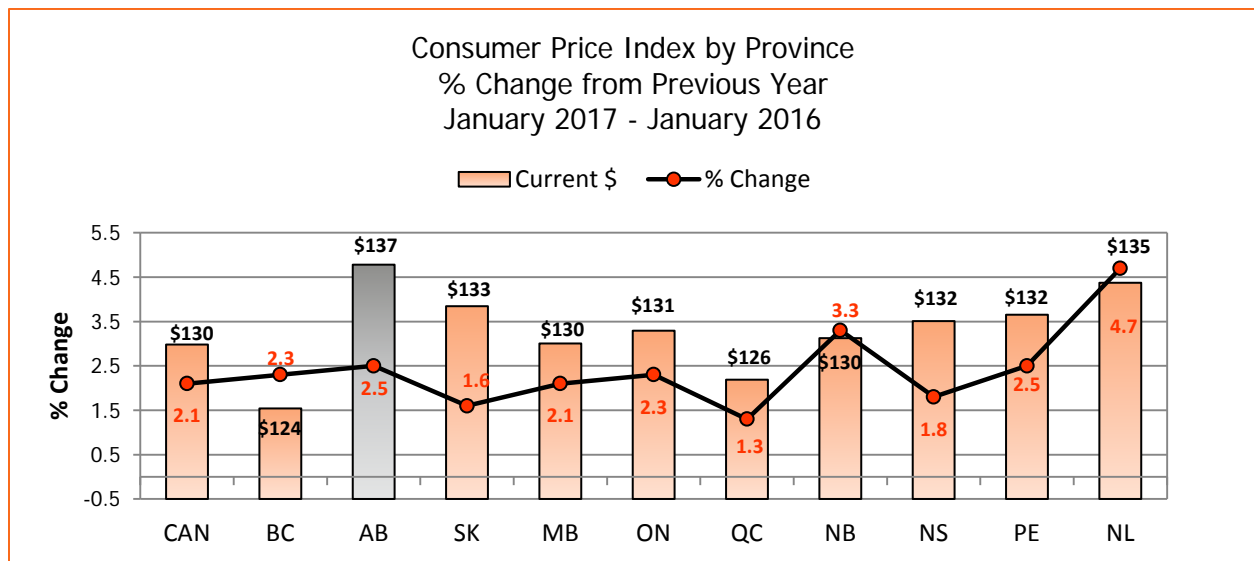
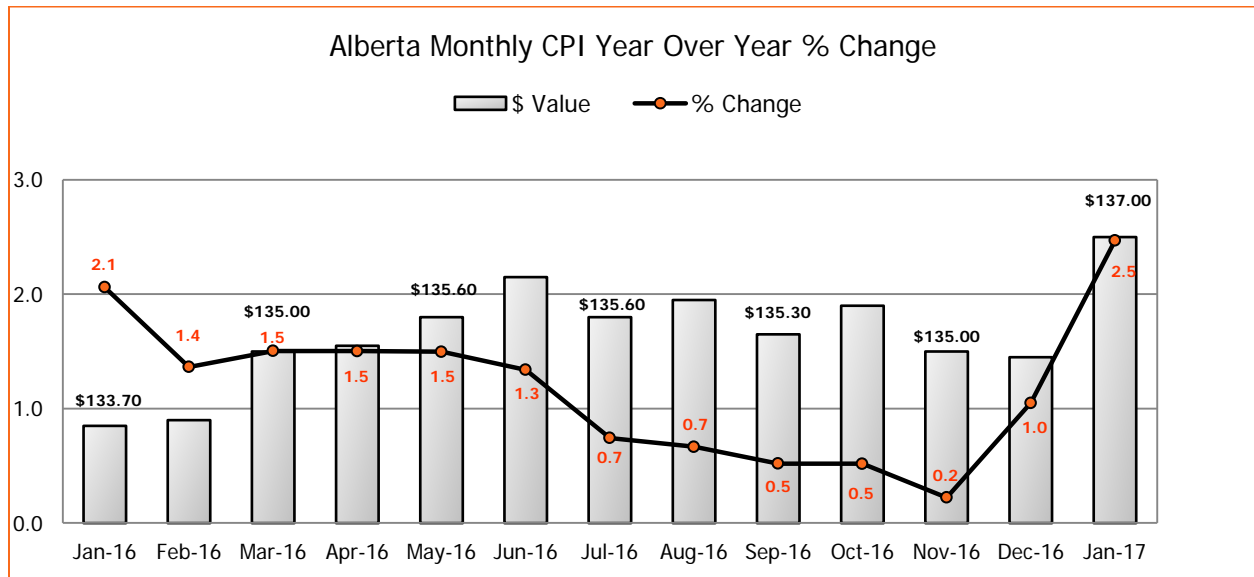
