

Bargaining Update

JUNE 2017

In this Issue:

- 2 Alberta Settlements
- 4 Current & Upcoming Collective Bargaining
- 9 Essential Services Bargaining Relationships
- 14 Wage Settlements in Alberta – Sector Wage Changes
- 15 Wage Settlements in Alberta – Industry Wage Changes
- 16 Average Weekly Earnings [AWE], Dec 2016
- 17 Consumer Price Index [CPI], Jan 2017
- 18 CPI and AWE Comparison, Jan 2017
- 19 Union Data – Employees, Collective Agreements
- 20 Abbreviations / Acronyms Listing
- 21 Resource List



Essential Services

The *Essential Services Bargaining Relationships* table on page 9 listed hospitals, faculty associations and public service agencies captured by the essential services legislation. The table has been expanded to include:

- nursing homes
- supportive / continuing care facilities
- medical diagnostic services

The *Current & Upcoming Collective Bargaining* table now indicates which relationships fall under the essential services legislation.

For further information, contact:
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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 June.

In June 2017, Mediation Services received settlement information regarding 37 bargaining relationships encompassing 5,719 employees. There were 21 private sector and 16 public sector settlements, covering 1,947 and 3,772 employees respectively.

Highlights

Collective Bargaining Agreements

Section 132 of the *Labour Relations Code* states that each party to a collective agreement must file a copy of the agreement with the Director of Mediation Services.



Section 150.1 of the *Labour Relations Code*, SA 2017 c4, requires parties to file their collective agreements within 30 days after entering into the agreement.

When filing a collective agreement please include as much of the following information as possible.

- Date of Ratification
- Number of Employees covered by the agreement
- Classification with the largest number of employees
- ALRB Certificate number(s) if available

Collective agreements should be submitted electronically to cba.submissions@gov.ab.ca
















Covenant Health

On June 16, 2017 Covenant Health and AUPE representing approximately 2,150 auxiliary nursing employees reached a 24 month collective agreement with an expiry date of March 31, 2017.














Points West Living Cold Lake Inc.

The lockout/strike which began on December 16, 2016 affecting fifty-one employees represented by AUPE ended on June 22, 2017.







Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Accommodation and Food Services					
 Buffalo Metis Catering Employees UFCW Local 401	220	30	2019-12-31	2017-06-04	1 st year -17.9% 2 nd year 0% 3 rd year 0%
Administrative and Support, Waste Management and Remediation Services					
 GEEP Alberta CLAC Local 56	50	60	2021-12-31	2017-3-30	1 st year 0%; Lump sum 1.0% 2 nd year 0%; Lump sum 0.5% 3 rd year 0%; Lump sum 0.5% 4 th year 1% 5 th year 1%
Arts, Entertainment, and Recreation					
Construction					
 Bemac Construction CLAC Local 63	10	24	2019-02-16	2017-05-16	1 st year -5.5% 2 nd year TBD
 Brand Energy Solutions (Canada) CLAC Local 63	145	24	2019-01-31	2017-03-31	1 st year -3.65% 2 nd year TBD
 Canonbie Contracting CLAC Local 63	23	30	2019-07-31	2017-03-21	1 st year -5.5% 2 nd year TBD
 Golderado Contracting CLAC Local 63	120	24	2019-01-31	2017-04-28	1 st year 0% 2 nd year TBD
 Heavy North Construction CLAC Local 63	75	31	2019-07-31	2017-04-27	1 st year 6.1% 2 nd year TBD
 Ledcor Alberta – Roadbuilding CLAC Local 63	22	27	2019-04-30	2017-06-02	1 st year 0% 2 nd year TBD
 Ledcor Industrial Alberta CLAC Local 63	380	32	2019-09-30	2017-03-21	1 st year -5.4% 2 nd year TBD
 Ledcor Pipe & Infrastructure CLAC Local 63	56	32	2020-01-31	2017-06-09	1 st year -3.3% 2 nd year TBD 3 rd year TBD
 Midwest Equipment Rentals CLAC Local 63	30	24	2018-05-31	2016-06-16	1 st year 0% 2 nd year 0%
 PCL Builders CLAC Local 56	45	24	2018-10-31	2016-11-01	1 st year -\$.50 per hour 2 nd year TBD
Educational Services					
 Athabasca University Athabasca University Faculty Association	402	24	2018-06-30	2017-06-14	1 st year 2% 2 nd year 2%
 Buffalo Trail Public Schools Regional Division No. 28 CUPE Local 1606	275	36	2019-08-31	2017-03-29	1 st year 0% 2 nd year TBD, \$400 lump sum 3 rd year TBD
 Canadian Rockies Regional Division No. 12 CUPE Local 4306	53	36	2019-09-31	2017-06-19	1 st year 0.0%, \$325 lump sum 2 nd year 0.0%, \$325 lump sum 3 rd year 1.5%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Health Care and Social Assistance					
 Age Care – Walden Heights – GSS AUPE	84	36	2020-06-01	2017-06-02	1 st year 2% 2 nd year 2% 3 rd year 2%
 Brenda Strafford Foundation – Clifton Manor AUPE	212	48	2019-03-31	2017-06-28	1 st year 1.0% 2 nd year 1.0% 3 rd year 1.0% 4 th year 1.2%
 Covenant Health – ANC AUPE	2,157	24	2017-03-31	2017-06-16	1 st year 1.2% 2 nd year 0.8%
 Intercare – Kingsland Terrace CUPE Local 8	36	24	2019-03-31	2017-03-30	1 st year ANC = 1%; GSS = 2.5% 2 nd year ANC = 1%; GSS = 1.0%
 Operation Friendship Seniors Society CUPE Local 474	59	36	2020-03-31	2017-03-29	1 st year 1.5% 2 nd year 2.0% 3 rd year 2.5%
 Points West Living Cold Lake AUPE	51	36	2019-12-31	2017-06-21	1 st year NA 2 nd year 2% 3 rd year 2%
 Revera - McKenzie Towne Care Centre CUPE Local 8	137	24	2018-10-31	2017-02-09	1 st year 2% 2 nd year 2%
 Venta Care – ANC AUPE	100	24	2017-07-31	2016-12-21	1 st year 1.2% 2 nd year 0.8%
 Venta Care – GSS AUPE	50	24	2017-07-31	2016-12-21	1 st year 2% 2 nd year 2%
<hr/>					
Information and Cultural Industries					
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Manufacturing					
 Derantech Welding CLAC Local 63	10	32	2020-01-31	2017-06-19	1 st year -3.2% 2 nd year TBD 3 rd year TBD
 Imperial Oil – Strathcona Refinery Unifor Local 21A	207	36	2019-01-31	2017-05-24	1 st year 0.0% 2 nd year 2.0% 3 rd year 2.5%
 Moduline Industries Medicine Hat Employees' Association	89	36	2020-06-06	2017-06-04	1 st year 1.35% 2 nd year 1.66% 3 rd year 2.00%
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Mining and Oil and Gas Extraction					
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Other Services (except Public Administration)					
 Alberta New Democrat Party COPE Local 458	4	60	2019-12-31	2016-12-08	1 st year 0.00% 2 nd year 3.00% 3 rd year 2.75% 4 th year 2.25% 5 th year 1.00%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Professional, Scientific and Technical Services					
Public Administration					
 City of Lethbridge – Para Transit ATU Local 987	35	36	2019-12-31	2017-06-19	1 st year 2.5% 2 nd year 3.0% 3 rd year Me Too
 County of Newell No. 4 CUPE Local 1032	18	48	2020-12-31	2017-04-10	1 st year 0% 2 nd year 1% 3 rd year 2% 4 th year 2%
 Town of Wainwright CUPE Local 5606	42	24	2018-12-31	2017-06-20	1 st year 1% 2 nd year 1%
Real Estate and Rental and Leasing					
Retail Trade					
Transportation and Warehousing					
Utilities					
 AltaLink Management IBEW Local 254	29	24	2018-12-31	2017-06-02	1 st year 2.35% 2 nd year 2.35%
Wholesale Trade					
 Federated Co-Operatives & Grocery People Teamsters Local 987	157	48	2020-08-31	2017-01-09	1 st year 1.5% 2 nd year 2.0% 3 rd year 1.5% 4 th year 2.0%
 Sobeys West – Calgary Refrigerated Warehouse & Commissary	259	60	2021-08-28	2017-01-31	1 st year \$1,000 lump sum 2 nd year \$.40 per hour 3 rd year \$.40 per hour 4 th year \$.45 per hour 5 th year \$.45 per hour

Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to June 30, 2017.

