

BARGAINING UPDATE



ALBERTA HEALTH SERVICES, RECOVERY ALBERTA, PRIMARY CARE ALBERTA, ASSISTED LIVING ALBERTA, AND ALLEN GRAY – NURSING CARE (EXCLUDING LAMONT HEALTH)

LOCALS 041, 043, 044, 045, AND 046

Pay-raise details coming, former employees can claim retroactive pay

Details of new rates of pay negotiated in our collective agreement will be available in ePeople on Jan. 23, 2026.

Retroactive pay increases will be paid on Feb. 4, 2026, in pay period 03.

Changes to benefits negotiated in the new collective agreement will be implemented on March 1, 2026.

AHS has not yet provided info on the implementation of the change to mileage rates. We will notify members as soon as we are informed.

Former employees of Alberta Health Services (AHS) and Allen Gray Continuing Care can claim retroactive pay awarded in the new collective-bargaining agreement.

Former Allen Gray staff who ended their employment on or after April 1, 2024, and before Nov. 28, 2025, are entitled to retroactive payments for wage raises awarded during that period.

The deadline to make requests for that payment is **Jan. 28, 2026**.

The preferred method for submitting such requests is via email to sam.sandhu@allengray.ab.ca, with the subject line: **AUPE Former Employee Retroactive Payment Request**.

All written requests for retroactive increases should include the following information:

1. Employee Legal First and Last Name;
2. Employee ID number;
3. Position held;
4. Termination Date; and
5. Phone number in case of a follow-up call.

Former staff at AHS (including all the recently created pillars of care and health corporations) who ended their employment on or after April 1, 2024, and before Nov. 28, 2025, are entitled to retroactive payments for wage raises awarded during that period.

The deadline to make requests for that payment is **Jan. 28, 2026**.

The preferred method for submitting requests is by email to HRSSGeneral@albertahealthservices.ca, with the subject line: **AUPE ANC Retroactive Payment Request**.

AUPE NEGOTIATING TEAM – AHS NURSING CARE

Local 041

Christine Vavrik
rvavrik@shaw.ca

Catherine Sivasankar (Alternate)
accb@shaw.ca

Local 043

Sandy Miller
smiller98@msn.com

Jennifer Power (Alternate)
cherrigarcia24@yahoo.ca

Local 044

Marg Miller
marg.miller@hotmail.ca

Jesse Philp (Alternate)
jreimerlpn@gmail.com

Local 045

Nancy Burton
ndburton@hotmail.com

Angela Smyth (Alternate)
angelscare.as@gmail.com

Local 046

Marty Roy
bargaininglocal46@gmail.com

Heather Stewart (Alternate)
stewart.h@live.ca

AUPE RESOURCE STAFF

Kate Robinson Lead Negotiator
k.robinson@aupe.org

Chris Dickson Negotiator
c.dickson@aupe.org

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All written requests for retroactive increases should include the following information:

1. Employee Legal First and Last Name;
2. Employee ePeople ID number;
3. Termination Date; and
4. Phone number in case of a follow-up call.

Employees who prefer to send in requests by Canada Post may do so by mailing a letter to:

Attention: AUPE ANC Retroactive Payment Request
Alberta Health Services
Southport Tower, 9th Floor
10301 Southport Lane SW
Calgary, AB T2W 1S7

Please note: Former AHS employees who have transferred to a provincial health agency (for example to Primary Care Alberta, Acute Care Alberta, Recovery Alberta and Assisted Living Alberta) are not required to request payment of retroactive increases as long as they have remained employed with the new provincial health agency as of the date of ratification.

The process outlined above is the same regardless of which employer the employee worked for: Primary Care Alberta, Acute Care Alberta, Recovery Alberta or AHS.

All pay advice slips and T4s for former employees will be mailed to the last address the employer has on file. If the employee's mailing address or banking information has changed, it is the employee's responsibility to update this by calling the HR Contact Centre: 1-877-511-4455. Bank account and mailing address change requests will not be accepted via email or letter; verification of identity is a required condition to process such changes.

HR Contact Centre:

- 1-877-511-4455
- Hours of Operation: Monday to Friday (excluding statutory holidays), 6 a.m. - 5 p.m.

If you have questions, please contact a member of your negotiating team.