



United Nurses of Alberta

Local 115

Foothills Medical Centre & Satellites

June
2009
Issue 45

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Message from the Vice President

(June 2009)

TIME TO STAY TUNED IN, THINK ABOUT WHAT I CAN DO & DO IT, so Nurses do not become DOA!

I was thinking about what I am going to write that members would want to know.

In talking to members, these are some of the concerns:

- Where did all the nursing postings go?
- How will the restructuring of AHS impact my employment and current workload?
- Am I at risk to lose my position?
- Can the Union be dissolved?
- Can AHS eliminate RN/RPN positions?
- What happens if AHS closes beds?
- What are my rights under the collective agreement?
- How am I going to survive?

A month ago, I didn't think I would be listening to nursing graduates being interviewed concerned that they may need to relocate outside of Alberta to seek nursing employment. Or supporting members receiving their layoff notice.

According to AHS (Alberta Health Services) there is a "Vacancy Management Process". In essence, this process is for reviewing each job to ensure that it is necessary. The underlying question is what was the purpose or motive for taking away the postings? Dr. Duckett says, the purpose is to make himself accountable for each position in the region. Was it driven by fiscal management or a plan to re-title the positions and re-post? It will all play out shortly.

It has not changed the fact that frontline nurses continue to work extra shifts for short notice calls and cover vacant positions. Management, at times continues to pay overtime for positions that they do not have permission to fill. Nurses do care what happens to each other and their patients. All the restructuring has done is create anxiety and mistrust of the leadership.

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UNA Local 115 General Meeting

Date: Sep 1, 2009

Time: 1600

Location: FMC, Auditorium



Credit: Mike Constable, union-art.com

Message from the Vice President

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I would hope there were lessons learned from the 1990's, when nurses had to re-locate and leave their extended families for employment in other provinces and countries. From this, I would also hope that as a membership, we stand together with a united voice, so nurses are not again put in the position of leaving the province to work.

We now have an opportunity to pull together and strengthen our commitment to each other. Apathy may be our worst enemy at this time. I say this, not to point fingers at members, but in response to Dr. Duckett's answer to a question posed to him at a forum in Calgary. This forum was to reveal his restructuring plan for AHS, he clearly stated "because Staff had not told him differently". Unfortunately, Staff had the impression by not responding to Dr. Duckett's survey/blog, would mean everything remained the same.

Most of the answers to the questions above are right here amongst us. It is us, as Nurses and our Collective Agreement that will assist us through this trying time. Most importantly, it will be what we do to support each other, to not get caught up in the political game at play that will help us all survive another attack on nurses. So lets stand together and deal with the issues at hand.

Kathleen Hamnett

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United Nurses of Alberta,
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http://www.pialberta.org/program_areas/Seniors



UNA Local 115 Nurses Week Draw Winners!

\$250 Gift Cards

- General member-at-large - pending, name to be forwarded soon



Raffle table attendance

- Daphne Wallace - Neuro



New UNA email account created

- Mohamad Hassan Hlaihel - unit 61



Travel Organizers

- Maria Toth - unit 62
- Mona Chorney - unit 24 (mood disorder clinic)
- Theresa Curran - unit 72
- Jamie Frew - 4th flr Gastro
- Berna Frattaroli - OR



UNA Mugs

- Cameron Westhead - OR
- Theresa Durant - unit 92
- Denise Moran - PACU
- Paula McDonald - PACU



Water Bottles

- Christy Ungar - OR
- Kate Rosgen - unit 41 (day surgery)
- Cari Marcia - unit 102



Blankets

- Jessica Horvath - unit 47a
- Scott Hardstaff - unit 112
- Leslie Stephens - unit 47a
- Leigh-Ann Postowski - 4th flr Gastro
- Paula Horky-Mental Health





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Events Calendar

Local 115 Ward Rep Dinner

Date: Jun 25, 2009

Place: Home Food Inn Peking Cuisine, 5222 MacLeod Trail SW Calgary, AB T2H 0J2

Time: 1800-2030

Note: Please notify the local if you are interested, at least one week in advance.

Last Day for AGM Nomination Forms

Date: Aug 21, 2009

Note: AGM nomination forms to be into the local office by Aug 21/2009 by 1600hr at the Southern Alberta Regional Office.