Essential Services Relationships [ES] indicated with ✓

Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
ARAMARK Canada – University of Calgary	UFCW Local 401	1 st CBA	217		Mediation
ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	2017-06-30	130		
ATCO Structures & Logistics - Richardson Lodge	CLAC Local 301	2017-05-31	175		
Chateau Lacombe Hotel	UNITE HERE Local 47	2015-12-31	153		Mediation
Civeo Crown Camp - Devon Energy Jackfish Site	UFCW Local 401	2017-03-31	169		
Compass Group - ESS First North Catering, Firebag	UNITE HERE Local 47	2017-06-30	170		
Compass Group - ESS First North Catering, Suncor Based Plant	UNITE HERE Local 47	2017-06-30	150		
Compass Group - Eurest Dining Services	UFCW Local 401	2016-04-25	181		Mediation
Crown Camp Services - Syncrude - Culinary Workers	UNITE HERE Local 47	2017-06-30	160		
Dene West - Albian Sands Village	UNITE HERE Local 47	2017-06-30	250		
Inn Vest Hotels – Fairmont Palliser	Unifor Local 4050	2017-02-28	350		
Sodexo Canada	CUPE Local 408	2017-03-31	110		

Administrative and Support, Waste Management and Remediation Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Ballet Company	IATSE Local 212	2017-06-30	187		
Edmonton Space & Science Foundation	Civic Service Union 52	2016-12-31	141		Bargaining
Institute of Communication Agencies	ACTRA	2017-06-30	350		

Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	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		
Carillion Canada	AUPE	1 st CBA	300		Mediation
CLR – Refrigeration – Construction	Plumbers & Pipefitters Local 488	2017-04-30	420		
Flatiron Constructors Canada	CLAC Local 63, Construction	2017-06-30	860		
IDL Installations	CLAC Local 63 – Construction	2017-01-31	250		
Ledcor Utility Infrastructure	CLAC Local 63 – Construction	2016-09-30	280		
Midwest Pipelines	CLAC Local 63, Construction	2017-05-31	1,053		
Saipem Construction Canada – Fabrication	CLAC Local 63, Construction	2017-04-30	230		
Shermco Industries Canada	CLAC Local 63, Construction	2017-03-31	470		

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Athabasca University	AUPE	2017-06-30	269	✓	
Athabasca University - Tutors	CUPE Local 3911	2016-06-30	325	✓	Bargaining
Bow Valley College	AUPE	2017-06-30	316	✓	
Bow Valley College	Faculty Association	2017-06-30	140	✓	
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		Bargaining
Edmonton Catholic Separate School District No. 7	Unifor Local 52A	2016-08-31	1,011		Bargaining
Foothills School Division No. 38	Assn. of Drivers of Foothills. . .	2016-08-31	110		Bargaining
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		
Grande Prairie Regional College	Employees' Association	2017-06-30	140	✓	
Grant MacEwan University	Faculty Association	2017-06-30	1000	✓	
Grant MacEwan University	MacEwan Staff Association	2017-06-30	720	✓	
Keyano College	CUPE Local 2157	2017-06-30	180	✓	
Keyano College	Keyano College Faculty Association	2017-06-30	146	✓	
Lakeland College	AUPE	2017-06-30	263	✓	
Lethbridge College	AUPE	2017-06-30	334	✓	

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated with ✓

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Living Waters Catholic Regional Division No. 42	AUPE	2016-08-31	134		Mediation
Livingstone Range School Division No. 68	CUPE Local 2133	2016-08-31	110		Bargaining
Medicine Hat College	AUPE	2017-06-30	163	✓	
Mount Royal University	Mount Royal Staff Association	2017-06-30	678	✓	
NAIT	AUPE	2017-06-30	1,100	✓	
NorQuest College	AUPE	2017-06-30	224	✓	
Northern Lakes College	AUPE	2017-06-30	109	✓	
Northern Lakes College	Faculty Association	2016-06-30	130	✓	Bargaining
Olds College	AUPE	2017-06-30	200	✓	
Portage College	AUPE	2016-06-30	126	✓	Bargaining
Portage College	Portage College Faculty Association	2017-06-30	102	✓	
Prairie Land Regional Division No. 25	CUPE Local 5829	2015-08-31	160		Mediation
Red Deer College	AUPE	2017-06-30	250	✓	
Red Deer College	CUPE Local 1445	2017-06-30	166	✓	
Red Deer College	Faculty Association	2016-06-30	300	✓	Arbitration
SAIT	AUPE	2017-06-30	700	✓	
SAIT	SAIT Academic Faculty Association	2017-06-30	660	✓	
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	165	✓	Mediation
University of Calgary	Faculty Association	2017-06-30	2,300	✓	
University of Lethbridge	AUPE	2017-06-30	510	✓	

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Health Services	UNA	2017-03-31	28,353	✓	Bargaining
Alberta Health Services – ANC	AUPE	2017-03-31	14,405	✓	
Alberta Health Services – GSS	AUPE	2017-03-31	28,000	✓	Bargaining
Alberta Health Services – PMP/PMT	HSAA	2017-03-31	18,930	✓	Bargaining
Associated Ambulance & Services (Whitecourt)	HSAA	2017-03-31	151		
Bethany Nursing Home – Bashaw Meadows . . .	AUPE	2017-03-31	374	✓	
Calgary Laboratory Services	HSAA	2017-06-30	1,641	✓	
Canadian Blood Services	CUPE Local 1846	2017-03-31	146	✓	
Canadian Blood Services - Techs	HSAA	2017-03-31	275	✓	
Capital Care	UNA	2017-03-31	325	✓	
Capital Care - ANC	AUPE	2017-06-30	1,446	✓	
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2017-06-30	435	✓	
Capital Care - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2017-06-30	550	✓	
Capital Care - PMP/PMT	HSAA	2017-03-31	154	✓	
Carewest – ANC	AUPE	2015-06-30	1,271	✓	Bargaining
Carewest - GSS	AUPE	2017-06-30	430	✓	
Carewest - PMP/PMT	HSAA	2017-06-30	180	✓	
CBI Home Health	AUPE	1 st CBA	512	✓	Mediation
Chantelle Management - Grande Prairie Care Centre	CUPE Local 2158	2017-06-30	125	✓	
Chantelle Management – Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	✓	
Club Sierra Lifestyles at River Ridge	Steelworkers Local 1-207	2017-03-31	100	✓	
Covenant Health	UNA	2017-03-31	2,876	✓	
Covenant Health – ANC	AUPE	2017-03-31	2,157	✓	
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2017-03-31	1,109	✓	
Covenant Health – GSS	AUPE	2017-03-31	510	✓	
Covenant Health - PMP/PMT	HSAA	2017-03-31	1,314	✓	
Covenant Health - Youville Homes of St. Albert	Steelworkers Local 1-207	2017-03-31	190	✓	
DynaLIFE DX	HSAA	2017-03-31	1,037	✓	
Educating & Employing Entities	Prof Assn of Resident Physicians	2015-06-30	1,600		Bargaining
Excel Resources - Balwin Villa, Grand Manor	UFCW Local 401	2017-03-31	152	✓	
Good Samaritan Society - Dr. Gerald Zetter	CUPE Local 1031	2016-06-30	120	✓	Bargaining
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,526	✓	
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	✓	
Good Samaritan Society - South Ridge Village	Steelworkers Local 1-207	2017-06-30	145	✓	
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2017-06-30	835	✓	
Park Place Seniors Living - Devonshire Care Centre	AUPE	2017-03-31	176	✓	
Park Place Seniors Living - Hardisty Care Centre	AUPE	2017-03-31	111	✓	

Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to June 30, 2017.

Essential Services Relationships [ES] indicated with ✓

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Prairie Emergency Medical Systems	HSAA	2017-03-31	117		
Qualicare - Citadel Care	Steelworkers Local 1-207	2017-06-30	130	✓	
Southern Alberta Community Living Association	CUPE Local 4791	2017-06-30	143		
Symphony Senior Living - Aspen Ridge	AUPE	2016-01-31	107	✓	Bargaining
Travois Holdings - Mayfair Care Centre	CLAC Local 301	2017-03-31	130	✓	
Well Being Services – Millrise	AUPE	1 st CBA	245	✓	Mediation
Well Being Services – Monterey Place	AUPE	2017-04-04	133	✓	
Wood's Homes	CUPE Local 4731	2016-09-30	299		

Information and Cultural Industries

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

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Agropur Cooperative – Milk Plant	UFCW Local 401	2016-05-07	106		Mediation
Air Liquide Canada	Unifor Local 777	2017-01-31	134		
ATCO Structures & Logistics	Carpenters Local 2010	2017-05-31	140		
Building Products of Canada	Unifor Local 777	2017-05-14	120		
BURNCO Rock Products	Operating Engineers Local 955	2017-06-30	140		
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	Steelworkers Local 6673	2016-07-31	160		Mediation
EVRAZ	Unifor Local 551	2016-01-31	131		Bargaining
Kawneer Company Canada	Unifor Local 99	2017-02-28	171		
Kiewit Energy Fabricators	CLAC Local 63 – Construction	2016-02-15	140		
Labatt Alberta Brewery	Unifor Local 250A	2017-03-22	171		
Lafarge Canada – Precast	Carpenters Local 2010	2017-05-31	135		
Ply Gem Canada – Gienow Canada	Carpenters Local 2010	2017-06-30	360		Mediation
Prudential Steel	Steelworkers Local 7226	2015-12-31	301		
Triple M Housing	Carpenters Local 2010	2017-05-31	324		
West Fraser Mills	Unifor Local 855	2017-05-31	447		
Weyerhaeuser	Unifor Local 447	2017-03-31	108		Mediation

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Innovator Industrial Services	Unifor Local 3000CA	2017-02-19	339		
Ledcor Site Services - Mining	CLAC Local 63, Construction	2017-06-30	140		
Prairie Mines & Royalty - Paintearth / Sheerness Mines	Operating Engineers Local 955	2017-03-31	230		
SunHills Mining - Highvale Mine	Steelworkers Local 1595	2017-03-31	576		
Teck Resources - Cardinal River	Mine Workers Local 1656	2017-06-30	345		

Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Flint Maintenance Services	CLAC Local 63	2017-04-30	580		
JVD Installations – Maintenance	CLAC Local 63	2017-01-31	480		
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	ES	STATUS
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Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to June 30, 2017.

