

Bargaining Update

NOVEMBER 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 November.

In November 2017, Mediation Services received settlement information regarding 30 bargaining relationships encompassing 4,197 employees. There were 23 private sector and 7 public sector settlements, covering 3,451 and 746 employees respectively.

Highlights

Alberta Pensions Administration

The collective agreement between Alberta Pensions Administration and AUPE covering approximately 155 employees expired on December 31, 2014. Mediated bargaining broke down in May 2015 at which time the union applied for compulsory arbitration. The arbitration award that settled the dispute was issued in November 2017.

Cargill

UFCW Local 1118 representing approximately 1,800 employees and Cargill in High River reached a 48 month collective agreement which will expire in December 2020.

Carillion Canada

Carillion Canada and AUPE representing 450 employees began bargaining for a first agreement in October 2015. The parties were unable to reach an agreement with the assistance of a mediator and agreed to voluntary arbitration. The arbitration award that settled the dispute was issued on October 28, 2017.

Average Weekly Earnings (AWE)






AWE in Alberta rose by 0.8% from \$1,133 in August 2017 to \$1,142 in September 2017. The year over year earnings increased to 2.3%.

Consumer Price Index (CPI)

The Alberta CPI remained at 1.3% from October 2016 to October 2017.

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Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement	
Accommodation and Food Services						
 InnVest Hotels – Fairmont Palliser Unifor Local 4050	350	36	2020-02-29	2017-11-03	1 st year	1.25%
					2 nd year	2.00%
					3 rd year	2.00%
Administrative and Support, Waste Management and Remediation Services						
 GenAlta Recycling Inc. Steelworkers Local 5220	6	48	2019-12-31	2016-12-15	1 st year	0%
					2 nd year	1%
					3 rd year	2%
					4 th year	2%
Arts, Entertainment, and Recreation						
 Edmonton Symphony Society, Francis Winspear Centre for Music IATSE Local 210	100	36	2020-06-30	2017-11-06	1 st year	2%
					2 nd year	1%
					3 rd year	1%
Construction						
 Basilian Industrial Services CLAC Local 63	86	24	2019-02-28	2017-03-01	1 st year	-5.5%
					2 nd year	TBD
 Carillion Canada Inc. AUPE	450	24	2019-10-31	2017-10-28	1 st year	1.0%
					2 nd year	1.5%
 Traugott Building Contractors CLAC Local 63	10	24	2019-01-31	2017-02-01	1 st year	-\$1.00 per hour
					2 nd year	TBD
Educational Services						
 Fort McMurray Catholic Board of Education CUPE Local 2559	270	48	2020-08-31	2017-06-06	1 st year	0%
					2 nd year	0%
					3 rd year	TBD; 1% lump sum
					4 th year	TBD
 High Prairie School Division No. 48 CUPE Local 1038	62	36	2020-08-31	2017-10-03	1 st year	0.5%
					2 nd year	1.0%
					3 rd year	1.5%
 Red Deer Public School District No. 104 CUPE Local 1012	75	24	2019-08-31	2017-09-29	1 st year	0%
					2 nd year	0%
Health Care and Social Assistance						
 Extendicare (Canada) – Cedars Villa UNA	27	20	2019-07-31	2017-11-28	1 st year	TBD
					2 nd year	TBD
 Foothills Centre Detox CUPE Local 3782	23	36	2019-03-31	2017-06-20	1 st year	2.0%
					2 nd year	1.5%
					3 rd year	0.0%
 Revera Lessee – Aspen Ridge AUPE	94	36	2019-01-31	2016-02-01	1 st year	2%
					2 nd year	2%
					3 rd year	2%
 SbraREIT Assisted Living I - Maison Senior Living CUPE Local 8	80	28	2020-02-29	2017-11-01	1 st year	0%, Lump sum 2%
					2 nd year	2%
					3 rd year	2%
 Travois Holdings – Glamorgan Care Centre CLAC Local 301	62	36	2020-03-31	2017-10-13	1 st year	3%
					2 nd year	3%
					3 rd year	4%

Alberta Settlements

Parties	EEs	Term	Expiry	Settled On	Wage Settlement
Information and Cultural Industries					
Manufacturing					
 Armtec Carpenters Local 2103	13	36	2020-02-28	2017-03-17	1 st year 0% 2 nd year 0% 3 rd year 1%
 BURNCO Rock Products Operating Engineers Local 955	130	36	2020-06-30	2017-10-01	1 st year 0% 2 nd year 0% 3 rd year 2%
 Cargill UFCW Local 1118	1,800	48	2020-12-31	2017-10-27	1 st year \$.30 per hour 2 nd year \$.40 per hour 3 rd year \$.40 per hour 4 th year \$.45 per hour
 Lafarge Canada – Precast Carpenters Local 2010	130	36	2020-05-31	2017-07-26	1 st year 0.75% 2 nd year 1.75% 3 rd year 2.00%
 Shaw Pipe Protection, Camrose Steelworkers Local 1-207	55	24	2018-12-31	2017-02-21	1 st year 0% 2 nd year 0%
Mining and Oil and Gas Extraction					
Other Services (except Public Administration)					
Professional, Scientific and Technical Services					
Public Administration					
 Alberta Pensions Administration AUPE	165	36	2017-12-31	2017-11-15	1 st year 2% 2 nd year 2.5% 3 rd year 0%; .05% lump sum
Real Estate and Rental and Leasing					
Retail Trade					
 Sobeys Western Cellars, Airdrie UFCW Local 401	10	12	2018-08-04	2017-11-09	1 st year 0%, \$300 lump sum
Transportation and Warehousing					
 Tracker Logistics Unifor Local 4050	97	42	2020-10-31	2017-04-22	1 st year \$.60 per hour 2 nd year \$.35 per hour 3 rd year \$.35 per hour
Utilities					
Wholesale Trade					
 Anixter Canada [Calgary] Teamsters Local 362	6	60	2022-10-01	2017-09-09	1 st year \$.35 per hour 2 nd year \$.35 per hour 3 rd year \$.35 per hour 4 th year \$.35 per hour 5 th year \$.35 per hour

Current & Upcoming Collective Bargaining

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

Essential Services Relationships [ES] indicated with ✓

Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	2017-06-30	130		
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		
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		
Sodexo Canada	CUPE Local 4822	2017-10-31	360		

