



UNA.net & Members Page 2

Executive Message Page 3

Join UNA Page 4

Guide to UNA email Page 5

Wear White Wednesday Page 6

Know Your Rights Workshop Page 7

AAN Page 8

Member Spotlight Page 10

Spotlights Page 14 & 15 Joining LAPP Makes Sense Page 16

Take Care of Your Mental Health Pages 18

Don't Pull The Plug Page 25

Spotlight Page 26

Casual Employee 4 Week Schedule Planner Page 27

Dialogue Partners Page 28

Safe Disclosure Line Page 30

Reporting OH&S Concerns Page 31 Social Media Checklist Page 32

Commenting in Public Page 33

Alberta Charities to Lose Millions Under Bill 32 Page 34

Why Do Unions Matter? Page 40

Spotlight Page 42 & 43

Thinking About Retirement? Page 44

LAPP Pension Calculation Page 45

The Care Campaign Page 46 Identifying Workplace Harassment Page 48

Phases of Stress Page 50

Spotlight Page 51

A Canadian Nursing Trailblazer Page 52

Mental Health Tools Page 53

Spotlight Page 54

Upcoming Events Page 55

Meeting Notice Page 56



For the latest updates on New Language in the Collective Agreement Check out the 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 system are **Zimbra** and the **Data Management System**, commonly referred to as **DMS**. Benefits of each include...

Zimbra:

- Get your own UNA Email Address! Zimbra provides you with a union email address,, ____@una.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 Zimbra Forums and Zimbra Briefcases including Negotiations, Member Resources, News, Local 115 Membership, PRC, OH&S and much more. The Zimbra Forums 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" Forum 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: https://help.una.ca/using-unanet-the-process/

Southern Alberta Regional Office 300-1422 Kensington Road NW Calgary, AB T2N 3P9

Local Phone: (403) 670-9960 SARO Reception: (403) 237-2377 Toll Free: 1-800-661-1802

Local Executive E-mail: local115exec@una.ca



Local 115 Executive President: Kevin Champagne Vice-President: Erin Boyd Secretary: Chandi Saastad Treasurer: Wanda Deadman

Local 115 Committees

- **Communications Committee:** Wanda Deadman (Chair), Rebecca Brown, Anna Farrell, Tony Huynh, Kris Lim, Al Perreault
- Grievance Committee: Local 115 Executive, Tricia Gibbs, Peggy Giddings
- **OH&S Committee:** Kevin Champagne (Co-Chair), Chandi Saastad (Co-Chair), Nicole Takeda
- **PRC Committee:** Erin Boyd (Chair), Jeet Chakerbaati, Simone Foster, Lien Krupity, Brenna McCarthy

Editors Local 115 Executive & Communications Committee





Local 115 Executive Team



Local 115 NewsLetter Spring 2023

Local 115 Executive Message

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



As public supports wanes and Albertan's prioritize reinventing themselves to adapt to the world after the last two years of the COVID Pandemic, nurses are left feeling like they are shouldering the burden to keep health care in the province a float. There can

be no doubt, moral distress and feelings of being burnt out are at an all-time high. The question that needs to be addressed: How can we successfully navigate our way to a stable work environment that prioritizes safe patient care and places importance on the well-being of frontline workers?

The plan for change seems obvious, but as we unpack the challenges faced for publicly funded, publicly delivered health care in Alberta it is apparent that we need to be strategic to address the direct attacks undermining the system. Where do we begin? Education aimed at supporting the value of a publicly funded and publicly delivered health care is a good start. Research supports the use of "mass media" campaigns as they can influence people and policymakers to change their perspective and behaviour. Simply put, a unified voice of frontline workers with a targeted message to the public and government can and will work if we stand together. Front line workers have an important message: The value of equal access to a first-class health care system needs to be protected because there is so much at stake if lost.

I am often asked, "How can I defend a health care system that has costs soaring out of control?". It is important to dispel the myth that privatization is the solution to uncontrolled spending. The recent report, Misdiagnosis: Privatization and Disruption in Alberta's Medical Laboratory Services, poses the questions: What is at stake when a public system privatizes? More importantly, who is going to lose? Sadly, the answer is all Albertans. With the termination of Dr Verna Yiu in April of 2022 the groundwork was set by the UCP government for another round of reforms. As Ralph Coombs outlined in his April 9, 2022 Calgary Herald article "Most Canadians view health care as a public good, a moral enterprise, a right of citizenship that should be based on a one-payer system, publicly governed and portable across provincial boundaries." All Albertan's need to take note. Dr Yiu was a strong supporter and advocate for publicly funded and publicly delivered care. Her removal is a clear sign the UCP intend to push forward their agenda to privatize health care. Creating safe working environments can only be met if the system is properly funded and staffed.

The Provincial leadership within UNA continuously demonstrates their commitment for publicly funded and publicly delivered health care. If you are interested in becoming more active, I encourage you to attend a union meeting or call a local executive to have a chat about our NeedNurses media campaign (<u>https://neednurses.ca/</u>).

No matter what the future brings, we will face it together. We can face another assault on the health care system and push back the government's agenda to undermine health care in support of big business. UNA has and will continue to be here for you.

In solidarity, At your side, on your side

Kevin Champagne President Local 115 United Nurses of Alberta

LOCAL 115





AT your SIDE

YOUR workplace representative

United Nurses of Alberta is the union for more than 30,000 Registered Nurses, Registered Psychiatric Nurses, and allied workers in Alberta. Since 1977, UNA has been an effective advocate for its duespayers, the nursing profession, and our public health care system.

www.una.ca

nurses@una.ca 1-800-252-9394

United Nurses of Alberto Where do you begin?

