



June 12, 2020

Dear Gage Haubrich:

Freedom of Information and Protection of Privacy Request #: 2020-G-0051

On May 14, 2020, Alberta Labour and Immigration received your request under the Freedom of Information and Protection of Privacy Act (FOIP Act) for a copy of:

...documentation on the last time the provincial government negotiated a pay reduction (or if one was decided by an arbitrator) with each of its unions and bargaining units (reduction to wages and salaries, not reductions to benefits, overtime pay, etc). A summary note is preferable. Further, many governments often track negotiated settlements over time in a spreadsheet, nothing the negotiated increase/decrease for each by year. If one is available, please provide the most recent table."

Time period: January 1, 1906 to May 4, 2020

Alberta Labour and Immigration has decided to grant you access to the records you requested (attached).

If you have any questions, please contact me at 780-422-7365.

Sincerely,

A handwritten signature in black ink, appearing to be "JR" with a flourish.

Janice Rockwell
FOIP Advisor
Serving Alberta Labour and Immigration
Government of Alberta

Enclosure

Agencies, Boards and Commissions Per Cent Increases

	Union	Ees	Expiry Date	Term	Settled On	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Alberta Gaming, Liquor & Cannabis Commission	AUPE	694	2020-03-31	36	2019-11-29			7.89	4.81	4.30	0.00	4.00	0.00	2.00	2.25	2.50	0.00	0.00	TBD		
Alberta Innovates	AUPE	85	2020-09-30	36	2019-02-15												0.00	0.00	0.00		
Alberta Investment Management Corporation	AUPE	55	2016-08-31	36	2013-08-29			4.80	4.34	0.00	2.50	3.50	3.50	3.25	3.00						
Alberta Pensions Administration	AUPE	206	2020-12-31	36	2018-11-21	2.63	3.00	3.94	4.90	4.80	4.30	4.00	3.00	3.00	2.00	2.50	0.00	0.00	0.00		
ATB Financial	AUPE	1,086	2020-03-31	36	2019-05-23				0.00	3.00	3.00	3.00	3.00	2.00	2.00	2.00	0.00	0.00	TBD		
Government of Alberta	AUPE	23,893	2020-03-31	36	2018-10-23		4.90	4.80	4.30	0.00	0.00	4.00	0.00	2.00	2.25	2.50	0.00	0.00	1.00		
Legal Aid Society	AUPE	63	2020-12-31	21	2020-02-12		4.50	4.00	4.40	0.00	3.00	3.00	3.00	0.00	2.25	2.50	0.00	0.00	0.00	0.00	0.00
Special Areas Board	AUPE	132	2018-12-31	36	2016-09-16			5.00	5.00	0.00	0.00	4.00	2.75	2.75	2.75	1.50	1.50	1.25			
Travel Alberta	AUPE	30	2020-03-31	36	2018-11-15			4.75	4.32		na	4.00	4.00	2.00	2.25	2.50	0.00	0.00	1.00		
Workers Compensation Board	HSAA	154	2020-12-31	36	2019-03-11		3.00	3.00	5.00	5.00	4.50	2.50	2.50	3.00	2.00	2.00	2.25	0.00	0.00	TBD	

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
TEBA	ATA	37,480	2020-08-31	24	2019-04-04		2.92	4.54	0.00	0.00	0.00	2.00	0.00	0.00	0.00	0.00			
Almadina School Society	ATA	42	2019-08-31	48	2016-03-18		2.92	4.54	0.00	0.00	0.00	2.42	0.00	0.00	TBD				
Aspen View Public School Division No. 78	CUPE Local 4575	44	2020-08-31	48	2017-11-24	Custodian	2.90	3.00	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50			
							16.78	17.28	17.80	17.80	17.80	18.16	18.16	18.16	19.34	18.62			
						Custodian II	2.90	3.00	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50			
							19.63	20.22	20.83	20.83	20.83	21.25		21.25	21.46	21.78			
						Education Assistant, Certified	2.90	3.00	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50			
							21.26	21.90	22.55	22.55	22.55	23.00	23.00	23.00	23.23	23.58			
						School Secretary	2.90	3.00	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50			
							19.98	20.58	21.20	21.20	21.20	21.62	21.62	21.62	21.84	22.16			
Aurora Academic Charter School	ATA	41	2018-08-31	36	2015-10-19							NA	0.00	0.00					
Battle River Regional Division No. 31	Bus Drivers' Assn	34	2018-08-31	12	2017-09-17	Bus Driver	4.00	4.54	0.00	0.00	0.00	2.00	0.00	0.00	0.00	2.00			
							79.41	83.02	83.02	83.02	83.02	84.68	84.68	84.68	15.73	16.04			
Battle River Regional Division No.31	CUPE Local 1075	7	2020-08-31	48	2017-06-30	Custodian	2.92	4.54	0.00	0.00	0.00	3.00	0.00	0.00	0.00	1.00			
							19.96	20.86	20.86	20.86	20.86	21.49	21.49	21.49	21.49	21.70			
						Head Custodian	2.92	4.54	0.00	0.00	0.00	3.00	0.00	0.00	0.00	1.00			
							22.81	23.85	23.85	23.85	23.85	24.57	24.57	24.57	24.57	24.81			
Black Gold School Division	CUPE Local 3484	508	2021-08-31	36	2019-04-24	Education Assistant, Level 2	2.92	4.54	1.00	0.00	1.00	2.00	1.00	1.00	0.00	0.50	1.00		
							20.71	21.65	21.87	21.87	22.09	22.53	22.76	22.99	22.99	23.10	23.33		
						Education Assistant, Level 3	2.92	4.54	1.00	0.00	1.00	2.00	1.00	1.00	0.00	0.50	1.00		
							21.62	22.60	22.83	22.83	23.06	23.52	23.76	24.00	24.00	24.12	24.36		
						Secretary I	2.92	4.54	1.00	0.00	1.00	2.00	1.00	1.00	0.00	0.50	1.00		
							21.01	21.96	22.18	22.18	22.40	22.85	23.08	23.31	23.76*	23.88	24.12		
						Head Secretary	2.92	4.54	1.00	0.00	1.00	2.00	1.00	1.00	0.00	0.50	1.00		
							22.61	23.64	23.88	23.88	24.12	24.60	24.85	25.10	25.55*	25.68	25.94		
Black Gold Regional Division No. 18 - Custodial	Teamsters Local 987	74	2020-08-31	12	2019-11-27	Custodian 1	0.00	0.00	0.00	5.00	3.00	2.00	1.00	1.00	1.00	0.00			
							17.94	17.94	17.94	18.84	19.41	19.79	20.49*	20.95*	21.41*	21.41			
						Custodian 2	0.00	0.00	0.00	6.30	3.00	2.00	1.00	1.00	1.00	0.00			
							20.32	20.32	20.32	21.61	22.26	22.70	23.43*	23.92*	24.41*	24.41			
Black Gold Regional Division - Maintenance	CUPE Local 1674	13	2020-08-31	24	2019-09-26		2.92	4.54	1.00	0.00	1.00	2.00	1.00	1.00	0.00	0.00			
Boyle Street Education Centre	ATA	14	2020-08-31	36	2018-01-25		5.99	4.54	3.90	3.58	3.50	0.00	2.00	0.00	0.00	0.00			

Most Bus Driver rates are daily rates / *Other Adjustments

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Buffalo Trail Public Schools Regional Division No. 28	CUPE Local 1606	275	2019-08-31	36	2017-03-29	Custodian	2.55	2.50	0.00	0.00	0.00	2.00	0.00	0.00	30¢				
							19.81	20.31	20.31	20.31	20.31	20.72	20.72	20.72	21.02				
						Instructional Assistant	2.55	2.50	0.00	0.00	0.00	2.00	0.00	0.00	30¢				
							19.41	19.90	19.90	19.90	19.90	20.30	20.30	20.30	20.60				
						Secretary	2.55	2.50	0.00	0.00	0.00	2.00	0.00	0.00	30¢				
							21.19	21.72	21.72	21.72	21.72	22.15	22.15	22.15	22.45				
Calgary Board of Education	CUPE Local 40	750	2020-08-31	36	2019-05-14	Cleaner, Full-time		0.00	3.00	2.50	2.60	0.00	0.00	0.00	0.00	0.00	0.00		
							19.41	19.41	20.00	20.50	21.03	21.03	21.03	21.03	21.03	21.03			
Calgary Board of Education	Staff Assn	5,000	2020-08-31	36	2019-06-11	Education Assistant, Grade C	3.00	0.00	2.00	2.50	2.60	0.00	0.00	0.00	0.00	0.00			
							26.50	26.50	27.03	27.71	28.43	28.43	28.43	28.43	28.43	28.43			
						Education Assistant, Grade D	3.00	0.00	2.00	2.50	2.60	0.00	0.00	0.00	0.00	0.00			
							28.86	28.86	29.44	30.18	30.96	30.96	30.96	30.96	30.96	30.96			
						School Secretary / Office Assistant, Grade C	3.00	0.00	2.00	2.50	2.60	0.00	0.00	0.00	0.00	0.00			
							26.50	26.50	27.03	27.71	28.43	28.43	28.43	28.43	28.43	28.43			
Calgary Board of Education	Barg Council of Construction Staff Assn for Prof Support	130	2021-08-31	36	2019-06-25		3.50	0.00	3.00	3.00	2.50	-3.40	0.00	0.00	0.00	0.00	0.00	TBD	
Calgary Board of Education		235	2020-08-31	36	2019-06-11		3.00	0.00	2.00	2.50	2.60	0.00	0.00	0.00	0.00	0.00			
Calgary Islamic School	ATA	61	2017-08-31	36	2014-06-18		4.00	10.20	8.60	3.50	2.00	5.58	5.58						
Calgary Quest Children's Society	UFCW Local 401	63	2021-08-31	36	2019-05-16	Janitorial Staff							1.00	2.50	0.50	1.00	2.00		
																16.97	17.14	17.57	17.66
						Instructional Assistant, Level B							1.00	2.50	0.50	1.00	2.00		
												25.77	26.03	26.68	26.81	27.08	27.62		
Calgary Roman Catholic Separate School Division	CUPE Local 520	328	2020-08-31	36	2019-06-01	Cleaner, Group 1	2.92	4.54	4.75	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	TBD	
							22.30	23.31	24.41	24.41	24.41	24.90	24.90	24.90	24.90	24.90			
Calgary Roman Catholic Separate School Division	Unifor Local 1990	1,757	2018-08-31	24	2019-01-30	Education Assistant Category 5	2.92	4.55	4.74	0.00	0.00	2.00	0.00	0.00					
							20.40	21.33	22.34	22.34	22.34	22.79	22.79	22.79					
						Education Assistant Category 10	2.92	4.55	4.74	0.00	0.00	2.00	0.00	0.00					
							25.58	26.74	28.00	28.00	28.00	28.56	24.56	28.56					
						Administrativeistrative Secretary Elementary, Category 10	2.92	4.55	4.74	0.00	0.00	2.00	0.00	0.00					
							25.58	26.74	28.00	28.00	28.00	28.56	28.56	28.56					
						Administrativeistrative Secretary Secondary, Category 11	2.92	4.55	4.74	0.00	0.00	2.00	0.00	0.00					
							26.27	27.47	28.76	28.76	28.76	29.34	29.34	29.34					

Most Bus Driver rates are daily rates / *Other Adjustments

Educational Services Wages

Hourly Rate and Per Cent Increase

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Canadian Rockies Regional Division No. 12	CUPE Local 4306	53	2019-08-31	36	2017-06-19	Education Assistant	3.40	2.00	0.00	0.00	0.00	3.00	0.00	0.00	1.50				
							23.00	23.46	23.46	23.46	23.46	24.16	24.16	24.16	24.52				
Canadian Rockies School Division - Custodial & Maintenance	CUPE Local 37	15	2021-08-31	24	2019-12-17	Secretary Administrative Assistant	3.40	2.00	0.00	0.00	0.00	3.00	0.00	0.00	1.50				
							23.37	23.84	23.84	23.84	23.84	24.56	24.56	24.56	24.93				
Clearview School Division	CUPE Local 4292	20	2021-08-31	24	2020-02-20	Custodian	3.16	2.00	0.00	0.00	0.00	3.00	0.00	0.00	1.50	0.00	0.00		
							21.90	22.34	22.34	22.34	22.34	23.01	23.01	23.01	23.35	23.35	23.35		
East Central Alberta Catholic Separate Schools Regional Division No. 16	CUPE Local 5606	109	2018-08-31	48	2015-06-24	Caretaker						2.00	0.00	0.00					
											21.09	21.51	21.51	21.51					
						Instructional Assistant						2.00	0.00	0.00					
											20.71	21.12	21.12	21.12					
						Teacher Assistant							2.00	0.00	0.00				
					19.28	19.67	19.67	19.67											
Edmonton Catholic Separate School District No. 7	AUPE	398	2020-08-31	48	2019-01-29	Secretary 2 / Office Clerk 2						2.00	0.00	0.00					
											25.08	25.58	25.58	25.58					
						Secretary 1 / Office Clerk 1							2.00	0.00	0.00				
							22.87	23.33	23.33	23.33									
Edmonton Catholic Separate School District No. 7	AUPE	398	2020-08-31	48	2019-01-29	Custodian	2.92	4.54	0.00	2.00	2.25	2.50	0.00	0.00	0.00	2.00			
							22.11	23.11	23.11	23.57	24.10	24.70	24.70	24.70	24.70	25.20			
Edmonton School District No. 7 - Custodial	CUPE Local 474	946	2020-08-31	36	2018-09-25	Custodian, Senior	2.92	4.54	0.00	2.00	2.25	2.50	0.00	0.00	0.00	2.00			
							23.82	24.90	24.90	25.40	25.97	26.62	26.62	26.62	26.62	27.16			
Edmonton School District No. 7 - Custodial	CUPE Local 474	946	2020-08-31	36	2018-09-25	Custodian	5.99	1.38	2.25	2.25	0.00	2.00	1.75	0.00	0.00	1.25			
							22.46	22.77	23.28	23.80	23.80	24.28	24.71	24.71	24.71	25.02			
Edmonton School District No. 7 - Maintenance	CUPE Local 784	274	2020-08-31	36	2018-01-22		5.99	1.38	2.25	2.25	0.00	2.00	1.75	0.00	0.00	1.25			
Edmonton School District No. 7 - Support Staff	CUPE Local 3550	3,487	2020-08-31	36	2019-03-19	Education Assistant, Grid E	2.92	2.00	0.50	0.50	0.00	2.00	1.75	0.00	0.50	1.00			
							26.39	26.92	27.05	27.19	27.19	27.79	28.28	28.28	28.42	28.70			
Elk Island Catholic Separat Regional Division No. 41	Transportation Assn	36	2022-08-31	48	2018-09-06	Administrative Assisant, Grid E	2.92	2.00	0.50	0.50	0.00	2.00	1.75	0.00	0.50	1.00			
							26.39	26.92	27.05	27.19	27.19	27.79	28.28	28.28	28.42	28.70			
Elk Island Catholic Separat Regional Division No. 41	CUPE Local 1961	56	2020-08-31	36	2018-01-24	Bus Driver	NA	4.00	2.00	2.00	0.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	0.00
							68.71	71.46	72.89	74.35	74.35	74.35	74.35	74.35	75.83	75.83	75.83	75.83	75.83
Elk Island Catholic Separat Regional Division No. 41	CUPE Local 1961	56	2020-08-31	36	2018-01-24	Caretaker	2.92	4.54	2.00	2.00	0.00	0.00	0.00	2.00	0.00	0.00			

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Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
41						Caretaker	21.74	22.72	23.18	23.64	23.64	23.64	23.64	24.11	24.11	24.11			
Elk Island Catholic Separat Regional Division No. 41	Unifor Local 71	183	2021-08-31	36	2019-03-01	Education Assistant III	2.92	4.54	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
							29.74	31.09	31.09	31.09	31.09	31.40	31.40	31.40	31.40	31.40	31.40	31.40	
						Education Assistant II	2.92	4.54	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	
							25.89	27.07	27.07	27.07	27.07	27.34	27.34	27.34	27.34	27.34	27.34	27.34	
						Secretary I	2.92	4.54	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	
	23.78	24.86	24.86	24.86	24.86	25.11	25.11	25.11	25.11	25.11	25.11	25.11							
Foothills School Division No. 38	Bus Drivers' Assn	80	2019-08-31	36	2017-11-23	Secretary II	2.92	4.54	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
							25.89	27.07	27.07	27.07	27.07	27.34	27.34	27.34	27.34	27.34	27.34	27.34	
Foothills School Division	CUPE Local 5040	215	2020-08-31	12	2019-12-05	Bus Driver	2.92	4.54	1.00	0.00	0.00	3.00	0.00	0.00	1.00				
							20.33	21.25	21.49	21.49	21.49	22.13	22.13	22.13	22.35				
Foothills School Division	CUPE Local 5040	215	2020-08-31	12	2019-12-05	Education Assistant			0.00	0.00	0.00	3.00	0.00	0.00	1.00	0.00			
								21.51	21.51	21.51	22.16	22.16	22.16	22.38	22.38				
						Secretary			0.00	0.00	0.00	3.00	0.00	0.00	1.00	0.00			
		21.51	21.51	21.51	22.16	22.16	22.16	22.38	22.38										
Fort McMurray Catholic Board of Education	CUPE Local 2559	270	2020-08-31	48	2017-06-06	Custodian						2.00	0.00	0.00	0.00	0.00			
											22.26	22.26	22.26	22.26	22.26				
						Education Assistant 1	3.00	4.40	4.50	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00		
							23.44	24.51	24.51	24.51	24.51	25.00	25.00	25.00	25.00	25.00	25.00		
						Education Assistant 6	3.00	4.40	4.50	0.00	0.00	2.00	0.00	0.00	0.00	0.00			
	30.56	31.95	31.95	31.95	31.95	32.59	32.59	32.59	32.59	32.59									
Fort McMurray Catholic Board of Education	CUPE Local 2559	270	2020-08-31	48	2017-06-06	School Assistant Secretary, Administrative Support 4	3.00	4.40	4.50	0.00	0.00	2.00	0.00	0.00	0.00	0.00			
							24.40	25.51	25.51	25.51	25.51	26.02	26.02	26.02	26.02	26.02			
						School Administrative Assistant, Administrative Support 6	3.00	4.40	4.50	0.00	0.00	2.00	0.00	0.00	0.00	0.00			
	27.21	28.44	28.44	28.44	28.45	29.02	29.02	29.02	29.02	29.02									
Fort McMurray Public School District No. 2833	CUPE Local 2545	366	2021-08-31	36	2019-04-24	Custodial	3.00	3.00	4.50	0.00	0.00	1.00	0.00	0.00	0.00	1.00	1.25		
							21.85	22.51	23.52	23.52	23.52	23.76	23.76	23.76	23.76	23.94	24.24		
						Education Assistant, Band 1	3.00	3.00	4.50	0.00	0.00	1.00	0.00	0.00	0.00	1.00	1.25		
	23.45	24.15	25.24	25.24	25.24	25.49	25.49	25.49	25.49	25.74	26.07								
Fort McMurray Public School District No. 2833	CUPE Local 2545	366	2021-08-31	36	2019-04-24	Education Assistant, Band 4	3.00	3.00	4.50	0.00	0.00	1.00	0.00	0.00	0.00	1.00	1.25		
							25.84	26.61	27.81	27.81	27.81	28.09	28.09	28.09	28.09	28.37	28.73		

