



# United Nurses of Alberta

## Local 115

### Foothills Medical Centre & Satellites

April 2007  
Issue 37

**Southern Alberta Regional Office, Local 115, Suite 300, 1422 Kensington Road NW, Calgary AB T2N 3P9.**  
**Web site:** <http://local115.una.ab.ca> **Email:** [msenkow@una.ab.ca](mailto:msenkow@una.ab.ca) **Phone number:** (403) 670-9960



### Message from the 1<sup>st</sup> Vice President

I am First Vice-president of Local 115 and have served in this position for more than three years. I work in the Operating Room at the Foothills Hospital on the Neurosurgical team. I enjoy my work and find it very interesting and always changing. I am also a Provincial Board member and currently the South Central District Chair. In the past I was President of Local 40 for many years and elected to sit on the Negotiating Committee.

Our contract has expired and we are still in bargaining with the employer. I know the Bargaining committee is working hard to achieve an outcome that is acceptable to the members. Daphne Wallace, who works on unit 112 at the Foothills, was elected to represent UNA members in South Central District on the negotiating committee. Daphne has a wealth of experience within UNA. Over the years Daphne has served in numerous positions within our local including Vice-President and Provincially as a South Central District Representative.

During this round of negotiations both parties have agreed to a media blackout. Members can access the latest negotiations information in UNA's website [www.una.ab.ca](http://www.una.ab.ca). For first time access you will need to follow the prompts on the UNA web site in order to access the members' only area. This only takes a few minutes to set up. I access this site daily and find the information informative and helpful. Members from around the province can also ask questions and post comments on this site. UNA has developed an excellent

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communication system. I hope more UNA members will access this site and take advantage of all the information.

It is a privilege to serve the members of Local 115. During negotiations it is important that you keep in touch with the Local Executive and let us know what your priorities are. Please call 670-9960 or email me at [bchatterton@una.ab.ca](mailto:bchatterton@una.ab.ca).

Yours in Solidarity,

*Bruce Chatterton*

Vice President, Local 115  
United Nurses of Alberta

## Local 115 - Nurses Tea

### Celebrating Nursing Week

### May 9, 2007

### 1300 - 1600

### Foyer - Coombs Theatre



UNA Negotiation Fact Line:  
(800) 804-4541

UNA Negotiation Email: [negotiations@una.ab.ca](mailto:negotiations@una.ab.ca)

All Negs info is CONFIDENTIAL to UNA members

## Nurses meet on negotiation proposals

Contract negotiations for the vast majority of the provinces Registered Nurses and Registered Psychiatric Nurses are slated to begin January 23. UNA and the Health Boards of Alberta Services (HBA Services) will be exchanging proposals that day for the provincial agreement that covers nurses working in the province's Health Regions.



UNA and HBA Services have already booked 29 days for negotiations over the next three months.

The provincial contract expires March 31, 2007. It had been a three-year term, beginning in April 2003, but nurses voted to extend it a further year. Contracts with many long-term care employers and the Alberta Cancer Board will also be expiring at the same time, and negotiations with these other groups will begin shortly as well.

UNA and HBA Services have undertaken NOT to negotiate through the news media, and although there is NO "media blackout", the expectation is that details of the talks will not be made public. All Health Region-employed nurses as well as many long-term care nurses, and Alberta Cancer Board nurses are included in the provincial negotiating round.



## Message from the President

Hello nurses- it is April and Calgary again has a snow storm, the weather does change every 5 minutes. Well we are in the middle of negotiations, tax time, CHR overcapacity plans and a possible Calgary Transit Strike vote.

Negotiations continue for our new contract. I would like to thank all the Negotiating Committee members for their hard work and perseverance. Our confidence is with you to advocate for our contract demands. The Employers proposals do not meet the expectations of our members and nurses are leaving for better contracts and work lives elsewhere. Please help yourself and all nurses by speaking up about the concerns of nursing and inadequate employer proposals - write or visit your MLA, talk to your PCM/Director and let them know. It is unacceptable that rollbacks are being proposed in a province with this wealth and prosperity. We the "hands of healthcare" deserve the very best working conditions and contract. I have been a nurse in Alberta for almost 30 years and have supported United Nurses of Alberta in their initiatives and actions to improve nursing and nursing work lives in Alberta. It is time for every nurse to protect our position statements- attend meetings, write comments and concerns and become involved to GAIN ADVANCES for our profession. UNA is US not they, and what are WE going to do TOGETHER for our profession.

On April 30/07 - the Vacation Planner on your unit will be POSTED again and every request you submitted should be a YES/NO. Pending is

not an answer. If a YES/No is not on your request- speak to your PCM and call our office at 670-9960 if the correction does not occur in a timely matter. If concerns arise a time limit of 10 working days (M-F, and no Stat holidays) is applicable - therefore the timelines to file a grievance about Vacation Planner requests you became aware of on April 30/07 would be May 14/07. Vacation should be granted by seniority and in 1 unbroken period- block of time as you requested.