Administrative and Support, Waste Management and Remediation Services

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

Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Alberta Roadbuilders & Heavy Construction	Operating Engineers Local 955	2015-02-28	1,300		Bargaining
Callisto Construction	CLAC Local 63, Construction	2017-08-31	400		
DLI - Industrial Construction – Construction	CMAW	2017-05-30	600		
Flatiron Constructors Canada	CLAC Local 63, Construction	2017-06-30	860		
Flint Oilsands Construction	CLAC Local 63, Construction	2017-10-31	420		
Midwest Pipelines	CLAC Local 63, Construction	2017-05-31	1,053		
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	✓	Bargaining
Athabasca University - Tutors	CUPE Local 3911	2016-06-30	325	✓	Bargaining
Bow Valley College	AUPE	2017-06-30	316	✓	Bargaining
Bow Valley College	Faculty Association	2017-06-30	140	✓	
Calgary Board of Education	Staff Association	2017-08-31	3,416		
Calgary Board of Education	Staff Assn. for Professional Support	2017-08-31	232		
Calgary Board of Education	CUPE Local 40	2017-08-31	747		
Calgary Roman Catholic School District No. 1	CUPE Local 520	2016-08-31	283		Bargaining
Calgary Roman Catholic School District No. 1	Unifor Local 1990	2016-08-31	1,600		Bargaining
Edmonton Catholic Separate School District No. 7	AUPE	2016-08-31	349		Mediation
Edmonton Catholic Separate School District No. 7	Unifor Local 52A	2016-08-31	781		Bargaining
Edmonton School District No. 7 - Custodial	CUPE Local 474	2017-08-31	850		
Edmonton School District No. 7 - Maintenance	CUPE Local 784	2017-08-31	250		
Edmonton School District No. 7 - Support Staff	CUPE Local 3550	2017-08-31	2,716		
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		Bargaining
Grande Prairie Public School District No. 2357	Employees Association	2017-08-31	299		
Grande Prairie Regional College	Academic Staff Association	2017-08-14	230	✓	
Grande Prairie Regional College	Employees' Association	2017-06-30	140	✓	
Grande Prairie Roman Catholic Separate School District. No. 28	Unifor Local 328	2017-08-31	150		
Grant MacEwan University	MacEwan Staff Association	2017-06-30	720	✓	Settled
Greater St. Albert Roman Catholic Separate School District No. 734	Unifor Local 72A	2017-08-31	132		
Holy Spirit Roman Catholic Separate Regional Division No. 4	CUPE Local 1825	2017-08-31	185		
Keyano College	CUPE Local 2157	2017-06-30	180	✓	Mediation
Keyano College	Keyano College Faculty Association	2017-06-30	146	✓	

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated with ✓

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Lakeland College	AUPE	2017-06-30	263	✓	
Lethbridge College	AUPE	2017-06-30	334	✓	
Lethbridge School District No. 51	CUPE Local 2843	2017-08-31	367		
Living Waters Catholic Regional Division No. 42	AUPE	2016-08-31	134		Mediation
Medicine Hat College	AUPE	2017-06-30	163	✓	
Mount Royal University	Mount Royal Staff Association	2017-06-30	678	✓	Bargaining
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	✓	
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	✓	Bargaining
SAIT	SAIT Academic Faculty Association	2017-06-30	660	✓	Bargaining
University of Calgary	Faculty Association	2017-06-30	2,300	✓	Bargaining
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	✓	Bargaining
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 Care Society - Calgary - ANC	AUPE	2017-08-31	367	✓	Bargaining
Bethany Care Society - Collegeside	AUPE	2017-08-31	123	✓	
Bethany Nursing Home – Bashaw Meadows . . .	AUPE	2017-03-31	374	✓	Bargaining
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	1,386	✓	Bargaining
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2017-06-30	435	✓	
Capital Care - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2017-06-30	550	✓	Bargaining
Capital Care - PMP/PMT	HSAA	2017-03-31	154	✓	
Carewest – ANC	AUPE	2017-06-30	1,424	✓	Bargaining
Carewest – GSS	AUPE	2017-06-30	430	✓	Bargaining
Carewest - PMP/PMT	HSAA	2017-06-30	180	✓	
CBI Home Health	AUPE	1 st CBA	512	✓	Mediation
Chantelle Management – Edith Cavell Care Centre	AUPE	2017-11-30	112	✓	
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	✓	Bargaining
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	✓	Bargaining
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2017-03-31	1,109	✓	Bargaining
Covenant Health – GSS	AUPE	2017-03-31	510	✓	Bargaining
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	✓	Bargaining
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	✓	Bargaining
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	✓	Bargaining
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	✓	

Current & Upcoming Collective Bargaining

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Essential Services Relationships [ES] indicated with ✓

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Nutra	CNIFU	2017-11-30	500	✓	
Prairie Emergency Medical Systems	HSAA	2017-03-31	117		
Qualicare - Citadel Care	Steelworkers Local 1-207	2017-06-30	130	✓	
Shepherd's Care - Kensington Village - ANC	AUPE	2017-09-30	140	✓	
Shepherd's Care - Millwoods - ANC	AUPE	2017-09-30	126	✓	
Southern Alberta Community Living Association	CUPE Local 4791	2017-06-30	143		
Venta Care Centre – ANC	AUPE	2017-07-31	100	✓	Bargaining
Well Being Services – Millrise	AUPE	1 st CBA	245	✓	Mediation
Well Being Services – Monterey Place	AUPE	2017-04-04	133	✓	Bargaining
Wood's Homes	CUPE Local 4731	2016-09-30	299		Bargaining

Information and Cultural Industries

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Manufacturing					
AltaSteel	Steelworkers Local 5220	2017-07-31	270		
ATCO Structures & Logistics	Carpenters Local 2010	2017-05-31	140		
Canadian Forest Products	Unifor Local 446	2017-09-30	150		
Cavendish Farms – Potatoes	UFCW Local 401	2017-02-28	124		
Clean Harbors Energy & Industrial Services	Teamsters Local 362	2017-07-31	380		Mediation
Goodyear Canada	Steelworkers Local 628	2017-07-27	240		
IPEX	Unifor Local 21A	2017-09-15	140		
Owens Corning Canada	Unifor Local 728A	2017-07-31	113		
Prudential Steel	Steelworkers Local 7226	2015-12-31	301		Settled
Sealy Canada	Steelworkers Local 1-207	2017-11-30	125		
SRI Homes - Regent Home Systems	Steelworkers Local 1-207	2017-11-30	155		
Tolko Industries	Steelworkers Local 1-207	2017-07-31	232		
Triple M Housing	Carpenters Local 2010	2017-05-31	324		
West Fraser Mills	Unifor Local 855	2017-05-31	447		

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Innovator Industrial Services	Unifor Local 3000CA	2017-02-19	339		
Integral Energy Services	CLAC Local 63, Construction	2017-11-15	465		
Ledcor Site Services - Mining	CLAC Local 63, Construction	2017-06-30	140		
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		
OJ Industrial Maintenance	Operating Engineers Local 955	2016-12-31	140		

Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Public Administration					
Alberta Gaming & Liquor Commission	AUPE	2017-07-31	620	✓	
Alberta Innovates	AUPE	2017-09-30	265	✓	
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		Bargaining
City of Lethbridge	IAFF Local 237	2016-12-31	166		
City of Medicine Hat	Medicine Hat Police Association	2016-12-31	115		Bargaining

Current & Upcoming Collective Bargaining

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

Essential Services Relationships [ES] indicated with ✓

Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Government of Alberta	AUPE	2017-03-31	24,314	✓	Bargaining
Regional Municipality of Wood Buffalo	IAFF Local 2494	2016-12-31	177		Bargaining
Strathcona County	AUPE	2016-12-31	210		Bargaining
Strathcona County	IAFF Local 2461	2016-12-31	184		CAB

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-Op Employees	2016-10-29	2,822		Settled
First Truck Centre Edmonton	CLAC Local 56	2017-10-31	135		
Sobeys West	Bakery Workers Local 252	2017-03-18	231		Bargaining
Sobeys West - Meat & Deli	UFCW Local 1118	2017-03-18	842		Bargaining
Sobeys West - Meat & Deli	UFCW Local 401	2017-03-18	590		Bargaining
Sobeys West - Retail	UFCW Local 401	2017-03-18	7,426		Bargaining