- Fill out your membership form by clicking "Join UNA" on una.ca
- 2 Download the United Nurses of Alberta mobile app
- 3 Get involved in your UNA Local
- 4 Attend a UNA workshop Funded education for UNA members:

Know Your Rights

Dealing with Abuse

www.una.ca/events



UNA represents duespayers in matters pertaining to:

Bargaining Professional Responsibility Employment Disputes Occupational Health & Safety Professional Licensing Short & Long-Term Disability Workers' Compensation Human Rights



FOR MORE INFO, VISIT introduction.una.ca



A guide to your UNA email

By Rebecca Brown, Local 115 Communications Committee, United Nurses of Alberta



Did you know that, as a member of the UNA, you have a free Zimbra email account available to you? Here is a brief "how to" guide so that you can take advantage of keeping all your union information in one place (as well as anything else you want.)

- To access your email, you have to first activate your UNANet account. https://help.una.ca/using-unanet-the-process/
- If you haven't activated your account yet, the information on how to do that is here: <u>What is UNANet? How do I Login?</u>
- You will need the details that are on your current UNA membership card to set up your UNANet account.
- Note that Zimbra Mail works best with the Google Chrome browser.
- Once you have set up your account you can use any device to access Zimbra, just open Google Chrome and use the url <u>https://mail.una.ca</u>
- This will then open the sign in screen.
- Your full UNANet email address is your username, then just type in the password you chose when you activated your account.
- Zimbra works pretty much like any other email account and the best way to learn how it functions is to use it.
- Once signed in your session will remain active until it expires the next day. However, you can select the "stay signed in" option, so you do not have to sign in every time you restart the browser during that day.

- To prevent others from having access to your email account, you should always sign out when you are not using your computer. There is a drop-down bar for that purpose, to the right of your name.
- There is an excellent library of help topics to help get you started here: <u>Help and video</u> <u>tutorials</u> but please note that some features have not been activated by the UNA.

Your local executive and committee members will use your UNA account to send you the latest information, so it is a good tool to have access to. Go ahead, open your account, and get started!

Rebecca Brown

Local 115 Communications Committee United Nurses of Alberta

LOCAL 115











our profession @-our jobs

wear o White Wednesdays





www.una.ca facebook.com/unitednurses twitter.com/unitednurses





UNA EDUCATION

KNOW -YOUR-RIGHTS

This is a full-day provincially funded workshop for UNA members who have not previously taken it and are not Local Executives. In this workshop, UNA members will learn about the structure and role of their union and how to identify and report different types of workplace concerns while getting to know their collective agreement and workplace rights. Through a combination of discussions and activities, participants will gain the knowledge and confidence to address issues at work.



WORKSHOP DESCRIPTIONS

www.una.ca/memberresources/education



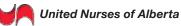


www.una.ca/events





DMS REGISTRATION (must be logged in) dms.una.ca/events/provincial





A Message from The Executive Director of the Alberta Association of Nurses

On behalf of our board of directors, I would like to warmly introduce and welcome you to the Alberta Association of Nurses, Alberta's first all-inclusive nursing association, created by and for Alberta nurses. For the past year and a half, a small group of LPNs, NPs, RPNs and RNs have been voluntarily working together to build this organization, and on May 9 of this year, during Nurse's Week, we proudly launched the association. Our mandate is one I feel incredibly passionate about: to enhance, promote and advocate on behalf of all nursing professions. LPN, NP, RPN, RN, nursing student, or retired nurse – wherever you fit, you belong here.



I would like to personally invite you to join us. Besides offering an exhaustive list of benefits for our members, AAN is committed to connecting members and providing services, supports and resources to help members achieve professional excellence. Together, we can and will provide one strong, unified voice for the nurses of Alberta. If you'd like to learn more about our work or becoming a member, please visit albertanursing.ca.

On behalf of the Alberta Association of Nurses, thank you for the incredible work you do everyday that sets the bar for excellence in nursing worldwide!

Kathy Howe Alberta Association of Nurses, Executive Director www.albertanursing.ca @alberta_nursing



Join today and help shape AAN

www.albertanursing.ca | @alberta_nursing



RN

NP

RPN

LPN

Introducing Alberta Association of Nurses (AAN): the first professional association for all Alberta nurses.

You Belong.

Together, we will:

- Facilitate professional development opportunities
- Create opportunities for nurses to connect with nurses
- Recognize and celebrate outstanding nurses and practices
- Capitalize on our collective nursing voice to advocate for and improve the nursing practice in Alberta



Save The Date For AAN's Annual Conference - May 4 & 5, 2023

AAN is excited to invite all Alberta nurses to join the association for their first annual conference in Calgary. The conference will be an in-person, multi-day experience, featuring nursing pioneer keynote speakers, engaging and hands-on breakout sessions and a post-conference celebration!

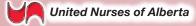
AAN members will receive a \$100 discount on conference tickets.

Follow us on social media and subscribe to our newsletter at <u>albertanursing.ca</u> to stay updated on event details and ticket sales.



Join today and help shape AAN

www.albertanursing.ca | @alberta_nursing





Member Spotlight: Jennifer Evangelista (March 2020)

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



Q: When did you become a nurse and where did you get go to university?

A: I obtained my degree at the University of Calgary, and I was in the last conjoint program offered between the then Mount Royal College and the University of Calgary. Students were given the option on where they wanted to complete the final two years of the degree program. I chose to spend my remaining years in Calgary completing the program at the U of C, it was closer to home.

Q: What made you decide to join the profession of Nursing?

A: My mom (Judi Curran) is a Registered Nurse (RN). I grew up watching her as she would leave for work and then return always so exuberant and excited to be part of such a noble profession. The opportunity to witness her career progression was my inspiration. I was there to see her start as a student nurse. I was a part of her journey as she excelled in the various areas she was entrusted to work. I was always excited to hear her stories about what she accomplished during her shift and the positive impact it had on her patients. As I got older, mom's stories about work and her amazing colleagues inspired me. I wanted to find out in what direction nursing would take me. I now get to help people in times of personal crisis and as I reflect back on the lesson's mom taught me, I know I am making a positive impact on my patients too. United Nurses of Alberta

Member Spotlight: Jennifer Evangelista ...continued from previous page



Q: Where did your Mom go to school?

