



NEWSLETTER

Fall 2016



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UNA Local 115 Executive Update

Dear Local 115 Members,

Hope you are enjoying some much deserved time off this summer. Hard to believe September is right around the corner. This fall is going to be busy at UNA. If you have been elected as a delegate or observer for Provincial AGM, you should have already requested your LOA's to attend. Provincial AGM is October 25-27 this year in Edmonton.

At the Local Monthly Meeting on September 14 (room AGW4A-B), the Local Executive will be presenting the common themes of the returned negotiations questionnaires and voting on outstanding proposals. All approved proposals will then be submitted to the Negotiating Committee and the Director of Labour Relations for review and recommendations.

At the Local Monthly Meeting on October 12 (room AGW4A-B), the Local Executive will go over any necessary details regarding Provincial AGM with delegates and observers. Paper AGM packages to be distributed, if electronic package was not requested.

At the Local Monthly Meeting on November 9 (room AGW4A-B), the Local Executive will review the Negotiating Committee's recommendations and proposals prior to Demand Setting Meeting November 22-24 in Edmonton.

The Local 115 AGM is on December 13 (Note the change in date) 1300hrs-1700hrs at Kensington Commons Church (2404 Kensington Rd. NW, one block east of Crowchild Tr.). You can register for the event at <http://bit.ly/115agm2016>

The following positions are up for election this year, all are 2 year terms:

- President
- Treasurer
- Communications Committee (2 positions)
- OH&S Committee (1 position)
- PRC Committee (2 position)

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Local 115 Executive

President: Kevin Champagne
Vice-President: Kathleen Hamnett
Interim Secretary: Laura Muenchrath
Treasurer: Wanda Deadman

Local 115 Committees

CDLC Committee: Local 115 Executive
Communications: Local 115 Executive • Al Perreault • Patrycja Vaid • Sheldon Vogt
Grievance Committee: Local 115 Executive • Martin d'Entremont • Dwayne MacKinnon
OH&S Committee: Local 115 Executive • Dorothy Clements • Laura Muenchrath
PRC Committee: Local 115 Executive • Nicole Bajada • Laura Muenchrath • Sarah Paetschke • James Zachary
Portfolio Reps: Jeunine Champagne • Dorothy Clements • Wanda Deadman • Sandra McGonigal

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

Editors

Local 115 Executive
 Al Perreault
 Patrycja Vaid [Maternity Leave]
 Sheldon Vogt

Local 115 Executive Update

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Any local member in good standing is welcome to put their name forward for election for a position. This is an awesome opportunity to become more involved in the Local. If you have any questions about the positions, do not hesitate to call or e-mail the Local Exec. Nomination form: <https://local115.files.wordpress.com/2013/01/local-executive-positions-nomination-form.pdf>

The Local Monthly Meeting on January 11, 2017 (in the Auditorium), the Local Exec will present the package from Demand Setting Meeting. A Ratification Vote is planned for January 30. More details to come.

The Exchange of Proposals between UNA and AHS anticipated to occur January/February 2017.

Members are encouraged to sign up and use UNANet (<http://una.ab.ca/unanet>), as information regarding negotiations will be posted on FirstClass in the Negs 2017 conference. If you are having any problems signing up for UNANet, give us a call.

Member Engagement Opportunities:

One Member at Large will be drawn to attend the October SCD Meeting.

Two Members at Large will be drawn to attend Jasper Labour School in January 2017.

Both draws close September 7th. Winners announced at September Local Monthly Meeting. Call the office or e-mail Local Exec if you would like your name entered in the draws.

UNA Orientation for New Employees:

There is a monthly opportunity for new employees to meet a member of the Local Exec and to receive a Welcome and Introduction to UNA. This is a great opportunity to learn about the union and what it can do for you. You can find us on August 22, September 26, October 24 and November 28 in the FMC Auditorium 1400-1500hrs.

Looking forward to working with the Members of Local 115.