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
A&B Rail Services	Multi-Union	2017-04-30	300		
FirstCanada - Branch 31720	Teamsters Local 987	2017-09-01	265		
Pe Ben Oilfield Services	Teamsters Local 362	2017-09-30	122		

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
ATCO Electric	Canadian Energy Workers	2016-12-31	1,597		Settled
Transalta Generation Partnership (TAGP)	IBEW Local 254	2016-12-31	380		Mediation

Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	ES	STATUS
Real Canadian Wholesale Club	CLAC Local 301	2017-10-21	410		
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	2017-12-31	165	Active
Alberta Gaming & Liquor Commission	AUPE	2017-07-31	620	Expired
Alberta Innovates	AUPE	2017-09-30	265	Expired
Alberta Livestock & Meat Agency	AUPE	2017-03-31	20	Expired
ATB Financial	AUPE	2017-03-31	1,181	Expired
Government of Alberta	AUPE	2017-03-31	24,314	Bargaining
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
Keyano College	CUPE Local 2157	2016-06-30	180	Mediation
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	Bargaining
Bow Valley College	AUPE	2017-06-30	316	Bargaining
Bow Valley College	Faculty Association	2017-06-30	140	Expired
Grande Prairie Regional College	Academic Staff	2017-08-14	230	Expired
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	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	Bargaining
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	Bargaining
Red Deer College	CUPE Local 1445	2017-06-30	166	Expired
SAIT	AUPE	2017-06-30	700	Bargaining
SAIT	Faculty Association	2017-06-30	660	Bargaining
University of Calgary	Faculty Association	2017-06-30	2,300	Bargaining
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
Grant MacEwan University	Faculty Association	2019-06-30	961	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
Concordia University College	Faculty Association	2021-06-30	61	Active

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
CBI Home Health	AUPE	1 st Agmt	512	Mediation
Park Place Seniors Living – Hardisty Care Centre – PMP/PMT	UNA	1 st Agmt	4	Mediation
Well Being Services - Millrise	AUPE	1 st Agmt	245	Mediation

Essential Services Bargaining Relationships

Parties subject to essential services provisions organized alphabetically by expiry year

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Carewest – Rouleau Manor	UNA			ALRB Cert
Covenant Care – Saint Thomas Health Centre	AUPE			ALRB Cert
Covenant Care – St. Marguerite Manor	AUPE			ALRB Cert
Gray House Guild	UNA			ALRB Cert
Mountain View Seniors' Housing	AUPE			Bargaining
Parkland Community Living and Supports Society	CNFIU			ALRB Cert
Points West Living Slave Lake	AUPE			Bargaining
Points West Living Stettler	AUPE			Bargaining
Seasons Retirement Communities (Drayton Valley)	AUPE			ALRB Cert
Seasons Retirement Communities (Encore)	AUPE			ALRB Cert
Seasons Retirement Communities (Lethbridge)	AUPE			ALRB Cert
Seasons Retirement Communities (Lethbridge Gardens)	AUPE			ALRB Cert
Seasons Retirement Communities (Ponoka)	AUPE			Settled
Sprucewood Place Housing Community	AUPE			ALRB Cert
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
Optima Living Alberta - Century Park	AUPE	2015-03-31	90	Mediation
Park Place Seniors Living - Hardisty Care Centre	UNA	2015-12-15	15	Expired
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
Extendicare (Canada) - Bonnyville	CUPE Local 2639	2016-12-31	59	Expired
Extendicare (Canada) - Fort Macleod	CUPE Local 3782	2016-12-31	75	Expired
Extendicare (Canada) - Leduc	CUPE Local 4815	2016-12-31	81	Expired
Extendicare (Canada) - St. Paul	CUPE Local 2677	2016-12-31	59	Expired
Extendicare (Canada) - Viking	CUPE Local 3174	2016-12-31	58	Expired
Extendicare (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
Revera - Mount Royal	CUPE Local 8	2016-10-31	96	Expired
Revera Lessee - Churchill Retirement Community	AUPE	2016-12-31	80	Bargaining
Revera Lessee - Meadowlands Retirement Residence	UFCW Local 1118	2016-12-31	50	Bargaining
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	Expired
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	Bargaining
Bethany Care Society - Airdrie - GSS	AUPE	2017-08-31	21	Bargaining
Bethany Care Society – Calgary	HSAA	2017-07-31	13	Expired
Bethany Care Society – Calgary	UNA	2017-03-31	68	Expired
Bethany Care Society - Calgary - ANC	AUPE	2017-08-31	367	Bargaining
Bethany Care Society - Calgary - GSS	AUPE	2017-08-31	39	Bargaining
Bethany Care Society - Cochrane	AUPE	2017-08-31	72	Bargaining
Bethany Care Society - Cochrane	UNA	2017-03-31	18	Expired
Bethany Care Society - Collegedale	AUPE	2017-08-31	123	Expired
Bethany Care Society - Collegedale	UNA	2017-03-31	27	Expired
Bethany Care Society - Didsbury	AUPE	2017-08-31	72	Expired
Bethany Care Society - Harvest Hills	AUPE	2017-08-31	62	Bargaining
Bethany Care Society - Sylvan Lake	AUPE	2017-08-31	92	Expired
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	Bargaining
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2017-03-31	15	Expired
Bethany Nursing Home - Rosehaven Care Centre	UNA	2017-03-31	21	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

Essential Services Bargaining Relationships

Parties subject to essential services provisions organized alphabetically by expiry year

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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	1,386	Bargaining
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2017-06-30	435	Expired
Capital Care - GSS	AUPE	2017-06-30	500	Bargaining
Capital Care - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2017-06-30	550	Bargaining
Capital Care - PMP/PMT	HSAA	2017-03-31	154	Expired
Carewest – ANC	AUPE	2017-06-30	1,424	Bargaining
Carewest - Colonel Belcher	CUPE Local 8	2017-06-30	61	Expired
Carewest - Colonel Belcher	UNA	2017-03-31	24	Expired
Carewest - GSS	AUPE	2017-06-30	430	Bargaining
Carewest - PMP/PMT	HSAA	2017-06-30	180	Expired
Chantelle Management - Edith Cavell Care Centre	AUPE	2017-11-30	112	Expired
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	Bargaining
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	Bargaining
Covenant Care - Villa Marie	AUPE	2017-06-30	76	Bargaining
Covenant Health	UNA	2017-03-31	2,876	Expired
Covenant Health – ANC	AUPE	2017-03-31	2,157	Bargaining
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2017-03-31	94	Bargaining
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	Bargaining
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	Bargaining
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	Expired
Extencicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	60	Active
Extencicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	Active
Extencicare (Canada) - Cedars Villa	AUPE	2017-12-31	264	Active
Extencicare (Canada) - Eaux Claires	AUPE	2017-12-31	183	Active
Extencicare (Canada) - Eaux Claires	UNA	2017-07-31	33	Expired
Extencicare (Canada) - Fairmont Park	AUPE	2017-12-31	142	Active
Extencicare (Canada) - Fort Macleod	UNA	2017-07-31	12	Expired
Extencicare (Canada) - Hillcrest	AUPE	2017-12-31	149	Active
Extencicare (Canada) - Holyrood	AUPE	2017-12-31	85	Active
Extencicare (Canada) - Holyrood	UNA	2017-07-31	21	Expired
Extencicare (Canada) - Leduc	UNA	2017-07-31	21	Expired
Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	63	Active
Extencicare (Canada) - Mayerthorpe	UNA	2017-07-31	1	Expired
Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	389	Active
Extencicare (Canada) - Michener Hill	UNA	2017-07-31	41	Expired
Extencicare (Canada) - Viking	UNA	2017-07-31	6	Expired
Extencicare (Canada) - Vulcan	UNA	2017-07-31	10	Expired
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,526	Bargaining
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	Bargaining
Lamont Health Care Centre	HSAA	2017-03-31	13	Expired

