

# BARGAINING UPDATE



## ALBERTA HEALTH SERVICES (AHS) LOCALS 041, 043, 044, 045 & 046 - NURSING CARE

### Recovery Alberta deal reached; FAQs here

Your negotiating team has met with AHS several times since June to discuss the transition to Recovery Alberta, and we finally reached agreement on a Letter of Understanding (LOU) on Saturday, August 31. While we fought hard to get a deal that includes a layoff process, AHS refused. They believe this will be a seamless transition, but we know better. We settled for a deal that gives you more say in your choices and still honours your entitlements, seniority, and pension.

We collaborated with AHS to create a document of Frequently Asked Questions (FAQs), which we have attached. This will answer many of your questions. We have also attached the LOU for your reference. This LOU is in effect until the day before the next collective agreement expires (which we are currently negotiating, so the date is not yet set) and applies to both Recovery Alberta and future pillars, including Continuing Care and Primary Care.

**Here are the highlights:**

- Regular employees (who are not on probation) who received a Notice of Transfer to Recovery Alberta get a one-time opportunity to request a vacancy within AHS. You can express interest

in up to five vacancies in your current classification, which will be filled by seniority, provided you are qualified and capable of doing the work. This would allow you to stay with AHS instead of transferring.

- If you cannot secure a vacancy or do not want to stay with AHS, you will remain transferred to Recovery Alberta.
- If you remain transferred to Recovery Alberta, your working conditions will not change. This includes your wage, seniority, approved leaves of absences (like vacation, personal leave, and professional development), sick leave bank, and pre-approved shift exchanges.
- When employees currently on a Leave of Absence, Short-term Disability, Long-term Disability, or WCB express their intention to return to work, they will receive a Notice of Transfer.
- Casual employees who want to continue picking up shifts at different locations must inform their manager. You cannot be denied.

*(Continued on page 2)*

**AUPE NEGOTIATING TEAM -  
AHS NURSING CARE**

**Local 041**

**Christine Vavrik**  
rvavrik@shaw.ca

**Mellissa Bremner** *Alternate*  
mellissabremner@gmail.com

**Local 043**

**Sandy Miller**  
smiller98@msn.com

**Jennifer Power** *Alternate*  
cherrigarcia24@yahoo.ca

**Local 044**

**Marg Miller**  
marg.miller@hotmail.ca

**Jesse Philp** *Alternate*  
local044chair@gmail.com

**Local 045**

**Nancy Burton**  
ndburton@hotmail.com

**Angela Smyth** *Alternate*  
angelscare.as@gmail.com

**Local 046**

**Marty Roy**  
chairlocal46@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

# BARGAINING UPDATE



- If part-time employees usually pick up shifts for work that now falls within Recovery Alberta, they must ask their manager to create a casual record with RA in the payroll system.
- We anticipate the payroll transfer date to take effect on the first pay-period following April 1, 2025. Until then, AHS and Recovery Alberta will operate as one employer under the collective agreement. After April 1, 2025, AHS and Recovery Alberta will operate as separate employers.
- If we are still negotiating the AHS collective agreement, the AHS agreement will continue to apply to Recovery Alberta.
- At every Joint Occupational Health and Safety meeting and Joint Task Force meeting, they will address the topic of having Recovery Alberta employees and AHS employees working side-by-side.
- Everything in Part C: Post Payroll Transition will remain in effect until the day before the next collective agreement expires.

The FAQs should address most questions you may have. AHS also posted it on InSite. If you have more questions, please contact a member of your negotiating team.