



# NEWSLETTER

Winter 2015



**UNA AGM 2015  
Edmonton, AB**



# Message From The Secretary

By Wayne F. Stopa  
Local 115 Secretary, United Nurses of Alberta



## RN's Are Not That Visible

**A** family member of a patient on any unit in the hospital or care centre stops at the front desk and asks to talk to the registered Nurse taking care of their family member.

At the station there are a number of staff working on charts, on the phone, or talking amongst themselves. There are also many different professions in this same small area, such as doctors, residents, physiotherapists and occupational therapists, unit aids, unit clerks, to name only a few. Most if not all are wearing scrubs of all colors.

The RN does come over to help the family member and on his or her name tag it does say Registered Nurse. That is not always the case depending on the facil-

ity. How is anyone to know until they are talking up close to that professional what designation they carry?


As Registered Nurses we have gone through extensive training to give the safest and highest quality care to our patients and clients.

As Registered Nurses we need to stand out in the crowd so that anyone from the public or other professions can pick us out easily. A family member is reassured when the right professional is taking care of their loved ones.

The Wear White Campaign is one way for the Registered Nurse to recognize easily or stands out in that crowd at the desk. Nova Scotia Registered Nurses started

in 2013 to wear white tops and the black pants as a standard in all hospitals and care centers in that province. Many other provinces are considering the same direction as this is also a way of seeing the amount of Registered Nurses working on any particular unit or facility. We believe that, "Safe Staffing Saves Lives." This was our slogan at the 2014 Annual General Meeting for United Nurses of Alberta.

Other ways to show who we are is to wear the RN badges with white backing and of course on each initial meeting announce we are a Registered Nurse.

We encourage Registered Nurses across the province to stand out and be noticed. We play an important part in the care of anyone of any age in all care centers in our province. 

In Solidarity,

*Wayne F. Stopa*

Local 115 Secretary

[local115exec@una.ab.ca](mailto:local115exec@una.ab.ca)

### Southern Alberta Regional Office

300-1422 Kensington Road NW  
Calgary AB T2N 3P9  
**Ph:** (403) 670-9960  
**Switchboard:** (403) 237-2377  
**Toll Free:** 1-800-661-1802  
**PRC & Executive Email:**  
<http://local115.una.ab.ca>  
[local115exec@una.ab.ca](mailto:local115exec@una.ab.ca)

### Provincial Office

700-11150 Jasper Avenue NW  
Edmonton AB T5K 0C7  
**Ph:** (780) 425-1025  
**Toll Free:** 1-800-252-9394  
**Fax:** (780) 426-2093  
<http://www.una.ab.ca>  
[nurses@una.ab.ca](mailto:nurses@una.ab.ca)

### Local 115 Executive

**President:** Kevin Champagne  
**Vice-President:** Kathleen Hamnett  
**Secretary:** Wayne Stopa  
**Treasurer:** Wanda Deadman

### Local 115 Committees

**CDLC Committee:** Nicole Bajada • Ann-Marie Rowland • Sue Weatherhead  
**Communications:** Wanda Deadman • Al Perreault  
• Patrycja Vaid • Sheldon Vogt  
**Grievance Committee:** Local 115 Executive • Martin d'Entremont • Ron DiPasquale  
**OH&S Committee:** Local 115 Executive  
**PRC Committee:** Kevin Champagne • Wanda Deadman • Laura Muenchrath • Sarah Paetschke • Wayne Stopa • Leona Wright  
**Portfolio Reps:** Jeunine Champagne • Dorothy Clements • Wanda Deadman • Sandra McGonigal

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

### Editors

Al Perreault  
Patrycja Vaid  
Sheldon Vogt

# Member Spotlight: Dory

By Patrycja Vaid  
Local 115 Communications, United Nurses of Alberta



*Dory is truly uniquely RN by making nurses unite. She created and fostered a community of practice during tumultuous institutional change. She is a huge proponent of providing expert care and ensuring competence within nursing through the unification of Clinical Nurse Educators in Alberta Health Services. Get to know more about this Foothills Hospital graduate and all the important work she has done in this UNA Local 115 member spotlight.*

**Q:** *Where are you from?*

**A:** I was born in a small town in Saskatchewan but was raised in Medicine Hat. Both sets of my grandparents were homesteaders and immigrated from Austria & Russia. I moved to Calgary to go to school at FHH in 1976.

