



United Nurses of Alberta Local 115

Foothills Medical Centre & Satellites

May 2006
Issue 27

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Message from the President

Welcome to May and NURSES WEEK...Celebrate our profession and wonderful work you do. Participate and join in with us on May 8th when we host the Nurses tea and Local meeting that afternoon.

Well, the Vacation Planner should be posted and each request you made should be a YES or NO...It is important if you have been refused vacation and you feel that it is unfair that you speak with your PCM- ASAP and call our office to discuss. Grievance timelines are an issue.

The joint committee communication about the Vacation Planner was distributed and is very clear that December and January are to be treated the same as the other months of the year...NO special Xmas Vacation Planner...the most senior staff with seniority should be granted vacation during the Xmas holidays. If you have questions or concerns call our office.

Enjoy Nursing Week and compliment your colleagues on the wonderful work they do.

Take care,

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



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National Nursing Week May 8 to May 14, 2006

Nursing week is a time to celebrate the achievements of registered nurses and the nursing profession in Alberta. Nurses play a vital role in promoting the health and wellness of Canadians. Members of our profession are advocates for healthy personal choices and improved community well-being. This year's theme for National Nursing Week, **Nursing: Promoting Healthy Choices for Healthy Living**, underlines this contribution to public health and primary health care. From May 8 through 14, you can recognize and honor the contributions nurses make to the health system and in improving population health. ❖



Local 115 – General Meeting & Nursing Tea



Date: May 8, 2006

Nursing Tea: 1300 – 1700

Place: Outside of Coombs Theatre, FMC

Meeting Time: 1530 – 1700

Place: Coombs Theatre.

Albertans turned back Third Way plan

"Albertans deserve the credit for the government's decision to scrap the most contentious parts of the Third Way," said Harvey Voogd, Coordinator for Friends of Medicare. "This decision was the direct result of thousands of Albertans contacting their local MLAs and pressuring them to scrap the health privatization plan."

"This is the third time in 12 years the Conservatives have tried to privatize health care," said Voogd. "And this is the third time they have been beaten back by the weight of the public will. Albertans made the government back down. All those phone calls and letters and petition signatures forced them to reconsider."

"But advocates for public health care must remain vigilant," said Voogd. "We have to make sure Albertans stay alert so the government doesn't slip some for-profit health care changes through." ♦



Nursing Salaries

2006–2007 Provincial Collective Agreement Extension

The provincial agreement, and several other nurses contracts have been extended for one year with a 3% salary increase.

SALARY APPENDIX

Registered Nurse

Registered Psychiatric Nurse

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2005	27.12	28.17	29.21	30.25	31.31	32.33	33.38	34.38	35.60
April 1, 2006	27.93	29.02	30.09	31.16	32.25	33.30	34.38	35.41	36.67

Certified Graduate Nurse

Graduate Nurse – Temporary Permit Holder

Graduate Psychiatric Nurse

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2005	24.82	25.59	26.13	26.60	27.03	27.58	28.46	29.29	30.32
April 1, 2006	25.56	26.36	26.91	27.40	27.84	28.41	29.31	30.17	31.23

Assistant Head Nurse

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2005	28.04	29.24	30.42	31.57	32.70	33.91	35.00	36.03	37.29
April 1, 2006	28.88	30.12	31.33	32.52	33.68	34.93	36.05	37.11	38.41

Head Nurse and Instructor

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2005	29.68	30.96	32.28	33.57	34.90	36.26	37.37	38.48	39.83
April 1, 2006	30.57	31.89	33.25	34.58	35.95	37.35	38.49	39.63	41.02

Undergraduate Nurse

April 1, 2005	20.37
April 1, 2006	20.98

A great summer fun plan: AFL Kids' Camp

The Alberta Federation of Labour is once again running its five-day camp for union kids ages 8-15 at Goldeye Lake near Nordegg. Besides the wonderful outdoor pursuits, like canoeing, hiking horseback riding and swimming, the camp has an educational focus on trade unionism. The deadline to register is Friday June 2 for the camp which takes place August 7-11. The Registration fee is \$325.

UNA will be paying the registration for two children of UNA members to the camp. Interested parents should see the form in the next newsletter or UNA Newsbulletin. UNA will also be sponsoring two children from other Alberta Federation of Labour affiliated families. ❖



Nursing: Dangerous Work

By Kate Rexe, CFNU Researcher

Last November, while working at a hospital in southern Ontario, nurse and ONA/CFNU member, Lori Dupont, was stabbed to death by her ex-lover.

Ms. Dupont is one of hundreds who will be remembered on the National Day of Mourning.

Every April 28th, we are asked to remember those who have lost their lives while at work. We are also asked to recognize the many others who have been injured or assaulted in unsafe working conditions, have fallen ill, or suffered a decline in their quality of life or health, with the hope that we can improve working conditions for all.

