

BARGAINING UPDATE



COVENANT HEALTH

LOCAL 040 CHAPTERS 001, 002, 004-009 & 19

LOCAL 046 CHAPTERS 005, 006, 007

NURSING CARE

Covenant Health won't improve their wage offer – bargaining at impasse

Your team met with Covenant Health on May 14 for bargaining.

Covenant Health removed most of the rollbacks they originally proposed. However, they have not improved their inadequate wage offer. Importantly, they have also not changed their position on retroactive pay and still want to roll back wages for Orthopaedic Technicians.

We will not accept any rollbacks — not to anyone's wages, nor to not receiving retroactive pay.

As a reminder, Covenant Health's low wage proposal is only:

2% - April 1, 2024
2% - April 1, 2025
1.75% - April 1, 2026
1.75% - April 1, 2027

Next steps

The process has been long and frustrating. We have now reached impasse.

To date, we have met a total of 14 times for this round of bargaining: April 8 and 9, 2024; May 14, 2024; June 18, 2024; September 16, 17, and 19, 2024; October 28 and 29, 2024; November 14 and 15, 2024; February 7, 2025; March 27, 2025; and most recently, May 14.

We are all frustrated by how long bargaining has taken. But members have been clear about what we need from our next collective agreement.

This is the mandate you set for us, and we will continue fighting for the fair compensation we deserve. We are vital to Alberta's public health care system, and we deserve an offer that reflects our worth.

We will proceed with formal mediation after our Essential Services Agreement is complete.

Please show your solidarity by participating in union events at your worksite. Keep wearing red to show your support! Take selfies and group pictures of you and your coworkers wearing red, then email those pictures to photos@aupe.org. We will use those pictures on social media to spread your solidarity.

Share this update with your coworkers. Even better, make sure you and your coworkers **create a MyAUPE account**.

A MyAUPE account is crucial for participating in any future contract votes and strike votes, as well as to receive strike pay.

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

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