



United Nurses of Alberta

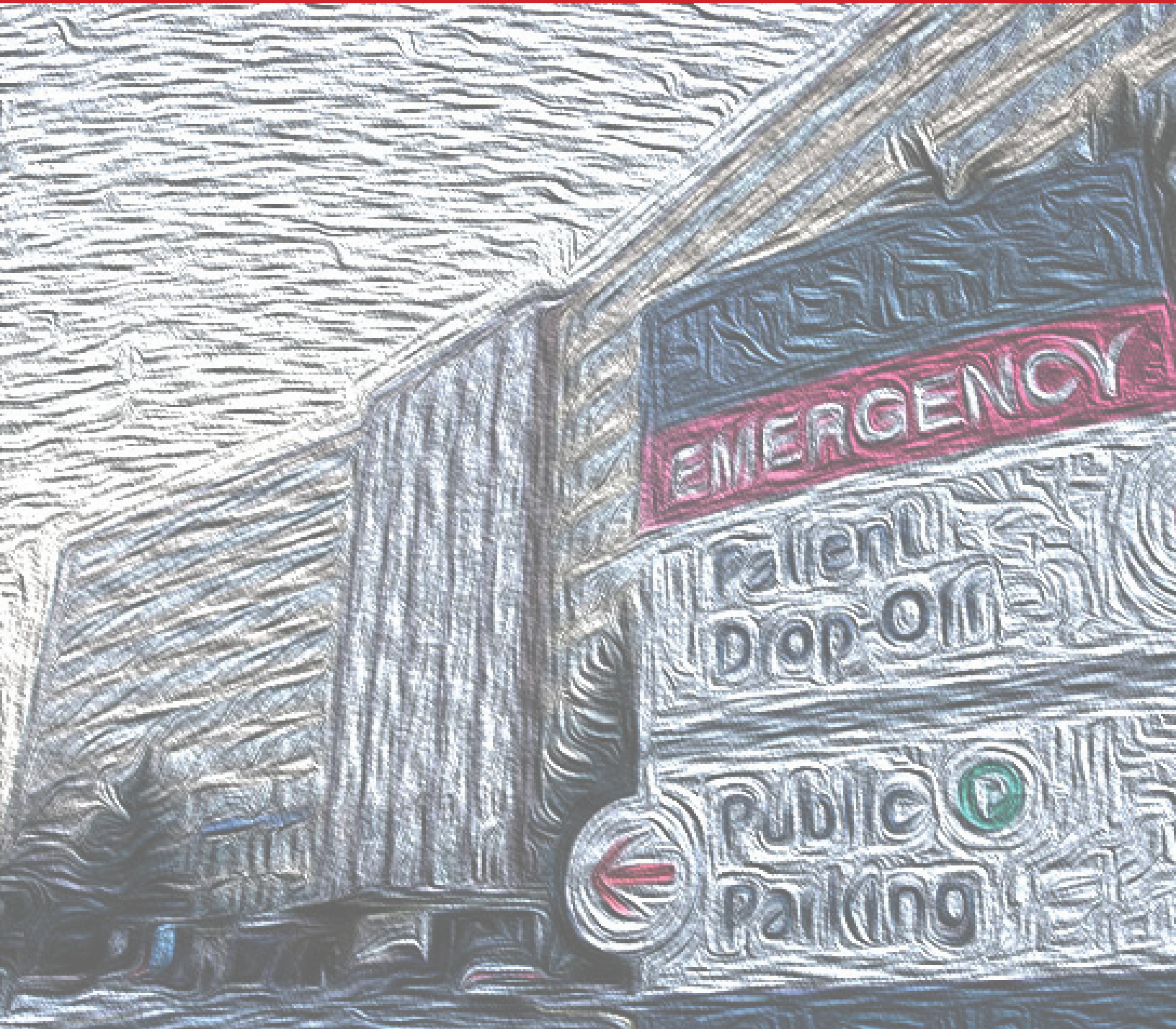
NEWSLETTER

local115.una.ab.ca

Oct / Nov 2012



LOCAL 115 UNA





Published by the United Nurses of Alberta Local 115 for our members.

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Collective Bargaining Agreements

I would like to take this opportunity to thank all the nurses, health care professionals, and support workers that continue to practice at the highest standard, and provide the best possible care for all Albertans. It is this commitment to excellence that allows Albertans to have the highest standard for expected health outcomes.

Health care continues to be a hot topic discussed and debated by our elected representatives in the province of Alberta. This ongoing debate has led to great changes on the health care landscape over the last many years. Together we have survived the creation and dismantling of super boards in the province, and many other not so fresh and new ideas. Despite all of this, Albertans continued to receive quality health care.

