



# United Nurses of Alberta

## Local 115

### Foothills Medical Centre & Satellites

August/September  
2008  
Issue 42

Southern Alberta Regional Office, Local 115, Suite 300, 1422 Kensington Road NW, Calgary AB T2N 3P9.

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## Message from the Trustees

(August 2008)

It will soon be time for another UNA annual general meeting and we are receiving nomination forms from members who are interested in attending the meeting in Edmonton. The UNA AGM is a great educational opportunity and it is a wonderful introduction to the United Nurses of Alberta. The dates of the AGM are October 28, 29 & 30th. United Nurses of Alberta provides funding, including salary replacement for members to attend.

To date we have received 47 nomination forms. The local delegate entitlement averages between 46- 48 (one delegate per 75 members). It is important to remember that attendance at local meetings helps prepare members for delegate participation at the larger provincial meetings. It is also important that a local the size of 115 have a broad representation of delegates, ideally representation from all units. To date several units/areas do not have a delegate nomination, nor do they have a ward representative. A ward representative acts as a communication liaison between a unit and the Trustees or Local executive.

A list of units that require a ward rep or potential delegate representation at the UNA AGM is attached. Please review the list and contact the local office or trustees by email or phone and we will ensure you receive a delegate nomination form or add you to our ward rep contact list for local updates.

The deadline for receipt of nomination forms into the local office is September 4th. The local meeting where delegate elections take place is September 11th at 1600 hrs.

Following the UNA annual meeting, the Trustees hope more members will be willing to attend local meetings and perhaps consider putting names forward for possible committee involvement and Local Executive positions at a future Local annual general meeting.

One of the goals of the Trusteeship is to have a Local annual general meeting with elections prior to December 31, 2008. Orientation and Education will be provided to members who are elected. Previous lack of experience should not be a deterrent.

Support will be provided.

Local Office phone number: (403) 670-9960

Local office email: [local115exec@una.ab.ca](mailto:local115exec@una.ab.ca)

Ward Representatives required for:

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Spinal cord injury clinic, anticoagulation, Transplant clinics, UCMC clinics, Psych Emergency, OR/PARR, units 22, 27, 41, 46, 47, 61

Delegate Nominations required:

OR/PARR, NICU, Psych Emergency, UCMC clinics, stroke clinic, spinal cord injury clinic, units 21, 22, 23, 24, 30, 31, 32, 37, 41, 42B, 46, 47, 61, 71, 82, 100, 101, 102

Thank you from Trustees,

*Karen Craik, Daphne Wallace,  
Tanice Olson & Blanche Hitchcow*

### UNA awarding seven scholarships to first year nursing students

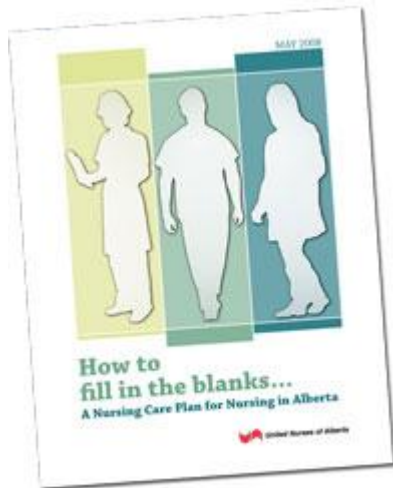
This year UNA will be awarding seven Nursing Scholarships to assist students in their first year of an accredited nursing program in Alberta. The Scholarships are \$750.00 each. The students must be related to a UNA member in good standing, complete a short essay and submit an endorsement (from an unrelated individual) to be eligible for the award. More information and the application form is all available on the UNA website

<http://www.una.ab.ca/resources/scholarship/>

## Educational opportunities coming up in the fall

Current Ward Reps, who have not attended a provincially funded Ward Rep. Workshop, please call the Local Office to be registered. Any member interested in becoming a Ward Rep. or a PRC or OH&S Committee member, please contact the Local Office and we will register you in the appropriate educational session.

## Nurses present plan to heal nursing in Alberta



Download a PDF of the Nursing Care Plan

<http://una.ab.ca/news/archive/pdfs/NursingCarePlan.pdf>

## UNA Nurses Rally



Over 200 UNA nurses rallied at the Legislature to celebrate Nurses' Day and to call on the government to act now on eight recommendations to tackle the nursing shortage. The white silhouettes represented "the blanks that need filling" the nursing jobs that are vacant in Alberta.