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Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Golden Hills School Division No. 75 - Support	CUPE Local 2347	25	2020-08-31	36	2018-04-26	Administrative Assistant, Band 2	3.00	3.00	4.50	0.00	0.00	1.00	0.00	0.00	0.00	1.00	1.25		
							24.26	24.99	26.11	26.11	26.11	26.37	26.37	26.37	26.37	26.63	26.97		
						Senior Administrative Assistant, Band 5	3.00	3.00	4.50	0.00	0.00	1.00	0.00	0.00	0.00	1.00	1.25		
							26.63	27.43	28.67	28.67	28.67	28.96	28.96	28.96	28.96	29.25	29.62		
						Education Program Assistant I	2.00	1.75	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50			
							19.35	19.69	19.89	20.28	20.58	20.99	21.41	21.41	21.73	22.06			
Grande Prairie Public School District No. 2357	Employees Assn	364	2021-08-31	48	2018-04-17	Education Program Assistant, Signing Aide	2.00	1.75	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50			
							24.53	24.96	25.21	25.71	26.10	26.62	27.15	27.15	27.56	27.97			
						Secretary I	2.00	1.75	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50			
							19.91	20.26	20.46	20.87	21.18	21.60	22.03	22.03	22.36	22.70			
						Secretary II	2.00	1.75	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50			
							18.42	18.74	18.93	19.31	19.60	19.99	20.39	20.39	20.70	21.01			
Grande Prairie Public School District No. 2357	Employees Assn	364	2021-08-31	48	2018-04-17	Caretaker	1.50	1.42	1.28	0.00	3.25	2.00	4.20	0.00	0.00	0.00	0.00	0.00	
							21.65	21.96	22.25	22.25	22.98	23.44	24.42	24.42	24.42	24.42	24.42		
						Education Assistant, Level 2	1.50	1.42	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00		
							22.31	22.62	22.91	22.91	23.14	23.60	24.06	24.06	24.06	24.06	24.06		
						Education Assistant, Level 3	1.50	1.42	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00		
	22.67	22.98	23.27	23.27	23.50	23.96	24.42	24.42	24.42	24.42	24.42								
Grande Prairie Public School District No. 2357	Professional Support Staff	38	2017-08-31	48	2015-06-16	Administrative Assistant	1.50	1.42	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	
							22.25	22.57	22.86	22.86	23.09	23.55	24.02	24.02	24.02	24.02	24.02		
						One Administrative Assistant School	1.50	1.42	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00		
	22.50	22.82	23.38*	23.38	23.61	24.08	24.56	24.56	24.56	24.56	24.56								
Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31	NA	NA	0.00	5.20	0.00	0.00	2.00	0.00						
						Custodian	1.00	3.00	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00			
							23.71	24.42	24.66	24.91	25.41*	25.79	26.31	26.31	26.31	27.10			
						Education Assistant	1.00	3.00	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00			
							21.81	22.47	22.69	22.92	23.84*	24.20	24.68	24.68	24.68	25.42			
Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31	School Secretary	1.00	3.00	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00			
							23.21	23.91	24.15	24.39	25.31*	25.69	26.20	26.20	26.20	26.99			
						School Secretary 1	1.00	3.00	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00			
	25.02	25.77	26.03	26.28	27.27*	27.66	28.24	28.24	28.24	29.08									
Grande Yellowhead Public School Division No. 77	CUPE Local 1357	210	2021-08-31	36	2018-11-28	Teacher Assistant II	2.92	3.00	1.00	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00		

Most Bus Driver rates are daily rates / *Other Adjustments

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022					
						Teacher Assistant II	20.54	21.16	21.37	21.58	21.58	22.01	22.23	22.45	22.45	22.56	22.79							
						Teacher Assistant III	2.92	3.00	1.00	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00							
						Secretary I	20.64	21.26	21.47	21.68	21.68	22.11	22.33	22.55	22.55	22.66	22.89							
						Secretary IV	2.92	3.00	1.00	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00							
							23.68	24.39	24.63	24.88	24.88	25.38	25.63	25.89	25.89	26.02	26.28							
Greater North Central Francophone Education Region No. 2	Unifor Local 777	35	2019-08-31	36	2017-10-15	Custodian				0.00	1.00	0.00	0.00	0.00	0.00									
										24.44	24.68	24.68	24.68	24.68	24.68									
Greater North Central Francophone Education Region No. 2	Unifor Local 52A	100	2022-08-31	48	2019-12-06	Education Assistant, Level 3	4.00	4.54	1.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
							22.38	23.39	23.62	24.09	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57				
						Education Assistant, Level 5	4.00	4.54	1.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
							26.30	27.49	27.76	28.32	28.88	28.88	28.88	28.88	28.88	28.88	28.88	28.88	28.88					
						Secretary, Level 4	4.00	4.54	1.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
							24.35	25.45	25.7	26.21	26.73	26.73	26.73	26.73	26.73	26.73	26.73	26.73	26.73					
						Secretary, Level 6	4.00	4.54	1.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
							28.24	29.52	29.81	30.40	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01					
Greater St. Albert Roman Catholic Separate School Division	CUPE Local 2550	73	2022-08-31	36	2019-12-19	Education Assistant	3.00	3.00	0.00	2.00	0.00	2.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00					
							25.68	26.45	26.45	26.98	26.98	27.52	27.52	28.62	28.62	28.62	28.62	28.62	28.62					
						School Office Support I	3.00	3.00	0.00	2.00	0.00	2.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00					
							22.81	23.49	23.49	23.96	23.96	24.44	24.44	25.43	25.43	26.54*	26.54	26.54	26.54					
						School Office Support II	3.00	3.00	0.00	2.00	0.00	2.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00					
							25.68	26.45	26.45	26.98	26.98	27.52	27.52	28.62	28.62	28.62	28.62	28.62	28.62					
Greater St. Albert Roman Catholic Separate School District No. 734 (City of St. Albert)	Unifor Local 72A	109	2020-08-31	28	2018-05-14	Education Assistant	3.00	4.00	1.00	2.00	1.00	1.00	2.00	0.00	0.00	0.00								
							25.66	26.69	26.96	27.50	27.78	28.06	28.62	28.62	28.62	28.62								
						Administrative Services I / School Office Support I	3.00	4.00	1.00	2.00	1.00	1.00	2.00	0.00	0.00	0.00								
							22.81	23.72	23.96	24.44	24.68	24.93	25.43	25.43	25.43	25.43								
						Administrative Services II / School Office Support II	3.00	4.00	1.00	2.00	1.00	1.00	2.00	0.00	0.00	0.00								
							25.66	26.69	26.96	27.50	27.78	28.06	28.62	28.62	28.62	28.62								
High Prairie School Division No. 48	CUPE Local 1038	62	2020-08-31	36	2017-10-03	Bus Driver	2.92	3.00	3.00	3.50	1.00	1.00	2.00	0.50	1.00	1.50								
							58.92	60.68	62.5	64.69	65.34	65.99	67.31	67.65	68.33	69.35								

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Educational Services Wages

Hourly Rate and Per Cent Increase

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Holy Spirit Roman Catholic Separat Regional Division No. 4	CUPE Local 1825	224	2020-08-31	36	2018-03-28	Education Assistant	2.92	4.54	0.00	0.00	0.00	2.00	2.00	0.00	0.00	2.00			
							20.74	21.67	21.67	21.67	21.67	22.10	22.54	22.54	22.54	22.99			
Holy Spirit Roman Catholic Separat Regional Division No. 4 - Custodial	CUPE Local 290	36	2020-08-31	36	2019-03-18	Administrative Assistant	2.92	4.54	0.00	0.00	0.00	2.00	2.00	0.00	0.00	2.00			
							23.39	24.44	24.44	24.44	24.44	24.93	25.43	25.43	25.43	25.94			
Holy Spirit Roman Catholic Separat Regional Division No. 4 - Custodial	CUPE Local 3203	176	2019-08-31	36	2017-02-13	Caretaker	2.92	4.54	0.00	0.00	0.00	2.00	0.00	0.00	0.00	0.00	2.00		
							21.89	22.88	22.88	22.88	22.88	23.34	23.34	23.34	23.34	23.34	23.81		
						Caretaker	2.00	1.50	0.00	3.25	1.00	2.00	0.00	0.00	0.00				
							21.04	21.35	21.35	22.04	22.26	22.71	22.71	22.71	22.71				
Holy Spirit Roman Catholic Separat Regional Division No. 4 - Custodial	CUPE Local 3203	176	2019-08-31	36	2017-02-13	Assistants (Teacher)	2.00	1.50	0.00	3.25	1.00	2.00	0.00	0.00	0.00				
							19.98	20.26	20.26	20.88	21.08	21.48	21.48	21.48					
						Secretary	2.00	1.50	0.00	3.25	1.00	2.00	0.00	0.00	0.00				
							21.41	21.73	21.73	22.43	22.65	23.11	23.11	23.11	23.11				
Lethbridge School District No. 51	CUPE Local 2843	400	2020-08-31	36	2018-05-03	Education Assistant	2.92	4.54	0.00	0.00	0.00	2.00	2.00	0.00	0.00	0.00			
							22.33	23.34	23.34	23.34	23.34	23.81	24.28	24.28	24.28	24.28			
Lethbridge School District No. 51 - Custodial	CUPE Local 290	80	2020-08-31	24	2019-05-28	Administrative Support	2.92	4.54	0.00	0.00	0.00	2.00	2.00	0.00	0.00	0.00			
							23.21	24.26	24.26	24.26	24.26	24.75	25.25	25.25	25.25	25.25			
Lethbridge School District No. 51 - Custodial	CUPE Local 290	80	2020-08-31	24	2019-05-28	Caretaker	2.92	4.54	0.00	0.00	0.00	2.00	2.00	0.00	0.00	0.00			
							21.17	22.13	22.13	22.13	22.13	22.57	23.02	23.02	23.02	23.02			
Living Waters Catholic Regional Division No. 42	AUPE	107	2020-08-31	48	2018-10-16	Custodian	2.92	4.54	2.00	2.00	2.00	1.00	0.00	0.00	1.00	1.50			
							18.80	19.65	20.04	20.44	20.85	21.06	21.06	21.06	21.27	21.57			
						Teacher Assistant	2.92	4.54	2.00	2.00	2.00	1.00	0.00	0.00	1.00	1.50			
							21.13	22.09	22.53	22.98	23.44	23.67	23.67	23.67	23.91	24.27			
Living Waters Catholic Regional Division No. 42	AUPE	107	2020-08-31	48	2018-10-16	Secretary	2.92	4.54	2.00	2.00	2.00	1.00	0.00	0.00	1.00	1.50			
							22.42	23.44	23.91	24.39	24.88	25.13	25.13	25.13	25.38	25.76			
Livingstone Range School Division	Willow Creek Bus Drivers	27	2020-08-31	12	2020-02-12	Bus Driver			2.00	2.00	2.00	0.00	1.00	0.00	0.00	0.00			
								52.83	53.89	54.96	56.06	56.06	56.62	56.62	56.62	56.62			
Livingstone Range School Division No. 68	CUPE Local 2133	85	2018-08-31	24	2017-05-29	Bus Driver	0.00	5.50	1.00	0.00	0.00	2.00	0.00	0.00					
							18.60	19.62	19.82	19.82	19.82	20.22	20.22	20.22					
						Custodian	0.00	5.50	1.00	0.00	0.00	2.00	0.00	0.00					
							18.63	19.65	19.85	19.85	19.85	20.25	20.25	20.25					
Livingstone Range School Division No. 68	CUPE Local 2133	85	2018-08-31	24	2017-05-29	Education Assistant Certified	0.00	5.50	1.00	0.00	0.00	2.00	0.00	0.00					

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Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
						Education Assistant Certified	19.68	20.76	20.99	20.99	20.99	21.41	21.41	21.41					
						School Administrative Assistant I	0.00	5.50	3.00	0.00	0.00	2.00	0.00	0.00					
						School Administrative Assistant III	0.00	5.50	3.00	0.00	0.00	2.00	0.00	0.00					
Medicine Hat Roman Catholic Separate School Division	CUPE Local 829	20	2023-08-31	48	2019-11-24	Custodian II	2.92	4.54	4.59	0.00	0.00	2.00	1.00	1.00	1.00	0.00	0.00	0.00	0.00
							19.61	20.5	21.44	21.44	21.44	21.87	22.09	22.31	22.53	22.53	22.53	22.53	22.53
Medicine Hat School Division	CUPE Local 829	280	2023-08-31	48	2019-11-21	Custodian	0.00	4.40	3.50	0.00	0.00	2.00	1.00	1.00	2.00	0.00	0.00	0.00	0.00
							19.37	20.22	20.93	20.93	20.93	21.35	21.56	21.78	22.22	22.22	22.22	22.22	22.22
						Education Assistant II	2.92	3.50	3.00	0.00	0.00	2.00	1.00	1.00	2.00	0.00	0.00	0.00	0.00
							19.84	20.53	21.15	21.15	21.15	21.57	21.79	22.01	22.45	22.45	22.45	22.45	22.45
						Education Assistant I	2.92	3.50	3.00	0.00	0.00	2.00	1.00	1.00	2.00	0.00	0.00	0.00	0.00
							22.40	23.18	23.88	23.88	23.88	24.36	24.6	24.85	25.35	25.35	25.35	25.35	25.35
						Administrative Assistant I	2.92	3.50	3.00	0.00	0.00	2.00	1.00	1.00	2.00	0.00	0.00	0.00	0.00
							19.14	19.81	20.40	20.40	20.40	20.81	21.02	21.23	21.65	21.65	21.65	21.65	21.65
						Senior Administrative Assistant	2.92	3.50	3.00	0.00	0.00	2.00	1.00	1.00	2.00	0.00	0.00	0.00	0.00
							22.17	22.95	23.64	23.64	23.64	24.11	24.35	24.59	25.08	25.08	25.08	25.08	25.08
New Horizons Charter School	ATA	12	2016-08-31	48	2013-05-27		2.92	4.54	0.00	0.00	0.00	2.00							
Northern Gateway Regional Division No. 10	CUPE Local 3705	56	2021-08-31	60	2017-10-04	Teacher Assistant B-0	0.00	3.00	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00		
							18.29	18.84	19.22	19.22	19.41	19.80	19.80	19.80	20.10	20.45	20.86		
						Teacher Assistant B-3	0.00	3.00	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00		
							22.50	23.18	23.64	23.64	23.88	24.36	24.36	24.36	24.73	25.16	25.66		
						School Secretary B-0	0.00	3.00	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00		
							20.22	20.83	21.25	21.25	21.46	21.89	21.89	21.89	22.22	22.61	23.07		
						School Secretary B-3	0.00	3.00	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00		
							25.32	26.08	26.60	26.6	26.87	27.41	27.41	27.41	27.82	28.31	28.88		
Northern Lights School Division	CUPE Local 1098	18	2021-08-31	24	2020-02-15	Assistant Custodian	4.50	5.00	2.00	2.00	3.00	2.00	2.00	0.00	0.00	0.00	0.00		
							19.41	20.38	20.79	21.2	21.84	22.28	22.72	22.72	22.72	22.72	22.72		
Palliser Regional Division No. 26	CUPE Local 290	30	2021-08-31	60	2016-09-29	Caretaker	2.92	4.54	0.00	0.00	0.00	2.00	0.00	0.00	0.00	0.00			
							20.54	21.47	21.47	21.47	21.47	21.90	21.90	21.90	21.90	21.90	TBD		
Parkland School Divison	OE Local 955	87	2023-08-31	60	2019-05-09	Caretaker II	2.92	4.54	1.00	2.00	2.00	2.00	0.50	0.00	0.00	0.00	1.00	2.00	2.00

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Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022					
Parkland School Divison No. 70	CAAMSE	362	2019-08-31	48	2015-12-03	Caretaker II	20.25	21.17	21.38	21.81	22.25	22.70	22.81	22.81	22.81	22.81	23.04	23.50	23.50					
						Education Assistant I	2.92	4.54	1.00	0.00	1.00	2.00	2.00	0.00	0.00									
							20.00	20.90	21.11	21.11	21.32	21.75	22.18	22.18	22.18									
						Education Assistant III	2.92	4.54	1.00	0.00	1.00	2.00	2.00	0.00	0.00									
							25.22	26.37	26.63	26.63	26.90	27.44	27.99	27.99	27.99									
Peace River School Division - Bus Drivers	CUPE Local 4839	100	2021-08-31	36	2019-05-30	Bus Driver	2.92	3.00	0.00	1.00	1.00	0.00	1.00	2.50	0.00	1.00	1.00							
							52.49	54.06	54.06	54.60	55.15	55.15	55.70	57.09	57.09	57.66	58.24							
Peace River School Division - Support Staff	CUPE Local 4839	252	2021-08-31	38	2019-05-27	Education Assistant	4.00	2.50	2.50	2.50	35¢	35¢	35¢	35¢	0¢	35¢	35¢							
							21.54	22.07	22.63	23.19	23.54	23.89	24.24	24.59	24.59	24.94	25.29							
Peace Wapiti School Division	Teamsters Local 362	21	2021-08-31	20	2019-11-12	Bus Driver	4.82	2.92	0.00	4.00	0.00	1.50	2.00	0.00	0.00	0.00								
							11,520	11,856	11856	12331	12331	12515	12766	12766	12766	12766								
Pembina Hills School Division	CUPE Local 1661	53	2020-08-31	12	2019-12-20	Bus Driver	2.92	3.00	2.00	0.00	0.00	2.00	0.00	0.25	0.00	2.00								
							52.67	54.25	55.33	53.33	55.33	56.44	56.44	56.58	56.58	21.60								
Prairie Land Regional Division No. 25	OE Local 955	43	2020-08-31	36	2017-12-14	Bus Driver	4.00	3.00	1.00	1.00	0.00	1.00	1.00	1.00	1.00	1.00								
							57.28	59.00	59.59	60.19	60.19	60.79	61.40	62.00	62.62	63.25								
Prairie Land Regional Division No. 25	CUPE Local 5829	120	2021-08-31	36	2019-05-21	Custodian					2.00	2.00	1.00	1.00	0.00	1.00	1.00							
										21.58	21.58	21.79	22.01	22.01	22.23	22.45								
						Education Assistant II	2.92	4.54	0.50	2.00	2.00	2.00	1.00	1.00	0.00	1.00	1.00							
							20.75	21.69	21.80	22.24	22.68	23.14	23.37	23.60	23.60	23.84	24.08							
						Education Assistant III	2.92	4.54	0.50	2.00	2.00	2.00	1.00	1.00	0.00	1.00	1.00							
	21.60	22.58	22.69	23.14	23.60	24.08	24.32	24.56	24.56	24.81	25.06													
	Secretary I	2.92	4.54	0.50	2.00	2.00	2.00	1.00	1.00	0.00	1.00	1.00												
	21.57	22.55	22.66	23.12	23.58	24.05	24.29	24.54	24.54	24.78	25.03													
	Secretary III	2.92	4.54	0.50	2.00	2.00	2.00	1.00	1.00	0.00	1.00	1.00												
	24.00	25.09	25.22	25.72	26.24	26.76	27.03	27.30	27.30	27.57	27.85													
Prairie Land Regional Division No. 25 - Maintenance	CUPE Local 5829	39	2015-08-31	32	2013-12-16					1.50	0.00													

