

BARGAINING UPDATE



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

LOCALS 041, 043, 044, 045, AND 046

AHS Nursing Care: AHS signs our ESA

AHS has signed our Essential Services Agreement.

The ESA is now with the Alberta Labour Relations Board for their review. Your team will send you an update when the ESA is approved by the labour board.

As a reminder, we cannot use formal mediation for bargaining until the ESA is approved.

The labour board says it will review our ESA on July 24.

Health Care Aide regulation update

The Government of Alberta has decided to regulate Health Care Aides. This will take effect in February 2026, and all HCAs will be required to join the CLPNA (which will be renamed).

We all knew this was coming, so your team has already made several bargaining proposals to address the changes, including:

- All regulated employees should be provided with at least three professional development days annually,

- 100% reimbursement of professional fees due to the college, provided 684.6 hours were worked in the previous fiscal year;
- 100% reimbursement of the cost of professional liability insurance;
- A letter of understanding that says we and the employer must meet to discuss compensation following an increase to our scope of practice;
- A letter of understanding requiring the employer to provide or pay for all necessary training, including tuition, textbooks, exams, and time to attend training.

We want to thank all Nursing Care members for their continued support and solidarity. Please contact a member of the negotiating team if you have any questions or concerns.

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