What will the next challenge that health-care providers in Alberta experience? Simply put, it will be an attack on the their rights protected by collective bargaining agreements. (CBAs).

AHS decision makers are pushing forward with new strategies and policies that are in a direct conflict with agreed upon language that has been outlined in our CBAs. It is important to remember that these CBAs are mutually agreed upon and signed documents by both the employer and the union.

After several months of evidence supporting that the employer has continued to move forward in this capacity, UNA has decided to suspend the AHS-UNA Joint Committee. The Joint Committee was created more than a decade ago to exchange information to resolve concerns identified under the governance of the UNA Provincial Collective Agreement.

One such strategy that will have a great impact on nurses, is the employer's plan to continue with their "rotation optimization guidelines". The employer is in the process of creating new standardized rotations. UNA has raised multiple concerns that these standardized rotations do not take into consideration various articles in the CBA. One glaring omission is that these rotations do not account for current FTEs of individuals working in an area. The employer does not have the right to unilaterally change your FTE.

Where we as a union go next will be up to the individuals we represent. As the past has shown, if we stand together and stay united we will weather this storm. Please feel free to call us with any questions.

Kevin Champagne

President, Local 115
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Local 115 Meeting

Date: Oct 10, 2012
Time: 1600 - 1800hr
Place: FMC Auditorium

Highlights:

- UNA Local 115 Demand Setting delegate voting (if needed)
- Interim Secretary Position Election

Call 403-670-9960 or
email local115exec@una.ab.ca

Applying for jobs at South Health Campus

Members of United Nurses of Alberta interested in seeking employment opportunities at the new South Health Campus in Calgary can find listings on ePeople or on the HealthJobs website (<http://www.healthjobs.ab.ca/>).

UNA has been advised by AHS that members applying for positions at the South Health Campus need to attach a copy of their full resume, including current qualifications and job experience, to their application. Applicants must highlight the completion of minimum qualifications listed in the job posting.

AHS has also informed UNA that its Human Resources staff intends to use the “behavioural interview” techniques common in other fields but which may be new to many nurses. The following behavioural interview tips are aimed at UNA members who may not have experienced this interview technique before.

What should you know about a behavioural job interview?

Going for a job interview can be stressful. Here are some tips to help UNA members prepare for a behavioural job interview. The behavioural interview is like

any other job interview except that it is more focused on your previous experience.

The interviewers typically consist of a group of staff members who will ask specific questions that are meant to assess motivation, competencies, leadership skills, delegation effectiveness, effective communication, team experience, conflict resolution, goal setting, staff development, performance and accountability.

In a job interview, it is believed that the past performance is the best predictor of the future performance and has been the basis for the use of behavioural interviewing techniques. Behavioural interview questions are geared to reflect on the past experiences of the candidates, captures reactions in specific situations that will reflect level of knowledge and expertise, and demonstrates critical thinking, problem-solving, and decision making.

The questions have no right or wrong answer. These questions allow candidates to respond to real life situations or events, or give them the opportunity to talk about specific examples in their personal experiences which demonstrate their ability to problem solve. Most of the questions will begin with:

“What if...?”;

“Describe your experience with...?”;

“What has been the most challenging, rewarding or difficult situation you have faced....?”

Examples:

“Describe the characteristics of an effective communicator.”

“When making the patient rounds and you noticed a sudden change in the patient status or appearance, how did you handle this situation?”

Faced with such a question, it is acceptable to pause for a moment to think about your answer. When you do answer, speak clearly and slowly. Stay calm and think for a moment about what you want to say.

Knowing that AHS plans to use behavioural questions should help you feel at ease during the interview. To prepare for the interview, read the AHS Code of Ethics, the mission statement of facility and any materials you can find about programs that will be offered there.

Local 115 Delegate Form - Demand Setting Meeting

Members will be elected at the Local 115 meeting on October 10/2012. Nomination form deadline to Local 115 is October 3, 2012 @ 1630 hours. The local will send confirmation upon receipt of the form. The Nomination form is available on the Local 115 website, or you may contact the Local.

UNA suspends Meetings of Provincial Joint Committee

After several months of growing evidence the Employer-UNA Joint Committee is failing to fulfill its mandate, the United Nurses of Alberta has suspended all meetings of the committee.

The Joint Committee was founded more than a decade ago to exchange information to resolve issues that emerge under the day-to-day administration of the UNA Provincial Collective Agreement. Meeting each month, the committee has functioned effectively for many years with the provincial health regions and other health sector employers.