Last Day for Negs Questionnaire Forms

Date: Aug 21, 2009

Note: Negs forms to be into the local office by Aug 21/2009 by 1630hr at the Southern Alberta Regional Office.

Last Day for Provincial Executive Nomination Forms

Date: Aug 28, 2009

Note: Forms to be submitted to the UNA Provincial Office.

Local 115 Local Meeting

Date: Sep 1, 2009

Place: Auditorium (Ground Floor FMC)

Time: 1600-1800

Note: AGM Delegate vote to be held & Voting on Negs Submissions to be forwarded.

Events Calendar

Last Day for Demand Setting Nomination Forms

Date: Aug 28, 2009

Note: Negs forms to be into the local office by Aug 21/2009 by 1630hr at the Southern Alberta Regional Office.

Local 115 Ward Rep Dinner

Date: Sep 23, 2009

Place: Home Food Inn Peking Cuisine, 5222 MacLeod Trail SW Calgary, AB T2H 0J2

Time: 1800-2030

Note: Please notify the local if you are interested, at least one week in advance.

Local 115 Local Meeting

Date: Oct 6, 2009

Place: FMC – AGW4

Time: 1600-1800

Note: Demand Setting Info & Voting on Negs Submissions to be forwarded.

UNA Annual General Meeting (AGM)

Date: Oct 27, 28 & 29 - 2009

Place: Edmonton

UNA Demand Setting

Date: Nov 24, 25 & 26, 2009

Place: Edmonton



SPOTLIGHT on your UNA Contract

Breaks

Nurses need their breaks

Safe nursing practice includes meal periods and breaks. They are essential to good practice and our Collective Agreement safeguards Employees' breaks. The Agreement specifies that every Employee gets full breaks, or if it is absolutely not possible, they must be paid for scheduled work during breaks and paid double time if the break is not re-scheduled.

Article 7.01

- c) Although meal periods are excluded in the calculation of regular hours of work, Employees required to be readily available for duty during their meal period shall be so advised in advance and paid for those meal periods at their Basic Rate of Pay.
- (d) Employees recalled to duty during their meal periods or rest periods or unable to take a rest period or meal period, shall be given a full meal period or rest period later in their Shift, or, where that is not possible, be paid as follows:
- (i) for a rest period, at 2X their Basic Rate of Pay rather than at straight time; or
 - (ii) for a meal period for which the Employee is entitled to be paid under Article 7.01(c), at 2X their Basic Rate of Pay rather than at straight time; or
 - (iii) for a meal period for which the Employee is not otherwise entitled to be paid, at 2X their Basic Rate of Pay.

UNA Provincial Agreement 2007-2010

Named Holidays

Employers CANNOT just pay out Named holidays

Shift Cancellation

Casual & Part-time nurses must be paid at least 4 hours for any fully or partially cancelled shift.

If you report to work and any part of your shift is cancelled, you must be paid for four hours as "cancellation pay". If any part of a shift is worked and the balance cancelled, the Employee must be paid the hours worked plus the penalty four hours. If there are less than four hours remaining in the shift, the Employee must be paid for the full hours of the shift.

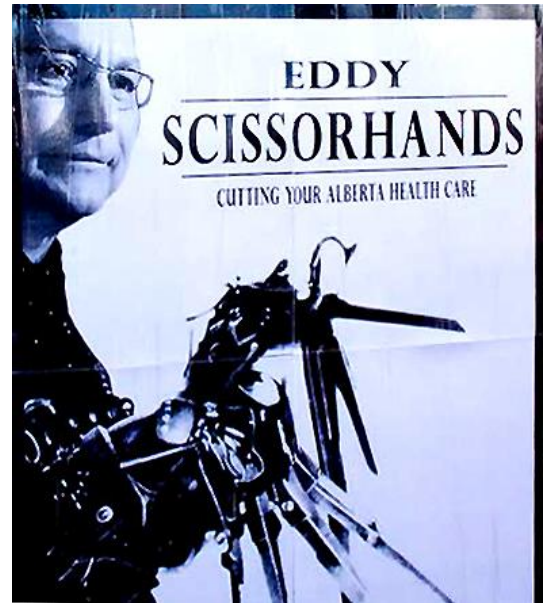
Examples: Some Employers have told nurses when they come in that the entire shift is cancelled, but since they have to pay them for four hours anyway, the nurse must work for four hours. **WRONG!** If they were asked to work part of the shift, they would be paid for the hours worked plus a four-hour penalty, or for the full balance of the shift if it was less than four hours.

