

July 5, 2018

Chivers Carpenter
101, 10426 81 Avenue
Edmonton, AB T6E 1X5
Attention: Kristan McLeod
Fax: (780) 439-8543

Nugent Law Office
2nd Floor, 10020 82 Avenue
Edmonton, AB T6E 1Z3
Attention: Patrick Nugent
Fax: (780) 439-3032

United Nurses of Alberta
700, 11150 Jasper Avenue
Edmonton, AB T5K 0C7
**Attention: David Harrigan/
Lee Coughlan**
Fax: (780) 426-2093

The Alberta Union of Provincial
Employees
10451 170 Street NW
Edmonton, AB T5P 4S7
**Attention: William Rigutto/
Larry Dawson/ Carol Drennan/
Jim Petrie**
Fax: (780) 930-3393

OUR VISION...

The fair and equitable
application of Alberta's
collective bargaining laws.

OUR MISSION...

To administer, interpret and
enforce Alberta's collective
bargaining laws in an
impartial, knowledgeable,
efficient, timely and
consistent way.

Jessica Wakeford
c/o United Nurses of Alberta
700, 11150 Jasper Avenue
Edmonton, AB T5K 0C7
Attention: Lee Coughlan
Fax: (780) 426-2093

McLennan Ross LLP
600, 12220 Stony Plain Road
Edmonton, AB T5N 3Y4
Attention: Christopher J. Lane, Q.C.
Fax: (780) 482-9100

Alberta Health Services
10301 Southport Lane SW
Calgary, AB T2W 1S7
Attention: Jacqueline Laviolette
Fax: (403) 943-0972

Covenant Health
11111 Jasper Avenue
Edmonton, AB T5K 0L4
Attention: Michael J. Hughes
Fax: (780) 342-8258

501, 10808 - 99 Avenue
Edmonton, Alberta
T5K 0G5

Tel: 780-422-5926
Fax: 780-422-0970

Alberta Health Services
900, 9925 109 Street
Edmonton, AB T5K 2J8
**Attention: Dennis Holliday/
Monica Bokenfohr**
Fax: (780) 424-4309

Taylor Janis LLP
120, 301 14 Street NW
Calgary, AB T2N 1A1
Attention: Micah A. Kowalchuk
Fax: (587) 356-0422

308, 1212 - 31 Avenue NE
Calgary, Alberta
T2E 7S8

Tel: 403-297-4334
Fax: 403-297-5884

Seveny Scott
3155, 10180 101 Street
Edmonton, AB T5J 3S4
Attention: Dan Scott
Fax: (780) 638-6062

Nurse Practitioners Association of
Alberta
P.O. Box 71192 Northtown
Edmonton, AB T5E 6J8
Attention: Teddie Tanguay
(via mail)

E-mail:
alrb.info@gov.ab.ca

Website:
www.alrb.gov.ab.ca

Health Sciences Association of
Alberta
18410 100 Avenue
Edmonton, AB T5S 0K6
Attention: Laura Hureau
Fax: (780) 488-0534

Dina Sotiropoulos
1302, 8000 Wentworth Drive SW
Calgary, AB T3H 5K9
(via mail)

-2-

Anthony Falvi
220 Citadel Meadow Bay
Calgary, AB T3G 4Z4
(via mail)

Kevin Huntley
951 Kerfoot Crescent SW
Calgary, AB T2V 2M8
(via mail)

Attorney General of Alberta
Constitutional and Aboriginal Law Section
4th Floor, 9833 109 Street
Edmonton, AB T5J 3S8
Attention: Margaret Unsworth, Q.C./
Roderick Wiltshire
Fax: (780) 425-0307

Attorney General of Canada
Prairie Regional Office – Edmonton
Department of Justice Canada
3rd Floor, 10423 101 Street
Edmonton, AB T5H 0E7
Attention: Bruce Hughson
Fax: (780) 495-8491

RE: An application for determination brought by United Nurses of Alberta and Jessica Wakeford affecting Alberta Health Services - Board File No. GE-07762

The Board acknowledges receipt of the following correspondence:

- a letter dated June 18, 2018 from Patrick Nugent, advising he is counsel for AUPE in this matter;
- a letter dated June 22, 2018 from Kevin Huntley filing a response to this matter; and
- a letter dated June 27, 2018 from Rod Wiltshire, filing the Alberta Attorney General's submissions regarding the Board's jurisdiction and UNA's standing.

A copy of the above correspondence was previously provided to the parties.

The Board acknowledges receipt of the following correspondence:

- a letter dated June 13, 2018 from Greta Cummings, filing a response to this matter; and
- a letter dated June 27, 2018, from Rochelle Young and Chentel Cunningham, filing a reply to Mr. Huntley's submissions.

We enclose a copy of the above correspondence for the records of the parties.

