



NEWSLETTER



United Nurses of Alberta



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For the latest updates on Negotiations check out First Class Negs Conference through UNANet!!

What is UNANet?

UNANet is an online system that provides digital access to all that is the United Nurses of Alberta. The two major components of the the system are **FirstClass** and the **Data Management System**, commonly referred to as DMS. Benefits of each include...

FirstClass:

- Get your own UNA Email Address! FirstClass provides you with a union email address, _____@una.ab.ca. UNA email is private, has excellent SPAM and email virus protection, and comes with direct access to computer education and support personnel for troubleshooting inquiries. Communication with your Local Executive, LRO, UNA Staff, Executive Officers, and other UNANet users is always secure; they never pass through the Employer's email servers (or Telus' or Shaw's) and remain contained within the UNANet service.
- Gain access to up to the minute news, information & discussion through various folders and Conferences including Negotiations, Member Resources, News, Local 115 Membership, PRC, OH&S and much more. The Conferences are much like an email chat room where members can participate in discussion with nurses from around the province and post questions which are responded to by experienced UNA staff. For example, inquiries about the collective agreement can be posted in the "Contract Issues" Conference which is monitored and responded to by Labour Relations staff who are UNA's experts in contract interpretation.

Data Management System (DMS):

- Access and update your on-file personal information, file Expense Claims, view Union pay stubs, T4's, personally submitted PRC and OH&S forms, job postings, and dates for upcoming workshops like the popular "Know Your Rights" and "Dealing with Abuse".
- Download our App for your handheld device by searching "UNA" in the App Store which not only provides you direct access to DMS, but also to the Collective Agreement, your UNA membership card, and which you can use to register directly for workshops and events.

Activate your account today: <http://una.ab.ca/unanet>

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Local 115 Executive

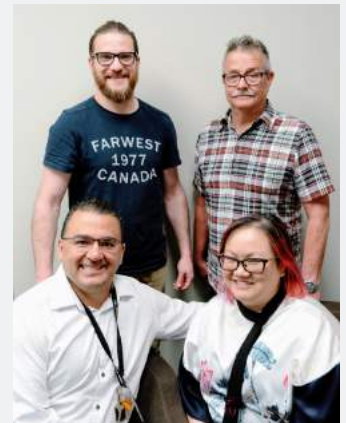
President: Kevin Champagne
Vice-President: Wayne Stopa
Secretary: Sheldon Vogt
Treasurer: Wanda Deadman

Local 115 Committees

CDLC Committee: Local 115 Executive
Communications Committee: Local 115 Executive,
 Kris Lim, Al Perreault
Grievance Committee: Local 115 Executive,
 Lucy Anderson, Martin d'Entremont
OH&S Committee: Local 115 Executive,
 Kathleen Hamnett, Laura Muenchrath, Shawna Burley
PRC Committee: Local 115 Executive, Nicole Bajada,
 James Cooke, Andrew Lafreniere, James Zachary, Cyrena
 Quinn (temporary)

Editors

Local 115 Executive
 & Communications Committee



Local 115 Executive Team

A Moment with the President

By Kevin Champagne,
Local 115 President,
United Nurses of Alberta



It seems like only yesterday that I stepped away from my ICU RN position to embrace an opportunity to be a part of the Local's executive team. Time seems to have run away from me and as I sit down to address the members, I recognize how privileged I have been to be elected into a role for the last 10 years.

I realize now more than ever, to be successful in any position, it takes a team of people working together. I truly have been fortunate over the years to work alongside some amazing people. I would like to express my gratitude and thanks to all members who have reached out the Local.

As the seasons change and the cold weather creeps in, it seems only fitting to talk about the upcoming provincial election on or before May 31st, 2019. This election could have drastic implications and consequences for front-line staff and management. Jason Kenney, the leader of the United Conservative Party, has been campaigning on a platform of cuts to health care. Dave Hanson, MLA for the UCP party, has recently been quoted as saying his caucus' plan for cuts to public healthcare and education are, "going to hurt", and that he supports private health care.

It isn't hard to imagine there is an agenda of privatization of our healthcare. The union has been watching the court challenge in British Columbia closely, where Dr. Brian Day is now in front of the BC Supreme Court. Dr. Day is attempting to argue the current healthcare system violates the Charter of right to life, liberty and security. Some pundits are unclear exactly what principles of justice have been violated. In the end, this case bodes close monitoring. If successful it will open the doors to privatization of services in Canada. The last major court case seeking the right to privatize healthcare was in Quebec in 2005, which was squashed.

