



Collective bargaining and government pay increases during Alberta's downturn

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About the Canadian Taxpayers Federation

The Canadian Taxpayers Federation is a federally incorporated, not-for-profit citizens' group dedicated to lower taxes, less waste and accountable government.

The CTF was founded in Saskatchewan in 1990 when the Association of Saskatchewan Taxpayers and the Resolution One Association of Alberta joined forces to create a national organization. At the end of 2019, the CTF had 235,000 supporters nationwide.

The CTF maintains a federal office in Ottawa and regional offices in British Columbia, Alberta, Prairie (Saskatchewan and Manitoba), Ontario, Québec and Atlantic Canada. Regional offices conduct research and advocacy activities specific to their provinces in addition to acting as regional organizers of Canada-wide initiatives.

CTF offices field hundreds of media interviews each month, hold press conferences and issue regular news releases, commentaries, online postings and publications to advocate on behalf of CTF supporters. CTF representatives speak at functions, make presentations to government, meet with politicians and organize petition drives, events and campaigns to mobilize citizens to effect public policy change. Each week CTF offices send out Let's Talk Taxes commentaries to more than 800 media outlets and personalities across Canada.

Any Canadian taxpayer committed to the CTF's mission is welcome to join at no cost and receive emailed Action Updates. Financial supporters can additionally receive the CTF's flagship publication *The Taxpayer* magazine, published three times a year.

The CTF is independent of any institutional or partisan affiliations. All CTF staff, board members and representatives are prohibited from donating to or holding a membership in any political party. In 2018-19 the CTF raised \$5.1 million on the strength of 30,517 donations. Donations to the CTF are not tax deductible as a charitable contribution.



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There's been a clear difference between the economic realities facing workers outside of government and the realities facing government employees. This divide is illustrated by the collective bargaining agreements in Alberta since the end of 2014 (when the downturn began) [published by the Alberta government](#). While many Albertans outside of government have struggled with pay cuts and job losses, there were 295 government wage settlements that led to government pay increases and no government unions agreed to pay reductions (Table 1).

In addition to the wage settlements that resulted in pay increases, thousands of government employees under so-called wage freeze agreements also received pay increases as they moved up their [salary grid](#), according to freedom of information requests obtained by the Canadian Taxpayers Federation. The Blue Ribbon Panel on Alberta's finances made a similar observation, [noting](#) that "even when salary increases remain at zero, unionized employees are eligible to receive annual merit/in-range increases as they move through the grid, which means that they are eligible for increases as high as 16 per cent over four years."

TABLE 1 Government wage settlements during Alberta's downturn (End of 2014 - Oct. 2020)	
Government union pay increases	295
Government union pay reductions	0

Table 2 shows where each government pay increase happened. The Appendix at the end of the report shows all the government wage settlements that resulted in pay increases during the downturn.

While hundreds of settlements led to pay increases, there were no government collective bargaining agreements that resulted in wage reductions since the downturn began at the end of 2014. In fact, the only bargaining unit to receive a pay cut since the early 2000s was a bus drivers union (2.88 per cent pay cut in 2012). The last broad government pay reduction occurred in 1994 – a five per cent reduction for Alberta government employees, [according](#) to freedom of information requests obtained by Secondstreet.org. Data on the City of Calgary's union agreements date back to 1974 and show no pay reductions since that time. Similarly, data for the City of Edmonton's union agreements date back to 1985 and show no pay reductions.

TABLE 2 Government wage settlement increase in Alberta (End of 2014 - Oct. 2020)	
Location	Number of government wage settlements resulting in pay increases
Calgary	30
Edmonton	25
Lethbridge	25
Medicine Hat	13
Red Deer	12
Grande Prairie	10
Regional Municipality of Wood Buffalo	7
Other locations or province-wide	173
Total wage increases	295
Total wage decreases	0

Private sector unions wage reductions

While there are no records of government pay reductions during Alberta's downturn, there were 107 union wage settlements outside of government that resulted in pay reductions. The largest single-year pay reduction was a 25 per cent pay cut. There were a dozen single-year double digit percentage pay reductions (Table 3). This table only includes union wage reductions but doesn't include the many other pay reductions (non-union) and job losses that have impacted Albertans working outside of government.

