

**ALBERTA LABOUR RELATIONS BOARD**

640, 10155 -102 Street NW  
Edmonton, AB T5J 4G8

**Via Email**

**Attention: Tannis Brown, Director of Settlement**

**RE: A BAD FAITH BARGAINING COMPLAINT** filed pursuant to sections 12(1)(2), 60(3) of the *Labour Relations Code*, RSA 2000, c L-1 (the “Code”)

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**I. COMPLAINT**

**Name:** Alberta Health Services, Recovery Alberta and Primary Care Alberta

**Contact Person:** Kaela Colbert

**Mailing Address:** Alberta Health Services, 900, 9925 – 109 Street NW  
Edmonton, AB T6E 1X5

**E-mail:** [kaela.colbert@albertahealthservices.ca](mailto:kaela.colbert@albertahealthservices.ca)

**Legal Counsel:** Erin Ludwig

**Mailing Address:** Alberta Health Services, 10301 Southport Lane SW  
Calgary, AB T2W 1S7

**Telephone:** (587) 578-4315

**E-mail:** [erin.ludwig@albertahealthservices.ca](mailto:erin.ludwig@albertahealthservices.ca)

**II. RESPONDENT**

**Name:** The Alberta Union of Provincial Employees

**Contact Person:** Jim Petrie

**Mailing Address:** 10451 170 Street NW  
Edmonton, AB T5P 4S7

**Business Telephone:** (780) 930-3335



Email: [j.petrie@aupe.org](mailto:j.petrie@aupe.org)

Legal Counsel: Bill Rigutto

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Business Telephone: (780) 930-3300

Email: [b.rigutto@aupe.org](mailto:b.rigutto@aupe.org)

### **III. SECTIONS OF THE CODE VIOLATED**

Alberta Health Services (“AHS”), Recovery Alberta (“RA”), and Primary Care Alberta (“PCA”), collectively “the Employers”, jointly allege the Alberta Union of Provincial Employees (the “Union” or “AUPE”) has violated section 60(3) of the *Code*.

### **IV. PARTICULARS**

1. AHS is an Employer within the meaning of the *Code*. To negotiate with AUPE, AHS bargains on its own behalf, and through a services agreement provides Labour Relations and Legal Services for Recovery Alberta and Primary Care Alberta.
2. RA is an Employer within the meaning of the *Code*. RA is a successor employer to former AHS employees who transferred from AHS to RA on September 1, 2024.
3. PCA is an Employer within the meaning of the *Code*. RA is a successor employer to former AHS employees who transferred from AHS to RA on February 1, 2024.
4. The Union is a trade union within the meaning of the *Code*.
5. The Union is the certified bargaining agent for employees when employed in auxiliary nursing care (ANC) as described in Board Certificate No. 98-2017 for AHS, Board Certificate C2305-2024 for RA and Board Certificate C2355-2025 for PCA.
6. The Union and the Employers are parties to a Collective Agreement with an effective term of April 1, 2020, to March 31, 2024, that has continued in force as a result of collective bargaining.
7. No essential services agreement between the Employers and the Union has been filed with the Commissioner pursuant to Division 15.1 of the *Code*, nor have the parties been exempted from their requirement to do so.
8. On January 2, 2024, the Union served notice to bargain on AHS, with an amended notice sent January 8, 2024.

9. Kaela Colbert, Lead Negotiator with AHS, acts as the Employers' ANC bargaining committee spokesperson.
10. Kate Robinson, Negotiator for AUPE ANC bargaining unit, acts as the Union's bargaining committee spokesperson.
11. On March 13, 2024, the Union and AHS commenced collective bargaining and exchanged full proposals, monetary and non-monetary. On March 14, 2024, the Union and AHS were scheduled to bargain but did not meet.
12. The AHS ingoing proposal provided on March 13, 2024, was for a four-year term for a collective agreement expiring March 31, 2028, and included the following monetary position:
  - A 2% increase in salaries as of April 1, 2024, or date of ratification, with no retroactivity
  - A 2% increase in salaries as of April 1, 2025
  - A 1.75% increase in salaries as of April 1, 2026
  - A 1.75% increase in salaries as of April 1, 2027
13. The AUPE-ANC ingoing proposal provided on March 13, 2024, was for a two-year term for a collective agreement expiring March 31, 2026, and included the following monetary position:
  - Reducing annual hours of work from 2022.75 to 1920.75, with a 5.3% increase in wages so that the reduced hours of work may be achieved without a reduction in pay;
  - A one-time 20% "scope of practice and market adjustment" for Licensed Practical Nurses effective April 1, 2024;
  - A one-time 15% "scope of practice and market adjustment" for Health Care Aides and other aides and support workers within the bargaining unit, effective April 1, 2024;
  - A 25% increase in salaries as of April 1, 2024;
  - Effective April 1, 2024, new compounding long-service pay adjustments as follows:
    - a. 10 years – 2% increase
    - b. 15 years – 3% increase (5.06% compounded)
    - c. 20 years – 4% increase (9.26% compounded)
    - d. 25 years – 5% increase (14.73% compounded)
  - A 10% increase in salaries as of April 1, 2025;
  - A Cost-of-Living Adjustment effective April 1, 2024, and every year thereafter based on the annualized average of Alberta Consumer Price Index over twelve months:
    - a. Approximate 2024 COLA increase = 3.21%
    - b. Approximate 2025 COLA increase = 2.66%
  - A new \$10,000 annual lump sum retention payment, prorated by FTE;
  - A range of new or increased (and stacking) shift premiums:
    - a. Evening Shift Premium increase from \$2.75 to \$5.00 / hour.
    - b. Night Shift Premium increase from \$5.00 to \$10.00 / hour.
    - c. Weekend Shift Premium increase from \$3.25 to \$8.00 / hour.
    - d. Preceptor Premium increase from \$0.65 to \$4.00 / hour.

- e. Responsibility Pay Premium increase from \$1.25 to \$5.00 / hour.
  - f. Regular On-Call Premium increase from \$3.30 to \$15.00 / hour
  - g. Weekend / Named Holiday On-Call Premium increase from \$4.50 to \$22.50 / hour.
  - h. New Peak Period Premium of \$5.00 / hour that would for all hours worked for 120 days of the year.
  - i. New Super Shift Premium of \$1.85 / hour for all hours worked on Friday and Saturday evenings and nights.
  - j. New Regular Premium of \$2.15 / hour for all hours worked by Regular Employees.
  - k. New \$2.00 / hour premium for all hours worked by Regular Employees in an Operating Room, Post-Anesthetic Room, Emergency Room, Intensive Care Unit or Critical Care Unit.
  - l. New Short Notice Premium of \$2.00 / hour.
  - m. New In-Charge Pay Premium of \$5.00 / hour.
  - n. New Out-of-scope Management Premium of \$7.00 / hour.
  - o. New Out-of-scope Employee Coverage Premium of \$5.00 / hour.
  - p. New Employee Orientation Premium of \$2.00 / hour.
14. AHS has estimated the cost of AUPE's ingoing proposal at over \$2B over the 2-year term proposed, including a compounded increase, on basic rate of pay alone (excluding premiums, long service pay adjustments, and AUPE's proposed lump sum of \$10,000 per year) of:
- At least 84% increase for LPNs
  - At least 76% increase for HCAs
- Note: These are compounded percentages, calculated based on the following:
- LPN:  $25\% \times 10\% \times 5.3\% \times 3.21\% \times 2.66\% \times 20\% = 66.2\%$  (or 84.1% compounded)
  - HCA:  $25\% \times 10\% \times 5.3\% \times 3.21\% \times 2.66\% \times 15\% = 61.2\%$  (or 76.4% compounded)
15. AHS and AUPE continued to bargain on the following dates: April 17, 18, 24, and 25, May 29 and 30, and June 12 and 13, 2024.
16. Given the Alberta Provincial Government's refocusing health care initiative and legislative changes including the *Provincial Health Agencies Act*, RSA 2000, c P-32.5 which came into force June 21, 2024, AHS and AUPE paused regular bargaining and engaged in transition bargaining for employees transitioning to Provincial Health Agencies on June 17, 19, August 21, and 22, 2024.
17. A Letter of Understanding confirming the transitional provisions for Employees pursuant to the *Provincial Health Agencies Act*, RSA 2000, c P-32.5, was reached on August 31, 2024.
18. On September 1, 2024, certain AUPE ANC bargaining unit employees were transferred from AHS to RA by way of Ministerial Order.
19. AHS and RA continued to bargain with AUPE ANC on the following dates: September 23 and 24, October 16 and 17, 2024, and also January 23 and 24, 2025.

20. On February 1, 2025, certain AUPE ANC bargaining unit employees were transferred from AHS to PCA by way of Ministerial Order.
21. On February 12 and 13, 2025, the Employers and AUPE continued to bargain. The Union started this set of bargaining dates with a presentation on their rationale for their ongoing monetary proposals. Upon review, the Employers did not find the wage comparisons presented as supportive of AUPE's ongoing proposal.
22. On March 17, 2025, the Alberta Labour Relations Board Essential Services Commissioner issued her decision in ES-00098 upholding the award of Umpire Mia Norrie regarding AUPE's obligation to schedule Designated Essential Services Worker's.
23. On April 3, 2025, the Employers and the United Nurses of Alberta ratified a new collective agreement.
24. On April 4, 2025, through email and voicemail, Kaela Colbert notified Kate Robinson that with a ratified UNA Collective Agreement, and as a condition for these bargaining dates to proceed, the Employers needed to see a revised monetary proposal package from AUPE. Otherwise, the Employers considered to have reached a point in bargaining where the focus needs to be reaching an Essential Services Agreement so formal mediation can occur. Kate Robinson responded by confirming that AUPE would be coming with a revised monetary proposal April 7, 2027. A copy of the email exchange is at **Tab A**.
25. On April 7 and 8, 2025, the Employers and AUPE continued to bargain. For the first time during the bargaining dates Guy Smith, AUPE President, also attended bargaining.
26. On April 7, 2025, AUPE tabled a revised four-year term packaged proposal, maintaining nearly all monetary proposals, aside from wages. Their wage proposal anchored the LPN rates of pay to the recently ratified UNA Collective Agreement, proposing that they be maintained for the life of the agreement at approximately 89% of the rates of pay for RNs.
27. On April 8, 2025, the Employers' team responded to the Union's counter proposal, by stating that the Union's April 7 proposal was still well outside the realm of a reasonable settlement zone. The Employers calculate that the revised proposal would have increased the wage of an AUPE ANC member by approximately 57% over the four-year term.
28. On April 8, 2025, the Employers bargaining team informed the Union that they believed they are now at an impasse and proposed to focus on completing the Essential Services Agreement to apply for formal mediation.
29. In response to this information on April 8, the Union notified the Employers that they withdrew their revised monetary proposal and reverted to their ongoing monetary proposal: a two-year term with the top LPN step being paid 21% more than a top step Registered Nurse (RN) (inclusive of the \$10,000 lump sum payment), and an overall cost for the bargaining unit of over \$2 billion for a two-year term. No additional information was provided by AUPE to the Employers to support this proposal.

30. The Employers state that following the above exchange the AUPE bargaining committee physically left the room where bargaining was occurring and did not return.

31. At present, the parties cannot apply for formal mediation under the *Code* because they have not signed an essential services agreement.

32. On April 9, 2025, AUPE released a “Bargaining Update” [Tab B] which contained multiple false and misleading statements including:

- *“Your negotiating team is furious. Our meetings ended with AHS walking away from negotiations.”*
  - This statement is not true, AHS explained that we are proceeding to formal mediation, in order to continue bargaining. The Union bargaining team were the ones who physically walked away from the table.
- *“In fact, they said they would not even share our proposals with their ‘decision makers’. They went on to insult your team, your negotiator, and President Smith.”*
  - The Employer did share the Union’s proposals with AHS’ principals, and this was stated to the Union. What the Employer was unwilling to do, is recommend a revised mandate in response to the Union’s amended monetary proposal.
- *“Bargaining was bad – it gets worse. This all started because AHS derailed bargaining plans at the last minute. [...] We expected AHS to respond to [our evidence to support significant raises]. However, AHS contacted us near the end of the day on Friday, April 4, and threatened to cancel our bargaining meetings if we did not give them a new counterproposal.”*
  - This statement is not true. The Employer has repeatedly stated to the Union over the course of bargaining, that the Union’s proposals were well outside a reasonable settlement zone (Over \$2 billion over a two-year term). It was the Union’s obligation to either present evidence, market comparators, and wage settlement trends that supported their proposals or revise them.

33. Also on April 9<sup>th</sup>, 2025, Kate Robinson spoke to the media, sharing many of the same inaccurate and false statements including the following:

- *They mostly insulted the profession by saying that the LPNs are not the same as RNs, which they’re not, but they work side by side and they just came out of a successful round of collective bargaining and that is what we were attempting to do and they said that that’s not going to work for them because they’re not the same profession and they’re not a fair comparator. A licensed practice nurse can by the Health Professions Act can do 84% of the job of a registered nurse, and we think that they should be compensated to the value that they add to the health care system and the amount of responsibility that they have.*
- *You know that we’re a different union than UNA. And we are prepared to go strike. We will take a strike vote. We’re prepared to do so. You know, UNA did*

*not take a strike vote, AUPE is different and AUPE will take that strike vote if necessary.*

A link to the news broadcast at the 8 minute and 50 second marks is here: [Canadian land border crossings decrease by 32%, air by 13% | 04-11-25 | Bridge City News | Newscast \[Tab C\]](#)

34. On Friday April 11, 2025, as a result of AUPE's false and misleading Bargaining Update and media statement of their chief spokesperson, AHS on behalf of the Employers, sent a message to all staff regarding the Employers' position on AUPE ANC bargaining [Tab D].
35. Since the first week of April 2025, AUPE has placed strike information front and centre on their website [Tab E].
36. On April 18, 2025 AUPE filed an originating application for judicial review of the ALRB's decision in ES-00098 at the Alberta Court of King's Bench.
37. The Employers do not believe that while AUPE's application is outstanding before the Courts, that the AUPE can properly enter into an essential services agreement.
38. The Employer's further understand that the earliest available dates for the Alberta Court of King's bench application to be heard is November 2026.

## **V. BASIS FOR COMPLAINT**

39. AUPE has engaged in bad faith bargaining by publicly making false representations about material facts on April 9th. These actions are intended to mislead the public and AUPE members into believing that AHS is refusing to bargain.
40. AUPE ANC's Chief spokesperson has also been bargaining in the media, stating to Bridge City News, "We will take a strike vote. We're prepared to do so." Additionally, AUPE ANC did not provide supporting rationale for numerous monetary proposals despite formal requests and reverted to their initial proposals without explanation. These actions are either deliberate or reckless and contradict good faith bargaining principles.
41. AUPE has publicly posted inaccurate information regarding AHS's actions in bargaining and the calculations underpinning their proposals. Despite AHS providing correct information and reminding AUPE of their departure from the bargaining table, AUPE continues to disseminate false information through media and communications. This misrepresentation aims to incite its members and the public, creating a hostile bargaining environment.
42. Furthermore, AUPE's comments on strike votes, public communications on strike action combined with the application for judicial review of the ALRB's decision in ES-00098 at the Alberta Court of King's Bench demonstrates an unwillingness to put effort into bargaining and rather engage in strike action.
43. AUPE's actions have significantly impacted the bargaining process by creating mistrust and hostility between the parties. The dissemination of false information has led to

unnecessary public and member agitation, hindering progress towards a mutually agreeable collective agreement. These actions undermine the principles of fair and honest bargaining, essential for maintaining a productive labour relations environment.

44. AUPE's actions of bargaining in the media and presenting inaccurate information demonstrate a failure to make reasonable efforts to bargain in good faith and enter into a collective agreement with AHS, violating article 60(3) of the Code.

## **VI. REMEDIES REQUESTED**

45. The Employers jointly request the following remedies:

1. A declaration that AUPE has violated the *Code*.
2. An order that AUPE cease and desist from violating the *Code* and withdraw its false media statements and social media posts.
3. A directive that AUPE notify all ANC members employed by the Employers, correcting the misinformation.
4. Any other order or direction the Board considers appropriate.

All of which is submitted this 8<sup>th</sup> day of May, 2025.



Erin Ludwig, Legal Counsel - Labour & Employment

Jointly on behalf of Alberta Health Services, Recovery Alberta, and Primary Care Alberta

TAB A

**From:** [Kate Robinson](#)  
**To:** [Kaela Colbert](#)  
**Cc:** [Brad Ramsden](#); [Chris Dickson](#)  
**Subject:** Re: Update for next week  
**Date:** Friday, April 4, 2025 2:14:59 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)  
[aulreplogo\\_codetwo\\_87x35px\\_40d403ab-1fcd-4a6b-893a-2cadeeab3a2f.png](#)  
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[codetwo\\_bluesky\\_logo\\_26\\_910fc04d-b30f-4d05-b265-749198da225e.png](#)  
[codetwo\\_instagram\\_glyph\\_gradient\\_26\\_8d183053-4a6d-4ead-ac35-68ede98bdd67.png](#)

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Hi Kaela,

AUPE will be ready to commence Monday morning with a revised package.

**Kate Robinson**  
Union Representative  
Negotiations

Direct: (780) 930-3419  
Email: [k.robinson@aupe.org](mailto:k.robinson@aupe.org)



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**Treaty Land Acknowledgement**

As we come together to conduct our union business on Treaty 4, 6, 7, 8 and 10 lands, AUPE would like to voice our continued commitment to walking the path of reconciliation with the many First Nations, Métis, and Inuit peoples of Turtle Island. The journey to this day has not been easy. It is important to acknowledge the damage and horrific loss of life due to colonial practices of forced disconnection from land, family, culture, language, and community. Recognizing the legacy of tradition and history is a step on the path to healing, and we will work towards a future in which we are living reconciliation, not just speaking about it.

