

Alberta Health Services proposes unprecedented number and magnitude of rollbacks.

UNA gave the Employers (Alberta Health Services, Covenant Health, Lamont Health Care Centre, Bethany Camrose. All will hereafter be referred to as “AHS”) a single page proposal that encompassed the key issues identified by the UNA members. We proposed the contract remain unchanged with the exception of key issues. AHS was not prepared to focus discussions on these key areas.

AHS tabled an ingoing proposal containing regressions in almost every Article. The number and magnitude of “rollbacks” is unprecedented in UNA negotiations.

AHS proposed rollbacks in every Article except:

Article 3: Recognition

Article 4: Management Rights

Article 6: No Discrimination

Article 24: No Strike or Lockout

Article 31: Copies of the Collective Agreement

Article 32B: Compensation Overpayments

Article 33: Arbitration

Article 38: Technological Change

Article 39: Job Description

Article 41: Ambulance Duty

Article 43: Subsistence

- AHS is proposing a 4 year term 2010-2014. Wage proposal of 0%-0%-COLA-COLA. Note rollbacks in other elements of salary compensation.

Rollback Examples:

- Eliminate lump sum amounts. Delete 2% long service retention payment.
- New lower start rate. RN salary rate is only retroactive to the date CARNA/CRPNA issues the license (current is to the date the Employee writes the RN/RPN exams).
- Delete the requirement to have a nurse in charge of each unit. One person may be in charge of more than one unit, with no requirement that person be a Registered nurse.

- Eliminate ability to take OH&S or PRC issues to the Board of Trustees.
- Overtime can not be banked and taken at time in lieu. All overtime will be paid out.
- Limit the use of seniority in selection of vacation. Limit vacation to four weeks during Employer-defined peak periods. Nurses can not carry over more than five days of vacation into the next year.
- Delete designated days of rest for part-time Employees.
- Reduce time off between shifts from 15.5 hours to 10 hours. Employer can change scheduled shifts or days of rest with 7 days notice instead of the current 14.
- If there is a vacancy at the Employee site with the same FTE, the laid off Employee is not allowed to displace another Employee. If there is no vacancy, displacement rights are limited to the Employee’s site.
- Casuals can be terminated without cause and without recourse to the grievance procedure as they will always remain in the probationary period.
- Reduce vision care to \$300 every 2 years (current is \$600 every 2 years).
- Shift differential and weekend premiums commence at 1800 hours (current is 1500 hours)
- Strip all health benefits from Employees who work less than .4 FTE.
- Delete RRSP.
- Delete \$100 reimbursement for professional fees.

UNA pointed out the contradictions between the “Guidelines for UNA Negotiations” approved by the AHS Board of Trustees and the reality of their ingoing proposals.

As AHS was not prepared to focus on our key areas, we did provide the complete package of amendments.

Next bargaining dates are March 17, 18 and 19.