



NEWSLETTER

Summer 2017



2017 CFNU Convention NYC

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UNA Local 115 Executive Update

By Wanda Deadman
 Local 115 Treasurer
 United Nurses of Alberta

Dear Local 115 members,

Currently, the news and climate (be it weather, political or financial) has often been described as interesting. For me, it has been a bit exhausting. As a change of pace, I would like to take a moment to delve into the wins and celebrations of today.

First off, 2017 mark's UNA's 40th Anniversary. It is surprising to me that UNA only came into official existence on May 6, 1977. Back then, minimum wage in Alberta was \$3 per hour and the average single Canadian's yearly income was \$21 492. A new RN starting in Alberta saw wages of only \$6.28 per hour, roughly \$12 708 per year. Since UNA was founded, it has successfully more than quintupled the wages of Alberta nurses and has worked diligently to uphold labour and human rights for it's dues payers.



That union advantage is making inroads over at WestJet with the pilots voting in favour of unionization. Less than 1 year prior, the WestJet pilots voted against forming a union. The need for world-class representation and a collective agreement under the Canada Labour Code Part 1 was always known. In this second vote, joining the world's largest pilot union, the WestJet pilots will discover the power behind solidarity.

“When unions stand up for fairness, they raise the bar for everyone. Many of the things first won by unions are enjoyed by all workers today - minimum wages, overtime pay, workplace safety standards, maternity and parental leave, vacation pay, and protection from discrimination and harassment.” - Canadian Labour Congress.

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Fax: (780) 426-2093
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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: Local 115 Executive
Communications: Local 115 Executive, Kris Lim, Al Perreault, Patrycja Vaid, Sheldon Vogt
Grievance Committee: Local 115 Labour Relations
OH&S Committee: Local 115 Executive, Laura Muenchrath
PRC Committee: Local 115 Executive, Nicole Bajada, Andrew Lafreniere, James Zachary

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

Editors

Local 115 Executive & Communications Committee

Local 115 Executive Update

Continued from Page 2

I hope that you have been able to enjoy many of the Canada 150 events over the summer. Canada's 150th birthday is an opportunity for us to consider what gifts we can give back to our nation. I invite all to participate in Mayor Nenshi's "Do Three Things for Canada in 2017: <http://www.threethingsfor-canada.ca>. Find what you are passionate about and help change the world by doing an act of service small or large.

In Solidarity,

Wanda Deadman

UNA Local 115 Treasurer

Your Local Exec,

Kevin Champagne - President / Kathleen Hamnett - Vice-President

Wanda Deadman - Treasurer / Wayne Stopa - 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>

OUR profession @ OUR jobs

www
wear
white
Wednesdays

UNA members urged to claim their 2-per-cent RRSP supplement

Members of the United Nurses of Alberta need to be aware their Employer has agreed to contribute to a supplemental pension plan in the form of a Registered Retirement Savings Plan contribution.

UNA strongly recommends that all members who are regular employees act to take advantage of this provision if they haven't done so. It is a benefit they cannot receive without taking specific action to enroll. So without acting, employees are going without a 2 per cent retirement income supplement to their salary that they are entitled to receive under the collective agreement.

Article 29.05 of the UNA Provincial Collective Agreement

- (a) The Employer shall provide a supplemental pension plan in the form of a Registered Retirement Savings Plan (RRSP).
- (b) Effective on the Employee's date of enrollment, a Regular Employee shall have the right to contribute up to 2% of his or her regular earnings into the RRSP until December 31st of the year the Employee turns 71. The Employer shall match the Employee's contributions into the RRSP.
- (c) A Regular Employee who, by virtue of his or her age, no longer qualifies under Article 29.05(b), shall receive an additional 2% of her or his regular earnings.
- (d) "Earnings" as defined in Article 29.05(b) above, will include WCB earnings until such time that the Employee exhausts his or her sick leave credits and is deemed to be on sick leave without pay.

The agreement does require that employees contribute 2 per cent of their salary for the employer to match, and employees need to enroll in the program for the employer to contribute this money. No UNA member should go without funds for their retirement that their Employer has agreed to contribute.