Essential Services Bargaining Relationships

Parties subject to essential services provisions organized alphabetically by expiry year

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
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	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	Expired
Salem Manor Nursing Home	UNA	2017-03-31	15	Expired
Salvation Army - Grace Manor	AUPE	2017-09-30	74	Expired
Shepherd's Care - Barrhead	AUPE	2017-09-30	59	Expired
Shepherd's Care - Greenfield	AUPE	2017-09-30	27	Expired
Shepherd's Care - Kensington Village - ANC	AUPE	2017-09-30	140	Expired
Shepherd's Care - Millwoods - ANC	AUPE	2017-09-30	126	Expired
Shepherd's Care - Millwoods & Kensington Village	UNA	2017-03-31	32	Expired
Shepherd's Care - Vanguard	AUPE	2017-09-30	76	Expired
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	AUPE	2017-08-31	52	Bargaining
Touchmark at Wedgewood	UNA	2017-03-31	15	Expired
Venta Care Centre	UNA	2017-08-31	16	Expired
Venta Care Centre - ANC	AUPE	2017-07-31	100	Bargaining
Venta Care Centre - GSS	AUPE	2017-07-31	50	Bargaining
Well Being Services - Monterey Place	AUPE	2017-04-04	133	Bargaining
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 & Bethany Long Term Care	AUPE	2018-03-31	230	Active
Covenant Care – Chateau Vitaline	AUPE	2018-06-30	72	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	195	Active
Crowsnest Pass Senior Housing	CUPE Local 812	2018-12-31	30	Active
Eagle Hill Foundation – Eagle Hill, Eagle View, Hillside	CUPE Local 1461	2018-12-31	45	Active
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	31	Active
Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	Active
Lakeland Lodge & Housing Foundation	CUPE Local 2771	2018-12-31	19	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 - Hardisty Care Centre - ANC	AUPE	2018-03-31	121	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
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 Grove Manor	AUPE	2018-09-30	21	Active
St. Michael's Manor Vegreville	AUPE	2018-03-31	27	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

Essential Services Bargaining Relationships

Parties subject to essential services provisions organized alphabetically by expiry year

Health Care

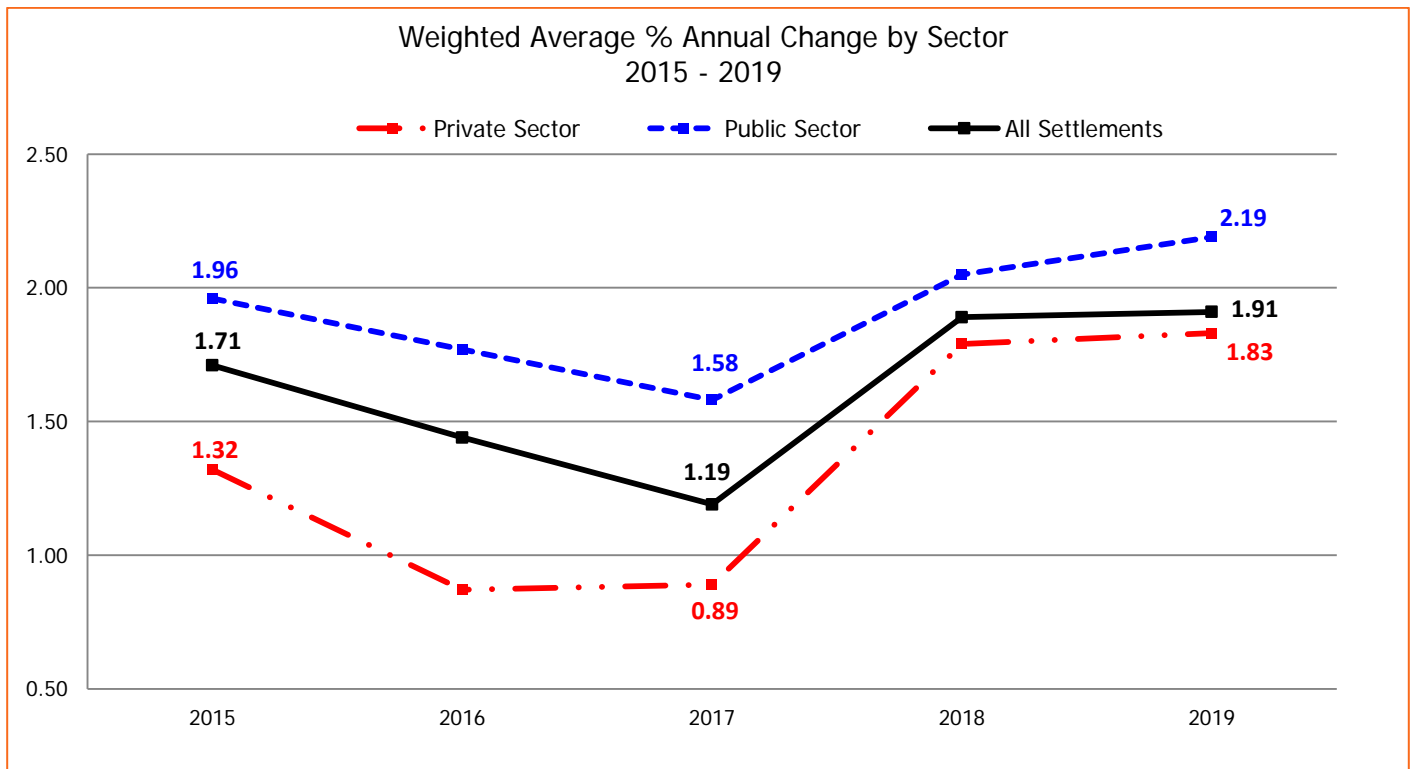
EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Choices in Community Living - Legacy Lodge	AUPE	2019-03-31	114	Active
Cypress View Foundation	CUPE Local 46	2019-12-31	80	Active
Evergreens Foundation	Operating Engineers Local 955	2019-06-19	75	Active
Extencicare (Canada) - Cedars Villa	UNA	2019-07-31	27	Active
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
Park Place Seniors Living - Devonshire Care Centre Partnership	AUPE	2019-03-31	188	Active
Park Place Seniors Living - Devonshire Care Centre Partnership	UNA	2019-12-31	27	Active
Park Place Seniors Living – Hardisty Care Centre – GSS	AUPE	2019-03-31	68	Active
Points West Living Cold Lake	AUPE	2019-12-31	51	Active
Points West Living Heritage House	AUPE	2019-03-31	53	Active
Qualicare - Rivercrest Lodge Nursing Home	AUPE	2019-03-31	13	Active
Qualicare - Rivercrest Lodge Nursing Home	Steelworkers Local 1-207	2019-07-31	85	Active
Revera - Riverview	UFCW Local 1118	2019-03-31	140	Active
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	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	111	Active
Brazeau Foundation	AUPE	2020-05-31	35	Active
Operation Friendship Seniors Society	CUPE Local 474	2020-03-31	59	Active
SbraREIT Assisted Living – Maison Senior Living	CUPE Local 8	2020-02-29	80	Active
Seasons Retirement Communities (Wetaskiwin)	AUPE	2020-12-31	33	Active
Travois Holdings - Glamorgan Care Centre	CLAC Local 301	2020-03-31	62	Active
Travois Holdings - Mayfair Care Centre	CLAC Local 301	2020-03-31	140	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	617	170,770	1.32
	Public Sector	566	278,505	1.96
	All Settlements	1,183	449,275	1.71
2016	Private Sector	617	163,827	0.87
	Public Sector	550	278,182	1.77
	All Settlements	1,167	442,009	1.44
2017	Private Sector	494	136,785	0.89
	Public Sector	344	106,854	1.58
	All Settlements	838	243,639	1.19
2018	Private Sector	232	35,511	1.79
	Public Sector	139	21,940	2.05
	All Settlements	371	57,451	1.89
2019	Private Sector	105	13,631	1.83
	Public Sector	38	3,720	2.19
	All Settlements	143	17,351	1.91



