



United Nurses of Alberta Local 115 Foothills Medical Centre & Satellites

July 2006
Issue 29

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Message from the President

Message From The President

This note is hoping you are having a nice summer as Stampede ends and July heat continues. We have received many Negotiation Questionnaires and PRC's during the summer. Staffing issues continue to be the main concern.

Please fill out the Negs Questionnaire which is printed in your UNA provincial newsletter mailed to your home- if you have not received one you can call our office.

Thank you to Don Richardson for his work with Local 115 and to Amy Li for being the Interim 2nd Vice President.

These are important times with Negotiations again, so it's important to fill out your Questionnaire, and to attend the Local Demand Setting Meeting on Sept 14, 2006.

Hope you are able to get some R & R during the summer. Take care,

Michelle M. Senkow RN, BScN
President, Local 115
United Nurses of Alberta

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Local 115 Demand Setting Meeting



Date: September 14, 2006
Meeting Time: 1530 – 1800
Place: FMC Auditorium.



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

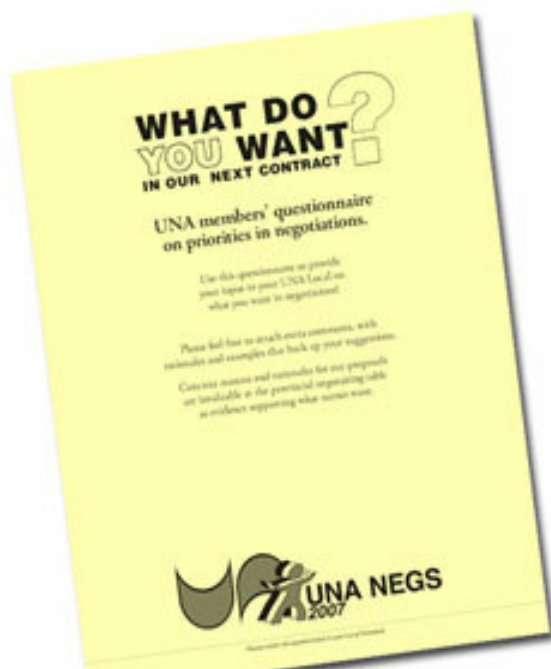
January 11, 2007 Members Ratification Vote on in-going proposals

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

Ratification Vote to vote on the package from Demand setting



UNA members' questionnaire on priorities in negotiations.

Return this questionnaire to your Local executive or your Local president.

Feel free to attach extra comments with rationales or examples that back up your suggestions. Concrete rationales are invaluable at the negotiating table.

If you haven't received a copy of the members' questionnaire, there is a copy attached to the newsletter or you can download a copy from the main UNA web site.

Salary by Province

Rates in place at expiry of each agreement

PROVINCE (UNION)	MINIMUM AND MAXIMUM \$/HR AS OF 1 SEPT 2006	FUTURE RATE INCREASES	STEPS	EXPIRY DATE
Alberta (UNA)	\$27.93 / \$36.67	\$27.93 / \$36.67	9	31-Mar-07
British Columbia (BCNU)	\$26.25 / \$34.46	1 April 07: \$27.17 / \$35.67 1 April 08: \$28.12 / \$36.91 1 April 09: \$29.30 / \$38.46	9	31-Mar-10
Saskatchewan (SUN)	\$26.24 / \$31.52	1 April 07: \$26.90 / \$32.96	5	31-Mar-08
Manitoba (MNU)	\$26.14 / \$30.82	1 October 06: \$26.80 / \$31.59	6	30-Sep-07
Ontario (ONA)	\$23.18 / \$35.81 (\$36.52 ¹)	\$23.81 / \$35.81 (\$36.52)	9	31-Mar-06 – In bargaining
Quebec (FIIQ)	\$18.43 / \$27.47	1 April 07: \$18.80 / \$28.02 1 April 08: \$19.18 / \$28.58 1 April 09: \$19.56 / \$29.15	12	31-Mar-10 (non-salary details not yet available)
Newfoundland & Labrador (NLNU)	\$22.13 / \$28.28	\$22.13 / \$28.28	7	30-Jun-05 – In bargaining
Prince Edward Island (PEINU)	\$23.04 / \$28.08	\$23.04 / \$28.08	6	31-Mar-05 – In bargaining
New Brunswick (NBNU)	\$25.60 / \$30.56	1 January 07: \$25.73 / \$30.71 1 July 07: \$26.38 / \$31.49	6	31-Dec-07
Nova Scotia (NSNU)	\$26.28 / \$30.72	\$26.28 / \$30.72	6	31-Oct-06

