



United Nurses of Alberta

Local 115

Foothills Medical Centre & Satellites

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Message from the President

Hello - hope you have had a good summer - hopefully some time off to enjoy the good weather. Many units are very short staffed and many nursing vacancies - one manager told me last week that she has 15 vacancies. So sad for all of us staff and patients, that the nursing shortage crisis has reached this point. Government has been lobbied for years to increase nursing enrollment and positions. I have heard from people this summer that say they want to be nurses, have applied and not accepted because their average is not high enough. Please continue to lobby your MLA's to act and help the citizens of Alberta- we need more registered nurses.

The bed shortage also has created overcapacity situations and patients being placed in areas that are not designed or equipped to properly care for patients. Please protect yourself and your patients by calling for help - if your Charge nurse or PCM can't/won't do anything - call the Administrator on Call at anytime, call the union and file a PRC (Professional Responsibility Committee) report form or OH & S (Occupational Health & Safety) form stating your concerns and asking for changes. I know many of you are working excessive overtime and hours to make up the shortfalls and your patients appreciate the professional care you give but please remember to take care of yourself- take vacation, take your days off and take a BREAK. If you are unable to get time off call our office for assistance.

Thanks to all the people who responded about the family article in the RN magazine - as you can see nursing is my passion. Milestones with my family this summer was to go through the 5th High School Grad and my daughter's wonderful wedding - Thank you to the weather for cooperating and to all that assisted while I was on vacation.

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As school starts and fall will be upon us - enjoy and hope your children have a safe return to the school year.

Take care,

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

Local 115 Election of Interim 2nd VP and 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

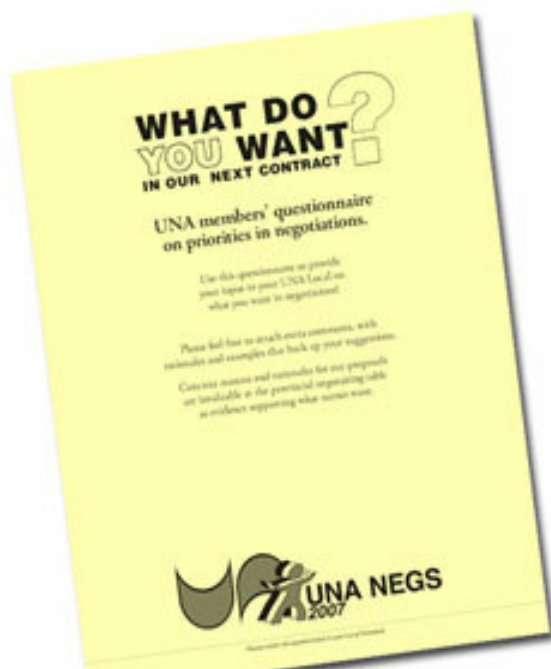
January 11, 2007 Members Ratification Vote on in-going proposals

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.

Premiums *part 1*

UNION	IN CHARGE	CALL BACK	STAND BY/ON CALL	TRAVEL PREMIUMS FOR REQUIRED VEHICLE
UNA	\$1.75/hour \$3.00/hour for site responsibility	3 hours @ 2x pay	\$3.00/hr \$4.25/hr (day of rest/stat)	\$130/month (pro-rated for PT) plus \$0.38/km
BCNU	\$1.25/hour To be in-charge of Unit or Worksite	2 hours min @ OT rate	\$3.75/hr < 72 hours/month ² \$4.25/hr > 72 hours/month	\$0.50/km, \$2/trip minimum for call-back travel. Employer pays difference for increased insurance rates for required vehicle.
SUN	\$0.91/hour To be in-charge of Unit or Worksite	2 hours min @ OT rate	\$2.19/hr - 8 hour min \$4.12/hr - 8hr min, on Stat/X days	\$185/month (pro-rated for PT) plus \$0.341/km ³
MNU	\$0.70/hour	3 hours min @ OT rate	2 hrs basic rate of pay per 7.75 hr shift or portion thereof	\$0.346/km
ONA	\$.70/hour	4 hours min @ 1.5x pay	\$3.20/hr \$3.70/hr Named Holidays	\$0.22/km
FIIQ	\$1.53/hour	2 hours min @ 1.5x pay	1 hour straight time per 8 hour shift	\$0.34/km: 0-8000km/yr \$0.245/km – 8001-18000km/yr \$0.185/km – 18001 – 26000km/yr \$0.170/km – 26001+ km/yr plus \$0.085/km if travel is on a gravel road. If less than 8000km traveled, an additional \$0.08/km paid on the difference between 8000 and actual distance traveled.
NLNU	\$0.85/hour for 5 hours or more of shift	3 hours min @ 1.5x (workday), 2x (day off)	8 Hr shift: \$6.90 or \$9.10 on Stat 12 Hr shift: \$10.35 or \$13.65 on Stat	\$0.315/km plus \$85/month with a guaranteed minimum of \$1200/year.
PEINU	LOU – Under review.	3 hours min @ 1.5x pay	\$2.25/hour	0-8000: \$0.39/km 8001-16000: \$0.36/km 16001+: \$0.32/km ⁴ or \$200/month plus 1/2 of mileage rates.
NBNU	\$0.60/hour	3 hours min @ 1.5x pay	\$1.75/hr (\$2.00/hr Jan 06)	Hospital nurses receive \$9.00/shift for taxi fare if on-call. Community nurses receive \$11.00/shift for own vehicle.
NSNU	No provision	Greater of: 4 hours straight time or hours worked @ 1.5x	\$1.50/hr	\$0.34/km

