



United Nurses of Alberta

Provincial Office: November 13, 2020

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Dear Ms. Fitz,

We have received the attached letter from Minister Toews. Minister Toews appears to suggest that we agree to pause negotiations and extend the no involuntary reduction of FTE to March 31, 2021, in exchange for a "UNA/AHS Pandemic Response Supports Committee."

It seems the purpose of the Committee would be to negotiate issues such as the challenges for nurses who are self-isolating, PPE, and "impact of low attendance resulting from self-isolating employees." Given that you phoned me yesterday morning and advised that you were cancelling negotiations scheduled for next week and would not propose any further additional dates as a result of the increasing numbers of COVID, we believe that creating a new committee to negotiate matters that are new and neither party has experience with would be much more time consuming and therefore we do not agree with the suggestion of creating any new committees.

We previously offered to extend the pause on bargaining if Alberta Health Services would agree to extend Letter of Understanding #20 until a new Collective Agreement is reached, but this was rejected. Our Negotiation Committee met yesterday to discuss the content of Minister Toews' letter. United Nurses of Alberta proposes that the parties agree to extend the pause on negotiations and extend Letter of Understanding #20 until March 31, 2021 provided that:

1. Retroactive to July 6, 2020, no Employee will suffer any loss of pay or sick leave accumulation as a result of COVID related absences;
2. The Employers agree to discontinue their attendance awareness programs for the duration of the pandemic;

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3. The Employers agree to distribute information regarding the Employee Family Assistance Plans and other mental health supports available through the Employers;
4. Retroactive to July 6, 2020, the Employers agree to compensate Employees for absences arising from COVID-related family obligations;
5. The Employers immediately suspend its "vacancy management" and "OBP" programs in order assist with the staffing crisis; and
6. The Employers immediately suspend their introduction of "Connect Care" program so that health care professionals can focus on providing Albertans with the health care they deserve, rather than on introductions of new charting systems.

We look forward to your earliest reply.

Yours truly,

A handwritten signature in black ink, appearing to read 'D. Harrigan', is written over a circular stamp. The stamp contains the name 'David Harrigan' and the title 'Director of Labour Relations'.

David Harrigan
Director of Labour Relations

- c.c. Travis Toews, President of Treasury Board and Minister of Health
Tyler Shandro, Minister of Health
Dr. Verna Yiu, President and Chief Executive Officer, Alberta Health Services