



United Nurses of Alberta Local 115 Foothills Medical Centre & Satellites



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Message from the President

Hope you had a good Thanksgiving and are getting ready for Halloween as the weather changes and the leaves fall. Many units are experiencing difficulties with computer training re: PCIS- glad the start date for FMC has been changed. Mandatory education is always PAID time and at the applicable rate of pay. We met with CHR prior to these computer changes being implemented and reinforced the best way for any Compulsory education- and computer training is nurses should be scheduled on days of work and bring in casual staff to cover the workload. Many units have called in the last weeks with problems- being scheduled for Computer training on Days off- doing Compulsory education on your day OFF is Overtime and should be paid at that rate. You should not surrender your DAYS OFF for education - if you have a choice book on days that you are working. Your time off is important. There are many concerns with the Xmas scheduling of hours: Please read Art 18 in the contract and call us if you have concerns.

Protect yourself and your patients by filing a PRC about unsafe issues or short-staffing or an OH & S report form to UNA about workplace safety concerns.

Take care,

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



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UNA Local 115 General Meeting



Date: November 08, 2006
Meeting Time: 1600 – 1800
Place: FMC AG4W



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 & 2007 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

Along with the usual discussion about UNA directions, elections and debates, the AGM will also have some special events and guest speakers. Michael Villeneuve RN, BScN, MS. is the Canadian Nurses' Association scholar in residence and a co-author of the recent major paper *Toward 2020: Visions for Nursing*. He will be discussing some of the major areas of change facing the profession.

This year there will also be a special report from the Parkland Institute on health policy in Alberta. Parkland's Research Director, Diana Gibson, co-authored Parkland's recent book *The Bottom Line: The truth behind private health insurance in Canada*. Ricardo Acuna, Parkland's Executive Director will be speaking along with Diana.

As well, Jane Sustrik, Heather Wayling and Donica Geddes will present pictures and a short report on their study tour in Nicaragua and Honduras with CoDev Canada.

The new DVD from UNA's 100 Years of Nursing Project will be available with 50 short films on nursing as well as hundreds of stories and photos from the past century. Video clips from the project as well as a short overview movie will also be shown on the big screen.

National Comparison of Key Nursing Contract Provisions

– August 2006 –

Statutory Holidays

| PROVINCE | NAMED HOLIDAYS | REGULAR RATE OF PAY ON STATUTORY HOLIDAYS |
|----------|---|---|
| UNA | 12 plus any provincial or federal proclamation. | 1.5 times basic rate and alternate day off. |
| BCNU | 11 plus any provincial or federal proclamation. | 2.0 times the basic rate and alternate day off. Super Stats: Christmas, Labour Day and Good Friday 2.5 times and alternate day of rest. |
| SUN | 11 plus any provincial, federal or civic proclamation. | 1.5 times basic rate and alternate day off. |
| MNU | 11 plus any provincial or federal proclamation. | 1.5 times and a day off or may opt to take the pay for that day. |
| ONA | 12 as set out in local conditions. Any provincial holidays declared will be substituted for one of the existing 12 days as directed by the local. | 1.5 times and an additional day off with pay. |
| FIIQ | 13 recognized statutory holidays. | Basic rate with alternate day off within 4 weeks. Paid 2.0 times basic rate, if unable to receive alternate day. |
| NLNU | 9 statutory holiday, but Thanksgiving and Armistice Day can be taken at other times by mutual agreement per hospital. Public Health nurses receive 13 statutory holidays plus one additional day agreed upon in each hospital. Any new federal or provincial proclamations shall apply. | 1.5 times basic rate in pay or time off earned at 1.5 hours per hour worked within two months. |
| PEINU | 11 plus any provincial or federal proclamation. | 1.5 times basic rate and alternate day off. |
| NBNU | 11 plus any provincial or federal proclamation. | 1.5 times hourly rate and the holiday rescheduled, plus 1/2 the hours worked to be taken as time off at a later date. Super Stats: Christmas, Labour Day and Good Friday 2.0 times hourly rate and the holiday rescheduled, plus the number of hours worked to be taken as time off at a later date. |
| NSNU | 11 plus any provincial or federal proclamation. | 1.5 times basic rate. |