Essential Services Relationships [ES] indicated with ✓

Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Pensions Administration	AUPE	2014-12-31	153	✓	CAB
ATB Financial	AUPE	2017-03-31	1,181	✓	
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 Medicine Hat	Medicine Hat Police Association	2016-12-31	115		
City of Red Deer	IAFF Local 1190	2016-12-31	210		Mediation
Government of Alberta	AUPE	2017-03-31	24,314	✓	Bargaining
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	184		Mediation
Town of Hinton	Unifor Local 855	2016-12-31	100		

Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
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Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Calgary Co-Op	Union of Calgary Co-Operative Employees	2016-10-29	2,822		Bargaining
Sobeys West	Bakery Workers Local 252	2017-03-18	231		
Sobeys West - Meat & Deli	UFCW Local 1118	2017-03-18	842		
Sobeys West - Meat & Deli	UFCW Local 401	2017-03-18	590		
Sobeys West - Retail	UFCW Local 401	2017-03-18	7,426		

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
A&B Rail Services	Multi-Union	2017-04-30	300		
Sobeys Capital - Safeway Distribution Centre	Teamsters Local 987	2017-04-01	156		
Tracker Logistics	Unifor Local 4050	2016-10-31	137		

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
ATCO Electric	Canadian Energy Workers	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	2016-12-31	276		
Transalta Generation Partnership (TAGP)	IBEW Local 254	2016-12-31	380		

Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Sobeys Capital - Distribution Centre	UFCW Local 401	2017-03-21	326		

Essential Services Bargaining Relationships

Parties subject to essential services provisions organized alphabetically by expiry year

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	Bargaining
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
Alberta Livestock & Meat Agency	AUPE	2017-03-31	20	Expired
ATB Financial	AUPE	2017-03-31	1,181	Expired
GOA	AUPE	2017-03-31	24,314	Expired
Travel Alberta	AUPE	2017-03-31	37	Expired
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
Concordia University College	Faculty Association	2016-06-30	50	Expired
Keyano College	CUPE Local 2157	2016-06-30	180	Bargaining
Lakeland College	Faculty Association	2016-06-30	194	Expired
Northern Lakes College	Faculty Association	2016-06-30	130	Expired
Portage College	AUPE	2016-06-30	126	Bargaining
Red Deer College	Faculty Association	2016-06-30	300	Expired
Alberta College of Art & Design	AUPE	2017-06-30	69	Expired
Athabasca University	AUPE	2017-06-30	269	Expired
Bow Valley College	AUPE	2017-06-30	316	Expired
Bow Valley College	Faculty Association	2017-06-30	140	Expired
Grande Prairie Regional College	Academic Staff	2017-08-14	230	Active
Grande Prairie Regional College	Employees' Association	2017-06-30	140	Expired
Grande Prairie Regional College - Fairview Campus	AUPE	2017-06-30	100	Expired
Grant MacEwan University	Faculty Association	2017-06-30	1,000	Expired
Grant MacEwan University	Staff Association	2017-06-30	720	Expired
Keyano College	Faculty Association	2017-06-30	146	Expired
Lakeland College	AUPE	2017-06-30	263	Expired
Lethbridge College	AUPE	2017-06-30	334	Expired
Medicine Hat College	AUPE	2017-06-30	163	Expired
Mount Royal University	Staff Association	2017-06-30	678	Expired
NAIT	AUPE	2017-06-30	1,100	Expired
NorQuest College	AUPE	2017-06-30	224	Expired
Northern Lakes College	AUPE	2017-06-30	109	Expired
Olds College	AUPE	2017-06-30	200	Expired
Portage College	Faculty Association	2017-06-30	102	Expired
Red Deer College	AUPE	2017-06-30	250	Expired
Red Deer College	CUPE Local 1445	2017-06-30	166	Expired
SAIT	AUPE	2017-06-30	700	Expired
SAIT	Faculty Association	2017-06-30	660	Expired
University of Calgary	Faculty Association	2017-06-30	2,300	Expired
University of Lethbridge	AUPE	2017-06-30	510	Expired
Athabasca University	Faculty Association	2018-06-30	402	Active
Lethbridge College	Faculty Association	2018-06-30	350	Active
Medicine Hat College	Faculty Association	2018-06-30	326	Active
Mount Royal University	Faculty Association	2018-06-30	942	Active
Olds College	Faculty Association	2018-06-30	63	Active
University of Alberta	Academic Staff	2018-06-30	3,956	Active
University of Calgary	AUPE	2018-03-30	4,800	Active
University of Lethbridge	Faculty Association	2018-06-30	500	Active
Alberta College of Art & Design	Faculty Association	2019-06-30	116	Active
NAIT	Academic Staff	2019-06-30	1,200	Active
NorQuest College	Faculty Association	2019-06-30	246	Active
University of Alberta	Non-Academic Staff	2019-03-31	6,678	Active

Essential Services Bargaining Relationships

Parties subject to essential services provisions organized alphabetically by expiry year

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
CBI Home Health	AUPE	1 st Agmt	512	Mediation
Covenant Care - Chateau Vitaline	AUPE	1 st Agmt	30	Mediation
Park Place Seniors Living – Hardisty Care Centre – PMP/PMT	UNA	1 st Agmt	4	Mediation
Points West Living Cold Lake	AUPE	1 st Agmt	51	Mediation
Well Being Services - Millrise	AUPE	1 st Agmt	245	Mediation
Carewest – Rouleau Manor	UNA			ALRB Cert
Covenant Care – Saint Thomas Health Centre	AUPE			ALRB Cert
Covenant Care – St. Marguerite Manor	AUPE			ALRB Cert
Extencicare (Canada) - Cedars Villa	UNA			ALRB Cert
Gray House Guild	UNA			ALRB Cert
Park Place Seniors Living - Hardisty Care Centre - GSS	AUPE			ALRB Cert
Points West Living Slave Lake	AUPE			ALRB Cert
Points West Living Stettler	AUPE			ALRB Cert
SbraREIT Assisted Living – Maison Senior Living	CUPE Local 8			ALRB Cert
Seasons Retirement Communities (Encore)	AUPE			ALRB Cert
Seasons Retirement Communities (Wetaskiwin)	AUPE			ALRB Cert
Sprucewood Place Housing Community	AUPE			ALRB Cert
Carewest - Colonel Belcher	CUPE Local 8	2014-06-30	66	Settled
Good Samaritan Society – Telecare	CUPE Local 1031	2014-07-01	9	Bargaining
Hong Lok Management - Edmonton Chinatown Care Centre	UNA	2014-03-31	22	Bargaining
St. Michael's Grove Manor	AUPE	2014-09-30	50	Settled
Bethany Nursing Home - Rosehaven Care Centre	AUPE	2015-03-31	377	Bargaining
Carewest – ANC	AUPE	2015-06-30	780	Bargaining
Covenant Health – ANC	AUPE	2015-03-31	2,157	Mediation
Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2015-09-30	95	Bargaining
Optima Living Alberta - Century Park	AUPE	2015-03-31	90	Mediation
Park Place Seniors Living - Devonshire Care Centre Partnership	UNA	2015-12-31	22	Expired
Park Place Seniors Living - Hardisty Care Centre	UNA	2015-12-15	15	Expired
Touchmark at Wedgewood	AUPE	2015-06-30	60	Bargaining
Vegreville Association for Living in Dignity (VALID)	Steelworkers Local 1-207	2015-09-18	33	Bargaining
Chantelle Management - Waterford of Summerlea	AUPE	2016-09-02	35	Bargaining
Christenson Communities - Royal Oak Manor	HSAA	2016-02-01	30	Expired
Eagle Hill Foundation – Eagle Hill, Eagle View, Hillside	CUPE Local 1461	2016-12-31	66	Expired
Extencicare (Canada) - Bonnyville	CUPE Local 2639	2016-12-31	59	Expired
Extencicare (Canada) - Fort Macleod	CUPE Local 3782	2016-12-31	75	Expired
Extencicare (Canada) - Leduc	CUPE Local 4815	2016-12-31	81	Expired
Extencicare (Canada) - St. Paul	CUPE Local 2677	2016-12-31	59	Expired
Extencicare (Canada) - Viking	CUPE Local 3174	2016-12-31	58	Expired
Extencicare (Canada) - Vulcan	CUPE Local 2335	2016-12-31	61	Expired
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE Local 1031	2016-06-30	120	Expired
Lakeland Lodge & Housing Foundation	CUPE Local 2771	2016-12-31	25	Expired
Qualicare - Rivercrest Lodge Nursing Home	Steelworkers Local 1-207	2016-07-31	83	Expired
Revera - Mount Royal	CUPE Local 8	2016-10-31	96	Expired
Revera Lessee - Aspen Ridge	AUPE	2016-01-31	107	Expired
Revera Lessee - Churchill Retirement Community	AUPE	2016-12-31	80	Expired
Revera Lessee - Meadowlands Retirement Residence	UFCW Local 1118	2016-12-31	50	Expired
Salvation Army - Agape Hospice	UNA	2016-03-31	72	Expired
Willow Creek Foundation – Macleod Pioneer Lodge	CUPE Local 408	2016-12-31	24	Expired
Age Care - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	Active
Age Care - Columbia Assisted Living	AUPE	2017-03-31	25	Expired
Age Care - Valleyview	UNA	2017-03-31	22	Expired
Alberta Health Services	UNA	2017-03-31	28,353	Bargaining
Alberta Health Services – ANC	AUPE	2017-03-31	14,405	Bargaining
Alberta Health Services – GSS	AUPE	2017-03-31	23,800	Bargaining
Alberta Health Services - PMP/PMT	HSAA	2017-03-31	18,930	Bargaining
Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2017-03-31	12	Expired
Bethany Care Society - Airdrie - ANC	AUPE	2017-08-31	72	Active
Bethany Care Society - Airdrie - GSS	AUPE	2017-08-31	21	Active
Bethany Care Society – Calgary	HSAA	2017-07-31	13	Active
Bethany Care Society – Calgary	UNA	2017-03-31	68	Expired
Bethany Care Society - Calgary - ANC	AUPE	2017-08-31	367	Active
Bethany Care Society - Calgary - GSS	AUPE	2017-08-31	39	Active
Bethany Care Society - Cochrane	AUPE	2017-08-31	72	Active
Bethany Care Society - Cochrane	UNA	2017-03-31	18	Expired
Bethany Care Society - Collegeside	AUPE	2017-08-31	123	Active

