



August 20, 2020

Reference: 2020-G-0249



Dear Gage Haubrich:

RE: *Freedom of Information and Protection of Privacy (FOIP) Act*
Final Letter

I am writing regarding your request for access to information under the *Freedom of Information and Protection of Privacy Act* (the Act), received May 1, 2020, for the following information:

Please provide documentation on the last time the city negotiated a pay reduction (or if one was decided by an arbitrator) with each of its unions and bargaining units (reduction to wages and salaries, not reductions to benefits, overtime pay, etc.). A summary note is preferable - for example:

*Fire Union, 2010, 1 % reduction
Police union, 2010, 1 % reduction
Transit union, 2008, 1.5% reduction
CUPE, 2011, 1% reduction*

Further, many cities often track negotiated settlements over time in a spreadsheet, noting the negotiated increase/decrease for each union by year. If one is available, please provide the most recent table.

Time period: January 1, 1900 to May 1, 2020

The City of Edmonton has information regarding wage increases back to 1985. A copy of the records is attached. Information that did not respond to your request is marked NR as non-responsive and duplicate information has been identified and removed.

Under section 65(1) of the Act, you may ask the Information and Privacy Commissioner to review these decisions. To request a review, you must complete and deliver a Request for Review form within 60 days from the date of this notice to the Commissioner at 410, 9925 – 109 Street, Edmonton, Alberta, T5K 2J8. The form is available under the Resources tab on the Commissioner's website www.oipc.ab.ca or you can call 1-888-878-4044 to request a copy of the form.

Section 67(1) of the Act requires the Commissioner to give a copy of your request for review to the head of a public body and to any other person who, in the Commissioner's opinion, is affected by the request. Therefore your request for review should not contain any information that you do not wish exchanged with the other parties.

If you wish to request a review, please provide the Office of the Commissioner with the following information:

1. The reference number quoted at the top of this notice.
2. A copy of this letter.
3. A copy of your original request for information that you sent to the City of Edmonton.

Cited sections of the FOIP Act can be found online at:

<http://www.qp.alberta.ca/documents/Acts/F25.pdf>

Sincerely,

Francesca Perri-Hill

Francesca Perri-Hill
Corporate Access & Privacy Analyst
Corporate Access and Privacy Office

Attachment(s):

1. Records - 3 pages (pages 1-3)

**CITY OF EDMONTON WAGE SETTLEMENTS
ALL UNIONS - 1985 to 2010**

Percentages do not include
monetary adjustments made to
specific classes in conjunction
with negotiations

	ATU 569	ATU 569 - DATS	CSU 52 (inside)	CUPE 3197 (EMS) (*divested to Alberta Health Services April 1, 2009)	CUPE Local 30 (outside)	Edmonton Fire Fighters'	IBEW 1007	N/R	Police Association	Senior Police Association
1985	0.00%	n/a	0.00%	n/a	0.00%	0.00%	0.00%		0.00%	
1986	0.00%	n/a	0.00%	n/a	0.00%	3.50%	0.00%		3.50%	
1987	3.50%	n/a	0.00%	n/a	3.50%	3.50%	3.50%		3.50%	
1988	3.50%	n/a	9.34%	n/a	3.50%	0.00%	3.20%		9.66%	
1989	3.50%	n/a	4.00%	n/a	0.00%	0.00%	4.00%		4.00%	
1990	4.50%	n/a	4.50%	n/a	0.00%	11.95%	6.10%		4.50%	
1991	5.50%	n/a	5.50%	n/a	8.70%	5.50%	5.50%		5.50%	
1992	3.00%	n/a	3.00%	1.50%	3.00%	4% FF / 3% Service 3%,	3.00%		4.00%	4.00%
1993	3.00%	n/a	3.00%	3.00%	3.00%	1% Dec - FF / 3% Service	3.00%		0.00%	0.00%
1994	0.00%	n/a	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%
1995	0.00%	n/a	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%
1996	0.00%	n/a	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%
1997	\$250 lump sum	n/a	\$250	0.00%	\$250 lump sum	2.243%	\$250 lump sum		2.24%	2.24%
1998	2.00%	n/a	2.00%	2% + \$250 lump sum	2.00%	2.35% - Jan, 1% - July	2.00%		2.35% - Jan, 1% - July	2.35% - Jan, 1% - July
1999	3.00%	n/a	3.00%	3.00%	3.00%	3% - Jan, 1% - July	3.00%		3% - Jan, 1% - July	3% - Jan, 1% - July
2000	3.00%	2.00%	3.00%	0.00%	3.00%	3.00%	3.00%		3.00%	3.00%
2001	3.00%	2.50%	3.00%	3.50%	3.00%	3.00%	3.00%		3.00%	3.00%
2002	3.00%	2.50%	3.00%	3.90%	3.00%	3.00%	3.00%		3.00%	3.00%

