

June 30, 2021



Dear 

Freedom of Information and Protection of Privacy Request #: LB000-2021-G-53

On June 04, 2021, Labour and Immigration received your request under the Freedom of Information and Protection of Privacy Act (FOIP Act) for a copy of:

Please provide documentation on pay reductions for staff (including ones decided by an arbitrator/through negotiation) since May 1, 2020 and any estimates on the savings to government from those reductions. Please note pay reductions to wages and salaries, not reductions to benefits, overtime pay, etc. A summary note is preferable - for example:

Fire Union, 1 % reduction

Police union, 1 % reduction

Transit union, 1.5% reduction

CUPE, 1% reduction

Further, please provide any briefing notes or memos that were created between August 1, 2020 and September 30, 2020 that were related to pay reductions.

Time period: from May 01, 2020 to May 14, 2021

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) 644-7188, or brian.murphy@gov.ab.ca

Sincerely,



Brian Murphy
Senior FOIP Advisor
Serving Labour and Immigration
Government of Alberta

Enclosure

Collective Agreement Wage Table - Agencies, Boards and Commissions

Per Cent Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Alberta Gaming, Liquor & Cannabis Commission	AUIPE	694	2020-03-31	36	2019-11-29	0.00	4.00	0.00	2.00	2.25	2.50	0.00	0.00	1.00		
Alberta Innovates	AUIPE	85	2020-09-30	36	2019-02-15							0.00	0.00	1.00		
Alberta Investment Management Corporation	AUIPE	55	2016-08-31	36	2013-08-29	2.50	3.50	3.50	3.25	3.00						
Alberta Pensions Administration	AUIPE	206	2020-12-31	36	2018-11-21	4.30	4.00	3.00	3.00	2.00	2.50	0.00	0.00	1.00		
ATB Financial	AUIPE	1,086	2020-03-31	36	2019-05-23	3.00	3.00	3.00	2.00	2.00	2.00	0.00	0.00	TBD		
Government of Alberta	AUIPE	23,893	2020-03-31	36	2018-10-23	0.00	4.00	0.00	2.00	2.25	2.50	0.00	0.00	1.00		
Legal Aid Society	AUIPE	63	2020-12-31	21	2020-02-12	3.00	3.00	3.00	0.00	2.25	2.50	0.00	0.00	0.00	0.00	
Special Areas Board	AUIPE	132	2018-12-31	36	2016-09-16	0.00	4.00	2.75	2.75	2.75	1.50	1.50	1.25			
Travel Alberta	AUIPE	30	2020-03-31	36	2018-11-15	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	4.50	2.50	2.50	3.00	2.00	2.00	2.25	0.00	0.00	TBD	

Collective Agreement Wages Tables - Educational Services

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	Employer										
							2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	
TEBA	ATA	37,480	2020-08-31	24	2019-04-04		0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00			
Almadina School Society	ATA	42	2019-08-31	48	2016-03-18		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	17.80	17.80	18.16	18.16	18.16	18.16	19.34	18.62			
						Custodian II	0.00	0.00	2.00	0.00	0.00	1.00	1.50				
						Education Assistant, Certified	20.83	20.83	21.25	21.25	21.25	21.46	21.78				
						School Secretary	0.00	0.00	2.00	0.00	0.00	1.00	1.50				
							22.55	22.55	23.00	23.00	23.00	23.23	23.58				
							0.00	0.00	2.00	0.00	0.00	1.00	1.50				
							21.20	21.20	21.62	21.62	21.62	21.84	22.16				
							NA	NA	0.00	0.00	0.00						
Aurora Academic Charter School	ATA	41	2018-08-31	36	2015-10-19		0.00	0.00	2.00	0.00	0.00	0.00	0.00	2.00			
Battle River Regional Division No. 31	Bus Drivers' Assn	34	2018-08-31	12	2017-09-17	Bus Driver	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	0.00	0.00	3.00	0.00	0.00	0.00	1.00				
						Head Custodian	20.86	20.86	21.49	21.49	21.49	21.49	21.70				
							0.00	0.00	3.00	0.00	0.00	0.00	1.00				
							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	0.00	1.00	2.00	1.00	1.00	0.00	0.50	1.00			
							21.87	22.09	22.53	22.76	22.99	22.99	23.10	23.33			
						Education Assistant, Level 3	0.00	1.00	2.00	1.00	1.00	0.00	0.50	1.00			
							22.83	23.06	23.52	23.76	24.00	24.00	24.12	24.36			
						Secretary I	0.00	1.00	2.00	1.00	1.00	0.00	0.50	1.00			
							22.18	22.40	22.85	23.08	23.31	23.76*	23.88	24.12			
						Head Secretary	0.00	1.00	2.00	1.00	1.00	0.00	0.50	1.00			
							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	5.00	3.00	2.00	1.00	1.00	1.00	0.00				
							18.84	19.41	19.79	20.49*	20.95*	21.41*	21.41				
						Custodian 2	6.30	3.00	2.00	1.00	1.00	1.00	0.00				
							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		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		3.58	3.50	0.00	2.00	0.00	0.00	0.00				

Collective Agreement Wages Tables - Educational Services

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	Employer										
							2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	
Buffalo Trail School Division	CUPE Local 1606	244	2022-08-31	36	2020-04-09	Custodian	0.00	0.00	2.00	0.00	0.00	30c	0.00	0.00	0.00	0.00	
						Educational Assistant	0.00	0.00	2.00	0.00	0.00	30c	0.00	0.00	0.00	0.00	
						Administrative Assistant	0.00	0.00	2.00	0.00	0.00	30c	0.00	0.00	0.00	0.00	
						Cleaner, Full-time	21.72	21.72	22.15	22.15	22.15	22.45	22.45	22.45	22.45	22.45	
						Education Assistant, Grade C	20.50	21.03	21.03	21.03	21.03	21.03	21.03	21.03	21.03	21.03	
Calgary Board of Education	CUPE Local 40	750	2020-08-31	36	2019-05-14	Education Assistant, Grade C	2.50	2.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Education Assistant, Grade D	2.50	2.60	0.00	0.00	0.00	0.00	0.00	0.00			
						School Secretary / Office Assistant, Grade C	27.71	28.43	28.43	28.43	28.43	28.43	28.43	28.43			
						School Secretary / Office Assistant, Grade C	30.18	30.96	30.96	30.96	30.96	30.96	30.96	30.96			
						Janitorial Staff	27.71	28.43	28.43	28.43	28.43	28.43	28.43	28.43			
Calgary Board of Education	CUPE Local 401	63	2021-08-31	36	2019-06-25	Janitorial Staff	3.00	2.50	-3.40	0.00	0.00	0.00	0.00	0.00	TBD		
						Instructional Assistant, Level B	2.50	2.60	0.00	0.00	0.00	0.00	0.00	0.00			
						Cleaner, Group 1	3.50	2.00	5.58	5.58	1.00	2.50	0.50	1.00	2.00		
						Education Assistant Category 5	16.97	17.14	17.57	17.66	17.84	18.20	1.00	2.50	0.50	1.00	2.00
						Education Assistant Category 10	25.77	26.03	26.68	26.81	27.08	27.62	0.00	0.00	2.00	0.00	0.00
Calgary Roman Catholic Separate School Division	CUPE Local 520	328	2020-08-31	36	2019-06-01	Education Assistant Category 5	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00		
						Education Assistant Category 10	24.41	24.41	24.90	24.90	24.90	24.90	24.90	24.90	24.90		
						Administrative Secretary Elementary, Category 10	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00			
						Administrative Secretary Secondary, Category 11	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00			
						Education Assistant	22.34	22.34	22.79	22.79	22.79	22.79	0.00	0.00	0.00	0.00	
Calgary Roman Catholic Separate School Division	Unifor Local 1990	1,757	2018-08-31	24	2019-01-30	Education Assistant	28.00	28.00	28.56	24.56	28.56	0.00	0.00	0.00	0.00		
						Administrative Secretary Elementary, Category 10	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00			
						Administrative Secretary Secondary, Category 11	28.00	28.00	28.56	28.56	28.56	28.56	0.00	0.00	0.00		
						Education Assistant	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00			
						Administrative Assistant	28.76	28.76	29.34	29.34	29.34	29.34	0.00	0.00	0.00		
Canadian Rockies School Division	CUPE Local 4306	53	2021-08-31	24	2020-01-23	Education Assistant	0.00	0.00	3.00	0.00	0.00	1.50	0.00	0.00			
						Administrative Assistant	23.46	23.46	24.16	24.16	24.16	24.52	24.52	24.52			
						Administrative Assistant	0.00	0.00	3.00	0.00	0.00	1.50	0.00	0.00			
						Administrative Assistant	23.84	23.84	24.56	24.56	24.56	24.93	24.93	24.93			
						Administrative Assistant	0.00	0.00	3.00	0.00	0.00	1.50	0.00	0.00			

Collective Agreement Wages Tables - Educational Services

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	Employer																
							2013	2014	2015	2016	2017	2018	2019	2020	2021	2022							
Canadian Rockies School Division - Custodial & Maintenance	CUPE Local 37	15	2021-08-31	24	2019-12-17	Custodian	0.00	0.00	3.00	0.00	0.00	1.50	0.00	0.00	0.00	22.34	22.34	23.01	23.01	23.01	23.35	23.35	
	CUPE Local 4292	20	2021-08-31	24	2020-02-20	Custodian	0.00	0.00	2.00	1.40	0.00	0.00	0.00	0.00	0.00	20.63	20.63	21.04	21.33	21.33	21.33	21.33	21.33
East Central Alberta Catholic Separate School Division	CUPE Local 5352	103	2021-08-31	36	2020-03-10	Administrative Assistant 1 / Office Clerk 1	22.87	23.33	23.33	23.33	23.33	23.33	23.33	23.33	23.33	22.87	23.33	23.33	23.33	23.33	23.33	23.33	23.33
						Administrative Assistant 2 / Office Clerk 2	25.08	25.58	25.58	25.58	25.58	25.58	25.58	25.58	25.58	25.08	25.58	25.58	25.58	25.58	25.58	25.58	25.58
						Custodian	21.09	21.51	21.51	21.51	21.51	21.51	21.51	21.51	21.51	21.09	21.51	21.51	21.51	21.51	21.51	21.51	21.51
						Educational Assistant 1	19.28	19.67	19.67	19.67	19.67	19.67	19.67	19.67	19.67	19.28	19.67	19.67	19.67	19.67	19.67	19.67	19.67
Edmonton Catholic Separate School District No. 7	AUPE	398	2020-08-31	48	2019-01-29	Educational Assistant 2	20.71	21.12	21.12	21.12	21.12	21.12	21.12	21.12	21.12	20.71	21.12	21.12	21.12	21.12	21.12	21.12	21.12
						Custodian	23.57	24.10	24.70	24.70	24.70	24.70	24.70	24.70	24.70	23.57	24.10	24.70	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	2.00	2.25	2.50	0.00	0.00	0.00	0.00	0.00	0.00	2.00	2.25	2.50	0.00	0.00	0.00	0.00	2.00
						Custodian	25.40	25.97	26.62	26.62	26.62	26.62	26.62	26.62	26.62	25.40	25.97	26.62	26.62	26.62	26.62	26.62	27.16
Edmonton School District No. 7 - Maintenance	CUPE Local 784	274	2020-08-31	36	2018-01-22		2.25	0.00	2.00	1.75	0.00	0.00	0.00	0.00	1.25	2.25	0.00	2.00	1.75	0.00	0.00	0.00	1.25
	CUPE Local 3550	3,487	2020-08-31	36	2019-03-19		23.80	23.80	24.28	24.71	24.71	24.71	24.71	25.02	23.80	23.80	24.28	24.71	24.71	24.71	25.02	25.02	25.02
Elk Island Catholic Separate Regional Division No. 41	Transportation Assn	36	2022-08-31	48	2018-09-06	Education Assistant, Grid E	0.50	0.00	2.00	1.75	0.00	0.50	1.00	1.00	0.50	0.50	0.00	2.00	1.75	0.00	0.00	0.00	0.00
						Administrative Assistant, Grid E	27.19	27.19	27.79	28.28	28.28	28.28	28.28	28.42	27.19	27.19	27.79	28.28	28.28	28.28	28.42	28.70	28.70
Elk Island Catholic Separate Regional Division No. 41	CUPE Local 1961	56	2020-08-31	36	2018-01-24	Bus Driver	74.35	74.35	74.35	74.35	74.35	74.35	75.83	75.83	74.35	74.35	74.35	74.35	74.35	74.35	75.83	75.83	75.83
						Caretaker	23.64	23.64	23.64	23.64	24.11	24.11	24.11	24.11	23.64	23.64	23.64	24.11	24.11	24.11	24.11	24.11	24.11

Collective Agreement Wages Tables - Educational Services

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	Employer											
							2013	2014	2015	2016	2017	2018	2019	2020	2021	2022		
Elk Island Catholic Separate Regional Division No. 41	Unifor Local 71	183	2021-08-31	36	2019-03-01	Education Assistant III	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Education Assistant II	31.09	31.09	31.40	31.40	31.40	31.40	31.40	31.40	31.40	31.40	31.40	
						Secretary I	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Secretary II	27.07	27.07	27.34	27.34	27.34	27.34	27.34	27.34	27.34	27.34	27.34	
						Custodian	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Teacher Assistant	24.86	24.86	25.11	25.11	25.11	25.11	25.11	25.11	25.11	25.11	25.11	
Evergreen Catholic Separate Regional Division No. 2	AUPE	24	2016-08-31	48	2015-09-02	Secretary II	27.07	27.07	27.34	27.34	27.34	27.34	27.34	27.34	27.34	27.34	27.34	
						Custodian	2.00	2.00	1.00									
						Teacher Assistant	24.80	25.30	25.55									
Foothills School Division No. 38	Bus Drivers' Assn	80	2019-08-31	36	2017-11-23	Secretary	2.00	2.00	1.00									
						Bus Driver	22.76	23.22	23.45									
Foothills School Division	CUPE Local 5040	215	2020-08-31	12	2019-12-05	Secretary	2.00	2.00	1.00									
						Education Assistant	24.15	24.63	24.88									
						Education Assistant	0.00	0.00	3.00	0.00	0.00	1.00	1.00	0.00	0.00	0.00	0.00	
Fort McMurray Catholic Board of Education	CUPE Local 2559	270	2020-08-31	48	2017-06-06	Secretary	21.51	21.51	22.16	22.16	22.16	22.16	22.38	22.38	22.38	22.38	22.38	
						Custodian	0.00	0.00	3.00	0.00	0.00	1.00	1.00	0.00	0.00	0.00	0.00	
						Education Assistant 1	21.49	21.49	22.13	22.13	22.13	22.13	22.35					
						Education Assistant 6	0.00	0.00	3.00	0.00	0.00	1.00	1.00	0.00	0.00	0.00	0.00	
						School Assistant Secretary, Administrative Support 4	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						School Administrative Assistant, Administrative Support 6	21.51	21.51	26.02	26.02	26.02	26.02	26.02	26.02	26.02	26.02	26.02	
							0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
							24.51	24.51	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	
							0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
							31.95	31.95	32.59	32.59	32.59	32.59	32.59	32.59	32.59	32.59	32.59	
							0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
							25.51	25.51	26.02	26.02	26.02	26.02	26.02	26.02	26.02	26.02	26.02	
							0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
							28.44	28.45	29.02	29.02	29.02	29.02	29.02	29.02	29.02	29.02	29.02	