Unfortunately, while the Joint Committee continued to provide a useful mechanism for resolving potential disputes for a time after the creation of Alberta Health Services, in the past several months actions taken by AHS have made the committee's work increasingly difficult and unproductive, said UNA President Heather Smith.

"The leaders of UNA's locals and our union's activists now need to be informed that the employer is consistently disregarding long-established understandings of the Provincial Collective Agreement and sending the message that it does not respect employees, their union or the agreement itself," Smith said.

"UNA is very disappointed that this kind of attitude has become commonplace at Joint Committee meetings and cannot allow this body to be used in a destructive way to undermine our members' Provincial Collective Agreement," Smith stated.

Accordingly, UNA has concluded the Joint Committee is not meeting its mandate and has suspended all meetings.

Alberta nurses meet in Lethbridge



Representatives of United Nurses of Alberta Locals from across southern Alberta met in Lethbridge on Wednesday to discuss issues important to the union and nursing profession. In photo: UNA District Representatives John Terry and Maxine Braun.

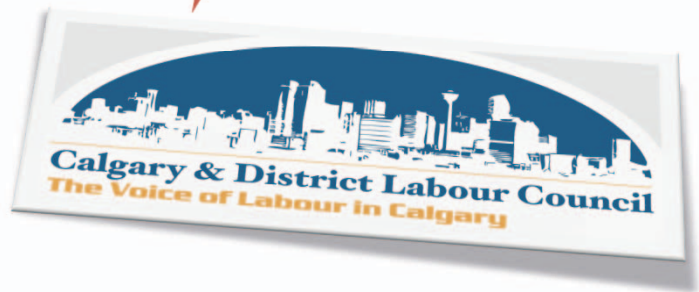
NOVEMBER 16 & 17, 2012

Calgary & District Labour Council's

Fall Weekend Labour School

The Kahanoff Conference Centre 200, 1202 Centre St. SE Calgary

SPECIAL NOTE: There is also a draw for 8 members to be provincially funded, deadline is Oct 8, ballot is in the First-Class South Central District Conference under "SCD Draws"



Course Selections

1. Basic Union Steward Training
2. Advanced Union Steward Training (pre-requisite Level I)
3. Health & Safety Basics
4. Introduction to Collective Bargaining
5. Pre-Retirement Training ** (by Congress of Union Retirees of Canada)

**Extra time commitment for this course, please see detailed information on page 2.

Registration Deadline October 31st, 2012

AGENDA

FRIDAY

5 - 6 pm	Registration
6 - 7:30	Classes
7:30 - 7:45	Break
7:45 - 9	Classes

SATURDAY

8:30 - 1:30 am	Classes
11:30 - 1 pm	Lunch
1 - 5 pm	Classes

Registration Fees

\$100 FOR AFFILIATES
\$115 FOR NON-AFFILIATES

***\$30.00 fee for spouses to attend with participant of Pre-Retirement Training*

IF YOUR UNION LOCAL IS SPONSORING YOU, PLEASE HAVE THEM REGISTER ON YOUR BEHALF

FEES INCLUDE WORKSHOP MATERIALS, REFRESHMENTS, SNACK ON FRIDAY AND LUNCH ON THE SATURDAY.



Shouldice Hospital sale poses threat to health-care system



The proposed purchase of the Shouldice Hospital is a test of Health Minister Deb Matthews' commitment to developing health-care delivery in non-profit community settings.

by Dr. Danielle Martin (Canadian Doctors for Medicare)

Published on Tuesday September 18, 2012 by thestar.com

There's a health-care giant in our midst, and it's growing.

On Sept. 7, a company called Centric Health announced that it would be acquiring the operations of Shouldice Hospital in a \$14 million deal. Because Shouldice is one of a very few private hospitals grandfathered into our public health-care system, this deal requires the approval of the Ontario minister of health and long term care.

Health Minister Deb Matthews

committed in the last election and in her recent Action Plan on Health Care to developing health-care delivery in non-profit community settings, rather than expanding the for-profit footprint in health care. Rejecting the sale of Shouldice to a publicly traded corporation is an opportunity to demonstrate that commitment. Allowing the sale to go ahead would raise red flags about quality, accessibility and accountability to Ontarians.

The Shouldice Hospital, a private hernia hospital still owned by the family of the surgeon who founded it, has long had a reputation for delivering high-quality care (albeit at a price to patients, who have to pay for a hotel-style hospital stay in order to get access to its suc-

cessful surgical interventions).

Global Healthcare Investments and Solutions (GHIS), a venture capital firm based in the United States, is the biggest shareholder in Centric, effectively controlling the company. GHIS was founded by Dr. Jack Shevel, who grew a small South African company called Netcare into the third largest provider of for-profit health care in the world.