Most Bus Driver rates are daily rates / *Other Adjustments

Educational Services Wages

Hourly Rate and Per Cent Increase

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022				
Prairie Rose School Division No. 8	CUPE Local 829	10	2020-08-31	48	2017-01-10	Custodian I	3.00	5.30	2.50	0.00	0.00	2.00	1.00	2.00	2.00	1.00							
							17.31	19.66	18.69	18.69	18.69	19.06	19.25	19.64	20.03	20.23							
Red Deer School Division	CUPE Local 1012	75	2021-08-31	24	2019-10-01	Custodian II	3.00	5.30	2.50	0.00	0.00	2.00	1.00	2.00	2.00	1.00							
							19.66	20.71	21.23	21.23	21.23	21.65	21.87	22.30	22.75	22.98							
Southern Francophone Education Region No. 4	Unifor Local 1990	75	2021-08-31	28	2019-04-09	Caretakers	3.00	3.00	2.00	2.25	2.25	1.00	0.00	0.00	0.00	0.00	0.00	0.00					
							19.18	19.76	20.16	20.62	21.09	21.30	21.30	21.30	21.30	21.30	21.30						
St. Albert School Division	CUPE Local 1099	367	2022-08-31	36	2019-12-11	Teacher Assistant I											2.50	1.00	1.00	1.00			
St. Paul Education Regional Division No. 1	Unifor Local 777	18	2021-08-31	35	2018-08-07	Teacher Assistant II											2.50	1.00	1.00	1.00			
Sturgeon School Division No. 24	CUPE Local 4625	165	2019-08-31	36	2017-09-15	School Secretary											2.50	1.00	1.00	1.00			
Valhalla Community School	ATA	6	2018-08-31	36	2013-09-01	Custodian	2.92	3.00	0.00	0.00	0.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
							23.61	24.32	24.32	24.32	24.32	25.05	25.05	25.05	25.05	25.05	25.05	25.05	25.05	25.05	25.05	25.05	
						Education Assistant	2.92	3.00	0.00	0.00	0.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Wild Rose School Division No. 66	OE Local 955	75	2020-08-31	24	2019-09-24	Administrative Assistants	2.92	3.00	0.00	0.00	0.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
							23.43	24.13	24.13	24.13	24.13	24.85	24.85	24.85	24.85	24.85	24.85	24.85	24.85	24.85	24.85		
						Bus Driver	2.92	4.60	-2.88	2.00	2.00	0.00	3.25	1.60	0.00	1.50	1.50						
Wild Rose School Division No. 66	CAAMSE	240	2018-08-31	36	2015-10-15		58.08	60.75	59.00*	60.18	61.38	61.38	63.39	64.41	64.41	65.41	66.42						
						Education Assistant 1	5.60	1.50	2.50	0.00	0.00	2.00	0.00	0.00	0.00								
							21.33	21.65	22.20	22.20	22.20	22.64	22.64	22.64	22.64								
Wild Rose School Division No. 66	CAAMSE	240	2018-08-31	36	2015-10-15	Education Assistant 4	5.60	1.50	2.50	0.00	0.00	2.00	0.00	0.00	0.00								
							29.43	29.87	30.62	30.62	30.62	31.23	31.23	31.23	31.23								
						Administrative Assistant	5.60	1.50	2.50	0.00	0.00	2.00	0.00	0.00	0.00								
Wild Rose School Division No. 66	CAAMSE	240	2018-08-31	36	2015-10-15		23.12	23.47	24.06	24.06	24.06	24.54	24.54	24.54	24.54								
						Education Assistant	50¢	2.00	4.50	2.00	2.00	0.00	1.00	1.00									
							20.66	21.07	22.03	22.47	22.92	22.92	23.15	23.38									
Wild Rose School Division No. 66	CAAMSE	240	2018-08-31	36	2015-10-15	Administrative Services I	50¢	2.00	4.50	2.00	2.00	0.00	1.00	1.00									

Most Bus Driver rates are daily rates / *Other Adjustments

Educational Services Wages

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
						Administrative Services I	20.09	20.49	21.42	21.85	22.29	22.29	22.51	22.74					
						Administrative Services II	50¢	2.00	4.50	2.00	2.00	0.00	1.00	1.00					
							22.12	22.56	23.58	24.05	24.53	24.53	24.78	25.02					

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

[Employer Listing](#)

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
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Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26	EMT-P [Advanced Care Paramedic]	39.26	40.44	41.65	42.90	43.33	43.87	44.75	44.75	44.75	44.75			
							4.50	3.00	3.00	3.00	1.00	1.25	2.00	0.00	0.00	0.00			
Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37	48.37	48.37	48.37			
							0.00	2.00	4.00	0.00	2.00	2.25	3.00	0.00	0.00	0.00			
Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14	Health Care Aide	21.42	22.38	23.06	23.75	24.46	24.75	24.95	24.95	24.95	24.95			
							4.50	4.50	3.00	3.00	3.00	1.20	0.80	0.00	0.00	0.00			
						Licensed Practical Nurse	29.72	31.06	32.00	32.96	33.95	34.36	34.63	34.63	34.63	34.63			
							4.50	4.50	3.00	3.00	3.00	1.20	0.80	0.00	0.00	0.00			
Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15	Housekeeping	18.30	18.85	19.42	20.00	20.40	20.81	21.02	21.02	21.02	21.02			
									3.00	3.00	2.00	2.00	1.00	0.00	0.00	1.00			
AAKOM-KIYII Health Services	UNA	2019-03-31	32	36	2017-11-01	Registered Nurse				42.45	45.03	45.93	46.96	48.37	48.37	48.37			
										6.00	2.00	2.25	3.00	0.00	0.00				
Abby Road Housing Co-Operative Ltd	CUPE	2019-12-31	25	24	2019-01-16	Health Care Aide	18.13	18.86	19.23	19.23	19.23	19.52	20.87*	21.08	21.50	21.72			
							2.00	4.00	2.00	0.00	0.00	1.50	1.00	1.00	2.00	1.00			
Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08	Health Care Aide					21.71	22.77	23.45	24.16					
											2.00	4.90	3.00	3.00					
						Licensed Practical Nurse					33.62	33.95	34.63	34.97					
											2.00	1.00	2.00	1.00					
AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24	Licensed Practical Nurse	31.72	31.72	32.00	32.96	33.95	34.36	34.63						
							4.20	0.00	3.00	3.00	3.00	1.20	0.80						
						Registered Nurse	44.15	43.30	45.03	45.03	45.93	46.96	48.37						
							4.00	-1.93	4.00	0.00	2.00	2.25	3.00						
AgeCare - Columbia Assisted Living	AUPE	2020-03-31	29	45	2019-01-31	Health Care Aide	17.43	18.94	20.79	22.38	23.05	23.74	24.46	24.70	24.95	25.20			
							4.50	8.66	9.77	7.65	3.00	3.00	3.00	1.00	1.00	1.00			
AgeCare - Midnapore	CUPE	2021-10-31	164	36	2020-01-07	Health Care Aide	19.13	19.53	20.55	21.28	22.38	22.38	22.92	23.38	23.38	23.73	24.11		
							1.00	2.00	5.20	3.50	5.20	0.00	2.40	2.00	0.00	1.50	1.60		
Age Care - Sagewood Seniors Community	AUPE	2018-11-27	128	36	2015-11-18	Health Care Aide					20.96	22.43	23.10	23.79					
												7.00	3.00	3.00					
						Licensed Practcal Nurse					32.31	33.61	34.28	34.97					
												4.00	2.00	2.00					
Age Care - Sunrise Gardens	AUPE	2018-12-14	85	36	2015-12-29	Health Care Aide						23.05	23.28	23.98	24.58				
													1.00	3.00	2.50				
						Licensed Practical Nurse						31.99	32.95	33.94	34.96				
													3.00	3.00	3.00				
AgeCare - Valleyview	AUPE	2020-03-31	32	24	2019-03-25	Health Care Aide	18.94	20.79	22.94	23.05	23.74	23.74	24.45	24.94	24.94	25.19			
							8.66	9.77	7.65	3.00	3.00	0.00	3.00	2.00	0.00	1.00			
						Licensed Practical Nurse	29.32	30.19	31.06	31.99	32.95	32.95	33.94	34.62	34.62	34.97			
							8.35	3.00	2.88	3.00	3.00	0.00	3.00	2.00	0.00	1.00			
AgeCare - Valleyview	UNA	2017-03-31	22	36	2015-08-26	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37						
							2.00	2.00	4.00	0.00	2.00	2.25	3.00						
AgeCare - Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30	Health Care Aide								20.76	22.84	23.30	23.65		
														10.00	2.00	1.50			
						Licensed Practical Nurse								32.32	34.10	34.78	35.30		
														5.50	2.00	1.50			
AgeCare - Walden Heights - GSS	AUPE	2020-06-01	111	36	2017-06-02	Housekeeping								15.56	15.87	16.18			
														2.00	2.00	2.00			
Alberta Public Laboratories	HSAA	2020-09-30	4,720	42	2020-01-30	Laboratory Technologist I								44.75	44.75	TBD			

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Allen Gray Continuing Care	UNA	2020-06-30	10	30	2018-01-04	Registered Nurse								0.00	0.00	48.37	48.37	0.00	0.00
Allen Gray Continuing Care - ANC	AUPE	2020-03-31	153	24	2018-12-14	Health Care Aide			23.06	23.75	24.46	24.75	24.95	24.95	24.95	24.95			
						Licensed Practical Nurse			3.00	3.00	3.00	1.20	0.80	0.00	0.00	0.00			
Associated Ambulance & Services (Whitecourt)	CUPE	2017-03-31	55	36	2016-11-14	EMT-Paramedic			43.21	44.51	44.96	45.85	46.89						
Associated Ambulance & Services (Whitecourt)	HSAA	2020-03-31	214	36	2018-07-24	EMT-P [Advanced Care Paramedic]	NA	NA	43.21	44.51	44.96	45.85	46.89	46.89	46.89	TBD			
							NA	NA	3.00	1.00	2.00	2.25	0.00	0.00					
Beaver Ambulance Society	CUPE	2020-03-31	40	36	2018-05-18	EMT-P		NA	NA	42.90	44.19	44.19	44.74	44.74	44.74	44.74			
Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2020-03-31	12	36	2018-02-16	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37	48.37	48.37	48.37			
							0.00	2.00	4.00	0.00	2.00	2.25	3.00	0.00	0.00	0.00			
Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15	Health Care Aide	21.42	22.39	23.06	23.75	24.46	24.75	24.95						
						Licensed Practical Nurse	29.72	31.07	32.00	32.96	33.95	34.36	34.63						
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15	Housekeeping	16.32	17.05	17.56	18.09	21.15*	21.57	21.79						
							4.50	4.50	3.00	3.00	3.00	2.00	1.00						
Bethany Care Centre - Calgary	HSAA	2020-07-31	12	36	2018-12-21	Occupational Therapist	41.21	43.64	44.95	46.30	46.76	47.35	48.29	48.29	48.29	TBD			
							4.50	5.90	3.00	3.00	1.00	1.25	2.00	0.00	0.00				
Bethany Care Centre - Calgary	UNA	2017-03-31	68	48	2015-03-24	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37						
Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15	Health Care Aide	21.42	22.39	23.06	23.75	24.46	24.75	24.95						
						Licensed Practical Nurse	29.72	31.07	32.00	32.96	33.95	34.36	34.63						
Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15	Health Care Aide	21.42	22.39	23.06	23.75	24.46	24.75	24.95						
						Licensed Practical Nurse	29.72	31.07	32.00	32.96	33.95	34.36	34.63						
Bethany Care Centre - Cochrane	UNA	2017-03-31	18	45	2015-03-24	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37						
Bethany Care Centre - Collegedale	AUPE	2017-08-31	134	38	2016-04-15	Health Care Aide	21.42	22.39	23.06	23.75	24.46	24.75	24.95						
						Licensed Practical Nurse	29.72	31.07	32.00	32.96	33.95	34.36	34.63						
Bethany Care Centre - Collegedale	UNA	2017-03-31	27	45	2015-03-24	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37						
Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30	Health Care Aide							24.31	24.50					
						Licensed Practical Nurse										34.00	34.27		
Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15	Health Care Aide	21.42	22.39	23.06	23.75	24.46	24.75	24.95						
							4.50	4.50	3.00	3.00	3.00	1.20	0.80						

*Number of employees per ALRB Certificate / *Other Adjustment

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
						Licensed Practical Nurse	29.72	31.07	32.00	32.96	33.95	34.36	34.63						
Bethany Care Centre - Sylvan Lake	UNA	2017-03-31	14	24	2015-03-24	Registered Nurse	4.50	4.50	3.00	3.00	3.00	1.20	0.80						
Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15	Health Care Aide				23.80	24.46	24.75	24.95						
						Licensed Practical Nurse				NA	2.77	1.20	0.80						
Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17	Health Care Aide				NA	2.85	1.20	0.80						
						Housekeeping		16.63	16.96	17.38	17.73	18.08	18.44	18.73	18.73	18.92			
						Licensed Practical Nurse		6.00	2.00	2.50	2.00	2.00	2.00	1.50	0.00	1.00			
						Licensed Practical Nurse					33.94	34.62	34.62	35.15	35.15	35.15			
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2020-03-31	15	36	2018-03-26	EMT-P [Advanced Care Paramedic]	NA	NA	NA	42.90	43.33	43.87	44.75	44.75	44.75	TBD			
Bethany Nursing Home - Rosehaven, Bethany Long Ter	AUPE	2020-03-30	370	24	2018-11-29	Health Care Aide	NA	22.38	23.05	23.74	24.45	24.74	24.94	24.94	24.94	24.94			
						Housekeeping	NA	20.25	20.86	21.49	22.13	22.57	22.80	22.80	22.80	23.03			
						Licensed Practical Nurse	NA	31.06	31.99	32.95	33.94	34.35	34.62	34.62	34.62	34.62			
Bethany Nursing Home - Rosehaven, Bethany Long Ter	UNA	2017-03-31	21	48	2014-08-07	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37						
							0.00	2.00	4.00	0.00	2.00	2.25	3.00						
Blood Tribe Department of Health	Teamsters	2018-11-29	21	24	2016-11-30	EMT-P [Advanced Care Paramedic]								39.27	40.06				
														2.00					
Blood Tribe Department of Health	UNA	2021-03-31	34	36	2019-04-23	Registered Nurse			42.45	45.03	45.93	46.96	48.37	48.37	48.37	TBD	TBD		
									6.50	6.00	2.00	2.25	3.00	0.00	0.00				
Bonnyville Regional Fire Authority	HSAA	2018-07-31	37	18	2017-02-16	EMT-P [Advanced Care Paramedic]							40.05	40.85	40.85				
													2.00	0.00					
Brazeau Foundation	AUPE	2020-05-31	35	36	2017-08-08	Housekeeping	15.79	16.27	16.75	17.94	18.48	19.03	19.79	20.09	20.49	21.00			
							3.00	3.00	4.00	3.00	3.00	3.00	4.00	1.50	2.00	2.50			
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28	Health Care Aide	21.42	22.38	23.05	23.74	24.46	24.70	24.95	25.20	25.50				
							4.50	4.50	3.00	3.00	3.00	1.00	1.00	1.00	1.20				
						Licensed Practical Nurse	29.72	31.06	31.99	32.95	33.94	34.28	34.62	34.97	35.39				
							8.67	4.50	3.00	3.00	3.00	1.00	1.00	1.00	1.20				
Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	48	2015-08-21	Registered Nurse	42.45	43.30	45.03	45.03	45.03	45.93							
							0.00	2.00	4.00	0.00	0.00	2.00							
Calgary Laboratory Services	HSAA	2017-06-30	1,641	36	2015-11-24	Laboratory Technologist I	39.27	40.45	41.66	42.91	43.34	43.88	44.76						
							4.50	3.00	3.00	3.00	1.00	1.25	2.00						
Calgary Laboratory Services - Clerical	HSAA	2017-12-31	29	36	2016-11-04	Administrative Support II	22.18	23.18	23.88	24.60	25.34	25.59	25.91	26.43					
							5.00	4.50	3.00	3.00	3.00	1.00	1.25	2.00					
Canadian Blood Services	CUPE	2017-03-31	146	36	2015-01-27	Phlebotomist	NA	24.88	25.63	26.40	27.60*	27.95	28.51						
							NA	3.00	3.00	3.00	1.50	1.25	2.00						
Canadian Blood Services - Drivers	HSAA	2017-03-31	16	36	2016-01-27	Driver	20.91	21.54	22.18	23.53	23.77	24.07	24.55						
							4.50	3.00	3.00	6.00	1.00	1.25	2.00						
Canadian Blood Services - Techs	HSAA	2017-03-31	275	36	2015-08-12	Medical Laboratory Technologist I	39.27	40.45	41.66	42.91	43.34	43.88	44.76						

