

FAQ

What happens if we vote no?

Union democracy means you and your coworkers get to vote for or against your next collective agreement. It's your decision.

If members vote no, we'd be at a stalemate. It will mean we continue to negotiate the Essential Services Agreement (ESA), which is needed before a strike or employer lock out can occur. That could take months, or longer. Once an ESA is reached the bargaining committee could call a strike vote.

We could also enter voluntary mediation, but this not the same as the binding arbitration process that got us our last collective agreement. Voluntary mediation means AHS and AUPE would have to agree to participate, they would have no pressure to agree to anything in mediation, and any improvements we achieved over the last 1.5 years of bargaining could be lost.

Voluntary mediation does not guarantee an outcome like a mediator's report or strike vote.

Why do others get a higher flex spending account?

If this tentative agreement is accepted, you will receive an increase of \$100 to your annual flex spending account, from \$750 to \$850.

Your committee bargained hard, pushing for increases to this account and in all other areas. This increase was the highest it could get from the employer at this time.

We will enter negotiations with the employer again, and a higher flex spending account will be pushed for.

How does the wage reopener affect red-circled employees?

In January 2019, we will enter wage renegotiations with AHS for the final year of your contract; sooner than any other health-care union.

Red-circled employees will remain red circled until others in the bargaining unit catch up.

How good is the job security language?

It's very good. In fact, it's the best job security language we've ever negotiated with AHS. The employment security protections in this tentative agreement, which becomes a legally binding contract politicians can't change should it be ratified, protects against contracting out your job and guarantees you will not lose your Full Time Equivalent for the life of the agreement, which is March 31, 2020.

Could you explain the enhanced dental benefits?

Dentists often charge patients more for dental work than the dental fee guide recommends.

Dental fees will now reflect the actual rates dentists charge people for dental services today, using a 12-month average.

So, your reimbursement will be based on the average cost of what people are actually paying the dentist for a procedure, rather than what the dental fee guide recommends, which is usually lower than what the dentist charges.