This supplemental pension is not available to temporary or casual employees.

If you have any questions or concerns, please contact your UNA local executive or Labour Relations Officer at 1-800-252-9394.

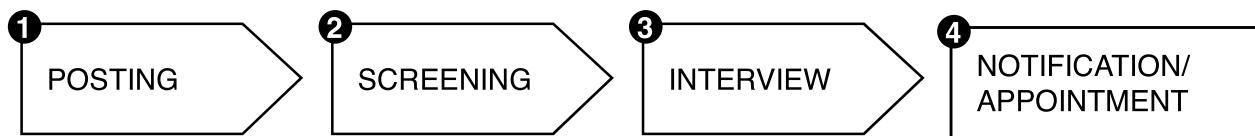




Competitions & Competition Grievances

ARTICLE 14: PROMOTIONS, TRANSFERS & VACANCIES

Four Steps in Competition Process:



Competition Grievances

In determining whether to file a grievance and how far the grievance will be pursued through the process we need to assess compliance with the relevant article(s) (14.04).

In making promotions and transfers, the determining factors shall be skill, knowledge, efficiency, experience and other relevant attributes, and where these factors are considered by the Employer to be relatively equal, seniority will be the deciding factor.

If all applicants for a vacancy are Casual Employees, the determining factors shall be skill, knowledge, efficiency, experience and other relevant attributes, and where these factors are considered by the Employer to be relatively equal, the position shall be awarded to the Employee who has been in the scope of the bargaining unit the longest.

Question: Did the Employer conduct a reasonable job competition with a reasonable outcome?

Points to consider:

- Have all the determining factors set out in the relevant article been taken into consideration?
- Have the factors been assessed in a manner that is reasonable and appropriate?
- Has the Employer acted in bad faith, discriminatory or arbitrarily towards any job applicants?
- Was the decision a reasonable one given compliance and a fair procedure? (the decision falls within the range of reasonable decisions)

Challenges

Ongoing issue with Employers not disclosing relevant information required for a proper assessment. Grievance process can assist in obtaining additional information on candidates and process to assess the merits of the grievance or potential grievance. LROs look at the requirements of the position (job) and reasonableness of the standards/process used to evaluate the candidates.



Competitions & Competition Grievances

ARTICLE 14: PROMOTIONS, TRANSFERS & VACANCIES

Remedies

- Deny grievance – result of competition unchanged
- Order reposting & competition repeated
- Award the position to the grievor

1 POSTING VACANCIES – Requirements (*Article 14.01*)

- › Was the vacancy posted for the appropriate time prior to appointment?
- › Was a copy provided to the Union within stated number of days?
- › Does posting contain the information required in the provision?
(assists Employees in determining whether to apply)
- › Is there a closing time and date?
(not Sat, Sun or Named Holiday)

2 SCREENING

- › Is the applicant eligible to apply?
(does applicant meet the qualifications set out in the posting)
- › Is the applicant part of the bargaining unit – internal vs. external candidate?
(“whenever possible from within the bargaining unit “-14.01(c))

3 INTERVIEW

- › Which candidates were interviewed?
- › Did the interview questions assess all the factors?
(skill, knowledge, efficiency, experience and other relevant attributes)
- › What were the “other relevant attributes” that were assessed?
- › Were they relevant to the position?
- › Were the applicants aware of what other relevant attributes would be assessed prior to the interview?
- › Did the employer rely on interview results (scores) only?
- › Did they also take into consideration employment history?
- › Did they check references?



Competitions & Competition Grievances

ARTICLE 14: PROMOTIONS, TRANSFERS & VACANCIES

4 NOTIFICATION/APPOINTMENT

- Was the union and all applicants informed in writing of the name of the successful applicant within 5 working days? (14.05)
- What was the status of the successful candidate? (internal, external, regular, casual, temporary)
- This provision is important as it allows unsuccessful applicants to pursue grievance in timely manner.