Concerns re: CHR plans for Capacity are front and foremost now - nurses are running and overworked - HOW are we to care for 3 additional hallway patients!!!! They say hallway patients to the floors will be a last resort and we know it happens already. File PRC's for each and every shift that you/your patient is put in a short-staffing or unsafe situation.

Through all this turmoil we should still remember Nurses Week - May 6-12 and I would like to invite you to CELEBRATE the hard work and profession of nursing. Come to Coombs Theatre Foyer on May 9/07 (1-4) for our annual Nurses Tea- come have some cake and coffee. Get the newest UNA news and learn more about your union and what UNA does for you.

Thank-you to Diane Mak-Kaplan, our outgoing Executive Secretary for her hard work, and we wish her good luck in her ventures to USA. Welcome and congratulations to our newly elected Executive Secretary Cecilia Carrington-Jones and Membership Secretary Carrie McDonough.

Good Luck to the Negotiating Committee- get us a good contract.

In solidarity,

*Michelle M. Senkow*

President, Local 115  
United Nurses of Alberta

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**APRIL 28**

**NATIONAL DAY OF MOURNING FOR WORKERS KILLED OR INJURED ON THE JOB**



19th century coal miners carried a canary to tell if the air in the shafts was fit to breathe. If the oxygen was low or coal gases were at a dangerous level the bird would be the first to react and warn the workers to get out. The canary saved many lives and has become a symbol for worker's health and safety.

To find out more about the Day of Mourning, visit the CLC website, click on "organizing" and go to "health and safety".

**April 28th, 1984:** the Canadian Labour Congress established the Day of Mourning. Since then, we have made gains. On March 31, 2004 employers became more accountable with the enactment of Bill C-45, Amendments to the Criminal Code. Continuous struggle has brought us stronger laws and regulations and better collective agreement provisions. Still, every year, hundreds die and thousands are injured. **We need to do more.**

[www.clc-ctc.ca](http://www.clc-ctc.ca)

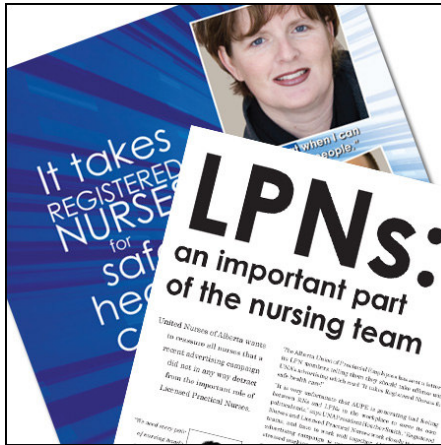


**Canadian Labour Congress**

**Congrès du travail du Canada**

Illustration based on archival photo: Hooper Mine, Timmins, Ontario, Canada, Year 1910. Photo courtesy of Mine Health and Safety Administration, US Department of Interior. Illustration and design: Jodi Kiehnert Design, CFP © CLC 2011

## LPNs: an important part of the nursing team



United Nurses of Alberta wants to reassure all nurses that a recent advertising campaign did not in any way detract from the important role of Licensed Practical Nurses.

The Alberta Union of Provincial Employees has sent a letter to its LPN members telling them they should take offense with UNA's advertising which read "It takes Registered Nurses for safe health care!"

"It is very unfortunate that AUPE is generating bad feeling between RNs and LPNs in the workplace to serve its own political ends," says UNA President Heather Smith. "Registered Nurses and Licensed Practical Nurses work closely in nursing teams, and have to work well together. AUPE's twist on our advertising campaign is very disruptive in a difficult and stressed working environment."

advertising campaign is very disruptive in a difficult and stressed working environment."

The UNA advertising – which ended in February – highlighted the shortage of nurses and its impact on safe care for patients. There is a serious shortage of LPNs as well.

Some LPNs have recently asked about joining UNA. This is most likely the reason AUPE has mounted its campaign to twist UNA's ad message to suggest it is offensive to LPNs.

UNA had no complaints about the ad from any other health professionals or from any individual LPNs until AUPE President Doug Knight circulated the letter. Mr. Knight had never contacted UNA about concerns with the ads.

"We would hope AUPE would stop this type of negative messaging immediately, it is causing nothing but ill will," says Heather Smith.

UNA's 2nd Vice-President Jane Sustrik met with David Suzuki during a special session arranged with the Alberta Federation of Labour. David Suzuki has just completed his national "If you were Prime Minister tour" to raise environmental issues in the next federal election. For more information see Dr. Suzuki's website: [davidsuzuki.org](http://davidsuzuki.org)





## Docs' new deal worth \$579 million in package of increases

Health and Wellness Minister Dave Hancock teamed up with Alberta Medical Association President Dr. Jerry Kiefer to outline a few of the details in the new two-year "wage re-opener" contract announced March 13.

On the surface, the increase to physicians' fees is 4.5% for each of the two years covered, but there are a number of other funding "envelopes" adding up to a total deal of \$579 million. The Physicians Services line item in the 2006-2007 provincial budget was about \$1700 million this year and Hancock admitted the deal represents a significant overall increase in the health budget.