TABLE 3 Overview of private sector union wage reductions
(End of 2014 - Oct. 2020)

Number of private sector union wage reductions	107
Largest single-year pay reduction	-25%
Number of single-year pay reductions 10% or greater	12

While the Alberta Federation of Labour and other government union representatives are threatening “[general strikes](#),” many of the AFL’s private sector unions have agreed to take a cut during the downturn. In fact, 21 of the negotiated union wage reduction settlements came from AFL’s private sector [affiliates](#) (Table 4).

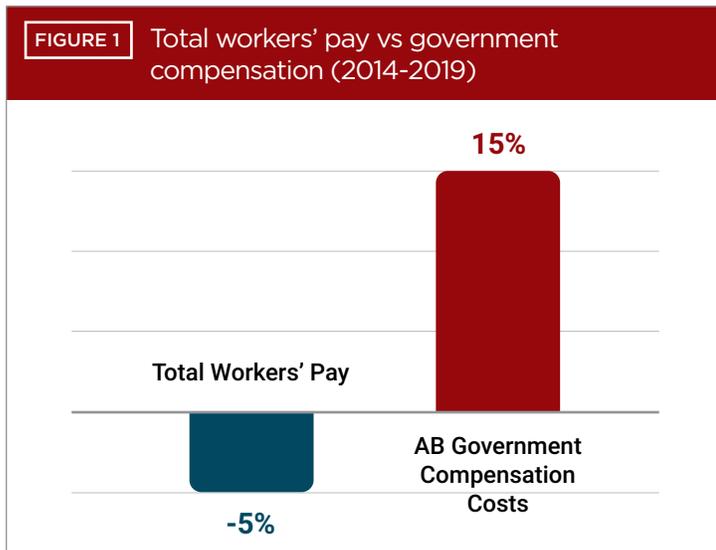
TABLE 4 AFL’s non-government unions agreeing to wage reductions during downturn

Company	Union	Settlement	Employees Covered
Supreme Group	Iron Workers Local 805	1 st year = -7% 2 nd year = 0%	163
CW Carry (1967)	Steelworkers Local 5575	1 st year = -\$1.45 per hour 2 nd year = \$0.65 per hour 3 rd year = \$0.75 per hour	52
Magna IV Engineering	IBEW Local 424	1 st year = -6.65%	52
Exchanger Industries	Boilermakers Local 146	1 st year = -11.5% 2 nd year = 0% 3 rd year = 2%	45
Alberta Custom Pipe Bending & Mfg. (2010)	Boilermakers Local 146	1 st year = -5%	7
Alberta Exchanger	Boilermakers Local 146	1 st year = -8%	19
Altex Industries	Boilermakers Local 146	1 st year = -5%	48
Dacro Industries	Boilermakers Local 146	1 st year = -3% 2 nd year = 0% 3 rd year = 0%	24
TIW Western, Nisku	Boilermakers Local 146	1 st year = 0% 2 nd year = -8.85% 3 rd year = 0%	5
Buffalo Metis Catering	UFCW Local 401	1 st year = -17.9% 2 nd year = 0% 3 rd year = 0%	220
Civeo Premium Services Employees Limited – Encana Kaybob Lodge	UFCW Local 401	1 st year = -5% 2 nd year = 0%	50
Centerline Geomatics	Operating Engineers Local 955	1 st year = -5.8% 2 nd year = 0%	20
Kal Tire	Machinists Local 99	1 st year = -2.5% 2 nd year = 0% 3 rd year = 0%	135
Wajax Power Systems	Machinists Local 1722	1 st year = -7% 2 nd year = 0%	42
Foremost Universal (Lloydminster)	Boilermakers Local 146	1 st year = -12% 2 nd year = 0%	107
Neegan Development	Operating Engineers Local 955	1 st year = -6% 2 nd year = AB CPI	200
Foremost Universal	Boilermakers Local 146	1 st year = -25% 2 nd year = 0%	7
TIW Western	Boilermakers Local 146	1 st year = -7.58% 2 nd year = 0%	30