Professional Fees

UNION	UNION
UNA	An Employee who has accumulated 684.6 hours or more regular hours in the previous fiscal year will receive a \$100 reimbursement of registration fee.
BCNU	No provision.
SUN	The Employer shall pay license to practice fees in full for all Employees covered by SUN agreement.
MNU	No provision.
ONA	No provision.
FIIQ	No provision.
NLNU	No provision.
PEINU	No provision.
NBNU	No provision.
NSNU	No provision.

¹On January 1, 2006, nurses with 25 years or more of experience received an additional 2% wage increase, indicated in 0.

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*** Know more about pensions ***

If I change jobs and leave LAPP, can I transfer my pension to my new employer?

LAPP has negotiated reciprocal agreements with several other pension plans that allow you to transfer your LAPP pension to the other pension plan, and vice versa. Please note that the service is determined by the importing plan. Reciprocal agreements exist with the following plans:

Capital Pension Plan (Saskatchewan)
College of Applied Arts & Technology (CAAT) (Ontario)
Fort McMurray Regional Airport Commission (Alberta)
Management Employees Pension Plan (MEPP) (Alberta)
Manitoba Municipal Employees Pension Plan
Public Service Pension Plan (PSPP) (Alberta)
Special Forces Pension Plan (SFPP) (Alberta)

Calculating your LAPP pension

Calculating what your LAPP pension involves a number of decisions, like when you will retire and what type of pension you will choose. It can be quite involved. Fortunately, the LAPP has a special website that helps with these calculations and helps with pension planning.

You need to register to use www.mypensionplan.ca, but once registered you can easily access:

- your information on file
- your latest annual statement
- calculators to generate pension estimates
- pension related forms

The benefit is defined as 1.4% of salary up to the Year's Maximum Pensionable Earnings (YMPE - \$41,100 for 2005, defined each year for the Canada Pension Plan) and a 2% benefit on salary over the YMPE up to the maximum allowed under the *Income Tax Act*. Generally, the pension is based on the percentage of your five highest income years multiplied by the number of years you were contributing in the plan (your pensionable service).

That is most easily made clear with an example. Suppose you retire at age 65, with full pension, under the following circumstances:

Retirement date: January 1, 2005

Highest average salary: \$80,000

Pensionable service: 20 years

Estimated Average YMPE for the same years as your highest average salary: \$41,100

Difference between highest average salary and YMPE: \$80,000 - \$41,100 = \$18,900

The Calculation Formula is:

1.4% part: \$41,100 x 1.4% x 20 years = \$11,508

2% part: \$18,900 x 2% x 20 years = \$7,560

Annual Pension = \$27,068

On top of this you should also receive your Canada Pension Plan benefit, if you are 65 years or over. For more information you can see the website: www.lapp.ab.ca.

PRC - Your Professional Responsibility Committee



**Inadequate staffing?
An unsafe workload?**

**Document it with
a Professional
Responsibility
Complaint!**

Documenting unsafe conditions for patients with a PRC form gives you and your Local the evidence you need to push for improvements. When you encounter an unsafe situation, you have a professional responsibility to report it. Using PRC is a good way to be sure your concern gets heard.

File your PRC with Your Local.

It is your Local Professional Responsibility Committee that compiles and uses the PRCs!



On the Lighter Side



Top Ten Reasons I Went Into Nursing

10. I love to wear white support hose.
9. I get a kick out of arrogant doctors.
8. It's more challenging than brain surgery.
7. I get free latex gloves.
6. The scrubs are so flattering to my figure.
5. The world doesn't need any more lawyers.
4. I actually like vending machine food.
3. Somebody has to train the residents.
2. I get to spend the holidays with my friends... at work.
1. I always wanted to say, "This won't hurt a bit."



What to ask about pandemic readiness

Nurses need to have confidence they will be protected

Nurses should know about the plan and preparations in place at their worksite for a pandemic or other major health emergency.

Nurses need to be confident that they will be protected as much as possible. Health managers have every reason to ensure a high level of confidence in staff that all possible precautions are ready and nurses should feel free to ask about what preparations are in place.

Some of the questions you can ask are:

Ask to see a copy of the pandemic or health emergency plan for the Health Region and/or for the facility.

