



December 1, 2023

David Harrigan
United Nurses of Alberta
700, 11150 Jasper Avenue NW
Edmonton, AB T5K 0L1

Via email: dharrigan@una.ca

Re: Collective Bargaining Related Disclosure

In advance of 2024 collective bargaining, we are providing information on initiatives that have the potential to affect the Covenant Health workforce and specifically the UNA bargaining unit.

On November 8, 2023, the Government of Alberta announced a refocusing within the health care system to overcome current challenges and deliver the right care for Albertans at the right time. The changes will focus on the priority sectors of primary care, acute care, continuing care and mental health and addiction to ensure Albertans receive the best care within a single, fully integrated, high-functioning system.

We understand the first step will be a consultative process over the next 18 to 24 months, and a standing up of the four organizations listed above as well as a secretariat that will focus on shared services.

We appreciate that you will have questions as this work unfolds. As more information becomes available, we will meet with you and discuss any changes that affect your membership and work with UNA in accordance with any obligations under the applicable collective agreement(s) and the *Labour Relations Code*.

We 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.

It is also anticipated there will be other initiatives arising as part of Covenant Health's business as usual management of its operations. As always, plans will be disclosed as required and in accordance with Covenant Health's collective agreement obligations.

Regards,

A handwritten signature in cursive script that reads "Monica Williams".

Monica Williams
Senior Director
Labour Relations & HR Client Partnerships