Temporary Vacancies (14.02)

There have been numerous grievances filed (over 40) related to the AHS posting permanent vacancies as temporary. There have been further discussions with AHS and we hope to see fewer violations. Locals still need to review the temporary postings and contact your LRO if you have any questions or concerns.

We receive lots of enquires related to 14.02 (d). Employees during the term of a temporary position can apply for a permanent vacancy and temporary positions in the same unit/program as their current position. However, if the position is in another unit/program than their current position then they are not eligible to apply unless the posted position commences after the term of the current position, except by mutual agreement (Employee & immediate supervisor)

Extending Temporary Positions

Article 14.02 (e)

Temporary positions may be extended by mutual agreement between the Employer and the Local. Such agreement shall not be unreasonably withheld.

Procedure 19: Mutual Agreements

Local Executive, in consultation with the affected Employee shall, based on the rational provided by the Employer determine whether or not the Local will agree.

The decision to extend should be based on the Employer's rational for the requesting the extension. The affected employee should be consulted but it is a Local Executive decision. Situations may vary so the decision is based on the facts provided. The Local should consult with their LRO.



On-Line Resources for Job Applicants

Alberta Health Services

<https://myahs.ca/insite/9583.asp>

Search for Career Pathways

<http://insite.albertahealthservices.ca/Files/hr-cp-workbook.pdf>

Career Pathways Workbook

<http://www.albertahealthservices.ca/careers/Page12215.aspx>

Careers – Job Applicant information

Alberta Learning Information Service

<https://alis.alberta.ca/ep/eps/tips/tips.html>

Tip Sheets

Canadian Nursing Association

<https://www.nurseone.ca/en/professional-practice/career-development/job-seeking>

Health Force Ontario

http://www.healthforceontario.ca/en/Home/Nurses/Training_%7C_Practising_In_Ontario/Nursing_Strategy/Nursing_Graduate_Guarantee/Career_Assistance_for_New_Graduate_Nurses

Registered Nurses Association of Ontario

<http://careersinnursing.ca/new-grads-and-job-seekers>

UNA Local 115 Newsletter Submission Guidelines

We want to be relevant to you so we are expanding what we will publish in our local newsletter. All work must be submitted via online form on the Local 115 website.

We will only publish original work that has not been published or is not currently being considered for publication elsewhere. At least one author needs to be a member of UNA Local 115. All work must be submitted in English. Types of items accepted for publication include peer-reviewed research summaries, poems, reflections, photos, and positive change spotlights.

Peer-Reviewed Research Summary

Summary of original research can be based on literature review, qualitative research, quantitative research, or concept analysis. Should be submitted in APA format. Must not exceed 1400 words including abstract of 200 words. Maximum of 5 references cited.

Headings should include: background, method(s), results, discussion, limitations, and conclusion.

Poem

Preferred if relevant to nursing. Must not exceed 300 words.

Reflection

Should reflect on professional experiences with a focus on nursing and the union. Must not exceed 400 words.

Photos

It is the responsibility of the member submitting photos to request permission to publish prior to sending to UNA Local 115. UNA local 115 will assume all photos submitted are only of individuals who have given their consent to have their photo published online and in the newsletter to the person submitting the photo. Photos that are not of human subjects but submitted as art are to be original work by the person making the submission and permission is granted to UNA Local 115 to publish online and in the newsletter.

Positive Change Spotlight

Short articles on positive change within the workplace. Should be submitted in APA format. Must not exceed 1400 words. Maximum of 3 references cited.

Headings should include: background, proposed solution, implementation, evaluation, limitations and insights.

Other

We are always on the look out for what our members want to hear more about. Please contact us with suggestions for a member spotlight or topics you would like to hear UNA's stance on.



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

**Deadline to submit is
7 days prior to AGM**

For Office Use Only

Received by: _____

Date and Time: _____



United Nurses of Alberta

Nursing Education Scholarship

Intent: The United Nurses of Alberta Scholarship is given out by the United Nurses of Alberta to support the nursing education of a student who is related to a UNA member in good standing. The award is intended to assist the student with funding their first year of full-time studies in an approved nursing program in Alberta.