The AMA agreement adds a new retention benefit, \$47 million that is divided up as an annual bonus to doctors. The full \$10,000 bonus is for doctors who have worked 20 years or more, doctors who work over 15 years in the province get \$8,000, and the bonuses reduce further for doctors with less experience in the province. It is also reduced for "part-time" doctors who bill less than \$80,000 a year.

Another new initiative is a \$56.5 million "clinical stabilization benefit" to help in locations that are under pressure and in under-serviced areas. There was also additional special funding to address increasing practice costs, computerizing records and in a number of other areas. No dollars or details were released on how these programs would work.

For a bit more detail see [albertadoctors.org](http://albertadoctors.org) and go to the President's Letter for March 13, 2007.

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## Registered Nurse grad numbers going up

After disastrous cuts in Registered Nurse graduates in the province, the number of new nurses coming through the system is again rising. The most current data provided recently by Alberta Advanced Education is that there were about 1,484 graduates from Registered Nurse (RN) education programs in 2005/2006. They anticipate that will increase to 1,687 RN graduates by 2008/2009 (estimated) and with new college degree initiatives, in excess of 1,800 graduates by 2011/2012.

The hospital-based nursing schools were closed in the mid-1990s and the number of Alberta RN grads bottomed out at 440 in 1998-99 and was only about 500 in 1999-2000. The number of new nurses is gradually picking up now, but over 30% of the province's 24,000 Registered Nurses and Registered Psychiatric Nurses are 50 and over and are coming up to retirement quickly. As many as 2,000 or more a year could be retiring in each of the next few years.



## Education

# Five Days Education Leave (without loss of pay) for work on a degree

## Written advance notice required

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 work on a university or college course as part of a degree relevant to nursing practice.

Employees who want to utilize the five days leave should inform the Employer in writing with as much advance notice as possible. Failing to do so, could result in the leave not being granted.

*From the UNA Provincial Collective Agreement*

*Article 22.05 (b) An Employee registered at a university or college pursuing a degree relevant to nursing on the Employee's own time who consequently is required to fulfill requirements established by the university or college, may be granted up to five (5) days leave without loss of regular earnings per year to fulfill such attendance requirements. Prior to commencement of such studies, the employee shall advise the Employer in writing of such program requirements.*

SPOTLIGHT on your UNA contract

January 2006

UNA - CIP - Spotlight - November 2005



**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) •



## Overtime

# What to do when you are asked to work for free!

Many care managers ask nurses to work overtime at straight rates. They are asking them to volunteer time, to “help out”.

But anyone who is working beyond regular hours is going to be less safe in their work. Working unexpected hours can mean working more fatigued. It can leave nurses resentful or worried about how they have to adjust their family’s life – daycare, even getting dinner ready.

Nursing managers must be encouraged to schedule adequate staffing and be prepared for reasonably predictable absences. If they don’t do it, then the Employers should pay the costs, not nurses and their families.

UNA Collective agreements specifically prohibit “sweetheart deals” or special arrangements between the Employer and individual Employees. Articles in the UNA agreements (Article 3.02) ensure that terms of employment must be negotiated through the union. That protects individual nurses from being pressured into working more, working cheaper or working in a less safe environment.

This solidarity protects nurses from being played off against each other. For example, it helps prevent a manager from saying, “If you don’t want the extra hours at straight time, someone else will.”

If no one works for free, managers can’t say this.

What do you say, when a manager asks you to work for free? It’s simple: No!

*2003-2006 Collective Agreement*

June 2005

UNA - CFP - Spotlight on Overtime - 0505

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](http://www.una.ab.ca) •





# 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)

##### **2<sup>nd</sup>.Vice.President**

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

##### **Treasurer**

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

##### **Secretary**

**Cecilia Carrington:** [ccarrington@una.ab.ca](mailto:ccarrington@una.ab.ca)

#### Grievance Committee

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

Kevin Champagne [kchampagne@una.ab.ca](mailto:kchampagne@una.ab.ca)

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

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

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

Jacalyn Elias-Tarnasky [jelias-tamasky@una.ab.ca](mailto:jelias-tamasky@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)

#### PRC Committee

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

Kevin Champagne [kchampagne@una.ab.ca](mailto:kchampagne@una.ab.ca)

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

Jacalyn Elias-Tarnasky [jelias-tamasky@una.ab.ca](mailto:jelias-tamasky@una.ab.ca)

Melanie McLeod [mmcleod@una.ab.ca](mailto:mmcleod@una.ab.ca)

Heather McCullough: [hmcculloch@una.ab.ca](mailto:hmcculloch@una.ab.ca)

Charlotte Parkinson: [cparkinson@una.ab.ca](mailto:cparkinson@una.ab.ca)

Tina Scott [tschott@una.ab.ca](mailto:tschott@una.ab.ca)

#### Membership Secretary

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

#### Newsletter Committee

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

#### **Southern Alberta Regional Office (SARO)**

Suite 300, 1422 Kensington Road, NW, Calgary, Alberta, T2N 3P9

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>