Premiums *part 2*

UNION	NIGHTS	EVENINGS	WEEKENDS
UNA	\$2.00/hour	\$1.75/hour	\$1.75/hour 1500 Friday to 0700 Monday
BCNU	\$3.50/hr	\$0.70/hour	\$2.00/hour 2300 Friday – 2300 Sunday Super Shift - additional \$1.00/hour between 2330 Friday – 0730 Saturday and 2330 Saturday - 0730 Sunday
SUN	\$1.50/hour	\$1.50/hour	\$1.25/hour 0001 Saturday – 2400 Sunday
MNU	\$1.75/hour	\$1.00/hour	\$1.35/hour 0001 Saturday to 2400 Sunday
ONA	\$1.55/hour	\$1.30/hour	\$1.70/hour 2400 Friday – 2400 Sunday
FIIQ	0-5 years \$2.08/hour 5-10 years \$2.67/hour 10 years + \$3.53/hour	\$0.72/hour to \$1.07/hour (4% of basic salary)	\$0.72/hour to \$1.07/hour (4% of basic salary) 1900 Friday to 0700 Monday
NLNU	\$0.33/hour	\$0.33/hour	\$0.28/hour 0001 Saturday to 2400 Sunday
PEINU	\$3.00/hour	\$3.00/hour	\$3.00/hour 1900 Friday to 0800 Monday
NBNU	\$0.72/hour	\$0.48/hour	\$1.25/hour 1900 Friday to 0700 Monday
NSNU	\$3.00 for 4 hours or more per shift. \$4.50 for 12 hour shift.	\$3.00 for 4 hours or more per shift. \$4.50 for 12 hour shift.	\$0.50/hour 0001 Saturday to 0700 Monday