A: My mom is a Holy Cross Grad. The Holy Cross is where she did most of her training and years working. When the decision was made to close the Holy Cross, mom went to work at the Rocky View General Hospital and began working in their Day Surgery unit. Mom has since retired and finished her career working at Health Link.

Q: Tell us a bit about your family?

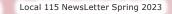
A: I have been married for 10 years. I have two children; my daughter is 9 and my son is closing in on 8. I try not to bring work home all the time. Working at the Foothills Medical Center Emergency department means I always don't have positive stories that I can share with small children. I do share my passion for nursing with them, and they are super curious. They have learnt that mom can't share all the details with them. My daughter wants to follow in my footsteps and become a nurse, and my son wants to become a police officer. My kids are always very proud and quick to share with their friends that I am a nurse.

Q: Is the profession of nursing worth fighting for? How are the current systemic changes impacting your view on nursing?

A: I have a positive view of nursing and still passionately advocate for people to join the profession. What I would say to people struggling with the decision to join nursing is to remind them of the good we do, the positive we bring into the lives of patients we interact daily with. This is a career that allows you to travel the world and has so many exciting areas to be employed. The only limitation on what nursing can do for you is how you approach it.





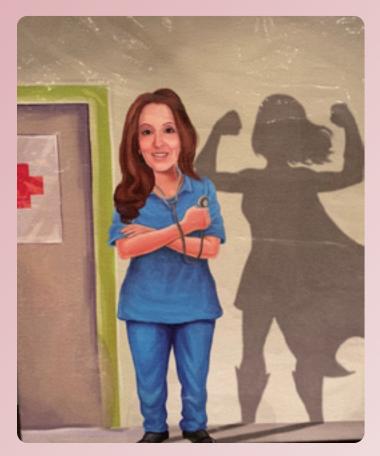


Member Spotlight: Jennifer Evangelista

...continued from previous page

Q: Can you walk us through your personal journey in nursing to date?

A: In my 4th year of nursing school, I knew my passion was to work in an emergency department. I knew this field of nursing is where I needed to be. I did not get a practicum placement in an emergency department which was hard at first. I took the placement in the CVICU and Trauma unit as an opportunity to better myself and saw it as an opportunity to hone



my skills to be ready to enter the world of emergency nursing. I also sought additional education opportunities at this time, completing my advance critical care nursing diploma. My practicum placement helped me secure a grad nurse position on the trauma unit where I was eventually hired as a RN. I did not let my dream go and applied for a position to the emergency department a little less than a year into my employment. I was so excited to be given the opportunity to take a position in the ER, my dreams were starting to take shape. Things are never textbook when you work in emergency and having the experience of working in all areas of the department have allowed me to face new challenges head on. During my time in the department, I completed the STARS academy and was faced with the tough choice to move to Grande Prairie to fly with STARS. I opted to stay, and I have never looked back, for the last 9 years I have been blessed to be one of the educators in the department.

Q: Can you tell our readers about the Emergency department's physical layout?

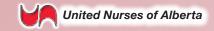
A: Our department has changed quite a bit over the years in terms of our capacity and footprint. We have a very large footprint currently. There are a total of 79 beds and 3 trauma bays. We used to have 4 but with COVID we have taken a trauma bay space to allow an area for COVID precautions.

On average the department sees between 220 and 250 patients in a 24-hour period. With a close to 30 percent admission rate going into the department that leaves 70 % being turned over to community supports and services.

The department is a level 1 trauma centre, the stroke centre for Southern Alberta, Cardiac Cath Lab centre and we have don't turn any age groups away. Many people don't know that we provide services to all ages. The scope of what we offer ensures we see a wide variety of illness presentations, and support Albertans when they are at their worse. We do what it takes to make them feel safe and welled care for.

Q: How has the global pandemic impacted the department?

A: We are fortunate to have great leadership associated with our department. When the world was learning about the global risk the department did not sit idly. We started preparation and planning in early February. As a team we wanted to be ahead and prepared, it was not an option to be playing catch up and chasing our tails.



3 Local 11

Member Spotlight: Jennifer Evangelista ...continued from previous page

Since the beginning of March masking for all patients, visitors and staff was implemented. Screening protocols have been put in place and the flow of patients presenting with COVID like symptoms is controlled in the department.

At this point all staff are well prepared. They have been receptive to the measures put in place and have expressed gratitude that planning started so early. As a department we all should be proud on how we aim to protect each other and the patients we are trusted to care for.

Q: What has been your biggest challenge as an RN?

A: Outside of COVID, protecting us from workplace violence is the biggest challenge to any ER department. When patients come into the department in crisis they can be irrationally stressed and their responses to additional stimuli can result in patients acting out with aggressively I do find workplace violence increasing. I believe for the longest times nurses accepted this as a normal part of the job. This is not a part of the job anyone must accept and working together we can change the workplace culture. AHS has great resources to support workers, and I encourage everyone to file MSN reports when experiencing violence. Violence does not need to be a daily occurrence; we can learn to protect ourselves.

Q: What is the best part of being an emergency room nurse?

A: The people we care for and my colleagues. I enjoy the support shared amongst all disciplines within the department. It seems we all share the same drive and have a similar thought on work ethic.

Q: What do you do for fun?

A: I volunteer for the Calgary stampede, and I am the chair for the parade committee. I also love getting



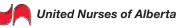
outside with my kids and enjoy splashing around the water in Windermere.

Q: Do you have a favourite book or movie?

A: Everything in my life right now revolves around my kids, but I do love watching cooking shows. I think I would be an amazing judge on a baking competition, I have such a sweet tooth.

Q: What does being a part of a union mean to you?

A: I have reflected on this a lot and knowing that we have a collective voice to ensure our work environment is safe gives me comfort. The union is the voice of the nurses that keeps staffing levels safe and allows us to provide the care we are trained to deliver.





