



United Nurses of Alberta Local 115 Foothills Medical Centre & Satellites

March 2006
Issue 25

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Message from the President

The end of March approaches and the staffing needs of many units at FMC and satellites are in desperate situations. Many staff report being called every day off to work more. It is important to know your rights and to protect your personal health and well-being. You have a right to ask for Vacation, educational days and other leaves as required. If you are continually refused these requests it is important to call our office to know the collective agreement (contract) provisions.

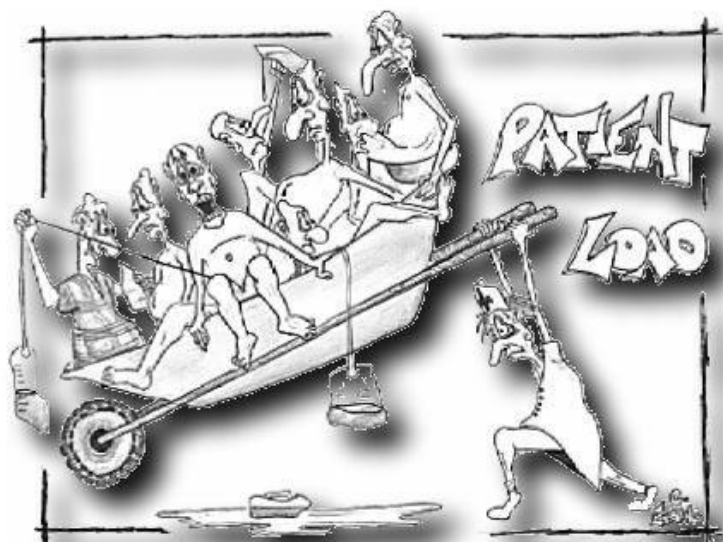
Vacation is not paid out; nurses should take their vacation time off with pay as provided. Downtime is so important, take a breath, get away from the stresses of the nursing job. I hope you take that time for yourself.

Take care,

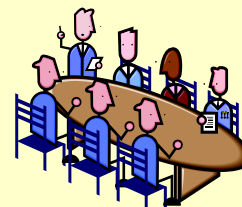
Michelle Senkow - RN, BScN
President - UNA-Local 115

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Local 115 - General Meeting



Date: April 5, 2006

Time: 1530 – 1730

Place: AGW 4.

Important Information on Health and Prescription Benefit plans

**APRIL 30 DEADLINE
FOR FILING DENIED
DRUG BENEFIT CLAIMS**



Contract Highlights

ARTICLE 8.01: OVERTIME

Page 14 & 15

(c) Overtime may be accumulated and taken in time off at a mutually acceptable time at the applicable premium rate. Time off not taken by March 31 in any given year shall be paid out unless otherwise mutually agreed. Such request to carry over lieu time shall be submitted by the Employee in writing prior to March 31, and shall not be unreasonably denied. ❖

ARTICLE 17.03: VACATIONS WITH PAY

Page 35 & 36

(a) All vacation earned during one (1) vacation year shall be taken during the next following vacation year at a mutually agreeable time.

(c) Notwithstanding Article 17.03(a), an Employee may be permitted to carry forward a portion of unused vacation to the next vacation year. Requests to carry forward vacation shall be made in writing and shall not be unreasonably denied. ❖

Employers CAN NOT pay out vacation. Contact UNA if they attempt to pay out your vacation



The UNA Collective agreements do NOT allow for pay out of vacation time. Some employers tell nurses that if they do not take their vacation, they will pay it out. Vacation is earned one year to be taken in the next year (or in the months after it is earned).

The vacation year for most Employers runs from April 1 to March 31 and Employees who do not use up their full vacation entitlement can request in writing that the unused time be carried over to the next year and their request cannot be unreasonably denied.

Employers are not permitted to make arbitrary rules like: no more than five days can be carried over; all unused vacation must be paid out, etc. That would be unreasonable denial.

Employees who have attempted to schedule vacation but have had their request(s) denied, cannot be reasonably denied a request to carry over that vacation time to the next year.

Overtime can be paid out by the employer but every employee needs the well-deserved break of vacation every year. ❖



Important Notice to Members—at-large: Conference Opportunities

The UNA Executive Board approved funding for member-at-large to participate in the following events. Members are required to **mail, fax or e-mail** their interest in the applicable draw by the date and time included in this notice. Direct all entries to **Sherry Shewchuk**. Be sure to indicate the event, member name and phone number.