Essential Services Bargaining Relationships

Parties subject to essential services provisions organized alphabetically by expiry year

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Bethany Care Society - Collegesside	UNA	2017-03-31	27	Expired
Bethany Care Society - Didsbury	AUPE	2017-08-31	72	Active
Bethany Care Society - Harvest Hills	AUPE	2017-08-31	62	Active
Bethany Care Society - Sylvan Lake	AUPE	2017-08-31	92	Active
Bethany Care Society - Sylvan Lake	UNA	2017-03-31	14	Expired
Bethany Nursing Home - Bashaw Meadows, Rosealta, Deer Meadows, Brookside, Peace Hills, West Pine	AUPE	2017-03-31	374	Expired
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2017-03-31	15	Expired
Bethany Nursing Home - Rosehaven Care Centre	UNA	2017-03-31	21	Expired
Brazeau Seniors Foundation	AUPE	2017-05-31	30	Expired
Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	Expired
Calgary Laboratory Services	HSAA	2017-06-30	1,641	Expired
Calgary Laboratory Services - Clerical	HSAA	2017-12-31	29	Active
Canadian Blood Services	CUPE Local 1846	2017-03-31	146	Expired
Canadian Blood Services - Drivers	HSAA	2017-03-31	16	Expired
Canadian Blood Services - Techs	HSAA	2017-03-31	275	Expired
Canadian Blood Services, Calgary	UNA	2017-03-31	35	Expired
Canadian Blood Services, Edmonton	UNA	2017-03-31	51	Expired
Canadian Blood Services, Lethbridge	UNA	2017-03-31	8	Expired
Canterbury Foundation	AUPE	2017-12-31	153	Active
Capital Care	UNA	2017-03-31	325	Expired
Capital Care - ANC	AUPE	2017-06-30	1,446	Expired
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2017-06-30	435	Expired
Capital Care - GSS	AUPE	2017-06-30	500	Expired
Capital Care - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2017-06-30	550	Expired
Capital Care - PMP/PMT	HSAA	2017-03-31	154	Expired
Carewest - Colonel Belcher	UNA	2017-03-31	24	Expired
Carewest - GSS	AUPE	2017-06-30	430	Expired
Carewest - PMP/PMT	HSAA	2017-06-30	180	Expired
Chantelle Management - Edith Cavell Care Centre	AUPE	2017-11-30	112	Active
Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	26	Expired
Chantelle Management - Grande Prairie Care Centre	CUPE Local 2158	2017-06-30	125	Expired
Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	Expired
Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	Expired
Club Sierra Lifestyles at River Ridge	Steelworkers Local 1-207	2017-03-31	100	Expired
Club Sierra Lifestyles at River Ridge	UNA	2017-06-30	13	Expired
County of Stettler Housing Authority	CUPE Local 4733	2017-12-31	85	Active
Covenant Care - Holy Cross Manor	AUPE	2017-06-30	70	Expired
Covenant Care - Villa Marie	AUPE	2017-06-30	76	Expired
Covenant Health	UNA	2017-03-31	2,876	Expired
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2017-03-31	94	Expired
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2017-03-31	1,109	Expired
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2017-03-31	28	Expired
Covenant Health - GSS	AUPE	2017-03-31	510	Expired
Covenant Health - PMP/PMT	HSAA	2017-03-31	1,314	Expired
Covenant Health - Youville Homes of St. Albert	Steelworkers Local 1-207	2017-03-31	190	Expired
Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE Local 715	2017-12-31	22	Active
DynaLIFE DX	HSAA	2017-03-31	1,037	Expired
Excel Resources Society - Balwin Villa, Grand Manor	UFCW Local 401	2017-03-31	152	Expired
Extencicare (Canada) - Athabasca	UNA	2017-07-31	9	Active
Extencicare (Canada) - Athabasca - ANC	AUPE	2017-07-31	25	Active
Extencicare (Canada) - Athabasca - GSS	AUPE	2017-07-31	26	Active
Extencicare (Canada) - Cedars Villa	AUPE	2017-12-31	246	Active
Extencicare (Canada) - Eaux Claires	AUPE	2017-12-31	176	Active
Extencicare (Canada) - Eaux Claires	UNA	2017-07-31	33	Active
Extencicare (Canada) - Fairmont Park	AUPE	2017-12-31	145	Active
Extencicare (Canada) - Fort Macleod	UNA	2017-07-31	12	Active
Extencicare (Canada) - Hillcrest	AUPE	2017-12-31	134	Active
Extencicare (Canada) - Holyrood	AUPE	2017-12-31	74	Active
Extencicare (Canada) - Holyrood	UNA	2017-07-31	21	Active
Extencicare (Canada) - Leduc	UNA	2017-07-31	21	Active
Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	56	Active
Extencicare (Canada) - Mayerthorpe	UNA	2017-07-31	1	Active
Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	354	Active
Extencicare (Canada) - Michener Hill	UNA	2017-07-31	41	Active
Extencicare (Canada) - Viking	UNA	2017-07-31	6	Active
Extencicare (Canada) - Vulcan	UNA	2017-07-31	10	Active

Essential Services Bargaining Relationships

Parties subject to essential services provisions organized alphabetically by expiry year

