

**United Nurses of Alberta**

# NEWSLETTER

local115.una.ab.ca

Feb / Mar 2013



## UNA Members at Devonshire Care Centre Ratify First Collective Agreement After 14 Days



## Message from the President

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

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With the winter days of January slipping away, the New Year is fully underway. 2013 promises to be action packed and the upcoming months will be an important time for nurses to stand together and have our collective voices heard. Recent important events over the last few months deserve to be noted.

In December 2012, Members of Parliament voted in favor of Bill C-377. The intention of this legislation is to obstruct the operation and the ability of unions like UNA to advocate publicly for our patients, residents, and clients. Patient safety is a priority for all nurses and any direct attack on our ability to provide safe patient care will be resisted by all means possible. UNA is asking its members to lobby their senators to stop Bill C-377 from moving forward. For more information on how to support this struggle, UNA members are urged to call your local or provincial office.

January 17th saw UNA Local 417 celebrate their Memorandum of Agreement to end their strike against the owners of Devonshire Care Centre in Edmonton. This victory will help ensure that the residents at this privately operated facility are getting access to the highest quality RN care.

On January 30th, UNA ratified the incoming proposal package which will be used when UNA commences formal bargaining with AHS in February, 2013. For real time information on negotiations between UNA and AHS, sign up for a First Class account.

In accordance with the collective bargaining agreement, vacation planners should have been posted on your unit at the beginning of January. The planner should clearly indicate the number of individuals allowed off in a defined

period. UNA and AHS have created a new vacation planner guideline in 2012 that helps the parties understand the vacation planner process. For a copy of this document, visit the UNA web page at <http://www.una.ab.ca/> or contact your local office.

It has come to our attention that some AHS management has been asking individuals for details around their illness upon calling in sick. Please note that you are not required to share any information about your illness. Any requested medical notes are to go to the ability advisors in the Workplace Health and Safety office. For further discussion on your rights when reporting illness, please call your local office.

The local holds monthly meetings from 16:00 to 18:00 on the second Wednesday of the month in the Coombs Auditorium. If you require any clarification on these or any other issue, please do not hesitate to call a member of your local executive team. Remember, this is your union and we are here to represent you!

Warm regards,



*Kevin Champagne*

President, Local 115  
United Nurses of Alberta  
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“We must open doors and we must see to it they remain open, so that others can pass through”- Rosemary Brown

I am sure we can all think of people who have inspired us. They are usually people who have done things we perceive to be daring, edgy, things that take us out of our comfort zone.....and that we wish we would have had the guts to take on. I am very thankful to the women who have come before me and opened doors. I am very thankful for the women who have kept those doors open for me to pass through. I envision a world where my daughters and my granddaughters will see a clear path before them. A path that leads them wherever their heart desire.....a world where everyone is equal and every one is valued.....That power to change a small piece of the world is in each and every one of us.

The Women in leadership course explored the styles of leadership, skills of leaders, common obstacles women face, equality, conflict resolution, public image, and the power of social media including digital story telling. The course was designed to be very interactive – which provides the magic!!! A group of women from diverse backgrounds sharing ideas and stories.....yet there is always a common thread. Over the 4 days of classes, friendships are formed, goals are set, information is shared, plans are formulated and best of all your fellow classmates help you to see yourself, by allowing you to be yourself.....

The digital storytelling portion of the program was very interesting. After we all got over the fear of technology. Our creative juices flowed. I was very impressed with the quality of the finished products of each of the groups. I also experienced the power of storytelling. After all, we all have a story to tell.

We spoke about many issues affecting women today. Violence against women being one of them. Which led us to the website [onebillionrising.org](http://onebillionrising.org) We watched a very graphic video One Billion Rising (Short Film) YouTube (See Below), which personally left me feeling angry and wanting to do something. One Billion Rising is promoting a global dance party February 14, 2013. Break the Chain is a song about doing just that. Breaking the chain of violence against women. There is choreographed dance that is featured on the website, complete with dance lessons.

Our group decided to put ourselves out there. I was so very, very proud of us!! So at lunch we positioned ourselves at different tables throughout the room. The video started to play on the two big screens.....

Read the rest of this Article and view the video on our new website at: <http://local115.wordpress.com/2013/01/21/women-in-leadership-afl-winter-school/>

## ***UNA members attending the annual Alberta Federation of Labour Winter School***



# *Sick Leave*

## ***On Sick Leave? Called in by OH&S? Know your rights.***

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Employees are **not** obliged to report to OH&S for interviews or medical examinations. You also have the right to take a union representative with you to **any** meeting.

### **Your sick leave is your right!**

If you are off sick with an illness, whether it is brief or long-term, you are not obliged to reveal your diagnosis to your employer. The same applies if you have returned to work after sick leave.

If you believe you are being examined because of your use of sick time, contact your UNA representative immediately.

— *Article 19 UNA Provincial Collective Agreement*

\*Other UNA Agreements often have different provisions. Check your Agreement or with your Local for details.

**SPOTLIGHT on your UNA contract**



Revised May 2007

Kld • CEP • Spotlight-Sick Leave • 05-07



**Questions?  
Contact your UNA 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) •





# UNA President urges federal politicians to oppose passage of

# Bill C-377

# STOP

### What Bill C-377 means to YOU!

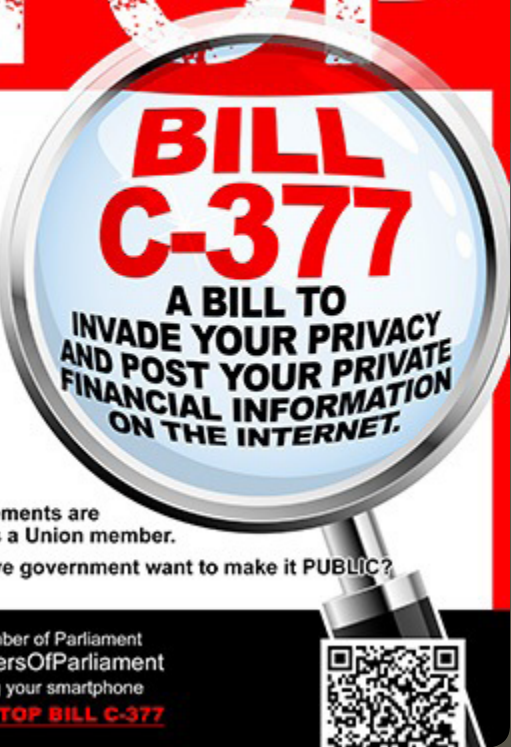
- Force disclosure of all money paid in excess of \$5,000 by the Union or a related trust or pension.
- This includes any lump sum payments made to you over this amount.
- Such as from your pension, or for long-term disability or prescription medications.
- Your name will be posted with the amount you received on the Canada Revenue Agency's public website.

The Union's financial statements are already available to you as a Union member.

WHY does the Conservative government want to make it PUBLIC?

Contact your Federal Member of Parliament  
[www.parl.gc.ca/MembersOfParliament](http://www.parl.gc.ca/MembersOfParliament)  
 or scan the QR code using your smartphone

**AND TELL THEM TO STOP BILL C-377**



# UNITED NURSES OF ALBERTA - LOCAL 115

## Notice of Monthly Meetings:

February 13

March 13

4pm to 6pm

FMC Auditorium



*Call for names to enter draws for upcoming events:*

**Executive Board Meetings: Deadline Feb. 6 @ 16:00**

**District Meetings: Deadline Feb. 6 @ 16:00**

**CFNU Biennium: Deadline March 6 @ 16:00**

**AFL Biennium: Deadline March 6 @ 16:00**

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