*Number of employees per ALRB Certificate / *Other Adjustment

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Canadian Blood Services (Edmonton, Calgary & Lethbr)	UNA	2017-03-31	94	48	2015-03-31	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37						
							4.50	3.00	3.00	3.00	1.00	1.25	2.00						
Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31	Housekeeping					16.96	17.47	18.00	18.54	18.82	19.01	TBD		
												3.00	3.00	3.00	1.50	1.00			
						Licensed Practical Nurse					32.95	33.95	34.97	36.02	36.02	36.02	TBD		
												3.00	3.00	3.00	0.00	0.00			
						Registered Nurse					47.28	48.71	50.18	51.69	51.69	51.69	TBD		
												3.00	3.00	3.00	0.00	0.00			
CapitalCare	UNA	2017-03-31	325	48	2015-12-01	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37						
							0.00	2.00	4.00	0.00	2.00	2.25	3.00						
CapitalCare - ANC	AUPE	2020-06-30	1,303	36	2019-04-29	Health Care Aide	21.43	22.39	23.07	23.76	24.47	24.76	24.96	24.96	24.96	24.96			
							4.50	4.50	3.00	3.00	3.00	1.20	0.80	0.00	0.00	0.00			
						Licensed Practical Nurse	29.72	31.06	32.00	32.96	33.95	34.36	34.63	34.63	34.63	34.63			
							4.50	4.50	3.00	3.00	3.00	1.20	0.80	0.00	0.00	0.00			
CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2016-11-22	Health Care Aide	21.43	22.40	23.07	23.76	23.76	24.47*	24.67	24.96	24.96	24.96			
							4.50	4.50	3.00	3.00	0.00	3.00	0.80	1.20	0.00	0.00			
						Housekeeping	18.15	18.69	19.25	19.83	19.83	20.23	20.63	20.84	20.84	21.05			
							5.00	3.00	3.00	3.00	0.00	2.00	2.00	1.00	0.00	1.00			
CapitalCare - GSS - Grandview, Kipnes, Strathcona, Lyn	AUPE	2020-06-30	425	36	2019-05-27	Housekeeping	18.15	18.69	19.25	19.83	20.23	20.63	20.84	20.84	20.84	21.05			
							5.00	3.00	3.00	3.00	2.00	2.00	1.00	0.00	0.00	1.00			
CapitalCare - PMP/PMT	HSAA	2020-03-31	144	36	2019-04-15	Occupational Therapist I	43.55	44.86	46.21	47.60	48.08	48.68	49.65	49.65	49.65	49.65			
							4.50	3.00	3.00	3.00	1.00	1.25	2.00	0.00	0.00	0.00			
Carewest - ANC	AUPE	2020-06-30	1,506	36	2019-09-09	Health Care Aide	21.42	22.38	23.06	23.75	24.46	24.75	24.95	24.95	24.95	TBD			
							4.50	4.50	3.00	3.00	3.00	1.20	0.80	0.00	0.00				
						Licensed Practical Nurse	29.72	31.06	31.99	32.95	33.94	34.36	34.63	34.63	34.63	TBD			
							4.50	4.50	3.00	3.00	3.00	1.20	0.80	0.00	0.00				
Carewest - Colonel Belcher	CUPE	2017-06-30	61	36	2016-11-21	Food Services Assistant	16.22	16.76	17.26	17.78	18.14	18.50	18.68						
							5.00	3.30	3.00	3.00	2.00	2.00	1.00						
Carewest - Colonel Belcher	UNA	2017-03-31	24	48	2015-02-12	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37						
							0.00	2.00	4.00	0.00	2.00	2.25	3.00						
Carewest - GSS	AUPE	2020-06-30	165	36	2019-09-09	Food Services Assistant	16.27	16.76	17.26	17.78	18.14	18.50	18.68	18.68	18.68	TBD			
							5.00	3.00	3.00	3.00	2.00	2.00	1.00	0.00	0.00				
Carewest - PMP/PMT	HSAA	2020-06-30	192	36	2019-11-19	Occupational Therapist I	43.55	44.86	46.20	47.59	48.08	48.68	49.65	49.65	49.65	TBD			
							NA	3.00	3.00	3.00	1.00	1.25	2.00	0.00	0.00				
Carewest - Rouleau Manor	UNA	2017-03-31	10	0	2017-10-18	Registered Nurse							48.37						
CASA Child Adolescent & Family Mental Health	HSAA	2022-03-31	134	36	2020-03-11	Occupational Therapist	38.83	40.28	41.49	41.81	41.81	42.65	42.65	43.72	43.72	49.43*	49.43	TBD	
							1.00	3.70	3.00	0.77	0.00	2.00	0.00	2.50	0.00	0.00	0.00		
CBI Home Health	HSAA	2020-12-31	482	36	2019-03-18	Health Care Aide									17.74	17.96	18.19		
																1.25	1.25		
						Licensed Practical Nurse									24.89	25.20	25.52		
																1.25	1.25		
Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21	Health Care Aide	21.15	21.89	22.55	23.23	23.58	23.86	24.58	24.58	24.58	24.58			
							4.50	3.50	3.00	3.00	1.50	1.20	3.00	0.00	0.00	0.00			
						Housekeeping	17.25	17.77	18.30	18.85	19.10	19.29	19.87	19.87	19.87	19.87			
							5.00	3.00	3.00	3.00	1.30	1.00	3.00	0.00	0.00	0.00			
						Licensed Practical Nurse	29.72	30.76	31.68	32.63	33.12	33.52	34.53	34.53	34.53	34.53			

*Number of employees per ALRB Certificate / *Other Adjustment

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	26	48	2015-01-15	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37						
							0.00	2.00	4.00	0.00	2.00	2.25	3.00						
Chantelle Management - Grande Prairie Care Centre	CUPE	2020-06-30	133	12	2019-10-28	Health Care Aide	20.04	20.44	20.85	21.37	21.80	22.29	22.85	22.96	23.08	23.19			
							5.00	2.00	2.00	2.50	2.00	2.25	2.50	0.50	0.50	0.50			
						Housekeeping	16.77	17.11	17.45	17.89	18.25	18.66	19.12	19.22	19.31	19.41			
							5.00	2.00	2.00	2.50	2.00	2.25	2.50	0.50	0.50	0.50			
						Licensed Practical Nurse	29.22	29.80	30.40	31.16	31.78	32.50	33.31	33.48	33.64	33.81			
							5.00	2.00	2.00	2.50	2.00	2.25	2.50	0.50	0.50	0.50			
Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	48	2015-01-15	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37						
							0.00	2.00	4.00	0.00	2.00	2.25	3.00						
Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	36	2014-01-30	Health Care Aide					19.48	19.96	20.56						
											2.50	2.50	3.00						
						Housekeeping					15.67	16.06	16.55						
											2.50	2.50	3.00						
						Licensed Practical Nurse					27.13	27.81	28.64						
											2.50	2.50	3.00						
Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19	Health Care Aide					22.40	22.96	23.42	23.89	24.43				
												2.50	2.00	2.00	2.25				
						Housekeeping					15.97	16.37	16.70	17.03	17.41				
												2.50	2.00	2.00	2.25				
						Licensed Practical Nurse					31.06	31.84	32.48	33.13	33.87				
												2.50	2.00	2.00	2.25				
Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	24	2019-09-03	Health Care Aide			20.09	21.22	22.40	22.96	23.42	23.89	24.43	24.67	TBD		
										3.00	3.00	2.50	2.00	2.00	2.25	1.00			
						Housekeeping			14.53	14.96	15.41	16.37	16.70	17.03	17.41	17.58	TBD		
										3.00	3.00	2.50	2.00	2.00	2.25	1.00			
						Licensed Practical Nurse			26.89	28.74	31.06	31.84	32.48	33.13	33.87	34.21	TBD		
										3.00	3.00	2.50	2.00	2.00	2.25	1.00			
Christenson Communities - Royal Oak Manor	HSAA	2016-02-01	30	36	2014-01-17	Health Care Aide	21.42	21.85	21.85	22.72	23.18	23.70							
							4.50	2.00	0.00	4.00	2.00	2.25							
						Licensed Practical Nurse				30.46	31.07	31.77							
										4.00	2.00	2.25							
Club Sierra Lifestyles at River Ridge	UNA	2017-06-30	13	36	2015-03-26	Registered Nurse	42.90	43.76	44.63	45.53	45.99	46.95	47.65	48.36					
							4.00	2.00	2.00	2.00	1.00	2.00	1.50	1.50					
Cold Lake Ambulance Society	HSAA	2022-05-31	51	58	2019-06-06	EMT-P [Advanced Care Paramedic]									43.33	43.76	44.20	44.64	
															0.00	1.00	1.00	1.00	
Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-28	Health Care Aide										24.35	24.72	25.09	
																	1.50	1.50	
						Housekeeping										18.10	18.37	18.65	
																	1.50	1.50	
						Licensed Practical Nurse										34.28	34.79	35.31	
																	1.50	1.50	
County of Stettler Housing Authority	CUPE	2020-12-31	82	36	2018-01-15	Housekeeping	14.89	15.34	15.80	16.27	16.76	17.22	17.71	18.24	18.47	18.70	19.08		
							3.00	3.00	3.00	3.00	3.00	2.75	2.85	3.00	1.25	1.25	2.00		
Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02	Health Care Aide							21.85	24.70					
														13.00					

*Number of employees per ALRB Certificate / *Other Adjustment

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
						Housekeeping							16.85	20.74					
						Licensed Practical Nurse							30.32	34.29					
Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20	Registered Nurse								13.10	48.37	48.37			
Covenant Care - Holy Cross	AUPE	2017-06-30	70	24	2015-12-17	Health Care Aide					20.06	23.50	24.46						
						Licensed Practical Nurse					28.26	32.32	33.95						
Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17	Health Care Aide					20.06	23.50	24.46						
						Licensed Practical Nurse					28.26	32.32	33.95						
Covenant Health	UNA	2020-03-31	2,876	36	2018-02-16	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37	48.37	48.37	48.37			
Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30	Health Care Aide	21.42	22.39	23.06	23.75	24.46	24.75	24.95	24.95	24.95	24.95			
						Licensed Practical Nurse	29.71	31.07	32.00	32.96	33.95	34.36	34.63	34.63	34.63	34.63			
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	36	2018-11-30	Housekeeping	18.74	18.85	19.42	20.00	20.40	20.81	21.02	21.02	21.02	21.02	21.23		
Covenant Health - Edmonton General, Grey Nuns	CUPE	2020-03-31	1,338	24	2018-04-01	Housekeeping	18.30	18.85	19.41	20.00	20.40	20.81	21.02	21.02	21.02	21.23			
Covenant Health - GSS	AUPE	2020-03-31	638	36	2019-05-29	Housekeeping	18.74	18.85	19.42	20.00	20.40	20.81	21.02	21.02	21.02	21.23			
Covenant Health - Misericordia, Villas Caritas	CUPE	2021-03-31	600	36	2019-07-10	Housekeeping	18.30	18.85	19.41	20.00	20.40	20.81	21.02	21.02	21.02	21.23	TBD		
Covenant Health - PMP/PMT	HSAA	2020-03-31	1,246	36	2018-05-24	Occupational Therapist I				47.60	48.08	48.64	49.65	49.65	49.65	TBD			
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04	Health Care Aide		22.38	22.72	23.06	23.75	24.46	24.95	24.95	24.95	24.95	TBD		
						Licensed Practical Nurse		31.06	31.53	32.00	32.96	33.95	34.63	34.63	34.63	34.63	TBD		
Covenant Health - St. Michael's Health Centre	CUPE	2020-03-31	91	24	2019-09-26	Housekeeping	15.20	15.66	16.13	16.61	16.94	17.28	21.02*	21.02	21.02	21.23			
Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24	Health Care Aide		22.39	23.06	23.06	24.46	24.75	24.95	24.95	24.95	TBD			
						Licensed Practical Nurse		31.07	32.00	32.00	33.95	34.36	34.63	34.63	34.63	TBD			
Covenant Health - Youville Home (Grey Nuns) of St. Alt	USWA	2020-03-31	200	36	2018-06-29	Health Care Aide	21.42	22.38	23.06	23.75	24.47	24.76	24.96	24.96	24.96	24.96			
						Licensed Practical Nurse	29.72	31.06	32.00	32.96	33.95	34.36	34.63	34.63	34.63	34.63			
Crowsnest Pass Senior Housing	CUPE	2021-12-31	30	36	2019-04-22	Health Care Aide	16.93	17.44	17.96	18.32	18.69	19.06	20.26	20.46	20.87	21.08	21.40	21.83	
						Housekeeping	13.54	13.95	14.37	14.66	14.95	15.25	17.38	17.56	17.91	18.09	18.36	18.73	

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022				
Cypress View Foundation	CUPE	2019-12-31	80	48	2015-11-27		3.00	3.00	3.00	2.00	2.00	2.00	Adj +	1.00	2.00	1.00	1.50	2.00					
						Health Care Aide	18.93	19.31	19.70	20.29	20.90	21.53	21.96	22.40	22.85	23.30							
						Housekeeping	4.00	2.00	2.00	3.00	3.00	3.00	2.00	2.00	2.00	2.00							
Drumheller & District Seniors Foundation - Sunshine I	CUPE	2020-12-31	50	36	2018-06-12	Health Care Aide	17.93	18.29	18.75	19.12	19.55	19.94	20.34	20.75	21.01	21.32	21.75						
						Housekeeping	2.00	2.00	2.50	2.00	2.25	2.00	2.00	2.00	2.00	1.25	1.50	2.00					
						Housekeeping	14.18	14.46	15.21	15.51	15.86	16.18	16.50	16.83	17.04	17.30	17.64						
DynaLIFE DX	HSAA	2022-03-31	1,069	60	2019-02-06	Medical Laboratory Technologist I	36.69	37.79	38.92	40.09	40.49	41.00	41.82	41.82	41.82	41.82	TBD	TBD					
Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15	Health Care Aide	19.69	20.08	20.89	21.73	21.73	21.95	22.17	22.61	23.07	23.07	23.30	23.65					
						Housekeeping	6.60	2.00	4.00	4.00	0.00	1.00	1.00	2.00	2.00	0.00	1.00	1.50					
						Housekeeping	15.05	15.35	16.61	17.11	17.11	17.28	17.45	17.80	18.15	18.15	18.33	18.61					
East Central 911 Call Answer Society	HSAA	2019-12-31	9	72	2016-12-12	Emergency Medical Dispatcher	8.70	2.00	8.20	3.00	0.00	1.00	1.00	2.00	2.00	0.00	1.00	1.50					
East Central Ambulance Association	HSAA	2020-07-31	21	24	2019-08-09	Primary Care Paramedic (PCP)	20.63	21.25	21.89	22.98	23.44	23.91	24.39	24.88	25.38	25.89							
Evergreens Foundations	IUOE	2022-06-19	83	24	2019-05-29	Housekeeping	4.00	3.00	3.00	5.00	2.00	2.00	2.00	2.00	2.00	2.00							
						Housekeeping	26.52	27.05	28.94	29.80	30.69	30.69	31.61	32.01	32.01	32.01							
Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20	Health Care Aide	16.55	17.05	17.39	17.93	18.29	18.66	19.06	19.63	20.02	21.52*	21.95						
						Housekeeping	3.50	3.00	2.00	3.11	2.00	2.00	2.00	3.00	2.00	0.00	2.00						
Extendicare (Canada)	CUPE	2020-12-31	482	48	2019-10-29	Health Care Aide	19.79	19.99	20.19	20.19	20.28	20.48	20.48										
						Licensed Practical Nurse																	
						Licensed Practical Nurse				29.20	29.49	29.78	29.78	29.94	30.24	30.24							
Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37										
						Registered Nurse	0.00	2.00	4.00	0.00	2.00	2.25	3.00										
						Registered Nurse	19.97	20.67	21.60	22.25	23.11	23.63	24.16	24.16									
Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04	Health Care Aide	8.12	3.50	4.50	3.00	3.87	2.25	2.25	0.00									
						Licensed Practical Nurse	29.72	31.06	31.99	32.96	33.95	34.71	35.49	35.49									
						Licensed Practical Nurse	4.50	4.50	3.00	3.00	3.00	2.25	2.25	0.00									
Extendicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	36	2016-08-04	Housekeeping	17.21	17.91	18.09	18.63	19.19	19.62	20.06	20.06									
						Housekeeping	2.00	4.00	1.00	3.00	3.00	2.25	2.25	0.00									
						Housekeeping	17.21	17.91	18.09	18.63	19.19	19.62	20.06	20.06									
Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21	Health Care Aide	19.95	20.65	21.58	22.22	23.11	23.63	24.16	24.16									
						Health Care Aide	8.13	3.50	4.50	3.00	3.00	2.25	2.25	0.00									
						Housekeeping	16.77	17.45	17.62	18.15	18.70	19.12	19.55	19.55									
Extendicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28	Registered Nurse	29.72	31.06	31.99	32.96	33.95	34.71	35.49	35.49									
						Registered Nurse	4.50	4.50	3.00	3.00	3.00	2.25	2.25	0.00									
						Registered Nurse																	

*Number of employees per ALRB Certificate / *Other Adjustment

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022		
Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22	Health Care Aide	20.87	21.78	22.43	23.11	23.63	24.16	24.16								
						Licensed Practical Nurse	29.72	32.00	32.96	33.95	34.71	35.49	35.49								
Extendicare (Canada) - Eaux Claires	UNA	2017-07-31	32	48	2015-12-15	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37								
Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20	Health Care Aide	20.86	21.78	22.43	23.11	23.63	24.16	24.16								
						Housekeeping	17.45	17.62	18.15	18.70	19.12	19.55	19.55								
						Licensed Practical Nurse	31.06	31.99	32.96	33.95	34.71	35.49	35.49								
Extendicare (Canada) - Fort Macleod	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37								
Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20	Health Care Aide	19.95	20.65	21.58	22.22	23.11	23.63	24.16	24.16							
						Housekeeping	16.77	17.45	17.62	18.15	18.70	19.13	19.55	19.55							
						Licensed Practical Nurse	29.72	31.06	31.99	32.96	33.95	34.71	35.49	35.49							
Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20	Health Care Aide	19.79	20.47	21.39	22.03	23.11	23.63	24.16	24.16							
						Housekeeping	16.78	17.46	17.63	18.16	18.71	19.13	19.56	19.56							
						Licensed Practical Nurse	29.72	31.06	31.99	32.96	33.95	34.71	35.49	35.49							
Extendicare (Canada) - Holyrood	UNA	2017-07-31	20	48	2015-12-15	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37								
Extendicare (Canada) - Leduc	UNA	2017-07-31	17	48	2015-12-15	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37								
Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20	Health Care Aide	19.97	20.67	21.60	22.25	23.11	23.63	24.16	24.16							
						Housekeeping	17.21	17.91	18.09	18.63	19.19	19.62	20.06	20.06							
						Licensed Practical Nurse	29.72	31.06	31.99	32.96	33.95	34.71	35.49	35.49							
Extendicare (Canada) - Mayerthorpe	UNA	2017-07-31	5	48	2015-12-15	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37	TBD							
Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26	Health Care Aide	20.86	21.78	22.43	23.11	23.63	24.16	24.16								
						Housekeeping	17.45	17.62	18.15	18.70	19.12	19.55	19.55								
						Licensed Practical Nurse	31.06	31.99	32.96	33.95	34.71	35.49	35.49								
Extendicare (Canada) - Michener Hill	UNA	2017-07-31	45	48	2015-12-15	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37								
Extendicare (Canada) - Viking	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37								

