

BARGAINING UPDATE



ALBERTA HEALTH SERVICES (AHS)

**LOCALS 054, 056, 057, 058, 095 - ALBERTA HEALTH SERVICES
GENERAL SUPPORT SERVICES & LAMONT HEALTH CARE CENTRE GSS**

AHS loves low wages – bargaining breaks down

Your team met with AHS for two days of bargaining on April 22 and 23. The only problem is that we did not make it to day two.

Bargaining broke down on April 22 after AHS refused to budge on their wage proposal. They love low wages and refuse to offer raises that reflect the value of the work we do.

They even referred to our benefits proposals as a “basket of goodies,” which infuriated your negotiating team and should upset all General Support Services members.

We need higher wages

We made our first presentation about wages at our last bargaining meetings on February 5 and 6. Your team argued for parity with other staff working for AHS – we deserve equal wages and benefits for work of equal value, after all.

We also argued for a Minimum Wage Gap Adjustment as well as a Wage Compression Adjustment. In short, we know AHS should offer much more than minimum wage if they want to properly staff our health care system. Competitive wages help attract experienced staff and keep them.

We also argued for benefits that match what they offer our fellow AHS staff members.

Of course, AHS does not offer wages that are significantly higher than minimum wage, especially when it comes to General Support Services workers. AHS does, however, apparently have the money to offer managers and some other non-union employees a 6 per cent wage increase in 2025.

They gave this away without even having to negotiate it.

(Continued on page 2)

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You can download a copy of the email that AHS sent to non-union exempt employees here. Your team met with AHS for two days of bargaining on April 22 and 23. The only problem is that we did not make it to day two.

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View the email that AHS sent to non-union exempt employees here.

Back at the bargaining table, we expected AHS to make us a counteroffer this week, but they did not even bother. They were disrespectful and did not show any signs of wanting to negotiate with us.

Referring to our proposals as a "basket of goodies" is offensive. We are not asking for anything more than a good wage and equity with our fellow staff members.

Your team was willing to negotiate and move towards a deal at the table if AHS had a counter-offer ready. Instead, bargaining broke down after just one day.

Get ready for our next steps

We believe there is a deal to be had at the bargaining table. We want to negotiate, but AHS does not. They even refused informal mediation.

Instead of finding that deal at the table, AHS wants to move to the next step in bargaining, which is formal mediation. However, our Essential Services Agreement must be completed before that begins. We will share more information about our Essential Services Agreement progress soon.

AHS General Support Services members must prepare for the possibility of a strike or lockout. We are not there yet – but we could be in the future.

We must stand up for ourselves and fight for the wages, benefits, and improved workplaces we deserve.

Register today for an upcoming Strike Captain Course. This in-person course is just 1 day, and you will receive time off work to take it.

Keep wearing red to show your solidarity! Email photos of you and your coworkers wearing red to photos@aupe.org and we will share them on AUPE's social media.

Please contact a member of your negotiating team if you have any questions.