



# United Nurses of Alberta Local 115 Foothills Medical Centre & Satellites

September 2006  
Issue 31

**Southern Alberta Regional Office, Local 115, Suite 300, 1422 Kensington Road NW, Calgary AB T2N 3P9.**  
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## Message from the President

Welcome September and the shortage of staff is so real on almost every unit. Beds being closed, nurses working excessive hours and not getting time off. I can just reiterate to please call us if needed and write the paperwork to help us against this staff-shortage - file PRC's and OH & S.

Some issues that are going on and it's important for you to note:

1. If your PCM requests a Dr's note when you are sick - take the note to OH & S nurses in OH & S office (NOT to your PCM). If your Dr charges for the note those fees are totally covered by the Employer- give copy of the receipt to OH & S and ask for reimbursement.

2. Computers - all kinds of training are going on. If you are booked on your day off you are entitled to the applicable rate of pay. If full-time- all days off are Overtime rates and part-timers their X days. If the computer work- training is taking you away from patient care and there is NO coverage of your patients- File a PRC- talk to your Charge nurse or PCM-call our office.

3. Special Leave - if you require special leave days and need assistance with the process- call our office. You should first request vacation, then try to switch with someone and then request special leave and your PCM may need details of WHY it is special leave. This discussion should occur with your PCM- not scheduling, ESP clerks.

Christmas hours should be posted and there are provisions in the contract about this. If you have concerns please call our office.

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

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### Local 115 General Meeting UNA- AGM Proposals



**Date:** October 03, 2006  
**Meeting Time:** 1600 – 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.

- 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



October 24, 25, 26 - EDMONTON

**AGM delegates - Prep meetings to review AGM materials are set...Please attend either meeting:**

- a) Oct 12/06 @ 4-6 PM- UNA office
- b) Oct 18/06 @ 4-6 PM- AGW4- FMC

Banquet is on Wed. Oct 25/06 PM at our hotel - Cost of tickets has not been determined yet - I'll let you know as soon as I am notified. The Local will buy the tickets and each individual will pay the local the meal allowance for supper of \$18.00. We hope to have this all ready at the Prep meetings for you to get your ticket.

# National Comparison of Key Nursing Contract Provisions

– August 2006 –

## Vacation

UNION	PART-TIME ENTITLEMENT	MINIMUM	MAXIMUM	MAX YEARS OF SERVICE	SUPPLEMENTARY VACATION
UNA	Movement up vacation ladder based on years of service. Paid vacation days based on FTE plus additional shifts.	15 days	30 days	20 years	5 days on anniversary of 25, 30, and 35 years
BCNU	Movement up vacation ladder based on years of service. Paid vacation days based on FTE plus additional shifts.	20 days	45 days	29 years	5 days after 25 years, 10 days after 30 years, 15 days after 35, 40, and 45 years.
SUN	Movement up vacation ladder based on years of service. Paid vacation days based on FTE only. Additional shifts earn pay in lieu of vacation.	15 days	30 days	25 years	None
MNU	Movement up vacation ladder based on years of service. Paid vacation days based on FTE plus additional shifts.	15 days	30 days	21 years	5 days on anniversary of 20, 25, 30, 35, 40 etc years for nurses hired before 1 May 1988.
ONA	Movement up vacation ladder based on years of service; for part-time, vacation is based on equivalent to full-time years of service. Vacation pay based on FTE plus additional shifts.	15 days	35 days	25 years	5 days on completion of 30 and 35 years of service, part-timers receive an additional 2% pay in the year 42,000 or 52,500 hours are reached.
FIQ	Movement up vacation ladder based on years of service (1-16 years = 4 weeks). Vacation pay based on FTE plus additional shifts.	20 days	25 days	25 years	Not available
NLNU	Entitlement based on years of employment. Hours earned based on FTE.	20 days	30 days	25 years	None
PEINU	Entitlement based on years of employment. Hours earned based on FTE.	15 days	30 days	26 years	None
NBNU	Entitlement earned by hours worked. Part-time vacation pro-rated to FTE.	15 days	25 days	20 years	None
NSNU	Entitlement based on years of employment. Hours earned based on FTE.	15 days	30 days	25 years	None