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Aecon Mining	Operating Engineers Local 955	1 st year = -5.75% 2 nd - 5 th year = CPI	300
BFI Constructors	Operating Engineers Local 955	1 st year = -5.75% 2 nd year = CPI	325
KMC Mining	Operating Engineers Local 955	1 st year = -5.75% 2 nd -5 th year = AB CPI	480

The contrast between Alberta's government and private-sector unions highlight the broader division in Alberta. Between [2014](#) and [2019](#), the Alberta government's compensation costs increased by \$3.5 billion, or by nearly 15 per cent. In contrast, total compensation paid to all Alberta employees between 2014 and 2019 declined by [five per cent](#), as illustrated in Figure 1. Similar labour cost increases also occurred at the [municipal government level](#).



Appendix: Government pay increases by location

Calgary				
Government union wage increases = 30 Government union wage decreases = 0				
Organization	Union	Wage settlement	Settled on	Employees covered
City of Calgary	IBEW Local 254	1 st year = 0% 2 nd year = 0% 3 rd year = 1.5%	2020-08-17	162
City of Calgary	Carpenters Local 2103	1 st year = 0% 2 nd year = 0% 3 rd year = 1.5%	2019-12-03	3
City of Calgary	ATU Local 583	1 st year = 0% 2 nd year = 0% 3 rd year = 1.5%	2019-08-15	3,100
City of Calgary	Calgary Police Association	1 st year = 0% 2 nd year = 1.5% 3 rd year = 1.5%	2020-04-06	2,200
City of Calgary	IAFF Local 255	1 st year = 0% 2 nd year = 1.5%	2019-09-27	1,387
Calgary Parking Authority	CUPE Local 38	1 st year = 0% 2 nd year = 0.5% 3 rd year = 1.5%	2019-09-09	140
City of Calgary – Civic Foremen	CUPE Local 709	1 st year = 0% 2 nd year = 0% 3 rd year = 1.5%	2019-04-23	460
City of Calgary – Outside Workers	CUPE Local 37	1 st year = 0% 2 nd year = 0% 3 rd year = 1.5%	2019-04-18	2,800
Southern Francophone Education Region No. 4	Unifor Local 1990	1 st year = 2.5% 2 nd year = 2%	2019-04-09	75
City of Calgary – Inside Workers	CUPE Local 38	1 st year = 0% 2 nd year = 0% 3 rd year = 1.5%	2019-03-05	4,200
City of Calgary	Calgary Police Senior Officers' Association	1 st year = 2.5%	2016-12-16	37
City of Calgary	IAFF Local 255	1 st year = 2.5%	2017-02-22	1,496
City of Calgary	Calgary Police Association	1 st year = 2.5%	2016-12-14	2,176
Alberta College of Art & Design	Faculty Association	1 st year = 1% 2 nd year = CPI 3 rd year = CPI	2016-09-15	116
Mount Royal University	Mount Royal University Faculty Association	1 st year = 1.8% 2 nd year = 1.8%	2016-07-12	942
University of Calgary	Faculty Association	1 st year = 1%	2016-06-20	2,300
City of Calgary	Calgary Police Senior Officers' Association	1 st year = 2.25% 2 nd year = 2.75% 3 rd year = 3%	2016-02-24	40
City of Calgary	IAFF Local 255	1 st year = 2.25% 2 nd year = 2.5% 3 rd year = 2.5%	2016-09-28	1,496
University of Calgary	Faculty Association	1 st year = 2%	2015-06-22	2,300
University of Calgary	AUPE	1 st year = 2% 2 nd year = 2.25% 3 rd year = 2.25%	Oct-15	4,800
City of Calgary	Calgary Police Association	1 st year = 2.25% 2 nd year = 2.25% 3 rd year = 3%	Oct-15	2,001
Calgary Board of Education (CBE)	CBE Staff Association for Professional Support Staff	1 st year = 2.6%	Jul-15	175