Collective Agreement Wages Tables - Educational Services

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	Employer																
							2013	2014	2015	2016	2017	2018	2019	2020	2021	2022							
Fort McMurray Public School District No. 2833	CUPE Local 2545	366	2021-08-31	36	2019-04-24	Custodial	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	1.00	1.25	23.52	23.52	23.76	23.76	23.76	23.94	24.24
						Education Assistant, Band 1	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	1.25	25.24	25.24	25.49	25.49	25.74	26.07		
						Education Assistant, Band 4	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	1.25	27.81	27.81	28.09	28.09	28.37	28.73		
						Administrative Assistant, Band 2	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	1.25	26.11	26.11	26.37	26.37	26.63	26.97		
						Senior Administrative Assistant, Band 5	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	1.25	28.67	28.67	28.96	28.96	29.25	29.62		
						Education Program Assistant I	2.00	1.50	2.00	2.00	0.00	1.50	1.50	2.00	1.50	20.28	20.58	20.99	21.41	21.73	22.06		
						Education Program Assistant, Signing Aide	2.00	1.50	2.00	2.00	0.00	1.50	1.50	2.00	1.50	25.71	26.10	26.62	27.15	27.56	27.97		
						Secretary I	2.00	1.50	2.00	2.00	0.00	1.50	1.50	2.00	1.50	20.87	21.18	21.60	22.03	22.36	22.70		
						Secretary II	2.00	1.50	2.00	2.00	0.00	1.50	1.50	2.00	1.50	19.31	19.60	19.99	20.39	20.70	21.01		
						Grande Prairie Public School District No. 2357	Employees Assn	364	2021-08-31	48	2018-04-17	Caretaker	0.00	3.25	2.00	4.20	0.00	0.00	0.00	0.00	0.00	0.00	22.25
Education Assistant, Level 2	0.00	1.00	2.00	2.00	0.00							0.00	0.00	0.00	0.00	22.91	23.14	23.60	24.06	24.06	24.06		
Education Assistant, Level 3	0.00	1.00	2.00	2.00	0.00							0.00	0.00	0.00	0.00	23.27	23.50	23.96	24.42	24.42	24.42		
Administrative Assistant	0.00	1.00	2.00	2.00	0.00							0.00	0.00	0.00	0.00	22.86	23.09	23.55	24.02	24.02	24.02		
One Administrative Assistant School	0.00	1.00	2.00	2.00	0.00							0.00	0.00	0.00	0.00	23.38	23.61	24.08	24.56	24.56	24.56		

Collective Agreement Wages Tables - Educational Services

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	Employer																					
							2013	2014	2015	2016	2017	2018	2019	2020	2021	2022												
Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31	Custodian	1.00	1.00	1.50	2.00	2.00	0.00	0.00	0.00	3.00	24.91	25.41*	25.79	26.31	26.31	26.31	27.10						
						Education Assistant	1.00	1.00	1.50	2.00	0.00	0.00	3.00	22.92	23.84*	24.20	24.68	24.68	24.68	25.42								
						School Secretary	1.00	1.00	1.50	2.00	0.00	0.00	3.00	24.39	25.31*	25.69	26.20	26.20	26.20	26.99								
						School Secretary 1	1.00	1.00	1.50	2.00	0.00	0.00	3.00	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	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00	21.58	21.58	22.01	22.23	22.45	22.45	22.56	22.79						
						Teacher Assistant III	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00	21.88	21.88	22.32	22.54	22.77	22.77	22.88	23.11						
						Secretary I	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00	21.68	21.68	22.11	22.33	22.55	22.55	22.66	22.89						
						Secretary IV	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00	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	0.00	24.44	24.68	24.68	24.68	24.68	24.68									
						Education Assistant, Level 3	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
Greater North Central Francophone Education Region No. 2	Unifor Local 52A	100	2022-08-31	48	2019-12-06	Education Assistant, Level 5	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24.09	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57	24.57		
						Secretary, Level 4	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.32	28.88	28.88	28.88	28.88	28.88	28.88	28.88	28.88	28.88
						Secretary, Level 6	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26.21	26.73	26.73	26.73	26.73	26.73	26.73	26.73	26.73	26.73
						Student Assistant	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30.40	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01
Greater Southern Catholic Francophone Education Region No. 4	Unifor Local 1990	40	2016-08-31	60	2013-06-26	Student Assistant	3.00	1.50	1.00	1.00	21.18	21.50	21.72	21.94														
						School Secretary I	3.00	1.50	1.00	1.00	24.48	24.85	25.10	25.35														
Greater Southern Catholic Francophone Education Region No. 4	Unifor Local 1990	40	2016-08-31	60	2013-06-26	School Secretary II	3.00	1.50	1.00	1.00	26.19	26.58	26.85	27.12														

Collective Agreement Wages Tables - Educational Services

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	Employer																				
							2013	2014	2015	2016	2017	2018	2019	2020	2021	2022											
Greater Southern Public Francophone Education Region No. 4	Unifor Local 1990	45	2016-08-31	60	2013-06-28	Teacher Assistant I	3.00	1.50	1.00	1.00	1.00	18.67	18.95	19.14	19.33												
						Teacher Assistant II	3.00	1.50	1.00	1.00	21.18	21.50	21.72	21.94													
						School Secretary	3.00	1.50	1.00	1.00	24.48	24.85	25.10	25.35													
						Education Assistant	2.00	0.00	2.00	0.00	26.98	26.98	27.52	27.52	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62
Greater St. Albert Roman Catholic Separate School Division	CUPE Local 2550	73	2022-08-31	36	2019-12-19	School Office Support I	2.00	0.00	2.00	0.00	4.00	23.96	23.96	24.44	24.44	25.43	25.43	26.54	26.54								
						School Office Support II	2.00	0.00	2.00	0.00	26.98	26.98	27.52	27.52	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62		
						Education Assistant	2.00	1.00	1.00	2.00	27.50	27.78	28.06	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	
						Administrative Services I / School Office Support I	2.00	1.00	1.00	2.00	24.44	24.68	24.93	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	
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	2.00	1.00	1.00	2.00	0.00	27.50	27.78	28.06	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62				
						Administrative Services I / School Office Support I	2.00	1.00	1.00	2.00	24.44	24.68	24.93	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43			
						Administrative Services II / School Office Support II	2.00	1.00	1.00	2.00	27.50	27.78	28.06	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62	28.62		
						Bus Driver	3.50	1.00	1.00	2.00	64.69	65.34	65.99	67.31	67.65	68.33	69.35										
High Prairie School Division No. 48	CUPE Local 1038	62	2020-08-31	36	2017-10-03	Education Assistant	0.00	0.00	2.00	2.00	0.00	21.67	21.67	22.10	22.54	22.54	22.54	22.99	22.99	22.99	22.99	22.99	22.99				
						Administrative Assistant	0.00	0.00	2.00	2.00	24.44	24.44	24.93	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43	25.43			
						Caretaker	0.00	0.00	2.00	2.00	22.88	22.88	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.81		
						Caretaker	3.25	1.00	2.00	0.00	22.04	22.26	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71		
Holy Spirit Roman Catholic Separate Regional Division No. 4 - Custodial	CUPE Local 290	36	2020-08-31	36	2019-03-18	Assistants (Teacher)	3.25	1.00	2.00	0.00	19.88	20.08	20.48	20.48	20.48	20.48	20.48	20.89	20.89	20.89	20.89	20.89	20.89				
						Secretary	3.25	1.00	2.00	0.00	22.43	22.65	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.34			
						Assistants (Teacher)	3.25	1.00	2.00	0.00	19.88	20.08	20.48	20.48	20.48	20.48	20.48	20.48	20.48	20.48	20.89	20.89	20.89	20.89	20.89		
						Secretary	3.25	1.00	2.00	0.00	22.43	22.65	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.34		
Horizon School Division	CUPE Local 3203	176	2020-08-31	12	2021-01-14	Caretaker	3.25	1.00	2.00	0.00	22.04	22.26	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71				
						Assistants (Teacher)	3.25	1.00	2.00	0.00	19.88	20.08	20.48	20.48	20.48	20.48	20.48	20.48	20.48	20.89	20.89	20.89	20.89	20.89			

Collective Agreement Wages Tables - Educational Services

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer
Lethbridge School District No. 51	CUPE Local 2843	400	2020-08-31	36	2018-05-03	Education Assistant	0.00	0.00	2.00	2.00	0.00	0.00	0.00	0.00			
							23.34	23.34	23.81	24.28	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	0.00	0.00	2.00	2.00	0.00	0.00	0.00	0.00			
							24.26	24.26	24.75	25.25	25.25	25.25	25.25	25.25			
Living Waters Catholic Regional Division No. 42	AUIPE	107	2020-08-31	48	2018-10-16	Caretaker	0.00	0.00	2.00	2.00	0.00	0.00	0.00	0.00			
							22.13	22.13	22.57	23.02	23.02	23.02	23.02	23.02			
						Custodian	2.00	2.00	1.00	0.00	0.00	1.00	1.00	1.50			
						Teacher Assistant	20.44	20.85	21.06	21.06	21.06	21.27	21.27	21.57			
							2.00	2.00	1.00	0.00	0.00	1.00	1.00	1.50			
							22.98	23.44	23.67	23.67	23.67	23.91	24.27				
						Secretary	2.00	2.00	1.00	0.00	0.00	1.00	1.00	1.50			
							24.39	24.88	25.13	25.13	25.13	25.38	25.76				
Livingstone Range School Division	Willow Creek	27	2020-08-31	12	2020-02-12	Bus Driver	2.00	2.00	0.00	1.00	0.00	0.00	0.00	0.00			
							54.96	56.06	56.06	56.62	56.62	56.62	56.62	56.62			
Livingstone Range School Division No. 68	CUPE Local 2133	91	2022-08-31	48	2019-01-09	Bus Driver	0.00	0.00	2.00	0.00	0.00	2.00	2.00	0.00	TBD		
							19.82	19.82	20.22	20.22	20.22	20.62	21.04	21.04			
						Custodian	0.00	0.00	2.00	0.00	0.00	2.00	2.00	0.00	TBD		
							19.85	19.85	20.25	20.25	20.25	20.66	21.07	21.07			
						Education Assistant Certified	0.00	0.00	2.00	0.00	0.00	2.00	2.00	0.00	TBD		
							20.99	20.99	21.41	21.41	21.41	21.84	22.27	22.27			
						School Administrative Assistant I	0.00	0.00	2.00	0.00	0.00	2.00	2.00	0.00	TBD		
							20.06	20.06	20.46	20.46	20.46	20.87	21.29	21.29			
						School Administrative Assistant III	0.00	0.00	2.00	0.00	0.00	2.00	2.00	0.00	TBD		
							22.73	22.73	23.18	23.18	23.18	23.64	24.12	24.12			
Medicine Hat Roman Catholic Separate School Division	CUPE Local 829	20	2023-08-31	48	2019-11-24	Custodian II	0.00	0.00	2.00	1.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00
							21.44	21.44	21.87	22.09	22.31	22.53	22.53	22.53	22.53	22.53	22.53

Collective Agreement Wages Tables - Educational Services

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	Employer																			
							2013	2014	2015	2016	2017	2018	2019	2020	2021	2022										
Medicine Hat School Division	CUPE Local 829	280	2023-08-31	48	2019-11-21	Custodian	0.00	0.00	2.00	1.00	1.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00				
						Education Assistant II	0.00	0.00	2.00	1.00	1.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00		
						Education Assistant I	0.00	0.00	2.00	1.00	1.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	
						Administrative Assistant I	23.88	23.88	24.36	24.6	24.85	25.35	25.35	25.35	25.35	25.35	25.35	25.35	25.35	25.35	25.35	25.35	25.35	25.35	25.35	
						Senior Administrative Assistant	20.40	20.40	20.81	21.02	21.23	21.65	21.65	21.65	21.65	21.65	21.65	21.65	21.65	21.65	21.65	21.65	21.65	21.65	21.65	
New Horizons Charter School	ATA	12	2016-08-31	48	2013-05-27	Senior Administrative Assistant	0.00	0.00	2.00	1.00	1.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00					
						Teacher Assistant B-0	0.00	1.00	2.00	2.00	0.00	0.00	0.00	1.50	1.75	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00		
						Teacher Assistant B-3	19.22	19.41	19.80	19.80	19.80	19.80	20.10	20.45	20.86	2.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00	2.00	2.00	
						School Secretary B-0	23.64	23.88	24.36	24.36	24.36	24.73	25.16	25.66	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00	2.00	2.00	2.00	
						School Secretary B-3	21.25	21.46	21.89	21.89	21.89	22.22	22.61	23.07	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00	2.00	2.00	2.00	
Northern Lights School Division	CUPE Local 1098	18	2021-08-31	24	2020-02-15	Assistant Custodian	0.00	1.00	2.00	2.00	0.00	0.00	1.50	1.75	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00				
						Caretaker	26.6	26.87	27.41	27.41	27.41	27.41	27.82	28.31	28.88	2.00	3.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Caretaker II	21.2	21.84	22.28	22.72	22.72	22.72	22.72	22.72	22.72	22.72	22.72	22.72	22.72	22.72	22.72	22.72	22.72	22.72	22.72	22.72
						Education Assistant I	0.00	0.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Education Assistant III	21.47	21.47	21.90	21.90	21.90	21.90	21.90	21.90	21.90	21.90	21.90	21.90	21.90	21.90	21.90	21.90	21.90	21.90	21.90	21.90
Parkland School Division	OE Local 955	87	2023-08-31	60	2019-05-09	Secretary I	2.00	2.00	2.00	0.50	0.00	0.00	0.00	0.00	1.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00				
						Secretary IV	21.81	22.25	22.70	22.81	22.81	22.81	22.81	22.81	22.81	22.81	22.81	22.81	22.81	22.81	22.81	22.81	22.81	22.81	22.81	
						Bus Driver	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Education Assistant II	21.11	21.32	21.75	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18
						Education Assistant III	26.63	26.90	27.44	27.99	27.99	27.99	27.99	27.99	27.99	27.99	27.99	27.99	27.99	27.99	27.99	27.99	27.99	27.99	27.99	27.99
Parkland School Division No. 70	CAAMSE	336	2023-08-31	48	2021-03-18	Secretary I	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
						Secretary IV	21.11	21.32	21.75	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	22.18	
						Bus Driver	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Education Assistant II	28.41	28.69	29.27	29.86	29.86	29.86	29.86	29.86	29.86	29.86	29.86	29.86	29.86	29.86	29.86	29.86	29.86	29.86	29.86	29.86
						Education Assistant III	1.00	1.00	0.00	1.00	2.50	0.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Peace River School Division - Bus Drivers	CUPE Local 4839	100	2021-08-31	36	2019-05-30	Bus Driver	54.60	55.15	55.15	55.70	55.70	57.09	57.09	57.66	58.24	58.24	58.24	58.24	58.24	58.24	58.24	58.24				