## Overtime Benefits

UNION	TIME AND HALF	DOUBLETIME
UNA	Not applicable.	<ol style="list-style-type: none"> <li>In excess of daily hours.</li> <li>Missed meal/rest period.</li> <li>Worked on scheduled day of rest.</li> <li>Change of scheduled shift without proper notice. Note: No employee shall work more than a total of 16 hours in a 24 hour period beginning at the 1st hour the employee reported for work.</li> <li>Mandatory OT.</li> </ol>
BCNU	<ol style="list-style-type: none"> <li>First 2 hours in excess of daily/full shift hours.</li> <li>For the first 7.2 hours in excess of 36 hours in 1 week.</li> <li>Without 14 days notice of shift change resulting in Employee working on paid holiday.</li> <li>Without 10 days notice of shift change shall be paid for all time worked on first day of shift posting change.</li> <li>If scheduled to work 3 different shifts in any 7 consecutive day period, shall be paid for the third change.</li> </ol>	<ol style="list-style-type: none"> <li>For all hours worked in excess of the first 2 hours of OT following a full shift</li> <li>For all hours in excess of 43.2 hours per week.</li> <li>FT - All hours worked on scheduled day off. PT - For hours or consecutive shifts in excess of full-time provisions.</li> </ol>
SUN	<ol style="list-style-type: none"> <li>In excess of daily/bi-weekly hours for first 3 hours.</li> <li>OT will apply when employee has worked more than FT at other facilities/agencies within RHA(s).</li> </ol>	<ol style="list-style-type: none"> <li>After first 3 hours.</li> <li>Continuous with regular shift between 2400 and 0700.</li> <li>Required to work on scheduled day off.</li> <li>Required to change scheduled shift(s) without 14 days notice. If emergency, 2 times rate shall be paid for first 5 shifts changed.</li> <li>Called back from vacation.</li> </ol>
MNU	<ol style="list-style-type: none"> <li>First 3 hours.</li> <li>In excess of the normal full-time hours in the rotation pattern in effect on each nursing unit for full-time nurses or the normal full-time hours in two (2) consecutive bi-weekly periods for part-time nurses.</li> </ol>	<ol style="list-style-type: none"> <li>In excess of the first 3 hours.</li> <li>Called in on scheduled day off.</li> <li>2nd of two consecutive shifts.</li> </ol>
ONA	<ol style="list-style-type: none"> <li>Required to work on scheduled day off.</li> <li>In excess of regular daily/bi-weekly hours.</li> <li>Required to work during vacation.</li> </ol>	<ol style="list-style-type: none"> <li>OT on Stat holiday.</li> </ol>
FIQ	<ol style="list-style-type: none"> <li>In excess of regular hours.</li> <li>Without 16 hours between shifts.</li> <li>Scheduled day off.</li> <li>Recalled after leaving facility (also 1 hour straight time as travel allowance).</li> </ol>	<ol style="list-style-type: none"> <li>Worked on a statutory holiday.</li> </ol>

Overtime Benefits *continued*

UNION	TIME AND HALF	DOUBLETIME
NLNU	<ol style="list-style-type: none"> <li>In excess of normal hours.</li> <li>Without 24 hours notice of shift change.</li> <li>On the 7th consecutive evening/night shift.</li> <li>On the 4th consecutive 12 hour shift.</li> </ol>	<ol style="list-style-type: none"> <li>Without 48 hours notice of change of days of rest.</li> <li>In excess of 7 consecutive 8 hour shifts, 4 consecutive 12s.</li> </ol>
PEINU	<ol style="list-style-type: none"> <li>In excess of daily or wkly hours averaged over 4 wk period.</li> <li>First 3.75 hours of second consecutive shift.</li> <li>PT not given 48 hours notice and who do not wish to work extra shifts.</li> </ol>	<ol style="list-style-type: none"> <li>Remainder of second consecutive shift after 3.75 hours (12 hour shift only).</li> <li>Any continuous hours following second 8 hour shift.</li> </ol>
NBNU	<ol style="list-style-type: none"> <li>On scheduled day off.</li> <li>In excess of regular daily/weekly hours.</li> <li>In excess of 7 consecutive days.</li> <li>Without 16 hours between shifts and/or without 48 hours notice.</li> <li>During the 2nd of a double shift.</li> <li>During vacation an d/or weekend off.</li> </ol>	Christmas and New Year's.
NSNU	<ol style="list-style-type: none"> <li>OT hours worked in excess of normal weekly hours or normal daily hours.</li> <li>For working on a scheduled holiday.</li> </ol>	<ol style="list-style-type: none"> <li>2 x regular rate for OT worked in excess of 4 hours OT in one day.</li> <li>2.33 x regular rate for working OT on holiday.</li> <li>2.5 x regular rate if not scheduled to work holiday, called in without 72 hours notice.</li> </ol>