On a more positive note, the Canadian Federation of Nurses Unions has seen positive traction in its cam-

paign for the creation of a Universal Pharmacare Plan in Canada. In April of 2018, the House of Commons Standing Committee on Health called for a single-payer pharmacare system. Currently Canada has the third highest drug costs in the developed world, only after the United States and Switzerland. The report was lacking some key direction on how the governments would raise the funds to support the plan. It also did not elaborate on how much financial responsibility the Federal government would have in sustaining a pharmacare plan with the provinces. It is clear, with a 2019 Federal election looming, this is going to be a campaign topic for all the parties.

As a Local we are active in our patient safety advocacy. The Professional Responsibility and Occupational Health and Safety Committees have been closely monitoring the Employer's utilization of overcapacity spaces for patient stays. The Committee's goals are to ensure the overcapacity spaces are appropriate and safe. Through numerous PRC and OH&S reports, the Local is aware of front-line staff concerns with the increased workload. It is imperative that if patient safety is being compromised by the use of overcapacity spaces, the time is now to report your concerns. The Local continues to engage with the Employer to ensure appropriate staffing levels are in place with secured funding to support the units.

It is my hope in 2019 that the Notley government will keep past government's pension promises and protect the pensions of 300, 000 public workers through joint governance of our plans. Workers should have a right and say in the future of their pension. I also hope unions across Canada are successful in lobbying against right to work legislation. The UCP party is not in support of unions and has not spoken against the right to work legislation.

In the end it is up to each of us to be active. The control of our collective futures rest in all of our hands. Let your voice be heard by being active within your Local. In solidarity, the union will be at your side fighting to protect the rights of workers.

In Solidarity,

Kevin Champagne

Local 115 President

July 2012

SPOTLIGHT
ON YOUR UNA CONTRACT**Article 30**
UNA Provincial Collective Agreement

Casual Employees eligible for overtime

The UNA Provincial Collective Agreement makes provision for payment at overtime rates for Employees working casual who work more than full-time hours. If an Employee works more than full-time hours over a four-week period (147.25 hours), then those extra hours must be paid at the overtime rate of 2X the basic rate of pay.

The beginning of the four-week period will vary depending on when the Employer's pay period starts.

For casual Employees whose home site is Alberta Hospital Edmonton, the University of Alberta Hospital or who are covered by the Mental Health Clinics Addendum, overtime over the four-week period commences after 155 hours.

Article 30.03 of the UNA Provincial Collective Agreement states:

- (a) (v) A Casual Employee shall be entitled to overtime worked in excess of 147.25 hours averaged over a four-week period (with a starting point established as the first day of the first pay period following 90 days from the date of ratification of this Collective Agreement).

**United Nurses of Alberta**



2018 ALBERTA LOW WAGE FACTS - CALGARY REGION

Public Interest Alberta obtained the following information from Statistics Canada's monthly Labour Force Survey. It indicates the average number of employed Albertans in each category for the year ending June 30, 2018.

The total number of employed Albertans in Calgary and the surrounding area in this period was 696,100. A living wage in Calgary, according to research from Vibrant Communities Calgary, is \$18.15 per hour. Alberta's minimum wage will increase from \$13.60 per hour to \$15.00 per hour on October 1, 2018.

More than 110,000 Calgary workers will receive a raise on October 1st because of the minimum wage increase.

- 114,400 employed Albertans in Calgary and area earn less than the incoming minimum wage of \$15.00 per hour (16.4%).
- 57,400 earn the current minimum wage of \$13.60 per hour (8.2%).

More than 60 percent of Calgary workers receiving a minimum wage raise are women.

- 70,700 employed Albertans in Calgary and area earning less than the incoming minimum wage of \$15.00 per hour are women (61.8%).
- 35,500 earning the current minimum wage of \$13.60 per hour are women (61.8%).

More than three-quarters of Calgary workers receiving a minimum wage raise are 20 years of age or older.

- 90,900 employed Albertans in Calgary and area earning less than the incoming minimum wage of \$15.00 per hour are 20 years of age or older (79.5%).
 - o 65,700 are between 20 and 44 years old (57.4%).
 - o 21,800 are between 45 and 64 years old (19.1%).
 - o 3,400 are 65 years of age or older (3.0%).

More than 180,000 Calgary workers still earn less than a living wage.

- 183,800 employed Albertans in Calgary and area earning less than the city's living wage of \$18.15 per hour (26.4%).
- 109,900 of Calgary's workers earning less than a living wage are women (60.0%).