Collective Agreement Wages Tables - Educational Services

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	Employer																			
							2013	2014	2015	2016	2017	2018	2019	2020	2021	2022										
Peace River School Division - Support Staff	CUPE Local 4839	252	2021-08-31	38	2019-05-27	Education Assistant	2.50	35c	35c	35c	35c	0c	35c	35c	35c	23.19	23.54	23.89	24.24	24.59	24.94	25.29				
						Secretary	2.50	35c	35c	35c	35c															
						Bus Driver	4.00	0.00	1.50	2.00	0.00	0.00	0.00	0.00	0.00	0.00										
Peace Wapiti School Division	Teamsters Local 362	21	2021-08-31	20	2019-11-12	Education Assistant	12331	12331	12515	12766	12766	12766	12766	12766	12766	12766	12766	12766	12766	12766	12766	12766				
						Bus Driver	0.00	0.00	2.00	0.00	0.25	0.00	2.00	53.33	55.33	56.44	56.44	56.58	56.58	56.58	56.58	56.58	56.58	56.58	56.58	
Pembina Hills School Division	CUPE Local 1661	53	2020-08-31	12	2019-12-20	Bus Driver	1.00	0.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00				
						Bus Driver	60.19	60.19	60.79	61.40	62.00	62.62	63.25													
Prairie Land Regional Division No. 25	OE Local 955	43	2020-08-31	36	2017-12-14	Custodian	2.00	2.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00				
						Education Assistant II	21.58	21.58	21.79	22.01	22.01	22.01	22.01	22.23	22.45											
Prairie Land Regional Division No. 25	CUPE Local 5829	120	2021-08-31	36	2019-05-21	Education Assistant II	2.00	2.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00				
						Education Assistant III	22.24	22.68	23.14	23.37	23.60	23.60	23.84	24.08												
Prairie Land Regional Division No. 25 - Maintenance	CUPE Local 5829	39	2015-08-31	32	2013-12-16	Secretary I	2.00	2.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00				
						Secretary III	23.12	23.58	24.05	24.29	24.54	24.54	24.78	25.03												
Prairie Rose School Division No. 8	CUPE Local 829	10	2020-08-31	48	2017-01-10	Custodian I	2.00	2.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00				
						Custodian II	25.72	26.24	26.76	27.03	27.30	27.30	27.30	27.57	27.85											
Red Deer School Division	CUPE Local 1012	75	2021-08-31	24	2019-10-01	Caretakers	1.50	0.00																		
						Teacher Assistant I	0.00	0.00	2.00	1.00	2.00	2.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Southern Francophone Education Region No. 4	Unifor Local 1990	75	2021-08-31	28	2019-04-09	Teacher Assistant II	18.69	18.69	19.06	19.25	19.64	20.03	20.23													
						School Secretary	0.00	0.00	2.00	1.00	2.00	2.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Southern Francophone Education Region No. 4	Unifor Local 1990	75	2021-08-31	28	2019-04-09	Teacher Assistant I	2.25	2.25	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
						School Secretary	20.62	21.09	21.30	21.30	21.30	21.30	21.30	21.30	21.30	21.30	21.30	21.30	21.30	21.30	21.30	21.30	21.30	21.30	21.30	21.30
Southern Francophone Education Region No. 4	Unifor Local 1990	75	2021-08-31	28	2019-04-09	Teacher Assistant I	2.50	1.00	1.00	1.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00				
						Teacher Assistant II	19.82	20.01	20.21	20.21	20.21	20.21	20.21	20.21	20.21	20.21	20.21	20.21	20.21	20.21	20.21	20.21	20.21	20.21	20.21	
Southern Francophone Education Region No. 4	Unifor Local 1990	75	2021-08-31	28	2019-04-09	Teacher Assistant II	2.50	1.00	1.00	1.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00				
						School Secretary	22.49	22.72	22.94	22.94	22.94	22.94	22.94	22.94	22.94	22.94	22.94	22.94	22.94	22.94	22.94	22.94	22.94	22.94	22.94	
Southern Francophone Education Region No. 4	Unifor Local 1990	75	2021-08-31	28	2019-04-09	Teacher Assistant I	2.50	1.00	1.00	1.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00				
						Teacher Assistant II	27.80	28.08	28.36	28.36	28.36	28.36	28.36	28.36	28.36	28.36	28.36	28.36	28.36	28.36	28.36	28.36	28.36	28.36	28.36	

Collective Agreement Wages Tables - Educational Services

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	Employer											
							2013	2014	2015	2016	2017	2018	2019	2020	2021	2022		
St. Albert School Division	CUPE Local 1099	367	2022-08-31	36	2019-12-11	Custodian	0.00	0.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Education Assistant	24.32	24.32	25.05	25.05	25.05	25.05	25.05	25.05	25.05	25.05	25.05	
						Administrative Assistants	0.00	0.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
St. Paul Education Regional Division No. 1	Unifor Local 777	18	2021-08-31	35	2018-08-07	Bus Driver	24.13	24.13	24.85	24.85	24.85	24.85	24.85	24.85	24.85	24.85	24.85	24.85
						Education Assistant 1	2.00	2.00	0.00	3.25	1.60	0.00	0.00	1.50	1.50	1.50		
						Education Assistant 4	60.18	61.38	61.38	63.39	64.41	64.41	64.41	65.41	65.41	66.42		
Sturgeon School Division	CUPE Local 4625	180	2020-08-31	12	2021-02-12	Education Assistant 1	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Education Assistant 4	22.20	22.20	22.64	22.64	22.64	22.64	22.64	22.64	22.64	22.64		
						Administrative Assistant	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Valhalla Community School Wild Rose School Division No. 66	ATA OE Local 955	6 75	2018-08-31 2020-08-31	36 24	2013-09-01 2019-09-24	Caretaker	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Education Assistant	20.23	20.63	21.04	21.25	21.25	21.25	21.25	21.25	21.25	21.25		
						Administrative Services I	2.00	2.00	0.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00		
Wild Rose School Division No. 66	CAAMSE	211	2020-08-31	12	2020-01-31	Administrative Services I	22.47	22.92	22.92	23.15	23.38	23.38	23.38	23.38	23.38	23.38	23.38	
						Administrative Services II	2.00	2.00	0.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00		
						Administrative Services II	21.85	22.29	22.29	22.51	22.74	22.74	22.74	22.74	22.74	22.74		

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26	EMT-P [Advanced Care Paramedic]	43.33	43.87	44.75	44.75	44.75	44.75	44.75	TBD	TBD	TBD
Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16	Registered Nurse	1.00	1.25	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14	Health Care Aide	45.93	46.96	48.37	48.37	48.37	48.37	48.37	48.37	48.37	48.37
						Licensed Practical Nurse	2.00	2.25	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15	Housekeeping	24.46	24.75	24.95	24.95	24.95	24.95	24.95	24.95	24.95	24.95
						Licensed Practical Nurse	3.00	1.20	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Housekeeping	33.95	34.36	34.63	34.63	34.63	34.63	34.63	34.63	34.63	34.63
						Housekeeping	3.00	1.20	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Housekeeping	20.40	20.81	21.02	21.02	21.02	21.02	21.02	21.02	21.02	21.23
						Housekeeping	2.00	2.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
AAKOM-KYYI Health Services	UNA	2022-03-31	6	27	2020-01-03	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	TBD	TBD	TBD	TBD
Abby Road Housing Co-Operative Ltd	CUPE	2021-12-31	15	24	2021-04-06	Health Care Aide	2.00	2.25	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08	Health Care Aide	19.23	19.52	20.87*	21.08	21.50	21.72	22.15	22.59	22.59	22.59
						Health Care Aide	0.00	1.50	1.00	1.00	2.00	1.00	2.00	2.00	2.00	2.00
						Health Care Aide	21.71	22.77	23.45	24.16	24.16	24.16	24.16	24.16	24.16	24.16
						Health Care Aide	2.00	4.90	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
						Health Care Aide	33.62	33.95	34.63	34.97	34.97	34.97	34.97	34.97	34.97	34.97
						Health Care Aide	2.00	1.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24	Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63	34.63	34.63	34.63	34.63
						Licensed Practical Nurse	3.00	1.20	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Licensed Practical Nurse	45.93	46.96	48.37	48.37	48.37	48.37	48.37	48.37	48.37	48.37
						Licensed Practical Nurse	2.00	2.25	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AgeCare - Columbia Assisted Living	AUPE	2020-03-31	29	45	2019-01-31	Health Care Aide	23.05	23.74	24.46	24.70	24.95	25.20	25.20	25.20	25.20	25.20
						Health Care Aide	3.00	3.00	3.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
AgeCare - Midnapore	CUPE	2021-10-31	164	36	2020-01-07	Health Care Aide	22.38	22.38	22.92	23.38	23.38	23.73	24.11	24.11	24.11	24.11
						Health Care Aide	5.20	0.00	2.40	2.00	0.00	1.50	1.60	1.60	1.60	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	23.79	23.79	23.79	23.79	23.79	23.79
						Health Care Aide	7.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
						Health Care Aide	32.31	33.61	34.28	34.97	34.97	34.97	34.97	34.97	34.97	34.97
						Health Care Aide	4.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	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	24.58	24.58	24.58	24.58	24.58	24.58
						Health Care Aide	1.00	3.00	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50
						Health Care Aide	31.99	32.95	33.94	34.96	34.96	34.96	34.96	34.96	34.96	34.96
						Health Care Aide	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
AgeCare - Valleyview	AUPE	2020-03-31	32	24	2019-03-25	Health Care Aide	23.74	23.74	24.45	24.94	24.94	25.19	25.19	25.19	25.19	25.19

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expire	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
AgeCare - Valleyview	UNA	2017-03-31	22	36	2015-08-26	Licensed Practical Nurse	3.00	0.00	3.00	2.00	0.00	1.00				
AgeCare - Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30	Registered Nurse	32.95	32.95	33.94	34.62	34.62	34.97				
AgeCare - Walden Heights - GSS	AUPE	2020-06-01	111	36	2017-06-02	Health Care Aide	3.00	0.00	3.00	2.00	0.00	1.00				
Alberta Public Laboratories	HSAA	2020-09-30	4,720	42	2020-01-30	Licensed Practical Nurse	45.93	46.96	48.37							
Allen Gray Continuing Care	UNA	2020-06-30	10	30	2018-01-04	Housekeeping	2.00	2.25	3.00	20.76	22.84	23.30	23.65			
Allen Gray Continuing Care - ANC	AUPE	2020-03-31	153	24	2018-12-14	Licensed Practical Nurse			32.32	34.10	34.78	35.30				
Associated Ambulance & Services (Whitecourt)	CUPE	2021-03-31	64	48	2020-06-11	Housekeeping			5.50	2.00	1.50					
Associated Ambulance & Services (Whitecourt)	HSAA	2020-03-31	214	36	2018-07-24	Laboratory Technologist I	43.34	43.88	44.75	44.75	44.75	44.75	44.75			
AXR Operating National - Bow Crest	CUPE	2022-10-31	144	48	2020-12-21	Registered Nurse	1.00	1.25	2.00	0.00	0.00	0.00				
AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26	Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95	24.95			
Beaver Ambulance Society	CUPE	2020-03-31	40	36	2018-05-18	Health Care Aide	3.00	1.20	0.80	0.00	0.00	0.00				
Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2020-03-31	12	36	2018-02-16	Licensed Practical Nurse	33.95	34.36	34.63	34.63	34.63	34.63				
Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15	Housekeeping	3.00	1.20	0.80	0.00	0.00	0.00				
						EMT-Paramedic	3.00	1.20	0.80	0.00	0.00	0.00				
						EMT-P [Advanced Care Paramedic]	44.96	45.85	46.89	46.89	46.89	46.89	46.89			
						Health Care Aide	1.00	2.00	2.25	0.00	0.00	0.00				
						Housekeeping	19.42	19.66	20.11	20.51	20.72	20.72	20.72	20.72	20.93	21.19
						Licensed Practical Nurse	2.00	1.25	2.25	2.00	1.00	0.00	0.00	0.00	1.00	1.25
						Health Care Aide	30.57	30.95	31.65	32.29	32.61	32.61	32.61	32.61	32.94	33.35
						Health Care Aide	2.00	1.25	2.25	2.00	1.00	0.00	0.00	1.00	1.25	
						Housekeeping	21.13	21.40	21.89	22.33	22.55	22.55	22.78	23.06		
						Licensed Practical Nurse	2.00	1.25	2.25	2.00	1.00	0.00	1.00	1.25		
						EMT-P	17.60	17.91	18.13	18.68	18.87	18.87	19.06	19.30		
						Registered Nurse	30.22	30.60	31.29	31.92	32.24	32.24	32.56	32.97		
						Health Care Aide	2.00	1.25	2.25	2.00	1.00	0.00	1.00	1.25		
						Registered Nurse	44.19	44.19	44.74	44.74	44.74	44.74	44.74			
						Health Care Aide	3.00	0.00	1.25	0.00	0.00	0.00				
						Health Care Aide	45.93	46.96	48.37	48.37	48.37	48.37	48.37			
						Health Care Aide	2.00	2.25	3.00	0.00	0.00	0.00				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15	Licensed Practical Nurse	3.00	1.20	0.80							
Bethany Care Centre - Calgary	HSAA	2020-07-31	12	36	2018-12-21	Housekeeping	33.95	34.36	34.63							
Bethany Care Centre - Calgary	UNA	2020-03-31	65	36	2020-01-30	Occupational Therapist	3.00	1.20	0.80							
Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15	Registered Nurse	21.15*	21.57	21.79							
						Health Care Aide	3.00	2.00	1.00							
						Registered Nurse	46.76	47.35	48.29	48.29	48.29	TBD				
						Health Care Aide	1.00	1.25	2.00	0.00	0.00					
						Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37				
						Health Care Aide	2.00	2.25	3.00	0.00	0.00	0.00				
						Licensed Practical Nurse	24.46	24.75	24.95							
						Licensed Practical Nurse	3.00	1.20	0.80							
						Health Care Aide	33.95	34.36	34.63							
						Licensed Practical Nurse	3.00	1.20	0.80							
						Registered Nurse	24.46	24.75	24.95							
						Health Care Aide	3.00	1.20	0.80							
						Licensed Practical Nurse	33.95	34.36	34.63							
						Registered Nurse	3.00	1.20	0.80							
						Health Care Aide	45.93	46.96	48.37	48.37	48.37	48.37				
						Licensed Practical Nurse	2.00	2.25	3.00	0.00	0.00	0.00				
						Registered Nurse	24.46	24.75	24.95							
						Health Care Aide	3.00	1.20	0.80							
						Licensed Practical Nurse	33.95	34.36	34.63							
						Registered Nurse	3.00	1.20	0.80							
						Health Care Aide	45.93	46.96	48.37	48.37	48.37	48.37				
						Licensed Practical Nurse	2.00	2.25	3.00	0.00	0.00	0.00				
						Registered Nurse	24.31	24.50								
						Health Care Aide										
						Licensed Practical Nurse										
						Health Care Aide	34.00	34.27								
						Licensed Practical Nurse										
						Health Care Aide	24.46	24.75	24.95							
						Licensed Practical Nurse	3.00	1.20	0.80							
						Registered Nurse	33.95	34.36	34.63							
						Health Care Aide	3.00	1.20	0.80							
						Licensed Practical Nurse	45.93	46.96	48.37	48.37	48.37	48.37				
						Registered Nurse	2.00	2.25	3.00	0.00	0.00	0.00				
						Health Care Aide	24.31	24.50								
						Licensed Practical Nurse										
						Health Care Aide	34.00	34.27								
						Licensed Practical Nurse										
						Health Care Aide	24.46	24.75	24.95							
						Licensed Practical Nurse	3.00	1.20	0.80							
						Registered Nurse	33.95	34.36	34.63							
						Health Care Aide	3.00	1.20	0.80							
						Licensed Practical Nurse	45.93	46.96	48.37	48.37	48.37	48.37				
						Registered Nurse	2.25	3.00	0.00	0.00	0.00	0.00				
						Health Care Aide	24.31	24.50								
						Licensed Practical Nurse										
						Health Care Aide	34.00	34.27								
						Licensed Practical Nurse										
						Health Care Aide	24.46	24.75	24.95							
						Licensed Practical Nurse	3.00	1.20	0.80							
						Registered Nurse	33.95	34.36	34.63							
						Health Care Aide	3.00	1.20	0.80							
						Licensed Practical Nurse	45.93	46.96	48.37	48.37	48.37	48.37				
						Registered Nurse	2.25	3.00	0.00	0.00	0.00	0.00				
						Health Care Aide	24.31	24.50								
						Licensed Practical Nurse										
						Health Care Aide	34.00	34.27								
						Licensed Practical Nurse										
						Health Care Aide	24.46	24.75	24.95							
						Licensed Practical Nurse	3.00	1.20	0.80							
						Registered Nurse	33.95	34.36	34.63							
						Health Care Aide	3.00	1.20	0.80							
						Licensed Practical Nurse	45.93	46.96	48.37	48.37	48.37	48.37				
						Registered Nurse	2.25	3.00	0.00	0.00	0.00	0.00				
						Health Care Aide	24.31	24.50								
						Licensed Practical Nurse										
						Health Care Aide	34.00	34.27								
						Licensed Practical Nurse										
						Health Care Aide	24.46	24.75	24.95							
						Licensed Practical Nurse	3.00	1.20	0.80							
						Registered Nurse	33.95	34.36	34.63							
						Health Care Aide	3.00	1.20	0.80							
						Licensed Practical Nurse	45.93	46.96	48.37	48.37	48.37	48.37				
						Registered Nurse	2.25	3.00	0.00	0.00	0.00	0.00				
						Health Care Aide	24.31	24.50								
						Licensed Practical Nurse										
						Health Care Aide	34.00	34.27								
						Licensed Practical Nurse										
						Health Care Aide	24.46	24.75	24.95							
						Licensed Practical Nurse	3.00	1.20	0.80							
						Registered Nurse	33.95	34.36	34.63							
						Health Care Aide	3.00	1.20	0.80							
						Licensed Practical Nurse	45.93	46.96	48.37	48.37	48.37	48.37				
						Registered Nurse	2.25	3.00	0.00	0.00	0.00	0.00				
						Health Care Aide	24.31	24.50								
						Licensed Practical Nurse										
						Health Care Aide	34.00	34.27								
						Licensed Practical Nurse										
						Health Care Aide	24.46	24.75	24.95							
						Licensed Practical Nurse	3.00	1.20	0.80							
						Registered Nurse	33.95	34.36	34.63							
						Health Care Aide	3.00	1.20	0.80							
						Licensed Practical Nurse	45.93	46.96	48.37	48.37	48.37	48.37				
						Registered Nurse	2.25	3.00	0.00	0.00	0.00	0.00				
						Health Care Aide	24.31	24.50								
						Licensed Practical Nurse										
						Health Care Aide	34.00	34.27								
						Licensed Practical Nurse										
						Health Care Aide	24.46	24.75	24.95							
						Licensed Practical Nurse	3.00	1.20	0.80							
						Registered Nurse	33.95	34.36	34.63							
						Health Care Aide	3.00	1.20	0.80							
						Licensed Practical Nurse	45.93	46.96	48.37	48.						

