

December 1, 2023

VIA EMAIL: dharrigan@una.ca

Mr. David Harrigan  
Director of Labour Relations  
United Nurses of Alberta (UNA)  
700, 11150 Jasper Avenue NW  
Edmonton, AB T5K 0L1

Dear David:

Re: Collective Bargaining Related Disclosure

In advance of 2024 collective bargaining, we are providing information on initiatives that could impact the AHS workforce and specifically the Direct Nursing bargaining unit.

**Refocus Initiative**

On November 8, 2023, the Government of Alberta announced an initiative that sought to refocus the health care system in Alberta. AHS's mandate within that refocused health care system will be shifting. The focus of AHS's mandate going forward will be the delivery of acute care in the province.

This change in mandate will result in some functions currently within AHS shifting. We understand functions will move to (i) one of the newly announced organizations being created as part of the Government's initiative, being: Primary Care Organization, Acute Care Organization, Continuing Care Organization, and Mental Health and Addiction Organization; or (ii) Alberta Health or Mental Health and Addiction. AHS is working with Alberta Health and Mental Health and Addiction to identify which functions will be moving out of AHS. We expect that this process will take several months to complete.

As you know, the majority of unionized employees employed by AHS work in what we consider to be the delivery of acute care. We accordingly do not expect, based on AHS's new mandate that these positions will be impacted, but that will be subject to the review described above. However, once we have identified which functions are moving, we expect we will be able to begin identifying positions that will be shifting. We anticipate there will be some reductions in positions within UNA's AHS bargaining unit flowing from the movement of functions outside of the organization.

We appreciate that as the bargaining agent for employees that may be impacted by this initiative, you will have questions about the particulars of any such impacts. We expect for example that will include questions related to what will take place for those not employed in the delivery of acute care. Our intent is to meet and discuss any impacts to bargaining unit positions with you throughout this process. We recognize your role as the bargaining agent for certain employees through this process. We will of course continue to keep you apprised of developments and work with UNA in accordance with any obligations under the collective agreement and the *Labour Relations Code*. We will provide you with regular updates.

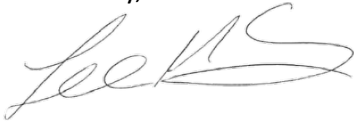
AHS will continue to consider all options available to meet our organizational needs through this process, including changes to staff mix and service redesign, contracting out, changes or repurposing of sites or relocating, reducing or ceasing the provision of services. If plans are developed regarding the above, more specific details, including potential workforce impacts, will be disclosed as required and in accordance with AHS' collective agreement obligations. We are not able to provide a definitive timeframe for this process, including the timing of any shifts in positions outside of AHS. With respect to any shifts to the newly announced organizations cited above, we do not expect they will occur until at the earliest Spring 2024 or Fall 2024, as that is when it was announced that the organizations would be established.

**Business as Usual Initiatives**

It is also anticipated there may be other initiatives arising out of the identification of savings and efficiencies as part of AHS' business as usual management and review of its operations, although such initiatives are not fully understood or assessed at this time. Initiatives may vary in magnitude and level of impact to the workforce. Initiatives will be disclosed as required and in accordance with AHS' collective agreement obligations.

If you have any questions regarding the contents of this letter, please contact me. We look forward to working with you and your bargaining committee to conclude a collective agreement.

Sincerely,



Lee McEwen  
Executive Director  
Labour Relations and In-scope Classification & Compensation  
Alberta Health Services

Cc: Raelene Fitz, Lead Negotiator, Negotiations & Labour Relations, AHS