



United Nurses of Alberta

Local 115

Foothills Medical Centre & Satellites

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Message from the 2nd Vice President

Happy Chinese New Year to everyone and if you were born in the year of the Boar, this is your year. I'd like to thank all of the members for electing me to the position of Second Vice - President. I am enjoying my position within in the executive very much. As Second Vice - President, my priorities in the month of February are to continue supporting the rest of the executive team and to continue to meet with members' needs and questions.

In the month of January, the majority of members of local 115 accepted the package of proposals put forward by Demand Setting. The top five priorities which the local ratified are as follows: Increase in wages, benefits, shift differentials and weekend premiums, vacation time, and pension. If you have any questions regarding the ratification of these or other priorities please contact the local office and a local executive can provide you with further information.

For many members, issues regarding negotiations are becoming increasingly important, therefore, I would like to provide you with resources to gather further information. The most important resources are your local representatives. First of all, talk to your local executive. Our job is to advocate for you, and any issues regarding negotiations are one of our top priorities. Secondly, it is important whenever possible to attend your local meetings as they provide essential information on the negotiation process. UNA also has both a fact line (1-800-804-4541) and a website www.una.ab.ca both of which are an excellent source of information.

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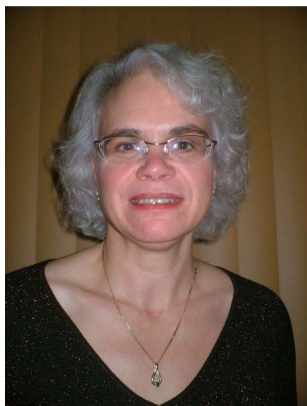
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Just a reminder in the near future, the Canadian Federation of Nurses Unions will be hosting a four day convention in St. John's, Newfoundland. Local 115 is pleased to be sending one executive and seven members while the UNA provincial office is also providing the opportunity for members to attend the conference. Any members interested in going to this convention are encouraged to fill out an entry form available through both the local office and the provincial office. The form for the local 115 draw is available in this newsletter on page 8. The provincial entry form is located in the January/February 2007 News Bulletin. Good Luck to all of you!

Amy Li

2nd Vice - President, Local 115
United Nurses of Alberta

**Check out the CFNU
Poster and Draw in
this Newsletter!**



Message from the President

Welcome Snow - it has been difficult for driving but the gardens and skiers love it. Signs of Spring are around us.

The UNA negotiating team is busy at work - meetings have occurred and continue - our contract expires on March 31/07. Confidential negotiating fan outs and information are accessible to UNA members. We all hope the talks will have a positive settlement soon.

As March approaches there are some contact allowances that you should be aware of and take advantage of. Three Professional Development days are to be taken by the end of March and cannot be carried over. These days are paid for your personal professional development - suggestions may be workshops or time spent studying on communication, computer skills or shift work. These are not the required compulsory education or in-services. Basically it's your choice, so make the request as per Article 35.03. Any questions or refusals call our office for assistance.

For clarification in regards to putting in a request to carry over your vacation or overtime banked hours:

Make the request in writing to your manager by March 31/07 and there is no requirement to state when you will take the time off. It is helpful for you to provide an idea of when you will take the time off and may facilitate the time off being given.

Many meetings are occurring with staff about safety issues and sick time. Reminder if you are requested to provide a Sick Note to take all **SICK NOTES** to OH & S office. Your personal health issues are confidential and sick notes also. OH & S has an obligation to provide confidentiality of all health information. If your are charged a fee

for the sick note - that should be reimbursed by the Employer. If you are called to a meeting to discuss your sick time or performance, call our office for assistance. You have rights and we are here to assist in all employment issues. If you are injured or have health conditions which require an accommodation to work - we can assist you with all those matters. The Employer has a Duty to Accommodate - it is required by law to take reasonable steps to accommodate individual needs to the point of undue hardship. An example is if you have a condition which only allows you to work 4 hours at a time or only lifting certain weights. Call us for assistance with these matters- it is important for your union to be involved as soon as possible to assist you with a successful outcome.

Important to update your name and address in our database so information can be provided to you, very important during these Negs times. Call the UNA office at 237-2377 to give your info.

Enjoy FAMILY DAY- hope you get to spend time with your family and enjoy.

Take care,

Michelle M. Senkow

President, Local 115
United Nurses of Alberta

CDLC Spring Labour School Draw!

CDLC Spring Labour School will be held in Calgary on April 27-29, 2007. Eight members will be drawn at the next South Central District meeting on March 8, 2007. If you are interested please submit your name in the SCD Draws folder by 1600hrs March 7, 2007.