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15	Health Care Aide	24.46	24.75	24.95							
						Licensed Practical Nurse	2.77	1.20	0.80							
Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17	Health Care Aide	24.45	24.94	24.94	25.32	25.32	0.00				
						Housekeeping	17.73	18.08	18.44	18.73	18.73	18.92				
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2020-03-31	15	36	2018-03-26	EMT-P [Advanced Care Paramedic]	33.94	34.62	34.62	35.15	35.15	0.00				
						Health Care Aide	43.33	43.87	44.75	44.75	44.75	TBD				
Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29	Health Care Aide	1.00	1.25	2.00	0.00	0.00					
						Housekeeping	24.45	24.74	24.94	24.94	24.94	24.94				
Bethany Nursing Home - Rosehaven, Bethany Long Term	UNA	2017-03-31	21	48	2014-08-07	Licensed Practical Nurse	3.00	1.20	0.80	0.00	0.00					
						Registered Nurse	22.13	22.57	22.80	22.80	22.80	23.03				
Blood Tribe Department of Health	Teamsters	2018-11-29	21	24	2016-11-30	EMT-P [Advanced Care Paramedic]	3.00	2.00	1.00	0.00	0.00					
						Registered Nurse	33.94	34.35	34.62	34.62	34.62	34.62				
Blood Tribe Department of Health	UNA	2021-03-31	34	36	2019-04-23	Registered Nurse	45.93	46.96	48.37	48.37	48.37	TBD				
						Advanced Care Paramedic	2.00	2.25	3.00	0.00	0.00					
Bonnyville Regional Fire Authority	HSAA	2022-07-31	53	48	2020-11-27	Advanced Care Paramedic		40.05	40.85	40.85	40.85	40.85	41.26	41.67		
						Housekeeping		2.00	0.00	0.00	0.00	0.00	1.00	1.00		
Brazeau Foundation	AUPE	2020-05-31	35	36	2017-08-08	Housekeeping	18.48	19.03	19.79	20.09	20.49	21.00				
						Health Care Aide	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	24.46	24.70	24.95	25.20	25.50					
						Licensed Practical Nurse	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	33.94	34.28	34.62	34.97	35.39					
						Health Care Aide	3.00	1.00	1.00	1.00	1.20					
Brenda Strafford Foundation - Wentworth Manor	AUPE	2020-12-30	139	28	2020-09-11	Health Care Aide	45.03	45.93								
						Licensed Practical Nurse	0.00	2.00								
Bridges Community Living	CUPE	2021-12-31	112	24	2020-01-23	Health Care Aide										
						Health Care Aide	21.42	22.06	22.56	23.01	23.31	23.61	23.61	23.61	23.61	23.61
							3.00	3.00	2.25	2.00	1.30	1.30	0.00	0.00	0.00	0.00

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Canadian Blood Services	CUPE	2017-03-31	146	36	2015-01-27	Housekeeping	17.60	18.13	18.54	18.91	19.15	19.39	19.39	19.39	19.39	19.39
						Phlebotomist	3.00	3.00	2.25	2.00	1.30	1.30	0.00	0.00	0.00	0.00
Canadian Blood Services - Drivers	HSAA	2017-03-31	16	36	2016-01-27	Driver	27.60*	27.95	28.51							
Canadian Blood Services - Techs	HSAA	2021-03-31	243	48	2021-02-05	Medical Laboratory Technologist I	23.77	24.07	24.55							
						Registered Nurse	1.00	1.25	2.00	2.00	2.00	2.00	0.00	0.00	0.00	0.00
Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA	2023-03-31	64	72	2021-03-22	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	48.37	TBD	TBD	TBD
						Housekeeping	2.00	2.25	3.00	0.00	0.00	0.00	0.00	0.00	0.00	
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			
						Licensed Practical Nurse	3.00	3.00	3.00	3.00	1.50	1.00	0.00	0.00	0.00	
CapitalCare	UNA	2020-03-31	207	36	2020-01-23	Registered Nurse	32.95	33.95	34.97	36.02	36.02	36.02	36.02	TBD		
						Registered Nurse	47.28	48.71	50.18	51.69	51.69	51.69	51.69	51.69	TBD	
CapitalCare - ANC	AUPE	2020-06-30	1,150	36	2019-04-29	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	48.37	48.37	48.37	48.37
						Health Care Aide	2.00	2.25	3.00	0.00	0.00	0.00	0.00	0.00	0.00	
CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2016-11-22	Licensed Practical Nurse	24.47	24.76	24.96	24.96	24.96	24.96	24.96	24.96	24.96	24.96
						Health Care Aide	3.00	1.20	0.80	0.00	0.00	0.00	0.00	0.00	0.00	
CapitalCare - GSS - GrandView, Kipnes, Strathcona, Lynnwood	AUPE	2020-06-30	425	36	2019-05-27	Health Care Aide	33.95	34.36	34.63	34.63	34.63	34.63	34.63	34.63	34.63	34.63
						Housekeeping	3.00	1.20	0.80	0.00	0.00	0.00	0.00	0.00	0.00	
CapitalCare - PMP/PMT	HSAA	2020-03-31	144	36	2019-04-15	Health Care Aide	23.76	24.47*	24.67	24.96	24.96	24.96	24.96	24.96	24.96	24.96
						Occupational Therapist I	0.00	3.00	0.80	1.20	0.00	0.00	0.00	0.00	0.00	
Carewest - ANC	AUPE	2020-06-30	1,582	36	2019-09-09	Housekeeping	19.83	20.23	20.63	20.84	20.84	20.84	20.84	20.84	20.84	20.84
						Health Care Aide	0.00	2.00	2.00	1.00	0.00	0.00	1.00	0.00	0.00	
Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07	Occupational Therapist I	20.23	20.63	20.84	20.84	20.84	20.84	20.84	20.84	20.84	20.84
						Health Care Aide	2.00	2.00	1.00	0.00	0.00	0.00	1.00	0.00	0.00	
Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07	Licensed Practical Nurse	48.08	48.68	49.65	49.65	49.65	49.65	49.65	49.65	49.65	49.65
						Food Services Assistant	1.00	1.25	2.00	0.00	0.00	0.00	0.00	0.00	0.00	
Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07	Licensed Practical Nurse	24.46	24.75	24.95	24.95	24.95	24.95	24.95	24.95	24.95	24.95
						Food Services Assistant	3.00	1.20	0.80	0.00	0.00	0.00	0.00	0.00	0.00	
Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07	Licensed Practical Nurse	33.94	34.36	34.63	34.63	34.63	34.63	34.63	34.63	34.63	34.63
						Food Services Assistant	3.00	1.20	0.80	0.00	0.00	0.00	0.00	0.00	0.00	
Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07	Food Services Assistant	18.14	18.50	18.68	18.68	18.68	18.68	18.68	18.68	18.68	18.68
						Food Services Assistant	2.00	2.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	Employer											
							2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
Carewest - Colonel Belcher et.al.	UNA	2020-03-31	129	36	2020-03-02	Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	48.37	48.37	48.37	48.37	48.37	
Carewest - GSS	AUPE	2020-06-30	175	36	2019-09-09	Food Services Assistant	2.00	2.25	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Carewest - PMP/PMT	HSAA	2020-06-30	192	36	2019-11-19	Occupational Therapist I	18.14	18.50	18.68	18.68	18.68	18.68	18.68	18.68	18.68	18.68	18.68	
CASA Child Adolescent & Family Mental Health	HSAA	2022-03-31	134	36	2020-03-11	Occupational Therapist	48.08	48.68	49.65	49.65	49.65	49.65	49.65	49.65	49.65	49.65	49.65	
CBI Home Health	HSAA	2020-12-31	482	36	2019-03-18	Health Care Aide	1.00	1.25	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Health Care Aide	41.81	42.65	42.65	43.72	43.72	43.72	49.43*	49.43	TBD	TBD	TBD	
						Licensed Practical Nurse	0.00	2.00	0.00	2.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Licensed Practical Nurse							17.74	17.96	18.19	18.19	18.19	
						Licensed Practical Nurse							1.25	1.25	1.25	1.25	1.25	
						Licensed Practical Nurse							24.89	25.20	25.52	25.52	25.52	
						Licensed Practical Nurse							1.25	1.25	1.25	1.25	1.25	
Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21	Health Care Aide	23.58	23.86	24.58	24.58	24.58	24.58	24.58	24.58	24.58	24.58	24.58	
						Health Care Aide	1.50	1.20	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Housekeeping	19.10	19.29	19.87	19.87	19.87	19.87	19.87	19.87	19.87	19.87	19.87	
						Licensed Practical Nurse	1.30	1.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Licensed Practical Nurse	33.12	33.52	34.53	34.53	34.53	34.53	34.53	34.53	34.53	34.53	34.53	
Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	26	48	2015-01-15	Registered Nurse	1.50	1.20	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	48.37	48.37	48.37	48.37	48.37	
						Registered Nurse	2.00	2.25	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Chantelle Management - Grande Prairie Care Centre	CUPE	2020-06-30	133	12	2019-10-28	Health Care Aide	21.80	22.29	22.85	22.85	22.96	23.08	23.19	23.08	23.19	23.19	23.19	
						Health Care Aide	2.00	2.25	2.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	
						Housekeeping	18.25	18.66	19.12	19.12	19.22	19.31	19.41	19.22	19.31	19.41	19.41	
						Licensed Practical Nurse	2.00	2.25	2.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	
						Licensed Practical Nurse	31.78	32.50	33.31	33.48	33.64	33.81	33.81	33.64	33.81	33.81	33.81	
Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	48	2015-01-15	Registered Nurse	2.00	2.25	2.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	
						Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	48.37	48.37	48.37	48.37	48.37	
						Registered Nurse	2.00	2.25	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
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	20.56	20.56	20.56	20.56	20.56	20.56	20.56	20.56	
						Health Care Aide	2.50	2.50	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Housekeeping	15.67	16.06	16.55	16.55	16.55	16.55	16.55	16.55	16.55	16.55	16.55	
						Licensed Practical Nurse	2.50	2.50	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
						Licensed Practical Nurse	27.13	27.81	28.64	28.64	28.64	28.64	28.64	28.64	28.64	28.64	28.64	
						Licensed Practical Nurse	2.50	2.50	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Collective Agreement Wage Table - Health Care and Social Assistance

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Employer	Union	Expire	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
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						
						Housekeeping	15.97	16.37	16.70	17.03	17.41						
						Licensed Practical Nurse	31.06	31.84	32.48	33.13	33.87						
Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	24	2019-09-03	Health Care Aide	22.40	22.96	23.42	23.89	24.43	24.67	TBD				
						Housekeeping	3.00	2.50	2.00	2.00	2.25	1.00					
						Licensed Practical Nurse	3.00	2.50	2.00	2.00	2.25	1.00					
Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	48	2021-02-22	Health Care Aide	31.06	31.84	32.48	33.13	33.87	34.21	TBD				
						Housekeeping	3.00	2.50	2.00	2.00	2.25	1.00					
						Licensed Practical Nurse	3.00	2.50	2.00	2.00	2.25	1.00					
Club Sierra Lifestyles at River Ridge	UNA	2017-06-30	13	36	2015-03-26	Health Care Aide	23.18	23.70	23.70	23.82	23.94	24.36	24.36	24.60	24.91	25.28	
						Licensed Practical Nurse	2.00	2.25	0.00	0.50	0.50	0.50	1.75	0.00	1.00	1.25	1.50
						Registered Nurse	31.07	31.77	31.77	31.93	32.09	32.65	32.65	32.98	33.39	33.89	
Cold Lake Ambulance Society	HSAA	2022-05-31	51	58	2019-06-06	EMT-P [Advanced Care Paramedic]	45.99	46.95	47.65	48.36							
						Health Care Aide	1.00	2.00	1.50	1.50							
						Housekeeping					43.33	43.76	44.20	44.64			
Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-28	Health Care Aide											
						Housekeeping											
						Licensed Practical Nurse											
County of Stettler Housing Authority	CUPE	2020-12-31	82	36	2018-01-15	Health Care Aide	16.76	17.22	17.71	18.24	18.47	18.70	19.08				
						Housekeeping	3.00	2.75	2.85	3.00	1.25	1.25	2.00				
						Registered Nurse											
Covenant Care - Chateau Vitalline	AUPE	2018-06-30	72	11	2017-08-02	Health Care Aide											
						Housekeeping											
						Licensed Practical Nurse											
Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20	Registered Nurse											
						Housekeeping											
						Licensed Practical Nurse											

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Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
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	45.93	46.96	48.37	48.37	48.37	48.37				
						Health Care Aide	2.00	2.25	3.00	0.00	0.00	0.00				
Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30	Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95				
						Licensed Practical Nurse	3.00	1.20	0.80	0.00	0.00	0.00				
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	36	2018-11-30	Housekeeping	3.00	1.20	0.80	0.00	0.00	0.00				
						Housekeeping	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	2.00	2.00	1.00	0.00	0.00	1.00				
						Housekeeping	20.40	20.81	21.02	21.02	21.02	21.02	21.23			
Covenant Health - GSS	AUPE	2020-03-31	638	36	2019-05-29	Housekeeping	2.00	2.00	1.00	0.00	0.00	0.00				
						Housekeeping	20.40	20.81	21.02	21.02	21.02	21.02	21.23			
Covenant Health - Misericordia, Villas Caritas	CUPE	2021-03-31	600	36	2019-07-10	Housekeeping	2.00	2.00	1.00	0.00	0.00	0.00				
						Housekeeping	20.40	20.81	21.02	21.02	21.02	21.02	21.23			
Covenant Health - PMP/PMT	HSAA	2020-03-31	1,246	36	2018-05-24	Occupational Therapist I	48.08	48.64	49.65	49.65	49.65	49.65				
						Health Care Aide	1.00	1.25	2.00	0.00	0.00	0.00				
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04	Health Care Aide	23.75	24.46	24.95	24.95	24.95	24.95				
						Licensed Practical Nurse	3.00	3.00	2.00	0.00	0.00	0.00				
Covenant Health - St. Michael's Health Centre	CUPE	2020-03-31	91	24	2019-09-26	Housekeeping	16.94	17.28	21.02*	21.02	21.02	21.02	21.23			
						Housekeeping	2.00	2.00	1.00	0.00	0.00	0.00				
Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24	Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95				
						Licensed Practical Nurse	6.00	1.20	0.80	0.00	0.00	0.00				
Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2020-03-31	200	36	2018-06-29	Health Care Aide	24.47	24.76	24.96	24.96	24.96	24.96				
						Licensed Practical Nurse	3.00	1.20	0.80	0.00	0.00	0.00				
Crowsnest Pass Senior Housing	CUPE	2021-12-31	30	36	2019-04-22	Health Care Aide	18.69	19.06	20.26	20.46	20.87	21.08	21.40	21.83		
						Health Care Aide	2.00	2.00	Adj +	1.00	2.00	1.00	1.50	2.00		