Family/Special Leave

| UNION | FAMILY | SPECIAL |
|-------|---|--|
| UNA | Up to 4 days/year without loss of pay may be granted as either family leave or special leave. Special leave is subject to a pressing necessity. | Up to 4 days/year without loss of pay may be granted as either family leave or special leave. Special leave is subject to a 'pressing necessity' Terminal Care Leave: An employee with a relative (consistent with Compassionate Care Leave criteria) in the end-stage of life shall be entitled up to 6 months unpaid leave, but benefits will continue at normal cost sharing. |
| BCNU | Deducted from Special Leave bank. Maximum of 2 days at one time. | Accrual of 0.5 day/month to a maximum of 25 days in special leave bank. |
| SUN | Accrual of 2.66 hours/month to a maximum of 40 hours with pay. | <ol style="list-style-type: none"> 1. General Leave, without pay, not in excess of 22 working days/year shall be granted. 2. Leave over 120 days requires valid reason. 3. Terminal Care Leave: Family member in the end-stage, shall be granted up to 6 months leave, without pay. Benefits cease after 30 days of leave. 4. Long Service Leave: Employees with 3 or more years of service may be granted up to 3 weeks/year leave without pay. |
| MNU | Accrual of .25 day/month of income protection credits for family illness. No maximum. | Depending on specific purpose, income replacement credits may be applicable to offset pay. |
| ONA | No provision. | No provision. |
| FIIQ | 6 days/year from sick leave credits or without pay. | To attend to family member shall be granted up to 6 months leave, without pay |
| NLNU | Up to a maximum of 3 days / 8 hour shift and 22.5 hours/12 hour shift with pay. | An employee may be granted leave, without pay, in the event that an employee has no current or accumulated annual leave available, employee shall retain accumulated sick and vacation entitlement. Extended unpaid leave: Permanent employee who has completed a minimum of 2 years service shall be entitled to 12 months leave, for each two years of service to a maximum of 24 months. |
| PEINU | 5 days/illness to a maximum of 15/year. | <ol style="list-style-type: none"> 1. Leave with pay for serious illness in immediate family. Maximum 3 days. Extension not to exceed 2 days when illness occurs outside of province. 2. Leave without pay may be authorized in exceptional circumstances. Will not be reasonably withheld. |
| NBNU | 3 days. | No provision. |
| NSNU | 37.5 hours/year (prorated for part-time). | Employer shall grant unpaid leaves of absence for personal reasons. Compassionate Care Leave is 8 weeks unpaid leave. |

Bereavement

| UNION | NUMBER OF DAYS | RELATIONSHIP TO EMPLOYEE | ADDITIONAL INFO |
|-------|----------------|---|---|
| UNA | 5 | Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Former Legal Guardian, Step-Parent, Fiancé, Grandchild, Aunt, Mother-In-Law, Father-In-Law, Uncle, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Niece, Nephew, Same Sex Spouse, Step Brother, Step Sister, Step Child, | 2 travel days if required. |
| | 1 | Mourner, at the discretion of the Employer. | Relative or close friend |
| BCNU | 3 | Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Relative In Household, Grandchild, Mother-In-Law, Father-In-Law, | 2 additional days for travel shall be granted if Employer believes warranted. Special leave credits may be accessed as follows: 1 day for travel and 1 day may be added to the 3 days of compassionate leave. |
| SUN | 2 | Aunt, Uncle, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Niece, Nephew, Spouse's Grandparents, | Relationship to Employee - Or equivalent. 2 travel days if 500 km or more. |
| | 4 | Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Fiancé, Grandchild, Mother-In-Law, Father-In-Law, | Relationship to Employee - Or equivalent. 2 travel days if 500 km or more. |
| MNU | 4 | Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Former Legal Guardian, Step-Parent, Fiancé, Relative In Household, Grandchild, Mother-In-Law, Father-In-Law, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Spouse's Grandparents, | May be extended up to 2 additional days for travel. |
| | 1 | Pallbearer, Mourner, | |
| ONA | 1 | Aunt, Uncle, Niece, Nephew, | No provision for travel days. |
| | 3 | Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Grandchild, Mother-In-Law, Father-In-Law, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Spouse's Grandparents, | No provision for travel days. |