---

**From:** Kaela Colbert <[Kaela.Colbert@albertahealthservices.ca](mailto:Kaela.Colbert@albertahealthservices.ca)>  
**Sent:** April 4, 2025 2:03 PM  
**To:** Kate Robinson <[k.robinson@aupe.org](mailto:k.robinson@aupe.org)>  
**Cc:** Brad Ramsden <[Brad.Ramsden@albertahealthservices.ca](mailto:Brad.Ramsden@albertahealthservices.ca)>  
**Subject:** RE: Update for next week

**CAUTION:** This email has been sent from an external source. Treat links and attachments in this email with care.

Hi Kate,

As per my voicemail please advise if AUPE will be bringing a revised monetary package to the ANC table on Monday, April 7. We are unable to meet Monday if you're not planning to bring us a revised monetary package, we can meet Tuesday if you'll have one ready then. If AUPE is not planning to table a revised monetary package, we aren't willing to meet at all next week and will cancel both days. From there the parties' can look ahead to finalizing our Essential Services agreement and we will be applying for formal mediation.

If I don't hear from you by 3pm today, I'm going to let the Employer committee know we'll be cancelling Monday, at a minimum.

Thanks

Kaela

Kaela Colbert  
Lead Negotiator, Negotiations & Labour Relations  
People, Alberta Health Services  
P (Teams): 780-306-8475 | C: 780-970-0783 | [Kaela.Colbert@ahs.ca](mailto:Kaela.Colbert@ahs.ca)

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**From:** Kaela Colbert <[Kaela.Colbert@albertahealthservices.ca](mailto:Kaela.Colbert@albertahealthservices.ca)>  
**Sent:** Thursday, April 3, 2025 1:32 PM  
**To:** Kate Robinson <[k.robinson@aupe.org](mailto:k.robinson@aupe.org)>  
**Cc:** Brad Ramsden <[Brad.Ramsden@albertahealthservices.ca](mailto:Brad.Ramsden@albertahealthservices.ca)>  
**Subject:** RE: Update for next week

Good afternoon Kate,

I've discussed with the Employer committee, and we are in agreement to meet at AUPE's Edmonton office for our dates next week. We are glad that no one was injured when the electrical issue occurred during our last set of dates, and appreciative of AUPE's swift follow up.

In light of UNA's confirmed ratification, does AUPE intend to table a revised monetary package on Monday (April 7)? This will inform how we utilize our dates scheduled for next week, particularly as AUPE's proposed LPN hourly rates of pay exceed those agreed to for RNs.

Thanks  
Kaela

Kaela Colbert  
Lead Negotiator, Negotiations & Labour Relations  
People, Alberta Health Services  
P (Teams): 780-306-8475 | C: 780-970-0783 | [Kaela.Colbert@ahs.ca](mailto:Kaela.Colbert@ahs.ca)

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**From:** Kate Robinson <[k.robinson@aupe.org](mailto:k.robinson@aupe.org)>  
**Sent:** Wednesday, April 2, 2025 1:12 PM  
**To:** Kaela Colbert <[Kaela.Colbert@albertahealthservices.ca](mailto:Kaela.Colbert@albertahealthservices.ca)>  
**Cc:** Brad Ramsden <[Brad.Ramsden@albertahealthservices.ca](mailto:Brad.Ramsden@albertahealthservices.ca)>  
**Subject:** Update for next week

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Good afternoon,

We have had space become available at our Edmonton office. If you are okay to change locations, we would be happy to host both days. I will even guarantee no electrocution.

**Kate Robinson**  
Union Representative  
Negotiations



Direct: (780) 930-3419  
Email: [k.robinson@aupe.org](mailto:k.robinson@aupe.org)



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# BARGAINING UPDATE



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

# Bargaining for your new contract will begin soon

**Your survey answers have shown us what you want to see**

Thanks to nursing-care members submitting bargaining surveys, your negotiating team has a clear picture of your priorities for the next collective-bargaining agreement with Alberta Health Services (AHS).

If you have any questions, concerns or ideas, please contact a member of your negotiating team.

We have contacted the employer and set up dates to begin bargaining.

- March 13, 14 (We will exchange the ingoing proposals on March 13);
- April 17, 18; and
- April 24, 25.

Meanwhile, the negotiating committee is continuing to work on proposals based on your feedback. We held two days of meetings on Jan. 30 and 31. We will meet again on Feb. 12 and 13.

We are doing a thorough review of the collective agreement to ensure that your new contract addresses your priorities, including staffing levels/workload, scope of practice and total compensation.

On Feb. 13, we will also be meeting with the AUPE negotiating team representing AHS General Support Services (GSS) members.

With these two groups of members heading into bargaining at the same time, it's important to build solidarity and to support each other. Between the two groups, we have more than 42,000 members. We are stronger when we work together.

### AUPE NEGOTIATING TEAM – AHS NURSING CARE

#### LOCAL 041

**Christine Vavrik**  
rvavrik@shaw.ca  
**Mellissa Bremner** (alt)  
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#### LOCAL 043

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**Jennifer Power** (alt)  
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#### LOCAL 044

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**Jesse Philp** (alt)  
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#### LOCAL 045

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**Angela Smyth** (alt)  
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#### LOCAL 046

**Marty Roy**  
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**Heather Stewart** (alt)  
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### AUPE NEGOTIATORS

**Kate Robinson** Lead negotiator  
k.robinson@aupe.org  
**Chris Dickson** Negotiator  
c.dickson@Aupe.org

# 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

(Continued on page 2)

#### AUPE NEGOTIATING TEAM – AHS NURSING CARE

##### Local 041

**Christine Vavrik**  
rvavrik@shaw.ca

**Melissa Bremner** *Alternate*  
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**Jennifer Power** *Alternate*  
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##### Local 044

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**Jesse Philp** *Alternate*  
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##### Local 045

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ndburton@hotmail.com

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# BARGAINING UPDATE



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](http://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](http://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](http://www.aupe.org)

## Step 2

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

## Step 3

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

## Step 4

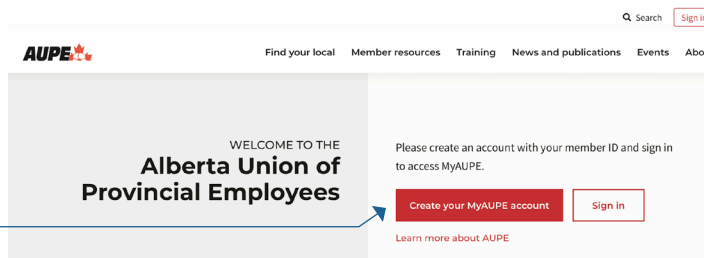
### Confirm your account

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](#).  
[Create MyAUPE account](#)

### 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](mailto:member-updates@aupe.org). If you do not see any email in your inbox, please check your spam folder.

[Submit](#)

### 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.

# What a n

AUPE's Nursing Care mer  
deserve.

Mar 27, 2024

By Alexander Delorme, Communications Staff

Nurses really do it all.

Everyone knows nurses are the beating heart of our health care services. But there is more to nursing than what most people think: there are technicians, support coordinators, therapists, and countless health care aides, many trained to assist with mental health, recreation, psychiatry, and more.

And yet, despite all they do, Alberta Health Services and the Government of Alberta think they deserve pay cuts and rollbacks.

“Our nursing care members are in an uproar, and rightly so. AHS and the government have shown they do not respect the work we do. Our expanded scope of practice demands a better agreement than what they have offered.”

*Bonnie Gostola, Vice-President*



Bargaining for the AUPE members working in AHS Nursing Care began earlier this March. While the negotiating team expected some of AHS' proposals, many were downright shocking.

“AHS gave us the same proposals they offered most health care workers,” says AUPE Vice-President and health care aide Bonnie Gostola. “But then they added huge rollbacks and wage cuts that are truly insulting. Nursing care workers deserve so much more.”

The offer—which AHS is, of course, ordered by Premier Smith’s government to propose—starts with a paltry 7.5% total raise over four years. It all goes downhill from there.

They want to cut wages for Renal Dialysis nurses and Orthopaedic Technicians. They want to cut rests between shifts from 15 to 12.5 hours. They want nurses to work four out of every six weekends instead of three out of every five. They want banked overtime and call-back pay to disappear if they are not used, and only five vacation days—tops—to carry over if unused. And there is so, so much more.

“Our nursing care members are in an uproar, and rightly so,” says Gostola. “AHS and the government have shown they do not respect the work we do. Our expanded scope of practice demands a better agreement than what they have offered.”

If you have the chance, ask a Nursing Care member what their expanded scope of practice means to them. Their answers tell the whole story. Licensed Practical Nurses are doing more work, and different work, than ever before. Health Care Aides are doing more with less, too.

It all follows the same trend: employers across the province are asking lower-paid workers to take on the tasks formerly reserved for higher-paid classifications. But AUPE members understand the importance of equal pay for work of equal value, which is why the AHS Nursing Care negotiating team proposed wage increases in line with the work members are doing.

“Our demands are ambitious, but they are nothing short of what nursing care members deserve.”

*Bonnie Gostola, Vice-President*



The negotiating team proposed a 25% wage increase for 2024 and a 15% increase for 2025, but it does not stop there. The team is also asking for a

15% to 20% increase to account for their increased scope of practice. Raises like this are the bare minimum needed to catch up with the reality members are facing today.

To top it off, the team is also asking for COLA, or Cost of Living Adjustments, which essentially means wages that keep up with inflation.

The AHS Nursing Care team has made many more important proposals, but the bottom line is simple: if members want the raises and improved working conditions they deserve, they are going to have to fight for it.

“Our demands are ambitious, but they are nothing short of what nursing care members deserve,” says Gostola. “Our next bargaining meetings are scheduled for April 17 and 18. That’s the time to wear red and show AHS we give a damn about collective bargaining.”

# Rush to reform mental health, addiction treatment will create chaos

Alberta government has made up its mind with zero consultation, says AUPE

Apr 02, 2024

EDMONTON – The Alberta government is rushing ahead with changes to mental-health and addictions treatment without consulting front-line workers, says the Alberta Union of Provincial Employees (AUPE).

AUPE members have not been given any time to consider how the changes will affect their everyday work. Many fear the changes will cause nothing but chaos in the system.

“It’s crystal clear from today’s announcement that the government feels it does not need to consult with front-line workers before doing what it already decided to do,” says Sandra Azocar, vice-president of AUPE.

“When you rush big systemic changes without considering the impact on staff and the Albertans who rely on these services, you run the risk of the system collapsing,” she says.

“People will die. Their lives will be on the government’s hands. These are ideologically driven decisions, not evidence-based decisions.”

The changes announced today (Tues., Apr. 2) will affect 3,500 AUPE members, 2,000 of whom work in nursing care and 1,500 in general support services.

“Transferring thousands of workers out of the Ministry of Health and into this new organization under a new Ministry leaves many unanswered questions for AUPE members,” says Azocar.

Changes to mental health and addiction treatment are being made even before legislation is introduced and regulations have been created. Yet the government plans to have the new system in place in only three months.

AUPE has no confidence that the government’s so-called ‘engagement sessions’ will allow for any real input.

-30-

AUPE vice-president Sandra Azocar is available for media interviews.

For information, please contact Terry Inigo-Jones, communications officer, at 403-831-4394 or [t.inigo-jones@aupe.org](mailto:t.inigo-jones@aupe.org)

# BARGAINING UPDATE



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

### AUPE slams AHS for contracting out Nursing Care work

Your Nursing Care negotiating team met with AHS this morning to continue bargaining, where we slammed the employer for continuing to contract out our work.

On April 11, 2024, AHS emailed AUPE informing us they were looking to hire more agency staff instead of filling vacancies in our workplaces through the normal hiring process.

Contracting out our work is unacceptable; contracting out our work while we are amid collective bargaining is insulting and ridiculous. This action undermines negotiations and jeopardizes the front-line nursing care workers Albertans rely on.

Contracting out our work to agency staff is costly and inefficient. Instead of fixing the root cause of our system's recruitment and retention issues, AHS is looking for a band-aid solution.

Instead of offering us the wages and working conditions we deserve, AHS is paying even higher costs to bring in agency staff. This approach is short-sighted at best. Every dollar spent on agency nursing care shines a harsh light on the Government of Alberta and AHS' selective approach to paying workers what they are worth.

The employer is more than willing to pay agency nursing staff in line with market rates. Yet, when it comes to AUPE members, it conveniently ignores these same benchmarks and offers us unacceptable compensation.

This hypocrisy is unacceptable and further emphasizes the urgent need for AHS to compensate AUPE members in line with industry standards.

Your team demanded that AHS and the Government of Alberta re-evaluate their priorities and focus on fair wages and working conditions for health care workers, recognize our invaluable contributions to the province, and respect our rights during collective bargaining.

If AHS and the government ignore our concerns, they will perpetuate the cycle of understaffing and overworking out nursing teams, which ultimately compromises patient care and safety.

Your team will provide another full bargaining update after we finish our meetings this week. Please contact a member of your negotiating team if you have any questions.

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# BARGAINING UPDATE



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

### Tense meetings result from the employer's disrespect

Your negotiating team met with AHS on April 17 and 18 to continue bargaining. The employer disrespected us at every turn and the meetings were tense. Your team held the employer's feet to the fire and remained firm with our demands.

We wanted to address non-monetary proposals, which is normal and what we agreed to at our last meetings. But AHS did not want to have these discussions. Instead, AHS wanted us to tell them which of our monetary proposals we really wanted, and which we could live without, and only then would they have discussions with us.

Your team did not back down. We are serious about all our monetary proposals, including increasing our wages to match our increased scope of practice and all we contribute to Alberta's health-care system.

We made it clear that starting with non-monetary proposals would be the most productive path forward. AHS eventually agreed with us, but then showed they were unprepared for these discussions, and we did not make progress.

The employer does not understand just how hard we work and what has been going on behind the scenes at AHS. They do not seem to believe what we are saying. Your team emphasized just how horrible the schedules are, that we are constantly short-staffed, and how poorly we are paid for the amount and type of work we do. But AHS does not listen.

Their "solutions" to many of our problems include bringing in staffing agencies, which of course contracts-out our work and sweeps the source of the issues under the rug. This is unacceptable.

We also discussed Recovery Alberta and reminded the employer that they must share any information they get, especially how it will affect us moving forward. AHS is required to share this information with us as per the Labour Relations Code. They did not have new information to share, but we will update you as soon as we hear more.

Our next scheduled meetings are on April 24 and 25. Wear red on these days to show support for your team and coworkers! If you take any photos, send them to [photos@aupe.org](mailto:photos@aupe.org) to share on AUPE's social media and spread the word.

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

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# BARGAINING UPDATE



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

### Non-monetary a non-starter with AHS

#### Employer struggles to focus on the agreed negotiating agenda

Your Nursing Care negotiating team met with AHS for two days this week and it became very clear the employer is struggling to focus on our non-monetary proposals. We were initially optimistic and believed we could cover significant ground, but the employer was distracted and often tried to turn discussions back to our monetary package.

AHS has not yet agreed to any of our proposals or counter-proposals despite our long discussions. We are disappointed, but remain committed to working through all of our proposals and ensuring the employer responds to each of them.

Your team will meet in May to develop a comprehensive response to AHS. We will deliver our response during our next bargaining meetings, scheduled for May 29 and 30. We are also scheduled to meet on June 12 and 13 and have tentatively scheduled dates in August.

Wear red on May 29 and 30 to support us at the bargaining table! Your team greatly appreciates your solidarity.

Send photos of you and your coworkers wearing red to [photos@aupe.org](mailto:photos@aupe.org) so the union can share them on social media.

#### Know your rights, enforce your rights

A collective agreement is a powerful tool, and you have the right to a physical copy. Your employer is required to provide a paper copy to you upon your request. Knowing your rights is important, especially during bargaining – request a copy of your collective agreement, read it, and enforce it.

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

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# BARGAINING UPDATE



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

### Counter proposal ready; progress made on ESA

Your negotiating team met on May 12 to develop our counter proposal to the most recent package from the Employer. We will deliver our counter proposal when we meet again on May 29 and 30.

We will thoroughly review the employer's response to ensure we are making progress and that they bargain in good faith.

The employer has shown your team an outrageous level of disrespect during our bargaining meetings. As a result, your team feels we must redouble our efforts to ensure fair treatment and respect at the table.

We are determined to keep bargaining on track despite the employer's lack of focus at the table.

#### Essential Service Agreement (ESA) Update

Negotiations for our ESA, which began in May 2023, are almost complete. We have finalized all working schedules in the event of a strike, which is 1063 schedules in total. We are currently working to complete the rest of the agreement with the help of a mediating Umpire.

Here is a timeline of the process with our Umpire:

- Evidence Hearing conducted - April 15, 16 and 23, 2024
- AUPes' final submission for this hearing - May 8, 2024
- Employer scheduled to respond to AUPes' final submission - May 22, 2024

- AUPes' final reply to the Employer's response - May 28, 2024

We expect a decision in early June. If we disagree with the Umpire's decision, we have the opportunity to appeal—as does the employer. However, we remain optimistic that the mediator's decision will lead to completion of the ESA.

#### United We Bargain

On May 13, your negotiating team met with over 100 members from other negotiating teams to discuss the state of bargaining across the province. We emphasized our bargaining town halls in June and the status of our Essential Services Agreements.

We felt unified and productive. This collective approach to bargaining brings a new level of strength and solidarity in a year of unprecedented activity at the table.

Please watch for town hall meeting announcements coming soon. All AUPE members are encouraged to join these urgent town halls. You will receive email invitations, shareable posters, and timely reminders to ensure everyone has the chance to attend the town hall nearest them.

(Continued on page 2)

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# BARGAINING UPDATE



## **Make the worksite red**

Wear red to support us on May 29 and 30, when we are next in bargaining. We appreciate your solidarity and the strong message it sends to the employer.

Send photos of you and your coworkers wearing red to [photos@aupe.org](mailto:photos@aupe.org) so the union can share them on social media.

## **Urgent Bargaining Town Halls**

AUPE's Time for Action bargaining town halls are happening throughout June and all members are invited. Please visit the town hall website for details on the town hall nearest you.

You will also receive email invitations, shareable posters, and timely reminders to ensure everyone has the chance to attend. All AUPE members are encouraged to join these urgent town halls.

If you have any questions or feedback about this bargaining update, please contact a member of your negotiating team.

# BARGAINING UPDATE



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

### We made proposals; AHS did not care

Your negotiating team met with AHS on May 29 and 30 to try and make some progress with bargaining.

We gave the employer our revised, full package of proposals, which they spent most of two days to review. When they finally met with us, the employer focused almost exclusively on their own proposals and did not meaningfully respond to what we gave them.

