JOINT COMMUNICATION

AHS/UNA Collective Agreement

Dispute Resolution Advisory Committee (DRAC) Process

April 2026

The Collective Agreement provides three different processes involving DRAC:

1. A request for DRAC assistance to resolve an outstanding grievance (Article 32.10);
2. A request for arbitrator selection [Article 32.11(c)]; and
3. Letter of Understanding #13 re: Duty to Accommodate allows DRAC to assist in the accommodation process.

The following outlines the processes involved in each.

1. DRAC Dispute Resolution Assistance (Article 32.10)

UNA or the Employer may request DRAC assistance. Both parties must agree to advance the grievance to DRAC.

A referral to DRAC **must** include:

- A copy of the grievance
- Available dates for **ALL** parties who are necessary for the matter to be heard
- A summary of the issues is recommended

UNA and the Employer must first determine who will be required at the meeting (e.g., for UNA: the LRO, grievor, local representative; for Employer: the required manager(s), HR and/or LR representatives).

Once that determination has been made, UNA and the Employer must then consult with each other to determine dates and times when **all required parties are available.**

Please submit more than one date and provide options for at least a two month period into the future. Failure to provide more than one date may result in considerable delays.

Please hold all dates offered. The DRAC meeting will be scheduled as soon as possible so other offered dates can be released at the earliest opportunity.

DRAC Scheduling Process

Once mutual dates that both UNA and the Employer are available have been identified, UNA will provide the dates (by correspondence) to the UNA Manager of Labour Relations (lrcontact@una.ab.ca) and Raelene Fitz (raelene.fitz@ahs.ca) for AHS with copies to Golda Salgado (golda.salgado@ahs.ca).

The AHS LR Assistant (Golda Salgado) will secure the date, venue and time and will send email confirming this information to the DRAC representatives, UNA LRO and the AHS HR Advisor. **They in turn are responsible for advising all parties of the details of the DRAC meeting.**

2. Request for Arbitrator Selection [Article 32.11(c)]

Where parties have been unable to mutually agree on an arbitrator, they may request DRAC to randomly select an arbitrator from the list set out in 32.11(c). Such a request may be submitted by either party.

The request is to be sent to the UNA Manager of Labour Relations, Raelene Fitz with copies to Golda Salgado.

3. Letter of Understanding #13 re: Duty to Accommodate

Either party may refer an issue to DRAC pursuant to this Letter of Understanding. The parties do not need to agree.

The process for scheduling this meeting is the same for setting a DRAC under Article 32.10 (see DRAC scheduling process above).

If you have any questions, please contact your representative identified below:

For the Union:
David Harrigan
Director of Labour Relations
United Nurses of Alberta
780-425-1025
dharrigan@una.ab.ca

For the Employer:
Raelene Fitz
Lead Negotiator
Negotiations and Labour Relations
Alberta Health Services
587-782-3948
Raelene.fitz@ahs.ca