Your Local Exec,

Kevin Champagne - President / Wayne Stops - Interim Vice-President

Wanda Deadman - Treasurer / Laura Muenchrath - Interim Secretary

Call: 403-670-9960

E-mail: local115exec@una.ab.ca

Visit: 300-1422 Kensington Rd. NW,

Calgary, T2N 3P9

Local 115 Webpage: <https://local115.wordpress.com>

Every UNA member has a say!

You make proposals and suggestions to your Local using the questionnaire.

You vote on proposals at your Local meeting.

You elect your representatives to the Provincial Demand Setting Meeting.

You vote on the final package of ingoing proposals.

You vote on whether to accept or reject the Memorandum of Agreement.

2017 NEGS 
United Nurses of Alberta

Mark Your Calendars

UPCOMING

EVENTS



Want to get more involved with your Union? Wait no more! 2016 is bringing with it a number of exciting upcoming events for UNA Local 115 members.

South Central District Meetings on October 6. The local will fund one observer per meeting. All are held at the Glenmore Inn Convention Centre. Interested persons must e-mail the local (local115exec@una.ab.ca) no later than the week prior to the meeting. Executives will select the member from those who have indicated interest.

6 Local Meetings (held every second Wednesday of the month - see [calendar](#) for details). All meetings are held at the FMC auditorium from 1600-1800. All members are welcome.

Parkland Institute Conference opens September 14th. Location and date to be announced.

Provincial UNA Annual General Meeting (October 25th-27th) and UNA Demand Setting Meeting (November 22nd-24th) will both held in Edmonton. For more details on these events send an e-mail to local115exec@una.ab.ca.

Local 115 Annual General Meeting will be held December 13, 2016 at the Kensington Commons Church (2404 Kensington Rd NW Calgary) from 1300-1700. Register online at: <http://bit.ly/115agm2016>

Know Your Rights Workshop offers new members (members who have never been active and now may be considering becoming active in their Local) a chance to learn about their union and their rights in the workplace. During the day, participants will explore UNA's relevance to their own lives and understand the goals, philosophy, and functioning of UNA and unions in general. It provides participants with the tools to protect their rights and opportunities to engage more effectively with UNA. See <http://una.ab.ca> for more information and register through DMS or contact us at local115exec@una.ab.ca

Medical Assisted Death

By Kevin Champagne
Local 115 Communications, United Nurses of Alberta

The 2015 Supreme Court *Carter v. Canada* decision passed a landmark ruling outlining laws that prohibit physician assistance in terminating life infringes on right to life, liberty and security of the person. Since this decision, the media has extensively covered the issue and speculated on the direction this will take in Canada. On June 16, the bill that was passed by Senate to legalize Physician Assisted Death received Royal Assent. This is now known as Medical Assistance in Dying.



A recent statement by the Canadian Nurses Protective Society (CNPS) stresses that nurses must practice with caution in their practice area and can not guarantee that participation in Medical Assisted Dying may not attract legal attention. Individuals are encouraged to clearly understand their scope within the legislation and familiarize themselves with guidelines in 241.2 of Bill C-14.

To assist nurses in Alberta, several resources have since become available. Alberta Health Services (AHS) has updated Insite to provide education on June 22, 2016 to help employees grasp the impact of this change in law. AHS has committed to working closely with key partners to develop information that supports staff. To review criteria for the eligibility with Medical Assistance in Dying, UNA encourages its members to review any AHS Medical Assistance in Dying policies. If you require further support, Medical Assistance in Dying Care Coordination teams have been established by AHS in an effort to ensure that staff are practicing safely and legally. Additionally, the College and Association of Registered Nurses of Alberta (CARNA) is working on guidelines for nurses that align with the Medical Assistance in Dying legislation. CARNA encourages any nurse that is asked to participate contact them for more support. A clear message from AHS and CARNA is that individuals are not required to participate if this practice is against an individual's moral belief.