December 2018



Letter of Understanding #7 UNA Provincial Collective Agreement

Eligibility for Long Service Pay

According to Letter of Understanding #7, included with the United Nurses of Alberta Provincial Collective Agreement, Employees with twenty or more calendar years of nursing service shall receive a two per cent Long Service Pay Adjustment.

In order to receive this additional pay, an Employee must provide the Employer with reasonable proof that they have been registered with a nursing licensing body for at least twenty years.

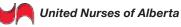
Employees should provide this information within ninety days of being hired or achieving twenty calendar years. It is not sufficient that a resume includes your employment history.

The Employee must provide specific proof of registration with a nursing licensing body.

For more information see the 2007 Joint Statement - Retention.

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







SPOTLIGHT

Article 8: Overtime

UNA Provincial Collective Agreement

Don't get talked out of your overtime

Nurses often miss meal breaks or have to work late because they cannot get away and their patients need them.

This is overtime, even if it is not authorized in advance by a manager.

The UNA Provincial Collective Agreement clearly specifies what constitutes overtime:

8.01 (b) The Employer shall designate an individual for each site who may authorize overtime. The Employer shall not unreasonably deny authorization after the fact for overtime worked where such overtime arises as a result of unforeseeable circumstances in which it is impossible to obtain prior authorization.

If an Employer is being unreasonable in denying overtime, contact your local executive or your UNA Labour Relations Officer.







UNASA United Nurses of Alberta

Joining LAPP makes sense...

Joining the Local Authorities Pension Plan usually makes sense – even if you don't plan to stay on the job with an LAPP employer for a very long time. Here's why:

United Nurses of Alberta members newly employed by Alberta Health Services or other public employers often wonder if it makes sense for them to join the Local Authorities Pension Plan, the province's public sector pension for employees of boards and agencies.

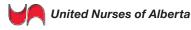
The government-sponsored retirement system in Canada is not sufficient to fund the future retirement that most employees envision.

Less than half of employees working 14 to 30 hours per week for employers that participate in LAPP exercise their right to join the plan.

UNA believes far too many employees decide not to join LAPP based on a partial or inadequate analysis of the facts. Often, those who decide not to join focus on the costs of being part of LAPP, but not the benefits.

Yet there are valuable benefits to paying into LAPP even when an employee is only there for a short time.

Joining LAPP Makes Sense — April 2021





Consider these points:

Employees currently pay about 9.5% of their before-tax income and the employer pays about 10.5% of the employee's income into LAPP. The employer's contribution to your retirement is money you would not receive if you do not join LAPP.

The payout is a defined benefit pension – which means secure, indexed monthly payments as long as you live.

If a member under 55 years old leaves their employment or moves to casual, they can withdraw the commuted value (CV) of their pension. (The CV is the calculated value of the earned future pension. This ensures you get at least value for your contributions to your retirement. The rules require most of the CV to be transferred to a Locked-In Retirement Account, with the balance paid out in cash. In some cases, it may also be possible to transfer your CV to another pension plan.)

Payout can start as early as age 55.

Consider these points:

LAPP provides a pension based on years of pensionable service and the highest consecutive five years' average salary.

A defined benefit pension means a secure, indexed monthly payment as long as you live.

The pension is increased each year at the rate of 60 per cent of Alberta's inflation rate.

A staff nurse aged 55 with 30 full-time years of LAPP service who retires in 2021 will receive a LAPP pension of approximately \$4,080 per month.

A staff nurse with 35 full-time years of LAPP service who retires in 2021 will receive a LAPP pension of approximately \$4,760 per month.

By comparison, a 60-year-old woman buying an annuity to provide herself with an income of \$4,600 per month, which would not be indexed, would currently require cash of about \$1.1 million to give to an investment company.

Since administration and investment costs are spread over thousands of people, your LAPP retirement income is both less expensive to administer and more secure.

Unlike people who must manage their own retirement savings, the security of your LAPP pension is not tied directly to your own investment decisions and to interest rates when you invest and when you retire.

Who is eligible to join LAPP?

Full time and some part-time and temporary employees of employers that participate in the LAPP – including Alberta Health Services, Covenant Health and other publicly funded health care providers.

LAPP defines full-time as an average of 30 hours per week or more - full-time employees are required to join LAPP.

LAPP defines part-time as an average of 14 to 30 hours per week - participation in LAPP is optional.

Eligible temporary positions must be for six months or more, and require an average of 30 or more hours per week – participation in LAPP is optional.

For more information, please visit the LAPP website at lapp.ca



Local 115 NewsLetter Spring 2023

Taking Care of Your Mental Health Training



By Rebecca Brown Local 115 Communications Committee United Nurses of Alberta

Please note that this article is not meant to take the place of professional support and you must seek help if you need it. There is information regarding where you can access help at the end of this article.

18

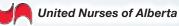


"I can't change the direction of the wind, but I can adjust my sails to always reach my destination" (Jimmy Dean 1987.)

Registered Nurses (and healthcare workers in general) are notoriously bad at looking after themselves, preferring to put others first. Often that ends up costing them far too much, especially when it comes to their mental health. So, this article is about you, what you can do to try and help yourself, and to urge you to seek help if you need it.

Did you know that, according to the World Health Organization (WHO), mental illness is the leading cause of disability worldwide? In Canada alone it affects more than 6.7 million people. A stunning statistic shows that one in two Canadians will have (or have had) a mental illness by the time they reach 40 years of age. (cited <u>Mental Health 101 | CAMH .</u>) The Canadian Mental Health Association states that in any year one in five people in Canada will have a mental health illness or problem and that disability leave costs about double the amount for physical illnesses.

According to WHO, mental health is "the foundation for the well-being and effective functioning of individuals. It is more than the absence of a mental disorder; it is the ability to think, learn, and understand one's emotions and the reactions of others. Mental health is a state of balance, both within and with the environment."





Taking Care of Your Mental Health Training

...continued from previous page

For good mental health a person needs to have both psychological and emotional well-being. Having that balance is vital for good overall health. Poor mental health is known to precipitate physical illness in some people.

