



# United Nurses of Alberta Local 115 Newsletter

Issue 6

June / July 2004



## Message from the President

Welcome to summer everyone. It has been very busy times in Local 115.

THANK YOU to Lyle Kanee, Heather Smith, David Harrigan and the Negotiating Team for working so hard to settle our Collective Agreement.

Thank you to Local 115 members, Executive and Committee members that participated in the ratification vote and helped work the polling station. Local 115 had a terrific voter turnout. Definitely all will enjoy summer better knowing that the Collective Agreement is settled. (See photos on page 6 & 7) We lend our support to CEEBA in their continued struggle to gain equity in LTC.

Here is just a short update of events. In May I attended some conferences in Calgary such as the AARN – AGM. The highlight was listening to a presentation about the SARS disaster in Ontario. Staff there was not provided with proper safety equipment leading to nurses and their families losing their lives because of the contamination. This illustrates again how dangerous our jobs are and how caring and compassionate nurses are.

The AARN awards also brought congratulations to Gale Hutchings of Lethbridge Dialysis for your nomination to the AARN awards night. Gale is a

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## Health Region Nurses overwhelmingly ratify new contract Recommendations

### Other Employers blocking final resolution on the provincial negotiations

Nurses across the province voted overwhelmingly to ratify the recommendations for a new contract with the province's Health Regions yesterday. The Health Regions' Boards of Directors also ratified the deal.

Over 98% of the nurses voted to accept the Recommendations, which was a huge swing from a vote last September when over 98% voted against the contract recommendations of that time.

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member of Local 115 - Lethbridge Dialysis unit. It is important to commend our colleges for the wonderful work they do.

The AFL membership Forum was a meeting of Alta unions where a highlight for me was listening to a speaker from Peru speak on privatization of healthcare. Many similarities to the severe changes we are seeing in Alberta healthcare. Congratulations to Heather Smith for her award of work towards the Labor movement.

It has been great months for getting all Ward Reps online and familiar with their role. Thank you to all for the great job you do and for helping the members of Local 115.

The involvement and commitment of members involved delivered 51 names nominated to attend the UNA -AGM in Oct 04. An election occurred to elect the voting delegates and alternates. Great to see the new people coming forward and the Satellites involved.

On a personal note this month we celebrated the convocation of our daughter and the graduation of one of our son's. Time flies as they grow up and spread their wings. It's truly rewarding to see their accomplishments.

Thank you to my family for their support of my position and advocacy of nursing.

Finally, after 18 months and many years of staff illness on PCU 27 the unit is totally closed for remediation and renovation. As the staff of

PCU - 27 continues to have satellite beds on other units and are in temporary locations, I hope that you will be kind and inviting to them on your units. We are all nurses here to care for our patients. Also, a reminder to all that your Occupational Health and Safety is of utmost importance. Please notify us if you have any concerns.

As the Executive makes some changes I would like to extend a thank you to Alice Whitty for her contributions to the Local and to Lisa Douglas for enthusiasm to help the Local. We continue to meet and help members with their labour concerns. We received wonderful feedback from members about the work being done within the local. Good work and thank you to all.

Peace and health to you for a wonderful and safe summer.

Sincerely,

Michelle M. Senkow

## DEAL WITH CANCER BOARD!



## Long-term Care still not settled

### All contracts settled except for CCEBA and Cochrane.

Only the contracts with certain Long-term Care Employers remain to be resolved in the provincial negotiation round. On June 24, UNA announced a tentative settlement with the Alberta Cancer Board. UNA has also settled with the Good Samaritan Society and Millwoods Shepherds Care.