AHS made it clear they are not interested in giving us the wages, benefits, and improved working conditions we deserve.

Instead of offering competitive wages and benefits to attract more nursing care workers to the province—which would be a great way to fix our recruitment and retention crisis—AHS is happy to be a middle-of-the-road employer.

Your team was firm. We told AHS that they have an obligation to seriously consider our proposals and we expect them to do so in time for our next meetings.

#### **Wear red June 12**

Our next bargaining meetings are scheduled for June 12. Wear red on that day to show AHS we are outraged by their behavior in bargaining.

Take selfies of you and your coworkers wearing red, then send them to [photos@aupe.org](mailto:photos@aupe.org) to be shared on AUPE's social media.

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# BARGAINING UPDATE



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

### AHS drags bargaining on; Recovery Alberta update

Your negotiating team met with AHS on June 12 and 13 to continue bargaining. AHS gave us their “top-to-bottom” bargaining package, but this was basically the same offer they started with, just with some minor changes.

AHS is still proposing just a 7.5% wage increase over the next four years. That’s an insulting offer which falls far below what we deserve to keep up with the cost of living and our ever-expanding scope of practice.

AHS also still wants the following outrageous rollbacks:

- 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 our 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;
- Roll back 12-hour Personal leave days to 7.75 for 12-hour shift workers.

Your team did win some improvements, however.

- Union binders will be allowed on our units;
- You will receive the applicable rate of pay for attending a Joint Worksite Health and Safety committee, such as when it is overtime, etc.

(Continued on page 2)

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# BARGAINING UPDATE



## Workload and hours of work

We spent a lot of time discussing our workload concerns and hours of work.

Hilariously, AHS said it is “mathematically impossible” for us to work only six days in a row and have two weekends off out of every four.

You don’t need to be a mathematical genius to know nursing care workers deserve lower workloads and better work-life balance. If AHS thinks this is such an impossible task, perhaps they should fix their recruitment and retention problem.

Fixing the recruitment and retention crisis starts with wage increases that—at minimum!—keep up with inflation and compensate us for our increased scope of practice.

Your team is creating new opportunities for you to provide feedback on your workloads and hours of work. We will share more information with you over the summer.

## Recovery Alberta

Bargaining was sidetracked by the government’s surprise Recovery Alberta announcement on June 11.

Recovery Alberta is set to become a legal entity as of July 1, 2024. The government also says the official employee transition to Recovery Alberta will happen September 1, 2024.

We are all anxious about what this transition means for us. AHS and the government have shared few details about restructuring, and your team often finds out about announcements like these from the media, just like you.

That is why we are meeting with AHS on June 17 to begin negotiating a new Letter of Understanding. This LOU will cover the transition from AHS to Recovery Alberta and other provincial health agencies. Our goal is to negotiate this LOU to protect your rights, benefits, and entitlements. We will share details about the new LOU and other provincial health agencies as soon as we can.

## Wear red August 21 and 22

Our next bargaining meetings are on August 21 and 22. This is also when our General Support Services colleagues are bargaining with AHS. Let’s all wear red to show our solidarity!

Take photos of you and your coworkers wearing red, then send them to [photos@aupe.org](mailto:photos@aupe.org) so we can post them to AUPE’s social media. We’re all in this together.

## Urgent Bargaining Town Halls

AUPE’s Time for Action bargaining town halls are happening throughout June and all members are invited. Please visit the town hall website for details on the town hall nearest you.



You will also receive email invitations, shareable posters, and timely reminders to ensure everyone has the chance to attend. All AUPE members are encouraged to join these urgent town halls.

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

# BARGAINING UPDATE



## ALBERTA HEALTH SERVICES (AHS)

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

## AHS refuses to negotiate full transfer agreement for Recovery Alberta

The Government of Alberta is preparing regulations and legislation for Recovery Alberta, a new mental health and addictions organization, that is scheduled to begin operations later this year. Some AHS employees will be transferred from AHS to Recovery Alberta as a result.

However, the Government and AHS are currently refusing to grant AUPE members the right to choose whether to continue working for AHS or transfer to Recovery Alberta, despite granting other AHS employees this choice.

The government and AHS are imposing these changes on us in the middle of bargaining. AUPE members will fight this at the bargaining table. Standing together for our rights at the table – and taking action to support our negotiating team – is the best chance we have to get what we deserve.

AUPE will also continue to press for AHS members to be given the choice to be laid off and later recalled, if that is what members prefer.

AUPE believes the Government can easily make these changes and is confident more pressure at the bargaining table and from the membership can yield a better offer from the employer.

All AUPE members must stand together in bargaining to stop our employers from playing games like this and ensure everyone is treated with the same rights and respect on the job.

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

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# BARGAINING UPDATE



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

### Recovery Alberta deal reached; FAQs here

Your negotiating team has met with AHS several times since June to discuss the transition to Recovery Alberta, and we finally reached agreement on a Letter of Understanding (LOU) on Saturday, August 31. While we fought hard to get a deal that includes a layoff process, AHS refused. They believe this will be a seamless transition, but we know better. We settled for a deal that gives you more say in your choices and still honours your entitlements, seniority, and pension.

We collaborated with AHS to create a document of Frequently Asked Questions (FAQs), which we have attached. This will answer many of your questions. We have also attached the LOU for your reference. This LOU is in effect until the day before the next collective agreement expires (which we are currently negotiating, so the date is not yet set) and applies to both Recovery Alberta and future pillars, including Continuing Care and Primary Care.

#### Here are the highlights:

- Regular employees (who are not on probation) who received a Notice of Transfer to Recovery Alberta get a one-time opportunity to request a vacancy within AHS. You can express interest

in up to five vacancies in your current classification, which will be filled by seniority, provided you are qualified and capable of doing the work. This would allow you to stay with AHS instead of transferring.

- If you cannot secure a vacancy or do not want to stay with AHS, you will remain transferred to Recovery Alberta.
- If you remain transferred to Recovery Alberta, your working conditions will not change. This includes your wage, seniority, approved leaves of absences (like vacation, personal leave, and professional development), sick leave bank, and pre-approved shift exchanges.
- When employees currently on a Leave of Absence, Short-term Disability, Long-term Disability, or WCB express their intention to return to work, they will receive a Notice of Transfer.
- Casual employees who want to continue picking up shifts at different locations must inform their manager. You cannot be denied.

(Continued on page 2)

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# BARGAINING UPDATE



- If part-time employees usually pick up shifts for work that now falls within Recovery Alberta, they must ask their manager to create a casual record with RA in the payroll system.
- We anticipate the payroll transfer date to take effect on the first pay-period following April 1, 2025. Until then, AHS and Recovery Alberta will operate as one employer under the collective agreement. After April 1, 2025, AHS and Recovery Alberta will operate as separate employers.
- If we are still negotiating the AHS collective agreement, the AHS agreement will continue to apply to Recovery Alberta.
- At every Joint Occupational Health and Safety meeting and Joint Task Force meeting, they will address the topic of having Recovery Alberta employees and AHS employees working side-by-side.
- Everything in Part C: Post Payroll Transition will remain in effect until the day before the next collective agreement expires.

The FAQs should address most questions you may have. AHS also posted it on InSite. If you have more questions, please contact a member of your negotiating team.

# BARGAINING UPDATE



## ALBERTA HEALTH SERVICES (AHS)

### LOCALS 041, 043, 044, 045, 046 - NURSING CARE

## Negotiating team focuses on improving schedules

We met with AHS on October 16 and 17 to continue negotiations. Your team came prepared to address the appalling schedules Nursing Care members are forced to work.

We shared testimony from members across the province. We told AHS how horrible and inhumane our schedules are. We shared stories about members working 7 days in a row on a twelve week rotation. We shared stories about excessive and erratic switches from days to nights and nights to days. We shared stories about members working 3 whole weekends in a 5 week period.

AHS seemed to hear us out—however, AHS ultimately did not offer any solutions.

#### **AHS claims ignorance on Primary Care Alberta and continuing care**

Your team also asked AHS for more information about Primary Care Alberta, the government's new agency that will supposedly begin operations this November, as well as the status of continuing care.

AHS told us they do not know anything about this issue aside from what the government has stated publicly. But how is it possible that AHS has no information about such an important structural change?

To say your negotiating team is unimpressed and frustrated would be an understatement. We will continue fighting, but it seems likely that we will need members to take action outside our bargaining meetings to win the new agreement we deserve.

#### **Wear red Dec. 5 and 6**

Our next bargaining meetings are scheduled for December 5 and 6. This should be enough time for AHS to review the scheduling issues we shared, new scheduling rules we proposed, and show up with possible solutions. We eagerly await what they will bring to the table.

Wear red on Dec. 5 and 6 to show AHS we are united. Email photos of you and your colleagues wearing red to [photos@aupe.org](mailto:photos@aupe.org) so we can show our solidarity on the union's social media.

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

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# BARGAINING UPDATE



## ALBERTA HEALTH SERVICES (AHS)

### LOCALS 041, 043, 044, 045, 046 - NURSING CARE

## December bargaining cancelled *AHS negotiator leave puts bargaining on hold*

AHS has cancelled all bargaining in December.

Your negotiating team was scheduled to meet with the employer four times in December, but an unexpected leave of absence by the employer-side negotiator has brought bargaining to a halt.

We have been assured that they working to find new dates early next year and are reviewing availability for January and February. We will update you as soon as new dates are confirmed.

### Essential Service Agreement (ESA) Update

On October 7, we met with the Labour Board Commissioner and the employer for a case management meeting. This meeting was part of the Umpire decision review we requested in August. The Commissioner set the following deadlines for formal submissions:

- AUPE submission due October 31, 2024
- HSAA submission due (intervenor status) November 15, 2024 – Note: HSAA has intervenor status as they have an interest in the outcome of this review, giving them the right to provide information to the board.

- AHS reply to AUPE and HSAA submissions due November 29, 2024

An oral hearing has been scheduled for December 17 via Zoom. We will update you on the Commissioner's decision when it is available.

### Wear red to support bargaining

Show your solidarity by taking photos of you and your coworkers wearing red and sending them to [photos@aupe.org](mailto:photos@aupe.org); they will then be posted to AUPE's social media.

Please contact a member of your negotiating team if you have any questions or feedback about this bargaining update.

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# BARGAINING UPDATE



## ALBERTA HEALTH SERVICES (AHS)

### LOCALS 041, 043, 044, 045, 046 - NURSING CARE

## New bargaining dates scheduled for Jan. and Feb.

Your negotiating team was scheduled to meet with AHS four times in December, but the employer-side negotiator's unexpected leave of absence brought bargaining to a halt.

Our next meeting dates are scheduled for **January 23 and 24**, and **February 12 and 13, 2025**. Wear red on these days to show solidarity with your negotiating team! If you take any photos of you and

your coworkers wearing red, send them to [photos@aupe.org](mailto:photos@aupe.org) so we can share on social media.

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

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# BARGAINING UPDATE



## ALBERTA HEALTH SERVICES (AHS)

### LOCALS 041, 043, 044, 045, 046 - NURSING CARE

## Hot topics include scheduling and the staffing crisis

Your team met with AHS on January 23 and 24 to continue bargaining.

We mostly spoke about scheduling, one of our most important issues. This included a long discussion about working 7 days in a row and 3 weekends out of 5.

AHS's proposal would basically make our current Scheduling Option 2 the default moving forward. The big problem, of course, is that Scheduling Option 2 lets AHS restrict us to just one day of rest between consecutive stretches.

We reviewed other proposed schedules, but they were no better. Your negotiating team rejected the employer's proposals and referred them back to our scheduling proposal, which we believe provides much needed work-life-balance and stability.

#### Recruitment and retention crisis

AHS then felt the need to give us a presentation on staff recruitment and transfer statistics.

Unsurprisingly, their presentation actually confirmed that AHS and the government are causing the recruitment and retention crisis. New workers are choosing to stay away from Alberta's health care sector because the pay, benefits, and working conditions are better elsewhere.

Your team will continue bargaining for the raises and collective agreement we need to attract new workers and offer current staff a better standard of living.

#### Essential Services Agreement

As mentioned in our last update, we had a case hearing about our Essential Services Agreement in December.

We're fighting back against a ruling that says AUPE would be responsible for scheduling staff who are 'essential' after the first week of a strike or lockout.

AHS is North America's largest health care employer with a budget over \$20 billion. They are more than capable of scheduling a reduced number of shifts during a strike or lockout. AUPE is a much smaller organization and does not have capacity to schedule thousands of nursing care shifts.

We are still waiting for the results from our hearing. We will update you as soon as we know more.

#### Wear red Feb. 12 and 13

Our next bargaining meetings are February 12 and 13. Remember to wear red and email your solidarity photos to [photos@aupe.org](mailto:photos@aupe.org) so we can share them!

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

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# Nursing Care



FEBRUARY 12, 2025

# Rationale for AUPE Ingoing Proposals

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AUPE ingoing proposals have been thoughtfully crafted to address the issues our members experience within the workplace.

- Inequality within AHS
- Benefits
- Hours of Work
- Workload and the Work Environment
- Recruitment and Retention
- Scope of Practice
- Wages

# Inequality within AHS

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# AHS is One Employer

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Healthy Albertans.  
Healthy Communities.  
**Together.**

Together we  
do amazing  
things

We do incredible life-changing work every day by serving the health needs of more than four million Albertans.

# Vision, Mission, Values & Strategies

---

## Our Vision

Healthy Albertans.  
Healthy Communities.  
**Together.**

Healthy Albertans. Healthy Communities. **Together.**

## Our Mission

To provide a patient-focused, quality health system that is accessible and sustainable for all Albertans.

## Our Values



Our five values – compassion, accountability, **respect**, excellence and safety – are at the heart of everything that we do. They inspire, empower and guide how we **work together** with patients, clients, families and **each other**.

- [Infographic Video](#)
- [We Are AHS Booklet](#)
- [Poster](#)

It may be when a grandmother has a stroke. Or when a teenager breaks a leg. It might be when a new mother learns to breastfeed her newborn. Or when a city faces a natural disaster.

We help people during illness, disease, disaster, trauma, birth, life and death. Much of our work is in hospitals and health centres, but includes the entire spectrum of healthcare.

From health promotion in school classrooms to end-of-life care in a family's

home, we are increasingly taking healthcare into our communities to deliver services and programs where they are most wanted and effective—where people live.

It's a huge task and one we accomplish by also working with families, other healthcare providers, communities, businesses and governments.

In all, AHS is a team of over 130,000 staff, volunteers and physicians dedicated to making a difference in the lives of Albertans.

**Our people are at the heart of everything we do. As a whole, we are compassionate, reliable, diverse, caring, warm and professional.**

## A SHARED PURPOSE

our vision and mission

### The AHS vision is:

Healthy Albertans.  
Healthy Communities.  
**Together.**

### The AHS mission is:

To provide a patient-focused, quality health system that is accessible and sustainable for all Albertans.

### Why do we have a vision and mission?

Our vision sets us on a path for the future—it shows where we want to go. It's our hope of what we want to achieve.

Our mission defines our shared purpose (why we exist) and describes how we will work toward our vision.

It gets us excited about where we are going and how we will get there.

By having a vision and a mission, we ensure our workforce of more than 130,000 people works together towards common goals.

# WE ARE AHS

Your guide to living our values



## compassion

We show kindness and empathy for all in our care, and for each other

Three weeks before his son's wedding, Ron Chomyc was admitted to the University of Alberta Hospital. When the Chomyc family and unit staff realized Ron wouldn't live to see the wedding day, they arranged an impromptu wedding in 24 hours.

The unit clerk brought flowers. A resident doctor donated her bridal garter. A nurse made a cake. Others secured donated food, photography and fizzy drinks.

As the ceremony drew near, unit staff flanked the bride as she walked down

a hallway to join her groom at his father's bedside. The hospital chaplain declared the couple husband and wife. And Ron, who listened to the exchange of vows with closed eyes, whispered to his son: "I heard every word and am so happy." Two days later, he died, surrounded by family.

# RIGHT THING TO DO

our code of conduct

## Principles guide us and help us do the right thing

Our Code of Conduct is based on both rights and responsibilities. It protects and guides everyone who works for or on behalf of AHS. It anchors AHS policies and procedures.

It recognizes:

- The challenges we face
- The high standards expected and needed of us
- The importance of our shared duty to the people we serve.

The Code of Conduct calls for each of us to:

- Treat people with respect, compassion, dignity and fairness
- Be open, honest and loyal
- Act ethically and uphold professional standards
- Take responsibility for our own actions and expect others to do the same
- Respect confidentiality and privacy.

To learn more about the Code of Conduct, visit [Insite](#) or talk to your leader.