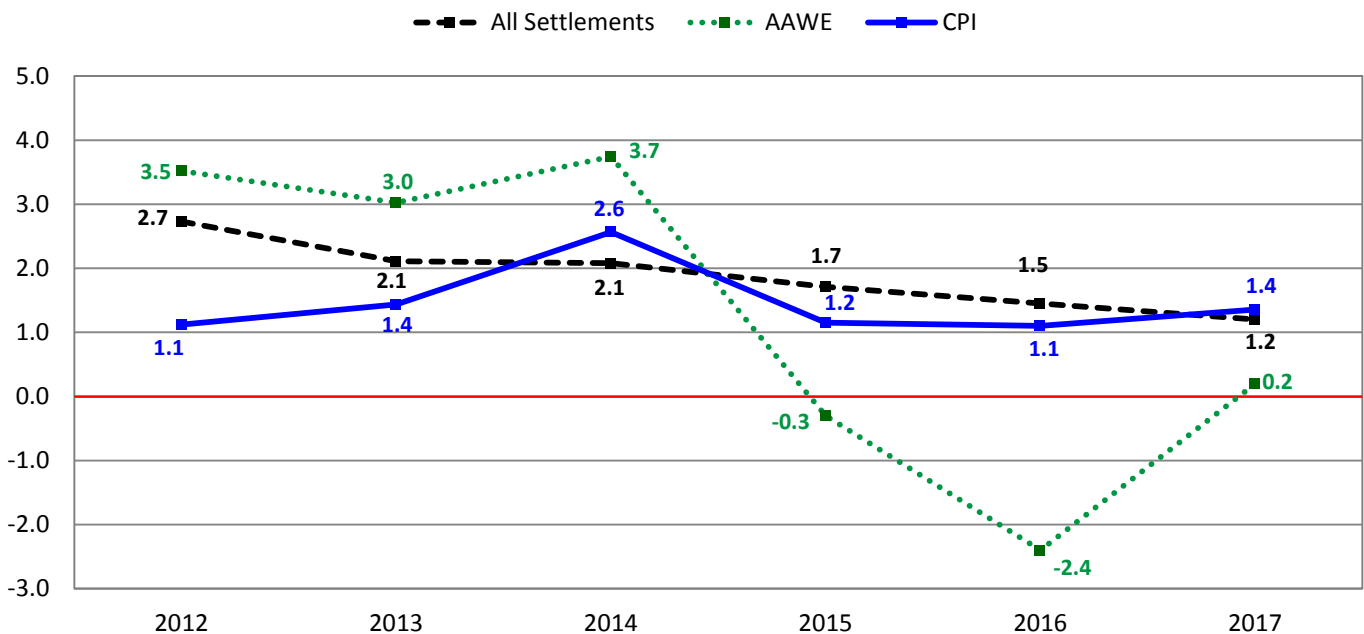
Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca

Wage Settlements in Alberta Weighted Average % Annual Change by Industry

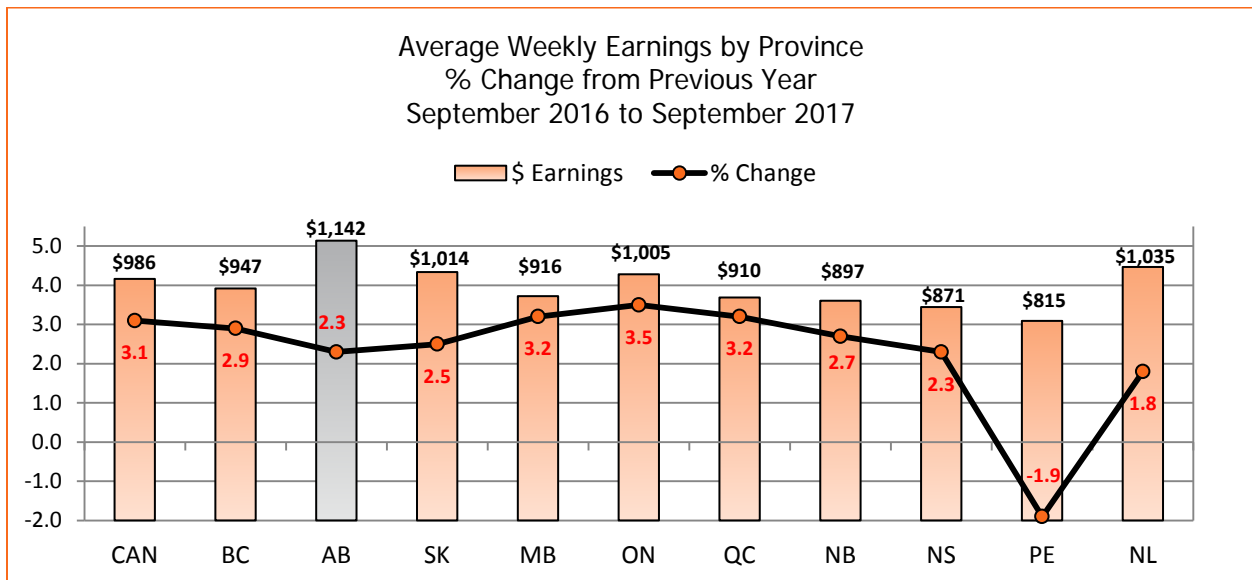
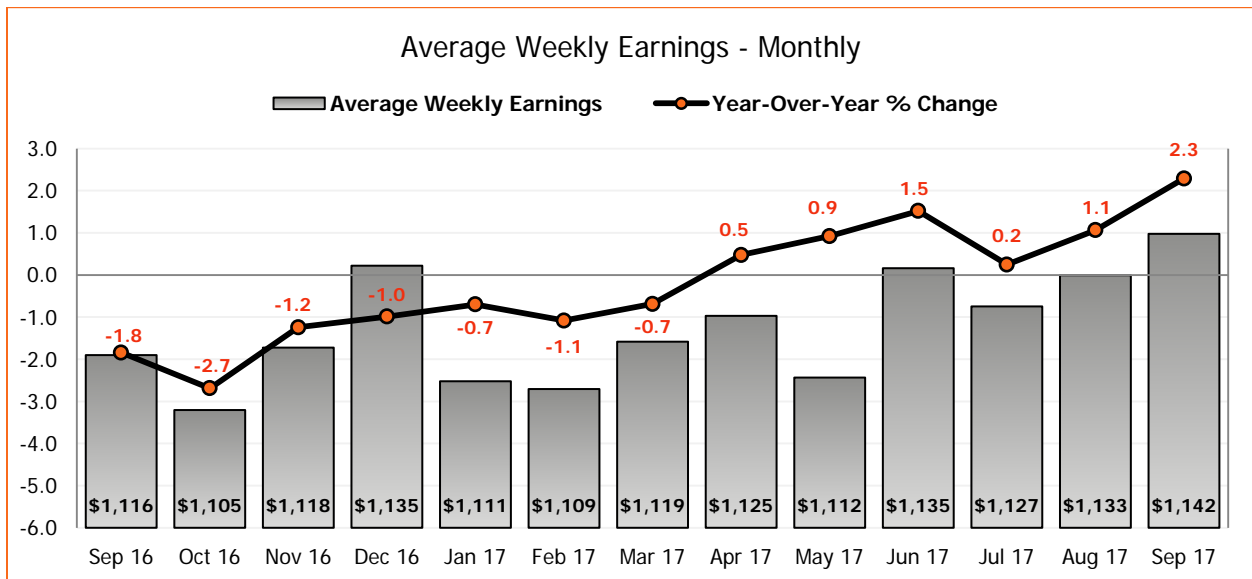
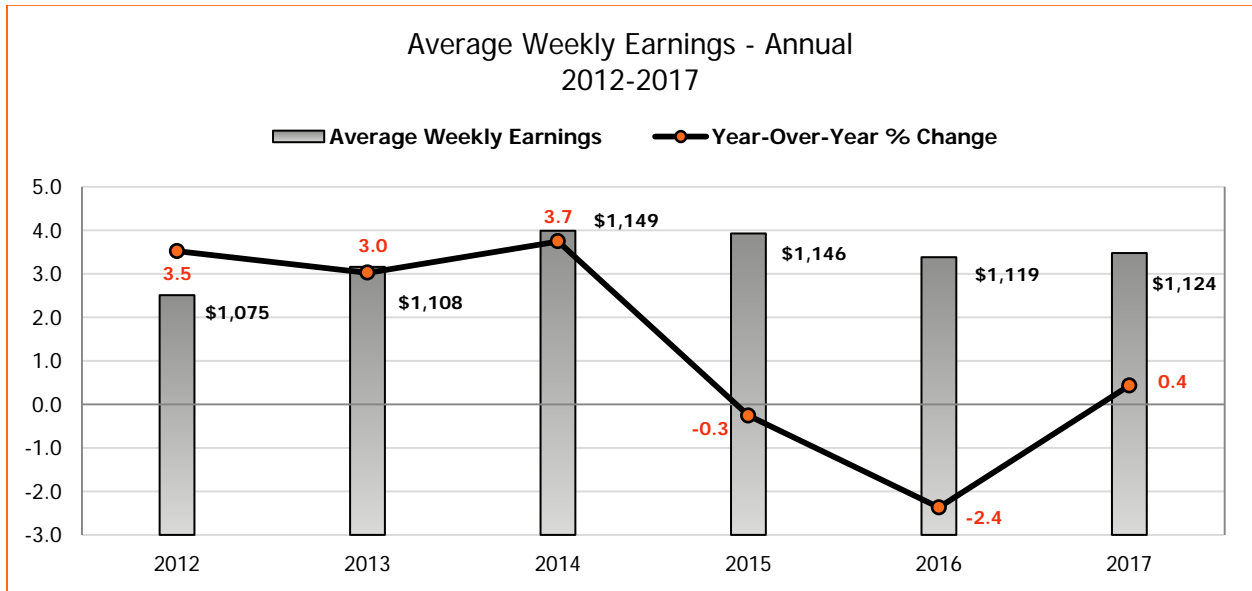
Wage data reflects the average yearly % change taking effect in the indicated year.

Industry Sector	2015			2016			2017			2018		
	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%	CBAS	EEs	%
Accommodation & Food Services	41	4,770	2.96	31	4,315	2.21	21	2,857	0.57	11	1,493	1.28
Administrative & Support, Waste Management & Remediation Services	13	1,413	0.64	14	1,593	0.83	12	1,553	1.90	7	309	1.51
Arts, Entertainment, & Recreation	36	4,290	2.05	40	4,655	1.81	37	4,440	2.09	22	2,883	1.94
Construction	131	76,234	0.25	133	73,934	-0.33	108	70,685	0.12	17	2,321	0.80
Educational Services	183	83,655	1.72	169	81,215	0.94	116	61,592	0.42	18	4,255	0.59
Finance & Insurance	2	6	2.75	3	32	6.67	3	32	2.95			
Health Care & Social Assistance	226	124,610	1.79	227	124,868	1.77	98	8,065	2.22	53	4,166	1.60
Information & Cultural Industries	16	1,787	2.18	15	1,787	2.62	13	1,701	3.08	7	846	2.67
Manufacturing	188	23,432	1.87	189	24,502	1.10	147	18,722	1.40	88	10,686	1.78
Mining & Oil & Gas Extraction	30	8,615	1.07	29	8,086	0.66	24	6,594	1.70	14	4,465	2.50
Other Services (except Public Administration)	49	9,143	0.64	49	6,205	0.52	42	5,238	0.68	19	1,991	2.04
Professional, Scientific, & Technical Services	9	2,079	0.53	10	1,909	2.20	11	1,875	2.03	5	21	1.62
Public Administration	133	64,797	2.49	132	66,813	2.72	109	32,094	3.51	57	10,988	2.77
Real Estate & Rental & Leasing	4	244	3.15	4	291	2.46	3	276	2.30	1	76	2.25
Retail Trade	21	26,117	3.08	24	23,765	3.41	23	14,576	2.83	12	5,284	1.89
Transportation & Warehousing	48	4,680	1.97	49	4,730	0.90	33	3,303	1.38	18	1,065	1.12
Utilities	27	8,823	3.44	24	8,742	3.23	19	6,415	1.91	11	3,859	2.08
Wholesale Trade	26	4,580	2.94	25	4,567	0.73	19	3,621	1.01	11	2,743	1.25
All Settlements	1,183	449,275	1.71	1,167	442,009	1.44	838	243,639	1.19	371	57,451	1.89