The Canadian Nurses Association (CNA) document highlights other risks which can impact an RN with their practice, ranging from burnout to moral distress. Read the CNA Physician Assisted Death article at <http://bit.ly/cna-article>.

As this is a difficult topic and can elicit many different emotions within each of us, it is important we have safe places to discuss our individual views. If you require support during this process, the union is here to guide you through this process as information is continuously changing and being updated. Your union, at your side, on your side, can be reached at 403 670 9960 (Local office) or by e-mail local115exec@una.ab.ca.

In Solidarity,

Kevin Champagne

Local 115 President

The Benefit of Having Benefits, Volume 2 - Group Savings Plan

By Sheldon Vogt
Local 115 Communications Committee

“Do not save what is left after spending, but spend what is left after saving” – Warren Buffet

Saving money to promote financial security is a prudent course of action, having benefits extending beyond middle age into retirement. In a world of retirement savings plans, tax free savings accounts, investments, mutual funds, stocks, bonds and whatever other methods are used to secure that nice little nest egg, it would appear the days of the piggy bank or shoebox of cash buried in a hole in the ground have passed, which leaves a seemingly obvious question; “What is the best way to save money?”

UNA has lobbied for a platform to help its members address this question which is reflected in Article 29.05 of the UNA Provincial Collective Agreement, also known by Alberta Health Services as the Group Savings Plan (<http://una.ab.ca/602/una-members-urged-to-claim-their-2-per-cent-rrsp-supplement>). UNA is the only union organization working with AHS that offers this benefit to its regular part time and full time members. Very simply, for every dollar a UNA member saves, AHS will match that dollar one for one tax free. There is a limit to how many dollars can be matched and to find the magic number a member need only calculate 2% of their gross income per pay-check. Consider the example below:

A regular full time Registered Nurse makes \$41.11/hour working 40 hours/week. That's \$41.11 x 40 hours x 2 weeks= \$3288.80 (before tax) every bi-weekly pay-check. $\$3288.80 \times 2\% = \65.78 . \$65.78 is the dollar amount that would be matched by AHS if put into the Group Savings Plan. By saving \$65.78 per pay-check this member would actually be saving \$131.55 and all it takes is to enroll in the Group Savings Plan. It's like free money!

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Get moving and plan your retirement.
Get the most from your Alberta Health
Services Group Savings Plan

The Benefit of Having Benefits, Volume 2 - Group Savings Plan

By Sheldon Vogt
Local 115 Communications Committee

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There are two ways in which a member can enroll; digitally or non-digitally. Both methods require the same information and are relatively simple to complete. Whichever method of enrollment is used members are encouraged to request and obtain a username and password for the online system so members have full access and to their account, allowing them to view their balance and make changes or adjustments as they desire. The only way to do this is to call the company operating the Group Savings Plan named Manulife (formerly Standard Life) and put forward your request. They will also be able to answer any questions you may have regarding enrollment.



Resources available on **Insite** are included below and can be found using the following:

Home > Our Teams / Departments > Human Resources > Pay & Benefits > Benefits and Pension > Group Savings Plan

Manulife Phone Number: 1-800-242-1704, ext. 4000

Manulife Introductory Information (PDF)

AHS Group Savings Plan Home Page: [<http://events.snwebcastcenter.com/manulife/GBRS/Prod/SL/AHS/index.html>]

Human Resources Group Savings Plan FAQ (PDF)

Manulife VIP Room Login: [<https://viproom.standardlife.ca/portal/open/login.do>]

AHS Group Savings Plan FAQ (PDF)

On the next page is a guide as to how a UNA member can enroll in the Group Savings Plan. Take the time to enroll and watch your money grow two for one!