All of these agreements include the increases that UNA achieved in the contracts with the Health Regions. UNA members with these Employers will have the final say on tentative agreements in ratification votes coming up shortly. ❖

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### Outstanding issues

Many issues remain on the table with CCEBA and Bethany Care Cochrane. Some of the most significant ones are:

- Nurse in-charge: Employers want to eliminate the obligation to have a Registered nurse in-charge and on duty.
- Benefits: matching the HOBP (Health Organizations Benefit Plan) or equivalent, and improved vision care,
- Portability of seniority: reciprocal clause that would let nurses move their seniority to another Employer and another bargaining unit.
- Increase in night shift differential from \$1.75 to \$2.00 an hour. . ❖

“After nearly 18 months, we have a negotiated agreement,” says UNA President Heather Smith. “Reaching a settlement the Employers and nurses can both accept is the best way forward for safe nursing care in the province.”

“However, other, smaller Employers in the provincial bargaining round have not yet reached an agreement which unfortunately means that job action across Alberta can’t be ruled out,” she said

“We have always made it clear that the negotiations are not finally settled until we reach agreements with all the Employers,” Heather Smith noted. “If these Employers continue to block an acceptable settlement, we may be forced to go back to the members with another vote. As Nurses we have always said we bargain together collectively and no one is left behind.”



*Heather Smith talking to the Media*

UNA members with these Employers also voted June 8. They voted on whether to accept UNA’s last offer to these Employers. UNA has also made an application to the Labour Relations Board to require the Employers to hold a vote on the offer.

The Health Regions employ about 20,000 of the province’s approximately 26,000 Alberta’s Registered Nurses and Registered Psychiatric Nurses. The other Employers employ fewer than 2,000 nurses. ❖



## Canadian Nurses Association oppose privatization

Nurses from across the country endorsed a strongly worded motion on health care privatization at the Canadian Nurses Association in St. John’s Newfoundland this week.

### END THE FOR-PROFIT DELIVERY AND FOR-PROFIT FINANCE OF HEALTH CARE IN CANADA

Be it resolved, that the Canadian Nurses Association lobby the Prime Minister, Minister of Health and other political leaders in the federal government to use all available means in ending for profit delivery of health care in Canada.

Be it further resolved, that the Canadian Nurses Association lobby the Prime Minister, Minister of Health and other political leaders in the federal government to remove incentives that encourage public-private partnerships (P3s) and to commit to ending P3s using all available means.

Be it further resolved, that the Canadian Nurses Association strongly advocate for the enforcement of the Canada Health Act to ensure that the health services in all provinces and territories are delivered in a publicly funded, not for profit delivery basis. ❖

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## Legionella found in two Calgary hospitals

Calgary Health Region announced last week that the Legionella bacteria that causes Legionnaires disease has been found in hot waters systems at the Rockyview and the Alberta Children’s Hospital. The Region says it will be installing a special \$50,000 silver-copper ionization unit to kill the bacteria. The water is heated to about 82 C. No incidence of the actual disease was reported. ❖

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## UNA's 2004 Annual General Meeting



It's wonderful to have **51** nominations for delegates from Local 115 to UNA - AGM. An election occurred at the June 22/04 Local meeting. The following **35** voting delegates have been elected to go with the Local Executive:

Lisa Douglas, James Zachary, Al Perreault, Shirley Soyland, Cheryl Hirsche, Shannon Gaetz, Shannon Andruchiw, Stephanie Yaschuk, Samantha Rogers, Colette Huck, Denise D'Arcy, Susan Meyer, Wanda Tomaszewski, Lori White, Sandra Bilodeau, Marlene Hahn- Bennett, Diane Mak- Kaplan, Chloe Anderson, Charlotte Parkinson, Chris Webber, Cecilia Carrington-Jones, Dianne Schwab, Megan Scott, Dora Turk-Boutilier, Sara Coates, Tara Preston, Mike Bonnaventure, Krista Nelson, Alice Whitty, Carrie McDonough, Christopher Viola, Linda Schille, Heather Dean, Tammy Pye and Lisa Symonds.

We are working at options for the alternates to attend as observers.