## Benefits

UNION	BENEFITS COST-SHARING (EXTENDED HEALTH PLAN)	VISION CARE	DRUG COVERAGE
UNA	75% Employer 25% Employee	\$600/person every 24 months	80% direct-bill of all physician/dentist prescribed medication. No formulary.
BCNU	100% Employer	\$225/person every 24 months	80% direct-bill up to \$1000/year. After \$1000/year, 100% direct-bill based on provincial least-cost-alternative reference-based formulary.
SUN	100% Employer (2.75% of all straight-time payroll)	Eye exam - for the member and their spouse every 24 months and for dependants under 21 years every 12 months. Coverage for frames, lenses and contacts are a maximum of \$200 every two years. Reimbursement is 100% up to this amount.	\$10 fee/prescription, 100% paid if in provincial formulary
MNU	100% Employee	\$150/person every 24 months	80% of first \$250 and 50% of next \$350 to a max of \$350/family/year.
ONA	75% Employer 25% Employee	\$200/person every 24 months, plus one eye exam every 24 months	Co-payment of \$15/single or \$25/family for each prescription eligible under the Blue Cross formulary/current ODA schedule.
FIQ	Not available	Not available	Not available
NLNU	50% Employer 50% Employee	Up to 100% of covered eligible expense of \$125 for eyeglass lenses and frames and 100% of a covered eligible expense of \$175 for bifocal lenses and frames limited to one expense in every three calendar years. \$250 in two calendar years for contact lenses prescribed due to medical condition requiring contacts.	Covers the ingredient cost of eligible drugs. Employee pays co-payment (equal to the pharmacist professional fee plus any applicable surcharges).
PEINU	50% Employer 50% Employee	80% coverage of one eye exam every two years (every year under 18); up to \$80 reimbursed for contacts or glasses every two years; up to \$160 for contacts for specific conditions every two years.	80% paid on first \$150 of each prescription; 100% paid on eligible expenses above \$150. Maximum cost of \$30 per prescription to the claimant.
NBNU	100% Employer	80% of maximum eligible expense which is \$175.00 in a 2 consecutive year period = reimbursement of \$140.00 every 2 years	Limited to government formulary but drugs not appearing on this formulary can be approved by a special authorization process directly to the insurer and the co pay is 20% to a maximum of \$5.00 per prescription
NSNU	65% Employer 35% Employee	50 per eye exam per year for under 19, every two years over 19. Reasonable cost covered for lenses every four years (two years for under 19) unless a prescription change is required than cost is covered as per Atlantic Blue Cross schedule.	Plan covers full cost, less the dispensing fee, of all prescriptions on Atlantic Blue Cross formulary.



Below is information re: CLC- fall workshops- Oct. 28 & 29/06. The local will fund (1) member to attend - registration and 1 day wage replacement - Interested people submit your name to Secretary - Diane Mak-Kaplan by Oct 3/06 @ 1600. Draw will be made at the Local meeting. This is the weekend immediately after the UNA-AGM and the Friday evening is mostly meet and greet (optional) and Sat is the full day education, Sun is AM only.



Canadian Labour Congress

Congrès du travail du Canada

## ***“Workers’ Rights Now More than Ever”***

### **REGISTER NOW!**

### **REGISTRAR**

Gordon Christie  
 Calgary & District Labour Council  
 #307, 315 - 10th Avenue S.E.  
 CALGARY, Alberta T2G 0W2  
 Phone:(403) 262-2390 Fax:(403) 262-2408  
 email: [cdlc@telusplanet.net](mailto:cdlc@telusplanet.net)

Cost of the institute will be \$90 per delegate for Labour Council affiliates; \$135 per delegate for non-affiliates of the Labour Council; \$15 for students and spouses (to cover lunch). CDLC subsidies available for underemployed/unemployed/low income registrants. Subsidized child care is available on request for CDLC affiliates. Fees include conference kit, workshop materials, coffee, lunch on Saturday and a free social. Cheques covering the registration fee should be made payable to the Calgary and District Labour Council.