# Proposals to address inequality within AHS

- AHS Employees all work **together**
- Often doing the same work
- No one's time off is more important than the person working next to them
- No one's health is less important than the person working next to them
- It's the **Right Thing to Do**

AUPE Proposal	Description	UNA Article
12	Hours of Work	7
19.02	On-Call Schedule	9
22.06	Working (or not) Weekends adjacent to Named Holidays	18
23.07	Vacation cancellation	17
24	Benefits	21
27.09	Personal Leave	22
32.03	Layoff Notice	15



**Benefits**

# BENEFITS - ELIGIBILITY

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	UNA	AUPE
Waiting period	Coverage begins 1st of month following date of hire	3 months
Min hours to qualify	15/week avg/6 mo for all  If less than 15 hrs/week, eligible for Supplemental Health and Dental only	15/wk avg/6mo

# DENTAL - BASIC

	UNA	AUPE
Survivor benefits	12 months	not included
Recall exams	1/person/6 months	adult 1/year child 2/year
Bite-wing x-rays	1/person/6 months	adult 1/year child 2/year
Polishing	1 unit/ 6 months	adult/1 year child/6 months
Fluoride	1/person/6 months	child/6 months
Scaling/root planing	18 units/ 1 year	3 units/1 year
Sealing	included	child/1per tooth/5 years
Restorations (fillings)	included	1/tooth surf/2 years max 5
Oral surgery	included	included
Oral surgery exam	included	1/person/5 years
Endodontic exam	1/person/9 months	1/person/5 years
Tissue reconditioning	included	1/denture/2 years

# DENTAL – EXTENSIVE, PERIODONTIC

	UNA	AUPE
<b>EXTENSIVE SERVICES</b>		
Gold foil restoration	1/5 years	not included
Bruxism APP, TMJ	1/person/3 years	not included
Implants	1/5 years	not included
Denture adjustments	included	3 months after placement
Denture rebase/reset	1/denture/2 years	5 years after placement
<b>PERIODONTIC SERVICES</b>		
Periodontic exam	1/person/ 1 year	1/person/5 years
Scaling/root planing	max 18 units/person/1 year	max 13 units/person/1 year

# PRESCRIPTION DRUGS

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	UNA	AUPE
<b>Drug co-insurance</b>	80% or 100% to specified maximums	80% to specified maximums
<b>Dispensing fee cap</b>	n/a	\$7.00
<b>Contraceptive drugs</b>	included, no maximum	\$250/person/five years
<b>Vaccines</b>	Hepatitis A & B and Shingles	\$250/person/year
<b>Sexual dysfunction drugs</b>	included	not included
<b>Weight loss drugs</b>	included	not included
<b>Joint injectable materials</b>	included	not included

# VISION

---

	UNA	AUPE
Eye exams	1/person/year	\$40 per person (19 to 64 years of age)
Vision care max	\$600/person/2 years	\$150/adult/2 years & child/1 year
Laser surgery	included	not included

# EXTENDED HEALTH - HOSPITAL, DIABETIC, OTHER

	UNA	AUPE
Extended Health maximum	\$2 million/year	\$1 million/year
Hospital rooms	Current rates	January 2009 rates
Blood test monitor	\$175 max/person/5 years	\$150 max/person/5 years
Insulin pump & supplies	\$7000 max/5 years; 100% supplies	\$7,000 max/5 years
Glucose transmitters	included	not included
Foot orthotics	\$500/person/2 years - no sports	\$200/person/year - no sports
Hearing aids	\$3000/person/5 years. No batteries	\$500/person/2 years. No batteries
Home nursing care	\$10,000/person/3 years	\$2500/person/year
Wigs, hairpieces	\$200/person/2 years	not included

# EXTENDED HEALTH - OTHER

Benefit	UNA	AUPE
Surg.stockings/arm sleeve	2 pairs/person/year	not included
Stump socks	6 pairs/person/year	not included
Ileostomy & supplies	all included with no maximum	combined max of \$1,200/person/year
Colostomy & supplies		
Urinary Catheter & sup		
Aerochamber devices	direct bill coverage to \$40/max/2 years	80% to \$40/max/2 years - Under age 11
Oxygen - eq., supplies	included (no maximum)	\$2500/person/year
Iron lungs	included	not included
Respiratory equip/suppl	included	not included
Custom-fitted braces	included (no maximum)	\$200/person/year - no sports
Orthopedic shoes	1 pair/year (no maximum)	\$100/person/year

# EXTENDED HEALTH - OTHER

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Ancillary Services	UNA	AUPE
Blood/blood plasma	included	not included
Diagnostic testing	included	not included
Lab services	included	not included
Radium/isotopes	included	not included
X-rays	included	not included
Out of prov/country		
Survivor benefits	12 months	not included

# Workload and the Work Environment



# Email from AHS Manager, February 2024



“It has been mentioned to me that some of you are not picking up or fearful of picking up because of your overtime being cancelled. It saddens me to think that if OT was not an option, some of you would not want to come in and help your fellow teammates and have the unit short 😞”

---

“I know we all have bills and rising cost of living... utilizing only OT is not the way to make ends meet. If utilizing only OT is how you want to make ends meet, this may be the wrong profession for the long game. May I suggest some side jobs: Investment Banking? Fund Manager? Tik Tok Influencer?”

---

“I've reached out to a UNA rep.... the CA does not exclusively state or indicate specific staff/patient ratio - as it is not legislated. If you have documentation to suggest otherwise, please share!! Let us take note of our colleagues in Ontario - they have far worse patient to staff ratio.”

# PROPOSALS TO IMPROVE THE WORK ENVIRONMENT AND WORKLOAD

Article	Proposal
8.02	Orientees supernumerary during orientation
8.02(c)	All 6 shifts during orientation under guidance
9.02(e)	Involuntary transfer determined by seniority
11.01(a)	Positions are posted within 10 days
12	Hours of Work
13	Overtime

Article	Proposal
19.02a(ii)	On-Call Scheduling posted 12 weeks in advance, and penalties for changes < 14 days
19.02(d)	Employees not scheduled on-call the night before a Saturday, Sunday or Named Holiday if they are not also scheduled to work one of those days
19.02(e)	Employees not scheduled on-call the night before scheduled days off
19.04	Call back - 4 hrs minimum
19.07	Time off after callback - 10 hrs in next 12
19.08	Phone consult – min 30 min pay per incident

# PROPOSALS TO INCENTIVIZE EMPLOYEES

Article/Clause	Premium	Proposal	Incentivizes Employee to:
16.01	Evening Shift Differential	\$5.00/hour	Work the evening shift
16.02	Night Shift Differential	\$10.00/hour	Work the night shift
16.04	Super Shift Premium	\$1.85/hour	Work weekend nights
17.01	Weekend Premium	\$8.00/hour	Work weekend shifts
20	Ambulance Duty	\$50/trip	Accept patient transfers

# PENALTIES/DETERRENTS FOR SHORT-STAFFING

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Article	Proposal	Penalty
18	Responsibility Premium In Charge Pay	\$5.00/hour \$5.00/hour
19.02a(ii)	Vacation cancelled by Employer	Costs reimbursed
32	Severance/Layoff	Severance cost

# PENALTIES/DETERRENTS FOR DENYING TIME OFF REQUESTS

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Automatic carry-over of the amount of time off that was requested but denied by AHS

Article	Proposal
13.06(b)	Time off in lieu of overtime
22.05(b)	Banked Named Holidays
23.04(f)	Vacation
27.09(f)	Personal Leave

# OCCUPATIONAL HEALTH AND SAFETY

Article	Proposal
25.15	Pay for isolation/quarantine
26	WCB – pay includes premiums, no sick leave deduction
35.03(iv)	Support to report issues to police
34.04(b), 35.10	Working alone supports – cell phones, security personnel on site
35.05(a)	Applicable rate for meeting attendance
35.06	Access to worksite to conduct safety inspections.
35.07, 35.08	Adequate stock of N-95 masks and PPE.
35.09	Requirements to meet in the event of a pandemic, natural disaster or other emergency situation.
44	Critical incident stress management program

# Recruitment and Retention



# BC is *crushing* Alberta

<https://x.com/KelownaNow/status/1823823367105093956>



# Vacancy Rate



	<b>Full-time Employees</b>	<b>Part-time Employees</b>	<b>Vacancies</b>	<b>Vacancy FTE</b>	<b>Vacancy Rate</b>
Dec 2023	4507	6705	1551	1150	12.11%
Dec 2024	4135	6443	1397	1042	11.75%

# Work Intensity: Vacancies

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It is not only the scope that changes the value of a position, it is also the amount of those tasks that are being completed in a given period of time, the ***intensity*** of that work.



The greater the number of vacancies, the greater the work intensity must be.



There is a shocking 12.11% vacancy rate in this bargaining unit.

# Work Intensity: Working Short

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In addition to working with a high number of vacancies, work intensity is heightened when workers have to cover their colleagues who are not at work.

Sick hours used in 2022-23: **1,145,328.92**

Relief hours worked to cover sick time: **382,852.63**

Only **33%** of sick hours were covered by relief, increasing the intensity of work for staff on those shifts.

# AGENCY CLINICAL STAFFING

 **Canadian Travel Nurses**  
NurseX Corporation Canada · 22h · 🌐

NurseX is very proud to continue offering contracts in Alberta.  
If you want to take advantage of our great rates before they drop with the new contracts please email [hr@nursex.ca](mailto:hr@nursex.ca)  
RN - \$100 (\$120 for specialty ER/ICU etc) per hour plus \$75 working day per diem. ~~\$200 for Housing accommodations and \$50 a day care rental if approved.~~  
LPN - \$60 per hour plus \$75 working day per diem. ~~\$200 for Housing accommodations and \$50 a day care rental if approved.~~  
\$5 extra for nurses on priority assignment.  
HCA - \$45 per hour plus \$75 working day per diem. \$200 for Housing accommodations and \$50 a day care rental if approved.  
If you are currently mid contract and would like to switch over to take advantage of these rates before they are gone, we can help you do so.  
Wishing you and your families health and happiness,  
NurseX Team — 🙏 feeling blessed.

 **NurseX Corporation Canada**  
May 1 · 🌐

Calling all healthcare superstars! Ready for top-notch pay and the most rewarding roles in Alberta Health Services? Join the NurseX family and shine brighter than ever before by giving the best patient care you can! 🌟👩⚕️📋  
[#HealthcareExcellence](#) [#JoinTheTeam](#)  
[#HealthcareCareers](#) [#AHSOpportunities](#)  
[#NurseX](#)

👍 Like    💬 Comment    🔗 Copy    ➦ Share

✕ Facebook  
www.nursex.ca

possible wages our contracts allow for.

## Referral Program


Our team is our best marketing strategy. That's why we offer **\$250.00** for anyone who refers a new health care professional after they work their first 10 shifts!

## Education Allowances

At NurseX we believe education is empowerment, the more our health professionals can develop their knowledge, skills and experience the more they can do in their careers. That's why we will cover the cost of your educational courses and certifications that will help you work where you want, when you want!

Looking for professional development such as :

- Trauma Nursing Core course
- Basic Life Support Certification
- Advanced Cardiac Life Support
- Paediatric Advanced Life Support
- Financial education
- And more!



# Travel Nurse Position: Licensed Practical Nurse

Hines Health Services Inc. 4.4 ★ Canada

Hines Health Services Inc.

★★★★★ 9 reviews

Read what people are saying about working here.

Apply now

## Job details

Here's how the job details align with your profile.

**Pay**  
\$40–\$51 an hour

**Job type**  
Contract Full-time

**Shift and schedule**  
12 hour shift Overtime 10 hour shift  
[+ show more](#)

## Location

Canada

## Full job description

### Licensed Practical Nurse

HHS is recruiting several Licensed Practical Nurses (LPNs) meant to fulfill short term contracts to meet the needs of Alberta Health Services.

HHS is seeking qualified LPNs who have experience and qualifications in one (or both) of two Medical Staff streams:

- **LPN Stream 1:** General Medical Care, Surgical Care, Continuing Care, Congregate Care
- **LPN Stream 2 (Specialized):** Emergency Medical Care, Intensive Care, Critical Care, High Observation Unit

As critical members of the professional Medical Team, the LPN will utilize practical nursing processes, thorough assessment, problem solving and decision making, as well as teaching, counselling, and advocating on behalf of patients and their families.

The ideal candidate will play an important role in an integrated and holistic approach to patient care, health promotion and maintenance. They will provide safe, quality patient and family-centered care while reflecting the shared vision and values of Hines Health Services.

### Hourly rate:

- **LPN Stream 1:** \$40-45 per hour, commensurate on experience.
- **LPN Stream 2 (Specialized):** \$45-51 per hour, commensurate on experience.

**Benefits:** Flights, accommodation and \$75 per diem (rental vehicle may be provided contingent on location)

**Additional compensation:** Overtime pay; Travel mileage; Travel time (up 7.5 hours at \$50 per hour)

**Location:** Rural Alberta (Central Zone; South Zone; North Zone)

### Duties and Responsibilities of the Licensed Practical Nurse:

- Compiling information by monitoring patients' progress and monitoring established respiratory and intravenous therapy; evaluating effectiveness of nursing interventions; and, administering medication, and observes and documents therapeutic effects.
- Instructing patients and their families by providing safety and health education; providing pre-operative and post-operative personal and comfort care; and consults with members of the healthcare team.
- Operating medical equipment to perform nursing interventions such as taking vital signs, applying aseptic techniques including sterile dressing, ensuring infection control, monitoring nutritional intake and conducting specimen collection.
- Working in collaboration with other members of the healthcare team and directly caring for patients and their families.
- Offering practical care as you assess a patient's needs and provide treatment.
- Acting in a manner that ensures the client's dignity, safety, privacy, and confidentiality.

### Required Qualifications:

- Current AHS employees will not be considered for this position.
- Completion of a recognized LPN program with College of Licensed Practical Nurses of Alberta (CLPNA) registration/practice permit
- Vulnerable Sector Search
- Proof of Rubella Vaccination

*HHS is not seeking to recruit nurses employed by AHS; but, looking to fill contract roles to meet the short-term needs of the health care system.*

### To Apply:

This position is currently accepting applications.

Email a detailed résumé to **recruitment@hineshealth.ca**

*We thank all applicants; however, only those selected for the interviews will be contacted.*

Job Types: Full-time, Contract

Pay: \$40.00-\$51.00 per hour

Schedule:

- 10 hour shift



Indemand Care Healthy Agency Inc.

March 13 · 🌐

Excited to have had the opportunity to meet with Health Minister Adriana LaGrange, with our CEO Avery Robson on the right and COO Deepanshu Kohli on the left, to discuss our initiatives at Indemand Care!

Our conversation focused on enhancing healthcare accessibility in remote areas while ensuring affordability. Committed to bridging the gap by providing quality healthcare staff at accessible rates.

Highlighted the importance of prioritizing mental health balance among healthcare workers—a critical aspect. Grateful for the chance to collaborate for a healthier future.

#Healthcare #Accessibility #InDemandCare #HealthCareAccess  
#InDemandCare #AffordableHealthcare #RemoteHealthcare  
#HealthcareInitiatives #MentalHealthAwareness  
#HealthcareWorkers #CollaborationForHealth #HealthierFuture  
#ResilientCommunities #AlbertaHealth #AccessibleRates  
#QualityHealthcare



# AHS AGENCY USAGE - HCA

Attachment 16a - Active Agency HCAs and LPNs - as of February 15, 2024

Placement Zone	Placement Location	Placement Facility/Unit	Total Active HCAs as of February 8, 2024	Total Active HCAs as of February 15, 2024
Calgary	Canmore	Canmore General Hospital	2	2
Central	Drayton Valley	Drayton Valley Hospital and Care Centre	6	6
Central	Drumheller	Drumheller Health Center	6	6
Central	Hanna	Hanna Health Centre	5	5
Central	Rimbey	Rimbey Hospital and Care Centre	6	6
Central	Stettler	Stettler Hospital and Care Centre	1	1
Central	Two Hills	Two Hills Health Centre	5	5
Central	Vegreville	Vegreville Care Centre	5	5
North	Athabasca	Athabasca Health Care Centre	1	1
North	Barrhead	Barrhead Home Care	1	0
North	Smoky Lake	Bar-V-Nook Manor	4	4
North	Barrhead	Dr. W.R. Keir Building - Continuing Care Centre	6	6
North	Smoky Lake	George McDougall Health Care Centre	1	1
North	High Prairie	High Prairie Health Complex	1	1
North	Hythe	Hythe Continuing Care Centre	1	1
North	High Prairie	J.B. Wood Continuing Care Centre	3	3
North	La Crete	La Crete Continuing Care Centre	4	4
North	Radway	Radway Continuing Care Centre	2	2
North	Redwater	Redwater Health Centre	3	3
North	Slave Lake	Slave Lake Health Care Centre	3	2
North	Fort Vermilion	St. Theresa General Hospital	1	1
North	Valleyview	Valleyview Community Health Services	1	0
North	Wabasca	Wabasca/Desmarais Health Care Centre	3	3
North	Boyle	Wildrose Villa	1	1
North	Lac La Biche	William J. Cadzow - Lac La Biche Healthcare Centre	3	3
South	Crowsnest Pass	Crowsnest Pass Health Centre	1	1
		<b>Totals</b>	<b>76</b>	<b>73</b>

# AHS AGENCY USAGE - LPN

Placement Zone	Placement Location	Placement Facility/Unit	Total Active LPNs as of February 8, 2024	Total Active LPNs as of February 15, 2024
Central	Daysland	Daysland Health Centre	1	1
Central	Drayton Valley	Drayton Valley Hospital and Care Centre	1	1
Central	Drumheller	Drumheller Health Centre	2	2
Central	Galahad	Galahad Care Centre	2	2
Central	Hanna	Hanna Health Centre	3	3
Central	Rimbey	Rimbey Hospital and Care Centre	2	2
Central	Two Hills	Two Hills Health Centre	3	3
North	Barrhead	Dr. W.R. Keir Building - Continuing Care Centre	1	1
North	Beaverlodge	Beaverlodge Municipal Hospital	0	1
North	Edson	Edson Health Care Centre	1	1
North	Fort Vermillion	Fort Vermilion Community Health Centre	2	2
North	Fort Vermillion	St. Theresa General Hospital	5	5
North	Grande Prairie	Grande Prairie Regional Hospital	2	3
North	Grimshaw	Grimshaw/Berwyn & District Community Health Centre	3	3
North	High Level	High Level Northwest Health Centre	1	1
North	High Prairie	High Prairie Health Complex	0	1
North	High Prairie	J.B. Wood Continuing Care Centre	2	2
North	La Crete	La Crete Continuing Care Centre	2	2
North	Mayerthorpe	Mayerthorpe Health Care Centre	1	1
North	Peace River	CSAB - Peace River Correctional Center	1	1
North	Redwater	Redwater Health Centre	2	2
North	Slave Lake	Slave Lake Health Care Centre	1	1
North	Smoky Lake	Bar-V-Nook Manor	1	1
North	Wabasca	Wabasca/Desmarais Health Care Centre	2	3
North	Cold Lake	Cold Lake Health Care Centre	3	3
North	Elk Point	Elk Point Health Care Centre	1	1
North	La Crete	La Crete Public Health and Home Care Building	1	1
North	Manning	Manning Community Health Centre	1	0
North	Peace River	Peace River Community Health Centre	3	3
North	St. Paul	St. Therese/St. Paul Health Care Centre	3	3
North	Swan Hills	Swan Hills Health Care Centre	1	1
North	Westlock	Westlock Continuing Care Centre	0	3
South	Brooks	Brooks Health Centre	1	1
South	Medicine Hat	Medicine Hat Regional Hospital	1	1
		<b>Totals</b>	<b>55</b>	<b>62</b>

# Proposals to address recruitment and retention issues

Article/Clause	Premium	Proposal
16.01	Evening Shift Differential	\$5.00/hour
16.02	Night Shift Differential	\$10.00/hour
16.04	Super Shift Premium	\$1.85/hour
17.01	Weekend Premium	\$8.00/hour
20	Ambulance Duty	\$100/trip

# Proposals to address recruitment and retention issues

Article	Proposal
Salaries	25%, 10% plus market adjustments
7.02	5 paid days for professional development
14.03	Promotion increments which recognize service
19.02	On-call schedules provided 12 weeks in advance. On-call thoughtfully scheduled.
19.03	On-call pay \$15, \$22.50 (stat/day off)
19.09	Accommodation provided to enable call back for all employees

# Proposals to address recruitment and retention issues

Article	Proposal
21	Mileage (CRA amt), Business Insurance (\$750), Parking paid, Business Allowance \$150/mo
22	Recognition Days, 2X work on stat, Christmas and August 3X pay
23	Vacation Accrual increased
24	Benefits improved, 100% ER paid, \$2750 FSA
25	Sick Leave 2 days/mo accrued
27	Bereavement 14 days, Personal 4 days, Domestic Violence paid
28	Pension – PT automatic, Supplemental Pension Plan
43	Professional Fees

# Scope of Practice

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# INCREASES TO LPN SCOPE OF PRACTICE

Effective February 2020:

- Administer blood or blood products, dispense certain drugs based on a prescriber's instructions, provide ultrasound for bedside nursing assessments, administer intravenous nutrition, and administer medication by an invasive procedure, such as central venous line.