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Mount Royal University	Mount Royal Staff Association	1 st year = 2% 2 nd year = 2.25% 3 rd year = 2.5%	Jun-15	678
City of Calgary – Emergency Communications Officer	IBEW Local 254	1 st year = 1.8% 2 nd year = 3.2% 3 rd year = 3.5% 4 th year = 4%	Jun-15	300
Calgary Board of Education	Calgary Board of Education Staff Association	1 st year = 2.6%	May-15	4,206
Calgary Board of Education	CUPE Local 40	1 st year = 2.6%	May-15	670
Bow Valley College	AUPE	1 st year = 2%	2016-06-27	316
Bow Valley College	AUPE	1 st year = \$1,350 lump sum 2 nd year = 2.25% 3 rd year = 2%	Mar-15	325
Calgary Roman Catholic Separate School District No. 1	Unifor Local 1990	1 st year = 0% 2 nd year = 0% 3 rd year = 2%	Feb-15	1,600
Bow Valley College	Bow Valley College Faculty Association	1 st year = 2% 2 nd year = 2.25% 3 rd year = 2.50%	Jan14/Dec 15	140

Edmonton				
Government union wage increases = 25 Government union wage decreases = 0				
Organization	Union	Wage settlements	Settled on	Employees covered
Edmonton School District No. 7 – Support Staff	CUPE Local 3550	1 st year = 0% 2 nd year = 0% 3 rd year = 1%	2019-03-19	3,000
Edmonton Catholic Separate School District No. 7	AUPE	1 st year = 0% 2 nd year = 0% 3 rd year = 0% 4 th year = 2%	2019-01-29	349
City of Edmonton	IAFF Local 209	1 st year = 3% 2 nd year = 2.5%	2018-12-21	1,112
City of Edmonton	Edmonton Police Association	1 st year = 1.5% 2 nd year = 1.5% 3 rd year = 1.5%	2018-12-21	1,900
Edmonton School District No. 7 – Custodial	CUPE Local 474	1 st year = 0% 2 nd year = 0% 3 rd year = 1.25%	2018-09-25	700
Edmonton School District No. 7 – Maintenance	CUPE Local 784	1 st year = 0% 2 nd year = 0% 3 rd year = 1.25%	2018-01-22	274
Edmonton Catholic Separate School District No. 7	Unifor Local 52A	1 st year = 0% 2 nd year = 0% 3 rd year = 1% 4 th year = 2%	2018-04-04	1,137
City of Edmonton	Edmonton Police Association	1 st year = 2.25%	2017-06-27	1,880
Edmonton School District No.7 – Support Staff	CUPE Local 3550	1 st year = \$.60 per hour 2 nd year = 1.75%	2017-05-09	2,716
Edmonton School District No. 7 – Custodial	CUPE Local 474	1 st year = 0% 2 nd year = 2% 3 rd year = 1.75%	2016-08-10	850
NAIT	NAIT Academic Staff Association	1 st year = 1.5% 2 nd year = 0% 3 rd year = 0%	2016-06-22	1,200
University of Alberta	Association of the Academic Staff	1 st year = 1.5% 2 nd year = 1% 3 rd year = 1.5%	2016-06-27	3,956
University of Alberta	Non-Academic Staff Association	1 st year = 2.5%	2016-06-29	6,678