If a nurse is sent home after working, for example, 5 hours of a 7 3/4 hour shift, he or she must be paid for the 5 hours worked plus the 2 3/4 hours left in the shift. If a nurse works just 2 hours of a shift, she or he must be paid for the hours worked plus the four hour penalty.

Article 30.03 (a)

"Too many nurses"????

AHS switches to meeting budget demands rather than patient needs



UNA Media Release

Hiring freeze running up overtime bill, closing hospital beds, delaying care for Albertans

The de facto hiring freeze by Alberta Health Services is reducing care available to Albertans all over the province, says the United Nurses of Alberta.

"Alberta Health Services has cancelled many, likely hundreds, of nursing job postings in the last few weeks," says UNA Director of Labour Relations David Harrigan.

On June 4 there were no nursing job vacancies in the Calgary area on the AHS website. In a region that employs thousands of nurses, over a hundred jobs have usually been empty at any one time.

"We know there are many, many jobs that are vacant and these are nurses who are needed to care for patients," David Harrigan said.

The nurses' union is filing grievances about the deliberate vacancies. The empty jobs are putting tremendous strain on everyone.

"AHS can say it's not a freeze, but the effect is pretty chilling in Alberta's health system," says David Harrigan. "This is a huge cut in services for Albertans and the impact will be noticed by many patients who have to wait longer to be seen or wait longer when they call their nurse."

"Albertans need to know about the impact these decisions will have. We are very concerned when CEO Duckett says every nurse he doesn't hire today is one he doesn't have to lay off tomorrow. He's saying health care staffing is being cut back a great deal," Harrigan says.

An electronic record of postings and filled jobs obtained from central Alberta (see attached) shows more vacant positions cancelled than hired.

UNA has received reports about impact of the hiring freeze from nurses all over the province. The location and identity of the nurses has been removed to protect them from possible employer retribution.

"I have three vacancies in my local which the employer is not filling but instead using mandatory OT to have RNs work the shifts. There are no casual RNs on either of these two units. One of the units did have a posting go up this

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Hiring freeze running up overtime bill, closing hospital beds, delaying care for Albertans

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week for casual but not for the empty line. I also have a weekend worker who is constantly getting vacation denied as there is no staff to work the shifts," reports one nurse.

"We actually had 9 nurses on overtime tonight including one who stayed for 4 hours after her 12 hour shift to help out. This unit expects nurses to call in at 5:30 to see if they're still needed for overtime, and not the unit calling the nurse to tell them they're being cancelled."

"But now vacancies don't seem to be getting posted (our manager has sent in the request but as of a couple of days ago it was not on the web). So once again we have some shifts with only one nurse to assess and treat up to 50 plus patients in the ER department."

"In our hospital this past weekend 2 RN's and 1 LPN each worked a 16 hour shift. All job postings have been taken down."

"Over the past weekend they would not or could not fill sick time vacation etc. so they closed 4 beds." More comments from nurses appear on the United Nurses of Alberta website: www.una.ab.ca. United Nurses of Alberta is the union of over 24,000 Registered Nurses, Registered Psychiatric Nurses, and allied health workers including Licensed Practical Nurses and others.

Nurses turn up heat on health care cuts

UNA is mobilizing nurses across the province to take action to protect the public health care system from more damaging cutbacks.

"Alberta Health Services is cutting hundreds of nursing jobs, management jobs and services," Heather Smith said in Edmonton on Monday. "They are drastically reducing the public health system available to citizens, and they are trying to pretend that they are not," she said.

At a meeting of 250 nursing leaders, Heather Smith launched the nurses campaign to contact elected representatives to inform them and members of the public about what the cuts will mean to the care of Albertans.

"Albertans are feeling the impact of these cuts on their care now," said Heather Smith, "and they will only feel it more and more. We now that waits for procedures and surgeries is already going up drastically."

The nurses union says the cuts to the public system are a backdoor way to expanding demand and opportunities for private, for-profit medical entrepreneurs.

"Ed Stelmach said no more "Third Way" but he is clearly proceeding fast with the same plan for cutting public and boosting private health care in the province," Heather Smith said.