Recently, Centric has been buying up market share across Canada, acquiring surgical centres, diagnostic clinics, medical equipment companies, and Lifemark, the largest rehabilitation company in the country. It's a vertically integrated company that looks to rival our public health-care system with its array of services and products.

Why should anyone care if a small, family-run, for-profit surgical hospital passes from the hands of its current owners into those of Centric?

For one thing, if this sale goes through, the acquisition by U.S. investors of a provider of insured health-care services could expose Canadian governments to sanctions under the investment provisions of NAFTA. Most problematic is the right that Centric would have to claim damages should the province of Ontario regulate the services provided by Centric in a manner that diminishes the

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Local 115 Annual General Meeting

December 12, 2012

16:00 to 19:00

Coombs Lecture Theatre, FMC

Now with 200% more guest speakers than last year!

This year's Local 115 AGM is shaping up to be an exciting educational event not to be missed. Amanda Freistadt from the Canadian Labour Congress will be speaking about labour education, and David Campanella from the Parkland Institute will be speaking about social and economic inequality in Alberta. Members will have a Q&A opportunity with each speaker following their talks. In addition to the two presenters, we will be discussing important Local business, including the budget for the 2013 year.

Also new this year, Local 115 members will be provided with salary replacement for the portion of time they attend the AGM. If you are scheduled to work during AGM, you have the option of taking a partial LOA for the length of the meeting in order to attend. Light snacks and refreshments will be provided, and there will be a draw for door prizes. Members who have attended at least four Local meetings in the 12 months prior to AGM will be entered in a draw to receive one of five \$200 bursaries towards a personal wellness endeavour.

The Local Executive looks forward to seeing you at AGM. Please don't hesitate to contact us if you require further information.

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profitability of its investments. These are rights that do not exist under Canadian law, but which have been successfully invoked in claims brought against Canada for the recovery of tens of millions, in circumstances that are analogous to ones that can be foreseen in the case of health-care services.

A company like Centric can't be responsible both to its shareholders and to the Ontario government — at some point, accountability to the government will clash with the need to increase profits.

Furthermore, there is a lack of transparency and accountability when for-profit companies like Centric open up shop because unlike publicly delivered or not-for-profit care, we don't get to see the books and we don't have proactive regulatory inspections. It particularly matters in this case because the Ontario government provides an annual budget to Shouldice through its local LHIN. We simply don't know if we're getting value for Ontario taxpayers' money when we engage for-profit providers to deliver care, because they don't have to tell us.

Just ask Dr. Wayne Hildahl of the Pan Am clinic in Winnipeg, a clinic that was previously for-profit but now operates publicly through the Winnipeg Health Authority. Hildahl has publicly said that when the clinic was for-profit, he had the advantage over government officials negotiating contracts to provide medical services because he knew his costs and they didn't. And under

its investor-based ownership, the Pan Am clinic cut corners, with outdated medical equipment — including dull scalpel blades! — to increase profit margins. His clinic now charges the government \$700 for a cataract procedure instead of the \$1,000 it charged when Pan Am was a for-profit facility.

Centric is also pushing for physicians to invest in the company, which can create conflicts of interest, and some unhealthy incentives when it comes to who doctors will treat, and how.

Recent research illustrates this point. Researchers in Arizona found that those doctors with a financial interest in their facilities treated more patients whose conditions were least severe and would bring in the most money. In other words, they treat those who are least in need and most able to pay — the exact opposite of the principles underlying Canadian medicare. These conflict-of-interest problems led the U.S. Congress to deny medicare reimbursements to doctors for procedures done in hospitals in which they are shareholders.

It is presumably for these reasons that the Ontario government committed to keeping care provision out of the hands of for-profit companies as it moves forward with health-care reform. Matthews needs to make good on that promise.

LAPP PRESENTATION

Courtesy of Local 121

The Executive of Local 121 Rockyview General Hospital have extended an invitation to UNA members from Local 115 and other Calgary Locals to attend this event. Session to be hosted by Richard West whom is a UNA Labour relations officer. If interested in attending please email or call the Local 115 office no later than Oct 3, 2012. If attending, you will need a UNA membership card to sign in.



Retirement

Have questions about LAPP?

the 85 factor explained, pension consequences of full time vrs part time, retirement without resignation.... If you are thinking of these questions then you don't want to miss this presentation. UNA Local 121 is proud to host Richard West this evening.



October 11, 2012
6:00-8:00pm Room 10331
Rockyview General Hospital