How one perceives and deals with mental health issues varies tremendously from person to person. However, there are some common threads (and tools to help) that can be discussed in general terms.

The Government of Canada lists six common factors that are necessary for mental well-being. These are namely, enjoying life, strong relationships, a sense of purpose, connection to others, a good sense of self, coping with stress. How do you fare on these?

We know that dealing with wave after wave of the Covid pandemic has been highly detrimental to the psychological and mental health of RNs in Alberta. The number of nurses expressing intentions to quit has reached as high as 50% according to a recent study from McGill University (<u>White paper (English) Mi4</u> <u>project 20201209 (mcgill.ca)</u>.) This study also found that maintaining good mental health is key to good performance and that stressors to this must be addressed.



What can you do?

One of the most important ways that you can help your mental health is by building resilience. Resilience is defined as your capacity to manage and withstand stress. It is how you are personally able to adapt to change and utilize self-care. A resilient person will have more confidence, optimism, patience, and self-awareness. They will also have relationships to others that are more appreciative, helpful, collaborative, and empathetic.

Having many risk factors in our place of work makes this particularly hard for RNs. We are often hyper-connected to our work,

with an impossibly high level of demand, difficult schedules, increased requests (or mandated) overtime and an unmanageable work-life balance.

Here is how you can try and help build yours, and your co-workers, resilience:

- Be supportive of each other. If you have any concerns for yourself, or a co-worker, be pro-active in helping yourself or them. It is also important to have a supportive network outside of work, be it family, friends, or other groups.
- A culture of fairness, honesty and trust on a unit makes it a much nicer environment to work in and that is much better for the well-being of those working there.
- Be respectful to each other. Treating your team with civility, consideration and respect is so important. It fosters good relationships with your colleagues and cements psychological supports.







Taking Care of Your Mental Health Training ...continued from previous page

- Encourage each other. Give positive feedback, remind each other of the good things that happened, or the good responses you had to situations that arose on a shift.
- Learn to say no. If you really cannot manage that extra shift, then say so. If you already have too much to do don't take on even more. It is hard when overtime is being mandated in some places but talk to your union if you are mentally (and physically) exhausted, file an OHS concern, add in a PRC if patients are being put at risk. A work-life balance is essential to good mental health. This cannot be stressed enough.
- Acknowledge good work, both to yourself and to others.
- Appreciate each other. Every member of a team will have their strengths and weaknesses try and build on the strengths. Find out how to best make your team work well by using each other's strengths, instead of focusing on the weaknesses.
- Be mindful if a colleague is not coping with their workload. See if you can help, or whether the work can be more evenly divided up. If you are not coping, then speak up.
- Try and create an environment on your unit where it is fine to ask questions, seek feedback, or propose a new idea without the fear of negative consequences.

Of course, there are many issues that fall on management's shoulders but if you do your best to help build a resilient team, approaching management becomes an easier task. The old adage of strength in numbers truly applies. A workplace where staff feel able to have a say and illicit needed change is also one that is good for the mental health of those working there.

Taking care of your mental health:



On a personal level there are also things we can do to help ourselves.

- Take a break from social media and the news. Of course, it is important to stay informed, but it is equally important for that not to be constant.
- Use the techniques of mindfulness that work for you, such as meditation, going for a walk, spending time with your pet, writing things down (journaling) and so on. There are many on-line resources for this, or you can ask your family Doctor or a counsellor for information.
- Try to eat healthy meals and exercise regularly. With crazy shifts that is not always easy but do your best.
- Focus on the positive things in your life and try not to dwell on the negative things too much.
- Be kind to yourself and to others and don't compare yourself to anyone else. We all have different abilities to cope with what we are dealing with.
- It is okay to not be okay. Ask for help.

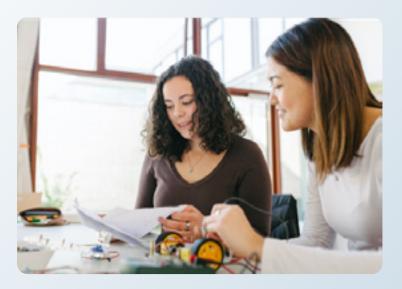
continued on next page ...



Taking Care of Your Mental Health Training

The importance of listening and language

When someone you know is struggling with their mental health it can be hard to understand what is going on. There is often the temptation to say things like "don't worry," "don't be sad," and such. Even though your intentions are good it may make that person think that you are minimizing what they are feeling.



A much better way of responding is to rephrase what they said, restating it using your own words. This can be a useful tool that makes a person feel heard, validates their concerns, and lets them know that someone is truly listening to them. For example, maybe your colleague comes to you stating that they can't seem to get their work done in time and they're feeling overwhelmed. You can rephrase their own words by saying "it sounds like you have a heavy workload today and that's overwhelming." That opens the conversation up and also shows that you have heard their concern.

Listening is a skill that we are never really taught but it can easily be learned. Being listened to is

very important for a person's mental health and being a good listener can also come with the added benefit to yourself of making you more empathetic and attentive. Being a good listener involves the following:

- Find a quiet place to talk.
- Remove distractions, such as ear buds, cell phones, the TV etc. You need to show you are there for the person who is talking to you.
- Maintain eye contact
- Make it known that you are listening by restating that you are there for that person.
- Avoid the temptation to relate their problem to you. If you're talking more than they are then you're not listening.
- Remember that you are not there to fix the problem but to listen to the person, be present and to understand. The power of just listening should not be underestimated.
- Beware of comments that might undercut the person. Phrases such as "you can do it, you're strong," or "things are worse elsewhere." Whilst well-meaning, are not helpful.

Becoming a good and empathetic listener requires practice but it is worth taking the time to do so, both for you and others.





