

June 24, 2022

Heather Smith
President
United Nurses of Alberta
700, 11150 Jasper Avenue NW
EDMONTON AB T5K 0C7

Dear Heather,

Re: AHS Attendance Awareness Program

Thank you for your letter regarding our Attendance Awareness Program. We appreciate you bringing these concerns to our attention.

We can confirm there has been no recent change to our approach to attendance awareness. We understand the impacts of the pandemic on our staff are still significant and ongoing and continue to support them in many ways including the pause of the Attendance Awareness Program.

Our ongoing advice to our managers remains that the formal Attendance Awareness Program is on pause and that they should continue to work with their staff at a local level to support them in staying healthy to attend work. We will provide an additional reminder of this pause to all leaders in the coming days.

We acknowledge that our Attendance Awareness Program must be reviewed and had begun this review prior to the pandemic. Our intent is to incorporate our experiences and learnings from throughout the pandemic into the review and redesign of the program before it is reinitiated.

We agree that our program needs to focus on wellness as a key metric and must reflect a commitment to overall employee health and well-being.

As we move forward with the review and redesign of our Attendance Awareness Program, we will include UNA as a key stakeholder.

Thank you for your ongoing support.

Sincerely,



Lindsey Simpson
Director, Ability Management



Krystie Watson Boyd
Director, Labour Relations