*Number of employees per ALRB Certificate / *Other Adjustment

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022				
Extendicare (Canada) - Vulcan	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	0.00	2.00	4.00	0.00	2.00	2.25	3.00										
							42.45	43.30	45.03	45.03	45.93	46.96	48.37										
Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15	Registered Nurse						45.93	48.37	48.37	48.37								
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15	Health Care Aide						24.46	24.95	25.32	25.70								
						Licensed Practical Nurse						33.95	34.63	35.15	35.68	2.00	1.50	1.50					
Foothills Regional Emergency Services Commission	HSAA	2019-12-31	15	36	2016-11-28	Communications Specialist	27.77	29.81	30.18	30.63	31.55	32.50	33.47	34.47	35.50	36.57							
Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23	Health Care Aide								23.34	23.81	24.29							
						Housekeeping								19.12	19.50	19.89	2.00	2.00					
						Licensed Practical Nurse									32.00	32.64	33.29	2.00	2.00				
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06	Health Care Aide	21.11	21.74	22.39	23.75	23.75	TBD											
						Housekeeping	17.28	17.80	18.33	18.88	18.88	TBD											
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11	Health Care Aide	21.42	22.28	23.06	23.75	24.46	24.75	24.95										
						Housekeeping	17.28	17.80	18.33	18.88	19.26	19.65	19.85	4.50	4.00	3.50	3.00	3.00	1.20	0.80			
						Licensed Practical Nurse	29.72	30.91	31.99	32.95	33.94	34.35	34.62	4.50	4.00	3.50	3.00	3.00	1.20	0.80			
Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	36	2019-07-11	Occupational Therapist I	43.55	44.86	46.21	47.60	48.08	48.68	49.65	49.65	49.65	49.65							
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	48	2015-11-17	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37										
Good Samaritan Society - South Ridge Village	USWA	2020-06-30	150	36	2018-07-04	Health Care Aide	21.42	22.06	22.72	23.41	23.76	24.05	24.24	24.24	24.24	TBD							
						Housekeeping	17.19	17.71	18.24	18.78	19.06	19.44	19.63	19.63	19.63	TBD							
						Licensed Practical Nurse	29.72	30.61	31.53	32.48	32.97	33.37	33.64	33.64	33.64	TBD							
Grande Spirit Foundation	CUPE	2022-06-30	98	36	2019-07-10	Housekeeping	16.35	16.68	17.09	17.60	18.13	18.67	18.67	18.86	19.05	19.62	20.21	20.82					
Green Acres Foundation - Alberta Rose Lodge	AUPE	2021-12-31	20	47	2018-02-16	Food Services					18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82					
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16	Food Services					18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82					
						Health Care Aide					23.75	24.46	25.07	25.70	26.09	26.48	26.87	27.41					
						Licensed Practical Nurse					32.96	33.95	34.80	35.67	36.21	36.75	37.30	38.05					

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022					
Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2016-02-16	Registered Nurse					44.59	45.93	47.08	48.26										
						Food Services					18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82						
						Health Care Aide				23.75	24.46	25.07	25.70	26.09	26.48	26.87	27.41							
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28	Licensed Practical Nurse					32.96	33.95	34.80	35.67	36.21	36.75	37.30	38.05						
						Registered Nurse				44.59	45.93	47.08	48.26											
						Licensed Practical Nurse				33.95	34.36	34.63	34.63											
Homeland Housing	CUPE	2020-12-31	150	36	2018-02-21	Housekeeping	17.00	17.25	17.59	17.95	18.13	18.49	18.86	19.24	19.24	19.62	20.02							
							3.00	1.50	2.00	2.00	1.00	2.00	2.00	2.00	0.00	2.00	2.00							
Hong Lok Management - Edmonton Chinatown Care Ce	AUPE	2018-09-30	63	36	2016-12-31	Health Care Aide	21.42	22.38	23.06	23.75	24.46	24.86	25.20	25.58										
							4.50	4.50	3.00	3.00	3.00	1.60	1.40	1.50										
Hong Lok Management - Edmonton Chinatown Care Ce	UNA	2014-03-31	22	29	2012-09-18	Registered Nurse	42.45	43.30	45.03															
							0.00	2.00	4.00															
Intercare - Brentwood, Chinook, Southwood	CUPE	2020-06-30	934	24	2018-09-12	Health Care Aide	19.63	20.12	20.62	21.13	21.75	21.75	22.19	22.52	22.75	23.20*								
							3.00	2.50	2.50	2.50	3.00	0.00	2.00	1.50	1.00	1.00								
						Housekeeping	17.07	17.41	17.76	17.94	18.30	18.30	18.67	18.95	18.95	18.95								
Intercare - Kingsland Terrace	CUPE	2019-03-31	36	24	2017-03-30	Housekeeping																		
						Licensed Practical Nurse																		
Lacombe Foundation	CLAC	2019-12-31	80	24	2018-03-18	Health Care Aide				19.90	20.30	20.71	21.12	21.62	23.78	TBD								
Lakeland Lodge & Housing Foundation	CUPE	2021-12-31	27	24	2019-07-01	Housekeeping				17.17	17.52	17.87	18.23	18.48	19.22	TBD								
Lamont County Housing	AUPE	2021-12-31	40	36	2018-12-21	Housekeeping	15.36	15.82	16.14	16.62	17.12	17.55	17.99	18.12	18.25	18.62	18.80	18.99						
							3.00	3.00	2.00	3.00	3.00	2.50	2.50	0.70	0.70	2.00	1.00	1.00						
Lamont Health Care Centre	HSAA	2020-03-31	13	36	2018-03-26	EMT-P [Advanced Care Paramedic]					43.33	43.87	44.75	44.75	44.75	44.75								
Lamont Health Care Centre	UNA	2017-03-31	34	48	2014-08-07	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37	48.37	48.37	48.37								
							0.00	2.00	4.00	0.00	2.00	2.25	3.00	0.00	0.00	0.00								
Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14	Health Care Aide			23.06	23.75	24.46	24.75	24.95	24.95	24.95	24.95								
						Licensed Practical Nurse			32.00	32.96	33.95	34.36	34.63	34.63	34.63									

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Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	36	2019-06-14	Housekeeping	18.74	19.30	19.88	20.48	20.89	21.31	21.52	21.52	21.52	21.74			
									3.00	3.00	3.00	1.20	0.80	0.00	0.00	0.00			
Lloydminster Region Housing Group - Pioneer Comple:	CUPE	2021-02-28	75	36	2018-06-28	Health Care Aide										24.46	24.83	25.32	
																1.50	1.50	2.00	
						Housekeeping	15.02	15.48	15.73	16.12	16.52	16.97	17.31	17.57	17.99	18.26	18.62		
							5.00	3.00	1.60	2.50	2.50	2.75	2.00	1.50	2.40	1.50	2.00		
						Licensed Practical Nurse									34.63	35.15	35.85		
															1.50	1.50	2.00		
Medicine Hat Diagnostic Laboratory	HSAA	2017-03-31	70	16	2015-11-13	Medical Laboratory Technologist I						43.87	44.75						
													2.00						
Mountain View Seniors Housing	AUPE	2020-12-31	44	41	2019-04-05	Health Care Aide										24.95	25.08		
																	0.50		
						Housekeeping										17.58	17.67		
																	0.50		
						Licensed Practical Nurse										34.32	34.49		
																	0.50		
Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30	Health Care Aide	21.42	21.85	22.40	22.85	23.31	23.77	24.25	24.67	25.10	25.54			
							4.50	2.00	2.50	2.00	2.00	2.00	2.00	1.75	1.75	1.75			
						Housekeeping	14.31	14.60	14.97	15.27	15.58	15.89	16.21	16.49	16.78	17.08			
							2.00	2.00	2.50	2.00	2.00	2.00	2.00	1.75	1.75	1.75			
						Licensed Practical Nurse	29.72	30.31	31.07	31.69	32.32	32.97	33.63	34.22	34.82	35.43			
							4.50	2.00	2.50	2.00	2.00	2.00	2.00	1.75	1.75	1.75			
Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29	Health Care Aide	19.58	20.61	21.23	21.34	22.41	22.75	23.09	23.44	23.91	24.51			
							5.00	5.25	3.00	0.50	5.00	1.50	1.50	1.50	2.00	2.50			
						Housekeeping	16.11	16.59	17.09	17.18	18.05	18.32	18.59	18.87	19.25	19.73			
							5.00	3.00	3.00	0.50	5.00	1.50	1.50	1.50	2.00	2.50			
						Licensed Practical Nurse	25.10	25.31	26.07	26.20	27.52	27.93	28.35	28.77	29.34	30.07			
							5.00	0.84	3.00	0.50	5.00	1.50	1.50	1.50	2.00	2.50			
Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13	Health Care Aide										24.23	24.71		
																1.50	2.00		
						Housekeeping (Support Services)										18.04	18.40		
																1.50	2.00		
						Licensed Practical Nurse										33.98	34.66		
																1.50	2.00		
Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	18	2019-02-15	Registered Nurse										48.37			
																0.00			
Park Place Seniors Living - Devonshire Care Centre	AUPE	2020-03-31	183	36	2020-01-10	Health Care Aide		18.05	20.13	20.97	22.38	22.83	23.17	23.63	23.63	23.87	24.11	24.35	
									11.50	4.20	6.75	2.00	1.50	2.00	0.00	1.00	1.00	1.00	
						Housekeeping		17.09	17.94	18.65	19.21	19.59	19.88	20.29	20.29	20.49	20.69	20.90	
									5.00	4.00	3.00	2.00	1.50	2.00	0.00	1.00	1.00	1.00	
						Licensed Practical Nurse		28.20	28.89	29.97	31.06	31.68	32.16	32.80	32.80	33.13	33.46	33.79	
									2.50	3.75	3.64	2.00	1.50	2.00	0.00	1.00	1.00	1.00	
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	18	48	2017-09-29	Registered Nurse			41.88	43.46	44.87	46.22	46.96	47.66	48.37	48.37			
										4.00	3.00	3.00	1.60	1.50	1.50	0.00			
Park Place Seniors Living - Emerald Gardens	CUPE	2021-04-30	48	36	2018-09-21	Health Care Aide			21.46	22.10	22.76	22.99	23.33	23.80	24.04	24.46	24.89		
										3.00	3.00	1.00	1.50	2.00	1.00	1.75	1.75		

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022				
Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24	Housekeeping			16.72	17.22	17.74	17.92	18.19	18.55	18.74	19.06	19.40						
						Health Care Aide																	
						Licensed Practical Nurse																	
Park Place Seniors Living - Hardisty Care Centre - GSS	AUPE	2021-03-31	60	24	2020-01-21	Housekeeping							18.65	18.84	19.03	19.23	19.43						
Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	48	2018-01-12	Registered Nurse	42.45	43.30	45.03	45.03	45.48	45.93	46.96	48.37	48.37	48.37	48.37						
Park Place Seniors Living - Hardisty Care Centre - PMP/I	UNA	2019-03-31	4	15	2018-01-12	Occupational Therapist							43.80	44.68	46.91								
Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23	Health Care Aide	18.10	18.64	20.49	21.70	22.85	23.31	23.66	23.89	24.49	24.85							
						Housekeeping	16.35	16.84	17.74	18.27	18.82	19.20	19.49	19.68	19.98	20.37							
						Licensed Practical Nurse	27.36	29.50	31.70	33.95	34.46	34.80	35.15	36.03	36.57								
Park Place Seniors Living - Villa Marguerite, Sprucewood	AUPE	2020-03-31	317	24	2018-09-28	Health Care Aide	21.32	22.17	23.06	23.75	24.46	24.70	25.08	25.33	25.71	26.22							
						Housekeeping	15.32	15.70	16.17	16.66	17.16	17.33	17.59	17.77	18.03	18.39							
						Licensed Practical Nurse	29.58	31.07	32.00	32.96	33.95	34.29	34.80	35.15	35.68	36.39							
Pharma Plus Speciality Pharmacy Services [Calgary]	HSAA	2019-06-30	30	36	2017-02-14	Pharmacy Technician I			34.32	35.35	35.35	35.79	36.24	36.78									
Piper Creek Foundation	CUPE	2019-12-31	107	24	2018-02-06	Health Care Aide	19.03	19.60	20.19	20.80	21.42	22.06	22.56	23.01	23.31	23.61							
						Housekeeping	15.64	16.11	16.59	17.09	17.60	18.13	18.54	18.91	19.15	19.39							
Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07	Health Care Aide	21.42	22.38	23.06	23.75	24.46												
						Licensed Practical Nurse	29.72	31.06	32.00	32.96	33.95												
Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21	Health Care Aide								23.98	24.46	24.95							
						Housekeeping											15.92	16.24	16.56				
						Licensed Practical Nurse												32.98	33.64	34.31			
Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24	Health Care Aide	20.79	21.73	22.38	23.05	24.46	24.70	25.08	25.45	25.83	25.96	26.09	26.22					
						Housekeeping	15.49	16.19	17.17	17.69	18.22	18.40	18.68	18.96	19.24	19.34	19.44	19.54					
						Licensed Practical Nurse	28.58	29.87	30.76	31.68	33.95	34.29	34.80	35.33	35.86	36.04	36.22	36.40					
Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20	Health Care Aide									24.70	24.95	25.07	25.20					

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Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	
						Licensed Practical Nurse												1.00	0.50	0.50
						Cook										33.98	34.32	34.49	34.66	
																18.76	18.95	19.04	19.14	
Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14	Cook								18.99	19.13	19.52	19.71			
						Health Care Aide								0.75	0.75	2.00	1.00			
						Licensed Practical Nurse								24.28	24.46	24.95	25.20			
														0.75	0.75	2.00	1.00			
														33.39	33.64	34.32	34.66			
														0.75	0.75	2.00	1.00			
Points West Living Stettler	AUPE	2020-05-10	110	48	2018-11-07	Health Care Aide							23.92	24.28	24.70	25.08				
						Housekeeping							15.96	16.20	16.48	16.73				
						Licensed Practical Nurse							32.89	33.39	33.98	34.49				
													0.75	1.50	1.75	1.50				
Prairie Emergency Medical Systems	HSAA	2020-03-31	129	36	2018-08-24	EMT-P [Advanced Care Paramedic]	37.29	41.55	43.21	44.94	45.84	46.53	47.46	47.46	47.46	TBD				
							4.00	3.00	4.00	4.00	2.00	1.50	2.00	0.00	0.00					
Prince of Peace Manor & Harbour	CUPE	2020-06-30	99	24	2019-05-22	Health Care Aide									20.10	20.45				
						Licensed Practical Nurse									27.36	27.84				
															1.75	1.75				
Qualicare - Citadel Care	USW	2019-06-30	130	24	2018-02-16	Health Care Aide	18.41	18.96	20.24	20.64	20.64	21.00	21.32	21.32	21.32					
						Housekeeping	15.91	16.39	16.96	17.65	17.65	17.96	18.23	18.23	18.23					
						Licensed Practical Nurse					30.40	30.93	31.40	31.40	31.40					
												1.75	1.50	0.00	0.00					
Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18	Health Care Aide	18.90	19.47	20.05	20.65	20.65	21.01	21.22	21.43	21.65	21.65	TBD			
						Housekeeping	15.76	16.23	16.72	17.22	17.22	17.52	17.70	17.87	18.05	18.05	TBD			
							2.00	3.00	3.00	3.00	0.00	1.75	1.00	1.00	1.00	1.00			1.00	
Qualicare - Rivercrest Lodge Nursing Home Ltd	AUPE	2019-03-31	13	48	2017-02-13	Licensed Practical Nurse		24.80	28.66	29.66	31.06	31.06	31.53	31.84	32.16					
								5.00	15.56	3.50	4.70	0.00	1.50	1.00	1.00					
Qualicare - Rivercrest Lodge Nursing Home Ltd	UNA	2017-06-30	10	24	2016-09-30	Registered Nurse	39.85	41.05	41.87	42.92	43.99	46.96	48.37							
							3.00	3.00	2.00	2.50	2.50	6.75*	3.00							
Revera	UNA	2017-12-31	89	48	2015-06-15	Registered Nurse	42.45	42.45	43.30	45.03	45.03	45.93	46.96	46.96						
								0.00	2.00	4.00	0.00	2.00	2.25	0.00						
Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07	Health Care Aide	18.95	19.52	20.51	21.12	21.54	21.81	22.30	22.75	22.98					
						Housekeeping	17.09	17.60	18.49	19.04	19.42	19.66	20.11	20.51	20.72					
						Licensed Practical Nurse	26.89	27.70	29.10	29.97	30.57	30.95	31.65	32.29	32.61					
							3.00	3.00	5.00	3.00	2.00	1.25	2.25	2.00	1.00					
Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25	Health Care Aide	20.30	21.12	21.96	22.62	23.30	23.77	24.31	24.79						
							5.00	4.00	4.00	3.00	3.00	2.00	2.25	2.00						

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	
						Housekeeping	17.27	17.97	18.69	19.25	19.83	20.23	20.69	21.10						
							5.00	4.00	4.00	3.00	3.00	2.00	2.25	2.00						
						Licensed Practical Nurse	27.25	31.07	32.00	32.96	33.95	34.63	35.41	36.12						
							5.00	11.75	3.00	3.00	3.00	2.00	2.25	2.00						
Revera - McKenzie Towne Care Centre	CUPE	2018-10-31	137	24	2017-02-09	Health Care Aide	18.68	19.06	20.12	20.72	21.13	21.40	21.67	22.11	22.55					
							3.00	2.00	5.50	3.00	2.00	1.25	1.25	2.00	2.00					
						Housekeeping	15.63	15.94	16.83	17.34	17.60	17.91	18.13	18.49	18.87					
							3.00	2.00	5.50	3.00	2.00	1.25	1.25	2.00	2.00					
						Licensed Practical Nurse	26.72	27.25	28.77	29.63	30.22	30.60	30.98	31.60	32.24					
							3.00	2.00	5.50	3.00	2.00	1.25	1.25	2.00	2.00					
Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09	Health Care Aide	17.57	18.55	20.07	20.68	21.09	21.35	21.62	22.05	22.50					
							4.50	5.50	8.00	3.00	2.00	1.25	1.25	2.00	2.00					
						Housekeeping	15.71	16.02	16.50	17.00	17.34	17.56	17.78	18.14	18.50					
							2.00	2.00	3.00	3.00	2.00	1.25	1.25	2.00	2.00					
						Licensed Practical Nurse	24.31	25.54	27.91	28.75	29.33	29.69	30.06	30.66	31.28					
							3.50	5.00	9.10	3.00	2.00	1.25	1.25	2.00	2.00					
Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28	Health Care Aide	18.75	19.31	19.79	20.38	20.89	21.42	21.85	22.34	22.84					
							3.00	3.00	2.50	3.00	2.50	2.50	2.00	2.25	2.25					
						Housekeeping	16.37	16.86	17.28	17.80	18.24	18.70	19.07	19.50	19.94					
							3.00	3.00	2.50	3.00	2.50	2.50	2.00	2.25	2.25					
						Licensed Practical Nurse	28.00	28.84	29.71	30.60	31.37	32.15	32.79	33.53	34.28					
							3.50	3.00	3.00	3.00	2.50	2.50	2.00	2.25	2.25					
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01	Health Care Aide				17.01	18.03	18.93	22.38	22.83	23.29	23.76				
										6.00	5.00	18.25	2.00	2.00	2.00					
						Housekeeping				15.79	16.74	17.24	17.76	18.12	18.48	18.85				
										6.00	3.00	3.00	2.00	2.00	2.00					
						Licensed Practical Nurse				26.97	28.59	29.45	30.33	30.94	31.56	32.19				
										6.00	3.00	3.00	2.00	2.00	2.00					
Revera Lessee - Chateau Renoir Retirement Residence	CUPE	2020-04-30	23	36	2017-11-23	Housekeeping	12.66	12.98	13.34	13.70	13.97	14.32	14.72	15.01	15.31	15.70				
							2.70	2.50	2.75	2.75	2.00	2.50	2.75	2.00	2.00	2.50				
Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08	Health Care Aide	19.60	20.29	21.11	21.86	22.52	23.19	23.90	24.38	24.87	25.36				
							2.25	3.50	4.00	3.50	3.00	3.00	3.00	2.00	2.00	2.00				
						Housekeeping	12.29	12.72	13.23	13.70	14.11	14.53	14.97	15.27	15.57	15.89				
							2.50	3.50	4.00	3.50	3.00	3.00	3.00	2.00	2.00	2.00				
						Licensed Practical Nurse	26.85	27.79	28.92	29.95	30.85	31.77	32.73	33.38	34.05	34.73				
							2.25	3.50	4.00	3.50	3.00	3.00	3.00	2.00	2.00	2.00				
Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12	Health Care Aide				21.62	22.38	23.05	23.51	23.98	24.46					
										3.50	3.00	2.00	2.00	2.00						
						Housekeeping				14.54	14.98	15.43	15.74	16.05	16.53					
										3.00	3.00	2.00	2.00	3.00						
						Licensed Practical Nurse				28.29	31.06	31.99	32.63	33.28	33.95					
										9.75	3.00	2.00	2.00	2.00						
Revera Lessee - Heartland Retirement Residence	CUPE	2018-12-31	31	36	2016-10-19	Health Care Aide				16.86	17.28	17.71	18.11	18.65	19.02					
										2.50	2.50	2.25	3.00	2.00						
						Licensed Practical Nurse				25.48	26.12	26.77	27.31	27.58	28.13					
										2.50	2.50	2.00	1.00	2.00						
Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17	Health Care Aide	15.27	15.73	16.20	19.05	19.72	20.11	20.51	20.93	21.35	21.78	22.22			

