



United Nurses of Alberta Local 115 Foothills Medical Centre & Satellites

June 2006
Issue 28

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Michelle Senkow (UNA Local 115 President and Karen Craik (UNA Provincial Secretary / Treasurer)

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Message From The President

Congratulations again to all the lucky nurses that won prizes at the Nurse Tea and Local Meeting on May 8/06. Through the generosity of retailers we were able to offer these prizes to the wonderful nurses at UNA Local 115. It was a terrific afternoon with many nurses celebrating Nurses Week and participating in the Local meeting. The cake was enjoyed by all.

It is wonderful to have elected the delegates to attend the UNA- AGM in Oct 2006. Over 60 names were submitted for 40 voting delegate positions. There was great participation and involvement. Congratulations to the delegates elected and the observers that will be attending.

Another year of Negotiations is approaching. The Local 115 Delegates to attend UNA Demand Setting Meeting in Nov/06 will be elected at the next local meeting - June 14/06 @ Coombs Theatre. Call your Local office for information: 670-9960.

This summer in your UNA News Bulletin in your mail, will be a questionnaire about Negotiations proposals - fill it out and return to your Local Exec via UNA mailbox or regular mail. It is important if you have concerns or ideas for proposals that you let your Local know. Many ward reps have submitted your ideas to this date and continue to do so.

(Message from the President – Continued)

All demand setting proposals are brought forward to the Nov/06 Demand Setting meeting by the Locals. The Sept 14/06 Local Meeting will vote on the Local proposals. So get your head in gear and write those needs and ideas down - this is your opportunity.

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

Local 115 – General Meeting



Date: June 14, 2006

Meeting Time: 1530 – 1700

Place: Coombs Theatre.

**Election of UNA Delegates for Demand
Setting November 28 – 30, 2006.**



Getting ready for provincial negotiations

In 2007, UNA will go into provincial negotiations; fully four years after the last round began. All members can participate in a number of ways in setting the negotiations priorities and agenda. This calendar for 2006 highlights the main steps in preparing for negotiations. Locals will be considering and drafting proposals for what members want to see in the next agreement as well as considering nominations to the Negotiating Committee. Check with your Local for these crucial meeting times.

September 8 Deadline for election of the Negotiating Committee and Alternates

September 22 Deadline for Locals to submit proposals to alter the Provincial agreement.

October 24, 25, 26 UNA Annual General Meeting (AGM) – Edmonton

November 28, 29 30 Provincial Demand Setting Meeting (DSM) – Edmonton

January 11, 2007 Members Ratification Vote on in-going proposals

January 2007 Bargaining begins, exchange of proposals on provincial agreement

Negotiations Proposal Process

1. have an idea about Negs proposal or change.
 2. Write it down and submit to Local 115 Exec
 3. Put it in UNA mailbox with your name and phone number
 4. Complete the questionnaire in the UNA News bulletin
 5. Submit the questionnaire to Local 115 exec e.g. UNA mailbox on ground floor or regular mail.
 6. Attend Local Demand Setting Meeting (DSM) in Sept/06 to vote on Local demands for DSM.
 7. Ratification Vote to vote on the package from Demand setting
-



Canadian Nurses Association predicts what nursing will look like in 2020

The nursing profession is going to change dramatically in the near future according to a study released for Nursing Week by the Canadian Nurses Association. The vision paper predicts some important changes, including that most nurses will work outside acute hospitals. Nurses will not take on tasks, like medication administration, that can be done safely by patients themselves or by non-human care (robots).

Most nurses will work in interdisciplinary teams and will act as “shepherds” coordinating care and helping patients navigate the health system. LPNs will have greater responsibility in long-term and transitional care. The paper also suggests that nurses in all categories will hold pan-Canadian licenses granted after graduation from accredited schools of nursing. The national CNAT exam will be gone. They say graduating with a diploma in practical nursing or a degree in nursing or psychiatric nursing will be enough.

See the paper on the CAN website at cna-nurses.ca.



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Appealing denials of prescription coverage

UNA and HBA Services, representing the Health Regions, have issued a further joint statement on prescription coverage and on how to appeal a denial of coverage of a prescription. This is in addition to the process announced earlier to handle claims that were filed before February 1, 2006.

An employee who wants to appeal a claim for a prescribed medication denied by the insurance company, needs to complete the Medication Claim Denial Appeal Form. These forms are available from Employers and UNA representatives.

To be approved, the medication must be dispensed by a pharmacist, and prescribed by a physician or dentist, to correct or treat a medical condition based

on a diagnosis made by the physician or dentist. The deadline for appeals of claims from before February 1, 2006 was April 30, so this new process must now be used.

A copy of the documentation on the new process is available through your Local, from your LRO or on the UNA website, una.ab.ca.



Code Blue for Childcare campaign

The Child Care Advocacy Association of Canada (CCAAC) has launched the CODE BLUE for Child Care campaign. The campaign seeks to protect the early learning and child care agreements between the Government of Canada and the provinces. The federal-provincial agreements on child care were negotiated in good faith. They lay a foundation for a full system of early learning and child care that can meet the needs of all Canadian families. Cancelling them sets back the development of a national child care program for years to come.