Education

UNION	EDUCATION LEAVE	EDUCATION DEVELOPMENT	EDUCATION RATE	PRECEPTOR PAY
UNA	Without pay up to 24 months. Up to 5 days/year without loss of pay to fulfill university/college attendance requirements.	Mandatory in-services will be provided at applicable rate of pay on: CPR, Anaphylaxis, Fire, Evacuation/ Disaster procedure, Lifting and prevention of back injury, pension plan and staff abuse, plus not less than 23 hours of additional in-service education. - All Employees (FT, PT, Casual) receive at least 3 professional development days/year at basic rate of pay.	BN - \$1.25/hr MA - \$1.50/hr PhD - \$1.75/hr (Part of Basic Rate of Pay)	\$0.65/hour
BCNU	No limit or length specified. Employer requests shall be with pay and shall cover educational expenses.	If Employer pays 156 hours for Employer approved programs, employee must continue employment for one year or repay cost. Employee granted 1 paid day for each scheduled shift a regular employee gives up her own time. Total shall not exceed 9 days from April 1, 1992.	BN - \$0.64/hr MA - \$0.80/hr (Not part of Basic Rate of Pay)	None
SUN	Length of unpaid leave determined by request. Up to 24 months.	Leave for any Employer-approved education programs shall be with pay.	BN - \$0.21-\$0.45/hr MA - \$0.64/hr (Not part of Basic Rate of Pay)	Paid orientation to become a preceptor, but no pay to be a preceptor.
MNU	With pay if employer requires nurse to attend.	Each nurse can receive up to \$200 per year for professional development, paid upon completion of the program.	Approved Course \$0.30/hr BN - \$0.59/hr MN - \$0.89/hr (Not part of Basic Rate of Pay)	None
ONA	Length of unpaid leave determined by request.	Leave without loss of pay to be granted to write exams for any recognized course, or short educational program, by request.	BN: \$0.54/hr MN: \$0.74/hr (Not part of Basic Rate of Pay)	\$0.60/hour for mentorship of current staff, not including orientation.
FIIQ	Maximum of 24 months continuous, or divided into 2 or 3 absences not to exceed 36 months without pay. Must have 1 year of service.	No provision.	Plus Diploma: \$1.09/hr BN: \$1.62/hr MN: \$2.77/hr (Part of Basic Rate of Pay).	Not available
NLNU	Length of unpaid leave determined by request.	Funds available to those employed for 5 years or more. Minimum leave 6 wks to a maximum of 12 months. Two-thirds of salary reimbursed. Must remain employed for 2 times length of ed leave.	BN - \$0.51/hr MA - \$0.68/hr (Not part of Basic Rate of Pay)	None
PEINU	Length of unpaid leave determined by request.	\$200,000 pool available for all nurses upon application. Time for mandatory in-services and approved courses granted with pay.	None	Yes. Details not yet available
NBNU	Length of unpaid leave determined by request	\$400,000 Provincial Educational Assistance Fund to fund education requests	BN - ~\$0.65/hr MN ~\$0.68/hr (Not part of Basic Rate of Pay)	None
NSNU	No provision	When required by employer, shall be compensated with time off or pay/hour spent in attendance. Shall be reimbursed costs related to registration, books and course fees.	BN - \$0.50/hr MN - \$0.68/hr (Not part of Basic Rate of Pay).	None

Sick Leave

UNION	SICK DAYS	MAXIMUM	WCB TOP-UP
UNA	1.5 days/mo	120 days – STD plan to bridge into LTD coverage.	1/10 sick leave credit per day top-up to full net salary until sick leave credits have been used up.
BCNU	1.5 days/mo	156 days – No formal STD plan.	Full net pay without deduction from sick leave credits.
SUN	1.5 days/mo	190 days – No formal STD plan. Can borrow up to 30 days from sick leave bank if eligible.	Top up to net salary by Employer for up to 1 year without deduction from sick leave credits.
MNU	1.25 days/mo	119 days – No formal STD plan.	10% of net salary drawn from income protection credits (sick bank) to top-up.
ONA	Year 1: 15 weeks at 66 2/3% Year 2: 15 weeks at 70% Year 3: 15 weeks at 80% Year 4+: 15 weeks at 100%	15 weeks (75 days) at 100% pay. After 15 weeks is exhausted, then EI sick leave benefit for 15 weeks. After 30 weeks, LTD begins.	If any portion of a shift is completed prior to leaving on WCB, the balance of the shift will be paid at the regular hourly rate. Otherwise, no top-up provision.
FIIQ	Not available	Not available	Not available
NLNU	2 days/mo	240 days – No formal STD plan, optional LTD coverage 100% Employee paid. Can borrow up to 15 days from sick bank if eligible.	No provision
PEINU	1.5 days/mo	215 days – No formal STD plan.	Not available
NBNU	1.5 days/mo	240 days – No formal STD plan. Can borrow up to 15 days from sick bank.	No provision
NSNU	1.5 days/mo	150 days – No formal STD plan.	Top up to pre-injury net pay from sick leave until sick leave bank is exhausted.

UNA asks Calgary Region to stand up for nurse and to fix the problems after ER miscarriage hits headlines

UNA President Heather Smith is asking the Calgary Health Region to come up with a plan to end the Emergency Room crunch in the Region. In a letter to Calgary Region CEO Jack Davis, she also asked that the Region stand behind its nurses with a public media campaign.

ER nurses at the Peter Lougheed Hospital felt they had no support from the hospital after the case of a miscarriage made headlines in Calgary newspapers. Many nurses were incensed by the coverage which appeared to put the blame for the incident on to staff. In her letter to CEO Davis, Heather Smith pointed out: “reported remarks by Region officials, and reports that the Region was recommending communications or sensitivity training for nurses, cultivated the impression of unprofessional individual performance.”

Local #1 President at the hospital, Linda Harkness, points out that the nurses were assured by their managers that they did nothing wrong.

“The nurses followed every procedure and every protocol and the nursing management told them they did their best.”

“It was the Region that dropped the ball, that provided inadequate care. The Emergency was backed up because of a lack of beds.”