Registrations are on a first come, first served basis, so please register early to ensure course selection. All registrations should be in the hands of the Registrar prior to Friday, October 6, 2006. A late registration fee of \$25 will be charged for all registrations received after the cut-off date. THERE WILL BE NO REFUNDS AFTER October 6, 2006.

The Calgary and District Labour Council encourages people of colour, youth, aboriginal workers, lesbian/gay/bi-sexual/trans-gendered people and disabled people to attend. Gender parity is our objective.

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CANADIAN LABOUR CONGRESS - EDUCATIONAL SERVICES  
**EDUCATIONAL WORKSHOP**

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CO-SPONSORED BY  
**CALGARY & DISTRICT LABOUR COUNCIL**  
 will be held at  
**BOW VALLEY COLLEGE**  
 332 - 6th Avenue S.E.  
 Calgary, Alberta  
 October 27 - 29, 2006  
 (Friday evening, Saturday all day and Sunday morning)



Canadian Labour Congress  
Congrès du travail du Canada



## PROGRAM

### Friday, October 27, 2006

Registration	6:00 - 7:00 p.m. - Room 503
General Plenary	7:00 - 8:30 p.m. - Auditorium - 1st Floor *
Free Ice Breaker Social	8:30 - 10:00 p.m. - Room 503

### Saturday, October 28, 2006

Late Registration	8:30 - 9:00 a.m. - Room 503
Class Time	9:00 - 10:30 a.m. - Classrooms
Break	10:30 - 10:45 a.m. - Room 503
Class Time	10:45 - 11:45 a.m. - Classrooms
Organized Lunch & Rally	11:45 - 1:15 p.m. - Room 503
Class Time	1:15 - 3:00 p.m. - Classrooms
Break	3:00 - 3:15 p.m. - Room 503
Class Time	3:15 - 5:00 p.m. - Classrooms

### Sunday, October 29, 2006

Class Time	9:00 - 10:30 a.m. - Classrooms
Break	10:30 - 10:45 a.m. - Room 503
Class Time	10:45 - 1:00 p.m. - Classrooms
Adjournment	1:00 p.m.

\*Please note that classes begin Friday evening and all sessions are mandatory\*

## COURSES

1. **Basic Union Steward Training:** What are the responsibilities of the Steward? Discussion and class exercises will assist you in the proper writing and handling of grievances, knowing your collective agreement and implementing the grievance procedure. The relationship of the Steward to the membership will also be discussed.
2. **WCB - Alberta Training Level II:** Prerequisite introduction to WCB or equivalent. The course will focus on the appeal process, including file preparation at both the appeals commission and decision review level. Excellent training for union stewards and WCB advocates including practical exercises covering appeals, temporary modified work programs and claims management.
3. **Effective Job Actions:** One of the most powerful tools that a union can use to achieve its goals is job action. This course will deal with the basics of setting up and coordinating job actions within your local, including worksite campaigns, community based actions and effective picket line activity.
4. **Facing Management:** This course provides an overview to management strategies and tactics and challenges local union leaderships to take on these strategies and create issues to galvanize the membership. Emphasis is placed upon dealing with managements outside the grievance meetings and collective bargaining table. This manual attempts to build the skills and confidence of those participants who may wish to contribute as local union leaders to safeguarding and building the local union and the labour movement.
5. **Running Effective Meetings:** Ever been to a meeting that looked like it might never end or accomplish anything? This course will teach people how meetings can be effective, accommodating and democratic. Both the consensus models and traditional parliamentary models will be explored and tools provided to ensure you can make either a productive meeting.
6. **Becoming a Better Ally (Thinking Equity):** In this course we will discuss "recognizing and challenging systemic barriers by some groups and the privileged position of others." If you have always wanted to begin the journey of becoming an ally and were nervous about making a mistake, this course will be for you. In this course we will start from the premise that equity is both an agenda to advance in our society and a challenge within unions themselves. True solidarity is about collective power when workers come together to support each other. Equity highlights the need to broaden the range of social identities reflected in union membership and leadership. The course will give participants an opportunity to talk about what it really means to be a better ally in a respectful and appropriate way. We will also look at how power works, who gets shut out, why and what we can do about it.