Bereavement *continued*

| UNION | NUMBER OF DAYS | RELATIONSHIP TO EMPLOYEE | ADDITIONAL INFO |
|-------|----------------|---|--|
| FIIQ | 1 | Grandparent, Grandchild, Brother-In-Law, Sister-In-Law, | Entitled to 1 day travel if 240 km or more. |
| | 3 | Parent, Brother, Sister, Step-Parent, Mother-In-Law, Father-In-Law, Daughter-In-Law, Son-In-Law, | Entitled to 1 day travel if 240 km or more. |
| | 5 | Spouse/Common-Law, Child, | Entitled to 1 day travel if 240 km or more. |
| NLNU | 3 | Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Former Legal Guardian, Relative In Household, Grandchild, Mother-In-Law, Father-In-Law, | Up to 4 days for travel to attend outside of the province. |
| | 1 | Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, | Up to 4 days for travel to attend outside of the province. |
| PEINU | 5 | Spouse/Common-Law, Parent, Child, Former Legal Guardian, Step-Parent, | 2 travel days may be granted. |
| | 1/2 day | Pallbearer, | Includes flower bearer or reader. |
| | 1 | Aunt, Uncle, Niece, Nephew, | Includes great-grandchild or great-grandparent. |
| | 3 | Grandparent, Brother, Sister, Relative In Household, Grandchild, Mother-In-Law, Father-In-Law, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Step Brother, Step Sister, | Definition of spouse: person to whom legally married, or person with whom living for at least 12 months as a couple in relationship of permanence. 2 travel days may be granted. |
| NBNU | 1 | Aunt, Uncle, Brother-In-Law, Sister-In-Law, Niece, Nephew, Spouse's Grandparents, | 1 travel day allowed. |
| | 3 | Grandparent, Relative In Household, Mother-In-Law, Father-In-Law, Daughter-In-Law, Son-In-Law, | 1 travel day allowed. |
| | 5 | Brother, Sister, Grandchild, | 1 travel day allowed. |
| | 7 | Spouse/Common-Law, Parent, Child, Former Legal Guardian, Same Sex Spouse, | 1 travel day allowed. |
| NSNU | 1 | Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Brother, Sister, | Without pay, 2 travel days if required. |
| | 7 | Spouse/Common-Law, Parent, Child, | With pay for immediate family. |
| | 1 | Aunt, Uncle, Niece, Nephew, Spouse's Grandparents, | Without pay, no travel days. |



Special UNA Local 115 Notice

Please make sure you have your UNA Membership Card and that your information is up to date (i.e. address and phone numbers). Negotiation time is approaching and the phone Fan - Out lists needs to be accurate. Please submit your changes by contacting the UNA Local 115 Office.

Letter to the Editor October 5, 2006

Re: Tense times in Emergency Rooms

Kudos to the Herald for bringing out the news that our Emergency Departments in Calgary are struggling with over-crowding, constrained staffing, and the constant bottleneck of too few beds to put patients in. As anyone who has had to wait in an ER knows, we do have problems.



However, I want to point out on behalf of our beleaguered ER nurses that there has been an unfortunate consequence of emphasizing individual "horror stories".

Our nurses are reporting that more people are showing up at Emergency departments hostile and angry. They expect a difficult time and are already stressed.

This does not help anyone get the care they need smoothly and as quickly as possible. And it frays the nerves for everyone involved.

We have an incredible staff of highly skilled Registered Nurses working in our Emergencies. Their first priority is always saving lives and easing pain for their patients.

Emergency nursing is one of the most challenging jobs you can imagine and our team does their absolute best to provide quality clinical care.

The Calgary Health Region is well-aware that capacity is a huge problem that affects the well-being and comfort of so many people. Nurses are providing them with good suggestions for improving care and streamlining faster care. But the bottom line is increasing the number of available beds. We sincerely hope the Region moves as fast as possible to do so.

As one Emergency nurse said recently, "I am so worn out by coming to work each day and having to say sorry, over and over."