TWO LETTERS THAT MAKE A VITAL DIFFERENCE TO YOUR CARE

RN

YourRN.ca



Member Spotlight: Damion Bennett

By Sheldon Vogt,
Local 115 Communications Committee,
United Nurses of Alberta



Damion Bennett is a Registered Nurse in the Cardiovascular Intensive Care Unit at Foothills Medical Centre. He hails from Jamaica where he received his nursing training, working as both an educator and bedside nurse in premiere centers in the heart of the Caribbean. A dedicated and accomplished professional, he delivers superior patient care with a genuine and compassionate approach. He carries passion for the nursing profession and profound love for his family on his sleeve. Beneath a hulking exterior lies a gentle and vibrant personality; a well-balanced composition of positivity, spirituality and culture that brightens the lives of those around him. He truly personifies the Jamaican expression, “of a many one people”.

Q: Tell me about your nursing experience in Jamaica...

A: I was working in Jamaica at the University Hospital in West Indies as a Critical Care Nurse in the CVICU and general ICU. It's a heavily funded, part private part public facility. I also had a full-time job as a Nursing Educator as well. I worked a 0.7 in the ICU and a 1.0 as an educator. I worked every weekend on Friday and Saturday nights, twelve hours shifts. It's a funny story but when I applied for my license to come here, CARNA's RN consultant sent me an email ask-

ing me to clarify my hours because I was working so much. I also did some volunteer military service in Jamaica as part of the reserve forces. I didn't have children at that time. At that time my wife was working a full-time job in the same ICU that I was working and was teaching part time too. We were young and living a high intense life. At the same time, I was involved heavily in the nurses' union, the Caribbean Nurse's Organization, by volunteering for anything to do with the ICU. I finished my master's in education in 2013 at Walden University in Minneapolis.

continued on next page...

Member Spotlight: Damion Bennett ...continued from previous page

Q: How did you find time for everything?

A: It's all about maximizing life. In 2008 I had a stroke shortly after graduating nursing. I was sitting in my hospital bed thinking wow, It's over for me at 22 years old. I was left with deficits. I just started hitting it. I changed my lifestyle, changed my diet. It changed me and my nursing forever. I had a patient once at the Rockyview who had a stroke who said, "you don't know what I'm going through" and I said, "In fact I do". He broke out in tears. My life experience has helped me tremendously to form the kind of nurse that I am today; the kind of individual I am today. I started living life, taking every breath that I can take. Every morning I wake up I live as if there's no tomorrow, because maybe there is no tomorrow.

Q: Any challenges with licensing when coming to Canada?

A: I went to school in Jamaica at the Northern Caribbean University where we did the US based curriculum. I didn't have any problem with CARNA at all. I got my grad permit without issue.

Q: What led to your interest in critical care?

A: I was working at the Kingston Public Hospital in Jamaica which is a massive trauma center. I loved it there. It was nursing plus so much more. It was nursing with an emphasis on the human aspect of nursing. If you're not interested in doing your nursing for the love of nursing and the love of people, then it's not the place for you. You're going to meet people there that society might label as "scum of the earth", but when you take some time and sit down and talk to these guys, you realize that this guy might be on death row, but he has a heart. When you talk to them you realize how they got there. All of them come from broken homes. I learned from a young age not to believe the labels society places on people. I left there and went to the University Hospital of the West Indies, which is considered the premiere ICU in South America. We did a lot of health tourism. We got patients from the Cayman Islands, Honduras.



We got patients from all over South America, Latin America and the Caribbean. I fell in love with ICU from then.

Q: How did you end up coming to be in Calgary, Alberta?

A: I never had Calgary in my mind. My parents are both Jamaican, but my dad went to Chicago and said we should come check it out. I had been there before and wasn't sure I wanted to go back. My dad insisted that I get my nursing license and go there but I wasn't convinced. My wife suggested we try Canada. Canada at the time had a skilled workers program. They were basically recruiting professionals. My wife was in the program and decided that we should go to Canada. My wife was researching the best places to live in Canada and we picked Calgary. I love it here man. It's my home.

Q: How long have you been working in the CVI-CU at FMC?

A: I've been here since June of 2018. I've worked at the Pediatric ICU at the Alberta Children's Hospital. I've worked in Cardiology, General Medicine and Palliative Care at the Rockyview. I did a short stint on Unit 92 at FMC before getting an interview on Unit 94 and now here I am.

Q: What do you like most about the CVICU at FMC?