NEWS

NEGS 2007 THE LATEST FROM THE BARGAINING TABLE



Left to right, top row: Sheila Dorscheid, Jodi Rutley, Daphne Wallace, Pippa Cowan, Arlene Moreside, Bernadette Bredin, Merlin ZoBell, Judith Christie, Marg Hayne. Seated: Judy Brandley, Heather Smith, David Harrigan and Wanda Zimmerman.

Bargaining Begins January 23

Contract negotiations started Tuesday, January 23 with the exchange of proposals between the UNA negotiating Committee and the health region representatives. For the first time in recent memory the employers brought in an in-going monetary proposal to the talks. With 29 days of bargaining scheduled in just over two months, both parties are pledging to work hard to achieve a tentative agreement by the time the contract expires on March 31, 2007. The goal is to reach a settlement UNA and the Health Boards of Alberta Services (HBA Services) have agreed to NOT negotiate through the media and issued a joint news release about starting the talks.

An overview of the Employers' proposals are available on UNA Net or from your Local Executive. A summary of both UNA's and the Health Regions' proposals will also be coming out in the next UNA NewsBulletin.

"These talks are critical to getting, and keeping, the nurses our health system needs," says UNA President Heather Smith. "We need innovative ways to deal with the shortage and we are looking forward to constructive talks that make real progress." "Alberta needs to expand our health system to meet the needs of our rapidly rising population," says UNA President Heather Smith. "In these talks, it is crucial that both parties, ourselves and the employers, demonstrate leadership and create good employment conditions for good nursing jobs. We must retain the nurses we have and ensure that Alberta is the number one province in recruiting new nurses."

Health employers and UNA will be working to address a number of significant issues such as quality patient/resident/client care, quality of work for nurses, retention of experienced nurses, patient safety and staffing issues.

"These important issues are a concern shared by employers, registered nurses and Albertans," said Shannon Larkins, spokesperson for participating health employers. "Nurses are critical members of the healthcare team in our regions and we need to ensure they can continue to contribute throughout their careers."

Further details about the progress of negotiations will only be released when the talks reach major decision points.

Casuals can cancel shifts

Casuals and employers can cancel casual shifts right up to the time the shift starts, says a new Joint Communication from UNA and HBA Services. But the document urges both nurses and employers to minimize cancellations and “consider the impact of their decisions.” The statement also says that communicating changes to scheduled shifts as far in advance as possible will help to maintain good relations. Copies of the Joint Communication are available from UNA Offices or from UNA Local Executives.

Reminding Albertans about the important work of RNs and RPNs



UNA currently has its largest ad campaign of recent years running on buses, rapid transit trains and billboards around the province. The slogan is “It takes Registered nurses for safe health care”.

The campaign reminds Albertans who UNA is and that nurses care about patients. It also helps to remind the Alberta government and HBA Services that we are ready to go public.

The transit posters will be up in Edmonton, Calgary, Lethbridge and Medicine Hat until February 4 or so. The billboards are going up at the end of January in Red Deer and in many rural locations and should have quite a local impact over four weeks.

The ads feature three UNA members, Luke Wong and Sheila Jensen who both work at the Royal Alexandra Hospital in Edmonton and Deb Adams-Druar who works in homecare nursing in Edmonton.

On the lighter side

I am five feet, three inches tall and pleasingly plump. After I had a minor accident, my mother accompanied me to the emergency room. The ER nurse asked for my height and weight, and I blurted out, “Five-foot-eight, 125 pounds.”

While the nurse pondered over this information, my mother leaned over to me. “Sweetheart,” she gently chided, “this is not the Internet.”

Calgary accused of "poaching" nurses from other provinces

Sarah McGinnis, CanWest News Service; Calgary Herald, Sunday, January 21, 2007

CALGARY -- A Calgary Health Region ad campaign to recruit nurses has drawn fire across the country from provinces who say Alberta is 'poaching' their nurses.

On Saturday, advertisements targeting registered nurses, licensed practical nurses and nurse practitioners appeared in newspapers across Canada as part of the Calgary Health Region's efforts to recruit more than 500 new nurses.

The ads drew immediate criticism from local media, with articles appearing in newspapers in Halifax, Saskatoon and Hamilton.

Calgary's print campaign is the latest blow to a beleaguered nursing force in Saskatchewan, said Rosalee Longmoore, president of the Saskatchewan Union of Nurses.

"Our units are already working in extremely stressful circumstances with increasing shortages, people being asked to work more overtime - so more workload - and at the same time there's been lots in the news about outbreaks of Norwalk virus and so on..." said Longmoore.

The situation hasn't been improved upon by the fact other provinces have been actively recruiting in Saskatchewan, offering packages and bonuses that province so far hasn't been able to match.