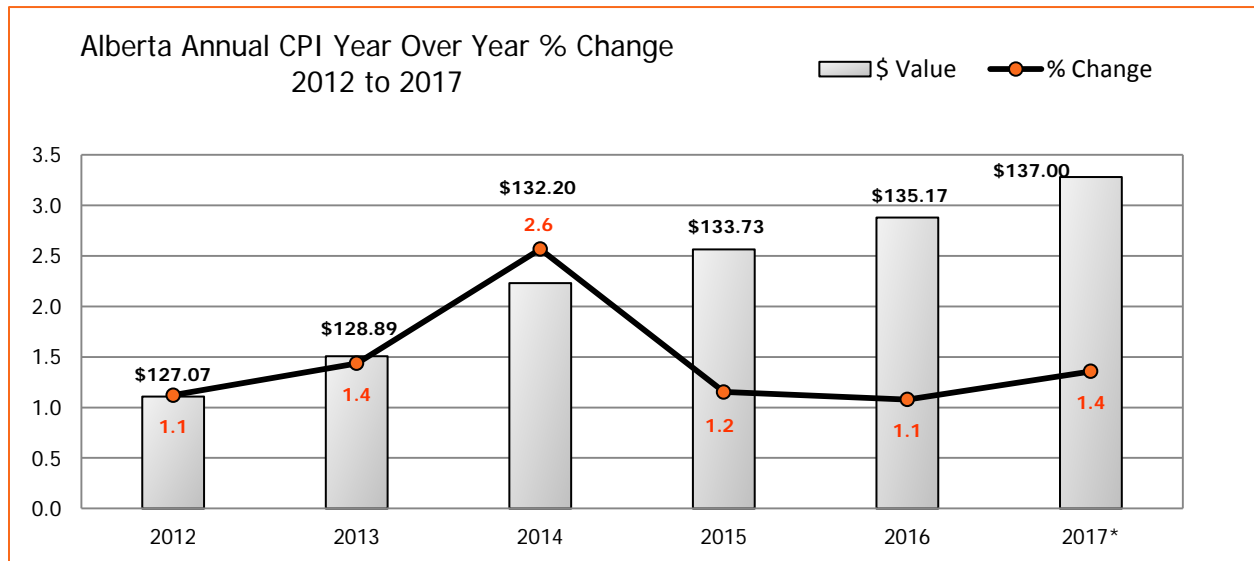
*To date preliminary figures. Graph data available upon request.