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



Average Weekly Earnings Alberta (AWEA)*



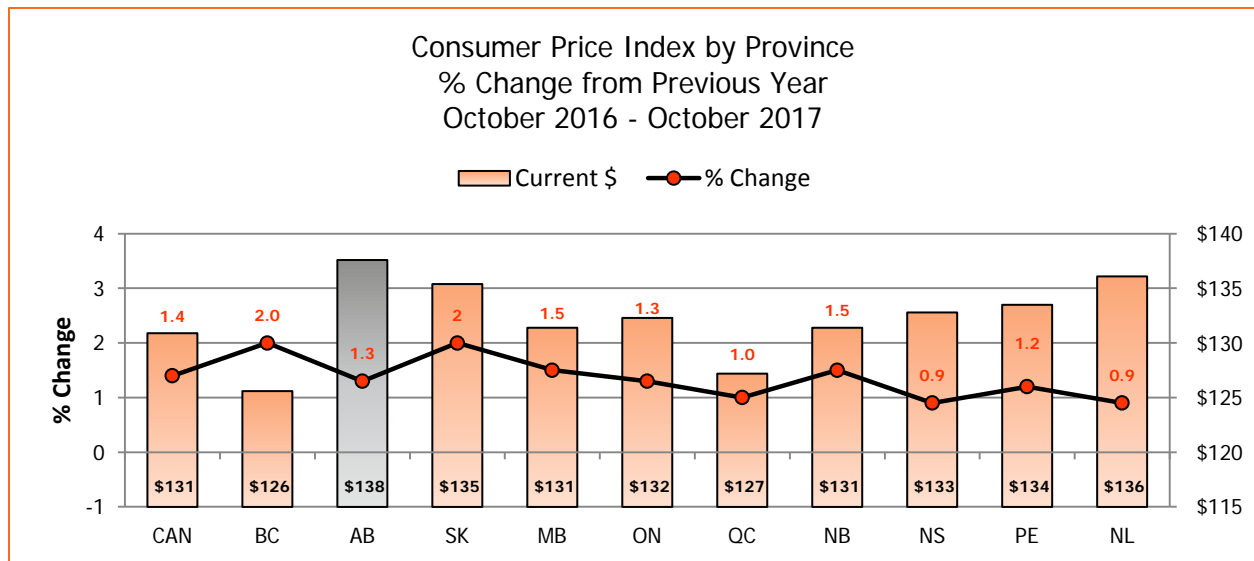
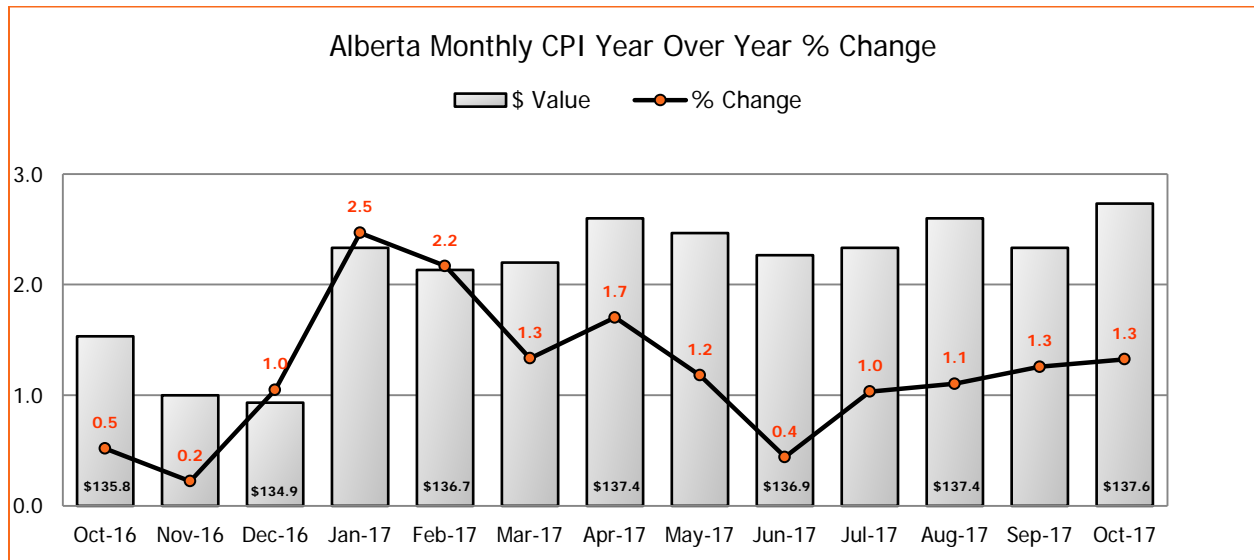
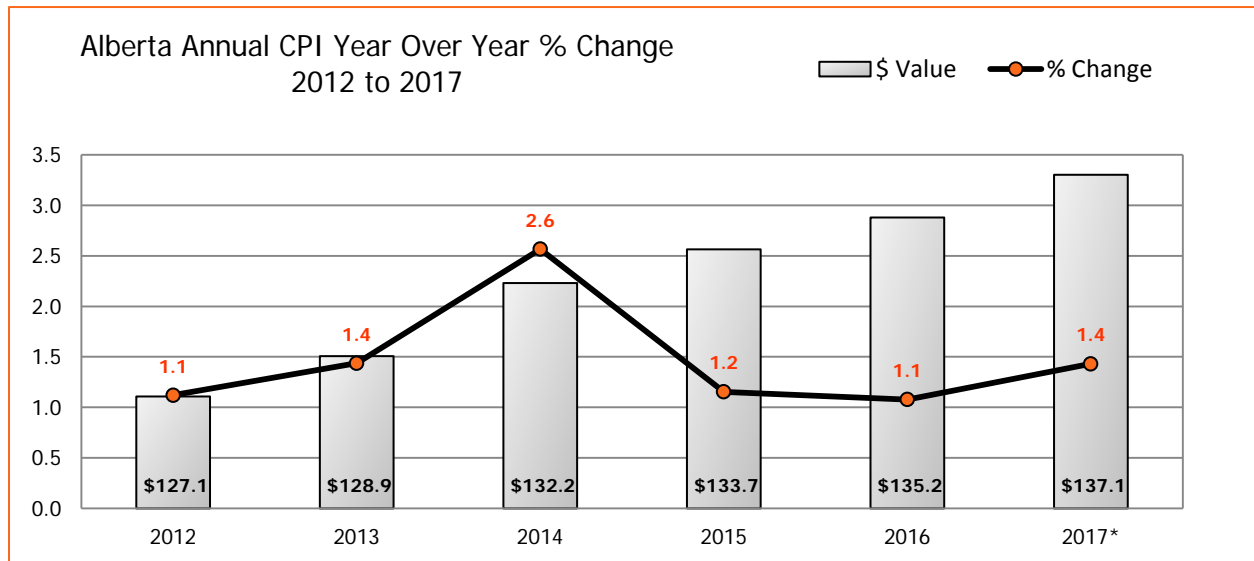
*To date preliminary figures. Graph data available upon request.