Taking Care of Your Mental Health Training

Compassion fatigue:

Whilst paying attention to listening and empathy it is important to note that one of the major issues faced by nurses, especially now, is compassion fatigue. We all know that there is nothing better than being able to talk to someone about your day when that person can listen, understand, and relate to you. However, with that empathy there can be a downside too, and that is where we run into compassion fatigue.

When we spend so much of our time and energy trying to listen and support others, we become exhausted ourselves. If you spend most of your time thinking about the needs and well-being of others, you can easily forget about yourself. When that happens compassion fatigue tends to set in. It is sometimes termed vicarious, or secondary trauma and it makes it harder for those affected to carry out their duties or care for their patients.

To avoid compassion fatigue, it is important to:

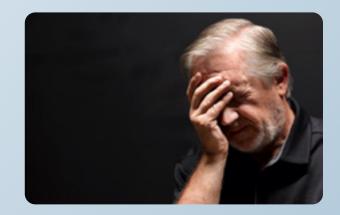
- Not lose sight of your own experiences when listening to others.
- Set boundaries with people. It's okay to offer to help someone find other resources for their needs than you.
- Identify your own support needs and use them.
- Recharge your own batteries. Take a vacation, spend time alone on a walk, whatever you like to do best to relax, put it on your calendar and make the time to do it.

Burnout:

Burnout is defined as emotional exhaustion, depersonalization, and reduced accomplishment. It is classified as a psychological syndrome. Whilst there are many studies that show that nurses were already experiencing burnout even before the pandemic, covid 19 and its stresses on them have intensified those feelings. Burnout is becoming a very serious issue among RNs.

The common symptoms of burnout are:

- Feeling hopeless or helpless.
- Pessimism or anger about your work or colleagues.
- Fatigue, headaches, stomach issues, insomnia, procrastination
- Changes in appetite
- Lack of motivation.
- Frequent sick calls or coming late/leaving early.
- Self-medication (drugs or alcohol.)
- Becoming withdrawn or detached from others.
- Relationship problems (spouse, children, friends.)







Taking Care of Your Mental Health Training

...continued from previous page

Burnout isn't just about hating your job, it's a response to increased stress and fatigue. There are many causes of burnout, some examples are lack of support, compassion fatigue, excessive workload or shifts and personal stress. The best remedy for burnout is self-care. That means setting good boundaries that allow for your physical and mental well-being. These include:

- Setting hard limits on anything work-related when you are at home.
- Managing your shifts appropriately and not picking up too many extra ones.
- Prioritizing sleep when you are exhausted.
- Building healthy relationships with the rest of your team.
- Avoiding work when you're too tired.
- Seeking professional help to manage mental health concerns, make use of AHS programs and other resources (see below.)
- Setting healthy boundaries within the therapeutic relationship.

The pandemic has certainly increased the level of nurse burnout. Whilst it may be normal to experience short periods of high stress on a unit, it should not be constant. Of course, patient care is very important but so is your working environment and your mental health. Bottom line is that your work should not be making you ill.

Resources:

AHS has free counselling and help for staff. The information can be accessed through Insight, via HR, in the health and wellness section. You can also call 811 to get information.

24-hour Calgary distress centre: 403-266- 4357

Mental health helpline: 1-877-303-2642

Addiction helpline: 1-866-332-2322.

Your family Doctor may have a counsellor, psychologist or psychiatrist that works with them. If not, they may have information or recommendations.

There are also many online resources too, some examples are below but please note UNA does not endorse any site, they are for information purposes only.

Mental Health 101 | CAMH :

Mental Health Learning Series - CSPS (csps-efpc.gc.ca)

Canadian Mental Health Association / CMHA Calgary

Home - CMHA National





Taking Care of Your Mental Health Training

<u>Please take care of yourselves and if you need help, please ask for it. There is no need to feel ashamed about having a mental health illness, these are unprecedented times and too many of you have, for too long, been asked for far more than you can give.</u>

<u>A reminder that the UNA is also here for you, so please don't hesitate to contact us. You can call us on (403)</u> 670-9960, email us at LOCAL115EXEC@UNA.AB.CA or fill in an online OHS file. Your health matters to us.

Bibliography:

Mental health issues in Canada - Statistics & Facts | Statista Mental Health Learning Series - CSPS (csps-efpc.gc.ca) Home - CMHA National Workplace Mental Health - Mental Health Commission of Canada : Avoiding Burnout As A Nurse: Mental Health Among Canada's Nurses (wellbeingscounselling.ca) Paraphrasing in mental health – Beyond My Label Psychology Reveals 10 Mindfulness Techniques Most People Forget (powerofpositivity.com) Mental health (who.int)











Show your support with a 'Don't Pull the Plug on Public Health Care' lawn sign



ALBERTA nurses are on the front lines of health care, dealing with understaffing, an under-funded and badly frayed system, and the lingering impact of the COVID-19 pandemic as they do their utmost to bring the best quality care to Albertans.

Nurses can show their concern by putting a DON'T PULL THE PLUG ON PUBLIC HEALTH CARE/I LOVE ALBERTA NURSES sign on their lawn or in their window.

In addition, Alberta's nurses hope members of the public will help send a clear signal to the provincial government: that Albertans are grateful for our health care heroes, and we have their backs.

Anyone can order a lawn sign by going to: https://neednurses.ca/action/request-a-lawn-sign/ 🛩





SPOTLIGHT ON YOUR UNA CONTRACT

Casual Employees eligible for overtime when they work in excess 147.25 hours in a four week period

The UNA Provincial Collective Agreement makes provision for payment at overtime rates for Employees working casual who work more than full-time 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 (4) week period starting October 6, 2014.(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).

