

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

Mediation update, government disinformation, town halls and more!

Your negotiating team has a lot of updates to share with you, starting with a response to Treasury Board President and Finance Minister Nate Horner's Nov. 5 statement regarding our strike vote results.

In Horner's statement, he claims "the union is demanding LPNs be **paid almost the same** as registered nurses (RNs) and is bargaining for salary increases of 40 to 55 per cent depending on where the worker is in the current grid. While LPNs play a critical role, a key consideration that must be considered is the fact that they do not have the same education or extensive scope of practice as RNs."

We suggest the finance minister recognize that we are not requesting "almost the same" pay as RNs because \$10/hour less is not "almost the same." But what is "almost the same" is the job the LPNs do compared to an RN on many units in hospitals.

Also the finance minister should know context matters and the 40 to 55 per cent increase he's referring to is over a four-year period, the same four-year period for which RNs were given 17.1 - 22.1%, which only widens the gap between RNs and members of this bargaining unit.

The finance minister should know the only way to close this gap is to increase compensation to this bargaining unit by a higher percentage than given to RNs.

We're asking all AUPE members to email your local MLA – and then ask your friends and family to do the same – to ensure we put a stop to disinformation before it spreads.

AHS FAQs regarding the Labour Board's directions

The employer wasted no time trying to spin the facts in order to intimidate and divide members. We want to remind members that no decision was made regarding AHS's bad faith bargaining allegations against AUPE, which are completely unfounded.

AHS fails to mention in their FAQ that in their application to the Labour Board last week they were attempting to indefinitely put off your right to vote on a strike mandate.

The directives that the Labour Board gave the parties were actually in line with what we wanted, and it was AHS arguing against them. It's clear the employer is trying to portray a setback as some kind of victory, by

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cherry-picking and mischaracterizing objective facts. It is also clear why they feel they need to go to such lengths to try and divide us – because they know we are stronger together.

Update on mediation

After four days of mediation, AHS has tabled one proposal and AUPE has tabled two proposals.

You can find the most recent proposals and a summary chart submitted by both AHS and AUPE attached at the end of this update.

Unfortunately, we are still too far apart in our positions. AHS did not adjust their wage proposal once during the four days of mediation. We made it clear that while we are prepared to negotiate, we will not further change our position until the employer tables an improved wage offer.

Last week, your negotiating team told you about a change to our proposals of 5.3%. This money did not come out of our direct wage proposal. It was one of our ongoing proposals to reduce the annual hours from 2022.75 to 1920.75.

At the time we drafted this proposal, we did not want members to suffer a reduction in pay because of the reduction in hours, so we proposed an increase of 5.3%, which is the value of the hours reduction.

After receiving feedback from members and much discussion, we have removed our proposal to reduce the annual hours of work and replaced it with an optional “shift giveaway” proposal which would allow employees to “giveaway” up to eight shifts in a year.

This puts the decision of whether or not to reduce the annual hours in the hands of the members, instead of lowering the annual hours for all employees. Our proposal to keep the annual hours at 2022.75 means we no longer need the extra 5.3% in wages.

While we remain open to an improved wage offer from the employer, we recognize that we remain at an impasse in bargaining. If a deal cannot be reached by Monday, November 17, it is our intention to serve strike notice, with strike action starting on Thursday, November 20.

Reminder: Urgent Telephone Town Hall Meeting Nov. 12 and 13

All AUPE Nursing Care members working for Alberta Health Services, the pillars of health care, and Allen Gray Continuing Care are invited to join one or all four of these urgent telephone town halls.

**Wednesday, Nov. 12
12 noon and 7 pm**

**Thursday, Nov. 13
12 noon and 7 pm**

If you miss the call to join or prefer to listen and ask questions online, you can use this link to participate.

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