**Q:** *Where do you work now, and what has been your nursing work journey?*

**A:** I am a graduate of FHH School of Nursing Diploma program and subsequently obtained a BScN from the U of A. I have been a RN for 36 years.

I started working in critical care at the FHH (it wasn't FMC then) when CCU / ICU were one unit on the 10th floor. I moved to Victoria, BC and worked in the Open Heart Unit / CCU at the Royal Jubilee Hospital & VGH and then eventually to the labour / delivery unit at VGH. I taught prenatal classes in Victoria for 12 years.

I moved back to Calgary 20 years later to be with family and I do not regret it one bit (miss my garden though – anything grows there).

I initially worked in Labour / Delivery at FMC, taught clinical with the U of C nursing students on various units and developed the curriculum and taught a LPN program at a local College.

My first CNE position was at the RGH on colo-rectal and the urology units where I redeveloped the pre-operative teaching course for patients having a TURP & Radical Prostatectomy. This was my first exposure to the Regional CNE meetings, which was a great source of support to me as a new educator. I became the Cochair of the meeting that year and subsequently became Chair a couple years later. From there, I transferred to be the CNE in PACU at the FMC. My current position is the Educational Coordinator for the Clerkship & Residency Program in the Department of Surgery.

**Q:** *What do you like most about where you work right now?*

**A:** I have a different focus from Nursing to provide educational needs of medical students in their clerkship year and the Residents in the Surgery department. They are keen to hear my nursing point of view. For instance, during a CVC insertion simulation, the residents were inserting a “Cordis –Sheath Catheter” and I was able to discuss with them the policies of CVC and especially that the Cordis line is not allowed on regular surgical or medical floors as per policy. It also gives me the opportunity to promote the strengthening of the nurse-physician relationship and how we can work together corroboratively for better patient outcomes.

*Continued on Page 4*

# Member Spotlight: Dory

By Patrycja Vaid  
Local 115 Communications, United Nurses of Alberta

*Continued from Page 3*

Secondly, I appreciate the support from my area in allowing me to chair the monthly Regional CNE meetings. This has given me the opportunity to put my leadership skills into practice not only in the Calgary Zone but also with CNE's in all 5 Zones. I see the communication and sharing of knowledge as important in easing the workload of CNEs and providing the opportunity for consistency of practice throughout the province, thus again potentially leading to better patient outcomes.

**Q:** *Many people might not know that you started provincial meetings with the educators across Alberta to try to keep communication lines open when Alberta Health Services was re-structuring and a lot of previously organized groups had fallen by the wayside. What inspired you to do this? And what keeps you going?*

**A:** In my role as Chair of the Regional CNE group, I realized that the information from these meetings should be heard by all CNEs as it pertains to clinical practice. I collaborated with Dr. Anita Mitzner of Health Professions Strategy and Practice (HPSP) with thoughts to allow other CNEs across the province to join our meetings. She agreed and used her connections with the rural group and staff from other zones to give them information about our group. We continued to spread information about our group and soon we had representation from all zones within the province to join our meetings via telehealth. Later we learned that other zones have expressed an interest in replicating our meetings in their Zones. It's rewarding to hear that other zones want to copy work that you are doing.

I continue to do this as I feel it is important. This venue allows for communication of practices, alerts for upcoming changes and an opportunity to question practice. It allows us as a group of CNEs to be consistent with interpretation and implementation of policies and procedures, thus reducing confusion amongst staff who may work in more than one area. I've heard back from many CNEs within Calgary and in other

zones how much they not only value these meetings but also how much they appreciate my work with organizing, chairing and recording the Regional CNE meetings.