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Cypress View Foundation	CUPE	2023-12-31	80	48	2020-10-27	Housekeeping	14.95	15.25	17.38	17.56	17.91	18.09	18.36	18.73			
						Health Care Aide	2.00	2.00	Adj +	1.00	2.00	2.00	1.00	1.50	2.00		
						Housekeeping	3.00	3.00	2.00	2.00	2.00	2.00	0.00	0.00	0.00	0.00	1.00
Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2022-12-31	60	24	2021-05-27	Health Care Aide	18.31	18.86	19.24	19.62	20.01	20.41	20.41	20.41	20.41	20.61	
						Housekeeping	3.00	3.00	2.00	2.00	2.00	2.00	2.00	0.00	0.00	0.00	0.00
DynaLIFE DX	HSAA	2022-03-31	1,069	60	2019-02-06	Housekeeping	15.86	16.18	16.50	16.83	17.04	17.30	17.64	17.73	17.82		
						Medical Laboratory Technologist I	2.25	2.00	2.00	2.00	1.25	1.50	2.00	2.00	0.50		
Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15	Health Care Aide	40.49	41.00	41.82	41.82	41.82	41.82	TBD	TBD			
						Housekeeping	1.00	1.25	2.00	0.00	0.00	0.00					
East Central 911 Call Answer Society	HSAA	2024-12-31	6	60	2020-01-23	Health Care Aide	21.73	21.95	22.17	22.61	23.07	23.07	23.30	23.65			
						Housekeeping	0.00	1.00	1.00	2.00	2.00	0.00	1.00	1.50			
East Central Ambulance Association	HSAA	2022-07-31	28	24	2021-01-26	Emergency Fire Dispatcher	17.11	17.28	17.45	17.80	18.15	18.15	18.33	18.61			
						Primary Care Paramedic (PCP)	0.00	1.00	1.00	2.00	2.00	0.00	1.00	1.50			
Evergreens Foundations	IUOE	2022-06-19	83	24	2019-05-29	Health Care Aide	23.44	23.91	24.39	24.88	25.38	25.89	25.89	25.89	25.89	TBD	
						Housekeeping	2.00	2.00	2.00	2.00	2.00	2.00	0.00	0.00	0.00		
Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20	Licensed Practical Nurse	30.69	30.69	31.61	32.01	34.40*	34.40	34.40	34.40	34.40		
						Health Care Aide	3.00	0.00	3.00	1.25	0.00	0.00	0.00	0.00	0.00		
Extendicare (Canada)	CUPE	2020-12-31	415	48	2019-10-29	Licensed Practical Nurse	18.29	18.66	19.06	19.63	20.02	21.52*	21.95				
						Health Care Aide	2.00	2.00	2.00	3.00	2.00	0.00	2.00				
Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15	Registered Nurse	19.99	20.19	20.19	20.28	20.48	20.48					
						Housekeeping	1.00	1.00	0.00	0.45	1.00	0.00					
Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15	Registered Nurse	29.49	29.78	29.78	29.94	30.24	30.24					
						Health Care Aide	1.00	1.00	0.00	0.54	1.00	0.00					
Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15	Registered Nurse	23.11	23.69	24.16	24.16	24.16	24.16	24.71				
						Housekeeping	3.00	2.50	2.00	0.00	0.00	0.00	1.00	1.25			
Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15	Registered Nurse	18.70	19.17	19.55	19.55	19.55	19.75	19.75	19.99			
						Housekeeping	3.00	2.50	2.00	0.00	0.00	0.00	1.00	1.25			
Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15	Registered Nurse	33.95	34.36	34.63	34.63	34.63	34.63	TBD				
						Housekeeping	3.00	1.20	0.80	0.00	0.00	0.00					
Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15	Registered Nurse	45.93	46.96	48.37								
						Housekeeping	2.00	2.25	3.00								

Collective Agreement Wage Table - Health Care and Social Assistance

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¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04	Health Care Aide	23.11	23.63	24.16	24.16						
						Licensed Practical Nurse	3.87	2.25	2.25	0.00						
Extendicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	36	2016-08-04	Housekeeping	19.19	19.62	20.06	20.06						
						Health Care Aide	3.00	2.25	2.25	0.00						
Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21	Health Care Aide	23.11	23.63	24.16	24.16						
						Housekeeping	3.00	2.25	2.25	0.00						
Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21	Housekeeping	18.70	19.12	19.55	19.55						
						Licensed Practical Nurse	3.00	2.25	2.25	0.00						
Extendicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28	Registered Nurse	33.95	34.71	35.49	35.49						
							3.00	2.25	2.25	0.00						
Extendicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28	Registered Nurse	48.37	48.37	48.37	48.37						
							0.00	0.00	0.00							
Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22	Health Care Aide	23.11	23.63	24.16	24.16						
						Licensed Practical Nurse	3.00	2.25	2.25	0.00						
Extendicare (Canada) - Eaux Claires	UNA	2017-07-31	32	48	2015-12-15	Registered Nurse	33.95	34.71	35.49	35.49						
							3.00	2.25	2.25	0.00						
Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20	Health Care Aide	45.93	46.96	48.37	48.37						
						Housekeeping	2.00	2.25	3.00							
Extendicare (Canada) - Fort Macleod	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	23.11	23.63	24.16	24.16						
						Health Care Aide	3.00	2.25	2.25	0.00						
Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20	Health Care Aide	18.70	19.12	19.55	19.55						
						Housekeeping	3.00	2.25	2.25	0.00						
Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20	Licensed Practical Nurse	33.95	34.71	35.49	35.49						
						Registered Nurse	3.00	2.25	2.25	0.00						
Extendicare (Canada) - Fort Macleod	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	45.93	46.96	48.37	48.37						
						Health Care Aide	2.00	2.25	3.00							
Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20	Health Care Aide	23.11	23.63	24.16	24.16						
						Housekeeping	4.00	2.25	2.25	0.00						
Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20	Housekeeping	18.70	19.13	19.55	19.55						
						Licensed Practical Nurse	3.00	2.25	2.25	0.00						
Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20	Licensed Practical Nurse	33.95	34.71	35.49	35.49						
							3.00	2.25	2.25	0.00						

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Employer

Employer	Union	Expire	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20	Health Care Aide	23.11	23.63	24.16	24.16							
						Housekeeping	4.90	2.25	2.25	0.00							
						Licensed Practical Nurse	18.71	19.13	19.56	19.56							
Extendicare (Canada) - Holyrood	UNA	2017-07-31	20	48	2015-12-15	Registered Nurse	3.00	2.25	2.25	0.00							
						Registered Nurse	33.95	34.71	35.49	35.49							
Extendicare (Canada) - Leduc	UNA	2017-07-31	17	48	2015-12-15	Registered Nurse	3.00	2.25	2.25	0.00							
						Registered Nurse	45.93	46.96	48.37								
Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20	Health Care Aide	2.00	2.25	3.00								
						Housekeeping	2.00	2.25	3.00								
Extendicare (Canada) - Mayerthorpe	UNA	2017-07-31	5	48	2015-12-15	Registered Nurse	23.11	23.63	24.16	24.16							
						Registered Nurse	3.87	2.25	2.25	0.00							
Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26	Housekeeping	3.00	2.25	2.25	0.00							
						Licensed Practical Nurse	19.19	19.62	20.06	20.06							
Extendicare (Canada) - Mayerthorpe	UNA	2017-07-31	5	48	2015-12-15	Registered Nurse	3.00	2.25	2.25	0.00							
						Registered Nurse	33.95	34.71	35.49	35.49							
Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26	Health Care Aide	3.00	2.25	2.25	0.00							
						Housekeeping	45.93	46.96	48.37	TBD							
Extendicare (Canada) - Michener Hill	UNA	2017-07-31	45	48	2015-12-15	Registered Nurse	2.00	2.25	3.00								
						Registered Nurse	45.93	46.96	48.37								
Extendicare (Canada) - Viking	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	2.00	2.25	3.00								
						Registered Nurse	45.93	46.96	48.37								
Extendicare (Canada) - Vulcan	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	2.00	2.25	3.00								
						Registered Nurse	45.93	46.96	48.37								
Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15	Registered Nurse	2.00	2.25	3.00								
						Registered Nurse	45.93	46.96	48.37								
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15	Health Care Aide											
						Licensed Practical Nurse	24.46	24.95	25.32	25.70							
Foothills Regional Emergency Services Commission	HSAA	2022-12-31	14	36	2020-01-29	Communications Specialist											
						Health Care Aide	33.95	34.63	35.15	35.68							
Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23	Health Care Aide	31.55	32.50	33.47	34.47	35.50	36.57	37.12	37.68	38.43		
						Health Care Aide	3.00	3.00	3.00	3.00	3.00	3.00	3.00	1.50	1.50	2.00	

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Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06	Housekeeping			19.12	19.50	19.89					
						Licensed Practical Nurse			2.00	2.00	2.00					
						Health Care Aide	23.75	TBD								
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11	Housekeeping	18.88	TBD								
						Health Care Aide	24.46	24.75	24.95							
						Housekeeping	3.00	1.20	0.80							
						Licensed Practical Nurse	19.26	19.65	19.85							
						Occupational Therapist I	2.00	2.00	1.00							
Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	36	2019-07-11	Registered Nurse	33.94	34.35	34.62							
						Health Care Aide	3.00	1.20	0.80							
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	48	2015-11-17	Registered Nurse	48.08	48.68	49.65	49.65	49.65	49.65				
						Registered Nurse	1.00	1.25	2.00	0.00	0.00	0.00				
Good Samaritan Society - South Ridge Village	USWA	2021-06-30	150	48	2018-07-04	Registered Nurse	45.93	46.96	48.37							
						Health Care Aide	2.00	2.25	3.00							
Grande Spirit Foundation	CUPE	2022-06-30	98	36	2019-07-10	Health Care Aide	23.76	24.05	24.24	24.24	24.24	24.24				
						Housekeeping	1.50	1.20	0.80	0.00	0.00	0.00				
Green Acres Foundation - Alberta Rose Lodge	AUPE	2021-12-31	20	47	2018-02-16	Housekeeping	19.06	19.44	19.63	19.63	19.63	19.83				
						Licensed Practical Nurse	1.50	2.00	1.00	0.00	1.00					
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16	Registered Nurse	32.97	33.37	33.64	33.64	33.64	33.64				
						Housekeeping	1.50	1.20	0.80	0.00	0.00	0.00				
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16	Housekeeping	18.13	18.67	18.67	18.86	19.05	19.62	20.21	20.82		
						Food Services	3.00	3.00	0.00	1.00	1.00	3.00	3.00	3.00		
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		
						Food Services	3.00	2.50	2.50	2.50	1.50	1.50	1.50	2.00		
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		
						Food Services	3.00	2.50	2.50	2.50	1.50	1.50	1.50	2.00		
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16	Health Care Aide	23.75	24.46	25.07	25.70	26.09	26.48	26.87	27.41		
						Licensed Practical Nurse	3.00	2.50	2.50	2.50	1.50	1.50	1.50	2.00		
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16	Registered Nurse	32.96	33.95	34.80	35.67	36.21	36.75	37.30	38.05		
						Registered Nurse	3.00	2.50	2.50	2.50	1.50	1.50	1.50	2.00		
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16	Registered Nurse	44.59	45.93	47.08	48.26						
						Registered Nurse	3.00	2.50	2.50							

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2016-02-16	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		
						Registered Nurse	44.59	45.93	47.08	48.26						
Haven of Rest and Sunnyside Nursing Home	USWA	2020-03-31	126	36	2017-04-01	Health Care Aide	24.45	24.45	24.94	27.94	27.94	27.94	27.94			
						Housekeeping Aide	18.60	18.60	18.97	18.97	18.97	18.97	18.97			
						Licensed Practical Nurse	33.95	34.36	34.63	34.63						
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28	Registered Nurse		46.96	48.37	48.37						
								3.00	0.00							
Homeland Housing	CUPE	2020-12-31	150	36	2018-02-21	Housekeeping	18.13	18.49	18.86	19.24	19.24	19.62	20.02			
Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31	Health Care Aide	24.46	24.86	25.20	25.58						
						Licensed Practical Nurse	33.95	34.46	34.98	35.50						
Hong Lok Management - Edmonton Chinatown Care Centre	UNA	2014-03-31	22	29	2012-09-18	Registered Nurse										
Intercare - Brentwood, Chinook, Southwood	CUPE	2020-06-30	934	24	2018-09-12	Health Care Aide	21.75	21.75	22.19	22.52	22.75	23.20*				
						Housekeeping	3.00	0.00	2.00	1.50	1.00	1.00				
						Licensed Practical Nurse	2.00	0.00	2.00	1.50	0.00	0.00				
						Housekeeping	32.03	32.03	32.67	33.17	33.50	33.84				
Intercare - Kingsland Terrace	CUPE	2021-03-31	46	24	2020-03-19	Housekeeping	3.00	0.00	2.00	1.50	1.00	1.00				
						Licensed Practical Nurse				17.42	17.59	17.59	17.68			
Lacombe Foundation	CLAC	2021-12-31	73	24	2020-02-24	Health Care Aide										
						Housekeeping	20.30	20.71	21.12	21.62	23.78	24.26	24.62	TBD		
Lakeland Lodge & Housing Foundation	CUPE	2021-12-31	27	24	2019-07-01	Housekeeping	17.52	17.87	18.48	19.22	19.60	19.89	TBD			
						Housekeeping	17.12	17.55	17.99	18.12	18.25	18.62	18.80	18.99		
						Housekeeping	3.00	2.50	2.50	0.70	0.70	2.00	1.00	1.00		

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Lamont County Housing	AUPE	2021-12-31	40	36	2018-12-21	Housekeeping		17.22	17.65	18.09	18.45	18.82	19.20			
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	1.00	1.25	2.00	0.00	0.00	0.00				
Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14	Health Care Aide	45.93	46.96	48.37	48.37	48.37	48.37				
Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	36	2019-06-14	Licensed Practical Nurse	24.46	24.75	24.95	24.95	24.95	24.95				
Lloydminster Region Housing Group - Pioneer Complex	CUPE	2021-02-28	75	36	2018-06-28	Health Care Aide	3.00	1.20	0.80	0.00	0.00	0.00				
Medicine Hat Diagnostic Laboratory	HSAA	2017-03-31	70	16	2015-11-13	Housekeeping	3.00	1.20	0.80	0.00	0.00	0.00				
Mountain View Seniors Housing - Mount View Lodge	AUPE	2021-12-31	50	44	2020-09-11	Housekeeping	20.89	21.31	21.52	21.52	21.52	21.74				
Mountain View Seniors Housing - Sundre Seniors' Supportive Living	AUPE	2020-12-31	44	41	2019-04-05	Licensed Practical Nurse	2.00	2.00	1.00	0.00	0.00	1.00				
Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30	Health Care Aide	16.52	16.97	17.31	17.57	17.99	18.26	18.62			
						Housekeeping	2.50	2.75	2.00	1.50	2.40	1.50	2.00			
						Licensed Practical Nurse					34.63	35.15	35.85			
						Medical Laboratory Technologist I		43.87	44.75		1.50	1.50	2.00			
						Health Care Aide					24.46	24.83	25.32			
						Laundry/Housekeeping					1.50	1.50	2.00			
						Health Care Aide					17.07	17.58	17.76			
						Housekeeping					3.00	3.00	1.00			
						Licensed Practical Nurse					24.95	25.08				
						Health Care Aide					17.58	17.67				
						Housekeeping					34.32	34.49				
						Licensed Practical Nurse					0.50	0.50				
						Health Care Aide	23.31	23.77	24.25	24.67	25.10	25.54				
						Housekeeping	2.00	2.00	2.00	1.75	1.75	1.75				
						Licensed Practical Nurse	15.58	15.89	16.21	16.49	16.78	17.08				
						Health Care Aide	2.00	2.00	2.00	1.75	1.75	1.75				
						Housekeeping	32.32	32.97	33.63	34.22	34.82	35.43				
						Licensed Practical Nurse	2.00	2.00	2.00	1.75	1.75	1.75				