# IMPORTANT UNA DATES

## Local 115 Local Meeting

**Date:** Sep 11, 2008

**Place:** Auditorium (Ground Floor FMC)  
(Selection of delegates for AGM)

**Time:** 1600-1800

## Local 115 Meeting / AGM Prep\*

**Date:** Oct 7, 2008

**Place:** AGW4 (Ground Floor FMC)  
(Local Meeting first part / AGM Prep. for delegates last half of meeting)

**Time:** 1600-1900

## Local 115 Delegate Prep Meeting\*

**Date:** Oct 14, 2008

**Place:** SARO, 300-1422 Kensington Rd. NW  
(Delegate prep meeting)

**Time:** 1700-1900

*\* It is the expectation that delegates will attend one of the meetings for delegate preparation on either Oct. 7 or Oct. 14.*

## UNA AGM

**Date:** Oct 28, 29 & 30, 2008

**Place:** Edmonton

## Local 115 Local Meeting

**Date:** Nov 13, 2008

**Place:** Auditorium (Ground Floor FMC)

**Time:** 1600-1800

 **SPOTLIGHT on your UNA Contract****Recruitment****Supernumerary Nurses MUST be in addition to regular staffing**

The Letter of Understanding on Retention and Recruitment Initiatives in the Provincial Agreement includes a special provision to encourage recruitment. Health Regions are able to hire new graduates into special Supernumerary positions, without posting these positions.

Supernumerary means these new graduates work under supervision in addition to regular staffing, and do not replace regular staffing.

If the regular staff complement on a unit is 5 nurses, then if there is a supernumerary nurse, the count must be a total of 6 nurses.

The Letter stipulates:

“These positions shall not be part of the staff count. There shall be no reduction in the number of nursing hours worked on any unit as a result of the creation of these positions.”

This also means supernumerary nurses cannot replace regular staff under any circumstance. They cannot be brought in on an overtime shift to cover for a nurse in a regular line who is off.

*UNA Provincial Agreement 2007-2010*

**Overtime****Don't get talked out of your overtime!**

Nurses often miss coffee and meal breaks or have to work late because they just can't get away and their patients need them.

That's overtime, even if it is NOT authorized in advance by your manager.

Some managers say missed breaks cannot be overtime if they are not “authorized” in advance. But the UNA Provincial Agreement makes specific provision for this in Article 8 on Overtime.

*8.01 b) The Employer shall not unreasonably deny authorization after the fact for overtime worked where such overtime arises as a result of unforeseeable circumstances in which it is impossible to obtain prior authorization.*

If your manager or supervisor is being “unreasonable” in denying overtime, don't hesitate to contact your Local Executive or your Labour Relations Officer.

*UNA Provincial Agreement 2007-2010 , Article 8.01*

## New nurses quitting because of overwork, Alberta union says

Thursday, August 14, 2008 | 10:13 AM MT

CBC News

The shortage of nurses in Alberta will only worsen as many young RNs quit their jobs complaining of overwork, says the United Nurses of Alberta.

Thirty per cent of nurses are leaving the profession within just five years of graduation, said Karen Craik, spokeswoman for the union that represents about 25,000 nurses.

Craik said on Wednesday that she gets a lot of calls from frustrated nurses.

The union representing registered nurses in Alberta says 30 per cent of nurses are leaving the profession within five years of graduation. (CBC)

"A disturbing thing with younger nurses is that because of the workload, and just other nurses being too busy to do actual mentoring, we are seeing high rates of nurses just saying after a couple of years, 'I can't deal with this.' So, they leave the profession altogether," she said.

At the same time, she said, nearly 40 per cent of Alberta's RNs are close to retirement age.

"It's a real concern because when you're looking at an aging workforce, you want to have nurses that are going to be in the system to replace the nurses that are retiring," Craik said.

"And, if they're not there to replace them, then who's going to get nursing care?"

Hospitals around the province are struggling with sicker patients and with bed and staff shortages, she said.

Alberta's universities and colleges have increased the number of nursing graduates recently, Craik said, but that isn't helping the health-care system when so many nurses are quitting early on in their careers.

Lorraine Watson, associate dean in the faculty of nursing at the University of Calgary, said it's hard to say where young nurses are going once they leave the profession.

"We're definitely aware the nursing environment these days is not ideal because it's such an acute, complex working arena. So, it does make for definite challenges," Watson said.

The university is working on a program that would see registered nurses practicing in hospitals get more training and act as mentors for students, Watson said.

They're hoping this program will give nurses more variety and satisfaction in their work, she said, and perhaps keep them on the job.

A recent survey of 1,500 UNA members found that nearly 70 per cent of nurses have a workplace that is understaffed every day.

The survey also found that for a vast majority of shifts, nurses who are off ill or on vacation are not replaced. This means the remaining nurses have to pick up the extra work.

In May, more than 150 nurses rallied in front of the Alberta legislature in Edmonton calling on the province to recruit more members for the profession and improve working conditions.