"We've heard of people who are actually going to B.C. for \$10,000 (bonuses) and I fear that we're going to end up in a bidding war across this country for the valuable resource of our registered nurses, and we're going to end up competing on the bonuses," Longmoore said.

Hamilton Health Sciences spokeswoman Gayle Holmes told the Hamilton Spectator that Calgary was "trying to steal our nurses.

"It's the start of the war over talent," she said.

Nova Scotia Nurses' Union president Janet Hazelton says her province "cannot afford to lose any nurses, not a one."

"We don't have enough even if we keep them all," Hazelton told the Halifax Chronicle-Herald.

The controversial ad says the Calgary Health Region is offering permanent nursing positions in both urban and rural communities with "excellent salaries, benefit packages and learning opportunities."

It says the region plans to hire more than 150 RNs and more than 50 licensed practical nurses within the next six months and urges anyone qualified to apply.

But Susan Cassidy, executive director of workforce strategies with the Calgary Health Region, said there are currently more than 600 nursing vacancies in the health region, in large part due to the Alberta population boom.

"That (boom) in turn has really increased demand on the system," she said. "The other key piece of it is education supply has not kept pace with demand."

That means the Calgary Health Region has had to start looking outside the region for nurses.

Calgary's need for nurses is great, agreed Canadian Federation of Nurses Union president Linda Silas.

Alberta has the highest paid and unpaid overtime in the country as hospitals try to stretch their current pool of nurses to fill a growing number of vacancies.

Silas says poaching nurses won't solve anyone's nursing shortage.

"The best PR Calgary can do is to have their own nurses stay and encourage their children and their neighbours to go into nursing.

"That's how we will rebuild the profession, not stealing from one another."

smcginnis@theherald.canwest.com

Calgary Herald



For Negs 2007 updates, visit <http://una.ab.ca/pages/bargaining.shtml>

Nurstoons



www.nurtoon.com

 ***SPOTLIGHT on your UNA Contract***

Professional Development

- Three paid days for professional development
- Twenty-three hours a year for in-services
- Up to five days leave, without loss of pay, for attendance requirements in a degree program

Three days for Professional Development (Article 35)

Three paid days for education or professional development must be made available “upon request”. The days are available to all Employees, full-time, part-time or casual. Professional development days are not “banked” from year to year. Employees must apply in advance in writing. Nurses may also be paid costs including transportation, registration, subsistence or other expenses, if the Employer approves them. A travel expense provision, Article 35.05, makes it mandatory for Employers to pay travel and expenses for staff to attend compulsory educational activities.

Twenty-three hours a year for in-services

The Employer must provide annual compulsory, paid time, in-services on: CPR, Anaphylaxis, Fire, Evacuation and Disaster Procedures, as well as Proper Lifting and Prevention of Back Injuries. In addition to these compulsory in-services, Employees must have the opportunity to attend at least 23 paid hours of in-service education provided by your employer each year. Home study time also paid! For any compulsory education, the Employer must pay all fee and material costs, an Employee’s course time and home study time if it occurs. Nurses have been paid 20 hours and more of home study time, in addition to course time.

Up to five days leave for study towards a degree (Article 22.05)

Employees must be granted up to five days leave without loss of pay (e.g. no pay for education on a scheduled day of rest) for attendance requirements in a university or college course as part of a degree relevant to nursing practice. Employees must inform the Employer in writing of the days they need for their educational program requirements.

Article 35, 22.05
Facility & Community Agreements*

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



LOCAL 115 DRAW!

We are holding a draw for 7 members of Local 115 in good standing to attend the Canadian Federation of Nurses Unions (CFNU) conference from June 5-8, 2007, in beautiful St. John's, Newfoundland and Labrador.

Submit your entry form (below) in writing to the Local 115 mailbox or by mail to:

United Nurses of Alberta
Local 115
Suite 300, 1422 Kensington Road, NW,
Calgary, Alberta T2N 3P9

Included for this trip is airfare, accommodation, registration and 2 days wage replacement. For the additional 2 days of education, the member will need to take professional development days, etc.

- The theme for the conference this year is Solidarity Without Boundaries.
- Come and meet nurses from across the country.
- Learn, plan, strategize and laugh together.
- Together is how we make a difference.

For more information about the conference, please visit the CFNU website at:
http://www.nursesunions.ca/cms/index.php/2007_convention

ENTRY FORM:

.....
LOCAL 115 – CFNU Draw

Name: _____ **Phone:** _____
UNA#: _____ **Signature:** _____

Drop this Entry Form into the UNA mailbox or by mail. Entries must be received by Wed. Feb 28 @ 1300.



United Nurses of Alberta Local 115

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