



LOCAL 115 UNA

NEWS

Sep / Oct 2014

LETTER

United Nurses of Alberta

Events

Coffee Cart @ FMC
Sept 15 08:30-12:00 and 21:00-04:00

Meet the Executive
Sept 30 08:00-14:00 @ FMC
Sept 30 15:30-17:00 @ Fanning Ctr
Oct 20 10:00-12:00 @ NWHD
Oct 20 13:15-15:30 @ SCHC

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UNA Stampede BBQ

United Nurses of Alberta members and staff grilled hotdogs and hamburgers for hundreds of Calgarians who showed up and enjoyed the first annual UNA Stampede BBQ held at the union's Southern Alberta Regional Offices at 1422 Kensington Road NW. The BBQ was one of many being held in Calgary to celebrate the greatest outdoor show on Earth - the Calgary Stampede.





Message from the Vice President

By Kathleen Hamnett
Local 115 Vice President, United Nurses of Alberta

I want to thank the UNA Negotiating Committee for their hard work. Like “vegetables from garden to table”, it is the fruits of labour that has led to a palatable collective agreement for nurses.

As an RN and UNA Local Executive I am relieved that a positive outcome for Nurses and Patients was achieved.

It was clear early on in the first round of bargaining when UNA and the Employer exchanged proposals this round of bargaining was going to be challenging to say the least.

To touch on a few examples, the Employer proposed rollbacks, changes to the scheduling provisions and the ability to change designation for RN in charge of unit. In my view, it is through UNA’s leadership and the Negotiating committee’s hard work the collective

agreement has been maintained with no monetary rollbacks and overall improved language.

On a personal note, since this spring I have used the healthcare system with family members needing care. I observed Nurses meeting the needs of patients and their families, no matter the clinical setting and despite adversities. Watching Nurses work within their teams reminded me that the Art of Nursing is beautiful.

I am proud to be an RN.

In Solidarity,

Kathleen Hamnett

Local 115 Vice President
local115exec@una.ab.ca

Are YOU the next Local 115 Portfolio Rep?

The Local has 3 available positions for Portfolio Reps with all terms expiring at the January 2015 Local Meeting, when we expect to hold another election, pending approval at the AGM in December. Portfolio Reps are a key linkage between the Local Executive and our Ward Reps, Human Resources, and Managers. If you like meeting new people, are a good communicator and motivator, this is a role for you. There are funded workshops available for you to attend to assist you in your role, and you will be supported at all times by the Executive. Please contact the Local office at 403-670-9960 for more information.

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Local 115 Executive

President: Kevin Champagne
Vice-President: Kathleen Hamnett
Secretary: Wayne Stopa
Treasurer: Cameron Westhead

Local 115 Committees

CDLC Committee: Nicole Bajada
Communications: Cameron Westhead • Heather Dean • Al Perreault
Grievance Committee: Local 115 Executive • Martin d’Entremont
OH & S Committee: Kathleen Hamnett
PRC Committee: Kevin Champagne • Laura Muenchrath • Leona Wright • Wayne Stopa
Portfolio Reps: Jeunine Champagne • Wanda Deadman • Wayne Stopa • Katherine Kugler • Sandra McGonigal

Published by the United Nurses of Alberta Local 115 six times a year for our members

Editors

Cameron Westhead
Al Perreault



Local 115

Annual General Meeting

December 2, 2014

Parkdale Community Centre

Featuring:

Guest Speaker Shannon Phillips
Director of Policy Analysis, Alberta Federation of Labour
“Why Unions Matter”

Contract Interpretation Workshop

2015 Budget

**Election for President (1), Treasurer (1), Secretary* (1),
PRC Committee (4), Communications Committee (2),
CDLC Committee* (2) Nomination deadline Nov. 25 4pm**

***Secretary & CDLC positions are 1 year terms, all other positions 2 year terms**

Lunch included

Register now at www.115agm.eventbrite.ca

Registration limited to the first 300 Local 115 Members

Voting open to all members during polling hours (12:00 to 16:00)

Local 115 members will be paid for their time in attendance, request a union LOA now!

Doors open at 08:15

Call to Order at 09:00, Adjournment 17:00

403-670-9960

local115exec@una.ab.ca

www.local115.wordpress.com

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 [@UNALocal115](https://twitter.com/UNALocal115)



UNA members overwhelmingly ratify new Provincial Collective Agreement



MEMBERS of United Nurses of Alberta covered by the union's Provincial Collective Agreement with Alberta's largest health care employers have overwhelmingly ratified a mediator's recommended tentative agreement that includes fair pay increases and assurance of no overall reductions in nursing care provided to Albertans.

In province-wide voting yesterday, more than 98 per cent of the members who cast ballots voted in favour of the four-year agreement, which was recommended by provincially appointed Mediator David Jones on July 8 and recommended for ratification by about 700 delegates at UNA's July 15 Reporting Meeting in Calgary.