Award: UNA will award ten scholarships of \$1000 each and one award of \$1000 (sponsored by CFNU).

Two different items must be completed for the application to be accepted.

1. The Applicant must complete and sign the application form supplied by the United Nurses of Alberta, together with the signature of the family member acting as their UNA sponsor.
2. The Applicant must complete a short essay as outlined in Section IV of the application form and to be attached to the completed application.

Deadline: The completed application must be received by UNA no later than 4:30 PM, **October 15th**. If the 15th falls on the weekend, the last workday prior to the 15th will be considered the deadline. Digital or faxed copies will not be accepted.

The successful applicants will be notified and the awards will be disbursed on or about the following **January 30th**. To collect the award, the successful applicant will have to provide proof to UNA of current full-time registration in an approved nursing program in Alberta.

Only successful applicants will be notified.

All submissions are to be directed to:

United Nurses of Alberta
700-11150 Jasper Avenue NW
Edmonton AB T5K 0C7



Nursing Education Scholarship Application Form

Section I Personal Information

Last Name _____ Full Given Names _____

Current Address _____

City: _____ Province: _____ Postal Code: _____

Permanent Mailing Address (if different from current address) _____

City: _____ Province: _____ Postal Code: _____

Date of Birth (YYYY/MM/DD) _____ / _____ / _____ E-Mail Address _____

Home Telephone _____ Work Telephone _____

Section II Nursing Program Information

Full-Time Program _____

School _____ Location _____

I confirm I am currently enrolled in first year studies at the time of application.

Section III Sponsorship

Family/UNA Member Name _____ Relationship to Applicant _____

Address _____

City: _____ Province: _____ Postal Code: _____

UNA Membership No. _____ Signature _____

Section IV Instructions for Applicant Essay

Write a brief essay (approximately 250 words on one side of 8 1/2" x 11" paper) on the following question. Include your full name on the top of the page. Essay must be typed double-spaced in 12-point Times font.

"How does United Nurses of Alberta advocate for Members?"

Section V Declaration

I declare that all of the information contained in this application is accurate and truthful, and that I will adhere to the terms and conditions of the award.

Applicant's Signature _____ Date _____

The completed application must:

- Be signed by the applicant and by sponsoring family member
- Include short essay by applicant



United Nurses of Alberta

700-11150 Jasper Avenue NW
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780-425-1025 (p) 780-426-2093 (f)
www.una.ab.ca nurses@una.ab.ca

Member Spotlight: Humeira

By Patrycja Vaid
Local 115 Communications, United Nurses of Alberta



Humeira Dhanji is a Clinical Nurse Specialist (CNS) for the Acute Pain Service in Calgary. She is the embodiment of the definition of a patient advocate. She is thorough, persistent and dedicated. If you've ever met Humeira, you know she takes her job seriously and takes much pride in her work. If you ever get to know Humeira, you know she has a fantastic sense of humour and a Joie de Vivre like no other. As intense as she is at work, she manages to live life to the fullest outside the hospital walls. She is a seasoned world traveller, a mother of 2 beautiful children and a contributing member to society through her many volunteer efforts. This interview had to be broken up into two parts. The first part describes Humeira's lighter side of life, the second describes her role as a CNS, and is available on our Local 115 website.

Where are you from? I was born in Karachi, Pakistan. My parents immigrated to Calgary, Canada when I was 4 years old & I have lived here ever since.

What has been your nursing work journey, and where do you work now? I graduated with a Bachelor of Nursing in 1997 from the University of Calgary. My first role as an RN was in Neurosciences on Units 111/112 at the Foothills Medical Centre (FMC). I cherished this role & worked there for 4 years. Unfortunately I ended up injuring my rotator cuff as a result of lifting a heavy stroke patient & was forced to leave that line of work. I then worked on Unit 81, Medical Cardiology at

FMC. This field complemented my background in the neurosciences & pushed me to pursue my graduate degree.

