

# Bargaining Update

## MAY 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 May.

In May 2017, Mediation Services received settlement information regarding 94 bargaining relationships encompassing 48,192 employees. There were 19 private sector and 75 public sector settlements, covering 2,016 and 46,176 employees respectively.

### Highlights

#### Teachers' Employer Bargaining Association (TEBA)

On May 24, 2017 TEBA and the Alberta Teachers' Association (ATA) representing approximately 35,000 teachers ratified a two year agreement that will expire on August 31, 2018. The focus now shifts to local bargaining between individual school boards and the ATA.

#### Fair and Family Friendly Workplaces Act

Bill 17: *The Fair and Family Friendly Workplaces Act* was introduced in the Legislature on May 24, 2017. The Bill proposes changes to the *Employment Standards Code* and the *Labour Relations Code*, which have not been significantly updated for almost 30 years.



Look for changes coming to *Bargaining Update* this summer as a result of the legislation.

#### Points West Living Cold Lake Inc.














The lockout/strike which began on December 16, 2016 affecting fifty-one employees represented by AUPE continues. In late May, Points West Living announced that nursing care employees would be terminated and that an outside contractor would provide nursing care. The complaint filed by the union that the employer's action is illegal will be dealt with by the Labour Relations Board in June.

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# Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
<b>Accommodation and Food Services</b>					
<b>Administrative and Support, Waste Management and Remediation Services</b>					
 ADT Security Services Canada IBEW Local 424	27	36	2019-01-30	2017-03-29	1 <sup>st</sup> year 2.0% 2 <sup>nd</sup> year 2.5% 3 <sup>rd</sup> year 2.5%
<b>Arts, Entertainment, and Recreation</b>					
<b>Construction</b>					
 Canem Systems Canem Systems Employees Association	159	36	2020-05-31	2017-02-13	1 <sup>st</sup> year <b>-\$1.25</b> per hour 2 <sup>nd</sup> year 0% 3 <sup>rd</sup> year 0%
 Leavitt Machinery – Interior Lift Truck Services Machinists Local 99	65	48	2020-04-30	2017-02-15	1 <sup>st</sup> year 0% 2 <sup>nd</sup> year 0% 3 <sup>rd</sup> year 0% 4 <sup>th</sup> year 3%
 PCL Builders – Construction CLAC Local 63	631	24	2018-12-31	2017-04-06	1 <sup>st</sup> year <b>-\$2.00</b> per hour 2 <sup>nd</sup> year TBD
 Strathcona Mechanical CLAC Local 63	30	24	2019-05-31	2017-04-24	1 <sup>st</sup> year <b>-7.14%</b> 2 <sup>nd</sup> year TBD
<b>Educational Services</b>					
 Calgary Board of Education CBE Staff Association	3,416	24	2017-08-31	2016-06-28	1 <sup>st</sup> year 0% 2 <sup>nd</sup> year TBD
 Calgary Board of Education CBE Professional Staff Association	232	24	2017-08-31	2016-06-28	1 <sup>st</sup> year 0% 2 <sup>nd</sup> year TBD
 Edmonton School District No.7 – Support Staff CUPE Local 3550	2,716	24	2017-08-31	2017-05-09	1 <sup>st</sup> year \$ .60 per hour 2 <sup>nd</sup> year 1.75%
 Teachers' Employer Bargaining Association ATA	34,940	24	2018-08-31	2017-05-24	1 <sup>st</sup> year 0% 2 <sup>nd</sup> year 0%
<b>Health Care and Social Assistance</b>					
 Capital Care – ANC AUPE	1,446	24	2017-06-30	2017-05-25	1 <sup>st</sup> year 1.2% 2 <sup>nd</sup> year 0.8%
 Points West Living Heritage House AUPE	41	48	2019-03-31	2017-05-24	1 <sup>st</sup> year 1.0% 2 <sup>nd</sup> year 1.5% 3 <sup>rd</sup> year 1.5% 4 <sup>th</sup> year 1.5%
 Revera Lessee – Edgemont Retirement AUPE	110	36	2018-12-31	2017-05-12	1 <sup>st</sup> year ANC = 2%; GSS = 2% 2 <sup>nd</sup> year ANC = 2%; GSS = 2% 3 <sup>rd</sup> year ANC = 2%; GSS = 3%
 Salvation Army – Addictions & Residential Centre CUPE Local 474	81	36	2019-03-31	2017-01-23	1 <sup>st</sup> year 0.0% 2 <sup>nd</sup> year 1.5% 3 <sup>rd</sup> year 1.5%

## Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
<b>Information and Cultural Industries</b>					
<b>Manufacturing</b>					
 BURNCO Rock Products – Mixer Drivers Teamsters Local 362	5	29	2019-02-28	2017-02-28	1 <sup>st</sup> year -5% 2 <sup>nd</sup> year 0%
 Cott Beverages UFCW Local 401	50	36	2020-02-01	2017-01-26	1 <sup>st</sup> year 1.5% 2 <sup>nd</sup> year 1.5% 3 <sup>rd</sup> year 2.0%
 Lafarge Canada – Mixer Drivers Teamsters Local 362	9	36	2019-03-31	2017-05-04	1 <sup>st</sup> year 0% 2 <sup>nd</sup> year 0% 3 <sup>rd</sup> year 0%
 Lantic UFCW Local 383	134	60	2022-03-31	2017-04-27	1 <sup>st</sup> year 2% 2 <sup>nd</sup> year 2% 3 <sup>rd</sup> year 2% 4 <sup>th</sup> year 2% 5 <sup>th</sup> year 2%
 Praxair Canada Teamsters Local 987	44	36	2020-03-12	2017-04-28	1 <sup>st</sup> year \$.60 per hour 2 <sup>nd</sup> year \$.60 per hour 3 <sup>rd</sup> year \$.65 per hour
 Tanks-A-Lot Teamsters Local 987	23	24	2019-04-01	2017-05-03	1 <sup>st</sup> year NA, First agreement 2 <sup>nd</sup> year 1.5%
<b>Mining and Oil and Gas Extraction</b>					
<b>Other Services (except Public Administration)</b>					
 Edmonton Economic Development – Shaw Conference Centre UFCW Local 401	379	48	2020-11-22	2017-05-12	1 <sup>st</sup> year 1.50% 2 <sup>nd</sup> year 1.50% 3 <sup>rd</sup> year 1.25% 4 <sup>th</sup> year 1.25%
<b>Professional, Scientific and Technical Services</b>					
 Babcock Support Services Operating Engineers Local 955	6	36	2020-02-28	2017-03-10	1 <sup>st</sup> year 1% 2 <sup>nd</sup> year 2% 3 <sup>rd</sup> year 2%
<b>Public Administration</b>					
 City of Calgary IAFF Local 255	1,496	12	2017-12-31	2017-02-22	1 <sup>st</sup> year 2.5%
 City of Medicine Hat CUPE Local 46	850	36	2019-12-31	2017-04-04	1 <sup>st</sup> year 0% 2 <sup>nd</sup> year 2% 3 <sup>rd</sup> year 2%
 City of Red Deer IBEW Local 254	44	24	2018-12-31	2017-03-07	1 <sup>st</sup> year 1.75% 2 <sup>nd</sup> year 2.00%
 Lac Ste. Anne County CUPE Local 1928	25	24	2018-12-31	2017-02-27	1 <sup>st</sup> year 0.5% 2 <sup>nd</sup> year 1.5%
 Town of Blackfalds CUPE Local 417	52	24	2018-12-31	2017-04-10	1 <sup>st</sup> year 0.7% 2 <sup>nd</sup> year 1.0%
<b>Real Estate and Rental and Leasing</b>					

## Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
<b>Retail Trade</b>					
 South Country Co-Op UFCW Local401	231	36	2020-05-20	2017-05-11	1 <sup>st</sup> year 5% 2 <sup>nd</sup> year 2% 3 <sup>rd</sup> year 2%
<b>Transportation and Warehousing</b>					
 MTE Logistix Teamsters Local 362	18	36	2019-12-31	2017-04-22	1 <sup>st</sup> year <b>-\$0.75</b> per hour 2 <sup>nd</sup> year \$0.00 per hour 3 <sup>rd</sup> year \$0.75 per hour
<b>Utilities</b>					
 Aquatera Utilities CUPE Local 787	68	36	2018-12-31	2016-12-07	1 <sup>st</sup> year 0.95% 2 <sup>nd</sup> year 1.65% 3 <sup>rd</sup> year 2.25%
 ENMAX Corporation CUPE Local 38	692	36	2019-12-31	2017-01-05	1 <sup>st</sup> year 1.25% 2 <sup>nd</sup> year 2.25% 3 <sup>rd</sup> year 3.00%
<b>Wholesale Trade</b>					

# Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to May 31, 2017.

## Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
ARAMARK Canada – University of Calgary	UFCW Local 401	1 <sup>st</sup> agreement	217	Mediation
ATCO Structures & Logistics - Richardson Lodge	CLAC Local 301, Health Care & Service	2017-05-31	175	
Buffalo Metis Catering	UFCW Local 401	2016-12-31	220	Mediation
Chateau Lacombe Hotel	UNITE HERE Local 47	2015-12-31	170	Mediation
Civeo Crown Camp - Devon Energy Jackfish Site	UFCW Local 401	2017-03-31	169	
Compass Group - Eurest Dining Services	UFCW Local 401	2016-04-25	181	Mediation
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	STATUS
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 <sup>st</sup> agreement	300	Mediation
CLR – Refrigeration – Construction	Plumbers & Pipefitters Local 488	2017-04-30	420	
Golderado Contracting	CLAC Local 63 – Construction	2017-01-31	320	
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	STATUS
Athabasca University	Athabasca University Faculty Association	2016-06-30	290	Bargaining
Athabasca University - Tutors	CUPE Local 3911	2016-06-30	325	Bargaining
Buffalo Trail Public Schools Regional Division 28	CUPE Local 1606	2016-08-31	246	Bargaining
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 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	
Living Waters Catholic Regional Division No. 42	AUPE	2016-08-31	100	Bargaining
Livingstone Range School Division No. 68	CUPE Local 2133	2016-08-31	110	Bargaining
Northern Lakes College	Faculty Association of Northern Lakes College	2016-06-30	130	Bargaining
Portage College	AUPE	2016-06-30	126	Bargaining
Prairie Land Regional Division No. 25	CUPE Local 5829	2015-08-31	160	Mediation
Red Deer College	Faculty Association of Red Deer College	2016-06-30	300	Arbitration
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	

## Current & Upcoming Collective Bargaining

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### Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	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	
Brenda Strafford Foundation - Clifton Manor	AUPE	2015-03-31	211	Mediation
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 - PMP/PMT	HSAA	2017-03-31	154	
Carewest – ANC	AUPE	2015-06-30	1,271	Bargaining
CBI Home Health	AUPE	1 <sup>st</sup> agreement	512	Mediation
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	2015-03-31	2,157	Mediation
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	Professional Association 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	UNA	2017-03-31	133	
Park Place Seniors Living - Devonshire Care Centre	AUPE	2017-03-31	176	
Park Place Seniors Living - Hardisty Care Centre	AUPE	2017-03-31	111	
Prairie Emergency Medical Systems	HSAA	2017-03-31	117	
Revera - McKenzie Towne	CUPE Local 8	2016-10-31	137	
Symphony Senior Living - Aspen Ridge	AUPE	2016-01-31	107	Bargaining
Travois Holdings - Mayfair Care Centre	CLAC Local 301, Health Care & Service	2017-03-31	130	
Triple A Living Communities – Monterey Place	AUPE	2017-04-04	133	
Well Being Services – Millrise	AUPE	1 <sup>st</sup> agreement	245	Mediation
Wood's Homes	CUPE Local 4731	2016-09-30	299	

