

VIA EMAIL

August 13, 2021

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

Dear Mr. Harrigan:

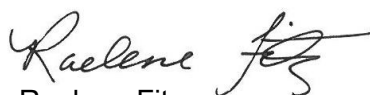
Following our meeting earlier today AHS became aware of the media statement posted to the UNA website as well as a subsequent Facebook post. Both the media update and the Facebook suggest that the discussions with Greenstaff have progressed much further than they actually have, going so far as to describe these as the plans of the Employer.

As we communicated to you during negotiations earlier today:

- Greenstaff Medical is a staffing agency that contacted AHS to offer their services to supply nursing staff.
- In the interests of exploring all available options to cover Shifts and prevent service disruptions, some initial conversations did take place.
- AHS has not signed a contract with Greenstaff Medical and it remains to be seen whether any contract will in fact be signed.
- AHS has made use of agency nurses in circumstances where we encounter vacancies and we are experiencing challenges or delays in recruitment; typically this has occurred at remote and rural locations in the North and Central Zones. Use of agency nurses in these circumstances is permissible under the collective agreement.
- AHS's preference/goal is always to cover Shifts using existing bargaining unit members or hire qualified candidates rather than rely on agency nurses.
- When agency personnel are going to be used, UNA is notified by AHS HR or Management representatives at the local level.

We respectfully request that your media update and Facebook post be amended to ensure a more accurate portrayal of the information we shared with you.

Sincerely,



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