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022			
Revera Lessee - Meadowlands	UFCW	2020-12-31	73	48	2019-04-08		4.80	3.00	3.00	17.60	3.50	2.00	2.00	2.00	2.00	2.00	2.00					
						Licensed Practical Nurse	25.77	26.54	27.34	27.89	28.87	29.45	30.04	30.64	31.26	31.89	32.53					
						Health Care Aide	4.75	3.00	3.00	2.00	3.50	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00		
						Housekeeping	16.77	16.77	17.77	18.30	18.67	19.04	19.52	19.96	20.41	20.82	21.23					
						Licensed Practical Nurse	3.00	0.00	5.96	3.00	2.00	2.00	2.50	2.25	2.25	2.00	2.00					
Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03	Housekeeping	13.25	13.25	14.25	14.68	14.97	15.27	15.65	16.00	16.36	16.69	17.02					
						Licensed Practical Nurse	3.00	0.00	7.55	3.00	2.00	2.00	2.50	2.25	2.25	2.00	2.00					
						Health Care Aide	23.31	23.31	24.31	25.04	25.54	26.05	27.70	28.32	28.96	29.54	30.13					
						Licensed Practical Nurse	3.00	0.00	4.29	3.00	2.00	2.00	6.33	2.25	2.25	2.00	2.00					
Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19	Health Care Aide																
						Housekeeping																
						Licensed Practical Nurse																
Rexall Pharma Plus Pharmacies [Edmonton]	HSAA	2019-06-30	39	39	2017-05-23	Pharmacy Technician I																
						Housekeeping																
						Licensed Practical Nurse																
Ridge Country Housing	CUPE	2020-12-31	27	36	2018-02-15	Housekeeping																
						Licensed Practical Nurse																
River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06	Health Care Aide																
						Housekeeping																
						Licensed Practical Nurse																
Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14	Health Care Aide																
						Licensed Practical Nurse																
Salem Manor Nursing Home	UNA	2017-03-31	15	48	2015-11-16	Registered Nurse																
Salem Manor Nursing Home	USW	2020-07-13	40	36	2018-10-11	Housekeeping																
Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15	Food Services (Dietary Aide)																
						Health Care Aide																
						Registered Nurse																
Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13	Health Care Aide																
						Licensed Practical Nurse																

*Number of employees per ALRB Certificate / *Other Adjustment

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022		
						Housekeeping	15.89	16.43	16.92	17.43	17.87	18.31	18.86	19.14	19.43	19.43	19.43	20.01			
							4.50	3.40	3.00	3.00	2.50	2.50	3.00	1.50	1.50	0.00	0.00	3.00			
						Licensed Practical Nurse	29.72	31.03	31.96	32.92	33.74	34.59	35.62	36.15	36.70	36.70	36.70	37.80			
							4.50	4.40	3.00	3.00	2.50	2.50	3.00	1.50	1.50	0.00	0.00	3.00			
SbraREIT Assisted Living I - Maison Senior Living	CUPE	2020-02-29	70	28	2017-10-23	Health Care Aide									19.75	20.15	20.55				
																2.00	2.00				
						Housekeeping												16.75	17.09	17.43	
														2.00	2.00						
						Licensed Practical Nurse								26.38	26.91	27.45					
														2.00	2.00						
Seasons Retirement Communities - Lethbridge Garder	AUPE	2022-10-31	15	48	2018-11-15	Cook									17.00	17.17	17.34	17.52			
															1.00	1.00	1.00				
Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10	Health Care Aide								21.39	21.82	22.21	22.54				
														2.00	1.75	1.50					
						Housekeeping											16.62	16.95	17.91*	18.18	
														2.00	1.75	1.50					
						Licensed Practical Nurse								29.72	30.31	30.84	31.30				
														2.00	1.75	1.50					
Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25	Health Care Aide									21.39	21.82	22.25	22.64	23.15		
																2.00	2.00	1.75	2.25		
						Housekeeping								16.81	17.15	17.49	17.80	18.25			
														2.00	2.00	1.75	2.25				
Seasons Retirement Communities - Sunrise Village [High River] - ANC	CUPE	2020-06-30	77	24	2019-03-25	Health Care Aide						23.28	23.75	24.10	24.58	25.07					
															1.00	2.00	1.50	2.00	2.00		
						Licensed Practical Nurse						32.00	32.64	33.13	33.79	34.47					
												1.00	2.00	1.50	2.00	2.00					
Seasons Retirement Communities - Sunrise Village [High River] - GSS	CUPE	2020-06-30	48	12	2019-10-30	Housekeeping										15.93					
																1.50					
Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16	Health Care Aide									19.71	20.10	20.51	20.87	21.33		
																2.00	2.00	1.75	2.25		
						Housekeeping								16.25	16.58	16.91	17.20	17.59			
														2.00	2.00	1.75	2.25				
Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05	Health Care Aide									19.71	20.10	20.41	20.76	21.23		
																2.00	1.50	1.75	2.25		
						Housekeeping								16.25	16.58	16.82	17.12	17.50			
														2.00	1.50	1.75	2.25				
Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2020-12-31	33	48	2017-04-24	Health Care Aide								19.71	20.05	20.41	20.71	21.02			
																1.75	1.75	1.50	1.50		
						Housekeeping								16.81	17.10	17.40	17.66	17.93			
														1.75	1.75	1.50	1.50				
Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16	Health Care Aide	21.33	22.38	23.28	23.98	24.34	24.83	25.08	25.08	25.33	25.33					
						Housekeeping	17.62	18.32	19.06	19.63	19.92	20.32	20.53	20.53	20.74	20.95					
						3.00	4.00	4.00	3.00	1.50	2.00	1.00	0.00	1.00	1.00						
						Licensed Practical Nurse	29.73	31.06	32.30	33.27	33.95*	34.29	34.63	34.63	34.98	34.98					
														4.50	4.00	3.00	0.00	1.00	0.00		
Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18	Health Care Aide	21.33	22.38	23.28	23.98	24.34	24.83	25.08	25.08	25.33	25.33					
														5.00	4.00	3.00	1.50	2.00	1.00	0.00	

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
						Housekeeping	17.62	18.32	19.06	19.63	19.92	20.32	20.53	20.53	20.74	20.95			
						Licensed Practical Nurse	29.73	31.06	32.30	33.27	33.95*	34.29	34.63	34.63	34.98	34.98			
Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	147	36	2019-01-14	Health Care Aide	21.33	22.38	23.28	23.98	24.34	24.83	25.08	25.08	25.33	25.33			
						Licensed Practical Nurse	29.73	31.06	32.30	33.27	33.95*	34.29	34.63	34.63	34.98	34.98			
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	16	36	2019-01-14	Independent Living Attendant	17.07	18.30	20.22	21.57	22.11	22.33	22.56	22.56	23.01	23.01			
Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10	Health Care Aide	21.33	22.38	23.28	23.98	24.34	24.83	25.08	25.08	25.33	25.33			
						Licensed Practical Nurse	29.73	31.06	32.30	33.27	33.95*	34.29	34.63	34.63	34.98	34.98			
Shepherd's Care - Millwoods & Kensington Village	UNA	2014-09-30	32	48	2015-02-20	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37						
Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15	Health Care Aide				23.98	24.34	24.83	25.08	25.08	25.33	25.33			
						Licensed Practical Nurse				33.27	33.95*	34.29	34.63	34.63	34.98	34.98			
Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2021-12-31	45	36	2019-02-11	Health Care Aide						21.09	21.30	21.41	21.75	22.39*	22.72	23.06	
						Housekeeping	15.44	15.75	16.22	16.54	16.87	17.87	18.05	18.14	18.41	18.69*	19.25	19.54	
St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12	Health Care Aide									20.58	20.79			
						Licensed Practical Nurse									28.99	29.28			
St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02	Health Care Aide		18.30	20.22	21.46	22.20	22.47	22.65	22.65					
St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15	Health Care Aide	22.02	23.01	23.70	24.41	25.14	25.44	25.65	TBD					
						Licensed Practical Nurse	29.73	31.06	31.99	32.95	33.94	34.35	34.62	TBD					
St. Michael's Long Term Care Centre	UNA	2020-03-31	15	36	2020-01-08	Registered Nurse	42.45	43.30	45.03	45.03	45.93	46.96	48.37	48.37	48.37	48.37			
St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01	Health Care Aide					21.55	21.81	21.98	21.98					
						Housekeeping					NA	1.20	0.80	0.00					
Stettler & District Ambulance Association	HSAA	2023-03-31	20	48	2019-09-16	Advanced Care Paramedic	35.70	39.36	40.42	42.90	43.33	43.87	44.75	44.75	44.75	44.75	TBD	TBD	TBD
Sylvan Lake Lodge	CLAC	2020-12-31	30	36	2018-03-21	Housekeeping	15.64	15.95	16.31	16.71	17.06	17.53	17.88	18.24	18.60	18.97	19.40		
Taber & District Housing - Clearview Lodge	CUPE	2023-05-31	27	48	2019-12-03	Health Care Aide	19.51	20.10	20.70	21.11	21.54	21.97	22.41	22.86	23.43	23.90	24.38	24.87	25.49
						Housekeeping	15.46	15.92	16.40	16.73	17.06	17.40	17.75	18.11	18.56	18.93	19.31	19.70	20.19

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	
Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25	Health Care Aide	6.60	3.00	3.00	2.00	2.00	2.00	2.00	2.00	2.50	2.00	2.00	2.00	2.50	
						Licensed Practical Nurse	21.42	22.38	23.06	23.75	24.46	24.75	24.95	4.50	4.50	3.00	3.00	3.00	1.20	0.80
Touchmark at Wedgewood	UNA	2017-03-31	15	48	2015-01-22	Registered Nurse	29.72	31.06	32.00	32.96	33.95	34.36	34.63	4.50	4.50	3.00	3.00	3.00	1.20	0.80
Town of Vegreville - Ambulance	CUPE	2017-10-31	25	31	2016-01-15	EMT-P	42.45	43.30	45.03	45.03	45.93	46.96	48.37	0.00	2.00	4.00	0.00	2.00	2.25	3.00
							NA	NA	37.13	37.87	38.72	43.87	44.75	TBD						
Travois Holdings - Glamorgan Care Centre	CLAC	2020-03-31	62	36	2017-10-13	Health Care Aide	19.00	19.19	20.16	20.76	21.38	21.81	22.46	23.13	23.83	24.78				
						Housekeeping	7.30	1.00	5.00	3.00	3.00	2.00	3.00	3.00	3.00	4.00				
Travois Holdings - Mayfair Care Centre	CLAC	2020-03-31	140	36	2017-08-30	Health Care Aide	17.68	17.86	18.75	19.31	19.89	20.29	20.90	21.53	22.18	23.06				
						Housekeeping	7.30	1.00	5.00	3.00	3.00	2.00	3.00	3.00	4.00					
Triple A Living Communities - Monterey Place	AUPE	2017-04-04	133	48	2013-04-08	Health Care Aide	19.00	19.19	20.16	20.76	21.38	21.81	22.46	23.13	23.83	24.78				
						Housekeeping	7.30	1.00	5.00	3.00	3.00	2.00	3.00	3.00	4.00					
						Licensed Practical Nurse	17.68	17.86	18.75	19.31	19.89	20.29	20.90	21.53	22.18	23.06				
Vegreville Association for Living in Dignity	USW	2020-09-30	32	60	2017-12-20	Community Disability Worker	18.82	19.57	20.17	21.00										
						Housekeeping	3.00	4.00	3.00	4.00										
						Licensed Practical Nurse	15.00	15.45	15.91	16.39										
Venta Care Centre Ltd.	UNA	2017-08-31	16	48	2015-01-15	Registered Nurse	29.93	30.53	31.14	32.07										
							3.25	2.00	2.00	3.00										
Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21	Health Care Aide	15.50	16.54	16.54	18.19	20.48	20.48	20.48	20.48	20.48	20.48				
						Licensed Practical Nurse	1.64	6.70	0.00	10.00	12.60	0.00	0.00	0.00	0.00					
Venta Care Centre Ltd. - GSS	AUPE	2017-07-31	50	24	2016-12-21	Housekeeping	42.47	43.32	45.06	45.06	45.93	46.96	48.37							
							2.00	2.00	4.00	0.00	2.00	2.25	3.00							
Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24	Health Care Aide	21.42	22.38	23.05	23.74	24.46	24.75	24.95							
						Licensed Practical Nurse	1.50	4.50	3.00	3.00	3.00	1.20	0.80							
Wheatland & Adjacent Districts Emergency Medical Se	HSAA	2018-03-31	35	36	2016-02-26	EMT-P	29.72	31.06	31.99	32.95	33.94	34.35	34.62							
						Housekeeping	8.70	4.50	3.00	3.00	3.00	1.20	0.80							
						Licensed Practical Nurse	17.86	18.40	18.95	19.52	20.10	20.50	20.91							
						Registered Nurse	3.50	3.00	3.00	3.00	3.00	2.00	2.00							
Wheatland Lodge	CUPE	2020-04-30	25	24	2018-06-11	Housekeeping	21.21	21.53	22.18	22.85										
						Housekeeping	16.39	16.64	17.14	17.66										
						Licensed Practical Nurse	9.50	1.50	3.00	3.00										
						Registered Nurse	31.90	32.39	33.36	34.37										
Westlock Foundation - Pembina Lodge & Smithfield Lc	CUPE	2017-12-31	60	36	2014-10-22	Housekeeping	43.84	44.50	45.85	47.23										
							3.54	1.50	3.00	3.00										
Wheatland Lodge	CUPE	2020-04-30	25	24	2018-06-11	Housekeeping	15.21	15.66	16.29	16.77	17.28	17.63	18.07	18.61						
							3.00	3.00	4.00	3.00	3.00	2.00	2.50	3.00						

*Number of employees per ALRB Certificate / *Other Adjustment

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Willow Creek Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05	Health Care Aide	16.55	17.88	18.92	19.49	19.98	20.48	20.99						
							7.00	8.00	5.80	3.00	2.50	2.50	2.50						
						Housekeeping	16.21	16.53	17.03	17.51	17.95	18.40	18.86						
							7.00	2.00	3.00	2.80	2.50	2.50	2.50						
Wood Buffalo Housing & Development	CUPE	2020-12-31	43	36	2019-10-17	Housekeeping				22.35	23.02	23.71	23.71	23.71	23.71	23.71	23.71	23.71	23.71
											3.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Wood Buffalo Housing & Development - Rotary House	CUPE	2020-12-31	25	24	2019-04-15	Resident Service Aide		23.05	23.97	24.93	25.93	26.71	27.51	28.34	28.34	28.34	28.34		
								NA	4.00	4.00	4.00	3.00	3.00	3.00	0.00	0.00	0.00		
						Housekeeping		23.05	23.97	24.93	25.93	26.71	27.51	28.34	28.34	28.34	28.34		
								NA	4.00	4.00	4.00	3.00	3.00	3.00	0.00	0.00	0.00		
Workers Compensation Board - Millard Health	HSAA	2020-12-31	129	36	2019-03-11	Occupational Therapist I	42.34	44.25	45.36	46.49	47.89	48.84	49.82	50.94	50.94	50.94	TBD		
							5.00	4.50	2.50	2.50	3.00	2.00	2.00	2.50	0.00	0.00			

