



For Immediate Release: AAHP declares impasse in Collective Bargaining

October 11, 2023

After a year of negotiations with the Provincial Government, the Association of Allied Health Professionals (AAHP) has made the difficult decision to declare an impasse for the more than 800 allied health professionals represented in our bargaining unit.

This week the AAHP is filing a request for conciliation in accordance with the *Public Sector Collective Bargaining Act NL*. We are taking this next step with the goal that a neutral third-party may assist us in reaching a mutually agreeable tentative agreement. We will also continue to take the necessary steps to prepare for any eventuality, including strike action if required.

Our members are dedicated and passionate health care professionals who go to work every day with only one focus – to provide the care and services the people of our province need. Because of this, the potential of having to take strike action to reach a tentative agreement our members need would be a last resort option. This certainly would not be a decision any of us would take lightly.

At the same time, our Membership is ready to fight for the pay and working conditions they need. Their expectations are not unrealistic – they want what every worker wants from their employer: They want to feel respected. They want to feel valued. They want recognition for their contributions and relentless efforts to keep delivering quality, equitable health care services in a system that is in continued crisis. They want to feel proud of their work and the employer they work for. They want to stay here in Newfoundland and Labrador working in our public health care system. They want a collective agreement that could help attract others to come here because they feel and see the impact every day of ongoing recruitment challenges. They want adequate pay that allows them to keep supporting their families in the face of extraordinary increases in the cost of living. And last, but certainly not least, they want to know that at a minimum they are being paid fairly and equally for the work that they do.

While some progress has been made at the negotiating table, last night it was very clear to our negotiating team that the gap between our respective positions with the employer on some proposals, especially those related to wages, is too significant to be addressed in the prolonged process we have been engaged in over the past year. We remain hopeful in the coming days and weeks that we will successfully reach a tentative agreement so that our members can keep delivering the critical health care services individuals and families throughout our province need and deserve.



Strength in solidarity,

Gordon Piercey,
AAHP President

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Additional Background:

The AAHP is a public sector bargaining unit representing more than 800 highly skilled health professionals who collectively provide a range of preventative, diagnostic, technical and therapeutic health-care and clinical support services across the lifespan and care continuum and in virtually all program areas within the health care system. They contribute specialized expertise, education, research and leadership, and often work as integral members of collaborative health-care teams to improve the health and well-being of Newfoundland and Labradorians.

Our Membership represent over 22 different health care disciplines comprised mainly of regulated, community, clinical and therapeutic professions. Members of the allied health workforce deliver, support or inform direct patient care and have completed occupation-specific post-secondary education or training. They include anesthesia assistants, audiologists, auditory verbal therapists, dietitians, medical flight specialists, occupational therapists, pharmacists, physiotherapists, psychologists, sexologists, genetic counsellors, hyperbaric technologists, creative arts therapists, kinesiologists, orthoptists, pastoral care clinicians, prosthetists, orthotists, psychometrists, respiratory therapists, social workers and speech language pathologists.