Effective April 2024:

- LPNs no longer require direct or indirect supervision by a physician or nurse practitioner when providing aesthetic or dermatological procedures and treatments. LPNs are still required to work collaboratively with an authorized practitioner and to obtain an order from an authorized prescriber.
- Removed restrictions that prevented LPNs from inserting or removing intraosseous (IO) devices.



# WORKING TO FULL SCOPE OF PRACTICE

## Decision Aid: Scope Pyramid



**RN**

Coordinates care delivery  
Leads nursing  
Collaborative Care teams  
Takes on most complex tasks  
Facilitates discussions  
& decision-making  
Interprets complex information  
Coaches & mentors team members

*\*Although something may be in your scope of practice, individual knowledge may vary. Ensure competence before performing a skill, if unsure, seek further education.\**

*\*Intended for generalized practice\**



**RN & LPN**

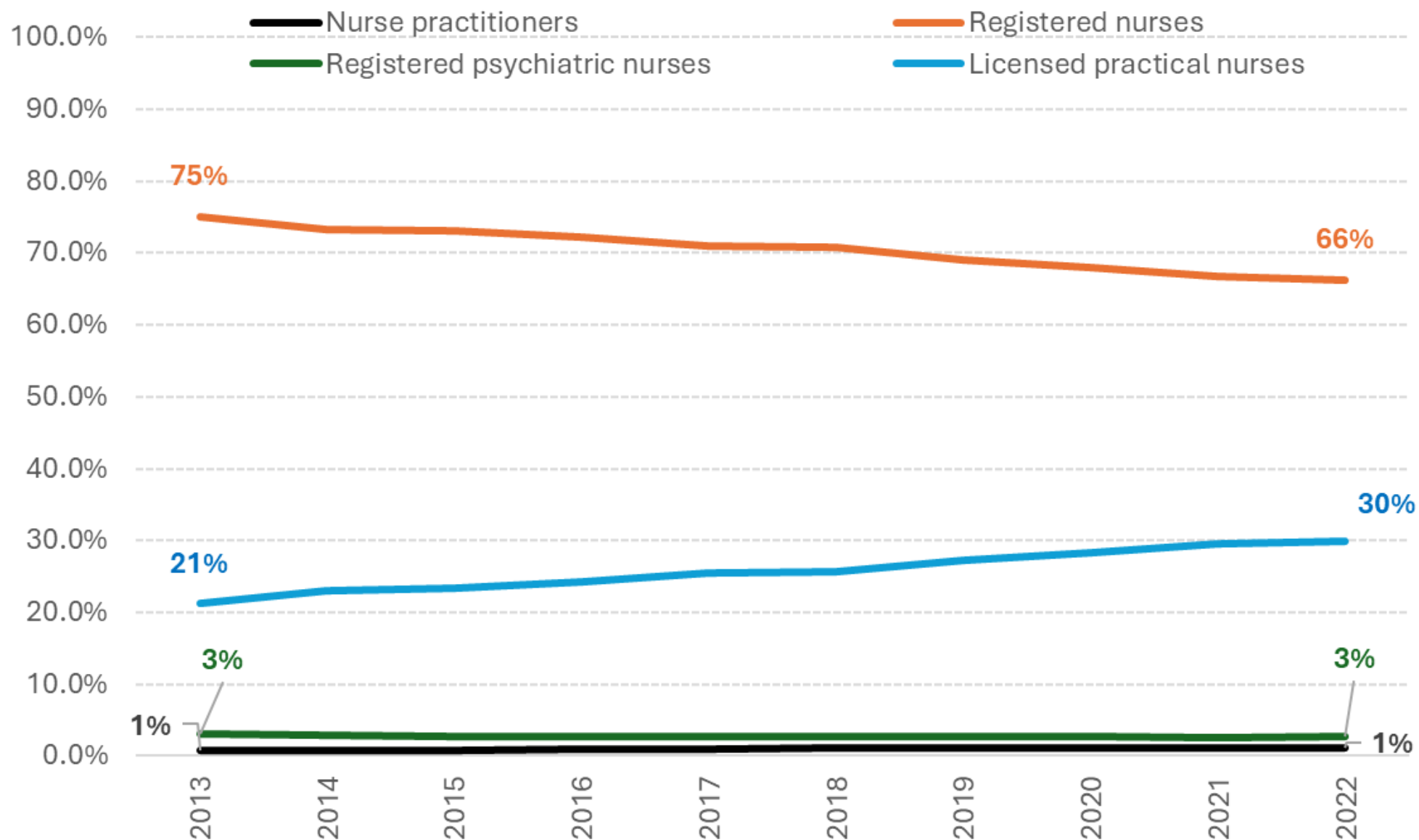
Prepares & administers blood products • Administers medication  
Parenteral nutrition • Wound care • Catheter insertion  
Manages peripheral IV, PCA, & hypodermoclysis  
Manages & monitor central lines  
Empties, irrigates, shortens, & removes drains  
3 & 5 lead ECG • Chest tube care • C-spine management  
Nursing processes (assessment, nursing diagnosis, planning, implementing & evaluation)

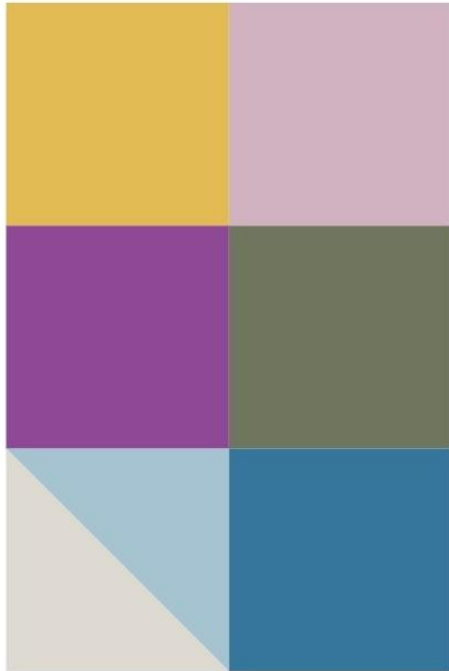


**RN, LPN  
& HCA**

Intake & output • Catheter care • Transfer & mobility assists  
Meal assist • Safety checks • Infection prevention • Vital signs  
Document care provided • ADLs • Update whiteboards  
Blood glucose testing Comfort Rounds • Report findings to team  
Participate in Care Hub Huddles • Provide holistic care

# NURSES BY TYPE IN ALBERTA





In August 2019, the "Mackinnon Report" stated:

*"Significant savings can be achieved without affecting the quality of health care if Alberta follows the example of Ontario and allows LPNS and Nurse Practitioners to perform duties consistent with their scope of practice."*

## Report and Recommendations

### Blue Ribbon Panel on Alberta's Finances

August 2019

NOVEMBER 2023

PUBLIC HEALTH EMERGENCIES  
GOVERNANCE REVIEW PANEL

FINAL REPORT

LPNs were acknowledged as:

- *“professional nurses who contribute to the assessment, planning, implementation and evaluation of patient care at AHS. Licensed practical nurses have the knowledge, skill, judgement and abilities to contribute to many types of patient care, including prevention, acute treatment and management, long term and palliative care.”*
- The report highlights that the average salary for an RN in Alberta is \$72,818, equating to an average hourly wage of \$46.21.
- For an LPN, the average salary is \$48,364, with an average hourly wage of \$30.17, noting that the **average LPN wage is 65.3% of the RN wage**.
- The report goes on to recommend the Government of Alberta continue to take advantage of LPNs:  
*“that the use of LPNs, as well as the scope of services they are permitted to provide, be expanded to reduce the burden on registered nurses, to improve access to healthcare for Albertans, and to lower system costs.”*  
*“...it is worth emphasizing that expanding the use and scope of LPNs is particularly beneficial from the standpoint of expanding the ability of the healthcare workforce to meet the surge in the demand for health services caused by a pandemic and other public health emergencies.”*

[← Government news](#)Apr 25, 2024

# Nurse practitioners to help strengthen primary care | Les infirmières et infirmiers praticiens contribueront à renforcer les soins primaires

A new program will support nurse practitioners to work independently and provide Albertans with more access to primary care clinics.

*“We looked at the compensation that family practitioners and rural generalists are getting and determined by the scope of what a nurse practitioner are doing that roughly 80% of what a physician can do is roughly what a nurse practitioner will be doing.”*

*“We will compensate Nurse Practitioners approximately 80% of what a family physician would provide who provides comprehensive Primary Care is paid.”*

# NURSE SCOPE OF PRACTICE IN ALBERTA

Category	Activity	RN	LPN
Assessment and therapeutic management	Conduct health assessment	Full	Full
	Identify nursing diagnosis	Full	Full
	Develop nursing care plan	Full	Full
	Implement nursing care interventions	Full	Full
	Consult with other health professionals	Full	Full
	Refer to other health professionals	Restricted	Restricted
	Coordinate health services	Full	Full
	Order X-rays	Restricted	Out of scope
	Interpret X-rays	Out of scope	Out of scope
	Order lab tests	Restricted	Out of scope
	Interpret lab test results	Full	Restricted
	Communicate diagnoses and test results to patients	Restricted	Restricted
	Monitor and evaluate client outcomes	Full	Full
	Conduct follow-up visits	Full	Full


Category	Activity	RN	LPN
Treatments/interventions	Provide wound care (above dermis)	Full	Full
	Perform procedures below the dermis	Full	Restricted
	Establish an intravenous line	Full	Full
	Perform procedures that require putting an instrument or finger into body openings	Full	Full
	Order a form of energy	Restricted	Out of scope
	Apply a form of energy	Restricted	Restricted
	Perform an electrocardiogram	Full	Full
	Interpret an electrocardiogram	Full	Restricted
	Order blood and blood products	Out of scope	Out of scope
	Order any form of radiation	Restricted	Out of scope
	Apply any form of radiation	Restricted	Restricted
	Order cosmetic treatments like Botox	Out of scope	Out of scope
	Apply cosmetic treatments like Botox*	Restricted	Restricted
	Set fractures	Out of scope	Restricted
	Reduce dislocation	Full	Out of scope
	Apply cast	Full	Restricted
	Apply restraints	Full	Full
	Manage restraints	Full	Full
	Conduct sexually transmitted infection (STI) assessment	Full	Full
	Conduct contraceptive management assessment	Full	Full
	Insert intrauterine devices	Full	Restricted
	Conduct pelvic exam	Full	Restricted
	Conduct cervical screening	Full	Full
	Conduct mental health screening	Full	Full
	Conduct substance use screening	Full	Full
	Perform allergy testing	Full	Full
	Provide rehabilitative care	Full	Full
	Provide psychotherapy for mental health	Full	Restricted
	Support medical assistance in dying with supervision	Full	Restricted

Category	Activity	RN	LPN
Pharmacotherapy	Prescribe pharmacotherapy	Restricted	Out of scope
	Prepare prescribed medications	Restricted	Restricted
	Administer prescribed medications	Full	Full
	<del>Prescribe controlled substances</del>	Out of scope	Out of scope
	Administer controlled substances	Full	Full
	Prescribe vaccines	Restricted	Out of scope
	Administer vaccines	Full	Restricted

Category	Activity	RN Alta.	LPN Alta.
Other	Independently manage labour and delivery	Full	Out of scope
	Pronounce death	Full	Restricted
	<del>Admit to and discharge from hospital</del>	Out of scope	Out of scope
	<del>Certify death (i.e., complete death certificate)</del>	Out of scope	Out of scope
	<del>Conduct driver's medical examination</del>	Out of scope	Out of scope
	<del>Complete federal disability forms</del>	Out of scope	Out of scope
	Complete provincial/territorial medical forms	Restricted	Restricted
	Sign disabled person placard forms	Restricted	Out of scope
	<del>Admit to long-term care facilities</del>	Out of scope	Out of scope
	<del>Complete Form 1 for involuntary admission to hospital</del>	Out of scope	Out of scope
	Hold disease management clinics (foot care, diabetes)	Full	Full

# SUMMARY OF NURSE SCOPE OF PRACTICE

RN				LPN		
	Number of Activities by Scope	%	Total Activities which can be performed by an RN	Number of Activities by Scope	%	Total Activities which can be performed by an LPN
Full Scope	36	59%	82%	24	39%	69%
Restricted	14	23%		18	30%	
Out of Scope	11	18%		19	31%	
Total	61	100%				



# SUMMARY OF NURSE SCOPE OF PRACTICE

- RNs can perform 50 out of 61 Restricted Activities
- LPNs can perform 42 of those 50 Restricted Activities
- LPNs can perform 84% of the job of an RN



## **LPN WAGES COMPARED TO SCOPE OF PRACTICE**

**Maximum hourly wage for an RN: \$51.46**

**Maximum hourly wage for an LPN: \$36.13**

**$\$36.13 / \$51.46 = 70\%$**

**An LPN currently earns 70% of an RN**

**But they can perform 84% of the RN job**

# Why did we propose a 20% wage adjustment for LPNs?

$\$51.46 \times 84\% = \$43.23$  – this is what an LPN should be paid in 2023 to reflect their scope of practice.

$\$43.23 - \$36.13 = \$7.10$  – this is the dollar value gap between what LPNs should be paid, and what they are paid.

$\$43.23 / \$36.13 = 19.65\%$  - this is the percentage gap between what LPNs should be paid, and what they are paid.

**AUPE proposed a 20% scope of practice adjustment for LPNs**



# Alberta Health Care Aide Competency Profile

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In 2018, Alberta Health created the *Alberta Health Care Aide Competency Profile*.

The Competency Profile's purpose is to outline competencies, provide the foundation for HCA Curriculum, provide guidelines for assessment tools, act as a reference for job descriptions, and be a reference for employers, the public, and health care teams to understand HCA core competencies.



# SELF-REGULATION OF HCA

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Currently:

*“The range of care provided by HCAs is determined by individual clients and/or client populations, the care setting, the competency of the individual HCA, employer policies and guidelines and, when applicable, provincial legislation.”*

But - within several years:

- HCAs will become self-regulated.
- Restricted Activities will become a part of the HCA job.
- The CLPNA will develop and enforce their professional practice statements, scope of practice, and code of ethics.

# Why did we propose a 15% wage adjustment for HCAs?

Wages and wage increases in Alberta related to addressing scope of practice issues should most closely resemble those in British Columbia, the most accurate comparator based on duties. And they aren't even regulated.

In 2015, Alberta had the highest HCA wages in the Western provinces.