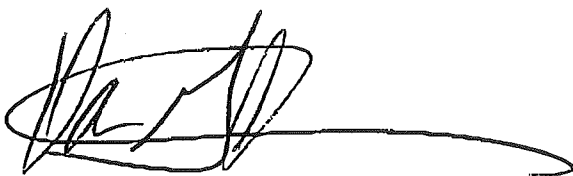
We enclose a copy of the Board's letter dated July 3, 2018 for the records of Dina Sotiropoulos, Anthony Falvi and Kevin Huntley as they were missed on the previous correspondence. We apologize for this administrative error. We also note Mr. Huntley's mailing address has been corrected on our records as indicated above.

- 3 -

Further to the Board's directives of July 3, 2018, we request the parties to file their written comments and proposals on the procedure to be followed in this matter **on or before Tuesday, July 17, 2018.**

By that time as well, we ask the parties to provide Dan Galdamez, Labour Relations Officer, by email at dan.galdamez@gov.ab.ca, their available dates and times for the first two weeks of August for a conference call to address procedural issues regarding this matter.

If you have any questions regarding this matter, please contact Dan Galdamez, Labour Relations Officer at (780) 427-0067.



Tannis Brown
Director of Settlement

DG/cs

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UNIVERSITY OF ALBERTA
FACULTY OF NURSING

DEAN'S OFFICE

Level 3, Edmonton Clinic Health Academy
 11405 - 87 Avenue
 Edmonton, Alberta, Canada T6G 1C9
 Tel: 780.492.6236
 Fax: 780.492.2551
 nudean@ualberta.ca
 uofa.ualberta.ca/nursing

June 13, 2018

Alberta Labour Relations Board
 #501, 10808 99 Avenue NW
 Edmonton, AB T5K 0G5

POSTED	
GE 07762 File No.	038 Support Doc No.
06/21/18 Date	PJS Posted By

RE: United Nurses of Alberta (UNA) application to represent Nurse Practitioners in AHS

To whom it may concern:

This letter is in response to the United Nurses of Alberta (UNA) application to represent Nurse Practitioners (NPs) in Alberta Health Services. We understand that part of the argument for UNA to become the representative of NPs without a vote from potential members is that:

*"Nurse Practitioners are Registered Nurses with additional education and experience. The work of the Nurse Practitioners is similar to that of Registered Nurses, except that they have additional skills and supplement their nursing model of care with a medical model of care. That is whereas Registered Nurses provide holistic care and do not provide a diagnosis, Nurse Practitioners provide holistic care and can provide a diagnosis and address physiological issues. Thus, they do more differential diagnoses than do Registered Nurses, and do more in-depth medical histories with clients than do registered nurses."*ⁱ

This quote infers that NP practice differs only from RN practice because NPs provide a (medical) diagnosis and conduct medical histories. We assert that the nature of the role NPs are prepared to assume through education preparation at the graduate level is not merely to supplement their RN knowledge with a "medical model of care" in order to "address physiological issues." While NPs are by legislation allowed to perform activities traditionally associated with physician-provided services (e.g. diagnosis, ordering of tests, prescribing treatments including pharmacological therapies) as part of their scope of practice, NP practice goes beyond these tasks. The role of the NP is an advanced nursing role, defined by the Canadian Association of Schools of Nursing as:

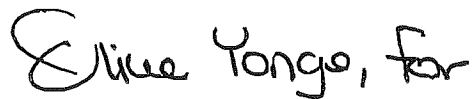
*"Nursing roles requiring additional expertise and a deeper, more extensive knowledge base, developed through post-graduate study. Some, such as the clinical nurse specialist and the nurse practitioner, have a clinical focus, whereas others in areas such as health policy, nursing research, health system management, nursing education, and nursing administration may have a non-clinical focus and affect the recipients of health care services indirectly."*ⁱⁱ

The NP role is one of two clinical roles recognized in the Canadian Nurses Association (CNA) document *Advanced Nursing Practice: A National Framework*.ⁱⁱⁱ CNA asserts that advanced nursing practice requires graduate preparation and involves analysis and synthesis of knowledge, an ability to understand, interpret and apply nursing theory and research as well as develop and advance nursing knowledge and the profession of nursing. Although UNA's letter reports that NPs in Alberta are required, like RNs, to have a baccalaureate in nursing; in fact, all entry-to-practice NPs in Canada are now educated at the graduate level, with most holding masters degrees and some PhDs. The change to Alberta regulations that moves NP entry-to-practice from baccalaureate to masters was submitted by the College and Association of Registered Nurses of Alberta (CARNA), and is awaiting government approval. Most other provinces have already enacted this change. Internationally, graduate preparation is recommended as the standard for advanced nursing practice roles.^{iv}

NP entry-to-practice competencies and scope of practice are distinguished from RNs in several important ways.^v NP entry-to-practice competencies were developed on a national practice analysis study of NPs, undertaken by the Canadian Council of Registered Nurses Regulators in 2015. The NP entry-to-practice competencies include the NP clinical (client care) practice role, and also reflect quality improvement/research, leadership, education and policy, of which the latter could impact the employment relationship.