A: The people. The patients. The fast turnover times. You get the impression that when you come here for the first time that people want you to succeed. People want you to do well. Nobody is inching for you to fail which is super important. They want to see you enjoying yourself. When I met my manager, she asked me what she could do to help me succeed. The team in the CVICU is experienced, from the managers to the senior nurses to the other staff.

I've worked ICU both internationally and in Canada. Being an ICU nurse here is a cut above the rest in terms of your nursing skills, your

Member Spotlight: Damion Bennett...continued from previous page

assessments, your knowledge base. What makes CVICU stand out here is that you don't always have a Fellow or a Resident standing over your shoulder telling you what to do. You get a patient who just had CABG done and have to be the one to settle that patient. You have to be the nurse to make the call. You have your standing orders and have to decide when to give this or do that. That's why I love it.

Q: You have a master's in education and reference teaching in Jamaica. Have you done any teaching in Canada?

A: I taught one semester at Columbia College. I missed patient care and got back to the bedside when the semester finished.

Q: What is the greatest challenge in the workplace today?

A: People not being as real as they ought to be. Both patients and staff. Racism here in Canada is subtle. People say one thing to your face and another behind your back. I want to bring awareness to challenges that face minority nurses in the workplace. People are of the notion that it's all sunshine and rainbows and there's denial that problems exist. I need to stand up, pull my shoulders back, and use my voice. If you see a wrong and you fail to identify and call it wrong, you're worse than the person doing it. It enables and allows the behaviour to continue.

Q: If you could sum up the Jamaican culture into a mantra/motto what would it be?

A: Jamaican culture is infectious. Jamaica's motto is, "out of many one people". It means that we have many different types of people but that we are all one. There are many different ethnic backgrounds in Jamaica but when you go there, race isn't an issue. I live my life the Jamaican way. I'm passionate. I'm focused. My way of life is heavily based on the Jamaican culture.

Q: Tell me about your family...

A: My wife's name is Nakisha and she works as an RN in the pediatric ICU at the Alberta Children's Hospital.



I have a three-year-old daughter name Adriana and a nine-month-old son named Damion Bennet Jr. We bought a house in Calgary. This is our home. We love it here.

Q: How do you spend your spare time?

A: I love hanging out with my kids. At the end of a 12-hour shift, coming home to my children is like a gift from God. I also like work out at the gym, have an interest in mixed martial arts, and enjoy sport shooting.

Q: What is your favourite restaurant? Book? TV show? Movie? Place to shop?

A: My favourite restaurant is Earls. My favourite book right now is 12 Rules to Life: An Antidote to Chaos by Jordan Peterson. My favourite TV show is Love Connection and my favourite movie is Men of Honor. I like Cuba Gooding Junior. When I do shop it's not at a popular mall. My favourite place to shop is in Kingston, the capital of Jamaica, downtown at the market I guess you'd call it. There are people selling clothes here and there. There's the smell and fragrance of new herbs which brings me back to my childhood. The atmosphere is intoxicating.

Q: Where do you see yourself in 5 years?

A: I'd like to get back into teaching. I'm also working on a small online business for myself.

Q: Why is the union important to you?

A: The union is a very emotional topic for me. I have a license because of UNA. I have a career because of UNA. I knew UNA was here but didn't understand the depth that they were involved in nursing and in life in Canada. UNA and my management team at the Rockyview supported me at a time when I needed it most. They gave me an opportunity and a life within nursing in Canada. That life is not just mine; it's my family's, my children's, my wife's.

**WHEN PEOPLE
TIP WORKERS,
THEY EXPECT
WORKERS
TO GET THE TIP.**



Authorized by the Alberta Federation of Labour: 1-800-661-3995

House tipping - when management takes a portion of workers' tips - is a betrayal of workers and customers. We need tip protection legislation.



BE A PHARMACARE VISIONARY

PUBLIC

Pharmacare was always meant to be part of our public health care system. Only a public plan will complete our Medicare in the public interest.



UNIVERSAL

Millions of Canadians struggle to afford their prescription medications. Only a universal plan will ensure that no one falls through the cracks.



SINGLE-PAYER

Pharmacare will save us between \$4 and \$11 billion each year. Only a single-payer plan will harness our bulk purchasing power.



NATIONAL FORMULARY

With vast disparities in drug coverage and price across the country, we need a single formulary that is comprehensive and evidence-based to ensure safety, efficacy and value.



Let's build pharmacare for Canada, together.



