

# NPs: CHOOSE WISELY

Make an informed decision. Know what you are voting on and which organization you want to represent your employment conditions.



## UNA ▼

## NPAAU ▼

### EXPERIENCE

✓ Well established union with many years of experience

✗ Newly established union created pursuant to the Municipal Government Act with no experience

### MEMBERSHIP

✓ 30,000 colleagues to amplify voices of NPs  
✓ UNA's constitution allows to organize "all employees bargaining unit". UNA can organize NPs in PCNs and other clinics

✗ Less than 500 NPs  
✗ NPAAU's constitution does not allow representation of "all employee bargaining unit". NPAAU cannot represent NPs in PCNs or other clinics, or NPs in management or student or self-employed or employed at post secondary institutions

### FUNDING

✓ UNA provides salary replacement for members doing union business  
✓ Sizeable collective bargaining reserve funds  
✓ Transparent budget

✗ NPs will volunteer their time doing union business without income replacement  
✗ Minuscule savings  
✗ Non-transparent budget regarding lobbying for non-core-union activities

### PERSONNEL

✓ Executive board and strong management  
✓ More than 40 experienced labour relations officers  
✓ Experienced negotiators  
✓ Legal advisors on retainer  
✓ Experienced professional responsibility officers, educators, researcher, communications officers, and OHS officer  
✓ Finance department  
✓ Systems support

✗ Executive board  
✗ 1 organizer  
✗ 1 lawyer  
✗ 1 negotiator  
✗ 2 principals

### SERVICES

✓ Negotiating & enforcing collective agreements  
✓ Grievances and arbitrations administration  
✓ CARNA representation  
✓ Investigation representation  
✓ Return to work and duty to accommodate supports  
✓ WCB and LTD supports and appeals  
✓ Labour management meetings

✗ Appears to only focus on negotiating a quick and incomplete collective agreement  
✗ NPAAU plans to continue to the lobbying work previously done by NPAA. Unless members opt into this individually, NPAAU will not be able to deduct these dues  
✗ Unclear on what other services the NPAAU will provide

### FIRST COLLECTIVE AGREEMENT

✓ Experience and sufficient resources to negotiate complex collective agreements

✗ No proven experience in public health care sector collective bargaining

### CONSTITUTION

✓ Bottom up constitution where members inform all decisions

✗ Top down constitution where power rests with the executive board

### CREDIBILITY

✓ Mutual support from vast array of labour unions  
✓ Established credibility with members, employers and government  
✓ Over 40 years of experience in productive government relations

✗ NPAAU appears hostile towards potential allied unions  
✗ No proven record of credibility in the field  
✗ Minister Shandro who has broken the trust of physicians and all health care workers appears to support NPAAU