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



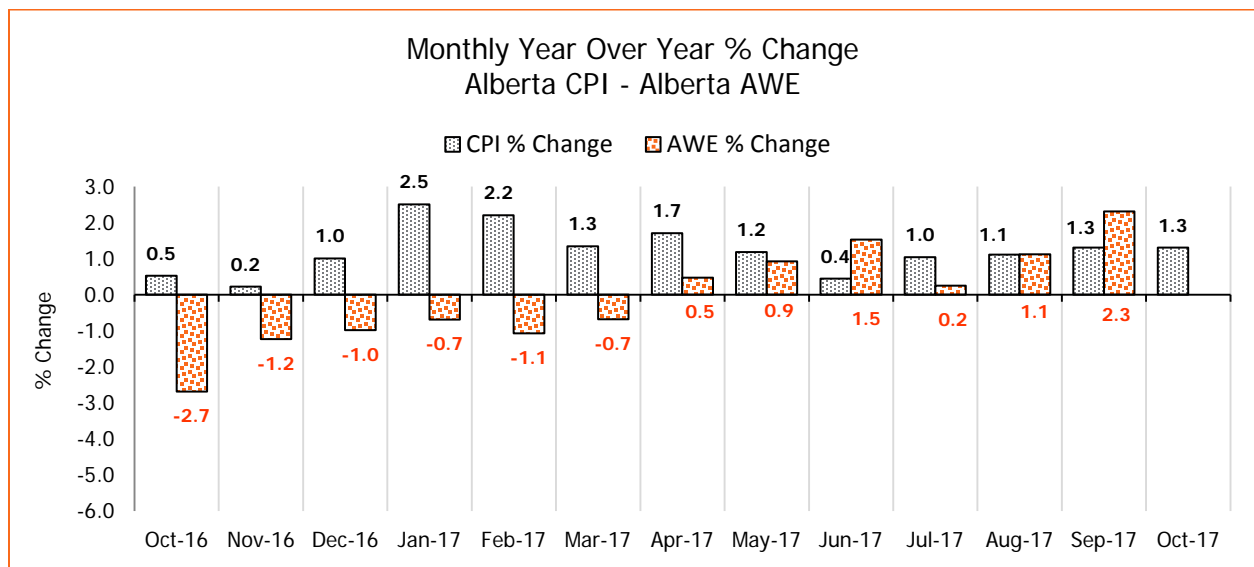
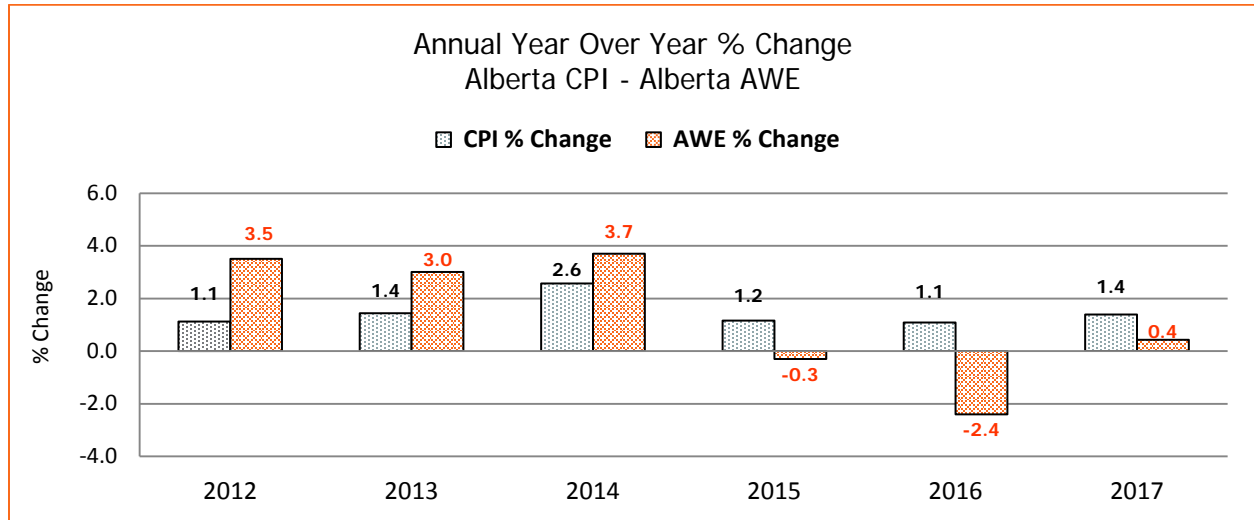
*Year to date – Graph data available upon request.

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
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
Jun 17	130.4	1.0	136.9	0.4	136.7	0.4	137.5	0.7
Jul 17	130.4	1.2	137.0	1.0	136.8	1.1	137.7	1.3
Aug 17	130.5	1.4	137.4	1.1	137.1	1.1	138.0	1.2
Sep 17	130.8	1.6	137.0	1.3	136.7	1.1	137.6	1.4
Oct 17	130.9	1.4	137.6	1.3	137.5	1.3	138.2	1.4

Average Weekly Earnings													
	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17
AWE \$	\$1,116.43	\$1,104.84	\$1,118.01	\$1,135.29	\$1,110.91	\$1,109.27	\$1,119.26	\$1,124.71	\$1,111.69	\$1,134.76	\$1,126.70	\$1,133.27	\$1,142.01
AWE %	-1.84	-2.69	-1.24	-0.99	-0.70	-1.08	-0.69	0.47	0.92	1.52	0.25	1.06	2.29

¹Year 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	51	1
Alberta College of Art & Design Faculty Association	116	1	Iron Workers	4,457	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	4,364	1	Lacombe Police Association	15	1
ATA	35,185	68	Lakeland College Faculty Association	194	1
Athabasca University Faculty Association	408	1	Lethbridge College Faculty Association	350	1
ATU	6,277	9	Lethbridge Police Association	163	1
AUPE	98,365	133	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	1,882	9
Battle River School Bus Drivers' Association	36	1	MaXfield Employees' Organization	129	1
Boilermakers	3,798	21	Media & Communications Workers	105	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	37	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	1,996	4	National Maintenance Council	2,000	1
Canadian Football League Players' Association	92	1	Natural Gas Employees Association	1,468	3
Canadian Iron Steel & Industrial Workers	271	7	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	78	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	9,994	67
CANEM Systems Employees Association	404	2	Painters	594	3
Carpenters	10,395	19	Plasterers & Cement Masons	935	4
Central Alberta Association of Municipal & School Employees	602	2	Plumbers & Pipefitters	13,564	19
Civic Service Union 52	6,043	5	Portage College Faculty Association	102	1
CLAC	28,047	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	1,300	3	Quinn Construction Employees Association	248	1
CUPE	37,920	201	SAIT Academic Faculty Association	660	1
Edmonton Police Association	1,818	1	Service Employees' International Union	237	3
Edmonton Police Service Senior Officers' Association	34	1	Sheet Metal Workers	953	3
Elevator Constructors	650	2	Steelworkers	3,906	36
Elk Island Catholic Transportation Association	36	1	Taber Police Association	13	1
Employees' Association of Food & Bar Services	216	1	Teamsters	9,064	121
ENTREC Employee Association	76	1	Trotter & Morton Technologies Employees' Association	148	1
Faculty Association of Medicine Hat College	326	1	UFCW	31,317	85
Faculty Association of Northern Lakes College	130	1	UNA	32,999	47
Faculty Association of Red Deer College	300	1	Unifor	14,016	105
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	961	1	University of Lethbridge Faculty Association	500	1
HSAA	24,714	31	Western Canada Employees' Association	62	1
IAFF	3,856	16	Willow Creek School Bus Drivers Association	32	1
IATSE	2,050	21			
IBEW	10,478	32			
Independent Air Handlers Employees Association	35	1			
Independent Sheet Metal Workers	91	1			

Abbreviations / Acronyms Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ANC – Auxiliary Nursing Care

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](#)