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Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29	Health Care Aide	22.41	22.75	23.09	23.44	23.91	24.51					
						Housekeeping	5.00	1.50	1.50	1.50	2.00	2.50					
						Licensed Practical Nurse	18.05	18.32	18.59	18.87	19.25	19.73					
Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13	Health Care Aide	27.52	27.93	28.35	28.77	29.34	30.07					
						Housekeeping (Support Services)	5.00	1.50	1.50	1.50	2.00	2.50					
						Licensed Practical Nurse	24.23	24.71									
Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	18	2019-02-15	Registered Nurse											
						Health Care Aide	1.50	2.00									
						Housekeeping (Support Services)	18.04	18.40									
Park Place Seniors Living - Devonshire Care Centre	AUPE	2020-03-31	183	36	2020-01-10	Housekeeping	1.50	2.00									
						Licensed Practical Nurse	33.98	34.66									
						Registered Nurse	48.37										
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	18	48	2017-09-29	Registered Nurse	22.38	22.83	23.17	23.63	23.87	24.11	24.35				
						Health Care Aide	6.75	2.00	1.50	2.00	0.00	1.00	1.00				
						Housekeeping	19.21	19.59	19.88	20.29	20.49	20.69	20.90				
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	18	48	2017-09-29	Licensed Practical Nurse	3.00	2.00	1.50	2.00	0.00	1.00	1.00				
						Registered Nurse	31.06	31.68	32.16	32.80	33.13	33.46	33.79				
						Health Care Aide	3.64	2.00	1.50	2.00	0.00	1.00	1.00				
Park Place Seniors Living - Emerald Gardens	CUPE	2021-04-30	48	36	2018-09-21	Registered Nurse	44.87	46.22	46.96	47.66	48.37	48.37					
						Health Care Aide	3.00	3.00	1.60	1.50	1.50	0.00					
						Housekeeping	22.76	22.99	23.33	23.80	24.04	24.46	24.89				
Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24	Health Care Aide	3.00	1.00	1.50	2.00	1.00	1.75	1.75				
						Licensed Practical Nurse	17.74	17.92	18.19	18.55	18.74	19.06	19.40				
						Housekeeping	3.00	1.00	1.50	2.00	1.00	1.75	1.75				
Park Place Seniors Living - Hardisty Care Centre - GSS	AUPE	2021-03-31	60	24	2020-01-21	Health Care Aide	22.38	22.83	23.17	23.40	23.75	24.23					
						Licensed Practical Nurse	3.00	2.00	1.50	1.00	1.50	2.00					
						Housekeeping	31.06	31.68	32.16	32.48	32.97	33.63					
Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	48	2018-01-12	Registered Nurse	4.00	2.00	1.50	1.00	1.50	2.00					
						Housekeeping	18.65	18.65	18.84	19.03	19.23	19.43					
						Health Care Aide	1.00	1.00	1.00	1.00	1.00	1.00					
Park Place Seniors Living - Hardisty Care Centre - PMP/PMT	UNA	2019-03-31	4	15	2018-01-12	Occupational Therapist	45.48	45.93	46.96	48.37	48.37	48.37					
						Registered Nurse	1.00	1.00	2.25	3.00	0.00	0.00					
						Housekeeping	43.80	43.80	44.68	46.91							

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23	Health Care Aide	22.85	23.31	23.66	23.89	24.49	24.85							
						Housekeeping	5.30	2.00	1.50	1.00	2.50	1.50							
						Licensed Practical Nurse	18.82	2.00	1.50	1.00	1.50	2.00							
Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28	Health Care Aide	3.00	2.00	1.50	1.00	1.50	2.00							
						Housekeeping	33.95	34.46	34.80	35.15	36.03	36.57							
						Licensed Practical Nurse	7.00	1.50	1.00	1.00	2.50	1.50							
Pharma Plus Speciality Pharmacy Services [Calgary]	HSAA	2019-06-30	30	36	2017-02-14	Pharmacy Technician I	24.46	24.70	25.08	25.33	25.71	26.22							
						Health Care Aide	3.00	1.00	1.50	1.00	1.50	2.00							
						Licensed Practical Nurse	17.16	1.00	1.50	1.00	1.00	1.50	2.00						
Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07	Pharmacy Technician I	33.95	34.29	34.80	35.15	35.68	36.39							
						Health Care Aide	3.00	1.00	1.50	1.00	1.50	2.00							
						Licensed Practical Nurse	35.35	35.35	35.79	36.24	36.78								
Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21	Health Care Aide	0.00	0.00	1.25	1.25	1.50	1.50							
						Housekeeping	24.46												
						Licensed Practical Nurse	3.00												
Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24	Health Care Aide				23.98	24.46	24.95							
						Housekeeping				NA	2.00	2.00							
						Licensed Practical Nurse				NA	2.00	2.00							
Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20	Health Care Aide				32.98	33.64	34.31							
						Housekeeping				NA	2.00	2.00							
						Licensed Practical Nurse				NA	2.00	2.00							
Cook						Health Care Aide	24.46	24.70	25.08	25.45	25.83	25.96	26.09	26.22					
						Housekeeping	6.12	1.00	1.50	1.50	1.50	0.50	0.50	0.50					
						Licensed Practical Nurse	18.22	1.00	1.50	1.50	1.50	0.50	0.50	0.50					
Cook						Health Care Aide	3.00	1.00	1.50	1.50	1.50	0.50	0.50	0.50					
						Housekeeping	33.95	34.29	34.80	35.33	35.86	36.04	36.22	36.40					
						Licensed Practical Nurse	7.17	1.00	1.50	1.50	1.50	0.50	0.50	0.50					
Cook						Health Care Aide							24.70	24.95	25.07	25.20			
						Housekeeping													
						Licensed Practical Nurse													

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
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			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			0.75	1.50	1.75	1.50					
						Licensed Practical Nurse			0.75	1.50	1.75	1.50					
Prairie Emergency Medical Systems	HSAA	2020-03-31	141	36	2018-08-24	EMT-P [Advanced Care Paramedic]	45.84	46.53	47.46	47.46	47.46	47.46					
						Health Care Aide	2.00	1.50	2.00	0.00	0.00	0.00					
						Housekeeping	20.64	21.00	21.32	21.32	21.53	21.53	TBD				
Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-09	Health Care Aide	0.00	1.75	1.50	0.00	1.00	0.00		1.00			
						Housekeeping	17.65	17.96	18.23	18.23	18.41	18.84	TBD				
						Licensed Practical Nurse	0.00	1.75	1.50	0.00	1.00	0.00		1.00			
Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18	Health Care Aide	30.40	30.93	31.40	31.40	31.71	31.71	TBD				
						Housekeeping	20.65	21.01	21.22	21.43	21.65	21.65	TBD				
						Licensed Practical Nurse	0.00	1.75	1.00	1.00	1.00	0.00		1.00			
Qualicare - Rivercrest Lodge Nursing Home Ltd	AUPE	2019-03-31	13	48	2017-02-13	Health Care Aide	17.22	17.52	17.70	17.87	18.05	18.05	TBD				
						Housekeeping	0.00	1.75	1.00	1.00	1.00	0.00		1.00			
						Licensed Practical Nurse	31.06	31.06	31.53	31.84	32.16						
Qualicare - Rivercrest Lodge Nursing Home Ltd	UNA	2020-03-31	32	33	2020-03-03	Registered Nurse	4.70	0.00	1.50	1.00	1.00						
						Registered Nurse	43.99	46.96	48.37	48.37	48.37	48.37	48.37				
						Registered Nurse	2.50	6.75*	3.00	0.00	0.00	0.00		0.00			
Revera	UNA	2017-12-31	89	48	2015-06-15	Registered Nurse	45.03	45.93	46.96	46.96							
						Registered Nurse	0.00	2.00	2.25	0.00							

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¹Number of employees per ALRB Certificate / *Other Adjustment

Employer	Union	Expire	EEs ¹	Term	Settled On	Classification	Employer																	
							2014	2015	2016	2017	2018	2019	2020	2021	2022	2023								
Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25	Health Care Aide	23.30	23.77	24.31	24.79														
						Housekeeping	3.00	2.00	2.25	2.00														
						Licensed Practical Nurse	19.83	20.23	20.69	21.10														
Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09	Health Care Aide	33.95	34.63	35.41	36.12														
						Housekeeping	3.00	2.00	2.25	2.00														
						Licensed Practical Nurse	21.09	21.35	21.62	22.05	22.50													
Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28	Health Care Aide	17.34	17.56	17.78	18.14	18.50													
						Housekeeping	2.00	1.25	1.25	2.00	2.00													
						Licensed Practical Nurse	29.33	29.69	30.06	30.66	31.28													
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01	Health Care Aide	2.00	1.25	1.25	2.00	2.00													
						Housekeeping	20.89	21.42	21.85	22.34	22.84													
						Licensed Practical Nurse	2.50	2.50	2.00	2.25	2.25													
Revera Lessee - Chateau Renoir Retirement Residence	CUPE	2020-04-30	23	36	2017-11-23	Health Care Aide	18.24	18.70	19.07	19.50	19.94													
						Housekeeping	2.50	2.50	2.00	2.25	2.25													
						Licensed Practical Nurse	31.37	32.15	32.79	33.53	34.28													
Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08	Health Care Aide	2.50	2.50	2.00	2.25	2.25													
						Housekeeping	18.93	22.38	22.83	23.29	23.76													
						Licensed Practical Nurse	5.00	18.25	2.00	2.00	2.00													
Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12	Health Care Aide	17.24	17.76	18.12	18.48	18.85													
						Housekeeping	3.00	3.00	2.00	2.00	2.00													
						Licensed Practical Nurse	29.45	30.33	30.94	31.56	32.19													
Revera Lessee - Heartland Retirement Residence	CUPE	2022-12-31	45	48	2020-12-17	Health Care Aide	13.97	14.32	14.72	15.01	15.31													
						Housekeeping	2.00	2.50	2.75	2.00	2.00													
						Licensed Practical Nurse	22.52	23.19	23.90	24.38	24.87	25.36												

Collective Agreement Wage Table - Health Care and Social Assistance

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¹Number of employees per ALRB Certificate / *Other Adjustment

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Employer	
Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17	Licensed Practical Nurse	26.12	26.77	27.31	27.58	28.13	28.69	29.27	30.85	32.47			
						Health Care Aide	2.50	2.50	2.00	1.00	2.00	2.00	2.00	2.00	5.40	5.25		
						Licensed Practical Nurse	19.72	20.11	20.51	20.93	21.35	21.78	22.22					
Revera Lessee - Meadowlands	UFCW	2020-12-31	73	48	2019-04-08	Licensed Practical Nurse	28.87	29.45	30.04	30.64	31.26	31.89	32.53					
						Health Care Aide	3.50	2.00	2.00	2.00	2.00	2.00	2.00	2.00				
						Housekeeping	14.97	15.27	15.65	16.00	16.36	16.69	17.02					
Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15	Licensed Practical Nurse	25.54	26.05	27.70	28.32	28.96	29.54	30.13					
						Health Care Aide	2.00	2.00	6.33	2.25	2.25	2.25	2.00	2.00				
						Housekeeping												
Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03	Licensed Practical Nurse	22.38	22.99	23.62	24.21	24.69	25.18	25.62					
						Health Care Aide	3.50	2.75	2.75	2.50	2.00	2.00	1.75					
						Housekeeping	15.66	16.09	16.53	16.94	17.28	17.63	17.94					
Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19	Licensed Practical Nurse	31.06	31.91	32.79	33.61	34.28	34.97	35.58					
						Health Care Aide	9.80	2.75	2.75	2.50	2.00	2.00	1.75					
						Housekeeping												
Rexall Pharma Plus Pharmacies [Edmonton]	HSAA	2019-06-30	39	39	2017-05-23	Licensed Practical Nurse												
						Pharmacy Technician I	35.35	35.35	35.35	36.00	36.72							
						Housekeeping	0.00	0.00	0.00	1.85	2.00							
Ridge Country Housing	CUPE	2020-12-31	27	36	2018-02-15	Licensed Practical Nurse	15.91	16.23	16.55	17.05	17.30	17.56	18.00					
						Housekeeping	3.00	2.00	2.00	3.00	3.00	3.00	5.025	1.50	2.50			

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06	Health Care Aide	22.51	23.52	24.58	24.58	24.58	24.58					
						Housekeeping	11.70	4.50	4.50	0.00	0.00	0.00					
						Licensed Practical Nurse	18.43	18.98	19.55	19.55	19.55	19.55					
Sage Properties - Prince of Peace Manor & Harbour	CUPE	2022-06-30	100	24	2020-11-03	Health Care Aide	3.00	3.00	3.00	3.00	3.00	3.00	20.10	20.42	20.73	21.08	
						Licensed Practical Nurse	11.60	3.00	3.00	0.00	0.00	0.00					
						Health Care Aide							20.10	20.42	20.73	21.08	
Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14	Health Care Aide	22.88	23.46	24.05*								
						Licensed Practical Nurse	3.00	2.50	0.80								
						Registered Nurse	32.74	33.56	34.58*								
Salem Manor Nursing Home	USW	2020-07-13	40	36	2018-10-11	Housekeeping	3.00	2.50	0.80								
						Registered Nurse	45.93	46.96	48.37								
						Housekeeping	2.00	2.25	3.00								
Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15	Food Services (Dietary Aide)	19.08	19.55	19.75	19.75	20.15*	TBD					
						Health Care Aide	18.64	19.01	19.20	19.20	19.20	19.39	TBD	TBD			
						Registered Nurse	2.00	2.00	1.00	0.00	1.00	1.00					
Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13	Health Care Aide	24.46	24.75	24.95	24.95	24.95	24.95	TBD	TBD			
						Housekeeping	3.00	1.20	0.80	0.00	0.00	0.00					
						Registered Nurse	45.93	46.96	48.37	48.37	48.37	48.37	TBD	TBD			
SbraREIT Assisted Living I - Amica Britannia	CUPE	2024-02-29	100	48	2020-12-22	Health Care Aide	2.00	2.25	3.00	0.00	0.00	0.00					
						Housekeeping	24.30	24.91	25.66	26.04	26.44	26.44	26.44	27.23			
						Licensed Practical Nurse	2.50	2.50	3.00	1.50	1.50	1.50	0.00	0.00	3.00		
Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15	Health Care Aide	17.87	18.31	18.86	19.14	19.43	19.43	20.01				
						Housekeeping	2.50	2.50	3.00	1.50	1.50	1.50	0.00	0.00	3.00		
						Licensed Practical Nurse	33.74	34.59	35.62	36.15	36.70	36.70	36.70	37.80			
Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15	Health Care Aide	2.50	2.50	3.00	1.50	1.50	1.50	0.00	0.00	3.00		
						Housekeeping	19.75	20.15	20.55	20.96	21.38	21.81	22.24				
						Licensed Practical Nurse	16.75	17.09	17.43	17.78	18.13	18.50	18.87				
Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15	Health Care Aide	26.38	26.91	27.45	28.00	28.56	29.13	29.71				
						Housekeeping	2.00	2.00	2.00	2.00	2.00	2.00	2.00				
						Licensed Practical Nurse	17.00	17.17	17.34	17.52	1.00	1.00	1.00				