College & Association of Registered Nurses of Alberta (CARNA) Annual Meeting

2 members funded to attend. Members must hold CARNA registration. April 20 & 21 in Edmonton.
Deadline: 1600 hours on Friday March 31

Alberta Federation of Labour (AFL) Membership Forum

12 members funded to attend. May 12 & 13, 2006 in Edmonton. **Deadline: 1600 hours on Thursday April 13, 2006**

World Congress for Psychiatric Nurses

2 members funded to attend. Members must hold CRPNA registration. May 11-13 in Calgary. **Deadline: 1600 hours on Thursday April 13, 2006**

Canadian Nurses Association (CNA) Biennium

2 members funded to attend. Members must hold CARNA registration. June 18-21 in Saskatoon, Saskatchewan. **Deadline: 1600 hours on Friday April 28, 2006**



NEWS FROM CFNU

KLEIN'S "THIRD WAY" IS NOT THE WAY

Alberta Premier Ralph Klein's "Third Way" health plan, launched on February 28, 2006, gave notice of that province's intention to violate the spirit of the Canada Health Act. CFNU President Linda Silas, RN, and UNA President Heather Smith, RN, wrote to Prime Minister Stephen Harper, urging clear leadership and an immediate message to Alberta to stop violating the Canada Health Act.

Dear Prime Minister Harper,

On behalf of nurses in Alberta and across the country, we stand united in our call to you to send a clear message immediately that you will uphold the Canada Health Act.

The major changes now proposed in Alberta are a real threat to our universal public health system. Premier Klein has made an incorrect diagnosis of the problems and is launching a dangerous and potentially fatal treatment plan.

The Alberta proposals would allow doctors to work both inside and outside the public system, would allow for-profit hospitals, and would force people to rely on private insurance. These changes all violate the spirit of medicare and the letter of the law, of the Canada Health Act.

This is clearly a plan that would allow queue jumping based on ability to pay.

Premier Klein argues that Albertans want choice in how health care is delivered. Nurses hear daily what citizens want from health care. They want good quality, accessible care. They believe in universality. Our public system delivers these in the most fair and equitable way, responding to need, not wealth. Our system can certainly improve, but only if it is not hobbled by further diverting resources to a for-profit system.

Canadians choose a publicly delivered health care system. You must take a clear position now on this violation of the law. Stand up for Canada by standing up for Medicare. We await your leadership.

At the time of publication, CFNU waits for the Prime Minister to take action and tell Alberta "No Way" to Klein's "Third Way". ❖



SPOTLIGHT on your UNA Contract

Vacation

Employers cannot pay out vacation

Employers tell nurses that if they do not take their vacation, they will pay it out. But under UNA Collective Agreements Employers are NOT permitted to pay out unused vacation hours.

Vacation is earned one year to be taken in the next year (or in the months after it is earned). The vacation year for most Employers runs from April 1 to March 31 and Employees who do not use up their full vacation entitlement can request in writing that the unused time be carried over to the next year and their request cannot be unreasonably denied.

Employers are not permitted to make arbitrary rules like: no more than five days can be carried over; all unused vacation must be paid out, etc. That would be unreasonable denial.

Employees who have attempted to schedule vacation but have had their request(s) denied, cannot be reasonably denied a request to carry over that vacation time to the next year. Employers could be justified in denying a carry over if an Employee has NOT attempted to schedule or use their vacation hours. Even then, however, the Employer is not allowed to simply pay out the hours.

– *Article 17.03 (c) Facility and Community Agreements*

Different Rules For Overtime

Employers normally MUST pay out banked overtime hours, unless it is mutually agreed to carry the hours over after March 31.

Nurstoons

by Carl Elbing



www.nurstoons.com

Use this form for filing a claim for a prescription benefit that was denied between June 1, 2001 and Feb. 1, 2006. Please note that Deadline for form submission is April 30, 2006.



United Nurses of Alberta and the HBA Services have begun a process to resolve prescription coverage benefit claims that were denied between June 1, 2001 and February 1, 2006. Employees covered by the Provincial Collective Agreement who have had claims denied must submit them for review and possible reimbursement. Please fill out this form, attach necessary documents, and mail it to United Nurses of Alberta ATTN: Sherry Shewchuk #900, 10611-98 Ave. Edmonton, Alberta T5K 2P7. **Deadline: April 30, 2006.**

Name: _____

Address: _____

City: _____ Postal code: _____

Telephone: _____ Email: _____

Employer: _____ Worksite: _____ Local #: _____

Please supply all the following information.

Date the claim was denied: _____

- Copy of claim denial attached.
- Claim receipts attached, including pharmacy prescription #.
Copies of the receipt and/or the claim denial must be attached.

Does the claim meet the following conditions for coverage?

Yes No Was this medication prescribed by a physician or a dentist? _____

Yes No Was this medication dispensed by a pharmacist?
If not, please attach an explanation. _____

Yes No Is this medication administered either orally, by injection,
absorption or inhalation? _____

Yes No Was this medication prescribed to correct or treat a medical
condition based on a diagnosis made by the physician or dentist. _____

Additional information note: The specific diagnosis is NOT required, however, any information or explanation that could assist in resolving the appeal would be helpful. Please attach any further information you feel would be useful. You may be contacted if further information is required.

I declare that I have examined all the information on this form, and on any accompanying statements or receipts, and it is true and correct to the best of my knowledge.

Signature: _____ Date: _____



United Nurses of Alberta Local 115

Foothills Medical Centre & Satellites

Contact Information

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