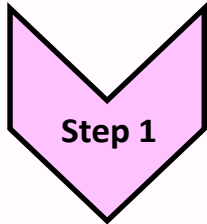
In Solidarity,

Sheldon Vogt

Local 115 Communications Committee

Group Savings Plan: Application Process

Digital



Step 1

- Call Manulife (formerly Standard Life) and request to join AHS' Group Savings Plan.
- **1-800-242-1704, Ext 4000**



Step 2

- Manulife will contact AHS to confirm employment and instruct you to call them back in 48-72 hrs to obtain your user ID and password.



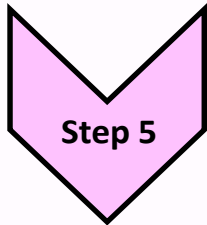
Step 3

- Call Manulife in 48-72 hrs to get your user ID and password.
- Do not lose this information and keep it protected. It is the key to accessing and making changes to your Group Savings Plan.



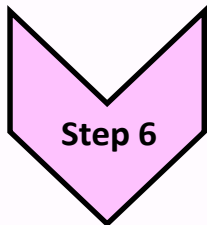
Step 4

- Login to Manulife website "VIP Room" using User ID and password.
- <https://viproom.standardlife.ca/portal/op/en/login.do?language=1>



Step 5

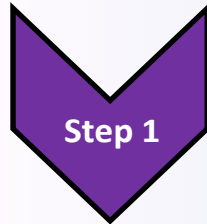
- Click on "Group Savings & Retirement".
- In the center of the next page will be the "Enrollment Center" with eligible plans titled "STRP" & "TFSA". Click on "Enroll Now" next to the "STRP" heading.
- "STRP" stands for Structured Retirement Savings Plan.



Step 6

- Follow instructions and complete all sections prior to submitting your enrollment package.
- Sections include personal information, beneficiary information, payroll deduction request for percentage of wage contributions from each pay check and investment instructions.
- Submit your completed enrollment package.

Non-Digital



Step 1

- Print and complete all 6 steps of the Group Savings Plan Enrollment Form.
- http://events.snwebcastcenter.com/manulife/GBRS/Prod/SL/AHS/pdf/ahs_rsp.pdf
- Mail or fax the completed form to Manulife. Address & fax number located on the form.



Step 2

- Manulife will contact AHS to confirm employment and will activate your Group Savings Plan.



Step 3

- Call Manulife in 48-72hrs (if sending by fax) or after 10 business days to confirm they have received your completed Group Savings Plan Enrollment Form and are setting up your account.
- **1-800-242-1704, Ext 4000**



Step 4

- Manulife will send you confirmation of your new account and all other information by mail upon completion of processing.



- Requests for adjustments to your account such as a change of address, adding a beneficiary or increasing/decreasing the percentage of payroll deductions are made by completing and mailing/faxing the Miscellaneous Changes form.
- <http://events.snwebcastcenter.com/manulife/GBRS/Prod/Media/PDFs/SL/ge927.pdf>



- Receive and review statements of your account information Manulife will send you by mail on/around June 30th and December 31st of each year.



- You can request online access to your Group Savings Account anytime by calling Manulife: **1-800-242-1704, Ext 4000**

What is a Clinical Nurse Specialist Anyway?

By Patrycja Vaid
Local 115 Communications Committee
United Nurses of Alberta

You may be very familiar with the Nurse Practitioner (NP) role, but if you are like many nurses in Calgary, you do not know the definition of a Clinical Nurse Specialist (CNS). Both of these roles are the only recognized Advanced Nursing Practice (ANP) roles in Canada according to the [Canadian Nurses Association](#) (CNA). Graduate prepared Advanced Practice Nurses (APNs) use their expertise to help develop and advance professional nursing knowledge and meeting health needs of patients. While NPs are defined more by direct care and expanded scope of practice, CNSs are considered to be experts in nursing care that help facilitate system changes through evidenced based practice.



