

VIA EMAIL

August 5, 2021

David Harrigan
Director of Labour Relations
United Nurses of Alberta
700, 11150 Jasper Avenue NW
EDMONTON AB T5K 0C7

Dear Mr. Harrigan:

I would like to acknowledge that the Parties returned to the bargaining table on July 6 and have now met six times. While we have been making progress towards a better understanding of one another's interests, this has not yet translated to progress towards a collective agreement and neither Party is narrowing their core proposals.

In consideration of the above, I am writing to propose that the Parties use informal mediation as provided for in section 64 of the *Labour Relations Code*. As you are aware, our ability to move to formal mediation is constrained by the fact that our Essential Services Agreement (ESA) is not yet finalized and ESA negotiations are not scheduled to resume until August 30, 2021. Our Bargaining Committee is concerned about the time still required to conclude the ESA negotiations and the inevitable delay in collective bargaining while those negotiations are concluded.

We believe that there is minimal risk to either Party in participating in informal mediation and are hopeful that it can assist the Parties in arriving at a timely collective agreement. To address the doubts you expressed on behalf of your members regarding the perceived lack of value of engaging in informal mediation at this time, we suggest that informal mediation can be scheduled to take place concurrent with ESA negotiations. We acknowledge conducting the ESA negotiations parallel with informal mediation will require concerted efforts on both sides and are committed to this endeavor.

A review of the Parties' collective bargaining history indicates that UNA and AHS have an established track record of making significant progress with the assistance of a Mediator. Most recently, in 2017/18, the Parties successfully concluded collective bargaining using the voluntary mediation process and the facilitation of Mr. Lyle Kanee Q.C. We are optimistic that the Parties' efforts will not be wasted. We suggest using our dates next week to discuss this proposal and the potential selection of a mutually agreeable mediator.

If you have any questions please contact me at 780-446-2129 or Raelene.fitz@ahs.ca.

Sincerely,

A handwritten signature in black ink that reads "Raelene Fitz". The signature is written in a cursive style with a large, stylized initial "F".

Raelene Fitz
Lead Negotiator

Copy: Leland McEwen, Executive Director, Negotiations & Labour Relations, AHS
Kim LeBlanc, Lead Negotiator, AHS
Rick Mann, Sr. Advisor, AHS
AHS/UNA Bargaining Committee