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.



imployees eligible for overtime





4 Week Shift Cycle for Casual Employees

Overtime is paid once 147.25 hours have been worked





2023		
Mon 2023/01/16	Sun 2023/02/12	
Mon 2023/02/13	Sun 2023/03/12	
Mon 2023/03/13	Sun 2023/04/09	
Mon 2023/04/10	Sun 2023/05/07	
Mon 2023/05/08	Sun 2023/06/04	
Mon 2023/06/05	Sun 2023/07/02	
Mon 2023/07/03	Sun 2023/07/30	
Mon 2023/07/31	Sun 2023/08/27	
Mon 2023/08/28	Sun 2023/09/24	
Mon 2023/09/25	Sun 2023/10/22	
Mon 2023/10/23	Sun 2023/11/19	
Mon 2023/11/20	Sun 2023/12/17	
Mon 2023/12/18	Sun 2024/01/14	

2024				
Mon 2024/01/15	Sun 2024/02/11			
Mon 2024/02/12	Sun 2024/03/10			
Mon 2024/03/11	Sun 2024/04/07			
Mon 2024/04/08	Sun 2024/05/05			
Mon 2024/05/06	Sun 2024/06/02			
Mon 2024/06/03	Sun 2024/06/30			
Mon 2024/07/01	Sun 2024/07/28			
Mon 2024/07/29	Sun 2024/08/25			
Mon 2024/08/26	Sun 2024/09/22			
Mon 2024/09/23	Sun 2024/10/20			
Mon 2024/10/21	Sun 2024/11/17			
Mon 2024/11/18	Sun 2024/12/15			
Mon 2024/12/16	Sun 2025/01/12			

Article 30.03(C)(v) – A Casual Employee shall be entitled to overtime worked in excess of 147.25 hours averaged over a four (4) week period starting October 6, 2014.

2022				
Mon 2022/01/17	Sun 2022/02/13			
Mon 2022/02/14	Sun 2022/03/13			
Mon 2022/03/14	Sun 2022/04/10			
Mon 2022/04/11	Sun 2022/05/08			
Mon 2022/05/09	Sun 2022/06/05			
Mon 2022/06/06	Sun 2022/07/03			
Mon 2022/07/04	Sun 2022/07/31			
Mon 2022/08/01	Sun 2022/08/28			
Mon 2022/08/29	Sun 2022/09/25			
Mon 2022/09/26	Sun 2022/10/23			
Mon 2022/10/24	Sun 2022/11/20			
Mon 2022/11/21	Sun 2022/12/18			
Mon 2022/12/19	Sun 2023/01/15			







Kim will change the way you think about a conversation.

When people start talking with each other, not at one another...

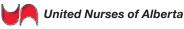
When we escape yes or no, black and white dichotomies...

When we realize that many of the tools we use to communicate are pushing us away from having real conversations...

...we're on the path to something sustainable.

So, I'm on a mission...and I hope you'll join me...to chart a new course for better conversations.







I0 TEN TECHNIQUES FOR HIGH EMOTION AND/OR COMPLEXITY

At Dialogue Partners, we're fans of top 10 lists: top 10 words of the year; top 10 foods that will make you healthy; top 10 wines of the year; top 10 places to see before you die...So we thought, why not a top 10 list of techniques for HIGH EMOTION and/or COMPLEXITY?

In reality, this list could be the top 1000 things we've learned, but we know you might not read it if it was that long, so we just do 10 things at a time.

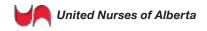
Socratic Circle. The Socratic Circle is a variation of a revolving conversation that supports learning, relationships and embraces high emotion. Participants are divided equally into two concentric circles. Prompt questions, designed to spark thinking and start the conversation are introduced at the beginning. There are only 2 rules: those sitting in the inner circle are responsible to speak and participate in the conversation; those sitting in the outer circle are responsible to listen. This technique takes conversations to a deeper level and creates a safe and respectful place for emotional conversations. You can read more about Socratic Circles here.

Deliberative Forum. The Deliberative Forum technique uses material, sometimes in the form of a workbook, to provide background information, and then outlines a series of approaches to addressing a particular issue that are based on different world views and values. This approach encourages groups to listen and talk together about the pros and cons of various options proposed. Participants in a Deliberative Forum process have an equal opportunity to be heard thus helping to reduce high emotion and polarization. We used this technique in our Edmonton City Centre Airport Lands Public Involvement Project. You can read the case study <u>here</u>. **Open Space.** Open Space is a group engagement process that is effective where a diverse group of people come together to address a complex, multifaceted issue in a productive way. It is a participant governed process, with minimal facilitation and few rules that result in surprising, long-lasting, supportable outcomes. It is most appropriate when no one knows the answer or answers, and the solution isn't obvious. It is best on issues of conflict, controversy or passion, where people can have a direct and important influence on the issue under discussion. It can unite very diverse groups around a common issue. Our Open Space tipsheet can be found here.

Photo Voice. The Photo Voice technique combines storytelling with images and gives people the power to tell their own stories as they see them. Participants are asked to express their ideas through the use of pictures, images or their own creations and provide a narrative to go along with their photos. Photo Voice is a powerful technique to give those often unheard a voice. It works especially well with marginalized, "hard to reach", youth or those not engaging in formal processes. Click <u>here</u> to read more about using the Photo Voice technique.

Ideas Fair. This engagement technique is intended to bring together large groups of participants to generate and explore a wide diversity of perspectives and ideas. Most effectively hosted as a drop-in style event, its key focus is to draw on the wisdom of many and gather lots and lots of data and insight in creative ways. It can be held as an individual event or series of face-to-face events. In a nutshell, a number of "Discussion Stations" are created to support discussion questions that builds







Concerned about misconduct at AHS?



Call the Safe Disclosure Line

1-800-661-9675

A confidential 24/7 external service





OCCUPATIONAL HEALTH & SAFETY AND STAFF ABUSE CONCERNS



Purpose: To ensure that Nurses continue to have a healthy and safe work environment. Filing an OH&S form ensures that unhealthy or unsafe working condition's will be addressed.