Recently, the College and Association of Registered Nurses of Alberta (CARNA) published a short [article](#) on the history of ANP in Alberta where the author, Jananee Rasiah, suggested CNS roles originated out of need for expert care post World War 2. Among challenges that APNs face in Alberta, Rasiah identified that there is a lack of role and scope awareness and role overlap. The CNS title that emerged in the 1960's is not a protected one in Canada. In Alberta, however, the title "specialist" is protected under the [Health Professions Act](#). The official CNA [position statement](#) for CNSs defines them as Registered Nurses with a graduate degree

in nursing with expertise in a specialty area. Their roles are defined by four competencies: clinical care, systems leadership, advancement of nursing practice, and evaluation and research.

A recent survey by CNA identified 804 CNSs practicing in Canada. According to CARNA, there are currently 494 NPs, 226 CNSs, and 826 graduate level educated nurses in Alberta (the 2 latter statistics are self reported). Clinical Nurse Specialists working for Alberta Health Services are members of United Nurses of Alberta. They play key roles in direct patient care as well as systems changes such as policy and education development. For more information on CNSs, please see this [article](#) in the Canadian Nurse.

In Solidarity,

Patrycja Vaid

Local 115 Communications Committee

Dues Payer vs Member

By Laura Muenchrath
Local 115 Interim Secretary
United Nurses of Alberta



When I have approached my colleagues about becoming card carrying members of UNA I often get a blank stare. I am often asked why? Is this going to cost me more money? The fact of the matter

is that we are obligated dues payers. Being a member of UNA is voluntary. The benefits of being a member include:

- Attending local meetings and Annual General Meeting
- Voting privileges
- UNA workshops (such as Know your rights and Dealing with abuse)
- UNANet
- That cute little pocket calendar

Becoming a member is easy. From the UNA website (www.una.ab.ca) do the following:

- Click on the red circle in the top right-hand corner.
- Click on the yellow box that says “Request Card”.
- Click on the blue “Submit our online application form”
- Follow the instructions.

Once you have access to UNANet, your benefits include:

- Get your own UNA Email Address! UNANet provides you with a Union email address, _____@una.ab.ca. UNA email is private, has excellent SPAM and Email Virus protection, and comes with a support person you can actually talk to.

- When using a una.ab.ca email address, communications with your Local Executive, LRA, UNA Staff, Executive Officers, and other UNANet users are always secure; they never pass through the Employer’s email servers (or Telus’ or Shaw’s) and remain contained within the UNANet service.

Discussion

Join in (current) discussions using UNANet’s Conferences of the latest News and Negotiations with other Nurses (only Nurses, as UNANet is Members only access). Discuss developments in PRC and OH&S. Ask questions and have them discussed and answered in the Contract Issues Conference.

Education

Read and Download UNA Educational Material, such as:

- Know Your Rights
- PRC toolkit.
- How to Run a Local
- Disability Rights
- Unit/Office Rep
- Grievances
- View the UNA Workshop Calendar and a calendar of major non-UNA Education
- Opportunities.

At Hand

In DMS, access your on-file personal information. File Expense Claims, view Union pay stubs and T4’s, see upcoming Workshops and register directly.

In Solidarity,

Laura Muenchrath
Local 115 Interim Secretary

February 2016

SPOTLIGHT
ON YOUR UNA CONTRACT**Article 8: Overtime**
UNA Provincial Collective Agreement

Overtime should be paid for time spent correcting Employer payroll errors

When Employers make payroll errors, Employees are entitled to expect the Employer will correct them in a timely manner.

Unfortunately, it is not unusual for Employees to be required to devote significant time and effort to fixing payroll errors.

Since a fundamental obligation of any Employer is to provide accurate and timely pay to their Employees, UNA does not believe any Employee should have to spend their free time trying to correct an Employer's error.

So if you experience a payroll error, UNA encourages you to immediately advise your manager if you require time during a scheduled shift to address it. If management is unwilling unable to provide appropriate scheduled time, UNA encourages you to request overtime for the time you must spend to correct the error.

