



### Message from the Treasurer

#### Another contract!

Once again the nurses of Alberta have a renewed contract for the next three years, and a first contract with Alberta Health Services. And as befitting anything with Alberta Health Services the negotiation process was not without its controversies and drama.

It started with UNA members, at the November demand setting meeting, accepting the strategy of the short list, rather than the usual multi page document of contract changes. As anticipated it set AHS back on their heels and totally caught them off guard. From that first meeting it was one thing after the other, which culminated in the ratification of the contract.

Although we did not achieve everything on the short list there were some major victories beyond the scope of the short list. The new letters of understanding represent huge gains, which will have a major impact on nurses, job security and job creation. Despite the original offer from the employer,

there were no, absolutely no rollbacks from the last contract.

It was a wild ride, so to speak, and in the words of our illustrious chief negotiator "you can't make this s\_\_t up!" Both he and our president acknowledged that although every round of negotiation is different, this was the most different they have encountered.

As this was my first time on the provincial negotiating team, despite a huge learning curve, I am very impressed with the process and the whole team. I thank the members of Local 115 and South Central District for allowing me this opportunity and I hope one day in the future to do so again.

**Malcolm Weisgerber**

UNA Local 115 Treasurer

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### Voluntary Exit Program Update

July 27, 2010

UNA is entering arbitration this week in order to resolve one of the 40 outstanding Voluntary Exit Program applications which were not granted. UNA had focused on eight denials to arbitrate this week.

We believed that these eight would pose the most difficult challenge to resolve and the remaining VEP applications would then be granted following the resolution. Once hearing preparations commenced, one of the eight was granted, job vacancies were posted for six, and one remained. The members involved were optimistic that the vacancies would result in replacements that would result in the granting of the VEP.

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#### Special Dates

- United Nurses of Alberta's Annual General Meeting will be held on October 26, 27, 28, 2010. Delegate form in this issue! (pg. 7)
- Calgary & District Labour Council (CDLC) Labour Day (Monday Sep 6) Bar-B-Q
- UNA Local 115 Meetings (2nd Weds):
  - Sep 8, 2011 1600-1800
  - Oct 13, 2011 1600-1800
  - Nov 10, 2011 1600-1800

# CDLC Labour Day BAR-B-Q

**The Calgary & District  
Labour Council invites  
you to join us at our  
2010 Labour Day BBQ**

Monday Sept. 6, 2010  
Calgary Olympic Plaza  
228-8 Avenue SE Calgary  
11 a.m.—2 p.m.

Event funded by  
donations and the CDLC  
with special thanks to our  
valued volunteers.  
Call 403-262-2390  
for information



## **UNA members and the Alberta Retired Teachers' Benefit Plan**

The United Nurses of Alberta has worked with Johnson Inc, a national insurance provider and the Alberta Retired Teachers Benefit Plan administrator to probe a number of options to best meet the diverse travel and health & wellness needs of our retired members at an affordable cost. The most feasible option from a cost and plan design standpoint was to join an established benefit plan sponsored by a group of similar nature and scope as our own. Therefore, we are pleased to announce that starting January 1, 2011, retired UNA members are eligible to join the Alberta Retired Teachers' Association (ARTA) Health & Wellness Benefit Plan as Affiliate ARTA members. We encourage you to review the benefits available through our partnership with Johnson Inc.

The Health & Dental Plan renews automatically on September 1 each year. The ARTA program includes a number of voluntary benefits available to you, including Extended Health Care (with or without Emergency Medical Travel Insurance), Dental Care, Life Insurance, Long Term Care, and stand-alone Trip Cancellation/Interruption. Each of the benefit plan options are available separately to meet the needs of you and your spouse. The plan details are outlined in this document ([LINK](#))

There will be a one-time open enrolment for anyone who is retired from UNA to enrol in ARTA between September 1, 2010 and December 31, 2010 without a medical.

From then on, when you retire, you have 60 days to enrol without a medical. If you are using your spouse's benefit plan and they retire and lose their plan, you have 60 days to enrol without medical.

There are still some details to work out and ARTA, AHS and UNA will be meeting August 17, where we hope to finalize the arrangement. Watch our website for updates.

## **Letter of Understanding between UNA and Alberta Health Services.**

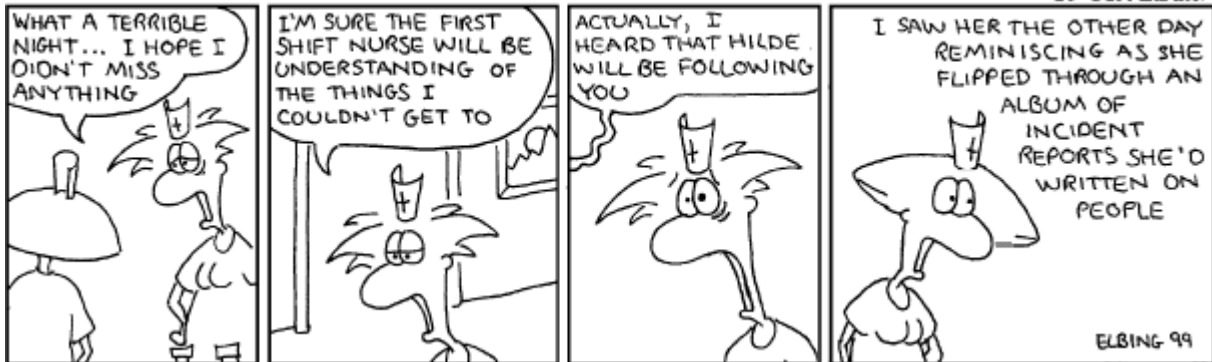
The Employer agrees to take all necessary steps to facilitate the enrolment of retired employees on the Alberta Retired Teachers' Association (ARTA) Benefit Plan for post-employment Supplemental Health Care and Dental coverage effective January 1, 2011. This will include:

1. Obtaining all relevant information from the ARTA Benefit Plan and sharing the information with the Union.
2. Enrolment in the ARTA Benefit Plan will be subject to the terms and conditions of the ARTA Benefit Plan.
3. Work with ARTA to develop information materials for retired and retiring Employees.
4. The Employer and the Union will post the information for retired and retiring Employees on their web sites.
5. Effective January 1, 2011, the Employer will provide retiring Employees with the information to facilitate their enrolment on the ARTA Benefit Plan.
6. All retired and retiring Employees wishing to access the ARTA Benefit Plan must become ARTA members.
7. The premiums for retiree Supplementary Health Care and Dental coverage shall be paid 100% by the retiree.

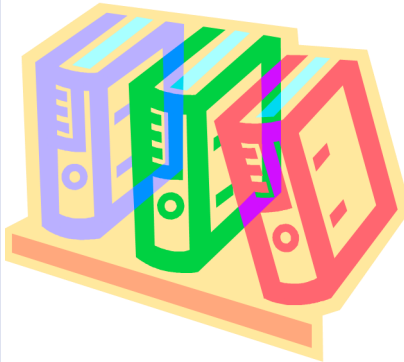


## Nurstoons

by Carl Elbing



## UNA Local 115 Ward Rep Binders Makeover



It's that time of year to work on the United Nurses of Alberta **Ward Rep Binders**.

Any UNA member who would to help us with the **NEW** Ward Rep Binders are asked to contact the SARO office at:

**SARO Phone: (403) 237-2377, Toll Free: (800) 661-1802**

**We are available Monday - Friday: 8:30am to 4:30pm (Closed on Saturdays, Sundays and Holidays).**

## Local 115: Social Media Update. Visit and talk to us!



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 Facebook Fanpage, as well our 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 Private 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





## ***United Nurses of Alberta***

### ***UNA Local 115***

#### **Employer Refusing to Pay Overtime**

- The Employer has refused to pay overtime when a full-time permanent night Employee came in on days for training on new equipment. The Employer says she "volunteered".
- The Employer has refused to pay overtime when an Employee agreed to change her E Shift to D Shift to solve a staffing problem. The Employer says she "volunteered".

UNA advises:

***If you want or expect to be paid overtime for extra work, ask: "Are you authorizing overtime for this?"***

- ✗ *If the answer is "No", then you do not have to work.*
- ✓ *If the answer is "Yes", get the overtime form filled out and signed.*

If you have any questions,  
call UNA Local 115 at 403-670-9960.

## 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*

August 2008

KLD • CFP • Spotlight your overtime.indd • 08-08



**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) •

**SPOTLIGHT on your UNA contract**



It is that time of year to consider attending the annual AGM in Edmonton. Please fill out the form below and fax it to: (403) 270-5749 or drop in off in the UNA Box. Submit by Sep 1. Ask for your appropriated LOA's now!



# United Nurses of Alberta

## Local 115 Delegate Nomination Form

I wish to let my name stand as a voting delegate for the United Nurses of Alberta General Meeting on **October 26, 27 & 28, 2010**

\_\_\_\_\_  
Name (Please Print clearly)

\_\_\_\_\_  
E-mail Address(please print clearly)

\_\_\_\_\_  
Home Telephone number &/or Cell number

\_\_\_\_\_  
Site/Unit

\_\_\_\_\_  
UNA ID number

Abutting Shift(s): Abutting Shifts must be pre approved by UNA Prov. Treasurer.  
Please indicate date(s) & shift time (Oct. 25, 2010 evening/night &/or Oct. 28, 2010 night shift)

October 25, 2010 \_\_\_\_\_

October 28, 2010 \_\_\_\_\_

\_\_\_\_\_  
Signature of Nominee

\_\_\_\_\_  
Signature of 1st member in good standing:

Name:(Please Print)\_\_\_\_\_UNA #\_\_\_\_\_

\_\_\_\_\_  
Signature of 2nd member in good standing

Name:(Please Print)\_\_\_\_\_UNA#\_\_\_\_\_

Members to be elected at the Local Meeting on September 8, 2010  
**Nomination Form Deadline to Local 115: Sept. 01/10 @ 1630 hr**  
Please drop off form in Local 115 Mailbox or  
Local 115 fax (403) 270-5749 or SARO Fax (403) 263-2908

## UNA Local 115 Contact information

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**Malcolm Weisgerber***Treasurer*

mweisgerber@una.ab.ca

**Ruth Duffy***Secretary*

rduffy@una.ab.ca

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**Grievance Committee****Local 115 Executive**

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**The coming Alberta Health Act**

Friends of Medicare Submission on the Alberta Health Act

<http://albertahealthact.ca/>**Southern Alberta Regional Office (SARO)**

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

Monday - Friday: 8:30am to 4:30pm (Closed on Saturdays, Sundays and Holidays)

**SARO Phone:** (403) 237-2377, **Toll Free:** (800) 661-1802**Local Office Phone:** (403) 670-9960, **Fax:** (403) 270-5749**Email for the Local 115 Executive:** local115exec@una.ab.ca**Local 115 Web Site:** local115.una.ab.ca, **UNA Web Site:** www.una.ab.ca