When we observe the National Day of Mourning and think of the workers affected, what images come to mind? Do we think of miners and firefighters, police officers and mill workers? When we think of dangerous work environments, do we first think of industrial environments?

Nurses are at greater risk of violence, injury or work related illness than other service workers.

Physical and sexual violence, harassment, injury and illness are all too common for nurses. The impact of these occupational risks has become more visible at the organizational level. A recent study found that injuries within the nursing workforce lead to increased absenteeism, burnout, decreased retention, high turnover and threatened recruitment, worsening the nursing shortage.

While healthcare workers in general face considerable occupational risks, nursing aides have very high injury rates (17.6 per 100 people), and registered nurses also have higher than average rates (5.4 as compared to 3.7 per 100 people).

Factors that are known to contribute to risk of injury, such as healthcare restructuring, increased

workload, and an aging workforce are increasing in provinces across Canada. Therefore, despite an increased employer, union and government focus on occupational health and safety programs over the past few years, it is believed that injury rates within the healthcare sector will increase substantially, rather than continue to decrease marginally.

Employers can do much more to reduce dangers facing nurses. Sick or injured co-workers are often not replaced, increasing the workload for all others on the unit. Fiscal constraints lead to a lack of investment in mechanical equipment, aides or devices to assist in moving patients. Understaffing, inadequate support, a lack of resources such as mechanical equipment and devices to assist in injury prevention all contribute to increased risk of workplace violence, injury and illness.

There needs to be a change in values both at the employer level and within society so that nurses receive the necessary tools and balance to work in dignity to provide quality care.

A nurse is more likely to be assaulted on the job than a police officer or a prison guard.

- A majority of nurses have experienced physical assault, with one of 10 victims requiring hospital treatment for their injuries.
- Typically, one of every two nurses has experienced sexual harassment or abuse.
- Nurses are at the highest risk of needle stick or sharps injuries resulting in exposure to HIV, Hepatitis B and Hepatitis C among health care workers.
- There is a constant exposure to allergens and infectious agents in the workplace, and are on the frontline of exposure to pandemic infectious disease. Thirty nurses who were in contact with SARS during the 2003 outbreak had to sue the government for not taking the necessary steps to minimize their risk of exposure.
- An average of 16,500 publicly employed nurse supervisors and RNs were absent each week due to illness and injury in 2005. On an annual basis, this equals 9,754 full-time, full-year nursing jobs lost due to illness and injury. This rate is higher than that experienced by manufacturing labourers and construction trade workers.
- Musculoskeletal injury is the leading cause of lost work time for nurses. Nursing personnel report musculoskeletal injury prevalence as high as 60% for upper-body and 73% for lower body symptoms.
- Nurses are at great risk of deteriorating mental health. 68% of new nurses experience symptoms of burnout within their first two years of working.❖



UNA's joint Centennial celebration of nursing launched

UNA and the Saskatchewan Union of Nurses have launched their joint centennial project, Celebrating 100 Years of Nursing on the Prairies. The multimedia project has hundreds of stories, pictures and videos of nursing in Alberta and Saskatchewan on a website and an accompanying DVD. The DVD is not yet in distribution but the website – with some great stories – is up at www.100yearsofnursing.ca. The centennial project was supported by a special grant from Canadian Heritage. ❖

On the Lighter Side

While I was working as a pediatric nurse, I had the difficult assignment of giving immunization shots to children. One day I entered the examining room to give four-year-old Lizzie her shot.

"NO! NO! NO!" she screamed.

"Lizzie," her mother scolded. "That's not polite behavior."

At that, the girl yelled even louder, "NO, THANK YOU! NO, THANK YOU!" ❖



CFNU offers ideas to improve health care

In a letter to the editor published in Alberta newspapers, Canadian Federation of Nurses Unions President Linda Silas offered solutions to improve quality and reduce costs without privatizing further health care funding or delivery:

- Expand the medicare umbrella to include a national pharmacare program to control drug costs. Pharmaceuticals are the fastest-growing component of the health-care system, with expenditures in Canada increasing by almost \$1 billion annually. The national pharmaceutical strategy will have major implications for the sustainability of medicare. Canada's prescription drug costs are 30 per cent higher than the OECD average. We could get a lot more for less in regards to drug treatment if a national pharmacare program was put in place.
- Increase access to primary health care and community-based care. This would reduce wait times in emergency rooms and reduce costs.
- Eliminate the determinants of poor health such as poverty, inadequate housing and water quality. Short-term pain for long-term gain.
- Shorten wait times by making better use of health-care workers, through multidisciplinary approaches, dedicated operating rooms and patient case managers.