UNA may be able to take the position the Employer has unreasonably denied a request for overtime, allowing us to pursue appropriate payment through the grievance process. For a grievance to succeed, you will need to record details of dates, times and the efforts you spent trying dealing with the problem and provide them to UNA.

Whether you wish to seek overtime or not, if you are finding it difficult to have your Employer correct a payroll error, contact UNA for assistance. Your UNA local executive or Labour Relations Officer can be reached at 1-800-252-9394.

**United Nurses of Alberta**

Celebrate 100

By Patrycja Vaid
Local 115 Communications Committee



UNA local 115 would like to celebrate those who made a difference at Foothills Medical Center (past and present) as [CARNA](#) #celebrates [100 years of nursing](#) in #Alberta with [Centennial Awards](#). Some of the winners of these awards are listed [here](#).

LORI FORAND, MSC, BN, RN

Lori Forand started her career as an acute care bedside and charge nurse on the oncology and bone marrow and blood cell transplant program at Foothills Medical Centre. She then became a sessional instructor for many years, mentoring student nurses through Mount Royal College. Teaching inspired her to pursue her masters in communication studies, focusing on clinical informatics. After obtaining her masters, she worked to address the information needs of health-care professionals through the use of information and communication technologies. As area manager within integrated home care, she led the program's transformation of the care delivery model.

DIANE COLLEY-URQUHART, BSC H & HS, RN

Diane Colley-Urquhart is recognized as a dynamic community leader serving as Calgary Police Commissioner and a member of Calgary City Council. Diane is an innovative strategist who continually seeks new ways to enhance the effectiveness of her public service and volunteer roles. She currently sits on over 15 boards, commissions and committees and volunteers tirelessly within her community. A registered nurse for over 45 years, Diane has held senior management and teaching positions in intensive trauma and cardiac care with Foothills Medical Centre, University of Alberta Hospital, Beverly Care Centre, Heart and Stroke Foundation, Canadian Cancer Society and Kids Help Phone to name a few. Diane has worked at the Chronic Pain Centre for the past 12 years.

MACNEIL CORNEZ, BN, RN

MacNeil Cornez is always looking for ways to better his practice and the health-care system as a whole. He was president of the Student Nurses Society at Mount Royal

University where he played an active role in setting up volunteer opportunities and social events for nursing students. He has held various positions at Foothills Medical Centre, including unit clerk, registered nurse and charge nurse. MacNeil was chairperson of the unit's council, responsible for growing leadership and empowering employees. He is now a site manager, where he is responsible for coordinating day-to-day patient flow throughout the hospital and acts as a resource to charge nurses. He is also currently working towards his masters in health policy.

JENNIFER EVANGELISTA, RN, BN, ACCN, CNE

Jennifer Evangelista works as the clinical nurse educator at the Foothills Medical Centre emergency department in Calgary. Jennifer believes in supporting all staff and developed a written and verbal plan of action for guidance and support to RN's for return to work after a disciplinary

Celebrate 100 (Continued)

By Patrycja Vaid
Local 115 Communications Committee

Continued from Page 13



issue. She developed and now teaches the trauma orientation and participates as a facilitator in critical incident stress management events. She also co-teaches orientation for new RN's, PCAS and unit clerks, organizes the education days for all staff and organizes the street drug workshops attended by over 200 staff members.

DORY GLASER-WATSON, BSCN, RN, PNC(C), CLNC

Dory Glaser-Watson is a true leader in the nursing community and eagerly steps forward to represent the interests of registered nurses. She has held many significant positions including CARNA provincial councillor, president of PANAsac (PeriAnesthesia Nursing Southern Alberta Chapter), NAPANC (National Association of PeriAnesthesia) board director and chairperson of clinical nurse educator meetings. Dory is a role model for excellence in practice and a mentor to students and educators.

She is future-oriented and aware of future trends and impacts on health care. She has created many timely education resources which she readily shares with colleagues to ensure safe and consistent practice.