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,526	Expired
Good Samaritan Society - Multi Facility	HSAA	2017-03-31	29	Expired
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	Expired
Good Samaritan Society - South Ridge Village	Steelworkers Local 1-207	2017-06-30	145	Expired
Green Acres Foundation- Alberta Rose Lodge	AUPE	2017-12-31	19	Active
Green Acres Foundation - Piyami	AUPE	2017-12-31	48	Active
Green Acres Foundation - Sunny South	AUPE	2017-12-31	58	Active
Homeland Housing - Pembina Lodge & Smithfield Lodge	CUPE Local 2832	2017-12-31	60	Active
Homeland Housing – Spruce View Manor	CUPE Local 1461	2017-12-31	48	Active
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2017-06-30	835	Expired
Lacombe Foundation - Lacombe Lodge, Parkview Manor, Eckville Manor, Lion's Golden Villas	CLAC Local 301	2017-12-31	65	Active
Lamont Health Care Centre	AUPE	2017-03-31	70	Expired
Lamont Health Care Centre	HSAA	2017-03-31	13	Expired
Lamont Health Care Centre	UNA	2017-03-31	34	Expired
Medicine Hat Diagnostic Laboratory	HSAA	2017-03-31	70	Expired
Nutra 2000	CNFIU	2017-11-30	500	Active
Park Place Seniors Living - Devonshire Care Centre Partnership	AUPE	2017-03-31	176	Expired
Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2017-03-31	111	Expired
Piper Creek Foundation	CUPE Local 838	2017-12-31	72	Active
Qualicare - Citadel Care	Steelworkers Local 1-207	2017-06-30	130	Expired
Qualicare - Rivercrest Lodge Nursing Home	UNA	2017-06-30	10	Expired
Revera	UNA	2017-12-31	89	Active
Revera Lessee - Chateau Renoir Retirement Residence	CUPE Local 8	2017-04-30	32	Expired
Revera Lessee - McKenzie Towne Retirement Residence	CUPE Local 8	2017-12-31	56	Active
Revera Lessee - Riverbend Retirement	AUPE	2017-12-31	83	Active
Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	Active
Ridge Country Housing	CUPE Local 408	2017-12-31	33	Active
Salem Manor Nursing Home	AUPE	2017-07-13	85	Active
Salem Manor Nursing Home	UNA	2017-03-31	15	Expired
Salvation Army - Grace Manor	AUPE	2017-09-30	74	Active
Shepherd's Care - Barrhead	AUPE	2017-09-30	59	Active
Shepherd's Care - Greenfield	AUPE	2017-09-30	27	Active
Shepherd's Care - Kensington Village - ANC	AUPE	2017-09-30	140	Active
Shepherd's Care - Millwoods - ANC	AUPE	2017-09-30	126	Active
Shepherd's Care - Millwoods & Kensington Village	UNA	2017-03-31	32	Expired
Shepherd's Care - Vanguard	AUPE	2017-09-30	76	Active
St. Michael's Long Term Care Centre	UNA	2017-03-31	15	Expired
Sylvan Lake Lodge	CLAC Local 301	2017-12-30	30	Active
Touchmark at Wedgewood	UNA	2017-03-31	15	Expired
Travois Holdings - Glamorgan Care Centre	CLAC Local 301	2017-03-31	60	Expired
Travois Holdings - Mayfair Care Centre	CLAC Local 301	2017-03-31	130	Expired
Venta Care Centre	UNA	2017-08-31	16	Active
Venta Care Centre - ANC	AUPE	2017-07-31	100	Active
Venta Care Centre - GSS	AUPE	2017-07-31	50	Active
Well Being Services - Monterey Place	AUPE	2017-04-04	133	Expired
Wood Buffalo Housing & Development – Rotary House	CUPE Local 1505	2017-12-31	20	Active
Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	Active
Age Care - Beverly Centre Lake Midnapore	CUPE Local 8	2018-10-31	180	Active
Age Care - Sagewood Seniors Community	AUPE	2018-11-17	128	Active
Age Care - Sunrise Gardens	AUPE	2018-12-14	85	Active
Age Care - Valleyview	AUPE	2018-03-31	32	Active
Bethany Nursing Home - Rosehaven Care Centre & Bethany Long Term Care Centre	AUPE	2018-03-31	230	Active
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2018-03-31	650	Active
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE Local 408	2018-03-31	40	Active
Covenant Health - St. Michael's Health Centre	CUPE Local 408	2018-03-31	88	Active
Covenant Health - St. Therese Villa	AUPE	2018-03-31	190	Active
Crowsnest Pass Senior Housing	CUPE Local 812	2018-12-31	30	Active
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	31	Active
Lamont County Housing	AUPE	2018-12-31	43	Active
Lloydminster Region Housing Group – Pioneer Lodge	CUPE Local 1015	2018-02-28	44	Active
Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2018-03-31	145	Active
Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2018-03-31	250	Active
Points West Living The Gardens	CUPE Local 5787	2018-04-30	38	Active
Revera - Bow Crest	CUPE Local 8	2018-10-31	152	Active
Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	Active

Essential Services Bargaining Relationships

Parties subject to essential services provisions organized alphabetically by expiry year

Health Care

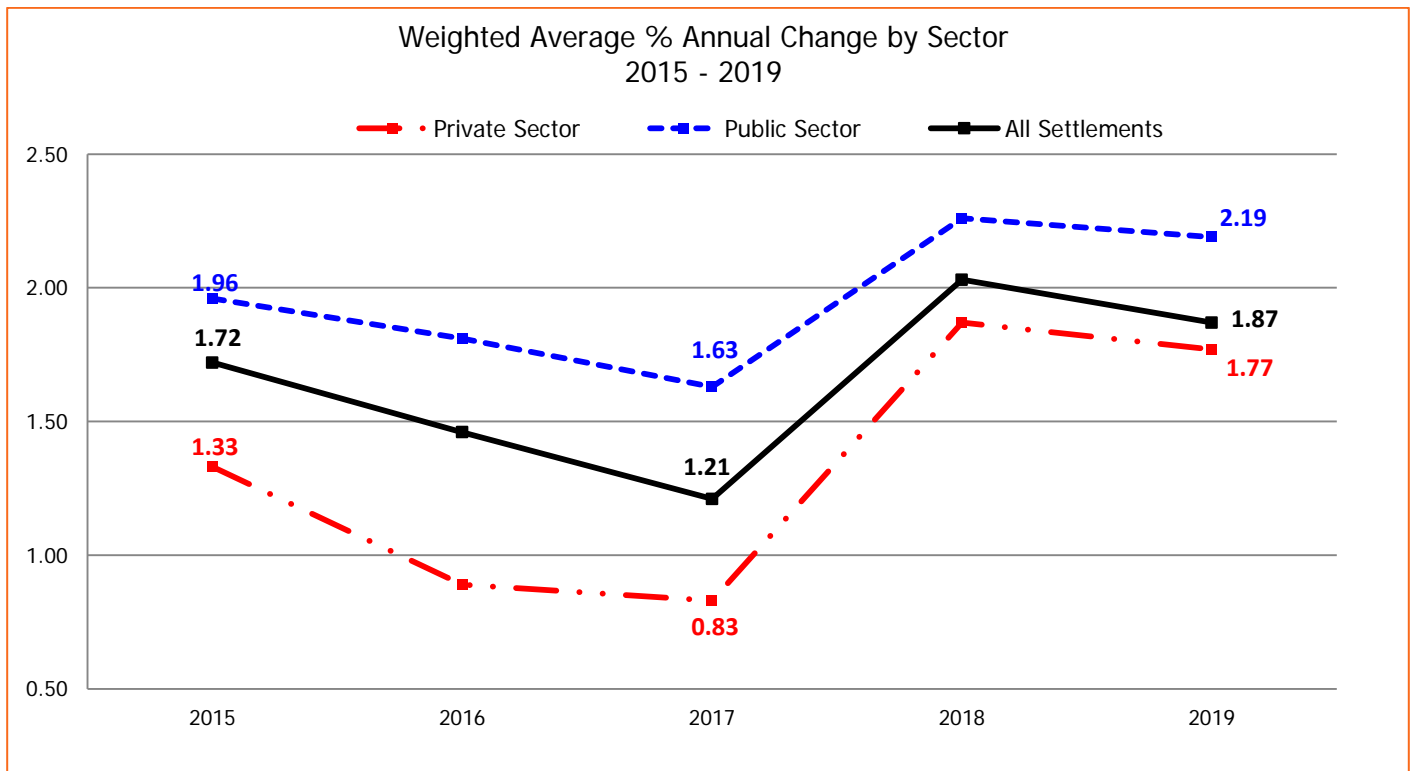
EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Revera - McKenzie Towne Care Centre	CUPE Local 8	2018-10-31	137	Active
Revera Lessee - Edgemont Retirement	AUPE	2018-12-31	110	Active
Revera Lessee - Heartland Retirement Residence	CUPE Local 8	2018-12-31	31	Active
Seasons Retirement Communities (High River)	CUPE Local 8	2018-06-30	65	Active
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2018-06-30	14	Active
Smoky Lake Foundation – Bar V Nook, Vilna Lodge	CUPE Local 1461	2018-12-31	35	Active
St. Michael's Manor Vegreville	AUPE	2018-04-15	19	Active
St. Michael's Long Term Care Centre	AUPE	2018-06-30	110	Active
Wheatland Lodge	CUPE Local 8	2018-04-30	25	Active
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	Active
Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	Active
Choices in Community Living - Legacy Lodge	AUPE	2019-03-31	114	Active
Cypress View Foundation	CUPE Local 46	2019-12-31	80	Active
Evergreens Foundation	Operating Engineers Local 955	2019-06-19	75	Active
Father Lacombe Care Centre	UNA	2019-08-31	34	Active
Father Lacombe Care Centre – ANC	UNA	2019-08-31	235	Active
Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	Active
Grande Spirit Foundation	CUPE Local 3623	2019-06-30	93	Active
Intercare – Kingsland Terrace	CUPE Local 8	2019-03-31	36	Active
Points West Living Heritage House	AUPE	2019-03-31	41	Active
Qualicare - Rivercrest Lodge Nursing Home	AUPE	2019-03-31	13	Active
Revera - Riverview	UFCW Local 1118	2019-03-31	140	Active
Salvation Army – Addictions & Residential Centre	CUPE Local 474	2019-03-31	81	Active
Seasons Retirement Communities (Camrose)	AUPE	2019-12-31	129	Active
Taber & District Housing – Clearview Lodge	CUPE Local 2038	2019-05-31	40	Active
Age Care - Walden Heights - ANC	AUPE	2020-01-26	257	Active
Age Care - Walden Heights - GSS	AUPE	2020-06-01	84	Active
Operation Friendship Seniors Society	CUPE Local 474	2020-03-31	59	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	610	169,610	1.33
	Public Sector	556	275,525	1.96
	All Settlements	1,166	445,135	1.72
2016	Private Sector	586	160,992	0.89
	Public Sector	512	269,187	1.81
	All Settlements	1,098	430,179	1.46
2017	Private Sector	380	111,429	0.83
	Public Sector	287	100,356	1.63
	All Settlements	667	211,785	1.21
2018	Private Sector	167	26,451	1.87
	Public Sector	108	18,585	2.26
	All Settlements	275	45,036	2.03
2019	Private Sector	60	7,780	1.77
	Public Sector	22	2,697	2.19
	All Settlements	82	10,477	1.87