We have to remember that prior to this, CNEs were the last to know of important dates of new policies, products etc. and were frequently functioning from a reactive mode. Now, we are a collective or an aggregate group that is unified in providing expert care and ensuring competence within nursing.

**Q:** *What result are you most proud of that has come out of these provincial meetings?*

**A:** It's developed into a form of "Community of Practice" for CNEs. This forum is connecting CNEs across the province – acute care, rural, community etc. CNEs have embraced the value of networking with each other to share their successes and challenges.

The CNE Group is self-governing and has grown without the assistance or direction from upper management or administration.

I receive many emails / calls from CNEs in Edmonton, Lethbridge etc. as well as Managers and Directors with their inquiry or to share with the CNEs for feedback or clinical practice. Someone said to me that the best accolade is someone trying to copy / mimic what you do or to reference your material during their work. "The greatest form of flattery is imitation." Hearing that other Zones would also like to hold Regional meetings such as this one validates the importance of what we are doing and what we have achieved.

**Q:** *Your career so far has taken you many places and you've made quite an impact on the educator group in Calgary. Is there anything you would still like to accomplish with the rest of your nursing career*

*Continued on Page 5*



# Member Spotlight: Dory

By Patrycja Vaid  
Local 115 Communications, United Nurses of Alberta

*Continued from Page 4*

**A:** I would like to ensure that the Regional CNE group continues after I leave the chair position in retirement.

I've discussed with my manager some possible research ideas for the clerkship program and she is interested so would like to pursue this in more depth.

**Q:** *Why is the union important to you?*

**A:** The UNA can focus on you as a RN. They support the work / knowledge that is uniquely RN. They promote a respectful environment where nurses can collaborate, communicate and make decisions that will enhance not only patient care but also promote work-life balance.

**Q:** *What is your favorite thing to do in Calgary?*

**A:** Attend the arts – live theatre, music, walk around the Bow, have family dinners with my kids, sisters and their families.

**Q:** *What is your favorite restaurant/place to shop/book/movie/TV show?*

**A:** My husband and I love going to La Chaumiere on 17th. I love going to the craft fair when they are at Telus convention centre and the BMO centre. I can appreciate the creativity of some of the artists. The Outlander series on TV is intriguing my senses right now as I enjoyed reading the book series ~ 20 years ago. My husband and I like to challenge each other when watching Jeopardy.

**Q:** *Looking back, if you could give your new nurse self some advice what would it be?*

**A:** Continue to be a life-long learner. Seek out learning experiences within the area that you work in. Get out of your comfort zone occasionally to challenge yourself.

Complete a graduate level degree & / or certification either in nursing, education, health science, medicine...do this sooner than later.

Dream big and don't stop until you see this happening.



Always strive to be the best RN that you can achieve. Never settle for substandard care for our patients. Treat your colleagues (RNs, LPNs, HCS, UC, Physicians, OT, PT etc) with the utmost respect, courtesy and dignity.


Please give nursing a chance and you will

be rewarded professionally in many ways.

**Q:** *What are you looking forward to in the next year?*

**A:** For my career, I want to continue leading by example – to promote how valuable RN presence is for the educational needs of medical students and residents in preparing them for clinical practice and to foster communication and sharing amongst CNEs in all 5 Zones.

**Q:** *Where do you see yourself in 5 years?*

**A:** Probably retired and sailing the Pacific and various other forms of travel to places of wonder with my husband and family. I say retired but I still feel that I have some energy left to continue to maintain and grow a legacy of sharing and a “Community of Practice” that will benefit current and future CNEs for years to come. 



## **JOINT COMMUNICATION**

Multi-Employer/UNA Collective Agreement

### **Professional Development Days**

**September 2015**

Professional Development (PD) days are an opportunity for the Employee to participate in professional development opportunities of interest that are not required by the Employer, including voluntary in-services on unscheduled days. PD days are not considered work scheduled or required by the Employer.

