



NEGOTIATION COMMITTEE (NC)

Terms of Reference

Purpose

To prepare and enter into negotiation of the Resident Physician Agreement with the Alberta Health Services, the University of Alberta and the University of Calgary on behalf of the full membership of the Association.

Objectives

1. Represent the interests of all Association members to ensure optimal working conditions and personal well-being
2. Provide all Association members with the opportunity to give input into the Resident Physician Agreement through formal surveys and informal communications with committee members.
3. Recommend members for the Negotiation Team, a subcommittee of the Negotiation Committee (NC), to participate in bargaining sessions, with each appointment confirmed by the PARA Executive Board. Ensure the Negotiation Team is as representative of the full PARA membership as possible based on expressed interest
4. Review the recommendations of the Negotiation Team regarding bargaining results to provide a formal recommendation to the Executive Board, ensuring alignment with the approved negotiation strategy and achieving the best possible Agreement
5. Recommend to the Executive Board the acceptance of the negotiated Agreement or the need for further bargaining, independent mediation, or arbitration. Strive for Committee consensus on the final recommendation to the Executive Board, or conduct a Committee vote if consensus is not possible

Membership*

- Chief Executive Officer (Chair)
- President
- Past President
- Vice President Operations and Finance (recommended)
- Assembly Delegates
- General Members
- PARA staff (*ex officio*)

*Note: Once the Negotiation Committee is active, PARA members may express interest in joining the Negotiation Committee up to the second meeting of the committee, at which time membership will be closed.

Reporting Relationship

- Accountable to the Executive Board

Term

- Committee is struck in the final year of the current Agreement and is operational until negotiations have concluded

Meetings

- An operational plan will be developed by the committee to include both teleconference or videoconference meetings and in-person meetings
- The frequency of meetings will be determined in consultation with the President and Past President