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Healthy Communities.  
**Together.**

March 19, 2019

***By facsimile: (780) 422-0970***

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

Attention: Ms. Tannis Brown,  
Director of Settlement

Dear Madam:

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

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Please accept this as AHS' response to UNA's Written Submissions that were submitted on March 13, 2019.

AHS remains neutral on the merits of the issue. AHS would like to take this opportunity to respond to one aspect of UNA's submissions, however. UNA states in its submissions that "Nurse Practitioners have tried individually and collectively to engage with their Employer to achieve workplace goals and their attempts have been denied or ineffective." AHS does not agree that this is an accurate characterization of the evidence and would like to remind the Board of the following evidence:

- All attempts at negotiating salary were in the context of an AHS-wide salary freeze for out of scope-exempt employees, which was recently legislated (Exhibit 10 and testimony of Jessica Wakeford and Rochelle Young);
- UNA employees did not receive an increase in wages last year (0%) (Exhibit 9);



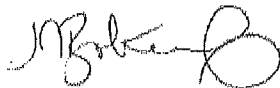
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- AHS representatives took the time to meet with the Nurse Practitioners (Rochelle Young and others) and increases to the Nurse Practitioner salary range soon followed (Exhibits 1 and 2 and testimony of Rochelle Young);
- The concerns raised in the Edmonton Zone Continuing Care Group were made as recently as January 2019 and it may be too early to tell how AHS will respond (testimony of Jessica Wakeford);
- The Nurse Practitioners have raised some of their workplace concerns, and are waiting for a response from AHS, within the context of this Application having already been filed by UNA and Ms. Wakeford (Application and testimony of Jessica Wakeford).

Thank you for this consideration.

Yours truly,

**Alberta Health Services**



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