#### **Approval Criteria**

- The Collective Agreement says “Upon request, each Employee shall be granted at least three (3) professional development days annually”. These days are not automatically granted.
- Employees must request approval from their manager for PD days with as much notice as possible.
- The PD days must be demonstrably related to professional development, but need not be related to the Employees current position. Managers may make enquiries to ensure the day(s) are being used appropriately, including making a request to view the course curriculum or pamphlet. Employees are encouraged to share their learning with their colleagues.
- PD days are not only for formal courses. PD days can also be requested for studying or research on their own or at a library.

#### **Payment**

- PD days do not attract overtime, shift differentials or weekend premiums.
- Employees who work the standard workday are paid their basic rate of pay exclusive of premiums, for 7.75 hours for a PD day. This is the case if it is a regular workday, a “blank” day, or a Designated Day of Rest.
- Employees who work the extended workday are paid their basic rate of pay exclusive of premiums for 11.08 hours (or other appropriate length) for a PD day if the day is a regular workday, and for 7.75 hours on a “blank” day or Designated Day of Rest.
- Should the activities of the day(s) go beyond the regular work day, there is no additional pay. Should the activities take less time than the regular work day, no reduction in pay takes place, nor can the Employee be required to return to work.
- The Employer may, at its discretion, pay transportation, registration fees, subsistence or other expenses for a PD day activity, and shall advise an Employee in advance what will be paid.

If you have any questions, please contact your representative identified below:

#### **For the Union:**

David Harrigan  
Director of Labour  
Relations  
**United Nurses of Alberta**  
780-425-1025  
[dharrigan@una.ab.ca](mailto:dharrigan@una.ab.ca)

#### **For the Employer:**

Kim LeBlanc  
Lead Negotiator  
Negotiations and Labour Relations  
**Alberta Health Services**  
403-943-1410  
[kim.leblanc@albertahealthservices.ca](mailto:kim.leblanc@albertahealthservices.ca)

Pemme Cunliffe  
Director, Labour Relations  
and Total Compensation  
**Covenant Health**  
780-735-9165  
[Pemme.Cunliffe@covenanthealth.ca](mailto:Pemme.Cunliffe@covenanthealth.ca)

March 2014

SPOTLIGHT

# Supervision of Health Care Aides

United Nurses of Alberta members should be aware of rules dealing with the supervision of health care aides, as explained by their college and professional association:

“A regulated nurse will determine if a particular activity can be assigned to a health care aide and if it is appropriate, given the context and specific situation. This decision-making by the nurse involves the skilled and knowledgeable application or the nursing process, including assessment, planning, implementation and evaluation of care.

“The supervising nurse retains responsibility for assigning client care appropriately to the health care aide, and for ongoing evaluation of nursing care. The health care aide is responsible for the tasks and the care they provide.”

For more detailed information, please refer to the *Decision-Making Standards for Nurses in the Supervision of Health Care Aides*, published by the College and Association of Registered Nurses of Alberta, the College of Registered Psychiatric Nurses of Alberta and the College of Licensed Practical Nurses of Alberta.

## Professional responsibility in unsafe situations

Employees who believe the assignment of activities or tasks is inconsistent with the needs of nursing care of specific clients or client populations the nurse has a responsibility to:

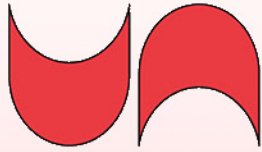
- ♦ question the practice,
- ♦ identify the problem clearly,
- ♦ document the rationale for decisions taken and problems encountered,
- ♦ communicate concerns about practice to nursing administration as soon as possible,
- ♦ advocate for appropriate staff assignment to meet client needs safely,
- ♦ maintain accurate personal records of actions taken, and
- ♦ consider whether information from external supports is appropriate or necessary.

For more information, please contact your UNA local or  
UNA's Professional Responsibility Advisor at 1-800-252-9394.



