



Every UNA  
member  
has a say!



you  
make proposals  
and suggestions  
to your Local using  
the questionnaire.

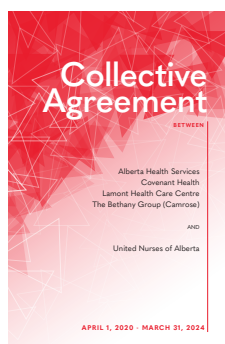
you  
vote on proposals  
at your Local  
demand setting  
meeting.

you  
elect your  
representatives  
to the Provincial  
Demand  
Setting Meeting.

you  
vote on the  
final package of  
ingoing proposals.

you  
vote on whether  
to accept or reject  
the Memorandum  
of Agreement.

# Negotiations for the Collective Agreement



between **UNA** and  
**Alberta Health Services,**  
**Covenant Health,**  
**Lamont Health Care Centre**  
**& The Bethany Group (Camrose)**

## TIMELINE AND DEADLINES

### **MAY 2023**

Open survey, develop Local proposals and hold Local DSM

### **JUNE 2023**

Election of Bargaining Committee

### **SEPTEMBER 15, 2023**

Deadline for Local proposals to be received in UNA Provincial Office

### **SEPTEMBER 25 - 29, 2023**

Elected Negotiating Committee reviews Local proposals and Director of Labour Relations recommendation. The Negotiating Committee's recommendations then go back to Locals for discussion.

### **OCTOBER 17 - 19, 2023**

UNA Annual General Meeting - Edmonton

### **OCTOBER/NOVEMBER 2023**

Local meetings so that members can provide direction to Local Delegates prior to the Provincial Demand Setting Meeting.

### **NOVEMBER 21-23, 2023**

Provincial Demand Setting Meeting - Edmonton  
Delegates vote to determine ingoing proposals.

### **JANUARY 2024**

Local information meeting to review ingoing proposals.  
Members vote on package of ingoing bargaining proposals.  
Ratification Vote - Date TBD

### **FEBRUARY/MARCH 2024**

Exchange of Proposals and commence collective bargaining for a new Collective Agreement



**Return this questionnaire to your Local President.**

It is the starting point for developing our proposals.

# Member Questionnaire

## What do you want in our next contract?



**1 About your nursing position**

a. Employment status:  Full-time  Part-time  Casual  Temporary

b. Type of Unit/Program (eg: Medicine, ICU, LTC, Home Care, etc.) \_\_\_\_\_

**2 Term** – What length should the next contract be?  1 year  2 years  Other (specify) \_\_\_\_\_

**3 Wages** – What would you consider to be a reasonable wage increase?  
\_\_\_\_\_ % (first year of contract); \_\_\_\_\_ % (second year of contract); Other (specify) \_\_\_\_\_

**4 Scheduling**

What length of shift do you usually work?  4 hour  8 hour  12 hour  Other (specify) \_\_\_\_\_

What changes to the scheduling provisions would you propose: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**5 Allowances/Premiums** – What changes would you propose to:

Education Allowances	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____/hour
On-call Pay/Call Back	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____/hour
Charge/Responsibility Pay	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____/hour
Evening Shift Differential	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____/hour
Night Shift Differential	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____/hour
Weekend Premium	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____/hour
Overtime	<input type="checkbox"/> No Change	<input type="checkbox"/> _____ x basic rate of pay
Transportation Allowance	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____

Other changes or comments: \_\_\_\_\_  
\_\_\_\_\_

**6 Health Benefits** – What changes should be made to these provisions? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**7 Sick Leave/Leaves of Absence** – What changes should be made to these provisions? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**8 Vacations** – What changes should be made to the vacation article? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**9 Named Holidays** – What changes should be made to the Named Holidays article? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

10 Professional Responsibility (PRC) – What changes would you propose for PRC? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

11 Occupational Health & Safety (OH&S) – What changes would you propose for OH&S? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

12 Layoff and Recall – What changes should be made to the layoff and recall provisions? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

13 Part-time, Temporary and Casual – What changes would you like to see to part-time, temporary or casual provisions? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

14 In the last two years has the staffing level and mix in your workplace:

- Improved    Remained the Same    Deteriorated

Comments: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

15 Approximately how many times during your most recent 5 shifts was your unit or workplace working with less than a full team of RNs / RPNs?

- Every shift    Four shifts    Three shifts    Two shifts    One shift    None

16 How likely are you to leave nursing or retire in the next two years?

- Very likely    Somewhat likely    Not very likely    Not at all likely

17 If you are planning to leave nursing or retire in the next two years, what would encourage you to reconsider your decision and stay longer? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

18 In the past 12 months have you experienced physical or verbal violence in the workplace? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

19 Other – Please identify any other changes or issues you want addressed in the collective agreement. \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

20 Priorities – Please indicate the three (3) issues that are most important to you.

1- \_\_\_\_\_

2- \_\_\_\_\_

3- \_\_\_\_\_



Thank you for taking the time to complete this questionnaire. Please return to your Local President.  
If you have any questions regarding negotiations, contact your Local President, your Labour Relations Officer or a UNA Executive Officer.