









From:  **David Harrigan** January 4, 2013 1:01:01 PM 

Subject: Re: Future meeting

To:  ian west <spectrumgpcompanies@yahoo.ca>

Cc:  "dhowes@highclouds.ca" <dhowes@highclouds.ca>
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 **Carolyn Olson**

To be clear, as set out in my email of December 31 in response to your letter to Ms. Howes of December 31 UNA is prepared to negotiate with the assistance of a mediator. The Employer had committed to provide an amended proposal, and UNA is prepared to consider it. We are unclear as to why you have refused to meet and provide the amended proposal. That is why we have filed the application with the Board yesterday. UNA remains committed to working towards a contract.

Even after the strike commenced, you indicated you were prepared to meet "anytime, before, on or after January 10th, 2013."

Since the dates I previously suggested have passed, I propose we meet January 5, 6, 7, 8, 9, 10, 11, 12, 14, 16, 17 or 18.

I am hoping you will respond to this mail.

David Harrigan
Director of Labour Relations
United Nurses of Alberta

ian west <spectrumgpcompanies@yahoo.ca> on January 2, 2013 at 4:45 PM -0700 wrote:

Deborah
Thank you for your follow up.

I agree with David that most resolutions are achieved at meetings and not by emails. I don't need to remind you that it was David that called an end to meetings when he asked you to book-out. Since the commencement of the strike I have received numerous emails from David yet the only email I have sent was to you. In my communication to you I stated that *'Both parties are fixed in their positions and each party clearly understands the position of the other'*.

My understanding from Mr. Harrigan is that the union will only accept an agreement that is the same as Hardisty or some similar provincial standard. He reiterated his position both prior to the strike notice and since.

The employer's position is that it will not offer, in the life of a first agreement, a wage grid that is similar or the same as Hardisty. The employer did offer, prior to the strike notice, to come to the next meeting with an 'improved offer'. Mr. Harrigan assured me that this would be a waste of time unless it met 'his provincial standard test'. As the employer is not prepared to do so we took David at his word and cancelled the January 10th, meeting.

If UNA is willing to give clear indication to you and the employer that they will step away from their 'Hardisty/provincial standard in the life of a first agreement' position then we will seriously consider making the time to attend a meeting. May we suggest you ask UNA to draft a counter-proposal to our last offer so that all parties are assured of a productive meeting?

Unfortunately, due to schedule changes caused by the strike action, neither the 10th or 11th work. However, if both parties agree a meeting would be productive the employer is in agreement to work through Bertha Greenstein in your absence.

Thank you,

Ian West