**United Nurses of Alberta**

Please  
Post



***United Nurses of Alberta***



**LOCAL 115**

**UNA**

# ***Notice of Monthly Meetings:***

2016: Jan 13 / Feb 10 / Mar 09

16:00 - 18:00

FMC Auditorium

403-670-9960

[local115exec@una.ab.ca](mailto:local115exec@una.ab.ca)

[www.local115.wordpress.com](http://www.local115.wordpress.com)



[UnitedNursesofAlbertaLocal115](https://www.facebook.com/UnitedNursesofAlbertaLocal115)



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





# Maybe it Means Just a Little Bit More

By Sheldon Vogt  
Local 115 Communications, United Nurses of Alberta

**W**inter has arrived and with it, shorter days and colder nights. The change in season demands a familiar adjustment in our way of life, as our beautiful city transforms into a white winter wonderland. Conversations of weekend fun turn toward winter activities such as ice skating and snowboarding. Snowmen begin to surface accompanied by young children fashioned in snowsuits pulling toboggans with little more than their rosy cheeks visible under their overspread outfits. A welcomed nostalgia sets in as sights and sounds of the holiday season emerge.

For many of us the holidays are spent with friends and family at dinners and parties, sharing loving stories and gifts, creating new memories while building upon existing ones. As joyful as the festivities may be for some it is equally as saddening and troublesome for others. The homeless battle harsh temperatures seeking warmth and nourishment in crowded shelters across the city while low income families scramble to meet their basic needs. It is in some of our happiest moments others are experiencing some of their worst and they need help.

Calgary has an outstanding reputation for its humanitarian efforts. We don't need to look further than the flooding of 2013 which showcased an outpouring of compassion, love and selflessness as Calgarians came together united to support those devastated by the catastrophe. Among the volunteers was a strong contingent of nurses, giving back to those in their greatest time of need.


As nurses we routinely demonstrate our unique skills sets in hospitals and communities striving to maximize positive patient and family centered outcomes. Compassion, professionalism, diligence, empathy, commitment, communication, adaptability, resiliency, hard- work, precision, collaboration, endurance, critical thinking, efficiency, respect and decision making, are qualities we bring to the front lines every day and which make us some of the very best public servants.

The *College and Association of Registered Nurses of Alberta* recognizes "[Service to the Public](#)" as one of five core categories in the standards-based framework for Registered Nurses in Alberta. Competencies under "Service to the Public" are aimed at building under-

standing of public protection and identify nursing care in the best interest of the public as, "our duty". It is our responsibility to actively contribute to improving the health of our communities and volunteering is one way we can participate.

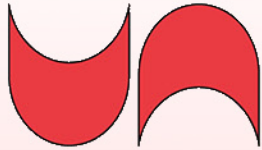
If there is willingness and a desire to volunteer, there is no shortage of places needing support. Here are some excellent places to start:

- [Alpha House](#)
- [Boys' and Girls' Clubs of Calgary](#)
- [Calgary Drop-In and Rehab Centre Society](#)
- [Calgary Food Bank](#)
- [Calgary Homeless Foundation](#)
- [Children's Wish Foundation](#)
- [EvenStart for Children Foundation](#)
- [Inn from the Cold](#)
- [The Magic of Christmas](#)
- [Meals on Wheels](#)
- [The Mustard Seed](#)
- [The Salvation Army](#)

The holidays are often described as a time of giving. Together we can make a difference in the lives of those less fortunate by giving our time and utilizing our diverse skill set to improve the health of our impoverished communities. Spread some joy this holiday season. Volunteer today. 



Please  
Post



***United Nurses of Alberta***



**LOCAL 115**

**UNA**

# ***Annual General Meeting***

**Wednesday December 9 , 2015**

**1:00 PM to 5:00 PM (MST)**

**Pre-Register: <http://bit.ly/unalocal115agm2015>**

**Kensington Legion - The Royal Canadian Legion  
North Calgary Branch No. 264**

**1910 Kensington Road Northwest, Calgary, AB T2N 3R5**

**403-670-9960**

**[local115exec@una.ab.ca](mailto:local115exec@una.ab.ca)**

**[www.local115.wordpress.com](http://www.local115.wordpress.com)**



**[UnitedNursesofAlbertaLocal115](https://www.facebook.com/UnitedNursesofAlbertaLocal115)**



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