CANADIAN FEDERATION
OF NURSES UNIONS
LA FÉDÉRATION CANADIENNE
DES SYNDICATS D'INFIRMIÈRES
ET INFIRMIERS

A message from Canada's nurses.
nursesunions.ca





PROFESSIONAL RESPONSIBILITY CONCERNS

It Takes the Courage of a Lion to Challenge Our System

by **Nicole Bajada, RN &
James Cooke, MA, RN**
UNA PRC Rep & Co-Chair



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nbajada@una.ab.ca

About that LION ...

Filing a PRC can be a terrifying experience for some nurses ... and rightfully so. It takes a certain level of courage to step up and hold our system accountable when we see patient safety or the quality of patient care compromised. Sometimes that fear is rooted in past experience, such as when a nurse experiences retaliation on another issue, sees an issue poorly handled by management, or hears intimidating stories from other nurses. Other times this particular fear is rooted in the anxiety associated with challenging others and a system that can be resistant to change.

Fortunately, UNA and AHS take your concerns about retaliation seriously. Reporting Professional Responsibility Concerns is a protected activity in our contract. Most managers are aware that the expectation for interacting with nurses regarding a PRC needs to be collaborative and collegial. Retaliation may happen on very rare occasions. Sometimes it's a manager that is stressed over this or other issues, or perhaps a manager new to the system that does not understand the PRC process. No matter what, if a manager's approach is anything less than constructive, both UNA and your employer will be there to ensure you are supported throughout the process

and protected from any repercussions.

The Local had one instance of retaliation reported this year. Both UNA and AHS Human Resources intervened quickly and the issue was immediately resolved to the reporters satisfaction.

Reporters have found tremendous satisfaction when they find the courage to speak up. There is something to be said for standing up in what we believe in ... and what is contractually guaranteed. Power and strength often come from things we struggle for, not from the things that come to us easily.

Current PRC Status Report

To date in 2018, we have had 124 PRC's filed, defining us a leader in the province of Alberta for reporting professional concerns. Over the last three years, that count rises to 551. This remarkable number demonstrates your commitment to patient safety and quality nursing care.

Your PRC's this year address a wide variety of issues, including: short staffing, rotation optimization, lack of management response, patient violence, inappropriate assignments that clearly put patient safety at risk or compromise the quality of nursing care, and use of mandatory overtime. In the past year, Local 115 has met with three nursing units to discuss the staff's concerns. Participants were kept confidential and the issues are discussed with management through a collaborative approach to ensure safe patient care.

Updated PRC Processes

The Joint PRC Committee is currently working through our 2018 PRC's. We are engaged with the employer to improve our PRC process and are working towards resolving all uncomplicated PRC's within three months.

At the Foothills Medical Centre, our Local is trialing a NEW Professional Responsibility Concern Form. We have had feedback that the current PRC Form could be more helpful in directing the collection of information for the concern being reported. To improve upon our PRC process, we have developed a trial PRC Form that will help collect the right information.

On the back side of the form is a list of instructions to assist completion of the PRC form. In September we placed the new PRC form on our highest reporting nursing units. We will be evaluating the PRC Form as it rolls in, to see if the information provided creates a more comprehensive picture of the event or incident being reported. Please note that the on-line and App version of the PRC Form are provincially developed elements, and these will not change. The trial PRC form was presented and discussed at the September Monthly Meeting, with a motion passing unanimously for its adoption by the Local. The new PRC Form can be found on the page opposite to this article.

We are open to your feedback if any of our members have suggestions on improving the PRC process. We look forward to connecting with you at our next PRC coffee cart in October.

Thank you for your ongoing commitment to safe patient care through the PRC process.

Your PRC UNA Committee Members

Nicole Bajada, U47B Apheresis
Kevin Champagne, Local 115 President
James Cooke, U27 Dialysis (Co-chair)
Andrew Lafreniere, U94 CVICU
Cyrena Quinn, U103A CICU
James Zachary, Operating Room

Our Email: 115prc@una.ab.ca



Professional Responsibility Concern Form (PRCF)



Electronic submission of this form is available on the UNA app (available for iOS and Android) and online at dms.una.ab.ca/forms/prc

ALL sections of this PRC MUST be completed. A PRC representative will be in contact with you within two weeks to follow-up on your PRC. For more information on completing a PRC, go to https://una.ab.ca/memberresources/professionalresponsibility

Worksite: _____ Unit: _____ Reporter Name(s): _____ Local File# _____ Date Rec'd _____

Manager's Name & Title: _____

It is expected that a Manager will be notified about the PRC concern to allow the manager the opportunity to address the issue. Discuss exceptions to this requirement with your UNA PRC representative. Manager/Manager-on-call contacted? Reason Manager not contacted: Name of Manager/Supervisor contacted:

When did the incident/issue occur? Date _____ Time _____ Shift _____

REQUIRED What Patient Safety or Quality of Care Concern was Impacted by this Situation?