### 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	
ATCO Structures & Logistics	Carpenters Local 2010	2017-05-31	140	
Building Products of Canada	CEP Local 777	2017-05-14	120	
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	
ConAgra - Lamb Weston Division	Steelworkers Local 1-207	2017-03-17	249	
EVRAZ	Steelworkers Local 6673	2016-07-31	160	Mediation
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	
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	
Sobeys West - Calgary Refrigerated Warehouse & Commissary	UFCW Local 401	2016-08-27	262	

# Current & Upcoming Collective Bargaining

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## Manufacturing

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

## Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
DLI – Maintenance	Construction Maintenance & Allied Workers	2017-04-30	300	
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	STATUS
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## Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	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	185	
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	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	
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	

# Current & Upcoming Collective Bargaining

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## Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	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	

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## 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	
Transalta Generation Partnership (TAGP)	IBEW Local 254	2016-12-31	380	

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## Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Federated Co-Operatives & Grocery People	Teamsters Local 987	2016-08-31	139	
Sobeys Capital - Distribution Centre	UFCW Local 401	2017-03-21	326	



# 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	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
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	Faculty Association	2016-06-30	290	Expired
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	Active
Athabasca University	AUPE	2017-06-30	269	Active
Bow Valley College	AUPE	2017-06-30	316	Active
Bow Valley College	Faculty Association	2017-06-30	140	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	Faculty Association	2017-06-30	1,000	Active
Grant MacEwan University	Staff Association	2017-06-30	720	Active
Keyano College	Faculty Association	2017-06-30	146	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
Portage College	Faculty Association	2017-06-30	102	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
SAIT	Faculty Association	2017-06-30	660	Active
University of Calgary	Faculty Association	2017-06-30	2,300	Active
University of Lethbridge	AUPE	2017-06-30	510	Active
Grande Prairie Regional College	Academic Staff Association	2017-08-14	230	Active
University of Calgary	AUPE	2018-03-30	4,800	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	Association of the Academic Staff	2018-06-30	3,956	Active
University of Lethbridge	Faculty Association	2018-06-30	500	Active
University of Alberta	Non-Academic Staff	2019-03-31	6,678	Active
Alberta College of Art & Design	Faculty Association	2019-06-30	116	Active
NAIT	Academic Staff Association	2019-06-30	1,200	Active
NorQuest College	Faculty Association	2019-06-30	246	Active

## Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Carewest - Colonel Belcher	CUPE Local 8	2014-06-30	66	Bargaining

