

# **Tentative Agreement to Renew the Collective Agreement with a December 31, 2024 expiry**

*Between*

**TOWN OF COALDALE  
(the “Town”)**

**AND**


**ALBERTA UNION OF PROVINCIAL EMPLOYEES  
LOCAL 118 Chapter 001  
(the “Union”)**

The Union and the Town met for collective bargaining and concluded a Tentative Agreement for the renewal of the collective agreement between the parties which expired December 31 2024. This Tentative Agreement is described herein and as set out in the attachments provided by the Town to the Union in its November 6, 2025 afternoon comprehensive proposal.

1. All items agreed to in the course of the collective bargaining process remain agreed and will be included in the new Collective Agreement (see attached).
2. Any monetary changes as expressly indicated in the Town's November 6, 2025 comprehensive offer shall be adjusted effective the date of ratification or other dates specified and only available to employees who are in the employ of the Employer as of the date of ratification.
3. This Tentative Agreement is subject to and effective upon ratification by the Union and the Town. Ratification will be communicated in writing.
4. Upon written notice of ratification, the Town will make arrangements to have all affected Locked out employees paid for Tuesday, November 11, 2025 which is a statutory holiday. Employees would then return for their first day of work on Wednesday, November 12, 2025 at their usual start time, except for those staff listed in paragraph 5.
5. The employees employed in the Parks and Recreation and Corporate Services, including the RCMP staff, will start work again on Monday, November 17, 2025 to allow for an orderly transition for the business of the Town. All these staff will still be paid their wages from Tuesday, November 11, 2025.

Dated this 7th day of November, 2025 in Calgary, Alberta.

FOR THE TOWN:



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Michael Vos  
Legal Counsel

FOR THE UNION:



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James Mitchell, AUPE Representative

**LETTER OF UNDERSTANDING**

**BETWEEN**

**TOWN OF COALDALE**

**AND**

**ALBERTA UNION OF PROVINCIAL EMPLOYEES**

**LOCAL 118 CHAPTER 001**

**RE: Grandfathering/Coverage for Benefits**

1. The one employee currently working less than Full-Time will be grandfathered in and will continue to receive benefits.
2. The Employer has proposed the following changes under Article 35.07:

Employees may opt to continue participating in the group benefits program for a period up to 12 months, under the following conditions:

- (a) Employees on layoff and eligible for recall may maintain health benefit coverage.
- (b) Employees on an authorized leave of absence.
- (c) An Employee opting to maintain their benefit coverage shall prepay both the Town's and their portion of the applicable premiums.

The Town will continue to pay its share of applicable benefit premiums for a period of up to one (1) year while any eligible Employee is on LTD or WCB, provided the Employee continues to pay their share of the required premiums. The Employee's benefit entitlement shall terminate following an absence of greater than twelve (12) months.

**The Employer agrees that anyone currently on LTD or disability will not be impacted and will be grandfathered/covered under the requirements in place when their claim started.**

SIGNED ON BEHALF OF:

THE TOWN OF COALDALE

*Michael Vos*

DATE: NOVEMBER 7, 2025

ALBERTA UNION OF PROVINCIAL  
EMPLOYEES

*James White*  
*Paul Stumult*

DATE: NOV 7, 2025

**LETTER OF UNDERSTANDING**

**BETWEEN**

**TOWN OF COALDALE**

**AND**

**ALBERTA UNION OF PROVINCIAL EMPLOYEES**

**LOCAL 118 CHAPTER 001**

**RE: No Reprisal**

Employees who have crossed the picket line during the work stoppage will not be fined, disciplined, or receive any reprisal from the Union.

No Union member shall face any form of reprisal as a result of the recent lockout or any related Union activity.

Union members who participated in the lockout, including those who supported or appeared on the picket line, shall not be disciplined, discriminated against, or treated differently in any way by the Employer.

This includes, but is not limited to, matters of discipline, assignment of duties, scheduling, opportunities for training or advancement, or any other condition of employment.

SIGNED ON BEHALF OF:

THE TOWN OF COALDALE

*Michael Vos*

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DATE: NOVEMBER 7, 2025

ALBERTA UNION OF  
PROVINCIAL EMPLOYEES

*James Mitchell*  
*Justin G. Galloway*

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DATE: Nov 7, 2025

**LETTER OF UNDERSTANDING**

**BETWEEN**

**TOWN OF COALDALE**

**AND**

**ALBERTA UNION OF PROVINCIAL EMPLOYEES**

**LOCAL 118 CHAPTER 001**

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SIGNED ON BEHALF OF:

THE TOWN OF COALDALE

*Michael Vos*

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DATE: NOVEMBER 7, 2025

ALBERTA UNION OF  
PROVINCIAL EMPLOYEES

*James Mitchell*  
*Charles J. Stewart*

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DATE: Nov 7, 2025

**LETTER OF UNDERSTANDING**

**BETWEEN**

**TOWN OF COALDALE**

**AND**

**ALBERTA UNION OF PROVINCIAL EMPLOYEES**

**LOCAL 118 CHAPTER 001**

**RE: Transition to New Wage Grids**

During collective bargaining the parties agreed to move to wage grids with 4 steps. Certain employees had a small decrease in their hourly rate, or an increase which is less than the 3.0% wage increase for 2025 when they transition to the new grid.

The four affected employees listed below will move to the appropriate step in their respective wage grid so that they will see a minimum increase of 3.0 % in year 1.

Hudson	Antal
Blake	Dudas
Heather	Fleming
Isaiah	Knoch

SIGNED ON BEHALF OF:

THE TOWN OF COALDALE

*Michael Vos*

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DATE: NOVEMBER 7, 2025

ALBERTA UNION OF PROVINCIAL  
EMPLOYEES

*James T. L.*  
*Chris E. Stinson*

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DATE: Nov 7, 2025