Nurses at the UNA Presidents' Meeting in Edmonton, June 15, 2009.



Heather Smith speaks to CTV about nurses turning up the heat on MLAs about health care cuts.


Negotiations ²⁰¹⁰ *forward together*



Remember!

To Return Your Negotiations Questionnaire.

Return this questionnaire to your local president, or drop it off at the following postal address:



Member Questionnaire

What do you want in our next contract?

- 1. About your working position**
 Employment status: Full-time Part-time Casual Temporary
 Type of unit/How you work (if Reg. Medicine, CC/IC, Home Care, etc.) _____
 Term: What length should the contract last? 1 year 2 years Other (specify) _____
- 2. Wages** What would you consider to be a reasonable wage increase?
 I _____ /over 1st year of contract I _____ /over 2nd year of contract
 Other _____
- 3. Scheduling** What changes to the scheduling positions would you propose _____
 Your shift: 1 hour 2 hour 3 hour Other (specify) _____
- 4. Absence/Pension** What changes would you propose?

- Vacation Allowance	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____ /year
- Dental/Day Care/Book	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____ /year
- Change Responsibility Pay	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____ /year
- Training Staff Differential	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____ /year
- Night Shift Differential	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____ /year
- Weekend Premium	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____ /year
- Overtime	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____ /hour
- Transportation Allowance	<input type="checkbox"/> No Change	<input type="checkbox"/> Increase to \$ _____ /month

 Other change or comment _____
- 5. Health Benefits** What changes should be made to these provisions?

www.una.ca/questionnaire/return-your-questionnaire

Please complete and return to your Local President.

Approved Posting _____
 United Nurses of Alberta, June 3, 2009

Every UNA member has a say!

*You can make your proposals
and suggestions.*

*You can vote on proposals
at your Local meeting.*

*You can elect your representatives
to the Demand Setting Meeting.*

You vote on the final proposals.

*UNA insists that it does not accept
any agreement except by a vote of
the members. That means nurses
do not accept contracts imposed by
arbitration or legislation, but only by
a free and democratic vote of nurses!*



Please return the questionnaire to your Local President.



**Local #115
Delegate Nomination Form**

I wish to let my name stand as a voting delegate for the United Nurses of Alberta Annual General Meeting on **October 27, 28 and 29, 2009.**

Name: (Please Print)

E-mail Address (Please Print Clearly)

Home telephone #: _____

Unit: _____ UNA ID#: _____

Abutting shift(s): Abutting shifts must be pre-approved by the Provincial Treasurer. Please indicate the date(s). **October 28, 2009 evenings/nights and October 29 nights.**

October 26, 2009 _____

October 29, 2009 _____

Signature of Nominee:

Signature of 1st member in good standing:

Name (Please Print) _____ UNA ID# _____

Signature of 2nd member in good standing:

Name (Please Print) _____ UNA ID# _____

PS: Please drop in Local 115 mailbox, or fax to office at 270-5749 by 1600 on Aug 21/2009. Members will be elected at the Local Meeting on September 1, 2009.

May 26/2009



**Local #115
Delegate Nomination Form**

I wish to let my name stand as a voting delegate for the United Nurses of Alberta Demand Setting Meeting on November 24, 25 and 26, 2009.

Name: (Please Print)

E-mail Address (Please Print Clearly)

Home telephone #: _____

Unit: _____ UNA ID#: _____

Abutting shift(s): Abutting shifts must be pre-approved by the Provincial Treasurer. Please indicate the date(s). **November 23, 2009 evenings/nights and November 26 nights.**

November 23 2009 _____

November 26, 2009 _____

Signature of Nominee:

Signature of 1st member in good standing:

Name (Please Print) _____ UNA ID# _____

Signature of 2nd member in good standing:

Name (Please Print) _____ UNA ID# _____

PS: Please drop in Local 115 mailbox, or fax to office at 270-5749 by 1600 on Sept 11/2009. Members will be elected at the Local Meeting on October 6, 2009.

June 18/2009



Contact Information

Local 115 Executive

Kevin Champagne

President

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Kathleen Hamnett

Vice President

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Malcolm Wwisgerber

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Ruth Duffy

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Al Perreault

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Grievance Committee

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