"The very strong vote in favour of this agreement indicates how happy UNA's members are with the result of this round of bargaining," said Vice-President Daphne Wallace today after the ballots were counted.

"We've come a long way since these negotiations began, and we're very grateful to our UNA bargaining team for their patience, strength and wisdom through this long and difficult process." She also thanked the Mediator and employer bargaining representatives for their hard work.

Wallace said the approximately 28,000 members in 131 UNA locals employed by Alberta Health Services, Covenant Health, Lamont Health Care and Bethany Group (Camrose) see the agreement as "a new beginning."

"We look forward to working with Vickie Kaminski, the new president and chief executive officer of AHS, to implement the agreement and seek improvements that will improve our public health care system for all Albertans," Wallace said.

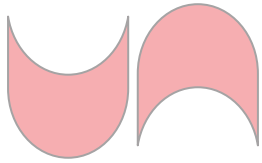
When negotiations began in the spring of 2013, UNA Labour Relations Director David Harrigan observed, "Alberta Health Services was seeking significant reductions in the numbers of nurses working in the health care system, plus rollbacks in monetary items and benefits.

"When we reached this agreement, we had assurance that there will be no overall reduction in nursing and an assurance of good-faith discussions between nurses and their employers during the life of the agreement on appropriate staffing levels and other patient care concerns," he said.

"In addition, we reached a salary agreement that means Alberta nurses are not falling behind and nurses benefits were maintained or approved," Harrigan said. "This is good for our members and good for all Albertans who are concerned about the wellbeing and effectiveness of our health care system.

The agreement includes a lump-sum payment in the first year of the agreement, and pay increases of 2 per cent plus a lump sum, 2.25 per cent plus a lump sum, and 3 per cent in each of the following years, as well as improvements to benefits and the agreement to pursue discussions on appropriate staffing levels.

"I will be writing the employers today to confirm the ratification by UNA's members," Harrigan said. "I will also be writing many other smaller employers funded by AHS where talks have been on hold pending the outcome of these negotiations asking to set dates for bargaining."



New Contract Significant Dates



Date of ratification by both parties: August 7, 2014
Term of contract April 1, 2013 to March 31, 2017

September 17, 2014	AHS 2% Rate of Pay Change AHS 2% Retroactive Pay from April 1, 2014 to Sept 7,2014
October 1, 2014	Implementation of the Extended Benefit Cost Sharing for Parental Leaves
October 15, 2014	AHS Payment of 2013 Lump Sum (\$2000)
October 29, 2014	AHS Payment of 2014 Lump Sum (\$500) AHS Payment of 2014 MCLS Lump Sum (\$875)
January 1, 2015	Implementation of the New Consolidated Benefit Plan
Jan. 5-19, 2015	Open Enrolment Period for Benefits
April 1, 2015	2.25% Rate of Pay Increase
May 2015	AHS Payment of 2014 Lump Sum (\$500) AHS Payment of 2014 MCLS Lump Sum (\$875)
October 2015	AHS Payment of 2015 Lump Sum (\$500) AHS Payment of 2015 MCLS Lump Sum (\$875)
January 2016	Review of Alberta CPI for Relevance of COLA Letter
April 1, 2016	3% Rate of Pay Increase
May 2016	Final AHS Payment of 2015 Lump Sum (\$500) AHS Payment of 2015 MCLS Lump Sum (\$875)
October 2016	AHS Payment of 2016 MCLS Lump Sum (\$875)
May 2017	AHS Payment of 2016 MCLS Lump Sum (\$875)

Local 115 Portfolio Rep Updates

Jeunine Champagne



MY name is Jeunine Champagne, and I am an RN in the intensive care unit. Recently I had the privilege to become a portfolio rep, which includes PCU's 30/31, 42B, 54, 71, 72, 102, ET clinic, Acute Vascular Access Services, CCSC, HPTP clinic, P&E Nutrition, Special Procedures and Hospitalist Liaison Nurses.

Unfortunately, I have not been in contact with all my ward reps and managers as of yet, but responses have been all positive so far. Since becoming a portfolio rep I have attended UNA functions that have helped me gain knowledge and skills to feel comfortable assisting grass roots members.

On July 15, I had the chance to attend the reporting meeting, and was given a first hand glimpse into how the organization runs. I met with many RN's that work in very different areas from myself and learned about their work issues that impact them in their daily work life. After working in the same area for many years, I became focused only on the things that seemed important to myself. But as I said, after meeting a lot of fellow RN's that work in different specialties with different work needs, I started

to get a broader appreciation for all the articles in the collective agreement.

My goals are to have more of our RN's involved with UNA, to have safer working environments that will ultimately provide better patient care for all.

Wanda Deadman



IT'S been a busy spring and summer. It has been an enjoyable learning process to effectively touch base with managers, ward reps and human resources.

It is rather difficult to coordinate health care worker schedules. Fortunately I've been able to touch base with the majority of individuals in my portfolio and everyone seems really excited about improving communication.