I took two years off of work and in 2004, I obtained my Masters in Nursing from the University of Calgary with a focus on Cardiology, specifically on patients living with ICDs (implantable cardioverter defibrillators). When I went back to work I joined Unit 94, Cardiovascular Intensive Care Unit, at FMC where I provided 1:1 or 1:2 care for patients after open-heart surgery. Finally, in 2005, I became a CNS with the APS, originally at Rockyview General Hospital, and currently at FMC.

What drove you to pursue a

Master's in Nursing? I wanted to do more in my role as a nurse. I knew there were changes that needed to occur in the workplace and I felt powerless in my position at the time to modify them. I am referring specifically to the way nursing policies & procedures were written or carried out. When I discovered that something was unsafe or could be carried out in a manner that provided better quality care for a patient, I wasn't always heard. A large part of the nursing role is being a patient advocate. I felt I was doing a disservice to my patients whenever a situation like this occurred and I was unable to ameliorate it.

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Member Spotlight: Humeira

By Patrycja Vaid
Local 115 Communications, United Nurses of Alberta

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What does a typical work day look like for you? My typical work day can occur in 1 of 3 ways: I am the only nurse responsible to do APS rounds, I am one of a team of nurses to do APS rounds, or I have a non-clinical day. On clinical days, I come in to work, look up APS patients, do morning rounds with the Anesthesiologist & determine the best patient care plans. We then reassess the patients in the afternoon to see if what was implemented was effective. Throughout the day, we receive consults for developing an effective & comprehensive analgesic regimen in complex pain patients (i.e. extensive trauma, acute on chronic pain, opioid dependency, and cancer pain patients).

My non-clinical time consists of meetings for policy & protocol development, teaching or developing APS workshops / in-services (which can involve a myriad of topics on pain for various audiences), participating in safety reviews, and ensuring that APS teaching and information resources are kept up to date on our APS website. Of course, there are always clinical or non clinical issues that arise regarding acute pain management throughout the day.

What do you like most about where you work? I feel very fortunate to be in a position that allows me to work to my full scope of practice. As a result of this, I feel valued in the work place. The APS consists of Anesthesiologists, CNSs and Nurse Clinicians and is based on a collab-

orative approach. Pain management for a patient is discussed amongst all those rounding on the patient that day and the various options are evaluated, allowing us to come up with the best plan for that particular patient.

I also love what I do. How well pain is managed can determine the course of a patient's illness trajectory. It is very rewarding going home knowing a patient that was previously in agonizing pain, now rates their pain as



“mild and tolerable” as a result of the analgesia plan provided by APS.

What is the most important thing you think nurses should know about pain control? Pain management is vital in a patient's recovery. Pain is a stressor and if left untreated or uncontrolled for a prolonged period of time can heighten the stress response resulting in decreased immunity and increased cortisol levels, thereby increasing insulin resistance. Poorly controlled acute pain for an extended period of time can result in chronic pain which is irreversible.

Looking back, if you could give your new nurse self some advice what would it be? Advice for my new nurse self would be:

1. Hindsight is 20/20. When an adverse situation occurs in the workplace, don't be so hard on myself. It's simple to look back on a situation, evaluate it & determine the best course of action to take. However, the solution is not so easily determined when one is in the midst of an unfavorable clinical situation occurring.

2. It is ok to laugh. Nursing can be very rewarding, however it can also be very challenging (both physically and emotionally). It is ok to look back & laugh at yourself & the situations you had been in. Being able to find humor in certain stressful situations can increase job satisfaction. In order to excel at something, you need to enjoy it. In order to enjoy it, there has to be some laughter.

3. You don't have to know it all. You are not perfect and you don't have to be. It is ok to ask for help when you need it. No one knows everything. As you progress in your nursing career, your knowledge base will expand. Through time you will be able to draw from your clinical experiences to help you with your decision making. Your clinical experience will become one of your most valuable resources.

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Member Spotlight: Humeira

By Patrycja Vaid
Local 115 Communications, United Nurses of Alberta

Continued from Page 14

4. Trust your intuition. This is easier said than done. Once in a while you will get a “gut feeling” about your patient. There is no scholarly article explaining why you feel a certain way about their illness trajectory, or why you should take one course of action over another to obtain the ideal clinical outcome for them. You just “know” or “sense” which outcome will be the most favorable for them. Trust this feeling.