# Essential Services Bargaining Relationships

Parties subject to essential services provisions

## Health Care

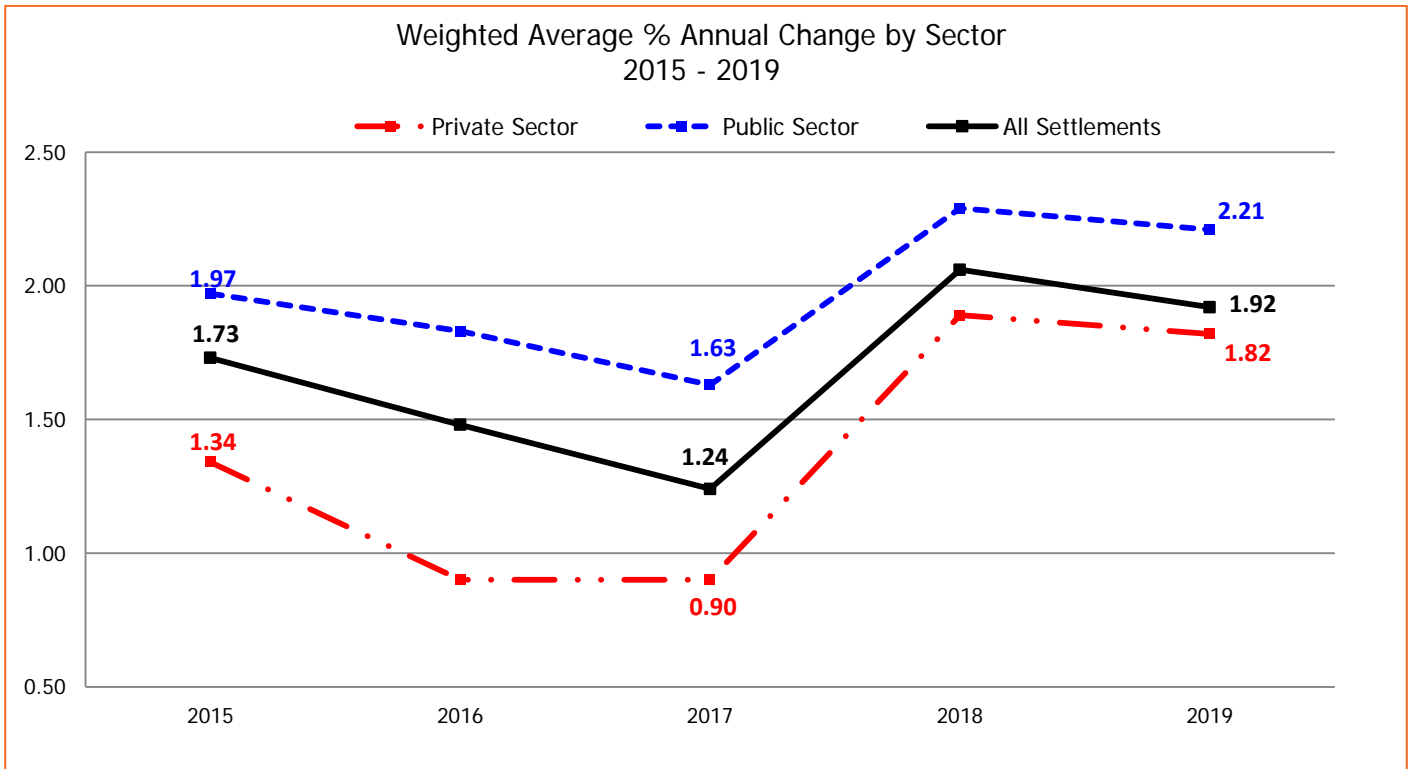
EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Bethany Nursing Home - Rosehaven Care Centre	AUPE	2015-03-31	377	Bargaining
Covenant Health – ANC	AUPE	2015-03-31	2,157	Mediation
Capital Care – ANC	AUPE	2015-06-30	1,446	Mediation
Carewest – ANC	AUPE	2015-06-30	780	Bargaining
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE Local 1031	2016-06-30	120	Bargaining
Alberta Health Services	UNA	2017-03-31	28,353	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 Care Society – Calgary	UNA	2017-03-31	68	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
Capital Care	UNA	2017-03-31	325	Expired
Capital Care - PMP/PMT	HSAA	2017-03-31	154	Expired
Carewest - Colonel Belcher	UNA	2017-03-31	24	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
Lamont Health Care Centre	AUPE	2017-03-31	80	Expired
Lamont Health Care Centre	HSAA	2017-03-31	13	Expired
Lamont Health Care Centre	UNA	2017-03-31	34	Expired
Shepherd's Care - Millwoods & Kensington Village	UNA	2017-03-31	32	Expired
St. Michael's Long Term Care Centre	UNA	2017-03-31	15	Expired
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	609	170,233	1.34
	Public Sector	551	272,099	1.97
	<b>All Settlements</b>	<b>1,160</b>	<b>442,332</b>	<b>1.73</b>
2016	Private Sector	577	160,894	0.90
	Public Sector	501	264,465	1.83
	<b>All Settlements</b>	<b>1,078</b>	<b>425,359</b>	<b>1.48</b>
2017	Private Sector	361	109,425	0.90
	Public Sector	277	99,235	1.63
	<b>All Settlements</b>	<b>638</b>	<b>208,660</b>	<b>1.24</b>
2018	Private Sector	158	25,397	1.89
	Public Sector	99	17,876	2.29
	<b>All Settlements</b>	<b>257</b>	<b>43,273</b>	<b>2.06</b>
2019	Private Sector	53	6,962	1.82
	Public Sector	18	2,516	2.21
	<b>All Settlements</b>	<b>71</b>	<b>9,478</b>	<b>1.92</b>



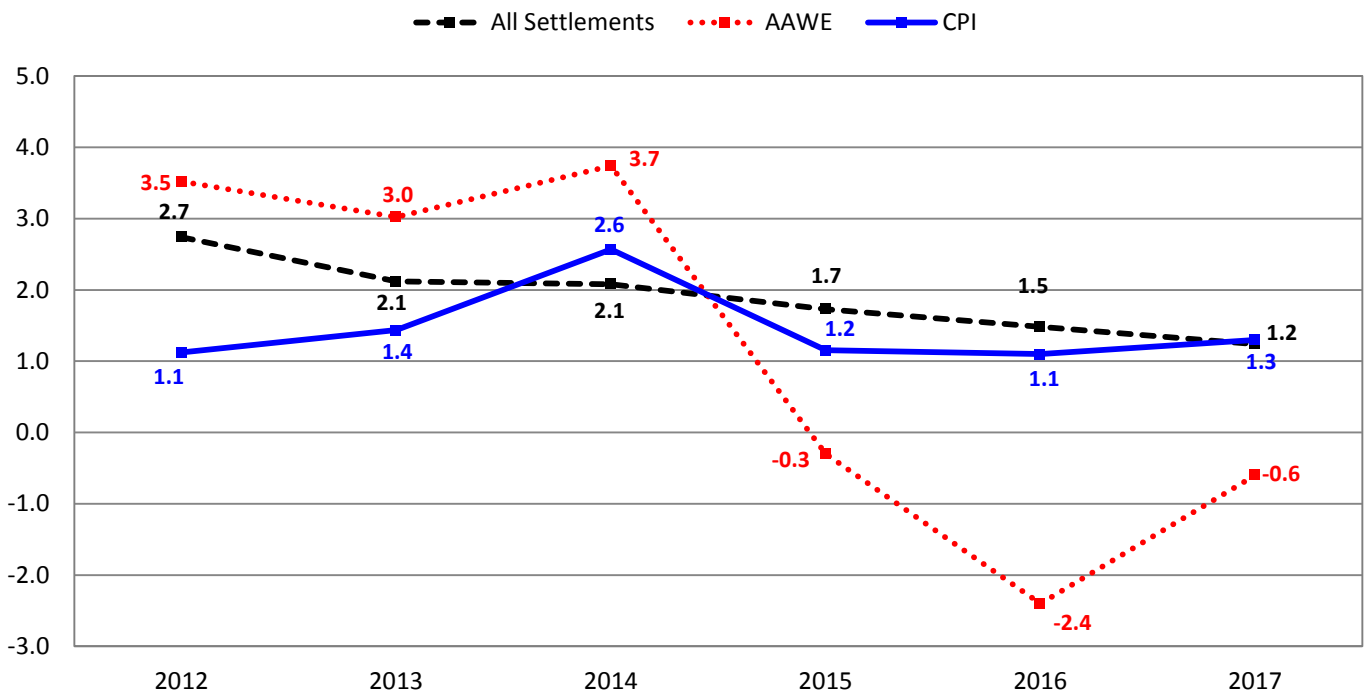
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour by calling (780) 427-8301 or emailing [cba.submissions@gov.ab.ca](mailto:cba.submissions@gov.ab.ca)