In 2024, an HCA in BC earns **\$29.83.**

In 2023, an HCA in AB earns **\$26.03.**

BC HCA wages are **15% higher.**

**WAGES**



# WAGES and EDUCATIONAL REQUIREMENTS

Green = AUPE, Orange = UNA, Blue = HSAA	Min	Max	Education	Licensed
Rehabilitation Attendant	\$20.78	\$24.55	Grade 12	No
Rehabilitation Care Worker	\$20.78	\$24.55	Certificate	No
Health Care Aide Non-Certified	\$20.78		Grade 12	No
<b>Health Care Aide - Certified</b>	<b>\$21.86</b>	<b>\$26.03</b>	<b>Certificate</b>	<b>No</b>
Mental Health Aide	\$22.67	\$26.43	HCA or Mental Health Aide Cert	No
Psychiatric Aide	\$22.67	\$26.43	HCA, Mental Health First Aid	No
Recreation Aide	\$22.67	\$26.43	Certificate	No
Lab Assistant	\$23.72	\$29.56	Certificate	No
Client Care Assistant	\$23.74	\$27.39	Grade 12	No
Mental Health Therapy Assistant	\$24.23	\$28.22	Diploma	No
Community Health Representative Worker	\$24.59	\$29.77	Grade 12	No
Mental Health Support Worker	\$24.59	\$29.77	Diploma	No
Therapy Assistant	\$25.11	\$31.17	Diploma	No
<b>LPN</b>	<b>\$27.58</b>	<b>\$36.13</b>	<b>Diploma</b>	<b>Yes</b>
Personal Support Coordinator	\$27.58	\$36.13	Diploma	Yes
LPN - Renal Dialysis	\$27.89	\$36.48	Diploma + AKC-N training	Yes
Primary Care Paramedic	\$28.42	\$35.87	Certificate	Yes
Undergraduate Nurse	\$28.88		Enrolled in RN	No
Operating Room Technician	\$28.93	\$37.90	Diploma + Certificate	Yes
Cardiology Tech 1	\$31.13	\$40.38	Diploma	Yes
Pharm Tech 1	\$31.13	\$38.98	Diploma	Yes
HIMP 1	\$31.13	\$38.98	Diploma	Yes
Lab Tech 1	\$35.45	\$46.69	Diploma	Yes
Medical Radiation Tech 1	\$35.45	\$46.69	Diploma	Yes
Nuclear Medicine Tech	\$35.45	\$46.69	Diploma	Yes
Advanced Care Paramedic	\$35.46	\$46.69	Certificate + Diploma	Yes
Orthopaedic Technician	\$35.70	\$47.02	Diploma + Certificate	Yes
Certified Graduate Nurse	\$35.87	\$43.82	Degree	Yes
Graduate Nurse - Temporary Permit Holder	\$35.87	\$43.82	Degree	Yes
Graduate Psychiatric Nurse	\$35.87	\$43.82	Degree	Yes
MRI Tech 1	\$38.75	\$49.81	Diploma	Yes
Registered Nurse	\$39.21	\$51.46	Degree	Yes

# WESTERN CANADA WAGES – LPN

## with employer offer applied

Province	Union	2024	2025	2026	2027	Ave
Alberta	AUPE	\$36.85	\$37.59	\$38.25	\$38.92	\$0.70
British Columbia	BCNU	\$41.35	\$42.98	\$44.66	\$46.42	\$1.57
Saskatchewan	CUPE / SEIU (SGEU)	\$42.25	\$44.14	\$44.72	\$45.32	\$1.22
Manitoba	MNU	\$40.33	\$41.85	\$43.53	\$44.84	\$1.76
Ontario	SEIU	\$37.05	\$38.16	\$39.50	\$40.88	\$1.26
Comparator Avg		\$40.25	\$41.78	\$43.10	\$44.36	\$1.45
Gap-to-market		-\$3.39	-\$4.19	-\$4.86	-\$5.45	-\$0.75

# LPN Rates of Pay in Canada by start rate

Rank	Union	Hourly Min	Max	Annual Min	Max2	Steps	Expires	Annual Hours
1	ONA (ON)	\$37.00	\$38.00	\$72,150.00	\$74,100.00	6	3/31/2025	1950
2	CUPE (SK)	\$36.19	\$38.72	\$70,527.07	\$75,457.54	3	3/31/2023	1948.8
3	BCNU (BC)	\$31.89	\$40.15	\$62,185.50	\$78,292.50	10	3/31/2025	1950
4	NSNU (NS)	\$31.11	\$35.11	\$60,664.50	\$68,464.50	6	10/31/2025	1950
5	MNU (MB)	\$30.03	\$37.82	\$60,516.50	\$76,201.26	7	3/31/2024	2015
6	NBNU (NB)	\$29.92	\$32.14	\$58,568.40	\$62,914.05	3	12/31/2023	1957.5
7	AUPE (AB)	\$27.58	\$36.13	\$54,571.77	\$71,448.79	8	3/31/2024	2022.75
8	NAPE (NL)	\$26.54	\$29.48	\$51,753.00	\$57,486.00	3	3/31/2026	1950
9	PEIUPSE (PEI)	\$24.52	\$26.69	\$47,814.00	\$52,045.50	3	3/31/2020	1950
10	FIQ (QC)	\$24.21	\$32.32	\$47,372.92	\$63,242.16	12	3/31/2023	1956.75

# LPN Rates of Pay in Canada by top rate

Rank	Union	Hourly Min	Max	Annual Min	Max2	Steps	Expires	Annual Hours
1	BCNU (BC)	\$31.89	\$40.15	\$62,185.50	\$78,292.50	10	3/31/2025	1950
2	CUPE (SK)	\$36.19	\$38.72	\$70,527.07	\$75,457.54	3	3/31/2023	1948.8
3	ONA (ON)	\$37.00	\$38.00	\$72,150.00	\$74,100.00	6	3/31/2025	1950
4	MNU (MB)	\$30.03	\$37.82	\$60,516.50	\$76,201.26	7	3/31/2024	2015
5	AUPE (AB)	\$27.58	\$36.13	\$54,571.77	\$71,448.79	8	3/31/2024	2022.75
6	NSNU (NS)	\$31.11	\$35.11	\$60,664.50	\$68,464.50	6	10/31/2025	1950
7	FIQ (QC)	\$24.21	\$32.32	\$47,372.92	\$63,242.16	12	3/31/2023	1956.75
8	NBNU (NB)	\$29.92	\$32.14	\$58,568.40	\$62,914.05	3	12/31/2023	1957.5
9	NAPE (NL)	\$26.54	\$29.48	\$51,753.00	\$57,486.00	3	3/31/2026	1950
10	PEIUPSE (PEI)	\$24.52	\$26.69	\$47,814.00	\$52,045.50	3	3/31/2020	1950

# WESTERN CANADA WAGES – HCA

## with Employer offer applied

Province	Union	2024	2025	2026	2027	Ave
Alberta	AUPE	\$26.55	\$27.08	\$27.56	\$28.04	\$0.50
British Columbia	HEU	\$29.83	\$30.55	\$31.30	\$32.06	\$0.83
Saskatchewan	CUPE / SEIU (SGEU)	\$27.11	\$28.31	\$28.69	\$29.07	\$0.78
Manitoba	CUPE / MGEU	\$24.83	\$26.01	\$27.29	\$30.11	\$1.53
Ontario	SEIU	\$29.51	\$30.40	\$31.46	\$32.57	\$0.98
Comparator Avg		\$27.82	\$28.82	\$29.69	\$30.95	\$1.03
Gap-to-market		-\$1.27	-\$1.74	-\$2.13	-\$2.91	-\$0.53

# BC Nurses Union Tentative Agreement – March 31, 2023

- April 1, 2022: **3.82%**
- April 1, 2023: **6.75%**
- April 1, 2024: **2% increase, plus a potential cost-of-living adjustment (to a maximum of 3%).**
- New increment steps at 10, 15, 20, 25, 30 years service
- New LPN step 10 (equals 17.02%)
- Evening: \$1.40/ hour (0.70 increase) Retro April 1, 2022 (0.35/hr).
- Night Shift: \$5.00 (1.50 increase) Retro April 1, 2022 (0.75/hr).
- Weekend Shift Premium: \$3.50/hour (1.20 increase) Retro April 1, 2022 (0.60/hr).
- Super Shift Premium \$1.85/hour (0.85 increase) Retro April 1, 2022 (0.40/hr).
- Short Notice Premium remains unchanged.
- Regular Premium (NEW) \$2.15/hr for each hour worked excluding overtime.
- OR/PAR/ER/ICU/CCU Premium (new): \$2.00/hr.
- On-Call: \$7.00/hour for the first 72 hours, then \$7.50/hour above 72 hours.
- Responsibility Pay: In-charge nurse after 2 hours (not 3). Increased from \$1.25/hour to \$2.50/hour.
- Preceptor Premium (new) \$1.50/hour /shift.
- Isolation Travel Allowance:\$150/mo
- Registration: full cost, not prorated.
- Business Allowance: increased to \$150/month (from \$50/month).
- Domestic and Sexual Violence Leave - 5 days paid, plus 5 days unpaid, and up to 15 weeks of unpaid leave with no loss of benefits.

# Manitoba Nurses Union Agreement – May 2024

- April 1, 2024 **2.5% + 3%** market adjustment
- April 1, 2025 **2.75% +1%** market adjustment
- April 1, 2026 **3% + 1%** market adjustment
- April 1, 2027 **3%**
- \$12,000/year \$5.95/hr (pro-rated – 2 year trial and subject to OT and agency nurses reduced)
- Weekend Premium \$5.75
- ICU premium \$3/hr
- ER premium \$4/hr
- Urgent Care Premium \$2/hr



## The Alberta Advantage

In a press release regarding the construction of new schools, dated March 1, 2024, and amended on March 11, 2024, the Minister of Education stated:

*“The Alberta Advantage is back and booming and people from across Canada and around the world are once again flocking to our incredible province, including Calgary.”*

The Minister of Treasury Board and Finance is quoted in the same release, boasting about Alberta’s growth.

The government has even taken this catchphrase so seriously that they've named an entire program after it: The Alberta Advantage Immigration Program.



# “Alberta is Calling”

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- In March 2024, the Government of Alberta unveiled their "Alberta is Calling" program, allocating a total of \$10 million to provide \$5000 tax credits for 2000 skilled trade workers. The government has identified skilled trades as facing the most significant workforce shortage in Alberta. Interestingly, they mentioned that if this program proves successful, it could potentially extend to include healthcare workers.
- The Alberta is Calling website even says that newcomers can “Enjoy Canada’s highest average wages”.

[← Government news](#)

Jun 27, 2024

# Solid year-end sets stage for prosperous Alberta future

Positive 2023-24 year-end results display the government's commitment to fiscal responsibility that ensures prosperity and opportunity for Albertans.

## Government Affordability

*“For the third consecutive year, Alberta has balanced its budget, ending the fiscal year with a \$4.3-billion surplus*

*Another \$2 billion in surplus cash has also been set aside to further grow the Heritage Fund this coming year.*

*At the same time, Alberta's government provided the highest-ever levels of funding in 2023-24 to strengthen health care and education, while also supporting Albertans through last year's wildfires, floods, drought and the high cost of living.”*

# Cost of a Basket of Goods June 2017 – June 2024



	June 2017	June 2024	Percentage Increase
Milk 4L	\$4.86	\$6.01	23.7%
Eggs, 1 dozen	\$3.59	\$4.97	38.4%
Butter, 454g	\$4.53	\$6.25	38.0%
Peanut Butter, 1kg	\$4.46	\$6.17	38.3%
Chicken breast, per kg	\$12.86	\$15.44	20.1%
White Bread, 675g	\$3.13	\$3.40	8.6%
Apples, per kg	\$4.56	\$6.35	39.3%
Iceberg lettuce, unit	\$2.26	\$3.43	52.0%
<b>Total</b>	<b>\$40.25</b>	<b>\$52.02</b>	<b>29.2%</b>

# AHS Wage Increases

## April 2017 – April 2024

Year	Increase
2017	0%
2018	0%
2019	0%
2020	0%
2021	1%
2022	1.25%
2023	2%
Total	4.25%



# Why did we propose 25% in the first year?

- Since 2017, the cost of a basket of goods has gone up 29.2%
- Since 2017, AHS wages have gone up 4.25%
- AHS wages are 25% behind the cost of the goods



The End

# BARGAINING UPDATE



## ALBERTA HEALTH SERVICES (AHS), RECOVERY ALBERTA, PRIMARY CARE ALBERTA

LOCALS 041, 043, 044, 045, 046 - NURSING CARE

### AHS Nursing Care: negotiating team stands up for the wages we deserve

Your team met with AHS for bargaining on Feb. 12 and 13. We started off by sharing our case for significant wage increases.

All Nursing Care staff are underpaid. We know we all need much higher wages to match our increased scope of practice and the sky-high costs of living, especially when compared to the rest of Canada. We know that our employer should give us those raises if they want to avoid a strike.

Your team made that argument loud and clear. But a good argument also needs solid evidence, and we provided a lot of that, such as:

- The ways we are not treated equally with other AHS staff groups;
- AHS is facing a recruitment and retention crisis;
  - here is a 12% overall vacancy rate;
  - Only 33% of sick hours are backfilled.
- How much more private agencies pay their nursing staff – you know, the same agencies that AHS contracts to do our work;
- A review of wages paid in Ontario, Manitoba, Saskatchewan, Alberta, and British Columbia. AHS used to love comparing us to other provinces, but they don't want to anymore now that our wages have fallen behind;
- A review of new nursing care agreements in B.C. and Manitoba, both of which gave workers much higher raises;
- A review of inflation and grocery prices in Alberta. The data shows a 29% increase in costs since 2017. Our wages have only gone up 4.25% in the same time period.

(Continued on page 2)

#### AUPE NEGOTIATING TEAM – AHS NURSING CARE

##### Local 041

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**Catherine Sivasankar** (alt)

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**Jennifer Power** (alt)

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##### Local 045

**Nancy Burton**

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**Angela Smyth** (alt)

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##### Local 046

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#### AUPE RESOURCE STAFF

**Kate Robinson** Lead Negotiator

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**Chris Dickson** Negotiator

c.dickson@aupe.org

# BARGAINING UPDATE



We also shared some proposals that would help fix the staffing crisis, like making improvements to scheduling and increasing how much we are paid for premiums, being on-call, and getting called back.

AHS was not prepared to have any of these conversations. They appeared taken aback, as if statistics about our work, the rising cost of living, and the recruitment and retention crisis were all breaking news to them.

## **Rollback our rights? No thanks!**

AHS then handed us their solution to “internal churn” - in other words, the high rate of employees who move from job-to-job within AHS.

Unfortunately, AHS’s “solution” to internal churn is to roll back our rights!

Their first proposal would restrict your right to take different jobs. Under this proposal, permanent members who take a temporary vacancy would not be allowed to take another temporary vacancy for 12 months after the first temporary position ends.

The second proposed rollback would let AHS accept only external applicants for certain positions. Most importantly, it would let them do this when they create a new unit, new program, or when they get funding for more FTEs.

We told AHS we would not accept their “solution.” We will not give up our right to take different jobs within AHS, Recovery Alberta, Primary Care Alberta, or any other new organization the government creates. We will also never agree to allow AHS to hire only external applicants for certain jobs.

These proposals prove one thing: AHS just does not get it. At all.

## **Solidarity and strike captain training**

We have already agreed to meet again on April 7 and 8. Your team also proposed more dates in March and April for AHS to bring updated proposals.

AUPE members must be prepared for the possibility of a strike or lockout. That’s why we are urgently recruiting Strike Captains.

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.

AUPE’s education staff are here if you need help registering. Please contact them to help you sign up as soon as possible.

Wendy Pasko  
w.pasko@aupe.org  
780-930-3351  
or

Niki Suvan  
n.suvan@aupe.org  
780-930-5284

Learn more about being a Strike Captain and register for a course near you.

Keep wearing red to show your solidarity! Email photos of you and your coworkers wearing red to [photos@aupe.org](mailto:photos@aupe.org) to share on AUPE’s social media.

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

# BARGAINING UPDATE



## ALBERTA HEALTH SERVICES (AHS), RECOVERY ALBERTA, PRIMARY CARE ALBERTA

**LOCALS 041, 043, 044, 045, 046 - NURSING CARE**

### AHS Nursing Care: AHS storms out of bargaining

Your negotiating team met with AHS on April 7 and 8 for bargaining.

AHS's behavior was outrageous. They insulted you, they insulted your team, and they insulted AUPE President Guy Smith, who joined us for these meetings.

Your negotiating team is furious. Our meetings ended with AHS walking away from negotiations.

The bottom line? AHS insists on pushing the same insulting wage offer, an outright refusal to give us the wages and contract we deserve.

#### Bargaining was bad – it gets worse

This all started because AHS derailed bargaining plans at the last minute.

Your team shared evidence to support significant raises during our last meetings in February. We expected AHS to respond to this at our April 7 and 8 meetings.

However, AHS contacted us near the end of the day on Friday, April 4, and threatened to cancel our bargaining meetings if we did not give them a new counterproposal.

Your team worked all weekend on revised proposals. We did this in a good-faith effort to keep bargaining going.

We shared our new proposals at the start of our April 7 meeting. By the next morning, AHS told us they would never accept our proposals.

In fact, they said they would not even share our proposals with their “decision makers.” They went on to insult your team, your negotiator, and President Smith. They did all this while reading off a script, presumably provided by their “decision makers.”

We do not need AHS to read off a script. We need them to bargain in good faith.

President Smith and your team then told AHS exactly what we thought of their “mandate,” their refusal to consider our proposals, and their cowardly, disrespectful behavior.

#### What's next

AHS refused to negotiate further. They walked away from the table and refuse to meet again until we move on to formal mediation, so that is our next step.

Your team and AUPE Resource Staff will now turn our full focus to finishing the AHS Nursing Care Essential Services Agreement (ESA). We need the final ESA to begin formal mediation.

We hope we can reach a deal at the table with a mediator's help. However, members should be prepared to take a strike vote to settle our contract in the future, if necessary.

(Continued on page 2)

#### AUPE NEGOTIATING TEAM – AHS NURSING CARE

##### Local 041

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#### AUPE RESOURCE STAFF

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k.robinson@aupe.org

**Chris Dickson** Negotiator  
c.dickson@aupe.org

# BARGAINING UPDATE



## AHS does not think we deserve fair wages

This all comes down to our wages, the most important issue for most of us. Everything is more expensive. Groceries prices go up. Rent goes up. A dollar just doesn't buy what it used to, even compared to the last few years following the pandemic.

But AHS thinks we deserve the same old wage increases they proposed at the beginning of this round of bargaining. They don't even think we deserve the same kind of deal they agreed to with the United Nurses of Alberta.

Here is the counterproposal we shared on April 7:

- LPN wages rise to be 84% of RN wages, which reflects LPNs' scope of practice.
- Wages for HCAs and other classifications would rise at the same rate as LPN wages.

AHS's behavior has consequences, however. Because they did not bother to consider our new counterproposal, your negotiating team withdrew the new offer and are happy to stick with our previous wage proposal.

Your team's wage proposal is:

- April 1, 2024 - 25%
- April 1, 2025 - 10%
- LPN Scope of practice adjustment - 20%
- HCA Scope of practice adjustment - 15%

Our presentation highlights how AHS promotes working together and doing the right thing, and then it shows them how to do the right thing by improving our wages, benefits, and working conditions.

AHS told us they would send an all-staff email about our bargaining meetings. Members should expect to see that within the next few days.

## We need leaders – register for Strike Captain Training

AUPE members must be prepared for the possibility of a strike or

lockout.

AHS's actions make it clear – they have no intention of agreeing to the wages and contract we deserve without a fight.

[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.

[Learn more about being a Strike Captain and register for a course near you.](#) Visit [aupe.org/strikecaptain](https://aupe.org/strikecaptain) to take the training.

Keep wearing red to show your solidarity! Email photos of you and your coworkers wearing red to [photos@aupe.org](mailto: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.

# MEMBER UPDATE



## **ALL AHS NC STAFF**

### **Statement in Response to AHS Message to All Staff**

Alberta Health Services' recent and very public response to the state of negotiations with AUPE's Nursing Care members shows how challenging this round of bargaining is. This is not news to the elected representatives at the bargaining table or the thousands of dedicated Licensed Practical Nurses and Health Care Aides who work tirelessly as the pillar of frontline healthcare delivery every single day.

We are determined to work hard for new collective agreements at the bargaining table that recognize the value and the professionalism of the tens of thousands of AUPE healthcare workers, the backbone of AHS, in Nursing Care and General Support Services.