Ask what staff consultation is taking place on pandemic planning?

Ask about the supplies of protective equipment, masks, shields that are stockpiled.
How long can these supplies be expected to last?

Ask what staff training in infection control, in pandemic protocols and in the use of protective equipment is planned or in place?❖

16 hours work is the **MAXIMUM**

Nurses cannot work safely without rest

With the increasing shortage of RNs some nurses are being asked to work more than a double shift, more than 16 consecutive hours. This practise is unsafe and contravenes the UNA Provincial Collective Agreement.*

Article 8.03 No Employee shall be requested or permitted to work more than a total of sixteen (16) hours (inclusive of regular and overtime hours) in a twenty-four (24) hour period beginning at the first (1st) hour the Employee reports to work.

Working extra hours can have professional conduct implications

The Nursing Practice Standards published by the College and Association of Registered Nurses also indicate that:

1.8 The registered nurse ensures their fitness to practice.

Fitness to practice means that the registered nurse restricts or accommodates practice if he/she cannot safely perform essential functions of the nursing role due to mental or physical disabilities.

The College also published WORKING EXTRA HOURS: GUIDELINES FOR REGISTERED NURSES which says:

When fatigue or other factors negatively affect your fitness to practise safely, registered nurses have a right and a duty to withdraw from or refuse requests or requirements to work extra hours.

** Other UNA Collective Agreements also contain this protection, if you are not under the Provincial Agreement, check your agreement. From the UNA Provincial Collective Agreement*

July 2006

UNA • CIP • Spotlight 16/06 • 07-06

SPOTLIGHT on your UNA contract



**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 •

WHAT DO YOU WANT IN OUR NEXT CONTRACT? Member Questionnaire



Return this questionnaire to your Local President.

It is the starting point for developing our provincial proposals.

1 About your nursing position

Employment status: Full-time Part-time Casual Temporary

Type of unit/office you work in? (eg: Medicine, ICU, LTC, Home Care, etc.) _____

Term - What length should the contract be? 1 year 2 years Other (specify) _____

2. Wages - What would you consider to be a reasonable wage increase?

\$ _____/hour (first year of contract); \$ _____/hour (second year of contract)

Other _____

3. Scheduling - What changes to the scheduling provisions would you propose: _____

Your shift 4 hour 8 hour 12 hour Other (specify) _____

4. Allowances/Premiums - What changes would you propose to:

- Education Allowances No Change Increase to \$_____/hour
- On-call Pay/Call Back No Change Increase to \$_____/hour
- Charge/Responsibility Pay No Change Increase to \$_____/hour
- Evening Shift Differential No Change Increase to \$_____/hour
- Night Shift Differential No Change Increase to \$_____/hour
- Weekend Premium No Change Increase to \$_____/hour
- Overtime No Change Increase to _____
- Transportation Allowance No Change Increase to \$_____

Other changes or comments: _____

5. Health Benefits - What changes should be made to these provisions? _____

6. Sick Leave/Leaves of Absence - What changes should be made to these provisions? _____

Please return the questionnaire to your Local President.

7. **Vacations** - What changes should be made to the vacation article? _____

8. **Named Holidays** - What changes should be made to the Named Holidays article?

9. **Professional Responsibility (PRC)/Occupational Health & Safety (OH&S)** - What changes would you propose for PRC or OH&S?

10. **Layoff and Recall** - What changes should be made to the layoff and recall provisions?

11. **We are seeking general feedback on the following:**

- **In your opinion, over the last two years has the amount of overtime:**
 Increased Remained the Same Decreased
- **In the last two years, mandatory overtime has:**
 Increased Remained the Same Decreased
- **In the last two years has the staffing level and mix in your workplace:**
 Improved Remained the Same Deteriorated

Comments: _____

12. **Part-time, Temporary and Casual** - What changes would you like to see to part-time, temporary or casual provisions?

13. **Other** - Please identify any other changes or issues you want addressed in the collective agreement.

14. **Priorities** - Please indicate the three (3) issues that are most important to you.
1. _____
2. _____
3. _____



Thank you for taking the time to complete this questionnaire. Please return to your Local President.
If you have any questions regarding negotiations, contact your Local President, your Labour Relations Officer or a UNA Executive Officer.

Please return the questionnaire to your Local President.



United Nurses of Alberta Local 115

Foothills Medical Centre & Satellites

Contact Information

Executive Members

President

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