

**SUMMARY OF OUTSTANDING PROPOSALS FOR AUPE/AHS NURSING CARE COLLECTIVE BARGAINING
NOVEMBER 10, 2025**

Article		Union Proposal	AHS Proposal
7	Professional Development	3 days for all Employees who are required to be licensed.	<p>Professional Development days for LPNs only.</p> <p>3 days would be combined if an employee works at multiple pillars (instead of having 3 days available at each pillar).</p> <p>Additional language on process and no pay out.</p>
11	Appointments, Transfer and Vacancies	Current language	<p>Employees must stay in any job they are appointed to for 12 months, unless the vacancy they want to apply on is a higher classification, a higher FTE, or a temporary employee is applying on a permanent job.</p> <p>A regular employee who works in a temporary job has to return to their base position and work in their base position for 12 months before they can take another temporary job.</p>
12	Hours of Work	<p>Schedule changes – 6 days in a row, 1 weekend in each 2-week period (where possible), 2 consecutive days of rest with no-on-call hours</p> <p>Employer will endeavour to minimize the assignment of different shift patters between days off when the schedule starts with nights, with 56 hours off duty between a change from nights to days.</p> <p>New - Shift Giveaways – ability to request 8 days without pay per year (allows employee to</p>	<p>Employer will endeavour to minimize the assignment of different shift patters between days off when the schedule starts with nights, but there will only be 47.75 hours off duty between a change from nights to days.</p>

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		choose whether or not to reduce their annual hours).	
		Scheduling rules for community employees	
13	Overtime	No limit on number of hours banked	Maintain 38.75 hour overtime bank cap.
15	Notice of subcontracting	Available shifts which are worked by members of this bargaining are offered to members first before being offered to other employees.	Maintain current rate of \$1.25/hour.
18	Premium payments	Responsibility pay: increase to \$3.50	Responsibility pay: maintain at \$1.25
19	On-Call Duty	On-call scheduling rules Weekends/vacation/days off with no on-call the night before On-call pay: increase \$7	Employer shall endeavour to avoid placing employee on-call on evening prior to vacation or approved leave of absence. On-call pay: maintain at \$3.30/hour
21	Transportation	Mileage (CRA amount) Parking where vehicle required for work Transportation expenses paid on call back	\$0.57 cents/km or Government of Alberta rate, whichever is higher.
24	Benefits	Benefits improvements: <ul style="list-style-type: none"> ○ All prescriptions ○ Massage therapy ○ Diabetes equipment ○ \$1500 FSA 	Current language

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26	Workers' Compensation	No change	Full net take home pay as approved by WCB Employer is payer for duration of leave
27	Leaves of Absence	Domestic Violence – 5 days paid Union Business leave for Executive – update to reflect current practice	Current with previous agreement
43	Professional Fees	Full reimbursement of cost for all employees who work 684.6 hours Professional Liability insurance Multiple employers combined	Maintain current reimbursement levels and eligibility threshold. Multiple employers limited to 100%.
Salaries Appendix		April 1, 2024: Market Adjustments for each classification, plus 3% April 1, 2025: 3.00% April 1, 2026: 3.00% April 1, 2027: 3.00%	April 1, 2024: 3.00% April 1, 2025: 3.00% April 1, 2026: 3.00% April 1, 2027: 3.00%
LOU 22	Optional Consequential Internal Vacancy Process	Delete	Renew
LOU 24	Rural Capacity Investment Fund	Delete and put the money on the wage scale for all employees	Renew with small increases
New LOU	LPN – Renal Dialysis Reclassification	No rollbacks will be negotiated	Rollback to pay rate for new employees in the classification.

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New LOU	Orthopaedic Technician Pay Scale Adjustments	No rollbacks will be negotiated	Rollback to pay rate for new employees in the classification.
New LOU	LPN – Connect Care Credentialed Trainer	No rollbacks will be negotiated	Rollback to pay rate for new employees in the classification.