While it is unfortunate that a major employer such as AHS feels it is necessary to resort to inflammatory tactics, all AUPE members can be reassured that we will not be distracted from the ultimate goal of reaching the collective agreement and pay increases our members need and deserve.

We will also not allow AHS to divide our membership or undermine the strong relationships and solidarity that AUPE has with other healthcare unions and the broader Labour movement. In fact, AHS' actions have galvanized AUPE members and support from other unions.

We know the government is watching very closely the state of bargaining across the province at many public sector tables and should be concerned that AHS' actions do nothing to mitigate labour unrest. In fact, it may have the very opposite effect. This is both unfortunate and unnecessary.

Despite the turmoil created by AHS, AUPE will persist in working professionally and determinedly towards a successful conclusion to bargaining and continue to strengthen the solidarity between AUPE members and with other unions.

TAB C

[Canadian land border crossings decrease by 32%, air by 13% | 04-11-25 | Bridge City News | Newscast](#)

**From:** [AHS Human Resources](#)  
**To:** [AHS.All](#)  
**Subject:** Collective Bargaining Update – AUPE-ANC  
**Date:** Friday, April 11, 2025 2:45:17 PM  
**Attachments:** [image001.png](#)

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Message from  
**Susan McGillivray**  
*Interim Vice President, People and Health Professions*

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**Dear staff, physicians and volunteers,**

Recently, the Alberta Union of Provincial Employees (AUPE) has been quite public with their dissatisfaction with the bargaining process and AHS. We share this update to provide the current status of bargaining and correct misinformation. AHS is representing all provincial health agencies in bargaining.

AHS and AUPE-Auxiliary Nursing Care (AUPE-ANC) met on Apr. 7 and 8, where AUPE tabled a revised proposal, including an immediate 48 per cent wage increase for Licensed Practical Nurses (LPNs) at the top step and a 57 per cent wage increase over four years.

Unfortunately, a proposal like this is well outside a reasonable deal. While we recognize a final deal will increase from our initial proposal of 7.5 per cent over four years, we expressed that we are too far apart and would benefit from formal mediation.

AUPE disagreed and reverted to their initial proposal, which would cost over \$2 billion over a two-year term and put LPNs at the top pay step making at least 21 per cent more than their Registered Nurses (RNs) counterparts.

While AUPE President, Guy Smith, attended the last two days of bargaining, he offered nothing of value to help advance the discussion at the table. Instead, Smith repeatedly threatened strike action. Smith also expressed frustration with United Nurses of Alberta (UNA) over their newly ratified collective agreement, referring to RNs as elite, and his members to be shop floor workers. He said that AUPE-ANC members have different demands and needs from UNA members, despite AUPE's decision to copy most of UNA's proposals.

AUPE claims they weren't given proper notice to draft a revised proposal;

however, it has been 54 days since AHS and AUPE-ANC last met at the bargaining table and at that time AHS was clear in the need for a revised proposal from AUPE to move forward.

Counter to AUPE's recent bargaining update, AHS has not walked away from negotiations. We confirmed that we would proceed to the next step in the bargaining process, which is to apply for formal mediation, following the completion of an Essential Services Agreement. In fact, AUPE negotiators left the table when AHS expressed our desire to move to formal mediation.

After 19 days of bargaining and without a willingness from AUPE to put forward a proposal based on market comparisons or settlement trends, AHS welcomes the assistance of an appointed mediator.

AHS is committed to the collective bargaining process and will continue to bargain in good faith with AUPE. Our goal throughout bargaining remains to reach a fair agreement which protects the important work our people do on the frontlines.

We respect the hard work you and your colleagues do every day to provide exceptional care to your patients, and we are grateful for your continued dedication.

Sincerely,

**Susan McGillivray**

Interim Vice President, People and Health Profession



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## Strike FAQ

### Strike FAQs

Strikes are a powerful tool when negotiations break down. Here are answers to your important questions about strikes.

[Strike FAQs](#)



### MyAUPE

Sign up for updated information, to vote and collect strike pay!

**MyAUPE**

You MUST create a MyAUPE account to receive strike pay. Create an account with your member ID and sign in to access MyAUPE.



### Essential Services Agreements

**Essential Services Agreements**


Everything you need to know about ESAs and how they affect strikes.



### Be a Strike Captain

**Become a Strike Captain**

Every strike line needs Strike Captains. Register for training today!




## Strike Line Locations

**Strike Line Locations**

Strike line locations are chosen to ensure the most impact, support, inclusion, and resources. Find the line nearest you here.

[Read more](#)




## Strike Solidarity 101

**Show Your Solidarity, Never Cross a Strike Line**

Here are some tips to ensure our strikes lines are effective and safe for everyone.

[Read more](#)


Recent news



Apr 22, 2025

**Strathcona County: Bargaining hits a speedbump but we're pushing ahead**

Bargaining update for Local 118 Chapter 009, Strathcona County



Apr 18, 2025

**GSBC update #17: Statement on the GOA's misleading email to staff**

Update for Locals 001, 002, 003, 004, 005, 006, 009 & 012, Government of Alberta



Apr 17, 2025

**Legal Aid: Wage talks begin, but the employer walks out of bargaining**

Bargaining update for Local 118 Chapter 019, Legal Aid

[Read all news](#)



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# AUPE Strike Solidarity 101

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## Show Your Solidarity, Never Cross a Strike Line!



There is no more powerful feeling than to be part of a group of workers standing together and supporting each other. Sometimes this means having to go on strike.

Going on strike can be a tough decision, and nobody takes it lightly, but it is also when the feeling of

collective strength and solidarity is at its most powerful.

Solidarity is the key to success during a strike. It is what brings us together as workers and unites us in demanding what we need from our bosses. We must support each other, recognize each other's fear and uncertainty, and celebrate our strength and solidarity.

It is important to have honest discussions with anyone we know who might be considering not supporting a picket line. Acknowledge their fears and reassure them that their union family has their back.

Our success is severely undermined when we cross our own picket lines. Crossing your own picket line is also called "scabbing." Scabbing weakens a strike, and also results in bad feelings, lack of respect, and loss of trust between workers who may have known each other for years. These feelings do not go away.

Even long after a strike has ended, everyone remembers a scab who abandoned their colleagues, turned their backs on the fight for better wages and working conditions, and undermined the solidarity and strength needed for success. Where there is solidarity, a strike is more effective, powerful, and ends sooner and more successfully.

These all the reasons why we all need to support our own picket lines, but there is another, equally important reason.

Crossing a picket line without union authorization is also a serious violation of the AUPE Constitution and may result in union discipline or sanctions.

At the end of the day, it will be our collective strength that unites us to overcome the massive challenges that lay ahead. Strike line solidarity is the only way we can win those challenges. So, Never Cross the Line!

## Resources for Strikes and Bargaining



Click the red links below to learn more about strikes and bargaining.

[Strike FAQs](#) - your important strike questions answered

[ESAs](#) - Essential Services Agreements and how they affect strikes

[The bargaining process](#) - timeline from notice to action

## Resources for the Strike Line

Click the red links below to learn more about what it's like to be on strike.

[Strike Line Code of Conduct](#) - what to expect when you're out on strike

[Strike Line Locations](#) - find the AUPE strike line nearest you

[Become a Strike Captain](#) - every strike needs volunteers to keep things going

[Strike Line Do's and Don'ts](#) - follow these guidelines to maintain a safe and positive strike line



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## Intro to Strikes



We strike because we all deserve better.

Strikes are a powerful tool when negotiations break down. Once we get to that point, a strong strike is the best way force our employers to give us higher wages and better working conditions

Before 2015, thousands of AUPE members did not have the legal right to strike. For many, 2025 is the first time they have faced a potential work stoppage. Understandably, AUPE members have questions about what to expect if they go on strike.

AUPE members must prepare for a strike, whether or not we actually get

to that point. If in doubt, contact AUPE's Member Resource Centre to ask questions about going on strike. You can call the Resource Centre at 1-800-232-7284, Monday to Friday, 8:30 am to 4:30 pm.

Before you do, here are some ways you can prepare for a strike.

## Strike votes

Before going on strike, AUPE members must decide if that is what they want to do. Going on strike is not a decision made lightly. However, taking action is often the only way to force our employers to give us the raises, improved benefits, and working conditions we deserve.



Talking with each other about important issues and organizing practice pickets can help you get a successful strike vote.

Members must create a MyAUPE account on AUPE.org to participate in a strike vote.

You may hear talk of "a strong strike mandate." But what is that? Simply put, a strong strike mandate is when the overwhelming majority of members vote in favour of a strike. A 'weak' strike mandate might be if only half of all members want to go on strike.

A strike vote is union democracy in action. No one is just going to order you to go on strike – it's a decision that you and your coworkers make with a strike vote.

A strong strike mandate can scare your employer. They will often give us a better offer because they want to avoid a strike. Regardless, members who vote to strike should prepare to walk the strike line.

## Joining a strike line

All members, including those who work remotely, are expected to join their assigned [strike line](#).

Members with certain medical accommodations may not be expected to join the strike line.

## Mentally preparing for a strike



Strikes can be tough. AUPE members are tougher.

Going on strike can be difficult, especially if it lasts a long time. Solidarity and support from your family, friends, and coworkers goes a long way to help with that.

If you feel a lot of stress or pressure about going on strike, talk about it. Find those people in your life who will give you confidence and cheer you on.

Talk about what going on strike could mean for your household budget in the short-term. Don't be afraid to ask for help if you need it.

But you should also talk about the long-term benefits of going on strike and winning a higher wage and better benefits.

Strikes are challenging, but they are a challenge that workers and union members have overcome time and again. We can overcome any hardship if we stick together.

*If you or your loved ones are in need of support, please contact the **AUPE Crisis Support line (1-844-744-7026)**.*

## Strike Pay

You will not receive a regular paycheck from your employer when you are on strike.

Instead, AUPE provides members with strike pay.

- To collect strike pay, you MUST have a [MyAUPE account](#).
- In most cases, members must attend the strike line for a minimum of 30 hours per week to collect strike pay.
- If the length of your strikes is less than 1 week, please refer to the strike manual for how the strike pay may be prorated.
- Strike pay may be withheld for non-performance of strike duties.



Strikes demand respect. Strike pay helps members keep up the fight.

All strikers must sign-in when joining a strike line, and sign-out when the strike line shift is completed. If you do not sign-in and sign-out, you will not receive credit for your hours on the strike line and will not be paid. To sign-in and sign-out, find the Strike Captain on duty.

Strike pay is *not* subject to income taxes.

AUPE also does its best to ensure your health benefits will be maintained during a strike.

Employees who are designated and authorized to work as Designated Essential Service Workers (DESWs) under the Essential Services Agreement may receive strike pay for performing strike line duty if the pay from their employer is less than strike pay.

## Vacation and Leave Entitlements During Strike or Lockout

The Government of Alberta has refused to tell us how they will handle vacations, sick days, and other types of leaves during a strike or lockout.

AUPE assumes your employer will stop payment for most types of leaves.

However, members may file grievances if the employer tries to claw back what has already been approved and paid.

If your leave is during a strike or lockout, you are more likely to receive compensation if your new Collective Agreement is fully retroactive to a date before the strike or lockout began.

AUPE will still advance grievances to arbitration for resolutions.

**Note: The Collective Agreement may be enforced differently depending on whether you are a Designated Essential Services Worker (DESW).**

Click for a full and in-depth breakdown of leave entitlements, such as Vacation, Sick Leave, Medical Appointments, Long-Term Disability and WCB in the event of a strike or lockout

Leave Entitlements Breakdown

## Financial Preparation

It is important to financially prepare for a strike. Review your family budget – or create one – and put money aside for basics like food, rent, and other important bills and payments.

### YOUR BANK

Talk to banks and creditors ahead of time to get a sense of possible arrangements. Almost all banks have policies to support customers going through a strike or lockout.

Consider paying off some of your credit card debt or taking out a line of credit to help prepare for an emergency.

Your pension is tied to your normal wage, not strike pay. Going on strike and receiving strike pay instead of your normal wage will not affect your pension.

### HOUSING

For renters: Landlords hold a lot of power and privilege in society. Talk to your landlord ahead of time to discuss late or reduced payment arrangements. Some landlords will agree, some will not. Try to get what they say in writing.

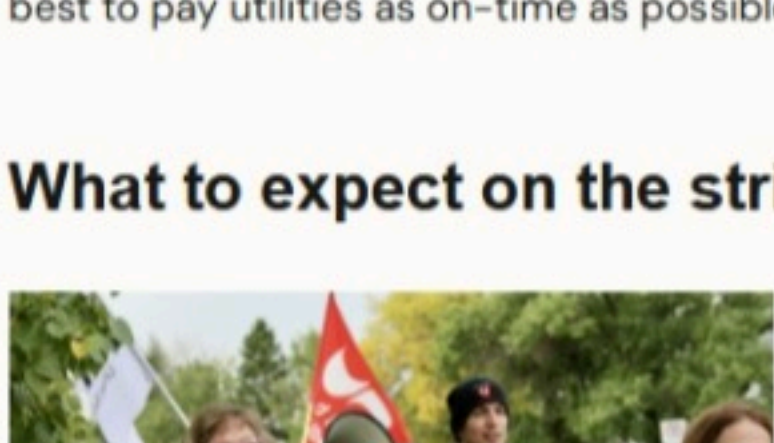
For homeowners: A mortgage lender has more power than all other creditors. Make arrangements with your bank or credit union according to your ability to pay. They are often open to a temporary payment plan, which keeps your mortgage debt at the same level for the duration of the strike.

### UTILITIES

It is impossible to make payment arrangements with utility companies, and they may cut off services if your payments are late. They will also charge you extra money to reconnect your services, even after you have paid all you owe.

Paying utilities one month late probably won't get your services cut off. But it is best to pay utilities as on-time as possible.

## What to expect on the strike line



Strike lines are all about solidarity. We chant, we march, we cheer. We support each other.

A strike line is where strikers put pressure on their employer.

We walk the strike line to flex our power and show the public that they should avoid our employer while we're on strike, if they can.

Strike lines are usually set up at the worksite. This helps us interrupt our employer's routines, shut down their operations, and share information.

Media and reporters will often come to our strike lines. Direct all media requests to the Strike Captain and the AUPE Communications Team.

Stay connected to AUPE.org to get the latest bargaining updates and union news.

The strike line belongs to the Union. Follow these guidelines to maintain a safe and positive strike line.

Check out the Strike Line Do's & Don'ts

## How long will the strike last?

Strikes can last hours; they can also last months.

Strikes end when the employer and our negotiating team reach a tentative agreement. Sometimes, they end when the government defies our charter rights and uses the law to force us back to work.

Lately, the Alberta government has tried to stop other workers from striking. If the government legislates restrictions or eliminates your right to strike, AUPE will assess the situation and provide you with clear directions.

We have the power to keep strikes short. The longer the strike line, the shorter the strike.

Solidarity is the most important tool we have to prevent long strikes, and that means getting everyone we can to join the strike line and show our employers that we are serious.

Strong strike mandates, strong turnout on the lines, and no workers crossing the line (ie. scabbing) lead to quick, decisive wins.

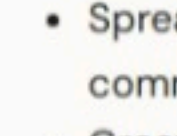
Nevertheless, it is difficult to predict the length of any strike.

## What else can I do to support the strike?

Here's how you can help during a strike.

- Contact your Strike Captain on your strike shifts and offer your help.
- Volunteer to bring supplies, food or water.
- Spread awareness about the strike goals on social media and in your community.
- Create or update [your MyAUPE account](#) today.

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- WHAT'S ON THIS PAGE
- What is an Essential Services Agreement (ESA)?

Your ESA Documents

ESAs and Strikes

Designated Essential Service Workers (DESWs)

## What is an Essential Services Agreement (ESA)?

Essential Services Agreements have a huge impact on our strikes. The details of the agreements determine who will be able to participate on a strike line and who may be required to work. Here is what you need to know about ESAs and going on strike.

Essential Services Agreements decide who must keep working during a strike.

ESAs are considered necessary to protect life, safety, and public health, as well as maintain the rule of law and public security.

Many AUPE members work for organizations that are directly responsible for public safety, health, and security – such as those working for the Government of Alberta and in health care.

ESAs protect the Albertans who rely on you if you are ever on strike or locked out by your employer.

### Your ESA Documents

You must be signed in to your MyAUPE account to access your Essential Services Agreement (ESA) Documents. ESA documents will be posted as they become available.

Government of Alberta

Click here to view the Government of Alberta ESA Documents

## ESAs and Strikes



It is important to know whether you are scheduled to work or to join the strike line.

How does your ESA impact your strike?

If you have an ESA, some members will still go in to work while the rest will not. Schedules of who works and who doesn't can change from day to day.

We will still have strike lines! Unless you are designated 'essential' and scheduled to work, members are expected to walk the strike line just like any other strike.

Because some of us are legally scheduled to work, other members should not work. If you are not scheduled to work, you must not cross the strike line.

## Designated Essential Service Workers (DESWs)

This section is for members who are designated and scheduled to provide essential services during a strike.

Working during a strike can be difficult, especially if you would rather show your solidarity on the strike line with your coworkers.

If you are working during a strike, only do your specific duties that have been deemed 'essential.' Do not do a striking coworker's job for them and avoid doing favours for management.

You can still support the strike line on your breaks or when you are not scheduled to work as a Designated Essential Service Worker. For example, if you usually receive a lunch break from Noon – 1 p.m. that is considered non-work time, you can join your coworkers on the strike line in support. You must then return to work on time after your break.

Frequently Asked Questions (FAQs)

Still need answers to more general questions you may have about the Essential Services process?

More answers to your ESA questions here

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## Strike Line Code of Conduct

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**Spread solidarity, welcome guests, and volunteer to help!**

Strike Captains are there to support you and liaise with HQ. They will help seek answers to your questions.

### Spread Solidarity

1. It is going to take a lot of heart and courage to win the wage increases and working conditions we need and deserve.
2. Everyone should contribute to keeping up morale. Sing songs, wave at passing cars, bring gifts for your coworkers – every gesture helps.
3. Always be respectful. We might not always agree on strikes and strategy, but respecting our fellow AUPE members is the starting point for solidarity.
4. Have fun! We are on strike to send a powerful message, but that does not mean it's all serious all the time.

