

BARGAINING UPDATE



ALBERTA HEALTH SERVICES, RECOVERY ALBERTA, PRIMARY CARE ALBERTA, ACUTE CARE ALBERTA – NURSING CARE

LOCALS 041, 043, 044, 045, AND 046

AHS Nursing Care: we share new proposals to get AHS back to bargaining

In **our last update**, we told you that we invited AHS back to the bargaining table. Your team feels we can still make progress and secure an agreement without needing to wait for our ESA and a mediator.

AHS responded to us and said:

“We request that AUPE send an amended top-to-bottom proposal for us to review in advance of booking any meeting dates. Our review of the amended proposal will help us determine whether we are able to meet without a mediator.”

This is not how bargaining is usually done, but your team is more concerned with reaching a deal than with how we reach that deal.

Revised proposals

Your team met on June 9 and 10 to update our proposals. We reviewed the mandate you set for us in late 2023 and significantly revised our proposals while adhering to the priorities you set for us.

Our wage proposals are the same as what we shared in April.

- Licensed Practical Nurses (and those in that stream of work) to make 84% of Registered Nurse wages to reflect our increased scope of practice.
- HCA (and those in that stream of work) to receive the same wage increase proportionate to LPNS, maintaining the gap between classifications after the significant increase.

Our major revised proposals focus on:

- Reasonable, manageable workloads, which we can achieve with schedules that promote work/life balance;
- Safe staffing levels and healthy workplaces that support both staff and patient well-being, in part by providing competitive wages and working conditions that encourage staff recruitment and retention.
- We also believe there is a lot we can accomplish at the table aside from monetary issues, including many Letters of Understanding and seniority.

(Continued on page 2)

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We believe the reasonable thing to do is return to the bargaining table, and we sincerely hope AHS agrees.

AHS said they will review our counterproposals and let us know if they are willing to bargain without a mediator.

Join the bargaining town halls – June 23 and 24

All Nursing Care members are invited to our telephone town halls for a full discussion on bargaining with AHS.

Monday, June 23

11:30 and 19:00

(11:30 a.m. and 7:00 p.m.)

Tuesday, June 24

11:30 and 19:00

(11:30 a.m. and 7:00 p.m.)

Each town hall will last approximately 1.5 hours.

Joining the town halls is easy.

- Pick up your phone when AUPE calls.
- Stay on the line, and you will automatically join the town hall when it begins.

AUPE will call you just before each of the above town halls start. You can join one town hall or as many as you like.

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