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

² Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100



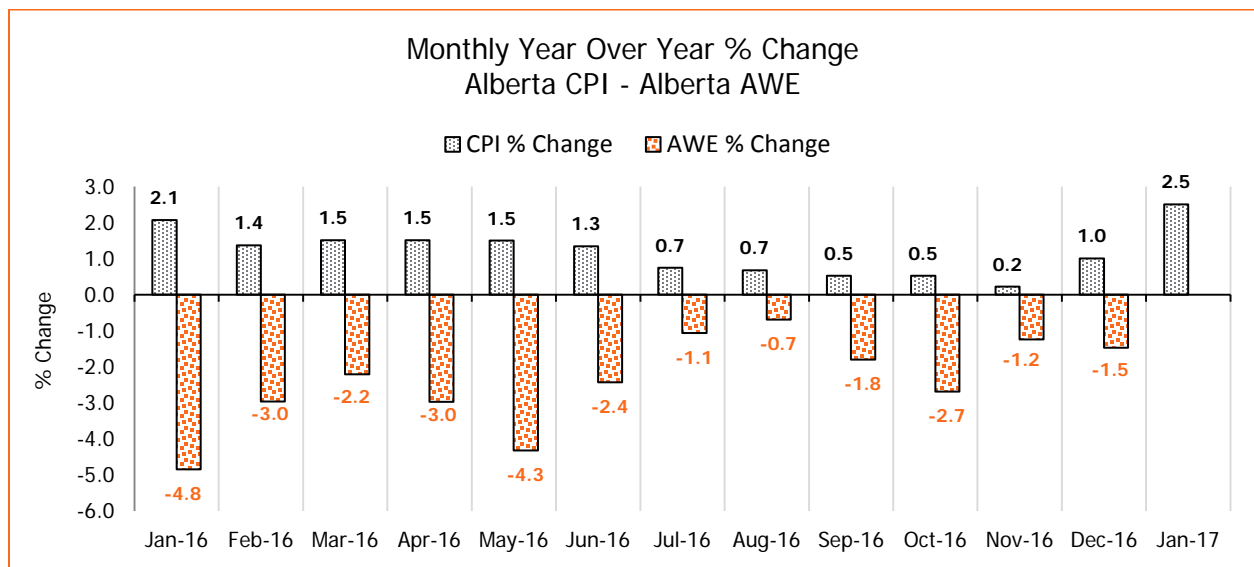
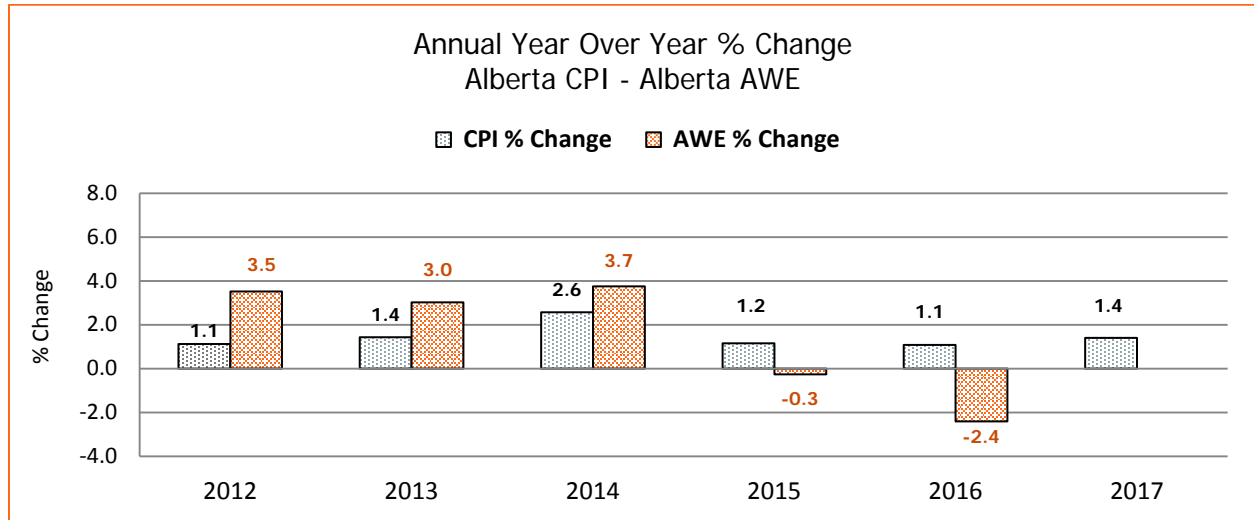
*Year to date – Graph data available upon request.

¹ Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison



Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Jan 16	126.8	2.0	133.7	2.1	133.4	2.2	134.3	2.0
Feb 16	127.1	1.4	133.8	1.4	133.3	1.3	134.4	1.4
Mar 16	127.9	1.3	135.0	1.5	134.7	1.6	135.5	1.4
Apr 16	128.3	1.7	135.1	1.5	135.0	1.7	135.5	1.4
May 16	128.8	1.5	135.6	1.5	135.4	1.6	135.9	1.3
Jun 16	129.1	1.5	136.3	1.3	136.2	1.6	136.6	1.2
Jul 16	128.9	1.3	135.6	0.7	135.3	0.9	135.9	0.6
Aug 16	128.7	1.1	135.9	0.7	135.6	0.7	136.3	0.6
Sep 16	128.8	1.3	135.3	0.5	135.2	0.6	135.7	0.4
Oct 16	129.1	1.5	135.8	0.5	135.7	0.7	136.3	0.4
Nov 16	128.6	1.2	135.0	0.2	134.8	0.2	135.4	0.1
Dec 16	128.4	1.5	134.9	1.0	134.7	1.1	135.3	0.9
Jan 17	129.5	2.1	137.0	2.5	136.9	2.6	137.4	2.3

Average Weekly Earnings													
	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16
AWE \$	\$1,146.60	\$1,114.88	\$1,122.92	\$1,128.57	\$1,119.81	\$1,100.62	\$1,118.04	\$1,125.25	\$1,121.30	\$1,116.88	\$1,104.84	\$1,118.01	\$1,129.62
AWE %	-0.98	-4.84	-2.97	-2.21	-2.98	-4.32	-2.43	-1.07	-0.70	-1.80	-2.69	-1.24	-1.48

^{*}Year to date – Graph data available upon request.