## Wage Settlements in Alberta Weighted Average % Annual Change by Industry

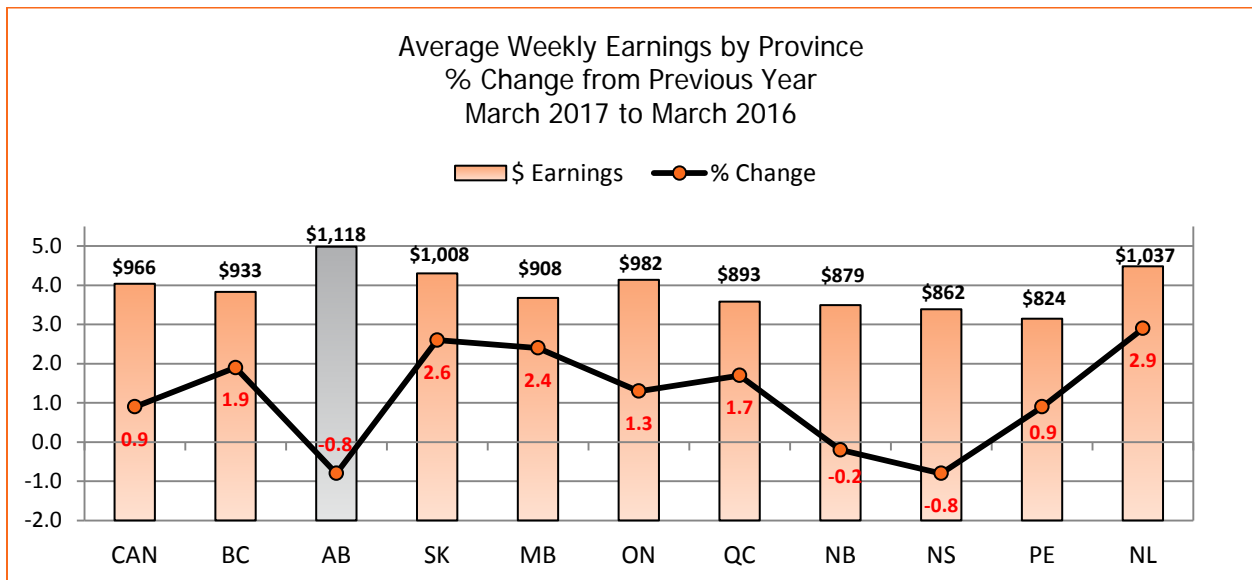
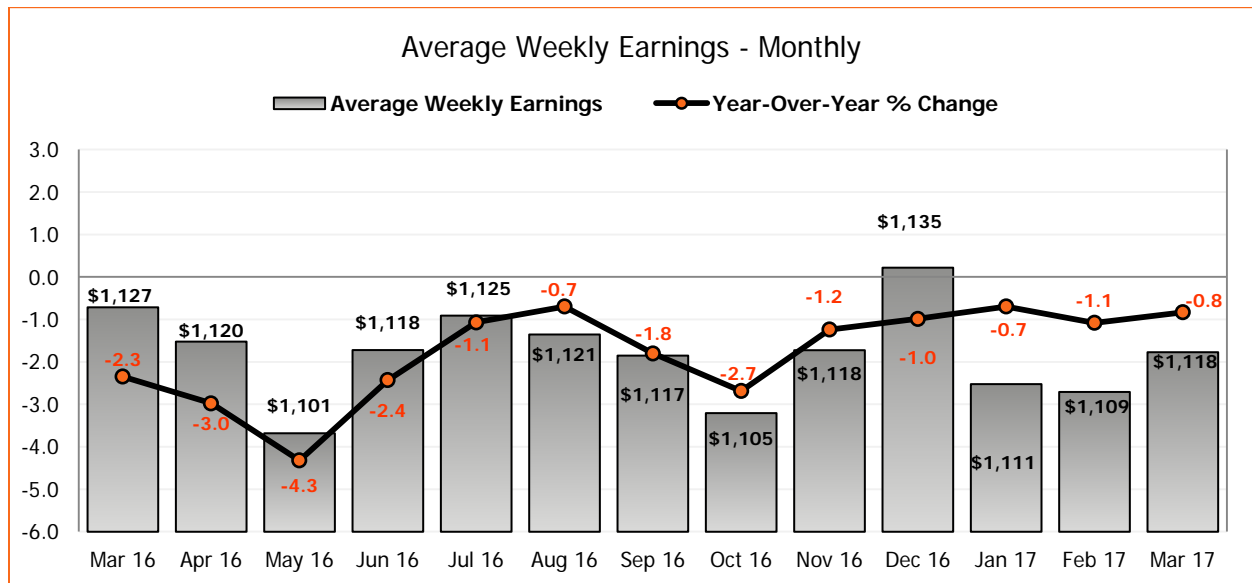
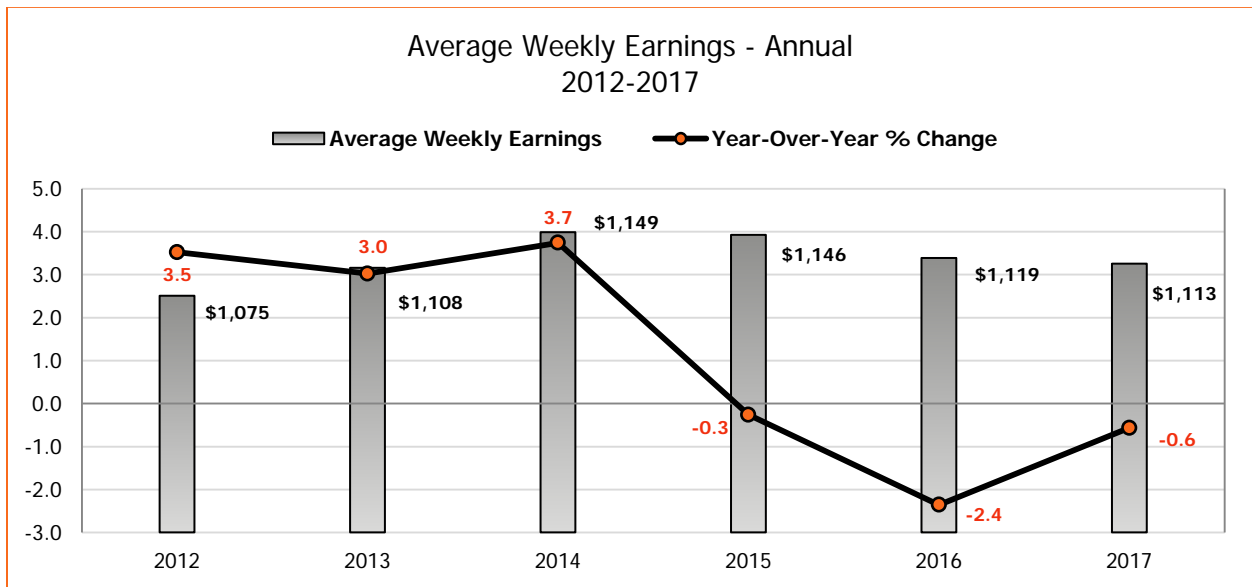
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2015			2016			2017			2018		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	42	5,510	3.03	31	4,874	2.41	15	1,937	2.42	4	243	2.15
Administrative & Support, Waste Management & Remediation Services	12	1,396	0.62	12	1,570	0.82	9	1,414	1.99	3	159	1.95
Arts, Entertainment, & Recreation	36	4,275	2.05	40	4,640	1.81	34	4,166	1.99	18	2,379	1.98
Construction	129	75,544	0.26	124	72,541	-0.32	67	55,358	-0.17	13	1,709	0.65
Educational Services	182	83,015	1.71	151	74,877	1.00	93	56,723	0.41	8	2,394	0.83
Finance & Insurance	2	6	2.75	3	32	6.67	3	32	2.95			
Health Care & Social Assistance	214	119,151	1.82	200	117,959	1.81	70	6,104	2.29	33	2,623	1.70