### Welcome guests and the public

1. Is someone you don't recognize joining the strike line? Treat them with respect, too!
2. News reporters, managers, and police officers often visit strike lines. But so do members of the public who want to support you.
3. If a news reporter, manager, police officer, or someone who does not support the strike asks to speak with you, politely direct them to the nearest Strike Captain or AUPE Staff Member.
4. There is no tolerance for discrimination such as sexism, racism, homophobia, body-shaming, and ableism. There is also no tolerance for any illegal or violent actions.
5. Do not litter. If your strike line does not have enough garbage cans, volunteer to help get one.
6. Do not smoke next to other people unless you have their permission.

Remember that some AUPE members will be designated to work during a strike. This all depends on your Essential Services Agreement.

If an AUPE member crosses the strike line, ensure they are designated to work. Otherwise, encourage them to join the strike line.

### Volunteer!

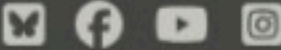
1. Strikes are a lot of work. Volunteers are always appreciated.
2. Some easy ways to volunteer include:
  1. Picking up coffee.
  2. Bringing hand-warmers or sunscreen, and even
  3. Offering free childcare for fellow members and their families.
3. Talk to your Strike Captain to find out how you can lend a hand.

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## Recruiting Strike Captains Now!

Every strike line needs Strike Captains.

We need to force the bosses to take us seriously. We do that by showing them we are ready and prepared to strike, if necessary.

You can play an important role by being a Strike Captain. Become one today!



### Take Strike Captain Training

This in-person course is just 1 day and you will receive time off work to take it.

[Register here](#)

## We can help you register

AUPE's education staff are here if you need help registering. Please contact them to help you sign up as soon as possible.

Wendy Pasko  
[w.pasko@aupe.org](mailto:w.pasko@aupe.org)  
780-930-3351

or

Niki Suvan  
[n.suvan@aupe.org](mailto:n.suvan@aupe.org)  
780-930-5284

It is no secret that AUPE has been planning for potential strikes for over a year. This preparation, focus, allocation of time and resources, engagement and mobilization of AUPE members is crucial to winning the best possible outcome in collective bargaining.

And that is where you come in. As Strike Captains you will be leaders on the strike lines to ensure our members are supported and encouraged, to keep up morale, to answer questions and to be the vital link between the picket line and Headquarters.

Thank you for your activism and leadership. Your fellow AUPE members and your union are relying upon you. You've got this! So, let's bring it on!

Register for Strike Captain Training Today!

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### Strike Locations

There are currently no active strike line locations.

Strike line locations are chosen to ensure the most impact, effective support and resource allocation, and inclusive involvement of AUPE members on strike in the same area.

Setting up strike line locations is vital to pulling off a successful strike – one that leads to a new collective agreement that includes better wages, benefits, working conditions and job security.

With large bargaining units, we combined many strike line locations using a guideline of at least 100 AUPE members on site and distances to other AUPE strike lines.

The goal is to increase our collective bargaining power, potentially leading to a more impactful negotiation process so let’s all do our part to organize and mobilize a successful strike together.

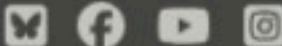


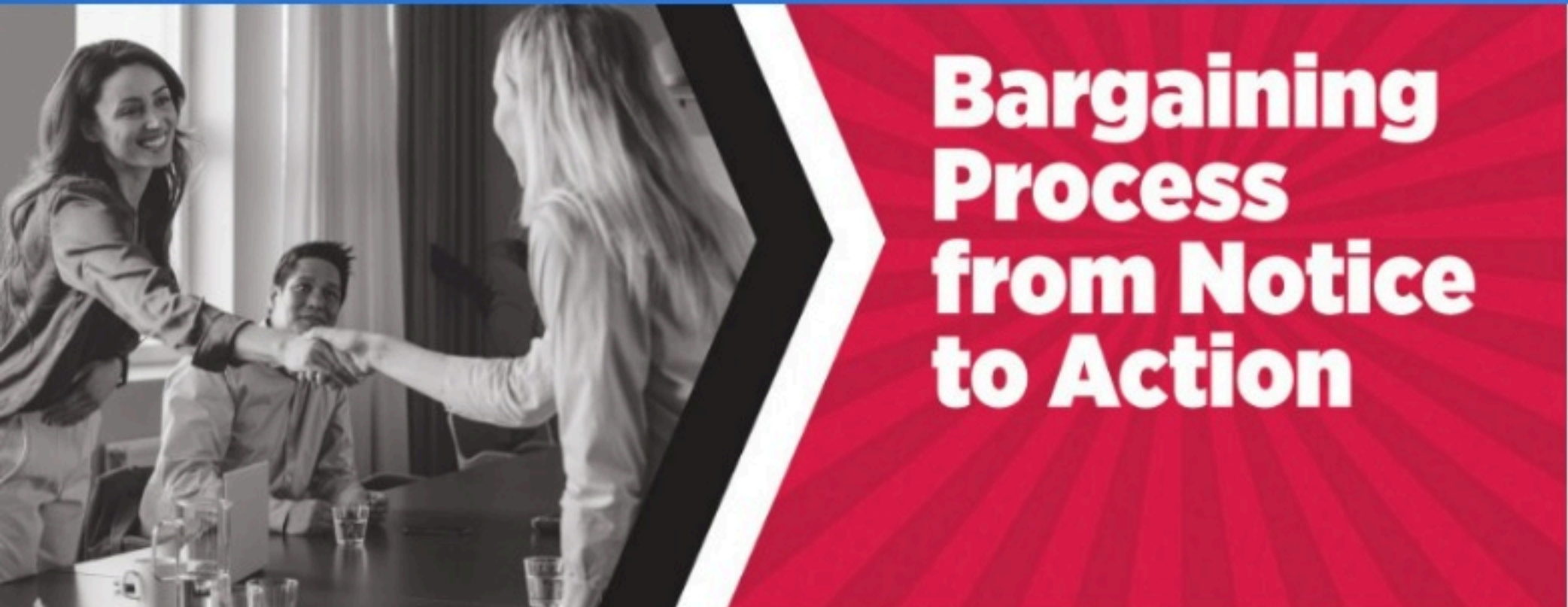
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## Marching to Impasse



Strikes don't happen without a lot of preparation and work.

The bargaining process is a series of legally required steps that eventually lead to a collective agreement. Ideally, these steps lead to a negotiated settlement. But it also may require engaging in dispute resolutions like informal and formal mediation. And if employers remain unwilling to give us what we deserve, strike votes and job action.

Throughout 2024 and into 2025, AUPE negotiating teams have fought uphill battles with employers that seem unwilling to bargain in any meaningful way. As a bargaining impasse draws closer to becoming a reality it is important that the AUPE members are prepared for what comes next.

With that in mind, read the rest of this page for the basic steps in bargaining from notice to job action.

## Notice to bargain

A formal notice to begin bargaining must be served 60 to 120 days before a collective agreement expires. The first bargaining meeting must take place within 30 days of the notice being served. Refusal to meet can trigger a bargaining in bad faith complaint with the Alberta Labour Relations Code.

## Impasse

An impasse is when bargaining talks breakdown without reaching an agreement. Once an impasse occurs, bargaining moves to the dispute resolution stage. The first step is to apply for informal mediation with the Alberta Labour Relations Board (ALRB).

## Informal mediation

Informal mediation is voluntary and must be agreed to by both the union and the employer. If both sides accept informal mediation, a mediator will be appointed by the ALRB. The mediator reviews all ingoing proposals, signed articles, and the unsigned articles that lead to the impasse. If an agreement is reached during informal mediation a ratification vote will be held.

## Formal mediation

Formal mediation can only occur when an Essential Service Agreement (ESA) is in place and is required before the union can take a strike vote or the employer can lockout its workers.



An ALRB appointed mediator will meet with both sides to discuss a resolution to the dispute and reach a tentative agreement. If a tentative agreement is reached, the mediator's report will be put to the membership for a ratification vote.

## Strike vote



A strike vote may be taken once all other bargaining and dispute resolution options have been exhausted. A strong strike vote – when the overwhelming majority of members vote in favour of going on strike – is sometimes as effective as a strike itself.

Strong strike votes often convince the employer to come back to the bargaining table to seriously negotiate a resolution to avoid a strike. Regardless, workers must prepare to strike if negotiations aren't successful. In that case, a strike notice will be filed with the Labour Board.

This strike notice will stay in effect for 120 days. During this time, workers can walk off the job, once called for by the union, with 72-hours notice.

## Job action - Strike!

Job action, or strike, is when workers withdraw their labour as a result in a breakdown in bargaining. Once the 72-hour strike notice ends job action can begin, and workers are legally able to walk off the job.

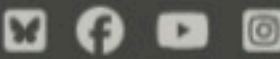
Once job action begins, it will continue until both parties come to an agreement. When an agreement is reached, it will be put to members for a vote. If they vote in favour and a settlement is reached, workers will return to work.

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## Essential Services

General information about Essential Services Agreements (ESAs), including FAQs, how to prepare for an ESA consultation session, how to participate in a consultation, and how to contact an ESA consultant to get more detailed information on ESAs.

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## Information about Essential Services

The provincial government uses their Essential Services Legislation to limit our ability to strike and our rights during a strike or lockout. It's complicated legislation, as is the process of negotiating an Essential Services Agreement, or ESA.

Put simply, an ESA lists those services that in a time of strike or lockout are needed to protect the life, personal safety or health of the public, or necessary to the maintenance and administration of the rule of law or public security.

When ESA negotiations come up at your worksite, or if they have already started, it's important for you to get involved and participate in the consultations. The input you provide us is our most critical resource. Without it, we're forced to rely on the information the employer provides to us and that would lead to weaker agreements and longer rounds of negotiation.

The best way to become part of the ESA conversation is to contact our Member Resource Centre at 1-800-232-7284 and ask them to direct you to an ESA officer. You can also contact your Membership Services Officer (MSO) and ask them to get an ESA officer to contact you.

## Frequently Asked Questions (FAQ)

[Essential Services - General FAQ](#)

## How to prepare for a consultation

- Bring your job description or send it to the Essential Services Officer--if you have it
- Review the "Information about Essential Services" portion of this page
- Bring a list of the total number of staff in your department/unit, including all classifications and whether there are any vacancies (working short)
- If you are working short--think of what continues and how you prioritize tasks

## How to contact us/I want to participate

If you would like to participate in a consultation for your Essential Services Agreement or would like more information regarding Essential Services, please fill out the form below.

### Personal information

**First name \***

**Last name \***

**Member ID** - Optional

Your six-digit number is on your membership card

**Home phone number \***

Include an area code. Example: (780) 123-4567

**Mobile phone number \***

Include an area code. Example: (780) 123-4567

**Personal email address \***

### Work information

**Local** - Optional

- None -

**Chapter** - Optional

**Employer \***

- Select -

**Worksite** - Optional

- None -

**Occupation** - Optional

### Essential Services concerns

**I would like to...** \*

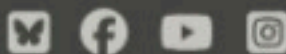
- ☐ **Participate in a consultation**  
☐ **Request more information regarding ESAs**  
☐ **Know the current status regarding my ESA**  
☐ **Other...**

Your personal information is collected under the authority of Personal Information Protection Act (PIPA). If you have any questions about the collection of your personal information please call the Member Resource Centre at [1-800-232-7284](tel:1-800-232-7284) or [780-930-3300](tel:780-930-3300) and ask to speak to the Privacy Officer.

Submit this form to the Essential Services team

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## Essential Services - Strike/Lockout FAQ

### MEMBER RESOURCES

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[AUPE Strike 101](#)

[Essential Services](#)

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For tens of thousands of AUPE members, the legal right to strike has existed only since Alberta changed its restrictive labour laws in 2016. This change also gave your employers the legal ability to lock out members of the union.

Because there hasn't been a legal strike in Alberta under an Essential Services framework, union members have many questions.

Regardless of how they happen, labour disputes can be one of the most effective tools union workers have to pressure their employer to drop demands for rollbacks and instead achieve a better working life. The guarantee of arbitration no longer exists as it had for some bargaining units before 2016, and your employer is under no obligation to agree to any demand your bargaining team makes. If you don't pressure your employer, the chances of getting a good contract are low. And while organized pressure can't guarantee top results, the more pressure that you and your co-workers generate, the greater your odds of getting what you deserve.

As a lockout or strike becomes likely for your bargaining unit, more discussion and education on these issues will happen for picket captains and other members.

#### What is a legal strike?

A legal strike is an employee-driven work-stoppage during collective bargaining to pressure an employer to accept the union's terms, move further to a compromise, or to get the employer back to the bargaining table. A strike is a pressure tactic which often improves the bargaining position of union members, but it can't guarantee a total victory. In many bargaining units, an ESA must be in place for a strike or lockout to be legal. Employers cannot legally discipline union members for supporting a legal strike.

#### Who makes the decision to strike?

AUPE members of the affected bargaining unit hold a strike vote. If a majority supports the strike, then AUPE's president has the authority to call a strike with advice from your elected bargaining team. The union must serve 72 hours' notice before a strike begins.

#### What is a lockout?

A lockout is legally the same as a strike but initiated by the employer to bar whichever employees it wishes from the worksite, whenever it wishes to do so, to pressure them to accept the employer's terms. Employers sometimes use lockouts to divide the workforce, working to convince others to cross the picket lines while keeping others out. Lockouts give the employer more power during collective bargaining. For many bargaining units, an ESA must be in place for a lockout to be legal.

#### Will the employer actually lock us out?

Employers know they won't achieve the rollbacks they're demanding through negotiations. This means a lockout is an option for any employer seeking cutbacks from their staff. This is a strategic question that your employer will assess – will they make more money through bargaining if they pressure you via a lockout? Your best defense is being prepared. If the employer believes you can stand strong on the picket line, they will be much less likely to lock you out. Union members have no say in whether their employer locks them out.

#### Can we still picket during an ESA strike?

Picketing is still allowed during an ESA strike, and an important part of the dispute. Picketing is one way to have an idea of what is happening at your workplace, and who is entering and exiting. It can also be an important way to communicate to fellow workers, managers, and clients about the importance of your dispute.

#### Can we work to rule during an ESA strike or lockout?

Alberta's restrictive Labour Relations Code broadly defines what is considered "strike action," and work to rule could be a form of strike action under that definition. DESWs should ensure they are performing only their specified essential duties, but DESWs should know that any campaign to "work to rule" could be considered a prohibited strike action if reported to the Alberta Labour Relations Board.

#### Can DESWs picket on their breaks, lunches, or off shift?

If normal work rules allow DESWs to leave their workplace during breaks and lunch, then DESWs are welcome and encouraged to join their fellow union members on the picket line. Open lines of communication inside and outside your workplace will be part of a successful strike. Off shift, you are always free to join any legal picket line.

#### If I'm a DESW and I get disciplined, will my AUPE Membership Services Officer (MSO) still support me?

DESWs are still entitled to union representation and will have the support of AUPE and their Membership Services Officer in cases of discipline or investigations that may occur. Picket captains should be aware that this could mean AUPE MSOs would have to enter the worksite to provide representation.

#### Can we file grievances if we are DESWs?

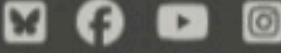
Dispute resolution can happen through the essential services processes, but in some cases, grievances will also be a good step to take to defend your rights as a DESW. If you suspect your employer is violating the Essential Services Agreement or your Collective Agreement, call AUPE right away to talk to your MSO.

### More questions?

If you have any more questions related to ESAs or wish more information, contact our Member Resource Centre at 1-800-232-7284 and ask them to direct you to an ESA officer. You can also contact your Membership Services Officer (MSO) and ask them to get an ESA officer to contact you.

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# Essential Services - General FAQ

## MEMBER RESOURCES

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### What are Essential Services?

Section 95.1 of the Labour Relations Code defines Essential Services as:

1. The interruption of which would endanger the life, personal safety or health of the public.
2. That are necessary to the maintenance and administration of the rule of law or public security.

### What is an Essential Services Agreement?

An Essential Services Agreement, or ESA, is the contract that AUPE and an employer negotiate to determine which services are essential services and must continue during a strike or lockout.

### Why did Alberta change its Labour legislation to include Essential Services Agreements?

In 2015, the Supreme Court of Canada ruled in their Saskatchewan Federation of Labour decision that all workers had the constitutional right to strike during collective bargaining and to deny that right was unconstitutional under the Freedom of Association Clause (Section 2d) of the Charter of Rights and Freedom.

That ruling had wide ranging impact across the country, especially in Alberta where for decades the government denied public sector workers the legal right to strike. It forced the Alberta government to change its Labour laws to allow public sector workers to legally strike which led to the development of Essential Services Legislation.

### What does Alberta legislation do to collective bargaining?

1. It prevents negotiating teams from going to formal mediation until an Essential Services Agreement (ESA) is filed with the Essential Services Commissioner. The process of ESA negotiations and Collective Bargaining run separately, but need to occur in tandem because the Legislation requires parties to file an ESA with the Essential Services Commissioner before they can apply for formal mediation under Section 65 of the Labour Relations Code for assistance in reaching a collective agreement.
2. It requires that managers and bargaining unit members, as Designated Essential Services Workers (DESWs), provide essential services during a strike or lockout.

### How important is it for AUPE members to get involved in the ESA process?

It's extremely important. We cannot negotiate a strong ESA without robust member engagement. We cannot negotiate in a timely manner without you. The input you provide us is our most critical resource. Without it we are forced to rely on the information the employer provides to us and that would lead to weaker agreements and longer rounds of negotiation.

### How do I get involved in the ESA Process?

The best way is to contact our Member Resource Centre at 1-800-232-7284 and ask them to direct you to an ESA officer. You can also contact your Membership Services Officer (MSO) and ask them to get an ESA officer to contact you.

It's also very important to talk to your fellow workers and encourage them to do the same.

### Should I prepare beforehand before getting involved?

Yes. Be ready to tell the ESA officer everything you can about your job and your worksite including your job description, your duties, scheduling, job descriptions about other workers, everything you can think of. Even if it's something small, it could be important. The more we know about your job, the jobs of your fellow workers, and your worksite, the stronger we can make the Essential Services Agreement for your worksite.

Again, talk with your fellow workers and encourage them to also participate in the ESA process.

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