Read more about Dory [here](#).

BARBARA HOSANG-GRANT, BN, RN, CNCC(C)

Barbara Hosang-Grant is dedicated to ensuring her colleagues have access to the tools and knowledge essential for high-quality patient care. She advocates for an open, supportive learning environment and acts as a resource for nurses by providing educational opportunities, feedback and guidance. Barbara has encouraged further education organizing study groups with guest lecturers for critical-care registered nurses at the Foothills Medical Centre preparing for the CNA certification exams. Barbara also brings her skills and experience to the table at initiative meetings where she

advocates for registered nurses to strengthen their clinical knowledge, and work to their full scope of practice.

DAPHNE WALLACE, RN

Daphne Wallace is a leader and role model for her colleagues. She helped develop the United Nurses of Alberta's Respect Policy document when she sat as a committee member. She is also a member of the Aspen Foundation for Labour Education. Daphne is an expert in neuroscience nursing and willingly shares her knowledge. She welcomes new nurses into the profession with enthusiasm, warmth and a sincerity that makes all excited to belong to this great profession. When a procedure was being performed, Daphne would gather up staff and take the opportunity to teach them why it was being done and the expected outcome.

Continued on Page 15

Celebrate 100 (Continued)

By Patrycja Vaid
Local 115 Communications Committee

Continued from Page 14

JANICE RAE, MN, RN

Janice Rae is passionate about issues about pain management. She initiated the acute pain service in Calgary at Rockyview General Hospital in 1998 and continues to be heavily involved in the planning and expansion of the service, which now serves all four adult hospitals in Calgary. Janice is a content expert and has presented on a variety of pain topics across Canada at a multitude of conferences. She is a resource and mentor to her colleagues and spreads the word about pain management by organizing local conferences for health-care providers. She also teaches workshops for in-services to hospital staff and nursing students on topics including pain assessment, pharmacology, and modes of analgesic delivery. Read more about Janice [here](#) and [here](#).

ARUDSELVI SINNADURAI, BSC, RN

Arudselvi Sinnadurai's experience in cardiovascular intensive care and passion for improving patient care was essential in developing a ventricular assist device (VAD) program for Alberta Health Services – Edmonton Zone. She led a team in developing relevant education platforms, policies and procedures and overall operations. Arudselvi has been consulted for the development of VAD programs at the Foothills Medical Centre and the B.C. Children's

Hospital. She also identified the need for, and worked to develop, a structured extracorporeal membrane oxygenation (ECMO) therapy program to support patients receiving this therapy and practitioners providing it. The VAD and ECMO programs have given many registered nurses the opportunity to improve their practice through specialized training



VIRGINIA VANDALL-WALKER, PHD, MN, RN

Virginia Vandall-Walker spent her early career working in remote fly-in communities in northern Canada. She demonstrated excellence in responsive, innovative nursing care by establishing satellite locations for those who had difficulty traveling to the nursing station. She even obtained her private pilot's license to make sure she could reach her patients. For the last 20 years, Virginia has been teaching with Athabasca University. She not only initiated the first

rural licensed practical nurse program in the north, but also developed the first proposal for nurse practitioners to be educated at the graduate level. Virginia also spent time in critical care, researching the different facets of the lack of family-centred care in ICU. Her publications continue to be used at the Foothills ICU to orient new faculty.

FRANKIE WONG, MHS, BN, RN

Frankie Wong developed the bladder algorithm which has become the gold standard in nursing and has been used in many hospitals in Canada and the United States. He has also developed orientation manuals for the department of neurosciences at Foothills Medical Centre and published the book *Basic Neuroscience Nursing*, which has become a tremendous resource for nursing staff. Frankie has received numerous requests from universities and hospitals from around the country for guidance and lectures on lumbar drains, burr hole procedures and the arterial blood gas interpretation method that he developed. In addition to being a part-time teacher at Mount Royal University and Bow Valley College, Frankie participates in the development of content for nursing programs, education tools for nurses, and research projects. Read more about Frankie [here](#).