## Memo shows Liepert's direct control

Liberal MLA Hugh MacDonald recently gave media a leaked Memorandum showing that Health and Wellness Minister Ron Liepert kept direct control over the new Alberta Health Services Board. The wording couldn't be more specific: "The Board shall comply with all directions of the Minister."

MacDonald raised concerns that the structure gives Liepert complete power to turn more and more health services into for-profit health businesses. "What that means to Albertans is more private health care and less public health care."

The Memorandum of Understanding is explicit: the Health and Wellness Minister may give any direction to the Board, including "priorities and guidelines", "clinical and operating standards", and "a provincial service delivery plan".

## Doctors still talking for-profit health care

The Canadian Medical Association (CMA) of the country's doctors is discussing more private health care at its annual meeting to be held in Montreal August 17-20. Leadership of the CMA will pass from Dr. Brian Day, a vocal proponent of privatization and owner of a private clinic, to Dr. Robert Ouellet, another physician who owns a network of private clinics. The CMA will be hosting a session on "patient-focused funding". This funding formula, also known as 'payment by results' and 'volume-based funding', is a ruse for privatization. In most countries where it's been introduced, and certainly in Canada, it comes with competition and commercialization, forcing hospitals to compete for patients and the public dollars they will bring with them.

The Canadian Union of Public Employees has launched a letter-writing campaign to warn about the danger to medicare of these moves. Find it on-line at: <http://www.cupe.ca/action/keephealthcarepublic/>.

## AUPE reaches contract for LPNs

A tentative agreement was signed June 27 between the Alberta Union of Provincial Employees and HBA Services on a four-year contract for more than 13,000 Auxiliary Nursing Care employees in all nine health regions.

The LPNs get a general pay increase of 5 per cent in the first year, 5 per cent in the second year, and 4.5 per cent or the Alberta Average Weekly Earnings (whichever is higher) in each of the third and fourth years.

In addition, more than 90 per cent of the employees in the bargaining unit will receive a market adjustment of 10 per cent in the first year of the agreement, for a total first-year pay increase of 15 per cent. Some groups of employees will receive larger market adjustments, AUPE says.

## A Swedish neurosurgeon at a Stockholm hospital

A Swedish nurse could lose her job after posting photos of brain surgery and a back operation on Facebook. Although the patients could not even be identified in the photos, the chief of neurosurgery at Karolinska

University Hospital says putting up the 14 photos violated the hospital's ethical code. Svensson said the nurse was devastated at the consequences of her actions.

## Cease and Desist order for Liepert

Friends of Medicare has launched a petition calling on the Health Minister to cease and desist from further dismantling of our public health care structure. The petition calls on the government to disclose full details of any Health and Wellness plan for the health system. Friends of Medicare says Mr. Liepert has announced significant changes without making public any overall plan or blueprint for the changes. "Mr. Liepert must not undertake any new expansion of for-profit business delivery of health care services." More info and a copy of the petition is available on the Friends of Medicare website at: <http://www.friendsofmedicare.ab.ca>.



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

## Contact Information

### Trustees

**Karen Craik** [karen@una.ab.ca](mailto:karen@una.ab.ca)  
 Secretary Treasurer

**Daphne Wallace** [daphne@una.ab.ca](mailto:daphne@una.ab.ca)  
 South Central District Representative  
 Member Local 115

**Blanche Hitchcow** [blanche@una.ab.ca](mailto:blanche@una.ab.ca)  
 Member Local 308 Calgary Rural Community

**Tanice Olson** [taolson@una.ab.ca](mailto:taolson@una.ab.ca)  
 South Central District Representative  
 2nd Vice President Local 1

### Grievance Committee

Kevin Champagne [kchampagne@una.ab.ca](mailto:kchampagne@una.ab.ca)  
 Barb Lauzon [mblauzon@una.ab.ca](mailto:mblauzon@una.ab.ca)  
 Mary-Jane Szigety: [mjszigety@una.ab.ca](mailto:mjszigety@una.ab.ca)

### PRC Committee

Kevin Champagne [kchampagne@una.ab.ca](mailto:kchampagne@una.ab.ca)  
 Heather McCulloch [hmcculloch@una.ab.ca](mailto:hmcculloch@una.ab.ca)  
 Charlotte Parkinson [cparkinson@una.ab.ca](mailto:cparkinson@una.ab.ca)

### OH & S Committee

Position to be filled

### Membership Secretary

Blanche Hitchcow [blanche@una.ab.ca](mailto:blanche@una.ab.ca)

### Newsletter Committee

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

**Don't be intimidated!**  
**Overtime is**  
**Overtime!**

**Get ALL your work time paid!**



### Southern Alberta Regional Office (SARO)

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