One hundred and thirty-thousand nurses across the country join others in demanding clear national leadership to uphold the Canada Health Act —legislation that ensures our public health system works for the public interest. ❖

Education

Five Days Education Leave (without loss of pay) for work on a degree

Written advance notice required

Employees must be granted up to five days leave without loss of pay (e.g. no pay for education on a scheduled day of rest) for work on a university or college course as part of a degree relevant to nursing practice.

Employees who want to utilize the five days leave should inform the Employer in writing with as much advance notice as possible. Failing to do so, could result in the leave not being granted.

From the UNA Provincial Collective Agreement

Article 22.05 (b) An Employee registered at a university or college pursuing a degree relevant to nursing on the Employee's own time who consequently is required to fulfill requirements established by the university or college, may be granted up to five (5) days leave without loss of regular earnings per year to fulfill such attendance requirements. Prior to commencement of such studies, the employee shall advise the Employer in writing of such program requirements.

SPOTLIGHT on your UNA contract

January 2006



Questions?

Contact your United Nurses of Alberta Representative:

• Provincial Office: (780) 425-1025 or 1 800 252-9394 • Southern Alberta Regional Office: (403) 237-2377 or 1 800 661-1802 • www.una.ab.ca •



UNA • CUP • Spotlight: Education • 01.06



United Nurses of Alberta

Local # 115 Delegate Nomination Form

I wish to let my name stand as a voting delegate for the United Nurses of Alberta Annual General Meeting on Oct 24, 25, 26, 2006.

Name: (Please Print) _____

Home telephone #: _____

Unit: _____ UNA ID #: _____

Abutting shift(s): Abutting shifts must be pre-approved by the Provincial Treasurer. Please indicate the date(s). **October 23/06 evenings/nights and October 26/06 evenings/nights.**

October 23/06 _____

October 26/06 _____

(Optional) Would like to room with: _____

Signature of Nominee: _____

Signature of 1st member in good standing: _____

Name (Please Print) _____ UNA ID #: _____

Signature of 2nd member in good standing: _____

Name (Please Print) _____ UNA ID#: _____

PS: Please remit this form to a Local #115 Executive Member, drop in Local 115 mailbox, fax to office at 263-2908 or mail to the office. Members will be elected at the local meeting on May 8, 2006. Call 670-9960 for info.



United Nurses of Alberta

Local # 115 Delegate Nomination Form

I wish to let my name stand as a voting delegate for the United Nurses of Alberta Demand Setting Meeting on Nov 28, 29, 30, 2006.

Name: (Please Print) _____

Home telephone #: _____

Unit: _____ **UNA ID #:** _____

Abutting shift(s): Abutting shifts must be pre-approved by the Provincial Treasurer. Please indicate the date(s): **November 27/06 evenings/nights and December 1/06 evenings/nights.**

November 27/06 _____

December 1/06 _____

(Optional) Would like to room with: _____

Signature of Nominee: _____

Signature of 1st member in good standing: _____

Name (Please Print) _____ **UNA ID #:** _____

Signature of 2nd member in good standing: _____

Name (Please Print) _____ **UNA ID#:** _____

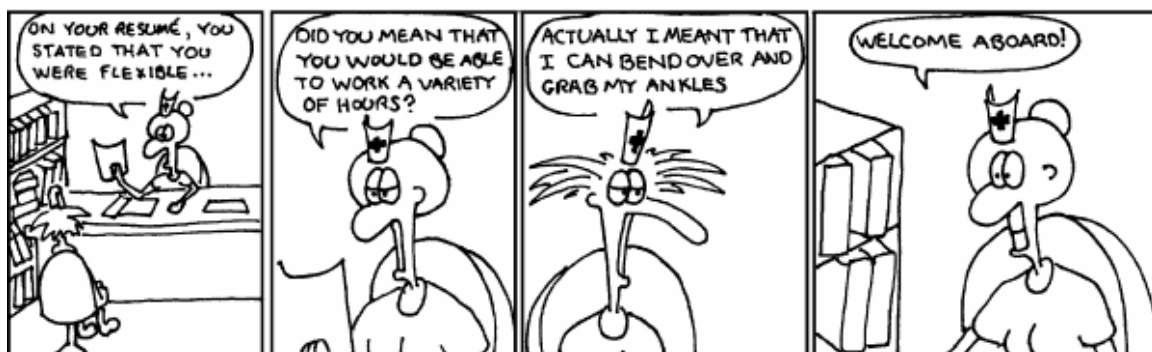
PS: Please remit this form to a Local #115 Executive Member, drop in Local 115 mailbox, fax to office at 263-2908 or mail to the office. Members will be elected at the local meeting on June 14/06. Call 670-9960 for info.

Nurstoons

by Carl Elbing

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United Nurses of Alberta

Local 115

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