As a faculty providing graduate education programs in nursing, including NP streams in our Master of Nursing program, we also want to ensure that our NP faculty members (lecturers and academic researchers) continue to have opportunities to complete their mandatory employed NP practice hours per year (minimum of 600 hours) as well teaching NP students during their clinical practica.

Sincerely



Greta G. Cummings, RN, PhD, FCAHS, FAAN
Dean and Professor, Faculty of Nursing
University of Alberta

c.c. Teddie Tanquay, President, Nurse Practitioner Association of Alberta
Joy Peacock, CEO, College and Association of Registered Nurses of Alberta

ⁱ UNA Legal Council letter to the Alberta Labour Relations Board April 5, 2018.
[https://www.una.ab.ca/files/uploads/2018/4/Ltr to ALRB April 5, 2018 \(00244829xCJ241\).PDF](https://www.una.ab.ca/files/uploads/2018/4/Ltr%20to%20ALRB%20April%205,%202018%20(00244829xCJ241).PDF)

ⁱⁱ Canadian Association of Schools of Nursing (2015). National Nursing Education Framework: Final Report. Ottawa: Author. <https://www.casn.ca/wp-content/uploads/2014/12/Framwork-FINAL-SB-Nov-30-20151.pdf>

ⁱⁱⁱ Canadian Nurses Association (2008). Advanced Nursing Practice: A National Framework. Ottawa: Author. https://cna-nije.ca/-/media/cna/page-content/pdf-cn/anp_national_framework_c.pdf

^{iv} International Council of Nurses (n.d.). Definition and Characteristics of the Role: Nurse Practitioner and Advanced Practice Roles, Definition, Characteristics. <https://international.aanp.org/Practice/APNRoles>

^v College and Association of Registered Nurses of Alberta (2016). Entry-Level Competencies for Nurse Practitioners in Canada. Edmonton: Author. http://www.nurses.ab.ca/content/dam/carna/pdfs/DocumentList/Standards/EntryLevel_NP_Competencies_Dec2016.pdf

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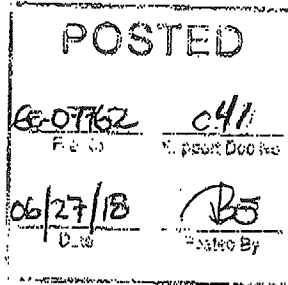
P 2/2

ALRB JUN 27 2018 PM 4:19

June 27, 2018

Alberta Labour Relations Board
501 10808 99 ave
Edmonton, Alberta
T5K 0G5

Attn: Tannis Brown, Director of settlement.



Dear Alberta Labour Relations Board

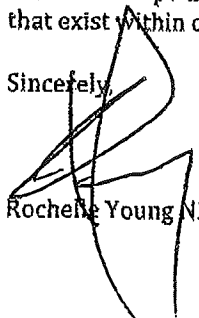
RE: Response to Kevin Huntley's application for intervenor status **Board file no. GE-07762**

We have had the opportunity to review the application submitted by Mr. Huntley and are concerned that this is an opinionated document through which the author is seeking to preserve his current position and compensation within AHS. Specifically:

1. To point 12 in his document Mr. Huntley states that he has been well supported by AHS and has no qualms regarding his employment. We would respond by directing the Labour Board to the 2017 AHS compensation disclosure document: <https://www.albertahealthservices.ca/about/page13093.aspx> where in Mr. Huntley's compensation can be seen to significantly exceed the top step outlined by AHS in 2014 for Nurse Practitioner salary structure by a measure of at least \$66,000 annually. Interestingly, he continues to benefit from salary increases during a wage freeze under taken by all out of scope AHS employees. We would presuppose that Mr. Huntley's efforts to thwart the organization of Nurse Practitioners is at its core self-serving.
2. His frequent notations surrounding 'other NP's opinions' is in no way reflective of the whole, nor even the membership of the NPAA. It has been our personal experience that the lack of protection in the work place resulted in our undertaking in unpaid overtime, salary freezes projected to last 6 years (proposed ending 2019), and compensation unequal to the scope of our profession. More importantly no objective measure has been undertaken to define NP perspective of workplace conditions and compensation and until this is completed, statements such as Mr. Huntley's should be weighed accordingly and set aside until objective measures are undertaken.

We would hope that the Alberta Labour Board would also take into consideration the gross inequalities that exist within our profession.

Sincerely,


Rochelle Young NP, BA MN



Chentel Cunningham NP, MN