In other words, what is the general reason for filing this PRC. Keep this section brief.

REQUIRED Detailed Description of Situation/Issue/Concern

Do not use names of patients, residents, clients, staff, doctors, or others

See 2nd page (attach 2nd page if you need additional room)

Purpose

Nurses are required by the standards of their professional licensing bodies to advocate for practice environments that have the organization and human support systems, and the resources necessary for safe, competent, and ethical nursing care.

This form and the information contained in it is the property of the United Nurses of Alberta.

United Nurses of Alberta

Local 115 300-1422, Kensington Road NW Calgary, Alberta T2N 3P9

(403) 670-9660 phone (403) 263-2908 fax 115prc@una.ab.ca www.una.ab.ca

James Cooke, MA, RN Co-Chair, PRC Joint Committee jcooke@una.ab.ca

RLS (or other incident report) completed? Yes No RLS/Incident Report#: _____

This form does not replace the Employers' incident reporting form/system. RLS is a voluntary reporting system. If known

Is staffing a factor for this issue? Yes No Were any medications missed/late? Yes No

Were any assessments done late? Yes No Did you miss any breaks? Yes No

REQUIRED Recommendations/Potential Solutions You Would Propose

What is needed to prevent this situation or issue from occurring again? What are the potential solutions that solve this problem?

Name (Printed) _____

Designation: RN RPN LPN Other (Specify) _____

Signature _____ Date PRC Submitted _____

REQUIRED Personal E-Mail _____ Cell ph _____

A UNA PRC representative will be in contact with you. Do not use AHS email or work phone as UNA is unable to communicate with you via work email/phone.

Abuse Violence Harassment

GET HELP

TAKE A STAND

TALK TO US

1.800.252.9394

 **United Nurses of Alberta**
www.una.ab.ca





PARKLAND INSTITUTE 22ND ANNUAL CONFERENCE



ALBERTA 2019

FORCES OF CHANGE

NOVEMBER 16-18

UNIVERSITY OF ALBERTA

FEATURING:

LYNNE FERNANDEZ

B.W. POWE

JANET BROWN

FRED STENSON

EMILY RIDDLE

FOR MORE INFORMATION OR TO REGISTER, VISIT:

PARKLANDCONFERENCE.CA

The Countdown is On



By Wayne Stopa & Sheldon Vogt,
Local 115 Vice President & Local 115 Secretary,
United Nurses of Alberta



October 17, 2018 is fast approaching and with it the enactment of Bill C-45 (The Cannabis Act), which will provide legal access to cannabis and control and regulate its production, distribution and sale. Currently, recreational use of marijuana is illegal and law enforcement will continue to enforce existing laws until the Bill is

officially passed in October.

Objectives of the Act are to improve prevention strategies of youth accessing cannabis, to protect public health and safety through strict product quality and safety requirements, and to enforce serious criminal penalties for those operating outside the legal framework.

What may be most evident is the challenges that face provincial and municipal governments as, apart from legalization, things such as distribution methods, regulations and bylaws, will fall under their jurisdiction. Data suggests Albertans support privatized retailers with the Alberta Gaming and Liquor Commission (AGLC) receiving more than 530 retail cannabis license applications provincially. In Alberta, the minimum age to consume cannabis will be 18 and smoking pot will be banned in private vehicles, hospitals, schools, daycares, and consumption prohibited in/ around any places where children are likely to be. Other rules involving consumption, growing, processing, driving and advertising can be found on the Government of Alberta's website (link below). With October right around the corner, Albertan policy makers are frantically working to establish provincial and municipal frameworks that will best suit the needs and reflect the wishes of Albertans.

Employers are faced with many of the same questions being addressed by provinces and municipalities and are looking to tobacco legislation for guidance. Some questions facing Alberta Health Services include:

- Will drug testing be an occupational requirement?
- What level of consumption is safe and appropriate when at work?
- Where and how close to certain buildings can cannabis be smoked?

Currently Alberta Health Services restricts the use of tobacco and tobacco-like products, including cigarettes, electronic smoking/vaping devices and cannabis, on AHS property. Regardless of which side of the legalization debate one finds themselves on, there is widespread acknowledgement that workers who are impaired on the job are a danger to their coworkers, themselves, and, in the context of the Registered Nurse, the patients and families they serve.



