



One group has been spreading inaccurate information about the NPAAU, so we thought it was a good idea to provide you with 'Just the Facts!'

## Experience

The bargaining team will consist of the following:

1. **Nurse Practitioners** from across the province with decades of experience advocating for NPs across the entire province in urban and rural settings. They will be paid only for their time spent in bargaining at reasonable rates.
2. **Experienced collective bargaining expertise.** The NPAAU is fortunate to have hired some of the most experienced and passionate collective bargaining members in Alberta.

- **David Froelich** most recently held the elected position of Secretary-Treasurer and Principal Officer of Teamsters Local Union No. 987 of Alberta and oversaw the daily administrative and fiscal operation of a 5000 member, diversely staffed, multi-location, International Local Union. David's 33-year career underpins a wealth of progressively responsible experience in union certifications, collective agreement negotiation, and administration, representing workers in rights and interest arbitration, jurisdictional determination, and has cultivated a broad understanding of the complexities of both public and private sector labour relations. As Principal Officer, David oversaw staff recruitment, training and development, team mentorship, as well as implementing fiscally responsible budgetary oversight of all finances. He also assisted the Executive Board with key decisions regarding the ongoing oversight and management of the organization and as the Principal Executive Board Member, successfully implementing all Board policies and directives. Mr. Froelich served as the Chairperson of the Board of Directors for Teamsters 987 Pension Plan from 2007-2018, assuming the position just prior to the sub-prime financial crisis of 2008-2009. He initiated the transition of what was a traditional modeled pension plan to an Asset/Liability Management Funding Model, thereby de-risking the Plan and securing members' pensions, and providing safeguards against future financial crises. He also served as a Teamsters Canada Master Trust Board Member and an advisor to the Teamsters Canada Master Trust Investment Subcommittee. Since retirement, David has continued his involvement in labour relations by acting as Union Nominee at arbitrations and pursuing further education and accreditation in Labour Relations, Mediation and Arbitration. One of many career highlights was Mr. Froelich's June 2016 invitation to address the House of Commons International Trade Committee speaking as the National Director, Dairy and Sales Drivers Division of Teamsters Canada, in opposition to the Trans-Pacific Partnership (TPP) and its negative impact on Canadian Teamster Dairy Workers. David holds a Bachelor of Science degree (magna cum laude) Rec. Administration and Sports Medicine, Letourneau University, Texas, USA, as well as a Bachelor of Theology, Taylor College, Edmonton, AB.



## Experience Continued...

- **Michelle Henderson** was the National Vice President of the Canadian Employment and Immigration Union (CEIU) for Alberta and the North. Michelle has significant experience in bargaining and was on the bargaining team for one of Canada's largest unions, the Public Service Alliance of Canada (PSAC) which has over 200,000 men and women working in the federal government and broader public service. Prior to that, Michelle was a local union lead for several years. Michelle, her husband, and two children reside in the Vegreville area.
3. **Law Firm Alberta Counsel.** The NPAAU has retained the services of Alberta owned and operated legal and lobby firm Alberta Counsel who has experience in negotiating collective bargaining agreements. Alberta Counsel is the registered lobbyist for the Alberta Teachers Association, advocating on behalf almost 40,000 teachers. The core legal team to be involved represent more than a century of experience providing sound legal advice:
- Robert Reynolds, Q.C.
  - Gordon Beck, Q.C.
  - Jonathon Wescott
  - Shayne Saskiw, B. Comm, LL.B., ICD.D.
  - Ed Picard
  - Stephane McCrum
  - Beverly Anderson
  - Leah Macklin
  - Teshoma Aytenfis (Student-At-Law)

## Membership

The NPAAU membership consists **only of NPs.**

Due to the obvious conflicts that can and will arise with other health care professionals, membership is limited to NPs.

## Conflicts

The NPAAU has no conflicts. It only represents NPs.

There are other organizations that represent health care professionals who will inevitably be in conflict with NPs, who often have to manage other health care professionals. In these situations, the NPAAU can and will only represent NPs.



## Funding

Unlike other groups, the NPAAU proposed budget can be viewed online. A copy is also placed at the end of this document. NPs – and only NPs – will have the right to determine the budget of the NPAAU. Since NPAAU is a smaller organization, there are lower expenses and, as a result, lower fees compared to larger organizations. Some unions have presidents and vice-presidents who are paid more than the members they represent! We do not agree with that! NPs involved will only be reimbursed for time spent bargaining, and only at reasonable rates. This is described as “lost time wages” in the budget online. The NPAAU believes every dollar spent should be on advocating and bargaining for nurse practitioners.

The NPAAU uses state of the art database systems and does **not** require the lease of a large building, entire IT teams, and payroll to support massive and bureaucratic management teams.

## Dues

The NPAAU has proposed dues for NPs at 1% of their salary per year payable monthly. Other organization’s dues are 33% higher to pay for leasing large buildings, IT teams, and large and growing payrolls. All of these higher costs are directly related to the larger size of other organizations.