Congratulations to all. It will be a good meeting

United Nurses of Alberta's Annual General Meeting will be held on **October 26, 27, 28, 2004** in Edmonton. ❖



## ***OH & S Committee Update***

There are four OH&S reports which have been filed and are currently under review by the committee members. They include issues such as N-95 mask fit-testing, asbestos removal, and the smoking room on Units 21/22. We have a few new issues on the table as well, and anticipate filing reports on these as information becomes available to us.

The Occupational Health and Safety committee members are working hard to gain knowledge and information about the current issues we are facing, and to hopefully work towards resolution of the concerns. Please feel free to contact any of the committee members with any questions or comments, or if you have encountered anything in your workplace which may impact your workplace health and safety!

Lisa Douglas, RN OH&S Committee. ❖

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**Nurses intercept 86% of medication errors\***





## **NEW Preceptor Allowances**

### **65¢ an hour for being assigned as a preceptor**

Staff nurses under heavy workloads have found it increasingly difficult to have the time to preceptor student nurses. Fewer nurses were volunteering for this important role. To provide an incentive for nurses to take on this task, UNA negotiated a new Preceptor Allowance.

Nurses must be assigned by the Employer to the Preceptor role to receive the allowance and it is only for working with registered students. Frequently nurses assist with orienting new staff or nurses but this usually does not qualify as preceptorship.

#### **Article 16.04 Facility and Community Agreements**

(a) The Employer shall establish a roster on which Employees may indicate their interest in performing preceptor duties. In assigning preceptor duties, the Employer shall first consider the Employees on the roster.

(b) ARN or RPN assigned by the Employer as a preceptor shall receive an additional 65¢ per hour.

(c) "Preceptor" shall mean a RN or RPN who is assigned to supervise, educate or evaluate students\*

\*Other UNA Agreements often have different provisions. Check your Agreement or with your Local for details. ❖



## **Are you on UNA Net?**

UNA Net is a private communication system available only to UNA Members. Current information regarding contract negotiations, your local and UNA events is available on UNA Net. You'll also have the opportunity to present your opinions and thoughts about negotiations as well as professional issues. Join us and communicate with your fellow registered nurses and registered psychiatric nurses in Alberta.

### **What to do if you require an account?**

Send an email including your name, address, local number, and your UNA ID number to [systems@una.ab.ca](mailto:systems@una.ab.ca). They will need to know what operating system is on your computer (Windows or Macintosh) and if you have high speed or dial up access to the internet.

Once your membership has been verified you will be given immediate access to the system.

### **Logging in with software or a browser**

The UNA Net is accessible using a web browser or client software.

To log in with your web browser, go to <https://www.unitednurses.org/login> and enter your User ID and Password.

Even better though, the client software provides a desktop application that is optimized for fast, streamlined access to the First Class server. It is easy to install and use, by choosing the software download html link.

### **Windows & Macintosh Software Link:**

<http://www.unitednurses.org/clientDownloads/>

### **Technical Support:**

The technical support team is available by email [systemsupport@una.ab.ca](mailto:systemsupport@una.ab.ca) or by phone toll free at (800) 252-8384 during regular office hours. ❖

## Ratification Vote Pictures (Foothills Medical Center - June 8<sup>th</sup>, 2004)



**Ratification Vote Pictures (Foothills Medical Center - June 8<sup>th</sup>, 2004)**





# **United Nurses of Alberta**

## **Local 115 Contacts**

*(President - Michelle Senkow is ex-officio to all committees. Please call the local office to speak to her about any of these committees or concerns)*

### **Executive Members for 2003-2004**

<b>President</b>	Michelle Senkow	<a href="mailto:msenkow@una.ab.ca">msenkow@una.ab.ca</a>
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### **Membership Secretary for 2003-2004**

Lisa Douglas [ldouglas@una.ab.ca](mailto:ldouglas@una.ab.ca)

### **Grievance Committee for 2003-2004**

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### **Newsletter Committee for 2003-2004**

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### **PRC Committee for 2003-2004**

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