October is
**Breast Cancer
Awareness Month**

November is
**Epilepsy
Awareness Month**

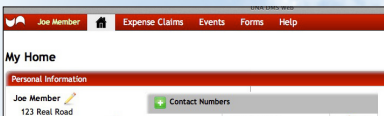
Communication: FirstClass



- 1 Personal items: Mailbox, My Calendar, My Contacts. Full control to user
- 2 Shared items: all other icons; no user control; read only

Data Management: DMS Web

- 1 Use browser to access.



- 2 **Home**—view/change address, phone numbers, contact information etc.
- 3 **Expense Claims**—submit locally or provincially funded expenses
- 4 **Events**—register for any **Local** event.
- 5 **Forms**—complete and submit forms as available
- 6 **Help**—tipsheets & icon definition

UNA Net

- free account with membership
- secure internal network
- communicate with UNA members, locals & staff
- keep up-to-date with latest UNA news
- make address/phone number changes as needed
- submit expense claims

UNA Net

providing
**Communication
& Data Management**



Provincial Office

700-11150 Jasper Avenue NW
Edmonton AB T5K 0C7
(780) 425-1025 or 1-800-252-9394
Fax: (780) 426-2093

ProvincialOffice@una.ab.ca

Southern Alberta Regional Office

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Calgary AB T2N 3P9
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CalgaryOffice@una.ab.ca

Computer Support

1-866-492-8584 or (780) 493-8584



Please
Post



United Nurses of Alberta



Notice of Monthly Meetings:

2016: Sep 14 / Oct 12 / Nov 09

16:00 - 18:00

FMC AGW4A-B

403-670-9960

local115exec@una.ab.ca

www.local115.wordpress.com



UnitedNursesofAlbertaLocal115



@UNALocal115





United Nurses of Alberta

NOMINATION FOR LOCAL EXECUTIVE POSITIONS

- POSITION:**
- PRESIDENT**
 - VICE-PRESIDENT**
 - SECRETARY**
 - TREASURER**
 - SECRETARY/TREASURER**
 - OTHER** _____

(Nominations are open to anyone who is a Member in good standing of the applicable UNA Local)

NAME AND ADDRESS OF NOMINEE:

NAME

ADDRESS

IF ELECTED, I AM WILLING TO SERVE:

SIGNATURE OF NOMINEE

NAME AND ADDRESS OF TWO (2) MEMBERS OF THE LOCAL, WHO ARE IN GOOD STANDING, NOMINATING THE NOMINEE:

NAME (PLEASE PRINT)

ADDRESS

SIGNATURE

NAME (PLEASE PRINT)

ADDRESS

SIGNATURE

Please Post



United Nurses of Alberta



Annual General Meeting

Wednesday December 14 , 2016
1:00 PM to 5:00 PM (MST)

Pre-Register: <http://bit.ly/115agm2016>

Nomination form is available in this newsletter.

Kensington Commons Church
2404 Kensington Road, NW Calgary AB T2N 3S1

403-670-9960

local115exec@una.ab.ca

www.local115.wordpress.com



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



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



July 2012

SPOTLIGHT
ON YOUR UNA CONTRACT

Document your job

It is valuable and important for every Employee to have written documentation of her position. The key document is the "Letter of Hire" which must include:

- ♦ category (regular, temporary, or casual)
- ♦ classification
- ♦ number of hours per shift and shifts per shift cycle
- ♦ date of hire, and transfer
- ♦ increment level
- ♦ site, or sites if the person is working "at or out of"

It is also important for Employees to be sure their Seniority Date is correct. A Seniority Date is the date an Employee entered the bargaining unit. UNA Local Executive members can confirm this date.

Documentation of each Employee's position can be important if there are layoffs or displacements.

**United Nurses of Alberta**