



October 15, 2012

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**Attention: Ritu Khullar**  
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United Nurses of Alberta  
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**Attention: Yessy Byl/  
David Harrigan**  
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Alberta Health Services  
Suite 900, 9925 – 109 Street  
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**Attention: Dennis Holliday**  
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Alberta Health Services  
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**Attention: Mark Snaterse**  
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Health Sciences Association of  
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10212 - 112 Street  
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**Attention: Elizabeth  
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Fax: (780) 488-0534

OUR VISION...

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

OUR MISSION...

To administer, interpret and  
enforce Alberta's collective  
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**RE: An unfair labour practice complaint brought by the United Nurses of  
Alberta affecting Alberta Health Services – Board File No. GE-06495**

On October 9, 2012, the Board received a letter from Ritu Khullar, on behalf of the United Nurses of Alberta (the "Union" or "UNA"), filing applications affecting Alberta Health Services ("AHS" or the "Employer") and Health Sciences Association of Alberta ("HSAA").

The applications relate to the decision of AHS to introduce the classification of Metal Health Therapist "(MHT)" under the HSAA collective agreement and to transfer all MHT positions to HSAA through attrition as positions become vacant and new positions created.

UNA alleges that AHS has violated the *Labour Relations Code* by interfering with UNA's ability to represent its members, and is asking the Board to order AHS to cease and desist from implementing the transfer of MHT positions to HSAA.

UNA also requests the Board to declare that the Employer cannot use a determination decision to justify the implementation of the transfer of MHT positions to HSAA, and to declare that if the Employer requires in a job posting that an RN/RPN be registered or eligible to register with his or her professional association, then the RN/RPN falls within the direct nursing care bargaining unit.

UNA is also seeking a reconsideration of two Board determination decisions and/or a reference related to a difference concerning the importance of community of interest in determination applications.

The allegations of UNA and the remedies sought by UNA are those as set out in UNA's application.

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The Board has accepted the application and reference under Sections 12(4), 16(3), 12(3)(o), and 148(1)(a)(ii) of the *Labour Relations Code*.

The Board asks the parties to provide a detailed written response to the application by the close of business on **October 26, 2012**, along with any supporting documents they may have.

The Union will then have until the close of business on **Friday, November 2, 2012**, to file a reply those responses.

Once all submissions have been filed, the Board Officer assigned to this file will work with the parties to schedule a resolution conference and a hearing into this matter.

In the meantime, the Board asks the Employer to post the enclosed **NOTICE TO EMPLOYER AND EMPLOYEES** in the workplace so that all affected employees will see it. After the notice is posted, please advise the Board of the date, time and location of posting. If extra copies are required, make as many as necessary.

Labour Board Officer Dan Galdamez is assigned to this file and is available to assist the parties, including mediate a settlement to the complaint. He can be contacted at (780) 427-0067.



Fannis Brown  
Director of Settlement

DG/lc

Enclosure

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## NOTICE TO EMPLOYER AND EMPLOYEES

On October 9, 2012, the Board received an application from United Nurses of Alberta (the "Union" or "UNA") affecting Alberta Health Services ("AHS" or the "Employer") and Health Sciences Association of Alberta ("HSAA").

The application relates to the decision of AHS to introduce the classification of Metal Health Therapist ("MHT") under the HSAA collective agreement and to transfer all MHT positions to HSAA through attrition as positions become vacant and new positions created.

UNA alleges that AHS has violated the Labour Relations Code by interfering with UNA's ability to represent its members, and is asking the Board to order AHS to cease and desist from implementing the transfer of MHT positions to HSAA.

UNA requests the Board to declare that the Employer cannot use a determination decision to justify the implementation of the transfer of MHT positions to HSAA, and to declare that if the Employer requires in a job posting that an RN/RPN be registered or eligible to register with his or her professional association, then the RN/RPN falls within the direct nursing care bargaining unit.

UNA is also seeking a reconsideration of two Board determination decisions and/or a reference related to a difference concerning the importance of community of interest in determination applications.

The Board has accepted the application and reference under Sections 12(4), 16(3), 12(3)(o), and 148(1)(a)(ii) of the *Labour Relations Code*.

Any employees or groups of employees affected by this application may make representations on the above matter by filing a written statement with the Alberta Labour Relations Board **on or before October 26, 2012**. The statement must give in detail the reasons for the representation.

If an individual files a statement on behalf of a group of employees, it must contain the names, addresses, telephone numbers and signatures of all employees supporting the statement, in addition to the name, address, telephone number and signature of the individual filing on behalf of those employees who have signed the statement.

Should any affected employee desire, they may have an agent or lawyer represent their interests. **If you have any questions, please contact Labour Relations Officer Dan Galdamez at (780) 427-0067.**

If any person has any questions relating to this matter, please contact:

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