¹ **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

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

Source: Statistics Canada Consumer Price Index

Union Data – Employees, Collective Agreements

UNION	EE	CBA's	UNION	EE	CBA's
ACTRA	1,076	2	Insulators	780	1
Advance Tank Centre's Employees Association	35	1	Intermediate Staff Association	53	1
Alberta College of Art & Design Faculty Association	116	1	Iron Workers	4,451	11
Amalgamated Beverages Employees' Association	23	1	Keyano College Faculty Association	146	1
Association of Drivers of Foothills School Division	110	1	Labourers	10,274	14
Association of the Academic Staff of the University of Alberta	3,956	1	Lacombe Police Association	15	1
ATA	33,294	68	Lakeland College Faculty Association	194	1
Athabasca University Faculty Association	290	1	Lethbridge College Faculty Association	350	1
ATU	6,263	9	Lethbridge Police Association	170	1
AUPE	97,415	126	Lethbridge Regional Police Senior Officers	4	1
Bakery Workers	625	5	MacEwan Staff Association	720	1
Bargaining Council of Construction & Maintenance Skilled Trades	150	1	Machinists	1,972	9
Battle River School Bus Drivers' Association	36	1	MaXfield Employees' Organization	98	1
Boilermakers	4,022	21	Media & Communications Workers	125	5
Bow Valley College Faculty Association	140	1	Medicine Hat Employees' Association	155	1
Bricklayers	1,700	4	Medicine Hat Police Association	115	1
Calgary Board of Education Staff Association	3,600	1	Millwrights	800	1
Calgary Board of Education Staff Association for Professional Support Staff	175	1	Mine Workers	771	2
Calgary Musicians Association	403	7	Mount Royal Faculty Association	942	1
Calgary Police Association	2,176	1	Mount Royal Staff Association	678	1
Calgary Police Senior Officers' Association	40	1	Multi-Union	8,000	7
Calgary Printing Trades Union	16	1	NAIT Academic Staff Association	1,200	1
Camrose Police Association	28	1	National Hockey League Officials Association	70	1
CANA Services Employees Association	66	3	National Hockey League Players Association	700	1
Canadian Energy Workers Association	2,048	4	National Maintenance Council	2,000	1
Canadian Football League Players' Association	92	1	Natural Gas Employees Association	1,602	3
Canadian Iron Steel & Industrial Workers	262	6	Non-Academic Staff Association	6,686	3
Canadian National Federation of Independent Unions	500	1	NorQuest College Faculty Association	246	1
Canadian Office & Professional Employees	73	19	Oil & Gas Union	76	2
Canadian Staff Union	27	1	Olds College Faculty Association	63	1
Canadian Union of Skilled Workers	25	1	Operating Engineers	9,814	63
CANEM Systems Employees Association	386	2	Painters	594	3
Carpenters	10,354	19	Plasterers & Cement Masons	935	4
Central Alberta Association of Municipal & School Employees	602	2	Plumbers & Pipefitters	13,577	19
Civic Service Union 52	6,043	5	Portage College Faculty Association	102	1
CLAC	29,182	161	Professional Association of Resident Physicians of Alberta	1,600	1
Commercial Industries Employees' Association	43	1	Professional Support Staff - Grande Prairie Public School District	38	1
Concordia University College Faculty Association	50	1	Quality Control Council of Canada	1,680	1
Construction Maintenance & Allied Workers	900	3	Quinn Construction Employees Association	207	1
CUPE	37,364	199	SAIT Academic Faculty Association	660	1
Edmonton Police Association	1,700	1	Service Employees' International Union	220	2
Edmonton Police Service Senior Officers' Association	37	1	Sheet Metal Workers	953	3
Elevator Constructors	650	2	Steelworkers	4,003	34
Elk Island Catholic Transportation Association	36	1	Taber Police Association	13	1
Employees' Association of Food & Bar Services	216	1	Teamsters	8,829	118
ENTREC Employee Association	76	1	Trotter & Morton Technologies Employees' Association	148	1
Faculty Association of Medicine Hat College	326	1	UFCW	31,216	84
Faculty Association of Northern Lakes College	130	1	UNA	32,729	45
Faculty Association of Red Deer College	300	1	Unifor	13,809	101
Faculty Association of the University of Calgary	2,300	1	Union of Calgary Co-Operative Employees	2,961	2
Glass, Molders, Pottery, Plastics and Allied Workers Local 360	31	1	Union Tractor Employees' Association	101	1
Grande Prairie Public School District Employees Association	299	1	UNITE HERE	2,035	17
Grande Prairie Regional College Academic Staff Association	230	1	Unitech Electrical Contracting Employees' Association	41	1
Grande Prairie Regional College Employees' Association	140	1	United Utility Workers	1,506	6
Grant MacEwan University Faculty Association	1,000	1	University of Lethbridge Faculty Association	500	1
HSAA	24,640	31	Western Canada Employees' Association	62	1
IAFF	3,986	16	Willow Creek School Bus Drivers Association	32	1
IATSE	2,104	21			
IBEW	10,386	28			
Independent Air Handlers Employees Association	35	1			
Independent Sheet Metal Workers	77	1			