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City of Edmonton	Edmonton Police Association	1 st year = 2.4% 2 nd year = 2.5% 3 rd year = 2.75%	2016-08-29	1,700
Edmonton Public School District No. 7 – Maintenance	CUPE Local 784	1 st year = 0% 2 nd year = 2% 3 rd year = 1.75%	2016-01-27	250
NorQuest College	NorQuest College Faculty Association	1 st year = 3% 2 nd year = 2.75% 3 rd year = 2.5% 4 th year = 2.5%	Sep-15	246
Edmonton Catholic Separate School District No. 7	AUPE	1 st year = 0% 2 nd year = 2% 3 rd year = 2.25% 4 th year = 2.5%	Jun-15	333
MacEwan University	MacEwan University Faculty Association	1 st year = 0% 2 nd year = 2.25% 3 rd year = 2.25%	Mar-15	1,000
MacEwan University	MacEwan Staff Association	1 st year = 0% 2 nd year = 2% 3 rd year = 2.25%	Mar-15	720
NorQuest College	AUPE	1 st year = 2% 2 nd year = 0% 3 rd year = 2% 4 th year = 2.25% 5 th year = 2.5%	Mar-15	260
Edmonton Public Library	Civic Service Union 52	1 st year = 2% 2 nd year = 2.25% 3 rd year = 2.75% 4 th year = 3% 5 th year = 3%	Jan14/Dec 15	530
City of Edmonton	Civic Service Union 52	1 st year = 2% 2 nd year = 2.25% 3 rd year = 2.75% 4 th year = 3% 5 th year = 3%	Jan14/Dec 15	4,040
City of Edmonton	CUPE Local 30	1 st year = 2% 2 nd year = 2.25% 3 rd year = 2.75% 4 th year = 3% 5 th year = 3%	Jan14/Dec 15	3,729
City of Edmonton – DATS	ATU Local 569	1 st year = 2% 2 nd year = 2.25% 3 rd year = 2.75% 4 th year = 3% 5 th year = 3%	Jan14/Dec 15	136
City of Edmonton – Transit	ATU Local 569	1 st year = 2% 2 nd year = 2.25% 3 rd year = 2.75% 4 th year = 3% 5 th year = 3%	Jan14/Dec 15	2,200

Lethbridge				
Government union wage increases = 25 Government union wage decreases = 0				
Organization	Union	Wage settlement	Settled on	Employees covered
City of Lethbridge	Lethbridge Police Senior Officers	1 st year = 2% 2 nd year = 2% 3 rd year = 0%	2020-01-27	3
Lethbridge School Division – Custodial	CUPE Local 290	1 st year = 0% 2 nd year = 2% lump sum	2019-05-28	80
Holy Spirit Roman Catholic Separate Regional Division No. 4, Custodial	CUPE Local 290	1 st year = 0%; 2% signing bonus 2 nd year = 0%; 1% signing bonus 3 rd year = 2%	2019-03-18	46
City of Lethbridge – Transit	ATU Local 987	1 st year = 1% 2 nd year = 1.5% 3 rd year = 1.5% 4 th year = 2%	2019-06-24	175
City of Lethbridge	IBEW Local 254	1 st year = 2.25% 2 nd year = 1% 3 rd year = 1.50% 4 th year = 1.50% 5 th year = 2%	2019-06-10	84
Lethbridge County	CUPE Local 2800	1 st year = 1% 2 nd year = 1% 3 rd year = 1% 4 th year = 1.5%	2019-02-13	50
City of Lethbridge	Operating Engineers Local 955	1 st year = 1% 2 nd year = 1.5% 3 rd year = 1.5% 4 th year = 2.00%	2019-01-10	12
City of Lethbridge	CUPE Local 70	1 st year = 1% 2 nd year = 1.5% 3 rd year = 1.5% 4 th year = 2%	2018-12-15	672
City of Lethbridge	IAFF Local 237	1 st year = 2.3% 2 nd year = 2% 3 rd year = 2% 4 th year = 2%	2018-10-01	197
Holy Spirit Roman Catholic Separate Regional Division No. 4	CUPE Local 1825	1 st year = 0%; 2% signing bonus 2 nd year = 0%; 1% signing bonus 3 rd year = 2%	2018-03-28	224
City of Lethbridge – Para Transit	ATU Local 987	1 st year = 2.5% 2 nd year = 3%	2017-06-19	35
Lethbridge School District No. 51 – Custodia	CUPE Local 290	1 st year = 2% 2 nd year = 0%	2017-02-16	75
City of Lethbridge	Lethbridge Police Association	1 st year = 2.5% 2 nd year = 2%	2017-03-27	164
Lethbridge College	AUPE	1 st year = 1.9%	2016-11-08	334
Lethbridge College	Lethbridge College Faculty Association	1 st year = 1.9% 2 nd year = 1.9%	2016-06-06	350
University of Lethbridge	AUPE	1 st year = 2.25%	2016-07-21	510
University of Lethbridge	University of Lethbridge Faculty Association	1 st year = 1.6%	2016-06-16	500
City of Lethbridge	IAFF Local 237	1 st year = 2% 2 nd year = 3% 3 rd year = 2.5% 4 th year = 2.2% 5 th year = 2.5%	2016-03-10	162
City of Lethbridge – Transit	ATU Local 987	1 st year = 2% 2 nd year = 2% 3 rd year = 2.5% 4 th year = 3%	Oct-15	175

