

BARGAINING UPDATE



ALBERTA HEALTH SERVICES

**LOCALS 041, 043, 044, 045, 046, AND 054, 056, 057, 058, 095 -
NURSING CARE AND GENERAL SUPPORT SERVICES**

Essential Services Agreement update

You've probably heard a lot about Government of Alberta workers and their recent strike vote. But what about negotiations for AUPE members working for AHS?

The short answer: it's complicated. AHS is doing everything it can to create delays and sabotage our ability to move forward with bargaining.

That's where our Essential Services Agreement comes in. That is where AHS is causing us the most headaches.

Before we can talk about the hold up, we need to highlight some key facts

Nearly 45,000 AUPE members work for AHS. In fact, Alberta Health Services is one of *North America's largest employers*, period.

Our Nursing Care and General Support Services negotiating teams are working hard to win raises that help with the rising cost of living and protect us from future inflation. We are fighting for wages that reflect the value of the work we do. AHS refuses to even consider these proposals.

AUPE's negotiating teams are prepared to resume bargaining at any time. We want to get a good deal at the bargaining table, but AHS insists that we move on to formal mediation. We must finish our Essential Services Agreement before a mediator can help us negotiate.

ESA scheduling update

Negotiations for our Essential Services Agreement (ESA), which began in May 2023, are almost complete.

However, do you remember how we said AHS is one of North America's largest employers? Well, it was decided that AUPE is responsible for all essential services shift scheduling after one week of a strike or lockout.

We challenged that decision, because it is an unreasonable barrier to our ability to strike, but the Labour Board did not rule in our favour.

This is a major reason why AUPE members working for the government have a complete ESA, while we do not. The Government of Alberta has accepted all scheduling responsibilities in the event of a strike or lockout.

In spite of this massive obstacle, we have now finished all Essential Services shift schedules, which is 1,063 Nursing Care and 3,871 General Support Services Essential Services schedules in total.

Recent meetings

Your Essential Services negotiating team met with AHS on April 3, 10, 22, 29, May 13 and 22 to continue ESA talks. Our goal is to complete the rest of the agreement with the help of an Umpire. The Umpire is like a mediator, but has the authority to make decisions regarding our ESA.

We are working hard to ensure a seamless transition in the event of a strike or lockout. This includes managing shifts and maintaining order despite the sheer number of staffing plans, as well as ensuring effective communication with AHS, especially during a minimum 72 hour strike notice window.

The biggest roadblock in our way is working with AHS to address all of these concerns.

Although the Umpire directed AHS to work with us collaboratively, AHS refuses to budge on their position, creating further delay and frustration.

Next Steps

The parties will meet again on May 30 with the Umpire, and we expect AHS to step up. We must negotiate our ESA to ensure the seamless transition to strike action while maintaining essential services for Albertans in need.

Nevertheless, we're fighting tooth and nail for our right to strike and to get AHS back to the bargaining table. We deserve wages and a contract that makes our lives better and improves health care services for all Albertans.

We will share a new update after we meet with the Umpire on May 30.

For more information or questions about this bargaining update you can contact:

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