Information & Cultural Industries	16	1,787	2.18	12	1,637	2.75	10	1,551	3.26	6	786	2.87
Manufacturing	186	23,410	1.92	178	23,866	1.15	108	14,054	1.63	58	6,427	1.89
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	9,141	0.64	46	6,100	0.51	32	2,317	0.85	14	1,264	2.45
Professional, Scientific, & Technical Services	8	2,071	0.52	9	1,901	2.21	7	1,811	2.29	3	12	1.67
Public Administration	131	64,490	2.49	128	66,411	2.72	93	31,373	3.57	47	10,396	2.82
Real Estate & Rental & Leasing	4	244	3.15	4	291	2.46	2	200	2.33			
Retail Trade	21	25,976	3.12	22	23,331	3.45	20	14,256	2.80	11	5,132	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	8,674	3.23	14	4,804	2.44	7	2,267	2.29
Wholesale Trade	25	4,318	2.88	22	4,206	0.47	14	3,240	0.95	8	2,387	1.17
<b>All Settlements</b>	<b>1,160</b>	<b>442,332</b>	<b>1.73</b>	<b>1,078</b>	<b>425,359</b>	<b>1.48</b>	<b>638</b>	<b>208,660</b>	<b>1.24</b>	<b>257</b>	<b>43,273</b>	<b>2.06</b>

