

MEMBER UPDATE



AHS NC MEMBERS

AHS NC members DO have protected seniority between employers

AHS Nursing Care members, including those already working for the new pillars of health care, asked several good questions about seniority during our recent town halls.

One important thing members need to know is: Yes, you do have protected seniority if you move from AHS to a pillar, and vice versa.

Our transitional Letter of Understanding (LOU), signed August 31 of 2024, guarantees it.

This LOU will remain in effect until the day before our next agreement (which we are currently voting on) expires.

If we successfully ratify our tentative agreement, this LOU will expire on March 30, 2028. However, AUPE and the employer can mutually agree to extend the LOU beyond that date.

Here is the relevant section of our Letter of Understanding, which comes into effect after December 22, 2025 for the pillars transitioning on that date (Recovery Alberta, Primary Care Alberta, and Acute Care Alberta):

3. Seniority, Sick Leave and Vacation

(a) Where an AHS Employee is the successful applicant on a posting with the PHA (or vice versa), and where there is no break in employment when terminating from AHS and transferring to the PHA (or vice versa), the following Employee entitlements will transfer:

- 1. Seniority date;*
- 2. Accrued sick leave credits (subject to Article 25.02: Sick Leave); and*
- 3. Vacation accrual entitlement.*

(b) Part C, Paragraph 3(a) does not apply when an Employee holds concurrent employment with AHS and the PHA.