There is a problem with news coverage that focuses on these painful "symptoms" – like not enough time to provide the extra bit of human care than can be so important. You risk missing the underlying "disease", the lack of beds, staff and resources that is the real cause.

Karen Craik, RN, Treasurer, United Nurses of Alberta



UNA sending members to CFNU Biennium



The biennial Canadian Federation of Nurses' Unions convention will be held in St. John's Newfoundland June 4 to 8, 2007.

UNA will fund up to 49 delegates to attend the convention. Confirmation of the UNA delegate entitlement will determine the exact number. UNA's delegates will be chosen as follows:

- 13 members from Locals with 500 or more members, ensuring at least one from every District.
- 20 members through a random draw
- 16 Executive Board members including the Executive Officers



On the Light Side

A man was wheeling himself frantically down the hall of the hospital in his wheelchair, just before his operation. A nurse stopped him and asked, "What's the matter?"

He said, "I heard the nurse say, 'It's a very simple operation, don't worry, I'm sure it will be all right.'"

"She was just trying to comfort you, what's so frightening about that?"

"She wasn't talking to me. She was talking to the doctor!"

Committee settles appeals of prescription denials

A special Joint Appeal Panel has resolved all but one of over 75 appeals of prescription claims. The single remaining appeal for a prescription will be going to the umpire stage for a final ruling.

The UNA Provincial Agreement covers all prescriptions, which has now been agreed includes: any substance administered orally, by injection, absorption or inhalation, provided that it is prescribed by a physician or dentist to correct or treat a medical condition based on a diagnosis and is dispensed by a pharmacist.

If the medication is rejected at the pharmacy and the plan does not cover the cost, members can appeal - either directly to the employer designate or members can call their Labour Relations Officer, who will assist with the appeal. If the matter is not resolved at that level, it may be submitted to the Joint Appeal Panel for review. (The Joint Appeal Panel is a provincial union/employer committee).

See UNA's website for more information, a copy of the appeal form and a list of employer designate contacts. Click on Prescription Benefit Appeal.



Fairness in Vacations

Article 17 in our Collective Agreement ensures that vacation time is scheduled fairly

The Vacation Planner

- Your manager must post a Vacation Planner on your unit by January 1st of each year. You submit in writing the time period you wish to take your vacation(s) by March 15th.
- The manager must post the approved Vacation Planner by April 30th.
- Seniority provides the guiding principle for allocating vacations.
- the Employer may not “carve out” a specific time period in which Employees are not able to request vacation eg. Christmas and New Years. The vacation year includes the whole calendar year and you are entitled to request vacation anytime throughout the year.
- Vacation requests after April 30th must be submitted in writing to the manager. They must respond within 14 days of your request.
- If your vacation request was not approved (or not responded to or delayed) by your manager, you have 10 working days to contact your UNA representative to raise your concerns regarding your vacation request and to file a grievance, if necessary.
- Your manager may not cancel or reschedule your vacation unless there is a critical, unforeseen emergency and the Employer can demonstrate that a bona fide attempt was made to address and resolve the emergency situation.
- If your manager does cancel your vacation, you are entitled to receive double time (2X your basic rate of pay) for all shifts worked during the period of vacation cancelled by the Employer. In addition, the Employer shall reimburse all non-refundable costs (e.g. airline or other tickets) related to the cancellation of the vacation.

Vacation entitlement depends upon your years of employment.

- To calculate the amount of your vacation entitlement, please refer to Article 17 of the Collective Agreement.
- If you do not use all your vacation entitlement during the calendar year you may make a request in writing to carry it forward to the next vacation year, which must not be unreasonably denied.

Article 17.03 (b)(i) “Where the number of Employees indicating a preference for a specific time period exceeds the number of Employees that can be allocated vacation during that period, vacation time is to be granted in order of seniority.”

Facility and Community Agreements 2001-2003.

*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 Executive or Labour Relations Officer.**

• 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 •

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 your 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



KJM • 2014 • Spotlight Sick Leave • 07-03



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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 • CSP • Spotlight PRC • 09/06



Questions?

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United Nurses of Alberta Local 115

Foothills Medical Centre & Satellites



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