

AHS Bargaining Unit: Next Steps

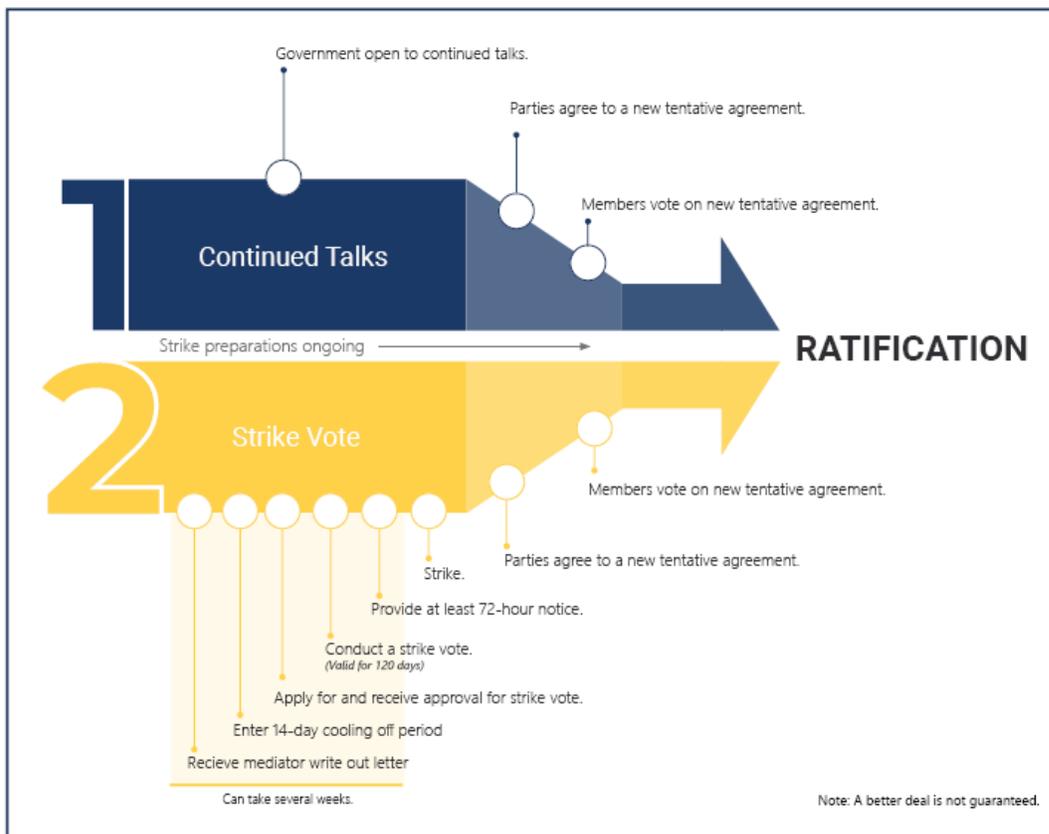
Earlier this month, our members under the Alberta Health Services bargaining unit voted no to the tentative agreement, making it clear that the health professionals who keep Alberta’s health system running are looking for a better deal.

Now, it's time to focus, stay united, and prepare for next steps.

As discussed during the town halls, we want you to know that HSAA is exploring two paths to get a tentative agreement that will recognize our worth and the incredible pressure that our members work under.

While we are actively engaging with AHS and the Government of Alberta to bring you a tentative agreement that members will ratify, that does not mean your Union is standing still. We’ve been building a plan for potential job action for months and it’s now being shifted into high gear. HSAA is ready for job action. However, please keep in mind, the end goal is not a strike, the end goal is a tentative agreement that members can vote on.

Two Concurrent Paths Forward



Path 1: Encouraging the government to bring forward a better offer.

HSA is actively engaging with AHS and the Government of Alberta to bring you a tentative agreement that members will ratify. This is the most direct route to an improved offer.

Path 2: Preparing for a strike vote and potential strike.

At the same time, we are preparing to move through the legal process required for a strike vote and potential strike, one of the most powerful tools we have. However, there are several legal steps we must follow as we move along this path. These will take time.

1. Mediation ends

One of the bargaining parties must request that the mediator write out of the mediation process. Then, the mediator issues a letter to the parties, signaling that they have written out of the mediation process.

2. 14-day cooling-off period

This is a mandatory wait time before any further action can be taken by either party.

3. Apply for a strike vote

We must then apply to the Alberta Labour Relations Board (ALRB) for permission to hold a strike vote.

4. Hold strike vote(s)*

Once approved, a vote is held. We must provide adequate time for members to participate.

Should we call a strike vote, a strong, united “YES” is essential. This means at least 90% of our members voting and at least 90% of those voting “YES”. We must be unified in our position and willingness to go on strike. A strong strike vote alone may not be enough; we must be willing to follow through with a job action. This is how we strengthen our position with the employer and the Government of Alberta.

5. Strike vote results are valid for 120-days

If the vote passes, it is valid for 120 days.

6. 72-Hour Strike Notice

Before striking, we must give the employer 72 hours' notice.

Once we move forward through each step, there is no going back. That is why we are moving deliberately and strategically through these steps to maximize pressure on the government and support the best possible outcome for members.

Not a Guaranteed Outcome

While we are actively pursuing two strong paths towards a better agreement, a **better deal is not guaranteed**.

There are other potential outcomes we must be prepared for, including back-to-work legislation, binding arbitration, and other delays and legal challenges.

These are real possibilities, and they underscore the importance of staying informed, engaged, and united. The more united we are, the more power we have to shape the outcome.

Member Engagement and Unity are Critical

Your collective voice, amplified through rallies, stories, letters to MLAs, and sharing social media will help apply pressure to support these paths. Member and public voices must be large, loud and impossible to ignore. This is how we strengthen our position with the employer and the Government of Alberta. Thank-you for your effort, dedication and courage to walk these two paths with us.