



United Nurses of Alberta

Provincial Office: October 14, 2020

Leland.McEwen@albertahealthservices.ca

700-11150 Jasper Avenue NW
Edmonton Alberta T5K 0C7
(780) 425-1025
1-800-252-9394
Fax: (780) 426-2093

Leland McEwen
Executive Director
Negotiations and Labour Relations
Alberta Health Services
900-9925 109 Street
Edmonton AB T5K 0C7

Southern Alberta
Regional Office:
300-1422 Kensington Road NW
Calgary Alberta T2N 3P9
(403) 237-2377
1-800-661-1802
Fax: (403) 263-2908

Dear Sir:

www.una.ca
nurses@una.ca

Two weeks ago, United Nurses of Alberta proposed to extend the pause on negotiations in exchange for extending the no layoff clause until a new Collective Agreement is reached. Last week, Alberta Health Services rejected that offer. That same day, the Minister of Finance issued a media statement claiming that UNA was “playing games in the media” and making an “overreaching and disingenuous demand for indefinite job security.” Both AHS and the Government knew or ought to have known that UNA had not requested indefinite job security. AHS made no effort to correct Minister Toews untruthful statements.

Last week, in response to a request for information, Alberta Health Services’ Chief Negotiator stated regarding the response to the Ernst & Young report “Once a final proposal is submitted, we will await the government’s response on approvals and next steps, which are anticipated later this fall.” We have now learned that in fact the final report was submitted and approved August, and the statements made were not truthful.

Yesterday morning you sent me a letter indicating that AHS would proceed with layoffs of 610 nurses as a result of “OBP”, further layoffs of 35 Clinical Nurse Educators and 20 Operating Room nurses. These last 55 layoffs are new information yesterday. Hours later, the Minister of Health held a news conference with two senior representatives of Alberta Health Services, where he stated many times there would be no layoffs of nurses during the pandemic. Obviously either the Minister’s statements or your statements in your letter were untruthful, but the senior representatives of Alberta Health Services made no effort to correct the Minister. When I emailed you yesterday to seek clarification, you chose not to answer. I am told that when asked to clarify by a local media outlet, Alberta Health Services emailed saying “The overall FTE

impact of workforce changes to the direct nursing bargaining unit will be within the limits communicated to UNA on November 29, as part of disclosures to unions in advance of negotiations.” Since the information about the Clinical Nurse Educators and OR nurses is new information, this statement is untruthful.

We wish to remind you that open and honest discussion and information sharing is the hallmark of good faith bargaining. Unfortunately, we do not believe we have experienced that at all this round. As I mentioned in my email, I will ask my assistant to set up a meeting with you (via Zoom) and the UNA Negotiating Committee in order to further clarify your letter of October 13, 2020. I ask that you come prepared with all necessary information to discuss this.

Yours truly,

A handwritten signature in black ink, appearing to read 'D. Harrigan', with a long horizontal flourish extending to the right.

David Harrigan
Director of Labour Relations
United Nurses of Alberta

c.c.: UNA Negotiating Committee
Raelene Fitz, AHS – Raelene.Fitz@albertahealthservices.ca
Kim LeBlanc, AHS – Kim.LeBlanc@albertahealthservices.ca
Rick Mann, AHS – Richard.Mann@albertahealthservices.ca