As October 17th approaches it is important to be actively informed of new Employer-led policies and procedures. The Occupational Health and Safety Committee of Local 115 is committed to assisting its members understand impending changes in their workplaces and will endeavour to meet this commitment by publishing further material post enactment of Bill C-45.

For more information please follow the links below.

On your side and by your side.

Wayne Stopa

Local 115 Vice-President & OH&S Committee

<https://www.alberta.ca/cannabis-framework.aspx>

<https://www.canada.ca/en/services/health/campaigns/cannabis.html>

A Scent-Free Work Places — It's Just Good Sense!

Increasingly, workers are becoming sensitized to chemicals in the environment. For many workers being exposed to perfumes and other scented products could pose a serious health risk. In addition, scented products can aggravate existing health problems for workers who suffer from asthma, allergies and other health conditions.

What are scents?

Before the 20th century, fragrances were extracted directly from plants and animals. Today 80 to 90 percent of fragrances are synthetic compounds derived from various petrochemicals. Fragrance chemicals are volatile by nature meaning they disperse into the air quickly and linger for a long time.

What types of products contain scents?

Scents are included in a very large range of products including:

- perfumes & colognes
- shampoo & conditioners
- hairspray & other styling products
- deodorants
- lotions & creams
- soaps
- aftershave
- cosmetics
- potpourri
- air fresheners
- oils
- candles
- laundry soap & softener
- industrial & household cleaners

What are the health effects of scented products?

Symptoms include shortness of breath/ wheezing, dizziness, headaches (including migraine), nausea, fatigue, difficulty concentrating, confusion, loss of appetite and cold-like symptoms.

Fragrances have long been recognized as skin allergens and irritants. Scented soaps and cleaners can cause skin problems such as dermatitis

Scented products are known to be respiratory irritants. These products can cause or worsen respiratory problems such as asthma, emphysema, bronchitis and allergies. In one survey of asthmatic patients, researchers found that perfume and/or colognes triggered an attack in 72% of the subjects.

Some of the synthetic compounds used in fragrances are known to be toxic and in some cases cause cancer. Scents can also affect the brain. Some research indicates that scent materials can affect frame of mind in a manner similar to alcohol and tobacco.

What can you do?

Avoid wearing scented products – recognize that these scents can have a serious effect on your co-worker and patients

Ask your employer to develop and implement a scent-free workplace policy

Notify your employer if you are an individual who's health is affected by scents in the workplace

Contact your union representative to assist you in ensuring that you are provided with a scent-free work environment.



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United Nurses of Alberta

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OUR profession  OUR jobs

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Wednesdays



 *United Nurses of Alberta*

RN

RPN

THINKING ABOUT RETIREMENT?

ANSWERS TO YOUR QUESTIONS ARE AVAILABLE, ONLINE AND IN PERSON

In Alberta in 2017, a Registered Nurse retires almost every day!

United Nurses of Alberta members who are approaching retirement often have many questions. These include:

What do I need to do to get ready for retirement?

Should I inform my manager when I plan to retire?

When should I contact the Local Authorities Pension Plan (LAPP)?

What should I do about my vacation?

UNA is ready to help, and so is the Local Authorities Pension Plan (LAPP), which has valuable online resources.

UNA's pensions expert, Labour Relations Officer Richard West, recommends the following actions and expectations in preparation for retirement:

- ⚙️ Confirm your personal details with LAPP through LAPP's mypensionplan.ca website, or by contacting LAPP
- ⚙️ Pick a retirement date – a date at the start of the month is recommended
- ⚙️ Notify your employer if you are still contributing to LAPP
- ⚙️ Give both your employer and LAPP 90 days' notice to ensure they have time to complete your paperwork
- ⚙️ Remember when you give your 90 days' notice that you are also required to give 28 days' notice of your resignation to your manager
- ⚙️ When you receive your Retirement Benefits Statement, read it and choose your pension option
- ⚙️ Use vacation to transition to retirement, but in most cases work your last few days
- ⚙️ Expect your first payment 30 days after your pension start date
- ⚙️ Expect your pension payment thereafter on last last business day of the month (except in December, when it will be before December 25)



July 2017

FOR MORE INFORMATION, VISIT OR CONTACT THE FOLLOWING RESOURCES:

- ⚙️ lapp.ca/page/retirement-tools
- ⚙️ [Canadian Retirement Income Calculator](http://canada.ca/en/services/benefits/publicpensions/cpp/retirement-income-calculator.html)
- ⚙️ mypensionplan.ca
- ⚙️ Richard West, UNA pensions advisor
780-425-1025 in Edmonton, 1-800-252-9394 throughout Alberta, or rwest@una.ab.ca

July 2012

SPOTLIGHT
ON YOUR UNA CONTRACT**Article 16.06 (a)(b)(c)**
UNA Provincial Collective Agreement

Preceptor Allowance

An Employee assigned by her Employer to a Preceptor role is entitled to receive a 65 cents an hour allowance when working with Registered Student Nurses.

