



United Nurses of Alberta Local 115 Newsletter

Issue 13

Local 115 Website: <http://local115.una.ab.ca>

March 2005



Message from the President

Welcome Spring....isn't nice to know that the tulips will be blooming sometime soon.

Another vacation year begins with the Vacation Planner coming down March 15th and results to be posted on April 30. Call us if you have questions about the process.

I would like to say THANK YOU and Best WISHES to Lisa Douglas who resigned as 2nd Vice President with Local 115. Thank to Don Richardson for being the Interim VP. Don has been an active Local 115 member for many years and comes with lots of experience in UNA committees.

Congratulations to Bruce Chatterton who has been elected to represent the South Central District of UNA in the upcoming Negotiations for our new contract. It is that time again to think about changes, additions and deletions you would like in your contract.

Congratulations to the new Undergrads and Graduate Nurses that have entered the nursing workforce at UNA Local 115. Please remember to call us with any questions or concerns that you have.

THANK YOU to all the Executive, Committee members and Ward Reps for the work you do to support our union.

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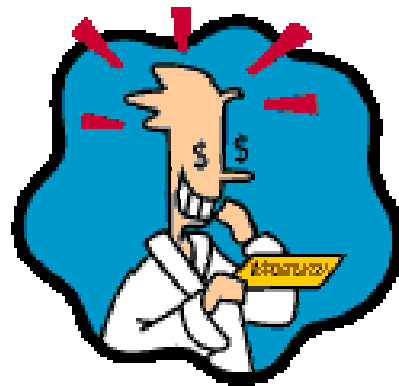
We have wonderful teams in Local 115 that are working very hard to listen to your concerns and assist you through the union channels to improving working conditions and having the collective agreement abided by.

Best Wishes for a Happy Easter.

Sincerely,

Michelle Senkow

President UNA - Local 115



Troubles with PAYROLL and Paychecks? Call our office if there are ANY mistakes or problems. ❖

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Jennifer Caldwell was one of the first year nursing students to win the \$750 UNA Nursing Scholarship this year. She brought in her daughter, Keira, with her to receive her award. Jennifer is the daughter of Executive Board member Theresa Caldwell who nurses at the University of Alberta Hospital. She is in the Psychiatric Nursing program at Grant McEwan College in Edmonton.

UNA Secretary Treasurer Karen Craik presented the UNA awards to the two other winners. Stacy Hartleib (left) is in the BScN program at Red Deer College. Stacy was sponsored by her Aunt, Dena VandenBrink who works at the Rockyview Hospital in Calgary. Susan Johnson (right) is in the Nursing Degree Program at Medicine Hat College. Susan was sponsored by her mother-in-law, Elaine Johnson who also works at the Rockyview.

The UNA scholarships are available each year to first-year registered nursing students who have a relative who is a UNA member. ❖



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. 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.

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



SPOTLIGHT on your UNA Contract

Content: Increasing or decreasing your FTE

Agreement: Provincial Health Region Collective Agreement 2003-2006

Alberta Cancer Board Collective Agreement 2003-2006

Continuing Care Employers Bargaining Association Collective Agreement 2003-2006

Letter of Understanding, Increasing or Decreasing Regular Hours of Work

Date: March 2005

The UNA Provincial Collective Agreement includes a Letter of Understanding that allows nurses to apply to increase or decrease the number of shifts they work, to change their FTE (Full-Time Equivalency).

Employers CANNOT unilaterally change FTE.

Employers must eliminate a position, or post additional positions if they are adding or reducing working hours. They cannot use this Letter of Understanding to add or reduce shifts on anyone's schedule. Nurses must apply for the change.

No work hours are lost

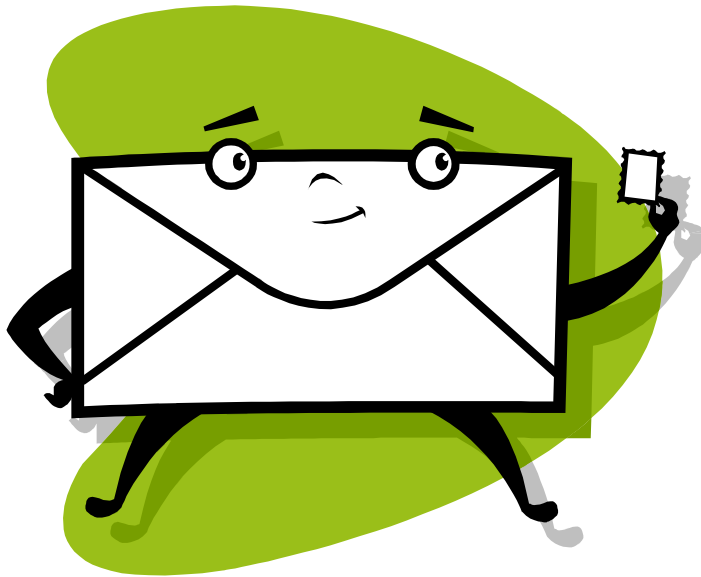
If nurses apply to reduce their hours and the Employer agrees, those hours are not lost, but must be worked by other nurses. This can either be by posting a new position, or if the hours are less than 0.42 FTE, they may be distributed, by seniority, to other regular part-time nurses working on the unit. If the hours are equal to or greater than 0.42 FTE, a new position must be posted.