Breaking federal-provincial child care agreements would be a breach of public trust and would lead to a cut of almost \$4 billion from child care funding.

While income support for families is a valid policy goal, a taxable family allowance and a tax credit for employers will not create early learning and child care services that are high quality, available and affordable. Families need income supports and publicly funded child care services. We call on all governments to protect and enhance progress on child care. Support the campaign by going to their web site:

http://www.buildchildcare.ca/BE_petition.php/honourthem

On the Lighter Side



Nurses gone to heaven

Two nurses died and went to Heaven, where they were met at the Pearly Gates by St. Peter. To the first, he asked, "So, what did you used to do? Why do you think you should be allowed to come into Heaven?"

"I was a nurse at a missionary hospital in the Amazon basin," she replied. "For many years, I worked with a skeleton crew of doctors and nurses who tried to reach out to as many people across numerous tribes, with a hand of healing and peace, and with the message about God's love."

"Very noble," said St. Peter. "You may enter."

To the next, he asked the same question, "So, what did you used to do?"

After some hesitation, she explained, "I was just a nurse at an HMO."

St. Peter pondered, and then said, "Ok, you may enter, too."

"For a moment I thought you weren't going to let me in," said the nurse.

"You can come in," said St. Peter, "but you can only stay for three days." ❖



Local 115 Nurses Tea, May 8th, 2008



Sick Leave

Called in by OH&S? Release personal medical information? Know your rights!

Your sick leave is your right!

If you are off sick with an illness you are only required to provide a note from your doctor that affirms that you are unable to work and indicates how long you will have to be off. You are NOT obliged to give information about the diagnosis or treatment.

Under some circumstances, such as extended absences or returning to work with limitations, you or your doctor may need to supply additional information.

You have a right to privacy of your medical information!

Some health employers are asking Employees using sick leave to sign a release that authorizes their doctor to provide more information to the Employer.

UNA strongly advises that you do NOT sign such a release.

Your personal medical information is private, only under specific circumstances can your Employer ask for more information. A blanket release for your doctor can make an Employee vulnerable. Employers can refer information to their own doctor and use it to deny a sick leave claim. If you have signed a release, you can write a letter to your Employer (and copy your doctor) revoking your permission.

If the Employer says they require more information, ask them what specific questions they need to have answered. You can then consult with your doctor and with UNA.

Called to a meeting with OH&S about sick leave?

Employees are not obliged to report to OH&S for interviews or medical examinations. If you do choose to go you have the right to take a union representative with you to any meeting. OH&S nurses should be advocating for safe conditions for Employees, but as officers acting for the Employer they often gather information that can be used to challenge sick leave claims.

Asked to fill in a form about sick leave?

Some Employers are requiring Employees to fill in forms which include information about your diagnosis or treatment or include a section allowing release of information from your doctor. Contact your Local or a UNA office before you fill in such a form, it may seriously compromise your right to privacy.

Feeling intimidated about sick leave?

Contact your UNA Local executive or call a UNA office and speak with a Labour Relations Officer.

SPOTLIGHT on your UNA contract



Questions?

Contact your UNA Executive or Labour Relations Officer.

In-service education

Get paid for both course time and home study time.

For any compulsory educational in-service, your Employer is required to pay for all of your course time as well as a reasonable amount of home study time at the applicable rate of pay. Nurses have been paid up to 20 hours or more of home study time as well as the actual course time.

Under the Collective Agreement the Employer must provide annual compulsory in-services on: CPR, Anaphylaxis, Fire, evacuation and disaster procedures, and proper lifting and the prevention of back injuries. Employers may also require other compulsory courses and study time may also be payable.

In addition, you must have the opportunity to attend at least 23 hours of in-service education provided by your Employer each year.

Article 35.01(c) Facility & Community Collective Agreement*

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

SPOTLIGHT on your UNA contract



**Questions?
Contact your UNA 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 •



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.



United Nurses of Alberta Local 115

Foothills Medical Centre & Satellites

Contact Information

Executive Members

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

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

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Don Richardson: drichardson@una.ab.ca

Michelle Senkow: msenkow@una.ab.ca

Amy Li: ali@una.ab.ca

Barb Lauzon: blauzon@una.ab.ca

Mary-Jane Szigety: mjszigety@una.ab.ca

OH & S Committee

Michelle Senkow: msenkow@una.ab.ca

Dianne Schwab: dschwab@una.ab.ca

Malcolm Weisgerber: mweisgerber@una.ab.ca

Susan Mayer

PRC Committee

Michelle Senkow: msenkow@una.ab.ca

Carrie McDonagh: cmcdonagh@una.ab.ca

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Patricia Pilling: ppilling@una.ab.ca

Membership Secretary

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

Newsletter Committee

Al Perreault: aperreault@una.ab.ca

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