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City of Lethbridge	IBEW Local 254	1 st -4 th year = 2%	15-Sep	100
University of Lethbridge	Faculty Association	3 rd year 0.95% Wage reopener	Aug-15	400
City of Lethbridge	CUPE Local 70	1 st year = 2% 2 nd year = 2% 3 rd year = 2.5% 4 th year = 3%	Jun-15	672
Lethbridge College	Lethbridge College Faculty Association	1 st year = 2% 2 nd year = 2% 3 rd year = 2.5% 4 th year = 3%	Jun-15	406
Lethbridge College	AUPE	1 st year = 2.5% 2 nd year = 2.5%	Mar-15	400
University of Lethbridge	AUPE	1 st year = 2% 2 nd year = 2.25%	Jan14/Dec 15	470

Medicine Hat				
Government union wage increases = 13 Government union wage decreases = 0				
Organization	Union	Wage settlement	Settled on	Employees covered
City of Medicine Hat	CUPE Local 46	1 st year = 0% 2 nd year = 0% 3 rd year = 2%	2020-08-17	800
City of Medicine Hat	Medicine Hat Police Association	1 st year = 0% 2 nd year = 2% 3 rd year = 2% 4 th year = 3.5%	2019-04-15	114
City of Medicine Hat – Electrical Distribution	IBEW Local 254	1 st year = 3% 2 nd year = 0% 3 rd year = 2% 4 th year = 2%	2017-08-08	51
City of Medicine Hat – Power & Water Generation	IBEW Local 254	1 st year = 3% 2 nd year = 0% 3 rd year = 2% 4 th year = 2%	2017-08-08	45
City of Medicine Hat	CUPE Local 46	1 st year = 0% 2 nd year = 2% 3 rd year = 2%	2017-04-04	850
Medicine Hat College	Faculty Association of Medicine Hat College	1 st year = 1.8% 2 nd year = 1.8%	2016-05-17	326
City of Medicine Hat	IAFF Local 263	1 st year = 1% 2 nd year = 2.14% 3 rd year = 0% 4 th year = 2%	2016-11-07	78
Medicine Hat Catholic Separate Regional Division No. 20	CUPE Local 829	1 st year = 1% 2 nd year = 1% 3 rd year = 1%	2016-09-19	20
Medicine Hat School District No. 76	CUPE Local 829	1 st year = 2% 2 nd year = 1% 3 rd year = 1% 4 th year = 2%	Sep-15	280
Medicine Hat College	Faculty Association of Medicine Hat College	1 st year = 0% 2 nd year = 2.25% 3 rd year = 2%	Jun-15	255
City of Medicine Hat	CUPE Local 46	1 st year = 2.50% 2 nd year = 2.25% 3 rd year = 2%	Mar-15	800
Medicine Hat College	AUPE	1 st year = 2% 2 nd year = 2.25% 3 rd year = 2.5%	Jan14/Dec 15	163
City of Medicine Hat	Medicine Hat Police Association	1 st year = 2.5% 2 nd year = 2.5% 3 rd year = 2.50%	Jan14/Dec 15	100

