



Message from the President

Kevin Champagne

Local 115 has made it through its first year with the new executive. This first year has been a great opportunity for all of us to develop relationships with members from the local. As an Executive, we want to thank everyone for their continued support.

This year has been filled with change. The employer has been coming with some organizational changes that have directly impacted us as Nurses. The province eliminated its nine former regions and became one super region, Alberta Health Services. With this change the Alberta Labor Board had tasked the province and union with making the necessary adjustments for a common collective agreement.

The union created a transitional negotiation committee that was set up to address the variations in the collective agreements established in the nine old regional districts. This process did not go as planned. One of two agreements that both parties could reach, was the Voluntary Exit Letter of Understanding. UNA brought this package to you the members, and was approved by over 70% of the members that came out to vote. The message giv-

en from the Executive Board of the union was for members to say yes to the package and then have no one apply. At this time there have been over 200 RNs in the province apply for the offer.

The employer has also changed the message it was giving the public. Nurses at one time in Alberta were facing a severe shortage. The province had been aggressively recruiting from other provinces and parts of the world. Offering current nurses financial incentives for bringing a nurse to the province into positions labeled hard to fill. Supposedly now, we are over staffed, not facing a shortage and are bracing for further position elimination in the region. We are preparing to face the same challenges as in the 90s, except we now have a government who is not concerned with the public's perception as to the dismantling of health care. Senior AHS officials have been quoted saying, "nursing's future is not in nursing's hands", and that we continue to have too many coffee and tea breaks. This

province is on the verge of losing a majority of its graduating nurses.

When our Minister of

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Liepert tries to brush off nurses

Meeting with a red-faced and angry health minister wasn't what Local #115 President Kevin Champagne and Vice-President Kathleen Hamnett had in mind when they booked a meeting with Ron Liepert who also happens to be their local MLA. Kathleen Hamnett reported later that Liepert was upset he was not forewarned about the small rally in front of his office. Kevin politely said he had let others know the meeting was that day and he did not have control of them coming out to show support. Liepert said "well you've got your 5-10 minutes of my time for the questions you sent me." After about 5 minutes Liepert stood up and announced the meeting was over. "I am not having any discussions with the Union," he said.

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Special Dates

Review UNA Proposed Contract

- Jan 7 2009 0900-1100 Room 1001 SCHC
- Jan 7 2009 0900-1100 Auditorium FMC
- Jan 7 2009 1600-1800 Auditorium FMC
- Jan 14 2009 0900-1100 Auditorium FMC
- Jan 14 2009 1600-1800 Auditorium FMC

Ratification Vote on UNA Proposed Contract

- Jan 20 2009 0700-1200 & 1300-1930 Room AGW4 FMC

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Message from the President

"This province is on the verge of losing a majority of its graduating nurses."

Health visited a nursing class in Lethbridge, they were told to leave the province to find work. That they would come back, when positions are available. This is the man tasked with making health care stronger, more sustainable for Albertans.

In November, the province had over 400 UNA delegates meet in Edmonton to attend demand setting. This was a great opportunity for all nurses to get an understanding of the real issues we are all facing today. Fortunately, UNA has never backed down from a fight that requires us to protect the public, and ensure we can continue to provide the high level of care and safety

standards Albertans have come to expect.

The message I would like to leave you with, is we need to stand together. Stay united and we will weather another storm. Health care is not for sale.

Kevin Champagne

UNA Local 115 President

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Local 115 No More Communication Breakdown!

facebook

From contract negotiations, changes by Alberta Health Services (AHS), increase workloads, etc. there needs to be a way for our local to effectively communicate effectively information to our members AND for our members to communicate with us.

Visit the UNA Local 115 website as it's the primary location where you will find updated information. Our Local 115 website provides a direct link to our NEW Facebook Fanpage, as well our NEW Twitter feed

(updated daily to provide you with the latest Health, Political and Union related news).

Finally, we would encourage you to join UNA Net (First Class). Not only is it FREE, but it's the centralized hub of information for UNA Just call the Local 115 office and they will explain how to sign up.

Once you have access to UNA Net, you will find the most up to date UNA information, events, discussion area, as well as a Local 115 area to discuss your issues, questions,

concerns etc. with other Local 115 members and the Local 115 Executive.

Local 115 Meetings & other events are now posted on our Events Calendar which can be accessed through our local website.

The newsletter is another tool we use to pass on information to our members.

Last but not least, if you have a question, concern etc. just pick up the phone and talk to us!



twitter



Use this form to send your MLA an email about Alberta Hospital Edmonton. Your email will also be copied to:

- Premier Ed Stelmach
- Health Minister Ron Liepert
- The Save Alberta Hospital Team

<http://www.formspring.com/forms/?739290-82eh8Q4IU1>

UNA responds to AHS dismissal of Code of Conduct complaint


The United Nurses of Alberta have received a response to a Code of Conduct complaint filed on Friday, September 18, 2009. The complaint was filed in response to misleading or untrue public remarks Alberta Health Services CEO Stephen Duckett has been making about nursing in Alberta.

The UNA complaint noted that "His mistruths are creating an environment that hinders nurses' ability to perform their functions." UNA also charged Duckett's remarks are tantamount to bullying.

On November 18, 2009, the UNA received a response from AHS Ethics and Compliance Officer Noela Inions, dismissing the complaint. UNA Secretary/Treasurer Karen Craik and 2nd Vice-President Jane Sustrik responded to the AHS dismissal, raising questions of how the Code of Conduct complaint could be dismissed through an investigation that "was completed without even interviewing the complainants." Craik and Sustrik described the AHS investi-

gation as "a denial of natural justice."

