

# NURSES AND ALBERTANS DESERVE BETTER.

United Nurses of Alberta is negotiating a new contract during a worldwide shortage of Registered Nurses and Registered Psychiatric Nurses. While the provincial government and health care employers talk about respecting nurses, it is not evident from their bargaining proposals. *Respect for nurses is not negotiable!*

- **NURSE SHORTAGE:** The shortage of nurses in Alberta hospitals has created a burnout crisis. Many nurses are leaving their jobs or leaving Alberta for more rewarding work. *Nurses need more than a Band-Aid to believe progress is being made!*
- **SAFE STAFFING SAVES LIVES:** The government needs to acknowledge that understaffing has a negative impact on patient safety and access to health care. *It's time for meaningful nurse-patient staffing ratios for all health care settings to be included in UNA's collective agreement.*
- **COST OF LIVING:** The cost of living is skyrocketing and Albertans experiencing the highest inflation rate in Canada. *Respecting nurses includes a pay increase for nurses that recognizes their value and the high cost of living in Alberta.*
- **RURAL CLOSURES:** Rural communities increasingly find themselves without an ER to turn to because of the staffing crisis. In 2023, 26 rural Alberta ERs were closed for a combined 38,000 hours. The most common reason for ERs temporarily shutting down, many for 20 days or longer, was because staff were unavailable. *Incentives are required to encourage nurses to work in rural settings.*

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