Red Deer				
Government union wage increases = 12 Government union wage decreases = 0				
Organization	Union	Wage settlement	Settled on	Employees covered
City of Red Deer	CUPE Local 417	1 st year = 1% 2 nd year = 1% 3 rd year = 2%	2018-10-30	1,195
City of Red Deer	IBEW Local 254	1 st year = 1% 2 nd year = 2%	2019-04-16	45
Red Deer College	Faculty Association of Red Deer College	1 st year = 2% 2 nd year = 1% 3 rd year = 0%	2019-01-22	449
City of Red Deer	ATU Local 1374	1 st year = 1% 2 nd year = 1% 3 rd year = 2%	2018-09-04	142
City of Red Deer	IAFF Local 1190	1 st year = 2.5% 2 nd year = 2.2% 3 rd year = 1.2%	2017-07-31	210
City of Red Deer	IBEW Local 254	1 st year = 1.75% 2 nd year = 2%	2017-03-07	44
Red Deer College	AUPE	1 st year = 2%	2016-08-08	250
Red Deer College	CUPE Local 1445	1 st year = 2%	2016-08-30	166
City of Red Deer	ATU Local 1374	1 st year = 1.5%	2016-07-04	156
City of Red Deer	CUPE Local 417	1 st year = 3% 2 nd year = 2% 3 rd year = 2%	Aug-15	889
Red Deer College	Faculty Association of Red Deer College	1 st year = 0% 2 nd year = 2% 3 rd year = 2%	Jun-15	300
Red Deer College	AUPE	1 st year = \$1,550 lump sum 2 nd year = 2% 3 rd year = 2.25%	Mar-15	245

Grand Prairie				
Government union wage increases = 10 Government union wage decreases = 0				
Organization	Union	Wage settlement	Settled on	Employees covered
City of Grande Prairie	CUPE Local 787	1 st year = 1% 2 nd year = 2% 3 rd year = 1.5%	2019-08-26	644
City of Grande Prairie	IAFF Local 2770	1 st year = 1.85% 2 nd year = 2.15%	2019-10-21	88
Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	1 st year = 0% 2 nd year = 0%; Lump sum 2.5% 3 rd year = 3%	2017-05-31	196
City of Grande Prairie	CUPE Local 787	1 st year = 1.5% 2 nd year = 1.8% 3 rd year = 2.25%	2016-09-15	590
Peace Wapiti School Division No. 76	Teamsters Local 362	1 st year = 2% 2 nd year = 0%	2016-05-27	23
City of Grande Prairie	IAFF Local 2770	1 st year = 1.5% 2 nd year = 1.79% 3 rd year = 1.95%	2016-05-30	84
Grande Prairie Regional College	Academic Staff Association	1 st year = 2%	Aug-15	230
Grande Prairie Regional College	Grande Prairie Regional College Employees' Association	3 rd year reopener = 2% 4 th year reopener = 2%	Jun-15	140
Grande Prairie Roman Catholic Separate School District. No. 28	Unifor Local 328	1 st year = 1% 2 nd year = 1.5% 3 rd year = 2%	May-15	156
County of Grande Prairie No. 1	IAFF Local 5108	1 st year = 2.5% 2 nd year = 4.25% 3 rd year = 4%	2018-07-26	57

Regional Municipality of Wood Buffalo		Government union wage increases = 7	Government union wage decreases = 0	
Organization	Union	Wage settlement	Settled on	Employees covered
Regional Municipality of Wood Buffalo	IAFF Local 2494	1 st year = 2% 2 nd year = 2.25% 3 rd year = 2.25% 4 th year = 2.5%	2019-10-03	175
Fort McMurray Public School District No. 2833	CUPE Local 2545	1 st year = 0% 2 nd year = 1% 3 rd year = 1.25%	2019-04-24	359
Regional Municipality of Wood Buffalo	CUPE Local 1505	1 st year = 1.5% 2 nd year = 1.25% 3 rd year = 1.25%	2018-07-31	891
Keyano College	CUPE Local 2157	1 st year = 1.5% 2 nd year = 0% 3 rd year = 0%	2018-07-04	114
Fort McMurray Catholic Board of Education	CUPE Local 2559	1 st year = 0% 2 nd year = 0% 3 rd year = 1% lump sum	2017-06-06	270
Keyano College	Keyano College Faculty Association	1 st year = 2% 2 nd year = 2.5% 3 rd year = 2%	Mar-15	146
Regional Municipality of Wood Buffalo	IAFF Local 2494	1 st year = 4% 2 nd year = 2% 3 rd year = 1.5%	Jan14/Dec 15	177

Other municipalities and province-wide settlements		Government union wage increases = 173	Government union wage decreases = 0
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You can find these wage settlements here: <http://taxpayer.com/media/Downturn-Government-wage-increase-other.xlsx>