Abbreviations / Acronyms Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ANC – Auxiliary Nursing

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

Bakery Workers – 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

CBA – Collective Bargaining Agreement

Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

CLR – Construction Labour Relations

CMAW – Construction Maintenance & Allied Workers

CNIFU – Canadian Federation of Independent Unions

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

Glass Workers – Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

GPMC – General Presidents' Maintenance Committee for Canada

GSS – General Support Services

HCA – Health Care Aide

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

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

LPN – Licensed Practical Nurse

Operating Engineers – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

NAIT – Northern Alberta Institute of Technology

NASA – Non-Academic Staff Association

NGEA – Natural Gas Employees' Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers & Pipefitters – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PMP/PMT – Paramedical Professional/Paramedical Technical

SAIT – Southern Alberta Institute of Technology

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

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

UUWA – United Utility Workers Association

Resource List

[Alberta Labour, Mediation Services](#)

- [Filing Collective Bargaining Agreements](#)
- [Search Collective Bargaining Agreements](#)
- [Publications](#) -Bargaining Update, Collective Agreement Wage Charts, Expiring Collective Agreements, Legal Work Stoppage

[Alberta Labour Relations Board \(ALRB\)](#)

- [Active ALRB certificates](#)

[Alberta Chamber of Commerce](#)

[Alberta Economic Reviews](#) (contains key economic indicators, updated monthly)

[Alberta Labour Market Information](#)

- [Monthly Labour Force Statistics and Annual Reviews](#)
Monthly statistical updates on Alberta's labour force which includes employment and unemployment rates.
- [Census Analysis](#)
Three reports that analyze population, education, income, employment and other characteristics of Albertans, Aboriginal People, and Persons with Disabilities, using the 2006 Census data.
- [Profiles of Alberta Industries](#)
Annual profiles of Alberta's 18 major industries. Information and statistics on demographics, wages and employment trends and outlook are included.
- [Alberta Labour Force Profiles](#)
Annual reports on the labour force characteristics of Alberta's five target groups, women, youths, immigrants, Aboriginal people, and workers aged 45 and over.
- [Labour Market Forecasts](#)
Short and medium employment forecasts for Alberta and the eight economic regions, and long-term occupational demand and supply outlook by 3-digit and 4-digit NOC for Alberta.
- [Labour Market Highlights](#)
A PowerPoint presentation that provides a snapshot of Alberta's labour market conditions, trends and challenges.
-

[Alberta Learning Information Service \(ALIS\)](#)

[City of Edmonton Economic Statistics](#)

[City of Calgary Economic Reports](#)

[Alberta Federation of Labour \(AFL\)](#)

COLLECTIVE AGREEMENTS



[Alberta Mediation Services](#)

BC

[British Columbia Labour Relations Board](#)

BC

[British Columbia Bargaining Database](#)

ON

[Ontario Ministry of Labour](#)

NL

[Newfoundland & Labrador Labour Relations Agency](#)

NS

[Nova Scotia Labour & Advanced Education](#)

NB

[New Brunswick Post-Secondary Education, Training and Labour](#)



[Negotech](#) - Canadian agreements from selected bargaining units of 100 or more under provincial jurisdiction, all bargaining units under federal jurisdiction, and all large bargaining units of 500 or more employees.



[United States Labor Contracts Database](#)



[U.S. Dept. of Labor. Office of Labor-Management Standards - Collective Bargaining Agreements Filer](#)