Why is the union important to you? And, do you think it's important to the CNS role in general? The union is a unified voice among nurses, representing our collective interests. It ensures that our working conditions remain humane and protects our nursing rights. Because of the union nurses have job security, suitable wages, benefits, vacation, and so forth.

The union's support is imperative to the CNS role. Even though the CNS role is defined by the CNA, it is due to the union that the role delineation between a Registered Nurse & a CNS is upheld. This allows me to work to my full scope of practice.

What is your favorite thing to do in Calgary? My favorite thing to do is just outside of Calgary in the Rockies. I love hiking & feel very fortunate to live such a short distance from Banff, Canmore, Kananaskis & Lake Louise. I find peace & inner balance when I get the opportunity to connect with nature. I also love bike riding with my kids!

What is your favorite restaurant/place to shop/book/movie/TV show? Restaurants are like shoes. You can't just have 1 favorite!! I

love to eat so I have a few favorite places – OEB breakfast (Breakfast is my favorite meal of the day – a good breakfast sets the tone for the day), Tango Bistro, Anju restaurant, and The Keg to name a few.

As for shopping, I love a good sale! I'm not a fan of buying regular price as I believe everything eventually comes on sale. But I'll shop wherever I can find a cute outfit at a great price.

My favorite books include *The Book of Negroes* by Lawrence Hill and *A Thousand Splendid Sons* by Khaled Hosseini.

My favorite movies are *The Shawshank Redemption* and *Goodwill Hunting*.

My favorite TV shows are *Marvel Agents of Shield*, *The Blacklist*, *The Big Bang Theory* and *The Mindy Project*.

As I'm sure you've noticed above, I can't narrow my choices to just 1 in any category. I believe life is vast & full of countless enjoyable diversions. I think it would be a disservice to limit my leisure pursuits to just 1.

What are you looking forward to in the next year?

Over the next year, I hope to continue in my role as a CNS

managing acute pain in patients and teaching nursing staff about optimal pain management. I would like to persist in developing various policies & protocols that continue to facilitate the delivery of the best possible analgesia for patients, and I would like to keep on delivering lectures that discuss new pain management strategies.

Where do you see yourself in 5 years? I would like to have the opportunity to do some research in pain management and hopefully a publication could ensue from this. In my personal life... Traveling! I've always enjoyed seeing other parts of the world. I would like to take my family on fun vacations!



Benefits

Part-time and temporary employees

Benefits are restricted only for Employees who work less than 15 hours a week, or who are in a temporary position of less than six months. All Employees who work more than this are eligible for all benefits.

Employees whose benefits are restricted are still eligible for:

- ♦ the Supplementary Health Benefits including vision care and 80 per cent of all prescriptions
- ♦ Dental Plan,

They are not eligible for other pre-paid health benefits, life insurance, accidental death and disability insurance and short-term and long-term disability insurance.

Article 21.06 of UNA's Provincial Collective Agreement states:

- 21.06 Such coverage shall be provided to regular and temporary Employees except for:
- (a) Part-time Employees, whose regularly scheduled hours of work are fewer than 15 hours per week averaged over one complete Cycle of the Shift Schedule; and
 - (b) Temporary Employees, who are hired to work for a position of less than six months which Employees are eligible to participate only in Articles 21.01(a), 21.01(b) and Article 21.01(c)(v) above.





JOINT COMMUNICATION

AHS/UNA Collective Agreement

Implementation of Arbitration Decision Regarding Changing the Length of the Shift Cycle

January 23, 2017

The following principles and guidelines have been jointly developed by AHS and UNA (the Parties) to support implementation of the December 14, 2016 arbitration decision—chaired by Arbitrator Jolliffe which determined that any new schedule must match the length of the cycle of the shift schedule and cannot amend the number of shifts per shift cycle, even if the average number of shifts or FTE remains the same.

There are a wide variety of circumstances that will need to be considered when implementing the Arbitration panel's decision. For those areas impacted by the decision, we encourage the Parties to seek resolution and achieve consensus at the local level. Such resolution discussions should consider the following principles.