*Number of employees per ALRB Certificate / *Other Adjustment

Municipality Wage Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Beaver County	Operating Engineers Local 955	35	2020-08-19	12	2019-10-01	3.50	3.50	3.00	3.00	3.00	4.00	3.50	3.50	2.00	5.00	2.00	2.00	Varies	2.50	2.50	0.00	0.50	0.50	1.00		
Brazeau County	Operating Engineers Local 955	40	2021-12-31	24	2019-10-16	1.00	3.50	2.00	2.50	5.00	6.00	8.00	Varies	4.00	1.50	3.80	3.00	3.00	3.00	1.50	1.75	0.00	0.00	1.50	1.50	
Calgary Public Library	CUPE Local 1169	650	2020-12-31	36	2019-06-23	3.50	3.00	3.00	3.50	3.00	3.50	3.50	5.50	5.50	2.50	3.00	3.00	1.80	2.40	3.50	4.00	0.00	0.00	0.00		
Camrose County	Operating Engineers Local 955	40	2020-12-31	36	2018-01-18	3.25	3.00	NA	NA	NA	4.00	4.00	3.50	3.50	3.50	3.00	2.00	2.00	3.00	3.00	3.50	0.00	1.00	1.50		
City of Airdrie	IAFF Local 4778	71	2020-12-31	36	2019-07-05										5.00	3.00	5.00	2.50	1.50	2.60	2.00	2.00	2.00	2.00		
City of Brooks	CUPE Local 1032	60	2022-12-31	48	2019-01-29	3.00	4.00	4.00	4.00	NA	2.50	2.50	5.00	3.50	3.00	4.15	4.07	3.00	1.34	1.36	1.35	1.33	2.00	2.00	2.00	1.50
City of Calgary	ATU Local 583	3,100	2021-01-03	36	2019-08-15	3.50	3.00	3.50	3.75	3.00	4.00	5.00	3.50	5.00	2.75	3.00	3.00	1.80	3.20	3.50	4.00	0.00	0.00	1.50		
City of Calgary	Calgary Police Association	2,200	2021-01-03	36	2020-04-06	3.50	3.20	3.70	3.70	3.50	3.75	3.75	6.75	4.50	2.50	3.00	3.90	2.25	2.75	3.00	2.50	0.00	1.50	1.50		
City of Calgary	Calgary Police Senior Officers' As	37	2018-01-05	12	2016-12-16	3.50	3.20	3.70	3.70	3.50	3.75	3.75	6.50	4.50	2.50	5.00	3.90	2.25	2.75	3.00	2.50					
City of Calgary	Carpenters Local 2103	11	2018-01-05	48	2014-06-26	3.50	3.00	3.50	3.50	3.00	3.50	3.50	17.00	4.50	2.50	3.00	3.00	1.80	3.20	3.50	4.00					
City of Calgary	IAFF Local 255	1,387	2019-12-31	24	2019-09-27	3.50	3.20	3.70	3.70	3.50	3.75	5.00	5.75	5.00	2.50	3.00	5.11	2.25	2.50	2.50	2.50	0.00	1.50			
City of Calgary	IBEW Local 254	129	2018-03-30	48	2014-02-09	3.50	3.00	3.50	3.75	3.00	3.50	5.50	3.50	5.50	5.00	3.00	3.00	1.80	3.20	3.50	4.00					
City of Calgary - Civic Foremen	CUPE Local 709	460	2021-01-03	36	2019-04-23	3.50	3.00	3.50	3.50	3.00	3.50	3.50	16.80	4.50	2.50	3.00	3.00	1.80	3.20	3.50	4.00	0.00	0.00	1.50		
City of Calgary - Emergency Communications Officers	IBEW Local 254	296	2021-01-03	36	2019-12-19	4.50	3.00	3.50	3.75	3.00	4.25	5.50	8.70	4.50	2.50	3.00	3.00	1.80	3.20	3.50	4.00	0.00	0.00	1.50		
City of Calgary - Inside Workers	CUPE Local 38	4,200	2021-01-01	36	2019-03-15	3.50	3.00	3.50	3.50	3.00	3.50	3.50	4.50	4.50	2.50	3.00	3.00	1.80	3.20	3.50	4.00	0.00	0.00	1.50		
City of Calgary - Outside Workers	CUPE Local 37	2,800	2021-01-03	36	2019-04-18	3.50	3.00	3.50	3.50	3.00	3.50	3.50	6.50	4.50	2.50	3.00	11.20	1.80	3.20	3.50	4.00	0.00	0.00	1.50		
City of Camrose	Camrose Police Association	28	2020-12-31	36	2018-04-16	5.00	4.00	4.00	4.50	NA	NA	NA	5.13	4.40	5.00	5.00	3.50	1.75	2.00	2.50	2.00	1.25	1.25	2.25		
City of Camrose	CUPE Local 1425	80	2020-12-31	12	2019-12-08	3.75	3.25	1.5% - 5.5%	1.5% - 5.5%	1.5% - 5.5%	11.80	4.50	7.00	4.00	4.00	2.50	3.00	2.00	2.25	2.50	1.50	1.50	2.00	0.00		
City of Cold Lake	AUPE	118	2021-12-31	48	2018-08-07										2.40	0.00	3.25	4.90	3.00	3.00	3.25	1.50	1.50	1.75	2.25	
City of Edmonton	Civic Service Union 52	4,500	2018-12-22	60	2015-02-27	3.00	3.00	3.50	3.50	3.00	4.00	5.00	4.45	4.50	2.50	3.00	2.87	2.00	2.25	2.75	3.00	3.00				
City of Edmonton	CUPE Local 30	3,802	2020-12-19	24	2019-12-13	3.00	3.00	3.50	3.50	3.00	4.00	5.00	4.50	4.50	2.50	3.00	3.00	2.00	2.25	2.75	3.00	3.00	0.00	0.00		
City of Edmonton	Edmonton Police Association	1,881	2020-12-20	24	2018-12-21	3.00	3.00	3.50	3.50	3.00	4.00	5.00	6.20	5.40	2.50	3.00	3.40	2.40	2.50	2.75	2.25	2.50	1.50	1.50		
City of Edmonton	Edmonton Police Service Senior Officers' Association	40	2020-12-20	36	2019-06-09	3.00	3.00	3.50	3.50	7.11	6.00	5.00	6.20	5.40	2.50	3.00	3.50	2.40	2.50	2.75	2.25	2.50	1.50	1.50		
City of Edmonton	IAFF Local 209	1,284	2018-12-25	24	2018-12-21	3.00	3.00	3.50	3.50	3.00	3.00	5.70	5.50	5.50	3.60	4.00	3.00	2.00	2.25	2.50	3.00	2.50				
City of Edmonton	IBEW Local 1007	100	2018-12-22	47	2015-01-08	3.00	3.00	3.50	3.50	NA	NA	NA	NA	4.50	2.50	3.00	3.00	2.00	2.25	2.75	3.00	3.00				
City of Edmonton - DATS	ATU Local 569	131	2018-12-22	60	2015-02-08	NA	NA	NA	NA	NA	NA	NA	NA	4.50	2.50	3.00	3.00	2.00	2.25	2.75	3.00	3.00				
City of Edmonton - Transit	ATU Local 569	2,269	2018-12-22	60	2015-02-08	NA	NA	3.50	3.50	3.00	4.00	5.00	4.50	4.50	2.50	3.00	3.00	2.00	2.25	2.75	3.00	3.00				
City of Fort Saskatchewan	CUPE Local 30	481	2019-12-31	36	2018-06-26	5.00	3.50	NA	NA	NA	NA	NA	4.50	2.25	2.50	3.00	3.50	5.00	2.50	3.00	0.00	2.00	2.00			
City of Grande Prairie	CUPE Local 787	644	2021-12-31	36	2019-08-26	3.25	3.50	4.00	3.70	3.70	ries, 10%	4.00	3.00	3.00	2.75	3.00	3.50	3.50	3.75	1.50	1.80	2.25	1.00	2.00	1.50	
City of Grande Prairie	IAFF Local 2770	88	2019-12-31	24	2019-10-21	4.40	3.90	4.00	4.25	4.25	5.50	5.25	5.00	6.10	5.00	3.95	3.95	3.56	1.50	1.79	1.95	1.85	2.15			
City of Lacombe	Lacombe Police Association	18	2020-12-31	36	2017-10-02										3.50	4.50	4.00	2.00	2.25	2.50	2.00	1.00	1.75	1.75		
City of Leduc	IAFF Local 4739	80	2020-12-31	36	2019-11-04										5.00	6.00	3.00	1.35	2.35	1.83	2.00	2.25	2.25	2.00		

Municipality Wage Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
City of Lethbridge	CUPE Local 70	860	2022-12-31	48	2018-12-10	3.00	3.00	4.00	3.00	3.50	3.50	3.75	4.50	4.50	4.50	2.00	2.00	2.00	2.00	2.00	2.50	3.00	1.00	1.50	1.50	2.00
City of Lethbridge	IAFF Local 237	211	2020-12-31	48	2018-10-01	3.00	4.00	4.00	4.50	4.75	4.75	4.75	6.00	5.50	5.25	4.00	3.00	2.50	2.20	2.50	2.30	2.00	2.00	2.00		
City of Lethbridge	IBEW Local 254	84	2022-12-31	60	2019-06-10		1.50	4.00	2.00	3.50	3.50	15.60	5.40	5.50	5.00	2.00	2.00	2.00	2.00	2.00	2.00	2.25	1.00	1.50	1.50	2.00
City of Lethbridge	Lethbridge Police Association	167	2020-12-31	36	2019-12-16	3.00	4.50	4.50	4.00	4.00	4.00	4.00	4.00	9.25	3.75	2.00	3.00	3.00	2.00	2.50	2.00	2.00	2.00	2.00		
City of Lethbridge	Lethbridge Regional Police Senior	3	2017-12-31	24	2017-03-27	3.00	6.60	5.00	4.00	4.00	4.00	4.00	4.00	9.25	3.75	2.00	3.00	3.00	2.84	2.50	2.00					
City of Lethbridge	Operating Engineers Local 955	12	2022-12-31	48	2019-01-10	3.00	3.00	3.00	3.00	3.50	3.50	3.50	4.75	4.50	4.50	2.00	2.00	2.00	2.00	2.00	2.50	3.00	1.00	1.50	1.50	2.00
City of Lethbridge - Access A Ride	ATU Local 987	49	2019-12-31	36	2016-07-19						2.25	2.25	5.25	4.75	4.75	2.00	2.25	2.25	2.00	2.00	2.50	3.00	1.00			
City of Lethbridge - Transit	ATU Local 987	173	2022-12-31	48	2019-06-24	3.00	3.00	3.00	3.00	3.50	6.00	3.75	6.25	4.00	4.50	2.00	2.25	2.25	2.00	2.00	2.50	3.00	1.00	1.50	1.50	2.00
City of Lloydminster	CUPE Local 1015	276	2021-12-31	36	2019-01-10	NA	NA	3.00	3.00	NA	NA	3.00	4.00	3.50	2.00	2.50	3.00	3.00	3.00	2.75	2.75	2.75	2.00	2.00	2.00	
City of Lloydminster	IAFF Local 5182	36	2021-12-31	44	2019-06-10																		2.00	2.00	2.00	
City of Medicine Hat	CUPE Local 46	800	2019-12-31	36	2017-03-27	3.30	3.60	3.60	3.50	3.50	3.50	3.50	5.50	4.50	2.00	3.00	3.00	2.50	2.25	2.00	0.00	2.00	2.00			
City of Medicine Hat	IAFF Local 263	78	2018-12-31	42	2016-11-07	4.60	3.50	3.78	4.00	3.50	3.50	9.60	5.10	5.00	3.80	4.00	3.00	3.50	2.00	2.12	0.00	2.00				
City of Medicine Hat	Medicine Hat Police Associatiion	114	2020-12-31	48	2019-04-15	5.00	7.20	4.00	4.00	3.50	3.50	4.00	8.42	6.00	2.00	3.00	3.00	2.50	2.50	2.50	0.00	2.00	2.00	3.50		
City of Medicine Hat - Electrical Distribution	IBEW Local 254	51	2019-12-31	48	2017-08-08	3.00	3.00	Varies	5.00	3.50	5.00	5.00	5.00	4.50	3.00	3.00	3.60	3.50	3.50	3.00	0.00	2.00	2.00			
City of Medicine Hat - Power & Water Generation	IBEW Local 254	45	2019-12-31	48	2017-08-08	NA	Varies	Varies	3.00	3.50	4.00	4.00	6.00	5.00	4.50	3.50	3.50	3.50	3.50	3.00	0.00	2.00	2.00			
City of Red Deer	ATU Local 1374	142	2020-12-31	36	2018-09-04	3.25	3.00	3.50	3.25	3.25	6.00	2.75	8.69	3.75	3.00	3.00	3.00	3.00	2.00	1.50	2.25	1.00	1.00	2.00		
City of Red Deer	CUPE Local 417	1,195	2021-12-31	36	2018-10-30	4.00	3.00	3.75	3.00	5.00	3.00	5.50	5.00	4.25	3.00	3.00	3.00	3.00	3.00	2.00	2.50	1.00	1.00	2.00		
City of Red Deer	IAFF Local 1190	198	2019-06-30	30	2017-07-31	4.00	3.00	4.75	3.25	5.00	4.00	7.00	5.00	5.00	5.00	5.00	3.00	2.00	2.25	2.50	2.50	2.20	1.20			
City of Red Deer	IBEW Local 254	44	2018-12-31	24	2017-03-06	5.00	4.00	2.83	6.00	3.50	5.50	5.50	4.25	5.00	4.00	3.00	4.54	2.70	3.50	3.50	1.75	2.00				
City of Spruce Grove	IAFF Local 3021	46	2019-12-31	66	2016-06-13	4.88	3.00	4.25	4.25	3.25	8.50	8.50	5.50	7.50	5.00	4.50	3.00	1.50	2.00	2.00	2.00	2.00	2.50			
City of Spruce Grove	Operating Engineers Local 955	99	2019-12-31	48	2016-05-05	4.00	3.50	3.50	3.50	3.50	NA	5.50	5.50	3.00	3.00	3.50	3.00	3.00	3.00	2.00	2.25	2.50	2.75			
City of St. Albert	CUPE Local 941	154	2021-12-31	36	2019-11-12	3.50	4.00	4.00	3.60	3.65	4.00	4.00	4.50	3.10	3.50	3.00	3.00	2.70	2.70	2.25	2.00	2.50	2.00	0.00	1.25	
City of St. Albert	IAFF Local 2130	103	2017-12-31	36	2016-10-06	7.50	3.50	4.75	3.80	4.50	4.00	4.00	7.00	6.70	7.00	3.44	4.21	2.60	1.60	1.68	1.95					
City of St. Albert - Diversified Transportation	ATU Local 569	57	2022-12-31	48	2019-04-30	NA	NA	NA	3.00	3.00	24.80	5.00	5.00	3.00	8.00	4.07	4.00	5.00	3.50	1.50	2.00	2.50	0.00	1.25	1.75	2.00
City of St. Albert - Policing Services	CUPE Local 5141	58	2021-12-31	36	2019-11-07									3.10	9.80	3.50	3.50	3.50	3.50	2.25	2.00	2.50	2.25	0.00	1.25	
County of Forty Mile No. 8	CUPE Local 3395	60	2022-12-31	48	2019-08-22	4.00	3.00	3.00	4.00	4.00	3.50	12.54	5.50	2.00	2.00	2.00	3.00	2.50	2.50	0.00	1.00	2.00	1.00	1.00	1.50	2.00
County of Grande Prairie No. 1	IAFF Local 5108	57	2019-12-31	36	2018-07-26																2.50	4.25	4.00			
County of Newell No. 4	CUPE Local 1032	23	2016-12-31	36	2014-03-14	5.50	4.00	4.00	5.00	5.00	New clas	4.00	3.00	3.00	1.50	2.00	2.50	2.00	2.00	2.00	0.00	1.00	2.00	2.00		
County of Northern Lights	AUPE	41	2021-12-31	36	2019-11-22	10.25	4.00	3.40	2.60	New clas	4.00	4.00	4.00	3.00	3.50	3.50	3.00	3.00	3.25	1.00	1.25	1.50	0.00	1.00	1.00	
County of Paintearth No. 18	Operating Engineers Local 955	35	2021-12-31	36	2018-11-29	3.67	3.54	3.42	3.30	13.45	4.00	4.00	9.50	2.50	1.50	2.00	3.00	3.00	3.00	2.40	2.40	0.00	1.75	1.75	2.25	
County of Wetaskiwin No. 10	Operating Engineers Local 955	40	2020-12-31	36	2017-12-13	3.25	3.00	3.50	3.50	10.00	5.00	6.00	7.00	6.50	6.50	3.00	2.50	2.50	3.00	3.00	3.50	0.50	1.00	1.50		
Edmonton Public Library	Civic Service Union 52	620	2018-12-22	60	2015-01-22	3.00	3.00	3.50	3.50	3.00	4.00	5.00	4.50	4.50	2.50	3.00	2.75	2.00	2.25	2.75	3.00	3.00				