## Personnel

As described above, the NPAAU has decades of experience within the profession, with collective bargaining expertise and an established law firm.

The NPAAU does not require entire IT departments, entire finance departments to pay dozens and dozens of employees, and an executive board who is paid more than the people they are supposed to represent. The NPAAU is made up of NPs and is accountable to NPs, including ensuring the costs of representation are reasonable and proportionate, and do not go to funding an existing large bureaucratic infrastructure.

## Services

The services the NPAAU provides is where the organization shines!

The core executive has been advocating for NPs for many years (they are definitely not Johnny-come-lately to this!). In fact, it was Nurse Practitioners who effectively lobbied for changes to the Labour Relations Code to allow for the formation



of the new bargaining unit and the unionization process. The NPAAU will not simply negotiate a deal, but will continue to advocate for things that matter to NPs as directed by NPs.

The following highlight the core proficiencies :

- Assertively negotiating a Collective Bargaining Agreement (CBA)
- Enforcing the CBA
- Representation at labour management meetings
- Administration of grievance and arbitration procedures
- Professional regulator (CARNA) representation

The NPAAU will also :

- Advocate for all NPs in Alberta as a profession
- Strive to unite NPs across the province to enhance our collective impact
- Work alongside academic institutions to ensure new NPs are trained to the highest standard
- Coordinate advocacy efforts with other provincial and national NP organizations
- Propose novel models of care and funding which will facilitate NP practice, as well as interprofessional care delivery
- Lead the way in NP issues and advocacy, both provincially and nationally

## **First Collective Bargaining Agreement**

The NPAAU has a dedicated team of professionals with decades of experience not only negotiating and drafting first collective bargaining agreements, but have also worked on some of the most complex CBAs in Alberta and Canada.

## **Constitution**

The entire NPAAU Constitution is online. The NPAAU has been created by NPs and will only advocate for NPs. The NPAAU prides itself in being an open and transparent organization who listens and advocates for its grassroots members.

## **Credibility**

The core executive have established and will continue to foster respectful relationships with the Government of Alberta and other NPs organizations across the country.

There are groups out there calling the Finance Minister a "hypocrite" and constantly attacking government officials, even calling for their resignation. We believe this is childish, unprofessional, and unproductive. It does not create credibility



## **Credibility Continued...**

for a first collective bargaining agreement and, in fact, would immediately create a toxic relationship and wipe away years and years of professional advocacy. Such an approach will almost certainly delay and hurt the chances of a successful negotiation.

The NPAAU will assertively advocate and negotiate for NPs but will continue to do so in a professional and respectful manner.

**Please see NPAAU's proposed budget on the following page.**



## Proposed Budget

	<b>Budget - Annual</b>
<b>Revenues</b>	
Nurse Practitioner Dues	\$ 450,000.00
<b>Expenses</b>	
<b>Advertising</b>	
Advertising/Marketing	\$
Travel	\$
Subtotal	\$ 10,700.00
<b>Yearly Fees / Subscriptions / Database</b>	
Insurance	\$
Service Contracts	\$
Subscriptions	\$
Nation Builder	\$
Subtotal	\$ 18,900.00
<b>Office / General Expenses</b>	
Bank Charges / Credit Card Fees	\$
Computer/Hardware Expenses	\$
Courier / Postage Expense	\$
Office/General Expense	\$
Rent	\$
Stationary	\$
Storage & Maintenance	\$
Telephone/Data	\$
Utilities	\$
Subtotal	\$ 36,100.00
<b>Professionals / Payroll Expenses</b>	
Accounting/Legal/Consultant Professionals	\$
Arbitration / Mediation Fees	\$
Lobby Contract	\$
Staff/Payroll	\$
Benefits	\$
Employer Payroll Taxes	\$
Training/Conferences	\$
Lost Time Wages	\$
Subtotal	\$ 264,000.00
<b>Total Expenses</b>	<b>\$ 329,700.00</b>
<b>GST</b>	<b>\$ 16,485.00</b>
<b>Net Income/(Loss)</b>	<b>\$ 103,815.00</b>

This budget is a summary of a fully costed and detailed budget prepared by a Professional Accountant in consultation with NPAU leadership, experienced union leadership, and the law firm Alberta Counsel.

Some additional comments to consider in the preparation of this budget are as follows:

1. Revenue numbers are conservatively recorded. Due to the lack of high overhead and admin costs, union dues proposed at 1% versus the normal 1.5% of other unions, representing 33% lower union dues.
2. Additional startup costs in Yr 1 for Advertising/Marketing, Computer/Hardware Expenses, General Office/Admin Expense (estimate \$7,600).
3. Assuming a minimum 3 year agreement, defense fund projected in excess of \$300,000 which will more than cover next round of bargaining.
4. Professional costs will include Lobby contract starting in Year 1 with Legal costs starting in Year 2.
5. Budget includes additional \$7,600 in Years 2 and 3 to assist with consultant costs, additional arbitration expenses, AGM expenses, etc.