

BARGAINING UPDATE



ALBERTA HEALTH SERVICES, RECOVERY ALBERTA, PRIMARY CARE ALBERTA, ASSISTED LIVING ALBERTA, AND ALLAN GRAY – NURSING CARE

LOCALS 041, 043, 044, 045, AND 046

We're ready to bargain, but AHS refuses to budge on wages

Your negotiating team showed up to bargaining with the employer yesterday and today (Nov. 6 and 7) ready to bargain and attempt to get to a deal.

Unfortunately, the employer chose to deflect and delay.

At first, the employer's team expressed confusion over our wage proposal, which they have had since April. They could have asked their questions months ago, but chose to wait until now, when the clock is ticking towards possible job action.

We asked for their counteroffer, but they refused to provide one.

The mediator asked us to consider making another counteroffer on non-wage items. We agreed to do so because we are at the table in good faith. We want to reach agreement.

We also amended our wage demand, reducing it by 5.3%. We offered creative solutions to problems including changes to scheduling and hours of work.

Meanwhile, Alberta Health Services (AHS) did not even go back to the government to ask for an increased mandate that would allow them to engage in serious bargaining.

There has been no movement to address our legitimate and serious concerns about increased scope of duties that have been placed on our members. They have done nothing to address why our members should not be paid fairly for the work they do and the skills they have.

We demand wages that recognize the valuable role our members play in Alberta's health-care system.

If our wages had kept up with inflation in Alberta the way they have in other provinces, if the scope of practice had not increased so much, we would not be in this position.

The government gave Registered Nurses (RNs) raises of 17.1% to 22.1%. We are being offered only 12% without any market adjustment or restructuring of the wage grid to begin closing the gap.

Our role in the health-care system is vital and we deserve the same treatment.

Make no mistake, if we don't get an offer that meets our needs, we are ready to strike.

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