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							2014	2015	2016	2017	2018	2019	2020	2021	2022	2023					
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											
						Housekeeping	16.62	16.95	17.91*	18.18											
						Licensed Practical Nurse	29.72	30.31	30.84	31.30											
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										
						Housekeeping	16.81	17.15	17.49	17.80	18.25										
						Health Care Aide	23.28	23.75	24.10	24.58	25.07										
Seasons Retirement Communities - Sunrise Village (High River) - ANC	CUPE	2020-06-30	77	24	2019-03-25	Licensed Practical Nurse	1.00	2.00	1.50	2.00	2.00										
						Housekeeping	32.00	32.64	33.13	33.79	34.47										
						Housekeeping	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										
						Health Care Aide	19.71	20.10	20.51	20.87	21.33										
						Housekeeping	16.25	16.58	16.91	17.20	17.59										
Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16	Health Care Aide	19.71	20.10	20.41	20.76	21.23										
						Housekeeping	16.25	16.58	16.82	17.12	17.50										
						Health Care Aide	19.71	20.05	20.41	20.71	21.02										
Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05	Housekeeping	16.81	17.10	17.40	17.66	17.93										
						Health Care Aide	19.71	20.05	20.41	20.71	21.02										
						Housekeeping	16.81	17.10	17.40	17.66	17.93										
Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2020-12-31	33	48	2017-04-24	Health Care Aide	24.34	24.83	25.08	25.33	25.33										
						Housekeeping	1.50	2.00	1.00	0.00	0.00										
						Licensed Practical Nurse	33.95*	34.29	34.63	34.98	34.98										
Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16	Health Care Aide	0.00	1.00	1.00	0.00	1.00	0.00									
						Housekeeping	19.92	20.32	20.53	20.74	20.95										
						Licensed Practical Nurse	33.95*	34.29	34.63	34.98	34.98										

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Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18	Health Care Aide	24.34	24.83	25.08	25.08	25.33	25.33	25.33			
						Housekeeping	1.50	2.00	1.00	0.00	1.00	0.00	0.00			
						Licensed Practical Nurse	19.92	20.32	20.53	20.74	20.95					
Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	147	36	2019-01-14	Health Care Aide	33.95*	34.29	34.63	34.63	34.98	34.98	34.98			
						Licensed Practical Nurse	0.00	1.00	1.00	0.00	1.00	0.00	0.00			
						Independent Living Attendant	24.34	24.83	25.08	25.08	25.33	25.33	25.33			
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	16	36	2019-01-14	Health Care Aide	22.11	22.33	22.56	22.56	23.01	23.01	23.01			
						Licensed Practical Nurse	2.50	1.00	1.00	0.00	2.00	0.00	0.00			
						Registered Nurse	24.34	24.83	25.08	25.08	25.33	25.33	25.33			
Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10	Health Care Aide	1.50	2.00	1.00	0.00	1.00	0.00	0.00			
						Licensed Practical Nurse	33.95*	34.29	34.63	34.63	34.98	34.98	34.98			
						Registered Nurse	0.00	1.00	1.00	0.00	1.00	0.00	0.00			
Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	36	2020-04-23	Health Care Aide	45.93	46.96	48.37	48.37	48.37	48.37	48.37			
						Licensed Practical Nurse	2.00	2.25	3.00	0.00	0.00	0.00	0.00			
						Registered Nurse	24.34	24.83	25.08	25.08	25.33	25.33	25.33			
Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15	Health Care Aide	1.50	2.00	1.00	0.00	1.00	0.00	0.00			
						Licensed Practical Nurse	33.95*	34.29	34.63	34.63	34.98	34.98	34.98			
						Registered Nurse	0.00	1.00	1.00	0.00	1.00	0.00	0.00			
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		
						Licensed Practical Nurse		NA	1.00	0.50	1.50	1.50	1.50			
						Housekeeping	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	2.00	5.93	1.00	0.50	1.50	1.50	1.50	1.50		
						Licensed Practical Nurse					20.58	20.79				
						Housekeeping										
St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02	Health Care Aide	22.20	22.47	22.65	22.65	22.65	22.65	22.65			
						Licensed Practical Nurse	3.50	1.20	0.80	0.00	0.00					
						Housekeeping	25.14	25.44	25.65	TBD	TBD					
St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15	Health Care Aide	3.00	1.20	0.80	TBD	TBD					
						Licensed Practical Nurse	33.94	34.35	34.62	TBD	TBD					
						Registered Nurse	3.00	1.20	0.80							
St. Michael's Long Term Care Centre	UNA	2020-03-31	15	36	2020-01-08	Health Care Aide	45.93	46.96	48.37	48.37	48.37	48.37	48.37			
						Licensed Practical Nurse	2.00	2.25	3.00	0.00	0.00	0.00	0.00			
						Registered Nurse	21.55	21.81	21.98	21.98	21.98					
St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01	Health Care Aide	NA	1.20	0.80	0.00	0.00					
						Licensed Practical Nurse										
						Housekeeping										

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Stettler & District Ambulance Association	HSAA	2023-03-31	20	48	2019-09-16	Housekeeping	16.64	16.84	16.97	16.97						
						Advanced Care Paramedic	NA	1.20	0.80	0.00	44.75	44.75	44.75	44.75	44.75	TBD
Sylvan Lake Lodge	CLAC	2020-12-31	30	36	2018-03-21	Housekeeping	1.00	1.25	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
						Health Care Aide	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	21.54	21.97	22.41	22.86	23.43	23.90	24.38	24.87	25.49	
						Housekeeping	2.00	2.00	2.00	2.00	2.50	2.00	2.00	2.00	2.00	2.50
Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25	Health Care Aide	24.46	24.75	24.95							
						Licensed Practical Nurse	3.00	1.20	0.80							
Touchmark at Wedgewood	UNA	2017-03-31	15	48	2015-01-22	Registered Nurse	33.95	34.36	34.63							
						EMT-P	2.00	2.25	3.00							
Town of Vegreville - Ambulance	CUPE	2017-10-31	25	31	2016-01-15	EMT-P	38.72	43.87	44.75	TBD						
						Health Care Aide	2.25	13.30*	2.00							
Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC	2023-03-31	160	36	2020-02-07	Health Care Aide	21.38	21.81	22.46	23.13	23.83	24.78	25.28	26.03	26.81	
						Housekeeping	3.00	2.00	3.00	3.00	3.00	4.00	2.00	3.00	3.00	3.00
Vegreville Association for Living in Dignity	USW	2020-09-30	32	60	2017-12-20	Community Disability Worker	19.89	20.29	20.90	21.53	22.18	23.06	23.52	24.23	24.95	
						Housekeeping	3.00	2.00	3.00	3.00	3.00	4.00	2.00	3.00	3.00	
Venta Care Centre Ltd.	UNA	2017-08-31	16	48	2015-01-15	Registered Nurse	20.48	20.48	20.48	20.48	20.48	20.48	20.48	20.48		
						Health Care Aide	12.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21	Health Care Aide	45.93	46.96	48.37							
						Licensed Practical Nurse	2.00	2.25	3.00							
Venta Care Centre Ltd. - GSS	AUPE	2017-07-31	50	24	2016-12-21	Health Care Aide	24.46	24.75	24.95							
						Licensed Practical Nurse	3.00	1.20	0.80							
Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24	Health Care Aide	20.10	20.50	20.91							
						Housekeeping	3.00	2.00	2.00							
						Health Care Aide			21.21	21.53	22.18	22.85				
						Housekeeping			16.39	16.64	17.14	17.66				
									9.50	1.50	3.00	3.00				

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Well Being Services - Monterey Place	AUPE	2022-03-31	130	60	2020-06-10	Licensed Practical Nurse			31.90	32.39	33.36	34.37					
						Registered Nurse			1.45	1.50	3.00	3.00					
									43.84	44.50	45.85	47.23					
Westlock Foundation - Pembina Lodge & Smithfield Lodge	CUPE	2017-12-31	60	36	2014-10-22	Health Care Aide	19.57	20.17	21.00	21.32	21.53	22.17	22.40	22.62			
						Housekeeping	4.00	3.00	4.00	1.50	1.00	3.00	1.00	1.00			
							15.45	15.91	16.39	16.64	16.80	17.31	17.48	17.65			
						Licensed Practical Nurse	3.00	3.00	3.00	1.50	1.00	3.00	1.00	1.00			
							30.53	31.14	32.07	32.55	32.88	33.86	34.20	34.54			
Westlock Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05	Housekeeping	17.28	17.63	18.07	18.61							
						EMT-P	3.00	2.00	2.50	3.00							
Wheatland & Adjacent Districts Emergency Medical Services	HSAA	2018-03-31	35	36	2016-02-26	EMT-P	44.19	44.85	45.75	45.75							
						Housekeeping	3.00	1.50	2.00	0.00							
Wheatland Lodge	CUPE	2020-04-30	25	24	2018-06-11	Housekeeping	17.97	18.42	18.79	19.16	19.54	19.93					
						Health Care Aide	2.50	2.50	2.00	2.00	2.00	2.00					
Willow Creek Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05	Health Care Aide	19.98	20.48	20.99								
						Housekeeping	2.50	2.50	2.50								
Wood Buffalo Housing & Development	CUPE	2020-12-31	41	36	2019-10-17	Housekeeping	17.95	18.40	18.86								
							23.02	23.71	23.71	23.71	23.71	23.71	23.71	23.71	23.71	23.71	23.71
Wood Buffalo Housing & Development - Rotary House	CUPE	2020-12-31	25	24	2019-04-15	Resident Service Aide	3.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00			
						Housekeeping	25.93	26.71	27.51	28.34	28.34	28.34	28.34	28.34	28.34	28.34	28.34
Workers Compensation Board - Millard Health	HSAA	2020-12-31	129	36	2019-03-11	Occupational Therapist I	4.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
							47.89	48.84	49.82	50.94	50.94	50.94	50.94	50.94	50.94	50.94	
							3.00	2.00	2.00	2.50	0.00	0.00	0.00	0.00	0.00	0.00	

Collective Agreement Wage Table - Municipalities

Per Cent Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Beaver County	Operating Engineers Local 955	35	2022-08-19	24	2020-09-01	Varies	2.50	2.50	0.00	0.50	0.50	1.00	0.00				
Brazeau County	Operating Engineers Local 955	40	2021-12-31	24	2019-10-16	3.00	3.00	1.50	1.75	0.00	0.00	1.50	1.50				
Blood Tribe Police Commission	Blood Tribe Police Association	27	2018-03-31	36	2016-11-26	1.50	3.50	2.50	2.50								
Calgary Public Library	CUPE Local 1169	650	2020-12-31	36	2019-06-23	1.80	2.40	3.50	4.00	0.00	0.00	0.00					
Camrose County	Operating Engineers Local 955	40	2023-12-31	36	2021-05-25	2.00	3.00	3.00	3.50	0.00	1.00	1.50	0.00	0.00	0.00		
City of Airdrie	IAFF Local 4778	71	2020-12-31	36	2019-07-05	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	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	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	2.25	2.75	3.00	2.50	0.00	1.50	1.50					
City of Calgary	Calgary Police Senior Officers' Asso	37	2018-01-05	12	2016-12-16	2.25	2.75	3.00	2.50								
City of Calgary	Carpenters Local 2103	11	2018-01-05	48	2014-06-26	1.80	3.20	3.50	4.00								
City of Calgary	IAFF Local 255	1,387	2019-12-31	24	2019-09-27	2.25	2.50	2.50	2.50	0.00	1.50						
City of Calgary	IBEW Local 254	162	2021-03-30	36	2020-08-17	1.80	3.20	3.50	4.00	0.00	0.00	1.50					
City of Calgary - Civic Foremen	CUPE Local 709	460	2021-01-03	36	2019-04-23	1.80	3.20	3.50	4.00	0.00	0.00	1.50					
City of Calgary - Emergency Communications Officers	IBEW Local 254	307	2021-01-03	36	2019-12-19	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	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	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	1.75	2.00	2.50	2.00	1.25	1.25	2.25					
City of Camrose	CUPE Local 1425	105	2021-12-31	12	2020-10-05	2.00	2.25	2.50	1.50	1.50	2.00	0.00	0.00				
City of Cold Lake	AUPE	118	2021-12-31	48	2018-08-07	4.90	3.00	3.00	3.25	1.50	1.50	1.75	2.25				
City of Edmonton	Civic Service Union 52	4,400	2020-12-19	24	2020-08-17	2.00	2.25	2.75	3.00	3.00	0.00	0.00					
City of Edmonton	CUPE Local 30	3,545	2020-12-19	12	2019-12-13	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	2.40	2.50	2.75	2.25	2.50	1.50	1.50					

Collective Agreement Wage Table - Municipalities

Per Cent Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
City of Edmonton	Edmonton Police Service Senior Officers' Association	40	2020-12-20	36	2019-06-09	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	2.00	2.25	2.50	3.00	2.50							
City of Edmonton	IBEW Local 1007	100	2018-12-22	47	2015-01-08	2.00	2.25	2.75	3.00	3.00							
City of Edmonton - DATS	ATU Local 569	131	2021-12-18	16	2019-09-05	2.00	2.25	2.75	3.00	3.00	0.00	0.00					
City of Edmonton - Transit	ATU Local 569	2,339	2020-12-19	24	2020-02-27	2.00	2.25	2.75	3.00	3.00	0.00	0.00					
City of Fort Saskatchewan	CUPE Local 30	247	2022-12-31	36	2021-03-09	5.00	2.50	3.00	0.00	2.00	2.00	0.00	0.00	1.50			
City of Grande Prairie	CUPE Local 787	644	2021-12-31	36	2019-08-26	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	3.56	1.50	1.79	1.95	1.85	2.15						
City of Lacombe	Lacombe Police Association	21	2025-12-31	60	2021-03-22	2.00	2.25	2.50	2.00	1.00	1.75	1.75	1.00	2.00	1.75	2.00	2.00
City of Leduc	IAFF Local 4739	80	2020-12-31	36	2019-11-04	1.35	2.35	1.83	2.00	2.25	2.25	2.00					
City of Lethbridge	CUPE Local 70	860	2022-12-31	48	2018-12-10	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	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	2.00	2.00	2.00	2.00	2.25	1.00	1.50	1.50	2.00			
City of Lethbridge	Lethbridge Police Association	166	2020-12-31	36	2019-12-16	3.00	2.00	2.50	2.00	2.00	2.00	2.00					
City of Lethbridge	Lethbridge Regional Police Senior Officers	3	2020-12-31	36	2020-01-27	3.00	2.84	2.50	2.00	2.00	2.00	0.00					
City of Lethbridge	Operating Engineers Local 955	12	2022-12-31	48	2019-01-10	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	35	2024-12-31	60	2021-03-09	2.25	2.00	2.00	2.50	3.00	1.00	1.50	0.00	0.00	1.50	2.00	
City of Lethbridge - Transit	ATU Local 987	173	2022-12-31	48	2019-06-24	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	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	2022-12-31	36	2020-08-17	2.50	2.25	2.00	0.00	2.00	2.00	0.00	0.00	2.00			
City of Medicine Hat	IAFF Local 263	78	2018-12-31	42	2016-11-07	3.50	2.00	2.12	0.00	2.00							
City of Medicine Hat	Medicine Hat Police Association	114	2020-12-31	48	2019-04-15	2.50	2.50	2.50	0.00	2.00	2.00	3.50					

