



United Nurses of Alberta

NEWSLETTER

local115.una.ab.ca

June-August 2013



**UNA Local 115 Exec
wishes you a safe summer**

Message from the Secretary

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

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It is my sincere hope that everyone had a wonderful Nurses' Week. It is so important to celebrate each other and all that we do for the betterment of those in our care.

In our meetings with nurses from all the units at FMC and Satellites, we were, of course, asked about the progress of UNA's Negotiations with Alberta Health Services. Needless to say, many nurses are concerned.

It is very difficult to understand how, when we live in the richest province in the richest country on the planet, that we repeatedly hear from the government that the "cupboard is bare", there is no more money for health care. They suggest that Public Health Care is "not sustainable".

Contrary to popular belief, Alberta does not have a spending problem, it has a revenue problem. A ten percent "flat income tax" is unique to Alberta and if you are one of the very rich it is a fabulous tax rate, by far the lowest in Canada, but if you are part of the lower income or working poor, it is actually one of the highest tax rates in the country. In what possible way, is that fair or "sustainable"? The only tax that the government has even whispered is a sales tax, which also negatively affects the poor.

Alberta's revenue problem does not end with taxes. The Alberta Government has one of the lowest royalty rates in the world but the provincial government does not even meet its own targets in collecting those low royalties. The so called "bitumen bubble" is now being used as another excuse to decimate all Public Services. Health care is not the only public service being decimated. Education has also been targeted at all levels. Students in Edmonton schools now have no music programs due to

budget cuts and soon a university degree will be out of reach for many Albertans. What will happen next? The uncertainty is taking its toll on all working Albertans.

How do we find hope in this air of uncertainty and anxiety? The first step is awareness. We need to educate the public that there is another way. The hope lies in solidarity. When we all stand together as Albertans and become engaged in the political process, we can make the changes that we need to make this province fair, safe and equitable for everyone.

I encourage you to join in the efforts by enrolling in UNA Net and following the "News" link, then sharing that news with your family and friends. Letters and emails to our MLAs make a huge difference. Together we can "move mountains"!

Ruth Duffy

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Do we have an update????

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Employees CAN carry over Stat banks

Employees who have accumulated Named Holiday days-in-lieu in a “stat bank” are normally able to choose when they take those days off. The Employer CANNOT unilaterally pay out a stat bank.

According to Article 18 (a) and (c) of UNA’s Provincial Collective Agreement, if the Employer and Employee cannot agree on the days to be taken off, the Employer can schedule the day off adjacent to a scheduled day of rest.



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Employers cannot just pay out named holidays

An Employee working on a Named Holiday is entitled to an alternate day off at "a mutually agreed time." The "day in lieu" can be added to the Employee's vacation, or the Employee can ask to take it at any time, with the Employer's agreement. The day can also be "paid out" but ONLY if the Employee agrees.

A full-time Employee changing to part-time retains her alternate days off until there is an agreed time off or until she agrees to take payment in lieu of a day off.



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*All UNA Members are invited to our
Summer Solstice BBQ*

June 21 from 11:00 to 14:00

Patio behind Women's Health Centre