Nurses in the Peter Lougheed ER have filed 64 separate Professional Responsibility Complaints dealing primarily with understaffing and overcrowding – this year alone.

Heather Smith asked Davis to “respond to the nurses’ professional concerns and implement a plan for adequate staffing and resources.”

The case involved a woman having a miscarriage who was held up in the Emergency waiting room because of a serious overcrowding situation.

The Calgary Herald reported that: “Rose Lundy, 34,

said she miscarried as she waited in a chair for medical attention at Peter Lougheed Centre...”

“Lundy’s husband, Rick – who described the emergency room as a “zoo” – said he repeatedly begged triage nurses to help his wife as her bleeding intensified during their three-hour wait. He was told there were no available beds.”

“The nurses were reassessing her on an on-going basis... she did not lose the baby in the waiting room,” Linda Harkness points out.

“The ER was overcrowded. It is regularly understaffed and there were no beds to send this woman off to. The nurses would have dearly loved to whisk this woman and her family off to a room for their privacy. But there was nothing they could do,” Linda says.

Heather Smith asked the Region to support its staff with a media campaign on the contributions of nurses and the crucial role nurses play. “Nurses working in a precarious environment do not need their efforts to provide care further compromised by diminished public confidence,” she said in her letter.

CNA conference in Saskatoon

I would like to thank UNA 115 for the recent opportunity afforded me to go to the CNA conference held in June in Saskatoon. It was a wonderful opportunity for me to participate in a conference with nurses across our country and around the world. I feel that the discussions regarding technology and where we as nurses are heading in the future is most relevant to our practice today. We will be starting to use a new computerized program in the Calgary Health Region this fall and the conference made the impact of technology on and in our practice come to life. We are heading to some exciting and changing times in health care and nurses should be at the front as leaders and not followers. The conference emphasized the ideals of embracing new ideas with courage and effecting the changes we would like to see for the benefit of health for all individuals. I would like to again express my gratitude for this wonderful opportunity given to me.

Val Lymer

Breaks

Nurses need their breaks.

Safe nursing practise includes meal periods and breaks. They are essential to good practice and our Collective Agreement specifically safeguards Employees' breaks. The Agreement specifies that every Employee gets full breaks, or if it is absolutely not possible, they must be paid for scheduled work during breaks and paid double time if the break is not re-scheduled.

Article 7.01

- (c) *Although meal periods are excluded in the calculation of regular hours of work, Employees required to be readily available for duty during their meal period shall be so advised in advance and paid for those meal periods at their basic rate of pay.*
- (d) *Employees recalled to duty during their meal periods or rest periods or unable to take a rest period or meal period, shall be given a full meal period or rest period later in their shift, or, where that is not possible, be paid as follows:*
 - (i) *for a rest period, at two times (2X) their basic rate of pay rather than at straight time; or*
 - (ii) *for a meal period for which the Employee is entitled to be paid under Article 7.01(c), at two times (2X) their basic rate of pay rather than at straight time; or*
 - (iii) *for a meal period for which the Employee is not otherwise entitled to be paid, at two times (2X) their basic rate of pay.*

UNA Provincial Agreement.

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

May 2006

UNA-CEP • Spotlight Breaks • 65-16



**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 •

SPOTLIGHT on your UNA contract





United Nurses of Alberta

Local # 115

Nomination For 2nd Vice-President

I wish to let my name stand as a nominee for the United Nurses of Alberta Local 115 2nd Vice-President

Name: (Please Print) _____

Home telephone #: _____ UNA ID #: _____

Signature of Nominee: _____

**Signature and Name of two (2) members in Good Standing
Nominating the Nominee**

Signature of a member in good standing: _____

Name (Please Print) _____ UNA ID #: _____

Signature of a member in good standing: _____

Name (Please Print) _____ UNA ID #: _____

PS: Please remit this form to Local 115 Executive, drop in Local 115 UNA mailbox, mail or fax to SARO office at 270-5749.
Nomination deadline: September 7, 2006 -1600 hours.



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 (Interim)

Amy Li: ali@una.ab.ca

Treasurer

Ross Pambrun: rpambrun@una.ab.ca

Secretary

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

Grievance Committee

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

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Malcolm Weisgerber: mweisgerber@una.ab.ca

Susan Mayer

PRC Committee

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Heather McCulloch: hmcculloch@una.ab.ca

Patricia Pilling: ppilling@una.ab.ca

Membership Secretary

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

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Al Perreault: aperreault@una.ab.ca

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