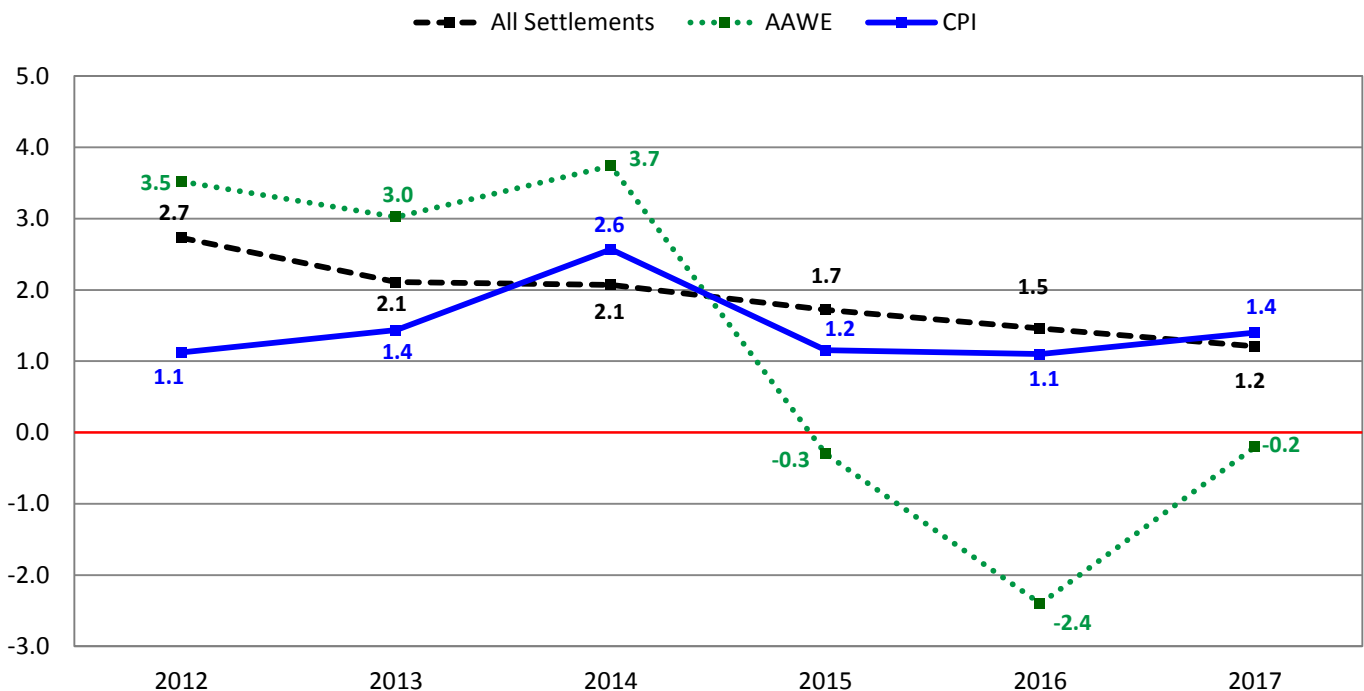
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca

Wage Settlements in Alberta Weighted Average % Annual Change by Industry

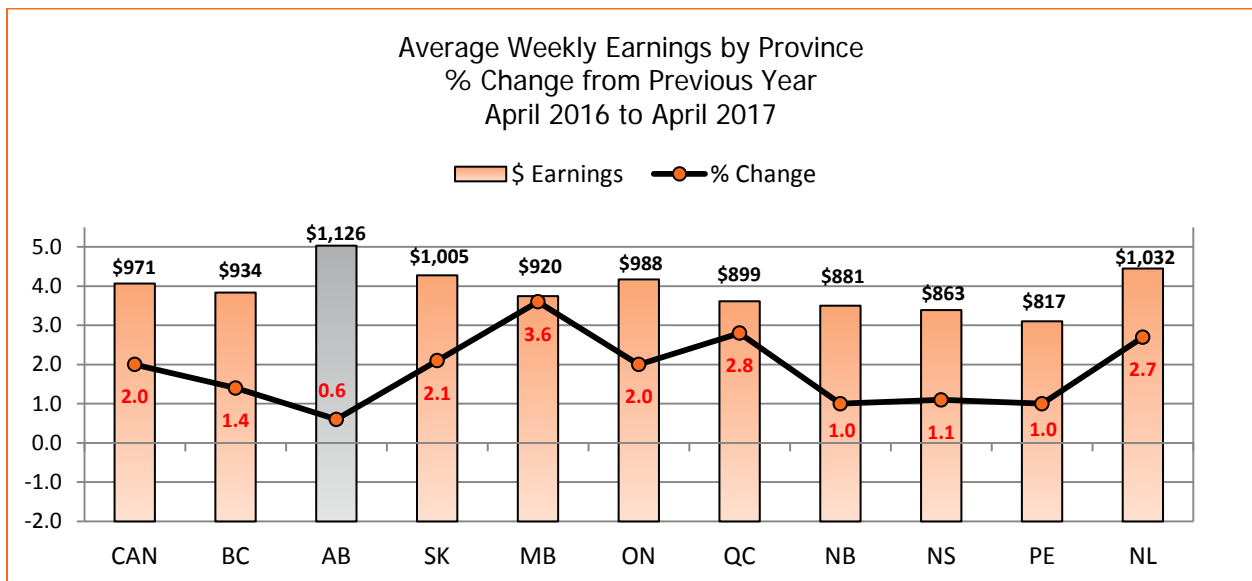
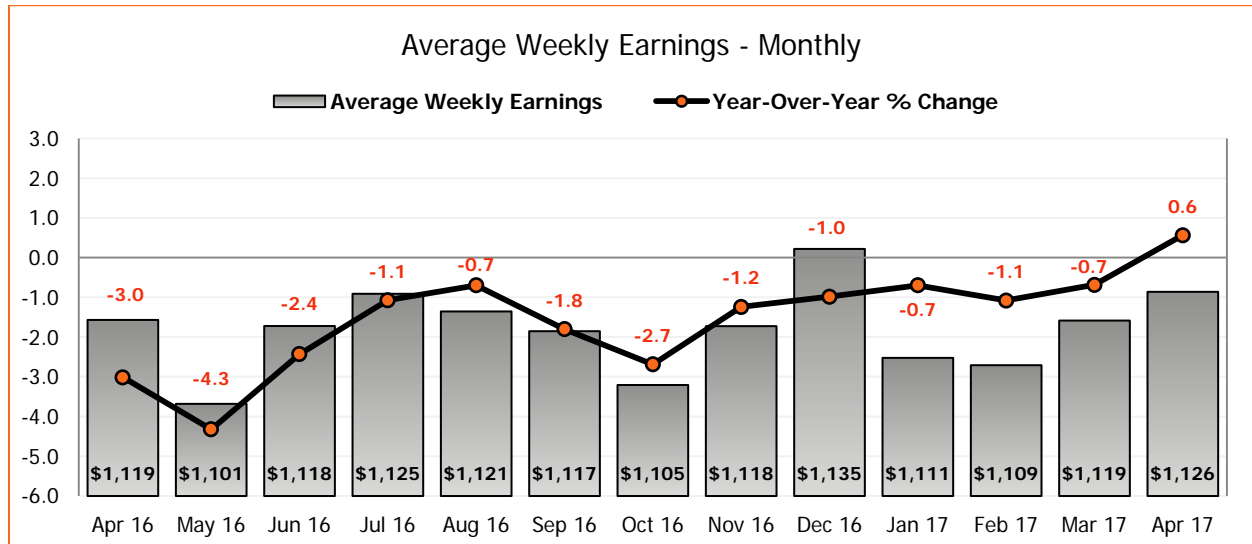
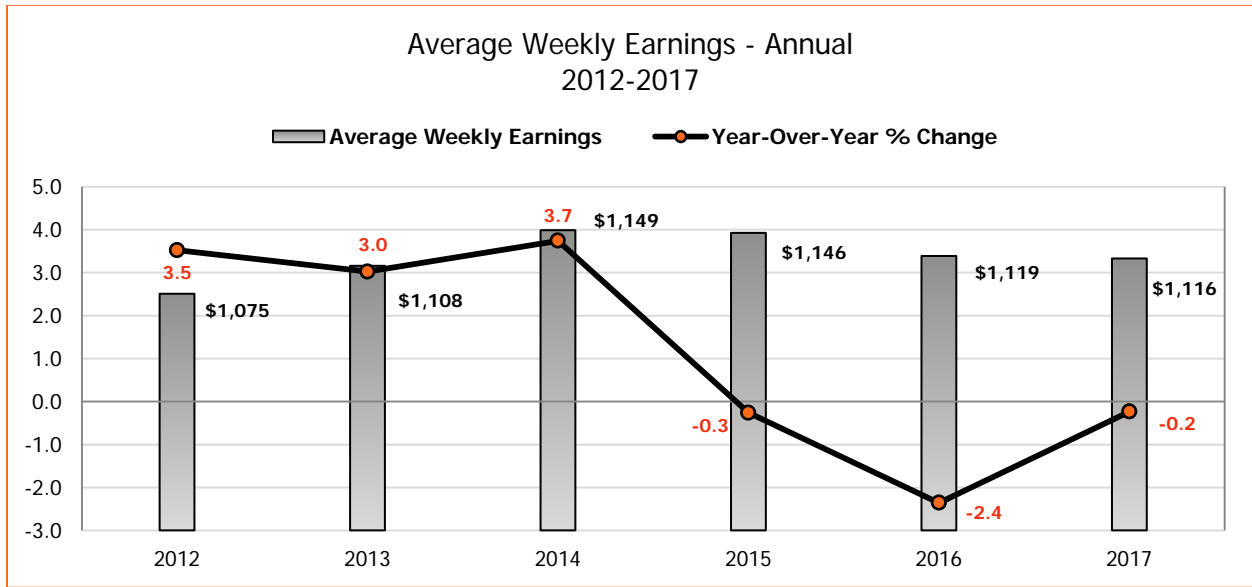
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2015			2016			2017			2018		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	41	4,770	2.96	30	4,134	2.22	16	2,157	0.35	5	463	1.13
Administrative & Support, Waste Management & Remediation Services	12	1,396	0.62	12	1,570	0.82	10	1,464	1.92	4	209	1.48
Arts, Entertainment, & Recreation	36	4,275	2.05	40	4,640	1.81	34	4,166	1.99	18	2,379	1.98
Construction	130	75,634	0.26	129	72,808	-0.32	76	56,269	-0.22	13	1,709	0.65
Educational Services	182	83,087	1.71	155	75,668	1.00	96	57,239	0.42	9	2,447	0.82
Finance & Insurance	2	6	2.75	3	32	6.67	3	32	2.95			
Health Care & Social Assistance	219	122,505	1.80	207	121,824	1.78	74	6,548	2.23	38	3,118	1.64
Information & Cultural Industries	16	1,787	2.18	12	1,637	2.75	10	1,551	3.26	6	786	2.87
Manufacturing	185	23,148	1.89	178	23,807	1.11	111	14,356	1.63	60	6,719	1.91
Mining & Oil & Gas Extraction	28	8,495	1.04	24	7,918	0.68	17	6,235	1.70	8	4,141	2.52
Other Services (except Public Administration)	49	9,143	0.64	47	6,151	0.51	33	2,368	0.82	15	1,286	2.44
Professional, Scientific, & Technical Services	9	2,079	0.53	10	1,909	2.20	8	1,819	2.28	4	20	1.60
Public Administration	131	64,490	2.49	128	66,411	2.72	96	31,468	3.56	50	10,491	2.81
Real Estate & Rental & Leasing	4	244	3.15	4	291	2.46	2	200	2.33			
Retail Trade	21	25,993	3.12	23	23,483	3.43	20	14,273	2.80	11	5,149	1.88
Transportation & Warehousing	48	4,680	1.97	48	4,531	1.00	30	3,085	1.47	16	954	1.08
Utilities	27	8,823	3.44	24	8,740	3.23	15	4,899	2.44	8	2,362	2.29
Wholesale Trade	26	4,580	2.94	24	4,625	0.69	16	3,656	0.98	10	2,803	1.25
All Settlements	1,166	445,135	1.72	1,098	430,179	1.46	667	211,785	1.21	275	45,036	2.03

