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NPAAU Timeline for Nurse Practitioner Applications for Certification

Hello, everyone -

Our team at the Nurse Practitioner Association of Alberta - Union would like to thank all of the Nurse Practitioners who supported us throughout our previous certification application process and who continue to offer your support, encouragement, and valuable input as we move forward with our new certification application. You have clearly shown us that a union of NPs representing NPs is the best option to ensure *both* a strong and enforceable bargaining agreement *and* effective ongoing lobbying and advocacy for the Nurse Practitioner profession as a whole.

To those Nurse Practitioners who may not be supportive of the NPAAU at this time, we value your voice, opinions, and input, and we would welcome the opportunity to connect with you. Your participation is instrumental in determining the future both for the union and for all NPs.

Presently, the NPAAU is moving forward on a new path towards certification to become the bargaining agent for NPs at Alberta Health Services and Covenant Health. Here is a brief timeline outlining the next steps that NPAAU plans to take:

STEP ONE: SPECIAL MEETING OF THE NPAAU BOARD OF DIRECTORS

September 9, 2021

The Board will hear from NPs, discuss, and decide on proposed amendments to the NPAAU Constitution, including:

- Changing the name of the union
- Giving members the ability to hold Special Meetings of the Members
- Clarifying how members will vote on job actions and collective agreements
- Creating new non-voting membership options (Associate and Student)



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STEP TWO: ELECTRONIC PETITION

September 10 – October 10, 2021

NPAAU will send an electronic petition to NPs employed at Alberta Health Services and at Covenant Health, gathering support for NPAAU to be certified as the bargaining agent for NPs at each employer

- No payment is required to sign the petition
- The petition will be signed electronically
- The petition is open to existing NPAAU members and non-members
- The petition is separate from membership in the union (signing the petition does not make you a member, although the NPAAU continues to welcome new members and online membership applications)
- The petition will need the signature of NPs representing at least 40% of the bargaining unit in order for the ALRB to process the certification application
- The petition will show NP support to the ALRB more strongly and clearly than the previous method using membership applications

STEP THREE: REVIEW PETITION SIGNATURES

October 11 – October 20, 2021

NPAAU will review the certification petitions for Alberta Health Services and Covenant Health to determine if the 40% support threshold has been met for each

- With the minimum 40% support confirmed, NPAAU will prepare to submit its applications for certification to the ALRB
- October 20, 2021 is the earliest date that NPAAU can submit its applications for certification to the ALRB

STEP FOUR: CERTIFICATION APPLICATION

October 20, 2021

NPAAU will submit its applications for certification to the ALRB



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- For each application, an ALRB Officer will confirm the 40% support and issue a report
- For each employer, the ALRB will order a representation vote of all NPs within each employer
- If there are any objections to either application, the ALRB will determine if a hearing is required to resolve them

Once again, thank you for your ongoing support. As always, we welcome your input and we will be happy to address any questions that you or your colleagues may have. Please contact either:

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Very Best

The NPAAU Team