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



# Average Weekly Earnings Alberta (AWEA)\*



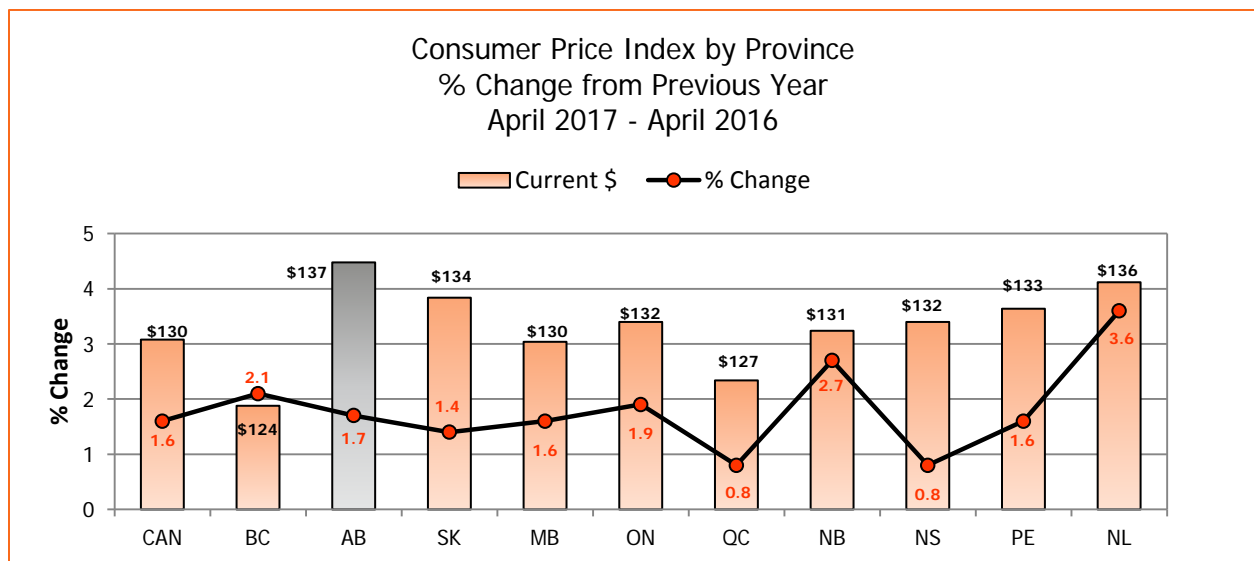
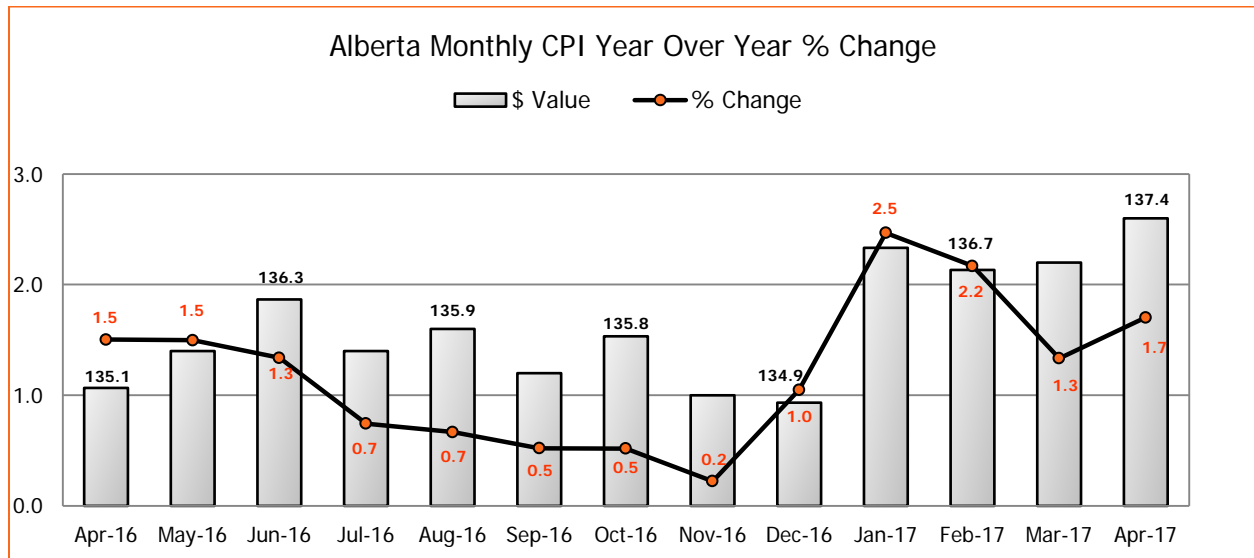
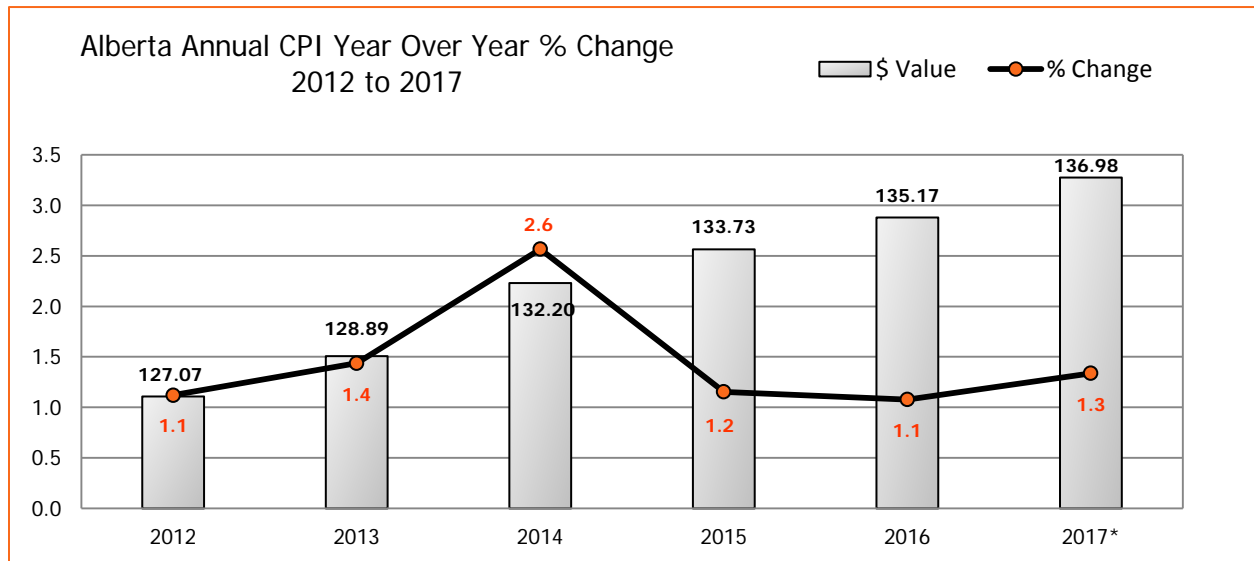
\*To date preliminary figures. Graph data available upon request.