Weighted Average % Annual Change - All Settlements, CPI and AAWE
2012 - 2017



Average Weekly Earnings Alberta (AWEA)*



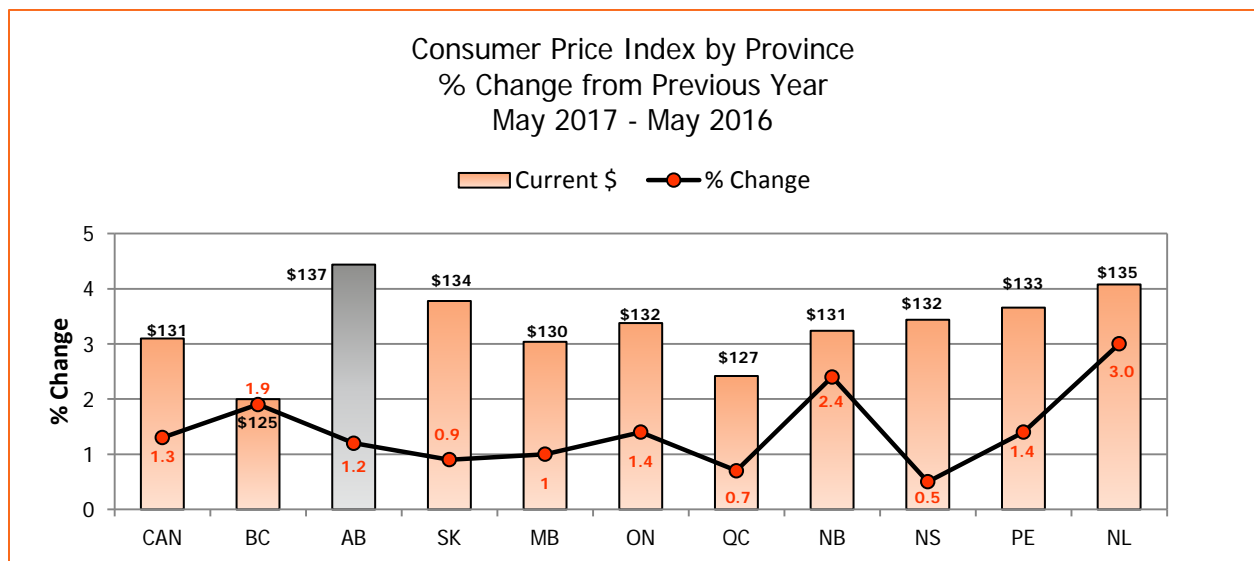
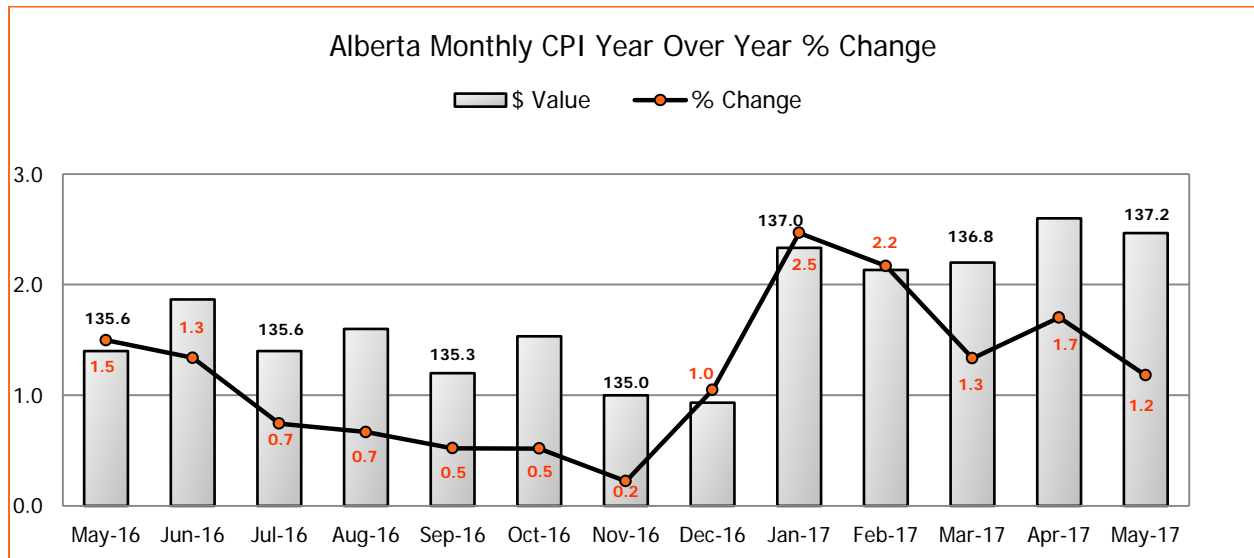
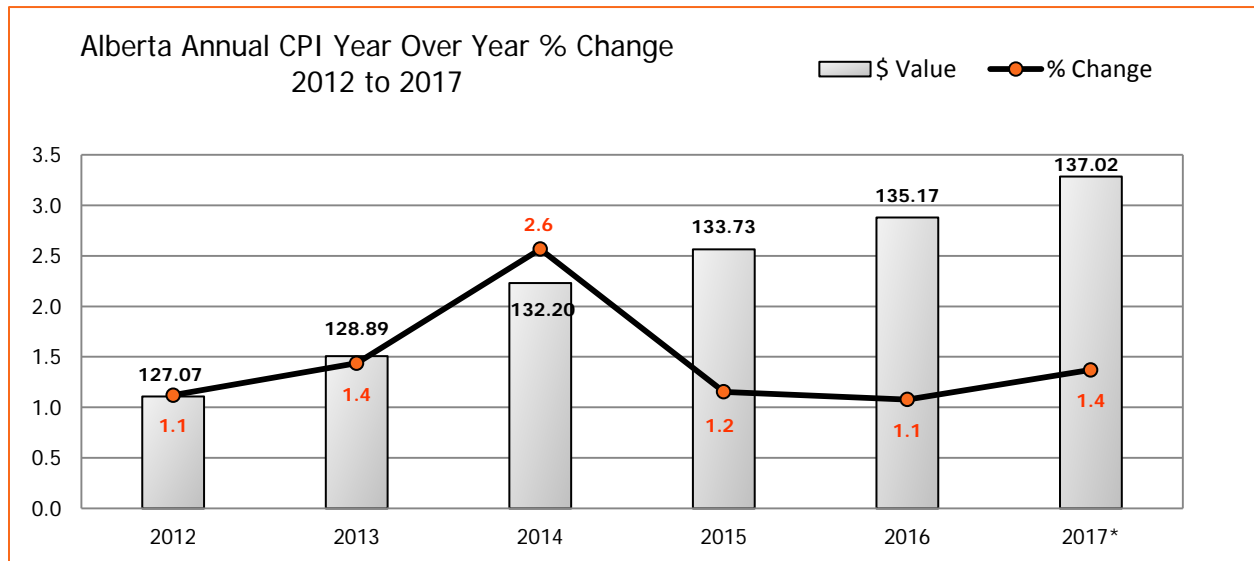
*To date preliminary figures. Graph data available upon request.