Article 16.06 of the UNA Collective Agreement states:

- (a.) The Employer shall establish a roster on which Employees may indicate their interest in performing preceptor duties. In assigning preceptor duties, the Employer shall first consider the Employees on the roster.
- (b.) A Registered Nurse or Registered Psychiatric Nurse assigned by the Employer as a preceptor shall receive an additional 65¢ per hour.
- (c.) "Preceptor" shall mean a Registered Nurse or Registered Psychiatric Nurse who is assigned to supervise, educate or evaluate students.

**United Nurses of Alberta**



Nomination For Local 115 Committee Positions

Committee:

Occupational Health and Safety

Professional Responsibility Concern

(Nominations are open to anyone who is a UNA Member of Local 115 in good standing)

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

For Office Use Only

Received by: _____

Date and Time: _____



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

<p>For Office Use Only</p> <p>Received by: _____</p> <p>Date and Time: _____</p>



Want to get more involved with your Union? Mark your calendar with these upcoming events!

Local 115 Meetings: October 10th, November 14th (AGM) & December 12th. All meetings are held at Foothills Medical Centre from 1600 – 1800 (AGM length and times subject to change) and all members are welcome. Come and voice your work-related concerns! See reverse cover, Local 115's Facebook page <https://www.facebook.com/UnitedNursesofAlbertaLocal115/> or contact us at local115exec@una.ab.ca for more information.

United Nurses of Alberta Provincial Annual General Meeting: October 23rd – 25th. The ultimate governing body of United Nurses of Alberta is its Annual General Meeting. At the AGM, policies are established, the budget is determined, and officers are elected by delegates. UNA's next Annual General Meeting will be held on October 23, 24, and 25, 2018 at the Edmonton Expo Centre. UNA members should visit UNA's FirstClass 'AGM 2018' conference for more information.

Local 115 Annual General Meeting: November 14th, 1600-1900, AGW4 A/B at FMC. Local 115 serves UNA members at FMC Hospital, UofC (Faculty of Medicine), GWHC, Fanning & NW Dialysis, SCHC Dialysis / Urgent Care / Mental Health. The AGM is where the Local identifies strategic priorities and allocates the budget for the upcoming year. Come and learn more about what your union does for you. For more information contact us at local115exec@una.ab.ca.

Parkland Institute's Annual Conference: November 16th – 18th. Parkland Institute is a provincial non-partisan research centre located within the Faculty of Arts at the University of Alberta. The Institute studies economic, social, cultural, and political issues facing Albertans and Canadians, using the perspective of political economy. The research results are widely shared and intended to promote discussion on issues identi-

fied in the research. This year will be Parkland's 22nd annual conference held in Edmonton and the University of Alberta. See <https://www.parklandconference.ca> for more information.

The Calgary and District Labour Council Pre-Retirement Weekend Workshop: November 17th – 18th. A pre-retirement course that deals with all the major issues those planning for retirement need to consider (e.g. goal setting, legal issues, housing, activities, changing relationships, volunteering, labour movement involvement, health and financial matters). More information can be found at <http://www.thecdcl.ca/>.

South Central District Meeting: December 13th. UNA Locals are grouped into five geographically based districts – North, North Central, Central, South Central and South. Presidents of UNA locals attend regular District Meetings where they share information, compare challenges and develop strategies. Please contact us at local115exec@una.ab.ca for more information.

Know Your Rights Workshop: October 30th & December 14th. The "Know Your Rights" workshop offers new members, or members who 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. It provides participants with the tools to protect their rights and opportunities to engage more effectively with UNA. See <http://una.ab.ca/events> for more information and register through DMS or contact us at local115exec@una.ab.ca.

2019 dates to be posted soon. Keep an eye out for our next publication in December for more.

Please
Post



United Nurses of Alberta



LOCAL 115

UNA

Annual General Meeting

Wednesday, November 14, 2018

16:00 – 19:00

Foothills Medical Center Room AGW4A-B

Notice of Monthly Meetings:

October 10th(Room AGW2) / December 12th (Room AGW4A-B)

16:00 - 18:00

403-670-9960

local115exec@una.ab.ca

www.local115.wordpress.com



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