The majority of my work has been in recruitment, and a big thank you to those who agreed to becoming more active members within UNA! Then it was the extra stuff: attending the pension rally in Edmonton with colleagues from unit 94 and City Transit ATU members, lobbying MLA's, helping out at the UNA Stampede BBQ, attending the Know Your Rights workshop and participating in the Reporting Meeting and Ratification Vote.

It's been an eye opener so far. There is more going on at UNA than I could have imagined and it's been fantastic meeting great people from outside of my unit. I'm really enjoying the work and look forward to sharing the experience and new found knowledge with you all.

Sandra McGonigal



SINCE becoming Portfolio Rep I have spent my time introducing myself to the Unit Reps that were already in place and finding new Reps for the units that didn't have one. Thank you to those who have stepped up to take on this role of working with UNA.

There are still a few Reps I have yet to get in touch with but will continue to try to connect with them. Please feel free to contact me if there is anything I can do for you. This position is a new one and we are all working to develop the role.

The Units in My Portfolio are: Units 27, 37, 21, 22, 24, 26, South Calgary Dialysis, Urgent Care, Mental Health, Fanning and NW Dialysis, Pre/Post Transplant, Psych Consult and Psych Emerg.

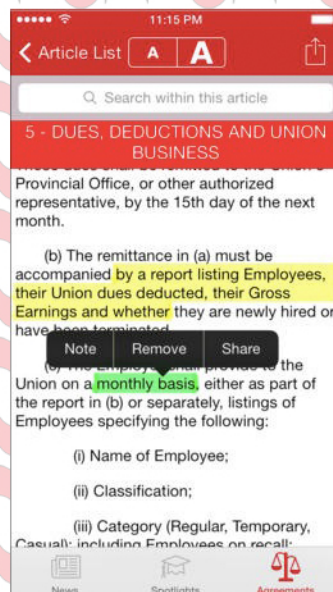
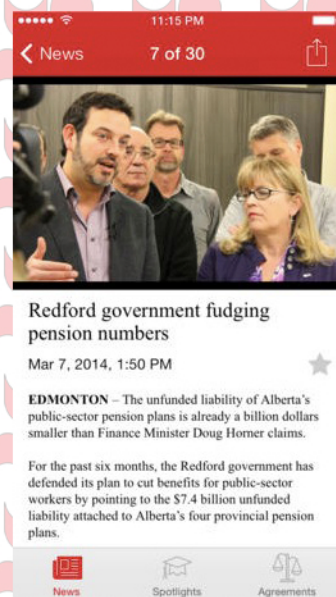
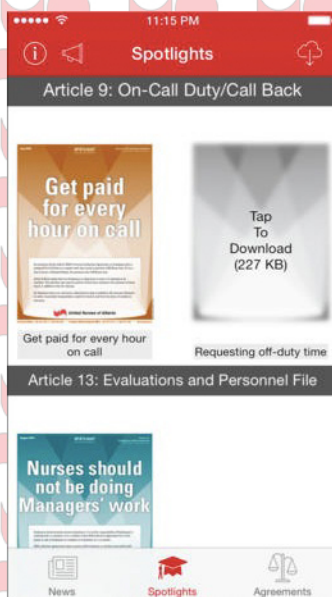
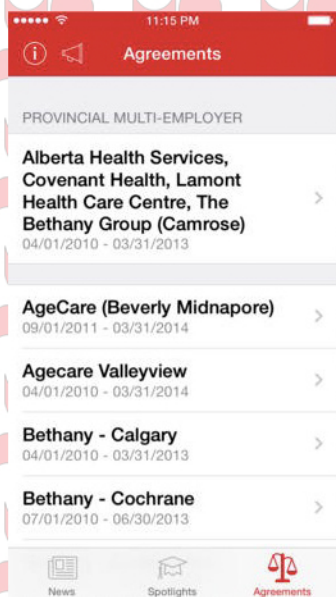
What's hAPPening @ UNA?

Get the new UNA App for iPhone!

The UNA app connects nurses with their union. See the latest news, view collective agreements, UNA Spotlights, and more. Members can search collective agreements for keywords, make notes, and highlight sections for future reference.

Available now for *free* on the app store.

Sorry, Android version not currently available



A circular logo with a dashed border containing the text "Please Post!".

Please Post!

UNITED NURSES OF ALBERTA - LOCAL 115

Notice of Monthly Meetings:



Sept. 10 & Oct. 8

4pm to 6pm



FMC Auditorium

Provincial AGM Nominations Due Sept. 3 @ 16:00
AGM Delegate Vote During Sept. Local Meeting

Call for names to enter draws for upcoming events:

Parkland Institute Conference: Deadline Sept. 3 @ 16:00

Executive Board Meeting: Deadline Oct. 1 @ 16:00

AFL Winter Labour School: Deadline Oct. 1 @ 16:00

South Central District Meeting: Deadline Oct. 1 @ 16:00

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