Municipality Wage Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Edson & Distict Public Library	CUPE Local 2838	9	2022-12-31	48	2019-03-20	3.00	3.00	2.50	3.00	7.00	7.00	5.00	4.00	NA	NA	3.00	3.00	3.00	2.50	2.50	3.00	3.00	1.00	1.50	1.50	2.00
Lac Ste. Anne County	CUPE Local 1928	26	2020-12-31	24	2018-12-17	2.57	NA	NA	4.00	6.00	5.00	5.00	7.40	3.07	3.25	4.00	2.50	2.00	3.00	3.00	0.50	1.50	\$.80	1.50		
Lethbridge County	CUPE Local 2800	50	2022-12-31	48	2019-02-13	4.00	3.00	3.00	NA	NA	NA	4.50	4.50	4.00	4.00	2.80	2.80	2.80	2.75	2.75	2.75	3.75	1.00	1.00	1.00	1.50
Lethbridge Public Library	CUPE Local 70	65	2022-12-31	48	2019-05-07	3.00	3.00	4.00	2.25	3.20	3.30	3.50	4.50	1.50	4.50	2.00	2.00	2.00	2.00	2.00	2.50	3.00	1.00	1.50	1.50	2.00
Lloydminster Public Library	CUPE Local 2114	7	2019-12-31	36	2017-02-16	NA	2.70	NA	NA	NA	3.00	1.50	4.00	5.00	3.50	3.50	3.15	3.00	1.00	2.75	5.00	1.00	1.00			
Mackenzie County	AUPE	74	2022-12-31	48	2019-11-27	5.00	4.00	3.00	3.00	3.00	15.00	3.00	3.50	3.50	3.50	4.00	3.25	3.25	3.25	1.00	1.25	1.50	0.00	0.00	0.00	0.00
Medicine Hat Public Library	CUPE Local 46	47	2017-12-31	36	2014-12-14	4.00	5.25	4.00	4.00	3.50	3.50	4.50	5.00	4.50	4.00	2.00	2.00	2.00	2.00	2.00	2.00					
Municipal District of Pincher Creek No. 9	CUPE Local 927	18	2022-12-31	48	2019-02-04	3.00	3.00	3.00	3.00	NA	NA	NA	3.00	4.50	4.50	4.00	4.00	3.00	2.50	3.00	3.50	3.50	0.00	1.75	1.75	2.00
Municipal District of Provost No. 52	Operating Engineers Local 955	40	2021-12-31	24	2019-09-19	2.35	2.25	3.30	4.00	23.50	3.00	3.00	4.88	3.50	2.00	3.00	2.00	2.60	2.30	2.40	1.30	1.20	1.50	1.75	1.75	
Municipal District of Spirit River	CUPE Local 787	10	2020-12-31	24	2019-07-09	3.00	5.00	5.00	5.00	3.50	3.50	3.50	13.80	9.16	3.50	3.00	3.00	2.00	1.96	1.92	1.00	2.50	0.00	0.00	0.00	
Municipality of Crowsnest Pass	CUPE Local 812	50	2018-12-31	48	2015-07-21	2.50	2.50	3.25	3.25	3.25	5.00	5.00	4.50	4.00	4.00	3.50	3.50	3.50	1.00	2.00	2.50	3.00				
Municipality of Jasper	CUPE Local 1458	116	2020-12-31	36	2018-07-30	3.00	0.50	5.00	5.00	3.75	4.00	4.25	5.30	3.35	3.10	2.50	3.00	3.50	2.50	3.00	3.50	2.00	1.25	2.50		
Parkland County - Community Peace Officers	Operating Engineers Local 955	14	2019-12-31	48	2015-07-09	3.25	3.50	3.50	3.50	3.50	NA	NA	NA	NA	3.00	3.50	2.50	3.00	3.00	3.10	3.00	3.50	3.00			
Parkland County - Public Works	Operating Engineers Local 955	67	2019-12-31	48	2016-01-07	3.25	3.50	3.50	3.52	3.50	13.29	4.00	4.00	5.00	3.00	3.50	2.50	3.00	3.00	3.00	3.00	1.00	2.00			
Red Deer Public Library	CUPE Local 4810	75	2020-12-31	30	2019-03-25	4.00	2.50	4.00	3.50	4.25	3.50	5.00	5.50	2.00	5.25	3.00	3.00	3.00	3.00	2.00	2.50	0.00	1.00	2.00		
Regional Municipality of Wood Buffalo	CUPE Local 1505	750	2020-12-31	36	2019-07-31	1.70	3.00	3.75	4.00	4.00	4.00	7.00	5.00	5.00	4.00	3.50	3.00	3.00	3.00	3.00	3.00	1.50	1.25	1.25		
Regional Municipality of Wood Buffalo	IAFF Local 2494	175	2020-12-31	48	2019-10-03	5.00	3.50	3.00	NA	NA	NA	7.00	5.50	5.50	5.00	4.00	3.00	4.00	3.00	4.50	2.00	2.25	2.25	2.50		
Regional Municipality of Wood Buffalo - Transit	CUPE Local 1505	123	2018-12-31	66	2015-11-19															12.38	11.00	9.90				
Rocky View County	IAFF Local 4794	151	2020-12-31	36	2020-04-21									5.00	6.00	3.00	0.00	2.30	3.26	2.00	2.00	2.00	2.00	2.00		
Saddle Hills County	AUPE	36	2018-12-31	48	2015-04-17	4.00	4.00	NA	NA	NA	NA	4.50	4.50	2.75	3.00	3.50	3.75	3.50	2.50	2.75	3.25	3.50				
Smoky Lake County	CUPE Local 4575	9	2021-12-31	36	2018-12-11	NA	NA	3.00	4.00	3.00	3.00	3.00	20.00	4.00	3.00	3.00	2.00	2.00	3.00	3.00	1.50	1.50	\$ 0.60	\$ 0.60	\$ 0.55	
Smoky Lake County	Operating Engineers Local 955	37	2020-12-31	24	2018-12-05	3.00	3.00	3.00	3.00	17.80	3.00	4.00	4.00	2.50	2.00	2.00	2.00	2.00	3.38	3.00	1.50	1.50	1.50	1.50		
Strathcona County	AUPE	198	2019-12-31	36	2018-04-20	4.00	3.50	4.00	NA	NA	NA	4.00	4.50	3.50	3.50	3.00	3.00	3.00	2.75	2.75	1.00	1.75	1.50			
Strathcona County	IAFF Local 2461	184	2019-12-31	36	2018-06-12	3.85	4.50	4.50	4.00	4.00	4.00	9.70	5.00	5.00	5.00	4.00	3.00	2.80	2.20	1.50	2.00	2.00	2.10			
Sturgeon County	Operating Engineers Local 955	49	2020-12-31	49	2016-09-27																1.00	1.50	1.75	2.50		
Sundre Library Board	CUPE Local 417	3	2017-12-31	36	2014-11-12	NA	NA	NA	NA	NA	NA	0.00	16.30	7.25	3.40	3.00	3.00	3.50	13.00	2.50	2.50					
Thorhild County	Operating Engineers Local 955	45	2021-12-31	48	2017-12-04												2.00	2.00	2.00	2.00	1.00	2.00	1.50	1.75	2.00	
Town of Blackfalds	CUPE Local 417	60	2021-12-31	36	2018-11-18							4.50	5.50	2.00	3.00	4.00	3.00	3.00	3.00	3.00	0.70	1.00	1.50	1.75	2.00	
Town of Bonnyville	AUPE	78	2021-12-31	36	2020-03-10	4.00	4.00	NA	NA	NA	NA	4.00	4.00	3.00	3.00	4.00	3.00	3.50	4.00	4.00	1.00	1.50	0.75	1.25	1.00	
Town of Bowden	CUPE Local 417	5	2019-12-31	24	2018-08-29													2.00	2.00	1.50	1.50	1.50	1.50			
Town of Canmore	CUPE Local 37	7	2020-12-31	24	2019-06-27	8.00	2.40	3.70	3.50	5.00	NA	na	6.00	3.19	2.00	2.00	3.00	2.50	2.50	1.80	1.80	1.80	1.50	1.50		
Town of Canmore	IAFF Local 4705	23	2020-12-31	36	2019-05-07									5.00	5.79	3.75	3.89	2.62	2.25	2.50	2.00	2.20	2.00	2.00		
Town of Claresholm	CUPE Local 3023	31	2022-12-31	48	2018-12-12	3.00	NA	NA	NA	NA	NA	NA	NA	4.00	3.00	3.00	3.00	3.00	1.50	2.50	2.50	3.00	2.00	2.00	2.25	2.25

Municipality Wage Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Town of Coaldale	AUPE	62	2021-12-31	48	2019-02-05											3.00	3.00	3.00	2.75	2.75	2.50	0.00	1.50	1.75	2.00	
Town of Cochrane	IAFF Local 4819	45	2021-12-31	48	2019-10-28											4.00	3.00	3.40	2.00	2.25	2.00	2.00	2.00	2.00	2.00	
Town of Cochrane	Teamsters Local 987	48	2022-12-31	58	2019-09-04																	0.60	2.00	2.00	2.00	2.00
Town of Cochrane Library Board	CUPE Local 1169	20	2022-12-31	48	2019-03-29	5.00	5.00	NA	NA	NA	5.00	5.00	5.00	2.00	2.00	2.00	1.50	3.00	1.00	1.25	1.25	2.50	1.50	2.00	2.50	3.00
Town of Drayton Valley	CUPE Local 2515	71	2020-12-31	36	2018-06-18	5.00	4.00	4.00	4.00	4.00	8.42	6.00	6.00	5.00	2.50	2.50	3.00	3.00	3.00	3.00	3.50	1.25	1.50	2.00		
Town of Drumheller	CUPE Local 4604	65	2022-12-31	48	2019-07-31	NA	Varies	3.00	3.50	3.50	3.50	5.75	8.00	5.00	3.00	3.00	3.00	3.00	3.50	2.00	2.00	2.50	2.15	2.25	2.00	2.50
Town of Drumheller - Outside Workers	CUPE Local 135	40	2022-12-31	48	2019-05-08	1.80	2.50	3.00	3.50	NA	NA	NA	5.00	5.00	3.00	3.00	3.00	3.00	3.50	2.00	2.00	2.50	1.65	1.75	2.00	2.50
Town of Edson	CUPE Local 2838	80	2022-12-31	48	2018-12-17	3.00	4.00	4.00	4.00	5.00	5.00	5.00	5.00	5.00	5.00	2.50	3.00	3.50	2.75	2.75	3.00	3.00	0.00	1.00	2.25	2.50
Town of Fort Macleod	CUPE Local 70	27	2020-12-31	36	2018-07-23	NA	NA	3.00	4.00	3.00	3.50	3.50	3.50	4.75	4.75	3.00	3.00	3.00	3.00	3.00	3.00	1.00	2.00	2.00		
Town of High River	Employee Association	187	2020-09-30	45	2018-05-11																	NA	1.00			
Town of Hinton	Unifor Local 855	102	2022-12-31	36	2019-12-18	2.00	2.00	0.52	3.50	3.00	3.50	3.50	4.42	5.00	4.25	4.25	3.00	2.75	3.00	3.50	1.00	2.00	3.00	1.90	1.90	1.50
Town of Irricana	CUPE Local 37	10	2020-12-31	36	2018-04-26					3.50	3.50	3.75	5.00	2.50	3.00	4.50	2.00	2.00	3.00	3.00	3.00	\$2.00	\$2.00	\$2.00		
Town of Millet	Teamsters Local 362	10	2020-12-31	24	2018-11-28	3.00	Varies	3.75	3.75	NA	3.00	3.00	5.75	3.00	5.00	1.50	3.00	3.00	4.50	0.00	1.50	1.50	2.00	2.00		
Town of Morinville	CUPE Local 2426	27	2020-12-31	36	2018-04-19	3.25	5.75	4.00	NA	NA	NA	NA	4.00	2.33	2.50	3.00	3.00	3.00	1.50	1.50	2.50	2.00	2.00	2.00		
Town of Nanton	CUPE Local 37	19	2020-12-31	24	2019-04-25	3.00	4.00	4.00	4.00	2.50	2.50	3.00	5.00	4.50	5.75	1.67	2.33	5.55	2.50	3.00	2.00	2.00	1.30	1.40		
Town of Nobleford	CUPE Local 2800	4	2022-12-31	48	2018-10-18			NA	3.00	3.00	3.00	4.50	4.50	4.50	2.50	3.50	3.00	3.00	2.75	3.00	3.00	3.00	2.00	2.00	2.50	3.00
Town of Okotoks	IAFF Local 4829	13	2019-12-31	36	2017-12-20											4.00	3.50	2.60	2.25	2.50	1.60	0.00	2.50			
Town of Peace River	CUPE Local 898	47	2019-12-31	36	2017-04-18	5.40	4.00	3.50	3.00	3.50	3.50	3.50	Varies	2.50	0.00	1.00	4.50	3.50	3.50	3.50	1.25	2.00	2.00			
Town of Picture Butte	CUPE Local 2800	12	2020-12-31	36	2018-03-26	NA	4.00	3.00	3.00	3.00	7.00	5.00	5.00	3.00	3.00	2.00	2.00	2.00	3.00	3.00	3.00	2.00	2.00	2.25		
Town of Pincher Creek	CUPE Local 927	26	2022-03-31	48	2018-10-03	NA	2.00	3.00	3.25	2.00	3.25	5.00	5.00	5.00	2.00	3.00	3.00	1.75	2.50	3.00	3.25	1.25	1.50	2.00	2.50	
Town of Ponoka	AUPE	64	2019-12-31	36	2018-07-23	3.00	4.00	4.00	3.00	3.00	3.00	5.00	5.00	5.00	2.50	2.50	3.25	4.00	3.00	3.50	0.00	1.50	2.20			
Town of Ponoka	IBEW Local 254	4	2019-12-31	12	2019-05-07	5.00	6.00	2.50	3.00	3.00	NA	NA	NA	2.00	2.00	3.00	2.00	3.00	3.00	3.50	0.00	1.00	1.75			
Town of Raymond	CUPE Local 70	25	2022-12-31	48	2019-02-11	2.00	4.00	4.00	4.00	NA	NA	NA	4.00	3.00	3.00	3.00	3.00	3.00	5.50	3.00	3.00	3.00	1.00	2.00	2.00	2.50
Town of Redcliff	CUPE Local 46	50	2019-12-31	48	2016-02-01	3.50	2.75	4.00	3.50	3.50	5.50	4.00	4.00	4.00	4.00	4.00	3.00	3.00	3.00	2.00	2.00	2.00	2.00			
Town of Stettler	CUPE Local 971	28	2020-12-31	36	2018-01-25	2.50	3.00	3.00	2.50	2.00	3.50	3.50	Varies	3.25	3.50	3.00	3.00	3.00	5.70	3.00	3.00	1.50	1.50	1.50		
Town of Stony Plain	Operating Engineers Local 955	35	2020-12-31	36	2018-03-06	3.00	4.00	NA	NA	NA	5.30	5.30	4.40	3.80	3.60	2.00	2.00	2.00	2.60	3.25	3.00	2.50	1.50	2.50		
Town of Taber	CUPE Local 2038	94	2020-12-31	36	2018-09-13	2.50	5.10	5.20	4.30	3.25	3.25	3.30	NA	3.00	3.00	2.00	2.00	3.00	1.00	1.00	3.00	2.00	2.00	2.00		
Town of Taber	Taber Police Association	15	2021-12-31	36	2019-05-16	7.00	4.00	NA	NA	NA	NA	NA	NA	3.50	4.00	4.00	3.90	2.00	2.00	1.00	2.50	2.00	1.75	1.75	1.75	
Town of Thorsby	CUPE Local 30	10	2021-12-31	36	2019-05-30	5.00	5.00	NA	NA	NA	NA	4.00	4.00	7.30	4.00	4.00	New grid	2.50	2.50	1.75	2.25	2.25	1.75	1.75	2.00	
Town of Three Hills	CUPE Local 417	18	2020-12-31	36	2017-12-13	NA	NA	0.30	0.30	5.35	4.00	3.00	5.00	4.00	4.00	3.00	3.00	3.00	2.50	2.50	2.50	0.75	1.00	2.00		
Town of Vulcan	CUPE Local 37	7	2020-12-31	36	2017-12-01	3.50	4.00	4.00	4.00	3.50	4.50	1.00	Varies	3.00	2.00	2.00	2.00	2.00	2.50	2.50	2.50	1.80	2.00	2.20		
Town of Wainwright	CUPE Local 5606	50	2021-12-31	36	2018-11-18	3.50	3.50	NA	NA	NA	4.00	4.00	5.00	4.00	3.50	3.50	3.00	3.00	3.50	3.50	1.00	1.00	1.50	1.50	1.50	
Town of Westlock	CUPE Local 3047	39	2022-12-31	48	2019-02-19	4.00	4.00	4.00	4.00	4.00	NA	NA	NA	4.00	3.50	3.00	3.00	3.00	2.50	2.50	3.00	3.00	1.00	1.25	1.75	2.00

Municipality Wage Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Westlock County	CUPE Local 3007	40	2020-12-31	36	2018-09-07	3.00	5.00	4.00	1.90	4.00	16.50	4.00	4.69	3.00	3.00	3.00	2.00	2.10	2.50	2.50	3.00	1.00	1.75	1.75		
Wood Buffalo Regional Library	CUPE Local 2157-01	50	2021-12-31	37	2018-12-14																		0.00	1.25	1.25	

Post Secondary Education Per Cent Increases

Support

Employer Operating Name	Union Operating Name	Ees	Expiry Date	Term	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Alberta University of the Arts	AUPE	104	2020-06-30	36	4.00	3.50	3.50	4.00	4.00	3.50	5.70	4.30	0.50	2.50	2.50	3.50	2.00	2.25	2.50	0.00	0.00	TBD		
Athabasca University	AUPE	248	2020-06-30	36	4.00	4.00	4.00	3.00	4.00	4.00	4.00	4.00	0.00	2.00	2.50	0.00	2.00	2.00	1.75	0.00	0.00	TBD		
Athabasca University - Tutors	CUPE Local 3911	294	2019-06-30	36	NA	4.25	4.00	3.00	3.75	4.50	4.50	4.00	0.00	0.00	3.00	0.00	0.00	0.00	1.75	0.00	0.00			
Banff Centre	CUPE Local 4318	607	2022-03-31	36	4.00	2.50	2.50	2.00	2.00	2.50	6.00	4.00	4.00	2.00	2.00	2.00	2.00	0.00	1.25	1.50	1.75	0.00	0.00	1.00
Bow Valley College	AUPE	358	2020-06-30	36	NA	NA	4.00	4.00	4.00	3.50	6.00	4.50	0.00	2.50	2.50	0.00	2.25	2.00	2.00	0.00	0.00	TBD		
Grant MacEwan University	Staff Association	849	2019-06-30	24	4.00	4.20	4.00	2.00	2.00	2.00	0.00	0.00	0.00	2.00	2.50	3.00	0.00	2.00	2.25	0.00	TBD			
Grande Prairie Regional College	Employees' Association	144	2021-06-30	48	3.50	NA	NA	NA	NA	4.00	NA	NA	0.00	2.00	2.00	2.00	2.00	2.00	2.00	0.00	0.00	TBD	TBD	
Grande Prairie Regional College - Fairview	AUPE	66	2020-07-01	36									0.00	2.00	2.00	0.00	2.00	2.25	2.50	0.00	0.00	TBD		
Keyano College	CUPE Local 2157	114	2019-06-30	36	NA	2.75	4.00	4.00	4.00	4.00	4.25	4.00	0.00	2.00	2.00	3.00	3.00	3.00	1.50	0.00	0.00			
Lakeland College	AUPE	292	2020-06-30	36	4.00	3.00	4.00	4.00	3.00	4.25	4.25	4.32	0.00	2.00	3.00	0.00	2.00	2.25	2.50	0.00	0.00	TBD		
Lethbridge College	AUPE	348	2020-06-30	36	4.00	4.00	3.50	4.25	3.75	3.25	4.50	4.50	0.00	1.50	2.50	0.00	2.50	2.50	1.90	0.00	0.00	TBD		
Medicine Hat College	AUPE	151	2020-06-30	36	4.00	4.00	5.00	4.00	3.50	NA	4.25	4.50	0.00	2.00	4.37	0.00	2.00	2.25	2.50	0.00	0.00	TBD		
Mount Royal University	Staff Association	646	2020-06-30	12	4.00	3.35	4.40	4.00	4.00	4.00	5.00	4.50	0.00	0.00	3.00	2.00	2.00	2.25	2.50	0.00	0.00	TBD		
NAIT	AUPE	1,240	2020-06-30	36	4.50	4.50	3.50	3.50	3.00	4.25	4.25	4.25	0.00	2.00	3.00	0.00	2.00	2.25	2.50	0.00	0.00	TBD		
NorQuest College	AUPE	418	2020-06-30	36	4.00	4.00	4.00	4.00	4.30	4.20	4.00	4.00	0.00	2.00	2.00	0.00	2.00	2.25	2.50	0.00	0.00	TBD		
Northern Lakes College	AUPE	125	2020-06-30	36	4.00	4.00	4.00	4.00	4.30	4.10	4.00	4.00	0.00	3.00	3.00	3.00	2.00	2.25	2.50	0.00	0.00	TBD		
Olds College	AUPE	153	2020-06-30	36	3.50	4.80	4.20	4.00	4.30	4.25	4.00	4.00	0.00	2.00	3.00	0.00	2.00	2.25	2.50	0.00	0.00	TBD		
Portage College	AUPE	124	2020-06-30	36	4.00	4.00	3.50	NA	NA	4.20	4.00	NA	0.00	2.00	3.00	0.00	2.00	2.25	2.00	0.00	0.00	TBD		
Red Deer College	AUPE	301	2020-06-30	36	NA	4.00	4.00	4.00	4.00	4.00	4.00	4.00	0.00	2.00	2.00	0.00	2.00	2.25	2.00	0.00	0.00	TBD		
Red Deer College	CUPE Local 1445	135	2019-06-30	24	3.00	4.20	3.90	3.90	4.00	4.00	4.00	4.25	0.00	2.00	2.00	3.00	2.50	2.00	2.00	0.00	0.00			
SAIT	AUPE	700	2017-06-30	48	4.00	4.00	4.00	3.50	3.00	1.50	4.25	4.25	0.00	2.00	2.50	0.00	2.00	2.25	2.50					
University of Alberta	Non-Academic Staff	7,000	2019-03-31	36	4.00	4.00	4.00	3.50	3.50	3.90	4.00	4.75	3.00	1.75	2.00	1.65	1.65	0.00	2.50	0.00	TBD			
University of Calgary	AUPE	5,596	2020-03-31	24	4.00	4.00	4.00	3.50	3.50	3.50	5.00	4.50	0.00	1.00	2.25	3.00	3.00	2.00	2.25	2.25	0.00	0.00		
University of Lethbridge	AUPE	506	2020-06-30	36	2.50	2.50	3.75	3.75	3.25	3.75	4.50	4.50	3.00	1.75	1.75	2.00	2.00	2.25	2.25	0.00	0.00	TBD		