

BARGAINING UPDATE



ALBERTA HEALTH SERVICES (AHS) LOCALS 041, 043, 044, 045 & 046 - NURSING CARE

Bargaining begins - AHS proposes huge rollbacks

Your AHS Nursing Care negotiating team met with the employer on March 13 and 14. We shared our proposals with AHS, and they shared their proposals with us. While we are fighting for the wages, new premiums, and respect that nursing care members deserve, AHS thinks you deserve insulting cuts and rollbacks.

Your team's proposals

Your team is fighting for a two-year contract with the following wage increases:

Effective April 1, 2024: 25% plus cost-of-living increases

Effective April 1, 2025: 10% plus cost-of-living increases

We have also proposed additional Scope of Practice and Market Adjustment wage increases:

Effective April 1, 2024: 20% increase for Licensed Practical Nurses—including Renal Dialysis and Connect Care trainers—Operating Room Technicians and Orthopaedic Technicians, and Personal Support Coordinators.

Effective April 1, 2024: 15% increase for Health Care Aides, Mental Health Aides, Recreation Aides, and Psychiatric Aides, Mental Health Therapy Assistants, Drop-In Centre Supervisors, Community Health Representative and Mental Health Support Workers, Physiotherapy Assistants, Rehabilitation Attendants, Rehabilitation Care Workers, and Client Care Assistants.

These wage increases are critical for all Nursing Care members. Your scope of practice has expanded year after year, and it is time our wages increased to match it.

Your team proposed long service pay increases, reduced annual hours with no loss in pay, and several new shift premiums. We also want shift differentials to increase, including evening shifts, night shifts, and weekend premiums.

We also want AHS to end the use of agency workers — no contracting out!

Your team has made several additional proposals regarding benefits, scheduling, on-call pay, and more.

AHS proposes rollbacks

Our employer, on the other hand, is proposing significant rollbacks and changes that would make our working conditions even worse.

AHS has proposed the same deal they offered our health care colleagues, a four-year deal with just a 7.5% total raise over those four years:

April 1, 2024: 2%

April 1, 2025: 2%

April 1, 2026: 1.75%

April 1, 2027: 1.75%

AHS also proposed increasing the preceptor pay to \$1.00

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This is a disrespectful offer that does not come close to addressing the rising cost of living nor your expanded scope of practice. That was the only monetary improvement they offered.

As for rollbacks, AHS wants to:

- Cut pay for Renal Dialysis nurses and Orthopaedic Technicians;
- Reduce the hours off duty between shifts from 15.5 to 12;
- Change weekends off from 2 in a 5-week period to 2 in a 6-week period;
- Remove your ability to carry-over banked overtime and bank call-back pay;
- Limit vacation carry-over to just 5 days;
- Roll back professional development day allowances; and much more.

As you can see, the employer's proposals are unacceptable. But your team is resolute. We will not accept rollbacks and we will not accept concessions. We will fight for all Nursing Care members knowing our fellow AUPE members have our backs. It is going to take all of us working together to win the new collective agreement we deserve.

Our next bargaining meetings are scheduled for April 17 and 18.

Please contact your negotiating team representative if you have any questions. You can also visit www.aupe.org/update-info to ensure AUPE can email you your bargaining updates and more important union news. You can also sign up for a MyAUPE account online using the instructions on page 3 of this update.

HOW TO CREATE YOUR MyAUPE ACCOUNT

Welcome to AUPE! We encourage all of our members to create a MyAUPE account on our website at www.aupe.org

Creating a MyAUPE account will allow you easier access to your Collective Bargaining Agreement(s) as well as Local-specific documents, news, and updates.

You will need your 6-digit AUPE member ID number (available on your AUPE member card) to create a MyAUPE account. If you do not have an AUPE member card or do not know your member ID number, you can use the member ID lookup tool or contact the AUPE Member Resource Centre at 1-800-232-7284 between the hours of 8:30 am and 4:30 pm, Monday to Friday.

Step 1

Go to www.aupe.org

Step 2

Click on **“Create your MyAUPE account.”**

Step 3

Enter the requested information, then click **“Create MyAUPE account.”**

Step 4

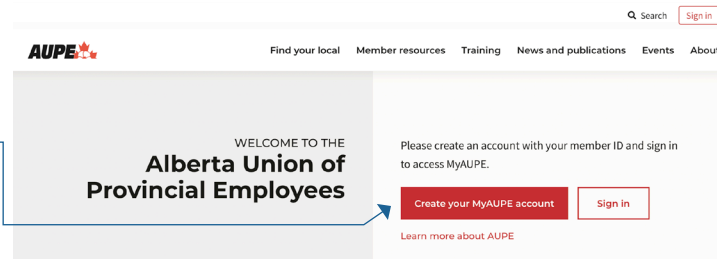
Confirm your account

Check your email for the confirmation email and click the verification link within that email to activate your account.

Step 5

Welcome to AUPE!

Once you have activated your account, you will receive another email welcoming you to the MyAUPE platform. From now on, you will be able to login to your MyAUPE account with your member ID or email address and the password you set.



Create your account

Don't know your AUPE member ID number? [Use the member ID lookup tool to look it up.](#)

Member ID (6 digits)*
Please provide your member ID number.

Personal Email*
Please do not use your work email for your MyAUPE union account.

Validation method*
We require either your postal code or your last name to validate your member information.
 Postal Code
 Last Name

Create a password*
Must be a minimum of 8 characters.

Verify password*

By creating an account, you agree to AUPE's [Privacy & Legal Statement](#) and [Terms of use](#).

Step 3a

Click here if you don't have your member ID number.

Looking for your AUPE member ID number? You can use the tool below to provide some personal information so that the tool can find your record in AUPE's membership database. If the tool successfully matches all of the personal information you provide with a member record, you will receive an email to the personal email address you provided with your AUPE member ID number.

In some circumstances, the tool will not be able to fully match all of the personal information provided with a member record. We apologize for the inconvenience, but in those situations you can [fill out this form](#) or call **1-800-232-7284** to contact our **Member Resource Centre** to request your member ID number.

If you think the personal information we have on file for you needs to be updated, you can [fill out this form](#) and can also use it to request that a member ID card be mailed to you.

AUPE Member ID Search block

First name*

Last name*

Home postal code*
Please enter your home postal code.

Personal email address*
Please do not use your work email for your MyAUPE union account.

After submitting the form, you should receive an email immediately from member-updates@aupe.org. If you do not see any email in your inbox, please check your spam folder.

Step 3b

Fill out the four fields shown, click submit and your member number will be sent to your inbox.

Go back to step 3 to create your MyAUPE account.