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

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

Source: Statistical data supplied by Statistics Canada

## Consumer Price Index (CPI), 2002=100



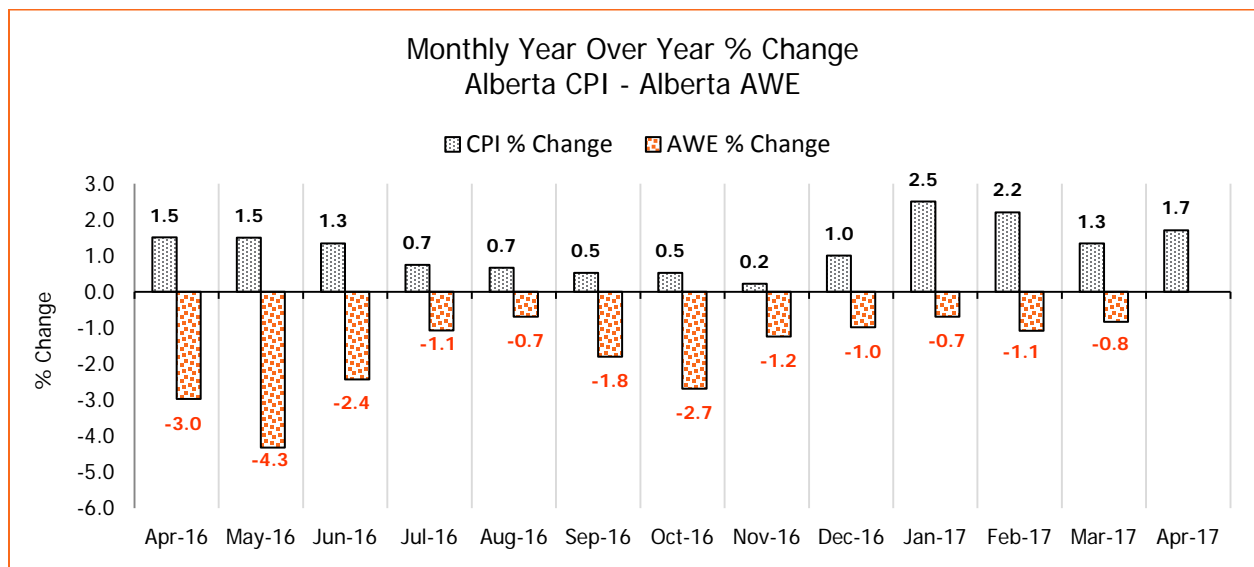
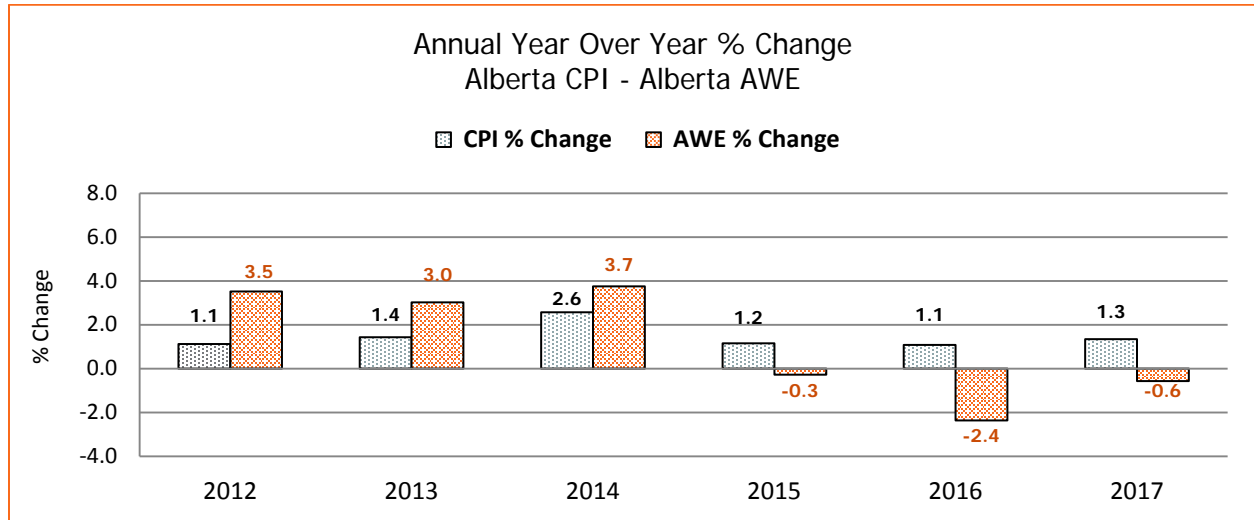
\*Year to date – Graph data available upon request.

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

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

Source: Statistics Canada Consumer Price Index

## Alberta CPI and AWE Comparison



Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
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
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

Average Weekly Earnings													
	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17
<b>AWE \$</b>	\$1,126.99	\$1,119.81	\$1,100.62	\$1,118.04	\$1,125.25	\$1,121.30	\$1,116.88	\$1,104.84	\$1,118.01	\$1,135.29	\$1,110.91	\$1,109.27	\$1,117.59
<b>AWE %</b>	-2.35	-2.98	-4.32	-2.43	-1.07	-0.70	-1.80	-2.69	-1.24	-0.99	-0.70	-1.08	-0.83

<sup>0</sup>Year to date – Graph data available upon request.

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

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

Source: Statistics Canada Consumer Price Index

## 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	290	1	Lethbridge College Faculty Association	350	1
ATU	6,263	9	Lethbridge Police Association	164	1
AUPE	97,568	128	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	155	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	9,840	65
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	27,375	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	248	1
CUPE	37,680	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	3,908	35
Elk Island Catholic Transportation Association	36	1	Taber Police Association	13	1
Employees' Association of Food & Bar Services	216	1	Teamsters	8,820	119
ENTREC Employee Association	76	1	Trotter & Morton Technologies Employees' Association	148	1
Faculty Association of Medicine Hat College	326	1	UFCW	31,340	84
Faculty Association of Northern Lakes College	130	1	UNA	32,995	47
Faculty Association of Red Deer College	300	1	Unifor	14,015	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	10,400	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](#)