Principles:

- The schedule for a unit or program has a direct impact on supporting safe, quality patient care and the job satisfaction of employees. Both AHS and UNA are committed to working together to identify mutually agreeable options to implement the terms of this arbitration decision.
- At the end of this implementation process, the schedules in place must match the Employees' letters of hire or transfer.
- Because this process is undertaken to implement the December 17, 2016 arbitration award issued by the Jolliffe panel in compliance with the AHS/UNA Collective Agreement, the 12-week notice period for posting new schedules does not apply to schedules developed for the purpose of complying with the arbitration decision. Normally one would expect a non-compliant schedule to be corrected immediately, or as soon as practically possible, however:
 - we recognize that it takes time to develop contract compliant schedules;
 - we acknowledge that employees need advance notice of a change in their work schedules;
 - we expect that existing schedules will continue in effect until new, compliant schedules are implemented;
 - The parties will need to agree on the implementation timeline.
- Resolution may vary from UNA Local to Local or unit to unit due to the wide variety of unique factors including the need to maintain safe, quality patient care and individual Employee considerations.
- The Union will need to engage with all affected Employees during the process. This may add time to the process.
- The Parties should be flexible and consider a wide variety of options when identifying mutually agreeable solutions.

Options - Options for consideration:**1. For non-compliant shift schedules that have been posted, but are not yet being worked (i.e. are within the 12-week notice period for posting a new schedule):**

- Do not implement the posted schedule and continue working the current schedule (note: if this option is selected, the Employer has the ability to introduce a new, compliant schedule at any time in the future, subject to the provisions of the Collective Agreement including the requirement for 12-weeks' notice, or a shorter period with agreement of the Union).
- Implement the schedule as posted and amend the Employees' letters of hire/transfer to reflect the number of shifts per shift cycle consistent with the new schedule.
- Implement the new schedule on a temporary basis until a new, mutually agreed upon compliant schedule can be developed.
- Any other mutually agreed upon local solution.

Note: Given the time pressures associated with pending implementation dates for these schedules, it is recommended that the Parties give first priority to addressing schedules that are already posted, but not yet implemented.

2. For Non-compliant Schedules Already Implemented:

- Continue the existing schedule until a new, compliant schedule is posted (note: the new, compliant schedule may actually be the schedule that was in effect prior to the implementation of the current schedule).
- Continue the existing schedule and provide the Employees with an amended letter of hire/transfer to reflect the number of shifts per shift cycle consistent with the schedule.
- Any other mutually agreed upon local solution.

Resolution Process:

1. Provincially, AHS and UNA will develop a listing of units that are impacted by the arbitration decision.
2. Locally, AHS and UNA representatives will review the length of the shift cycle in relation to employees' letters of hire or transfer and determine if action is required in order to comply with the arbitration award.
3. Where action is required to ensure the schedules and/or employees' letters of hire/transfer comply with the arbitration decision, AHS and UNA representatives will meet at the Local level to identify a mutually agreed upon option to achieve compliance (see general principles and potential options above).
4. Should the Parties at the Local level be unsuccessful in reaching consensus, the outstanding issues shall be referred to the Provincial Ad Hoc Resolution Committee (PARC).
5. If the PARC is unable to identify a mutually agreeable solution, the outstanding matters will be referred to the Jolliffe Arbitration Panel for final determination.



Changing the Length of the Shift Cycle
January 2017

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

For the Employer:

Cory Galway
Lead Negotiator
Negotiations and Labour Relations
Alberta Health Services
403-281-8510
cory.galway@ahs.ca

Beginning EI

maternity
LEAVE on baby's
delivery date

means employees can receive
full 50 weeks of benefits

Please Post



United Nurses of Alberta



LOCAL 115

UNA

Notice of Monthly Meetings:

2017 Sep 13 / Oct 11 / Nov 08

16:00 - 18:00

FMC AGW4A-B

403-670-9960

local115exec@una.ab.ca

www.local115.wordpress.com



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