No further appeal process exists, but UNA responded on December 4, 2009 with a letter outlining their continued concerns about Duckett's public remarks and the AHS investigation process.

The following documents can be viewed in full at. 

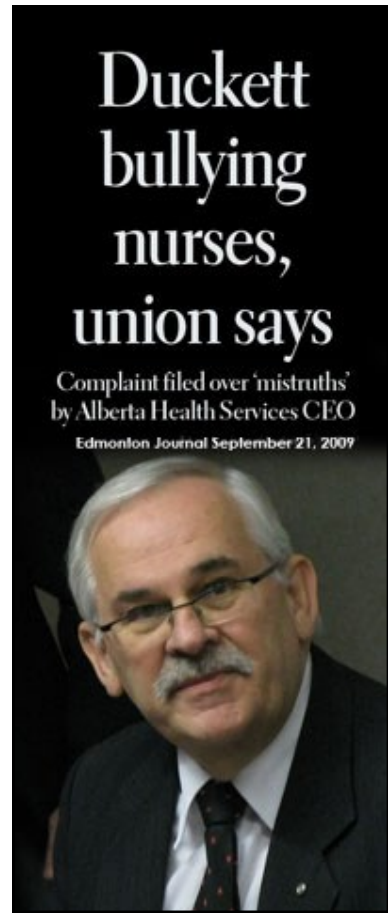
<http://www.una.ab.ca>

Documents

UNA Code of Conduct complaint (September 18, 2009).

Response from AHS Ethics and Compliance Officer Noela Inions (November 18, 2009)

UNA response to AHS (December 4, 2009)



Surveys on the Transitional Graduate Nursing Recruitment Program and Retention and Recruitment Initiatives

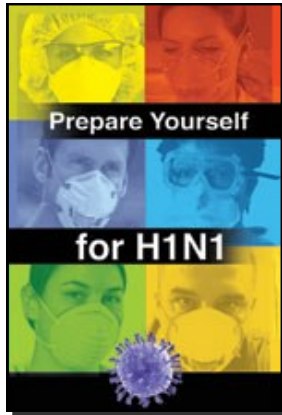


UNA Joins with Alberta Health and Wellness and Alberta Health Services in National Research. Find out more and take the surveys

<http://www.una.ab.ca/news/archive/Surveys>



Prepare Yourself for H1N1



The Canadian Federation of Nurses Unions (CFNU) has produced a video entitled Prepare Yourself For H1N1. This video is part of an initiative by CFNU and the member unions to increase awareness of nurses across Canada. The video provides information for nurses on how to protect themselves from contracting the H1N1 virus at their workplace.

CNFU has also developed and distributed a pocket sized pamphlet and a poster as part of this initiative. The pamphlets and posters were printed by CFNU and will be distributed by the member unions.

UNA will be distributing the pamphlets to your local executive at the Demand Setting Meeting, November 24, 25 & 26.

Please contact your local

executive if you do not receive

Visit the UNA website for more information:

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

Demand Setting Meeting: November 24-26, 2009



UNA Demand Setting Meeting sets up negotiations proposals.

Members will vote on the proposal, on January 20, 2010.

The UNA Demand Setting Meeting (DSM) held in Edmonton, November 24-26 approved a package of negotiation proposals that nurses across the province will soon be voting soon on.

The provincial Negotiating

Committee brought recommendations for proposals to the DSM from the dozens of proposals submitted by members at Locals all over the province. Intense discussion from over 600 members at the meeting resulted in the package that is now going to the members for approval.



Nurstoons

by Carl Elbing



www.nurtoon.com



United Nurses of Alberta
Media Release

UNA joins nurses' unions across Canada calling for a halt to elimination of nurses from direct blood donor screening.

Why place Canada's blood supply at risk?

Edmonton – United Nurses of Alberta is joining nurses from across Canada in calling on Canadian Blood Services (CBS) to halt their plan to eliminate nurses from direct blood donor screening. CBS plans to replace donor-screening nurses with unlicensed “multi-skilled workers” who have a training program of approximately eight weeks.

“We believe CBS would undermine the confidence of Canadians in the blood supply, by drastically reducing the qualifications of screeners,” says UNA President Heather Smith.

“Given the Canadian experience with blood safety problems we are surprised at the CBS proposal to drastically reduce the skill level of first stage donor assessment,” Heather Smith said.

“The professional assessment and clinical experience of nurses is essential to the most thorough screening,” says Heather Smith. “Nurses are highly skilled in assessment across an entire range from health and physical factors through to psychological ones. Nurses’ assessment skills cannot be replaced by a multi-skilled worker who’s primarily trained to help donors complete a questionnaire.”



Canadian Blood Services
it's in you to give

“On behalf of 158,000 nurses, nurses unions have asked Health Canada to reject the Canadian Blood Services proposal to replace nurses with unregulated, lesser skilled workers”, says Linda Silas, RN, president of the Canadian Federation of Nurses Unions. “The proposal to replace nurses is a step in the wrong direction.”

In a letter sent last week to federal health minister Leona Aglukkaq, nurses’ unions detailed their objections to the Canadian Blood Services proposal to eliminate nurses from direct donor screening.

“We know from the Krever Commission that the drive for cost-effectiveness and cost-efficiency can jeopardize blood safety. One of the most critical elements to ensuring a safe blood supply is the

careful screening and assessment of all potential blood donors,” says Heather Smith.

Since the 1997 Justice Krever inquiry following the tainted blood tragedy where more than 1,000 Canadians who received blood transfusions were infected with HIV and Hepatitis C, Canadian Blood Services has built their reputation as providers of safe blood. “The screening of potential donors has become even more expensive and intrusive,” Justice Krever said in his report. “Careful screening is essential to maintain a safe blood supply and it must continue.”



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