Prepared by: City of Edmonton Labour Relations
Last Updated: June 2010



CITY OF EDMONTON WAGE SETTLEMENTS
ALL UNIONS - 1985 to 2010

Percentages do not include monetary adjustments made to specific classes in conjunction with negotiations

	ATU 569	ATU 569 - DATS	CSU 52 (inside)	CUPE 3197 (EMS) (*divested to Alberta Health Services April 1, 2009)	CUPE Local 30 (outside)	Edmonton Fire Fighters'	IBEW 1007	N/R	Police Association	Senior Police Association
2003	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%		3.00%	3.00%
2004	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%		3.50%	3.50%
2005	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%		3.50%	3.50%
2006	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%		3.00%	3.00%
2007	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%		4.00%	4.00%
2008	5.00%	5.00%	5.00%	4.00%	5.00%	5% + 0.7% mkt	5.00%		5.00%	5.00%
2009	4.50%	4.50%	4.50%	4.50%	4.50%	5% + 0.5% mkt	4.50%		4.5%, 1.7% mkt	4.5%, 1.7% mkt
2010	4.50%	4.50%	4.50%	3% + 2% pension	4.50%	5% + 0.5% mkt	4.50%		4.5%, 0.9 mkt	4.5%, 0.9 mkt
2011										
2012										
2013										
2014										
2015										
2016										
2017										
2018										
2019										
2020										
2021										
2022										
2023										
2024										
2025										

Prepared by: City of Edmonton Labour Relations
Last Updated: June 2010

N/R

COE Union Wage and Benefit Increases --- N/R

YEAR	ATU 569	ATU 569 (DATS)	CSU 52 (inside)	CUPE 30 (outside)	Edmonton Firefighters	IBEW 1007	N/R	Police Assoc'n	Sr Police Assoc'n	N/R
2004	Duplicate Information									
2005										
2006										
2007										
2008										
2009										
2010										
2011	2.50%	2.50%	2.50%	2.50%	3.60%	2.50%		2.50%	2.50%	
2012	3.00%	3.00%	3.00%	3.00%	Jan-Jun 2.00% Jul-Dec 2.00%	3.00%		3.00%	3.00%	
2013	3.00%	3.00%	2.86% + 0.14 benefits	3.00%	3.00%	3.00%		3.40% + 0.10% benefits	3.50%	
N/R										
2014	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2.40%	2.40%	
2015	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%		2.50%	2.50%	
2016	2.75%	2.75%	2.75%	2.75%	2.50%	2.75%		2.75%	2.75%	
2017	2% (Jan) 1% (June) +.25% benefits	2% (Jan) 1% (June) +.25% benefits	2% (Jan) 1% (June) +.25% benefits	2% (Jan) 1% (June) +.25% benefits	2.5% (pp #1) 0.5% (pp#26)	2% (Jan) 1% (June) +.25% benefits		2.25% + .25% benefits		
2018	3.00%	3.00%	3.00%	3.00%	2.0% (pp #1)	3.00%		2.0% (pp #1) .5% (pp#26) +.25% benefits	0% (pp #1) 0.5% (pp#26) +.25% benefits	
2019	0	0	in negs	0	in negs	0		0% pp1 to pp25, 1.5% (pp#26)	0% pp1 to pp25, 1.5% (pp#26)	
2020	0	0		0		0		1.5% (pp#26)	1.5% (pp#26)	
N/R										