*Sick Leave*

***On Sick Leave?  
Called in by OH&S?  
Know your rights.***

Employees are **not** obliged to report to OH&S for interviews or medical examinations. You also have the right to take a union representative with you to **any** meeting.

**Your sick leave is your right!**

If you are off sick with an illness, whether it is brief or long-term, you are not obliged to reveal your diagnosis to your employer. The same apply if you have returned to work after sick leave.

If you believe you are being examined because of your use of sick time, contact your UNA representative immediately.

UNA Facility Collective Agreement, Article 18.

\*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](http://www.una.ab.ca) •

**Take Dr's note to the OH & S nurses in OH & S office (NOT to your PCM)**

## ***Computers taking time away from patients?***

***Frustrated because you don't  
have the time to provide care?***

# ***File a PRC!***

If you are unable to provide the bedside care you should because of short-staffing, a new administrative responsibility, or any other reason, one way to protect yourself is to file a Professional Responsibility Complaint. The PRC is a good way to document any concern relative to patient/resident/client care, including staffing issues.

If the new computer system is taking too much time away from actual care... document it, report it. Don't just do it once. If concerns occur again, document them again, file another PRC. The repeat PRC is NOT just extra, it helps to document the extent or recurrence of a problem.

### **PRCs work!**

Nurses all over Alberta have used the documentation created through PRC forms to demonstrate to managers that changes are needed. Time and again, nurses have improved the safety of care by documenting problems through the PRC process.

*September 2006*

UNA • CIP • Quality/PRC • 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](http://www.una.ab.ca) •

**SPOTLIGHT on your UNA contract**







# United Nurses of Alberta Local 115

## Foothills Medical Centre & Satellites

### Contact Information

#### Executive Members

##### President

Michelle Senkow: [msenkow@una.ab.ca](mailto:msenkow@una.ab.ca)

##### 1<sup>st</sup>.Vice.President

Bruce Chatterton: [bchatterton@una.ab.ca](mailto:bchatterton@una.ab.ca)

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Amy Li: [ali@una.ab.ca](mailto:ali@una.ab.ca)

##### Treasurer

Ross Pambrun: [rpambrun@una.ab.ca](mailto:rpambrun@una.ab.ca)

##### Secretary

Diane Mak-Kaplan: [dmak-kaplan@una.ab.ca](mailto:dmak-kaplan@una.ab.ca)

#### Grievance Committee

Michelle Senkow: [msenkow@una.ab.ca](mailto:msenkow@una.ab.ca)

Amy Li: [ali@una.ab.ca](mailto:ali@una.ab.ca)

Barb Lauzon: [blauzon@una.ab.ca](mailto:blauzon@una.ab.ca)

Mary-Jane Szigety: [mjszigety@una.ab.ca](mailto:mjszigety@una.ab.ca)

#### OH & S Committee

Michelle Senkow: [msenkow@una.ab.ca](mailto:msenkow@una.ab.ca)

Dianne Schwab: [dschwab@una.ab.ca](mailto:dschwab@una.ab.ca)

Malcolm Weisgerber: [mweisgerber@una.ab.ca](mailto:mweisgerber@una.ab.ca)

Susan Mayer

#### PRC Committee

Michelle Senkow: [msenkow@una.ab.ca](mailto:msenkow@una.ab.ca)

Carrie McDonagh: [cmcdonagh@una.ab.ca](mailto:cmcdonagh@una.ab.ca)

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#### Membership Secretary

Diane Mak-Kaplan: [dmak-kaplan@una.ab.ca](mailto:dmak-kaplan@una.ab.ca)

#### Newsletter Committee

Al Perreault: [aperreault@una.ab.ca](mailto:aperreault@una.ab.ca)

#### Southern Alberta Regional Office (SARO)

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Mon – Fri: 8:30am to 4:30pm (Sat, Sun, Holidays: Closed)

**SARO Phone: (403) 237-2377, Local Office Phone: (403) 670-9960, Fax: (403) 270-5749**

**Email the President: [msenkow@una.ab.ca](mailto:msenkow@una.ab.ca)**

**Local 115 Web Site: <http://local115.una.ab.ca>**