



United Nurses of Alberta

Official Grievance Form File 090505

Name & Address

Policy

Home No.

Work No.

Employer

Alberta Health Services

Local

All in Employer

Site

All in Employer

Unit

All in Employer

Locals holding this Certificate

Give full details of your grievance (i.e. date, time, location, etc.)

UNA has just learned about a memo dated May 5, 2009 from Dr. Duckett to the Alberta Health Services Executive Committee. The memo is a flagrant violation of the Collective Agreement. It directs managers to consider cancelling postings and competitions despite the fact that the vacancies were posted in accordance with the Collective Agreement. Further, the Employer is failing to post vacant positions. Managers are also being counselled to replace RN's with "lower cost replacement resources" without regard to patient acuity. The memo also purports to allow unilateral transfers of staff without regard to the Collective Agreement. These actions have been taken even though the CEO has posted a draft Strategic Plan for input whereas it is apparent that the plan is already being implemented. The actions of the Employer are dishonest, unreasonable, unprofessional, in bad faith and will have dire consequences to patients, residents and clients.

Which articles of the Collective Agreement were violated?

Articles 1, 3, 4, 12, 14, 15 and any other applicable articles.

What corrective action are you requesting?

As redress the Union wishes to be made whole in all respects including but not necessarily limited to:

1. That the Employer retracts its memo of May 5, 2009;
2. That the Employer continue the hiring process once vacancies have been posted;
3. That the Employer continue to post vacancies and fill them; and
4. Any other remedies that may be deemed just and equitable in the circumstances.

Friday, May 15, 2009

Date

(signed electronically)

for Employer

Signature of Employee

(signed electronically)

for Local

To be completed by authorized union representative. Approval for the presentation of a grievance is hereby given.

Signature of Authorized Union Representative