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



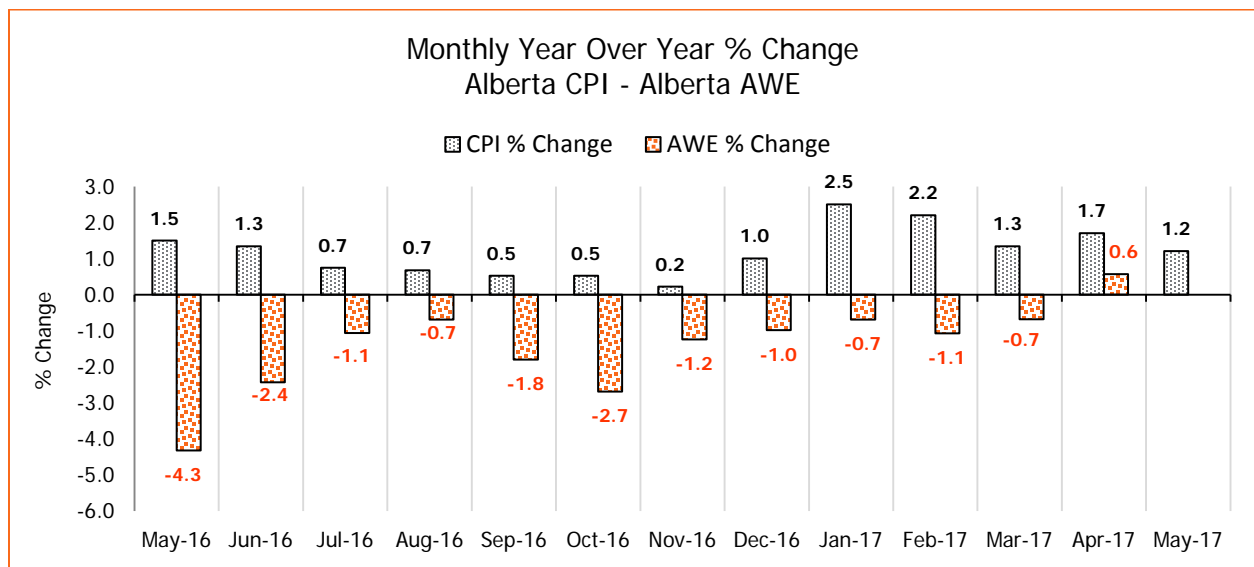
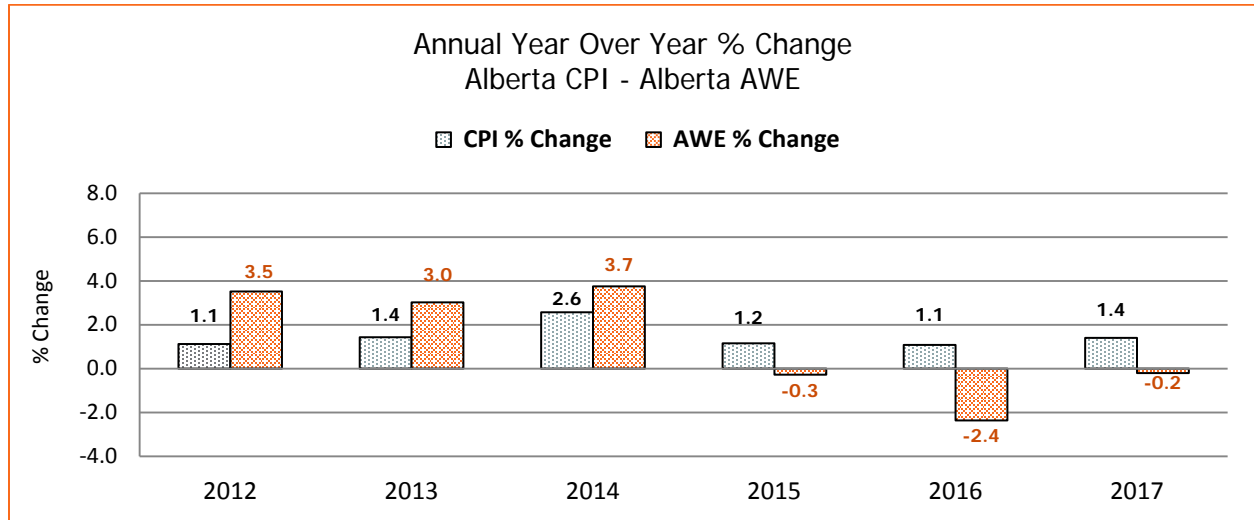
*Year to date – Graph data available upon request.

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
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
Feb 17	129.7	2.0	136.7	2.2	136.6	2.5	137.2	2.1
Mar 17	129.9	1.6	136.8	1.3	136.7	1.5	137.3	1.3
Apr 17	130.4	1.6	137.4	1.7	137.3	1.7	137.9	1.8
May 17	130.5	1.3	137.2	1.2	137.1	1.3	137.8	1.4

Average Weekly Earnings													
	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17
AWE \$	\$1,119.40	\$1,100.62	\$1,118.04	\$1,125.25	\$1,121.30	\$1,116.88	\$1,104.84	\$1,118.01	\$1,135.29	\$1,110.91	\$1,109.27	\$1,119.26	\$1,125.69
AWE %	-3.01	-4.32	-2.43	-1.07	-0.70	-1.80	-2.69	-1.24	-0.99	-0.70	-1.08	-0.69	0.56

*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	10,299	14
Association of the Academic Staff of the University of Alberta	3,956	1	Lacombe Police Association	15	1
ATA	35,185	68	Lakeland College Faculty Association	194	1
Athabasca University Faculty Association	402	1	Lethbridge College Faculty Association	350	1
ATU	6,263	9	Lethbridge Police Association	164	1
AUPE	96,850	129	Lethbridge Regional Police Senior Officers	3	1
Bakery Workers	625	5	MacEwan Staff Association	720	1
Bargaining Council of Construction & Maintenance Skilled Trades	150	1	Machinists	1,957	9
Battle River School Bus Drivers' Association	36	1	MaXfield Employees' Organization	98	1
Boilermakers	4,018	21	Media & Communications Workers	125	5
Bow Valley College Faculty Association	140	1	Medicine Hat Employees' Association	89	1
Bricklayers	1,650	4	Medicine Hat Police Association	115	1
Calgary Board of Education Staff Association	3,416	1	Millwrights	800	1
Calgary Board of Education Staff Association for Professional Support Staff	232	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	7,008	3
Canadian National Federation of Independent Unions	500	1	NorQuest College Faculty Association	246	1
Canadian Office & Professional Employees	74	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	9,848	66
CANEM Systems Employees Association	404	2	Painters	594	3
Carpenters	10,354	19	Plasterers & Cement Masons	935	4
Central Alberta Association of Municipal & School Employees	602	2	Plumbers & Pipefitters	13,572	19
Civic Service Union 52	6,043	5	Portage College Faculty Association	102	1
CLAC	27,096	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	61	1	Quality Control Council of Canada	1,680	1
Construction Maintenance & Allied Workers	900	3	Quinn Construction Employees Association	248	1
CUPE	37,821	200	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	3,908	35
Elk Island Catholic Transportation Association	36	1	Taber Police Association	13	1
Employees' Association of Food & Bar Services	216	1	Teamsters	8,838	119
ENTREC Employee Association	76	1	Trotter & Morton Technologies Employees' Association	148	1
Faculty Association of Medicine Hat College	326	1	UFCW	30,848	84
Faculty Association of Northern Lakes College	130	1	UNA	32,995	47
Faculty Association of Red Deer College	300	1	Unifor	13,987	103
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	2,085	18
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	24,656	31	Western Canada Employees' Association	62	1
IAFF	3,986	16	Willow Creek School Bus Drivers Association	32	1
IATSE	2,058	21			
IBEW	10,469	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.
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[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](#)