Collective Agreement Wage Table - Municipalities

Per Cent Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
City of Medicine Hat - Electrical Distribution	IBEW Local 254	51	2019-12-31	48	2017-08-08	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	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	3.00	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	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	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	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	1.50	2.00	2.00	2.00	2.00	2.50						
City of Spruce Grove	Operating Engineers Local 955	99	2021-12-31	72	2016-05-05	3.00	3.00	2.00	2.25	2.50	2.75	0.00	0.00				
City of St. Albert	CUPE Local 941	154	2021-12-31	36	2019-11-12	2.70	2.70	2.25	2.00	2.50	2.00	0.00	1.25				
City of St. Albert	IAFF Local 2130	116	2019-12-31	24	2019-10-03	2.60	1.60	1.68	1.95	2.10	2.20						
City of St. Albert - Diversified Transportation	ATU Local 569	57	2022-12-31	48	2019-04-30	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	3.50	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	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	18	2024-12-31	48	2020-09-01	2.00	2.00	2.00	0.00	1.00	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	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	3.00	3.00	2.40	2.40	0.00	1.75	1.75	2.25				
County of Wetaskiwin No. 10	Operating Engineers Local 955	36	2023-12-31	35	2021-02-11	2.50	3.00	3.00	3.50	0.50	1.00	1.50	0.00	0.00	0.00		
Edmonton Public Library	Civic Service Union 52	620	2018-12-22	60	2015-01-22	2.00	2.25	2.75	3.00	3.00							
Edson & District Public Library	CUPE Local 2838	9	2022-12-31	48	2019-03-20	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	2.00	3.00	3.00	0.50	1.50	\$.80	1.50					
Lethbridge County	CUPE Local 2800	50	2022-12-31	48	2019-02-13	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	2.00	2.00	2.00	2.50	3.00	1.00	1.50	1.50	2.00			

Collective Agreement Wage Table - Municipalities

Per Cent Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Lloydminster Public Library	CUPE Local 2114	8	2022-12-31	36	2020-03-18	3.00	1.00	2.75	5.00	1.00	1.00	2.00	2.00	2.00			
Mackenzie County	AUPE	74	2022-12-31	48	2019-11-27	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	35	2023-12-31	36	2020-11-02	2.00	2.00	2.00	2.00	0.00	0.00	0.00	2.00	1.50	0.00		
Municipal District of Pincher Creek No. 9	CUPE Local 927	18	2022-12-31	48	2019-02-04	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	2.60	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	2.00	1.96	1.92	1.00	2.50	0.00	0.00	0.00				
Municipality of Crowsnest Pass	CUPE Local 812	60	2022-12-31	48	2020-07-17	3.50	1.00	2.00	2.50	3.00	0.00	0.00	1.00	1.00			
Municipality of Jasper	CUPE Local 1458	116	2020-12-31	36	2018-07-30	3.50	2.50	3.00	3.50	2.00	1.25	2.50					
Parkland County - Community Peace Officers	Operating Engineers Local 955	15	2021-12-31	24	2020-01-24	3.00	3.00	3.10	3.00	3.50	3.00	0.25	0.75				
Parkland County - Public Works	Operating Engineers Local 955	93	2021-12-31	24	2020-02-05	3.00	3.00	3.00	3.00	1.00	2.00	0.75	0.75				
Red Deer Public Library	CUPE Local 4810	75	2020-12-31	30	2019-03-25	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	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	4.00	3.00	4.50	2.00	2.25	2.25	2.50					
Regional Municipality of Wood Buffalo - Transit	CUPE Local 1505	111	2023-12-31	60	2020-04-02			12.38	11.00	9.90	2.77	1.25	TBD	TBD			
Rocky View County	IAFF Local 4794	151	2020-12-31	36	2020-04-21	0.00	2.30	3.26	2.00	2.00	2.00	2.00					
Saddle Hills County	AUPE	52	2022-12-31	48	2020-02-13	3.50	2.50	2.75	3.25	3.50	1.50	1.75	2.00	2.00			
Smoky Lake County	CUPE Local 4575	9	2021-12-31	36	2018-12-11	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	2.00	3.38	3.00	1.50	1.50	1.50	1.50					
Strathcona County	AUPE	165	2019-12-31	36	2018-04-20	3.00	2.75	2.75	1.00	1.75	1.50						
Sundre Library Board	CUPE Local 417	3	2017-12-31	36	2014-11-12	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	1.00	2.00	1.50	1.75	2.00				
Town of Blackfalds	CUPE Local 417	60	2021-12-31	36	2018-11-18	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	3.50	4.00	4.00	1.00	1.50	0.75	1.25	1.00				

Collective Agreement Wage Table - Municipalities

Per Cent Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
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	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	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	1.50	2.50	2.50	3.00	2.00	2.00	2.25	2.25			
Town of Coaldale	AUPE	62	2021-12-31	48	2019-02-05	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	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	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	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	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	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	3.50	2.75	2.75	3.00	3.00	0.00	1.00	2.25	2.50			
Town of Fort Macleod	CUPE Local 70	23	2021-12-31	12	2020-11-24	3.00	3.00	3.00	3.00	1.00	2.00	2.00	1.00				
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	2.75	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	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	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	3.00	1.50	1.50	2.50	2.00	2.00	2.00					
Town of Nanton	CUPE Local 37	20	2023-12-31	36	2021-04-16	5.55	2.50	3.00	2.00	2.00	1.30	1.40	0.50	1.00	1.00		
Town of Nobleford	CUPE Local 2800	4	2022-12-31	48	2018-10-18	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	2.60	2.25	2.50	1.60	0.00	2.50						
Town of Peace River	CUPE Local 898	99	2022-12-31	36	2020-04-29	3.50	3.50	3.50	1.25	2.00	2.00	1.00	1.30	1.50			
Town of Picture Butte	CUPE Local 2800	10	2022-12-31	24	2021-06-11	2.00	3.00	3.00	3.00	2.00	2.00	2.25	1.00	1.00			
Town of Pincher Creek	CUPE Local 927	26	2022-03-31	48	2018-10-03	1.75	2.50	3.00	3.25	1.25	1.50	2.00	2.50				

Collective Agreement Wage Table - Municipalities

Per Cent Increases

Employer	Union	Ees	Expiry Date	Term	Settled On	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Town of Ponoka	AUPE	64	2019-12-31	36	2018-07-23	4.00	3.00	3.50	0.00	1.50	2.20						
Town of Ponoka	IBEW Local 254	4	2021-12-31	24	2020-06-01	3.00	3.00	3.50	0.00	1.00	1.75	0.00	1.00				
Town of Raymond	CUPE Local 70	25	2022-12-31	48	2019-02-11	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	2023-12-31	48	2020-02-24	3.00	3.00	2.00	2.00	2.00	2.00	0.00	1.00	1.25	1.50		
Town of Stettler	CUPE Local 971	28	2020-12-31	36	2018-01-25	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	2.00	2.60	3.25	3.00	2.50	1.50	2.50					
Town of Taber	CUPE Local 2038	94	2021-12-31	12	2020-12-20	3.00	1.00	1.00	3.00	2.00	2.00	2.00	0.00				
Town of Taber	Taber Police Association	15	2021-12-31	36	2019-05-16	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	2.50	2.50	1.75	2.25	2.25	1.75	1.75	2.00				
Town of Three Hills	CUPE Local 417	21	2023-12-31	36	2021-02-04	3.00	2.50	2.50	2.50	0.75	1.00	2.00	0.00	0.50	0.50		
Town of Vulcan	CUPE Local 37	8	2022-12-31	24	2020-12-11	2.00	2.50	2.50	2.50	1.80	2.00	2.20	0.00	0.00			
Town of Wainwright	CUPE Local 5606	50	2021-12-31	36	2018-11-18	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	3.00	2.50	2.50	3.00	3.00	1.00	1.25	1.75	2.00			
Westlock County	CUPE Local 3007	40	2020-12-31	36	2018-09-07	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				

Collective Agreement Wage Table - Post-Secondary Education

Per Cent Increases

Employer

Employer Operating Name	Union Operating Name	Ees	Expiry Date	Term	Settled On	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	2019-05-09	4.00	3.50	5.70	4.30	0.5	2.50	2.50	3.50	2.00	2.25	2.50	0.00	0.00	0.00	1.00	1.00
	Faculty Association	91	2020-06-30	12	2020-06-19	4.25	4.25	4.00	5.00	0.00	1.00	1.00	2.75	2.50	2.50	1.00	1.55	1.30	0.00	0.00	0.00
Athabasca University	AUPE	248	2020-06-30	36	2019-02-27	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	0.00	1.00	1.00
	Faculty Association	400	2020-06-30	24	2019-07-12	4.75	4.00	4.50	4.40	2.20	2.00	2.25	0.00	0.00	1.75	2.00	2.00	0.00	0.00	0.00	0.00
	CUPE Local 3911 [Tutors]	294	2019-06-30	36	2018-06-18	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	0.00	0.00	0.00
Banff Centre	CUPE Local 4318	607	2022-03-31	36	2019-06-19	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	2019-11-30	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	0.00	1.00	1.00
	Faculty Association	598	2020-06-30	36	2018-12-14	4.00	4.00	NA	3.71	0.00	2.00	4.00	0.00	2.50	2.25	2.00	0.00	0.00	0.00	0.00	0.00
Concordia University College	Faculty Association	61	2021-06-30	60	2017-04-19								0.91	0.91	1.83	1.50	1.50	0.00	0.00	0.00	0.00
Grande Prairie Regional College	Academic Staff Association	145	2019-08-14	24	2018-04-26	NA	NA	NA	NA	1.45	2.00	2.00	2.00	2.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00
	Employees' Association	144	2021-06-30	48	2018-06-15	NA	4.00	NA	NA	0.00	2.00	2.00	2.00	2.00	2.00	2.00	0.00	0.00	0.00	TBD	TBD
Grande Prairie Regional College - Fairview	AUPE	66	2020-07-01	36	2019-11-05	NA	NA	NA	NA	0.00	2.00	2.00	0.00	2.00	2.25	2.50	0.00	0.00	0.00	1.00	1.00
Grant MacEwan University	Faculty Association	984	2020-06-30	12	2019-10-03	4.00	4.00	4.50	4.50	0.00	1.75	1.75	2.00	0.00	2.25	2.25	0.00	0.00	0.00	0.00	0.00
Grant MacEwan University	Staff Association	1,200	2020-06-20	12	2019-07-01	2.00	2.00	0.00	0.00	0.00	2.00	2.50	3.00	0.00	2.00	2.25	0.00	0.00	0.00	0.00	0.00
Keyano College	CUPE Local 2157	114	2020-06-30	12	2020-04-15	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	0.00	0.00	0.00
	Faculty Association	105	2020-06-30	36	2018-05-25	4.20	4.20	4.50	4.60	0.00	2.00	2.00	3.00	2.00	2.50	2.00	0.00	0.00	0.00	0.00	0.00
Lakeland College	AUPE	292	2020-06-30	36	2019-03-09	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	0.00	1.00	1.00
	Faculty Association	194	2018-06-30	24	2016-12-14	3.00	NA	4.25	6.00	0.00	2.00	2.00	0.00	2.50	2.00	1.90	TBD				
Lethbridge College	AUPE	348	2020-06-30	36	2019-06-05	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	0.00	1.00	1.00
	Faculty Association	373	2020-06-30	24	2019-10-09	4.00	4.50	4.50	4.50	0.00	1.00	1.00	2.50	2.50	2.50	1.90	1.90	0.00	0.00	0.00	0.00
Medicine Hat College	AUPE	151	2020-06-30	36	2019-06-18	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	0.00	1.00	1.00
	Faculty Association	260	2020-06-30	24	2018-10-16	3.50	3.50	5.00	4.50	0.00	2.00	2.00	0.00	2.25	2.00	1.80	1.80	0.00	0.00	0.00	0.00

Collective Agreement Wage Table - Post-Secondary Education

Per Cent Increases

Employer

Employer Operating Name	Union Operating Name	Ees	Expiry Date	Term	Settled On	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Mount Royal University	Faculty Association	830	2020-06-30	24	2019-03-14	4.00	4.00	5.00	4.50	0.00	4.00	3.00	2.00	1.80	2.00	1.80	1.80	0.00	0.00	0.00	0.00
	Staff Association	646	2020-06-30	12	2019-06-19	4.00	4.00	5.00	4.50	0.00	0.00	3.00	2.00	2.00	2.25	2.50	0.0	0.0	TBD		
NAIT	Academic Staff Association	1,200	2019-06-30	36	2016-06-22	4.00	4.25	4.25	4.25	0.00	2.00	3.00	0.00	2.50	2.50	1.50	0.0	0.0			
	AUPE	1,240	2020-06-30	36	2019-03-11	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	1.00		
NorQuest College	AUPE	418	2020-06-30	36	2019-03-01	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	1.00		
	Faculty Association	400	2020-06-30	12	2019-06-29	NA	NA	NA	NA	NA	NA	1.50	0.00	0.00	3.00	2.75	2.50	2.50	0.00	0.00	0.00
Northern Lakes College	AUPE	125	2020-06-30	36	2019-06-03	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	1.00		
	Faculty Association	116	2020-06-30	12	2020-02-20	NA	4.00	4.00	4.00	0.00	2.00	2.00	3.00	2.25	2.25	2.50	0.00	0.00	0.00	0.00	
Olds College	AUPE	153	2020-06-30	36	2019-04-29	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	1.00		
	Faculty Association	83	2020-06-30	24	2019-01-25	4.30	4.20	4.00	4.30	0.00	2.00	2.00	3.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00
Portage College	AUPE	124	2020-06-30	36	2019-10-02	NA	4.20	4.00	NA	0.00	2.00	3.00	0.00	2.00	2.25	2.00	0.00	0.00	1.00		
	Faculty Association	104	2021-06-30	24	2020-02-13	4.30	4.20	4.00	4.50	0.6	1.00	10.5	3.00	3.00	2.00	2.25	0.00	0.00	0.00	0.00	0.00
Red Deer College	AUPE	301	2020-06-30	36	2019-03-27	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	1.00		
	CUPE Local 1445	135	2019-06-30	24	2018-04-17	4.00	4.00	4.00	4.25	0.00	2.00	2.00	3.00	3.00	2.50	2.00	2.00	0.00	0.00		
SAIT	Faculty Association	449	2019-06-30	36	2019-01-22	4.00	4.00	NA	NA	0.00	2.00	2.00	0.00	2.00	2.00	2.00	2.00	1.00	0.00		
	Academic Faculty Associatio	654	2020-06-30	36	2018-06-28	4.00	4.25	4.25	4.25	0.00	3.00	3.00	3.36	3.25	3.15	3.05					
University of Alberta	AUPE	798	2020-06-30	36	2019-09-11	3.00	1.50	4.25	4.25	0.00	2.00	2.50	0.00	2.00	2.25	2.50	0.00	0.00	1.00		
	Academic Staff	4,360	2020-06-30	24	2019-04-18	3.50	3.90	4.00	4.75	4.75	1.75	2.00	1.65	1.65	1.50	1.00	1.50	0.00	0.00		
University of Calgary	Non-Academic Staff	7,000	2019-03-31	36	2016-06-29	3.50	3.90	4.00	4.75	3.00	1.75	2.00	1.65	1.65	0.00	2.5	0.00	TBD			
	AUPE	5,596	2020-03-31	24	2019-03-25	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	Faculty Association	2,400	2020-06-30	12	2019-04-17	3.00	4.00	4.50	4.50	0.00	2.00	2.00	0.00	0.00	2.00	1.00	0.00	0.00	1.70		
	AUPE	506	2020-06-30	36	2019-03-15	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	1.00		
	Faculty Association	565	2020-06-30	24	2019-06-18	4.00	4.25	4.25	4.13	0.00	1.70	2.25	-1.00	1.75	0.95	1.60	1.80	0.00	0.00		