Employers CANNOT coerce or force nurses to ask for a change in FTE

Nurses must initiate the change in FTE by applying in writing to the Employer who then decides whether to make the change. The Employer CANNOT initiate a change in FTE under this provision.

Apply in writing

Nurses who wish to increase or decrease their hours must apply in writing. Employees can ask to change the number of shifts in their shift cycle, but cannot change the length of their shift through this process.



To submit your seniority request to the UNA Local 115 President, please include a Cover Letter making your formal request and then providing the necessary documents. Necessary documents include a letter of portability, etc. from the previous employer or a **Statutory Declaration UNA for the purpose of Seniority Calculation** form. This form must be endorsed by any commissioner of Oath. This form is available on the UNA Local 115 web site: (<http://local115.una.ab.ca>) or through the UNA Local 115 Office. Completed documents can be sent to UNA Local 115 via mail, fax or in the UNA Local 115 Mailbox. ❖



Professional Development Days must be taken by March 31st of each year as they can't be carried over to the next year!

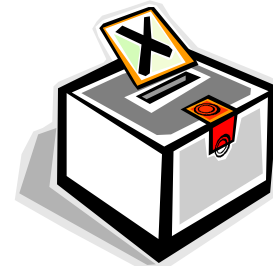
Vacation Planner



Approval or disapproval shall be posted by April 30/05. POSTED vacation planner means a board or binder for all UNA staff to view all UNA staff requests for vacation on that unit. Vacation requests are awarded by seniority of the members on your unit. The PCM shall also provide a statement as to how many staff per unit may be permitted to be on vacation at the same time.

All vacation requests AFTER April 30th on a request form are first come - first serve. Your manager should indicate approval or disapproval within 14 days. **PENDING is NOT an answer.** Get an answer in 14 days or call our office. ❖

Bruce Chatterton - Elected as Negotiations Committee Member



Congratulations to Bruce Chatterton - 1st Vice President for Local 115. He was elected to the new Negotiations Committee for the upcoming Negotiations. Bruce will continue in his Vice President role. Good work Bruce! Get us a great contract.

OH & S Concerns:



There are many renovations and construction activities occurring within the Foothills Hospital Site. If you experience or have any concern about your health and safety, please call the Employer OH & S Hotline at 234-7799 and your Local 115 union office at 670-9960. ❖



Negotiations

It's already time to think about our next NEGOTIATION proposals. Please submit them to the local UNA office. ❖

MRSA Positive Heart Health Patients

Patients on Heart Health units at FMC have tested POSITIVE for MRSA. Human Resources at has told us that VOLUNTARY testing of staff that work on these units will be starting. The key word is VOLUNTARY. Staff can be tested if they wish and all results will remain confidential. This has happened in previous years, but the communication to staff was NOT clear. Please inform staff it is VOLUNTARY, NOT mandatory. Call our office if you have any questions and Ward Reps please let Michelle Senkow know when it is happening on your unit.

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Undergrad Nurses / Short Staffing PRC issues

The local office has received many PRC issues about Undergrad nurses and short staffing on some units. Please call the Local office if this is happening on your unit. ❖

UNA - Provincial Ward Rep Workshop

If any Ward Reps who have not previously attended and would like to, please call Michelle Senkow. ❖

2nd Vice President for Local 115

Best Wishes to Lisa Douglas. She has resigned as VP #2 for personal reasons. We would like to say thank you for all her hard work and wish her well. Don Richardson will be the Interim VP #2 until the next Local meeting. Don comes with extensive experience in Local 115 on various committees. Welcome Don and thank you for your continued hard work for UNA and Local 115. ❖

Upcoming Labour Conference

If you're interested in entering the draw for the upcoming Labour Conference, then please enter the draw forms (available in the provincial UNA Newsletter delivered to your home). ❖



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 2004-2005

President	Michelle Senkow	msenkow@una.ab.ca
1st Vice President	Bruce Chatterton	bchatterton@una.ab.ca
2nd Vice President	Don Richardson	drichardson@una.ab.ca
Treasurer	Ross Pambrun	rpambrun@una.ab.ca
Secretary	Laurie Hermann	lhermann@una.ab.ca

Membership Secretary for 2004-2006

Diane Mak-Kaplan dmak-kaplan@una.ab.ca

Grievance Committee for 2004-2005

Don Richardson drichardson@una.ab.ca
Amy Li ali@una.ab.ca
Colleen Wagner cwagner@una.ab.ca

PRC Committee for 2004-2005

Charlotte Parkinson cparkinson@una.ab.ca
Heather Dean hdean@una.ab.ca
Carrie McDonagh cmcdonagh@una.ab.ca
Christopher Viola cviola@una.ab.ca

Occupational Health & Safety Committee for 2004-2005

Diane Mak-Kaplan dmak-kaplan@una.ab.ca
Dawn Black dblack@una.ab.ca
Dianne Schwab dschwab@una.ab.ca

Newsletter 2004-2006

Al Perreault aperreault@una.ab.ca

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