OHAS REPORT		and Staff Abuse		
Immediately file this form with	h your Local Union. Keep the	pink copy for your records.		
	Local File #:			
Local #: I	Employer:			
Worksite (ward/unit/office): I	Date & Time/Shift:			
Describe the Nature of Incident (Do not use names of patient	x, clients, residents, staff or do	:fors):		
What is the suspected hazard?:				
Any injury or disease related to problem? (if known):				
What action is required?:				
Was the incident reported to your Supervisor?: yes 🗖 no 🗖				
	Date of Discussion:			
Action Taken:				
Name (Printed)	E-Mail	Phone No.		
Signature		Date		
United Nurses of Albe		e a Workers' Componention Form, ns or Employer Incident Form. ere appropriate. Form must be filed if are injure has		

Report Online: https://dms.una.ca/ forms/ohs





www.una.ca



Complete the Occupational Health & Safety and Staff Abuse Report form. This will bring OH&S concerns to the attention of your manager. You have a right to a safe and healthy workplace.



Contact your manager with your concerns. Note the response on the form, as you may be able to resolve your concerns at this point prior to taking them to the Committee.



Engage with your colleagues when writing your concerns in the OH&S form. This may include discussing concerns and writing possible solutions to the problem of the form.



Please submit form electronically on UNA's DMS (<u>dms.una.ca/forms/ohs</u>). If you cannot submit the form electronically please submit it to your local OH&S Committee or local executive for entry into the system.



Discuss the form with your local executive or designated OH&S committee member and provide them with the information regarding your concern(s).

If you need support bringing the information forward to your manager because of intimidation, a member of your local executive may accompany you. Please contact your Labour Relations Officer at the UNA Provincial Office if you are intimidated further.



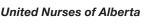
OH&S concerns provide managers with information and opportunities to address health and safety concerns in a timely manner for unsafe or unhealthy work conditions. The form does not replace the employers incident report form or OH&S form. Please refer to the employer's policies to determine whether an incident report or OH&S form is required.



Please follow your OH&S concern with your OH&S Committee and the resolutions you have suggested to resolve your unsafe or unhealthy work conditions.

Questions? Email the Local OHS Committee: Local115OHS@una.ca





Social Media CHECKLIST

GENERAL RULE: before communicating on a social media website, always consider what is said, who might read it and the impact it may have, if viewed by an employer, a patient or licensing body. Avoid posting/sharing confidential information. An unnamed patient or person may be identifiable to colleagues or managers;

Familiarize yourself with employer policies and professional standards relating to photos, social media, and confidentiality/privacy and ensure shared information complies with those policies. If you take issue with such a policy then contact UNA for assistance and advice; do NOT ignore the policy;

Make your personal profile private and accessible only by people you know and trust;

Educate yourself about the privacy settings and policies of the social networks before joining them and check them often as they tend to change frequently.

Consider whether you wish to identify your employer or your professional designation on your profile – if you include this information then people may mistake personal opinions for professional opinions;

Create strong passwords, change them frequently, and keep them private;

Expect that, even in a private forum, someone else may choose to share your comment or image

Present yourself in a professional manner in photos, videos and postings,

Do not vent or discuss work-related events,

Avoid posting negative comments about your colleagues, supervisors, and other health care professionals;

Respect and enforce professional boundaries: becoming a patient's electronic "friend" or communicating with them through social media sites may extend the scope of professional responsibility;

Refrain from offering health-related advice;

Guard against impostors – people may not be who they say they are.







commenting in PUBLIC

Employees have an obligation of loyalty and fidelity to their employer. This means that they should not reveal any confidential information about the employer to the public. However, employees do have the right to participate in public discussion about government policies and public issues. **However, we recommend that you consult with UNA before talking to any media or refer media requests to UNA**.

When making public comments about health care:

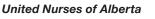
Never reveal confidential information to the public, especially any patient information.

- > Never reveal confidential information to the public, especially any patient information.
- Restrict comments to matters of government policy or decisions rather than commenting on your employer specifically.
- > Only comment on policies or directions that have been announced or are already in the public domain.
- > Restrict comments to the delivery of safe and effective healthcare and protection of patients.
- > Avoid attacking your employer on social media or in the media.
- Ensure nothing you say puts you in a conflict of interest with your employer, where your interests would be put ahead of the interests of your employer or patients.
- > Ensure that nothing you say undermines, or could be perceived to undermine, your ability to do your job. (For example, speak generally about the strain on nurses, but do not question your ability to do your job because of the current situation.)
- > Keep in mind your professional obligations and the expectations of your licensing body.
- > Choose an appropriate forum, and appropriate words and tone.

If the concern relates to a specific issue with your employer, you should address it through established internal channels of communication with your employer.









ALBERTA CHARITIES TO LOSE MILLIONS UNDER BILL 32

SURVEY REVEALS UNIONS REDUCING SUPPORT TO ORGANIZATIONS BY 38%

BY JASON FOSTER & DAVID SIMPSON

New union dues opt-in provisions enacted as part of Bill 32 — the Restoring Balance in Alberta's Workplaces Act — took effect in August 2022 and will cost community organizations millions in lost donations. These opt-in provisions require union members to annually agree to pay the portion of union dues used for non-core activities. Noncore activities include routine union donations to charities, non-profit organizations, and other community groups to support their activities.

Parkland Institute conducted a survey of Alberta unions where we asked how the new Bill 32 opt-in rules will affect their financial support for different types of community organizations. This fact sheet reports the findings of the survey.

BILL 32 DUES OPT-IN PROVISIONS

• Unions must identify the portion of a member's dues that is used for core activities related to their legal obligation to represent members and the portion that is used for non-core activities.

PARKLAND

NSTITUT

- A non-core activity is defined in the regulations as any activity that does not "directly benefit dues payers in the workplace" (s.3(2)). Non-core activities include funding for charities and non-governmental organizations, as well as political organizations and "general social causes and issues" (Labour Relations Code s.26.1(1)(a)).
- Unions must provide this financial information to members.
- Only the portion of dues dedicated to core activities is required to be paid by members. Union members may elect to "opt-in" to the payment of non-core dues. If the member does not actively and annually opt-in, the noncore dues will not be deducted from their paycheque.



SURVEY

Our survey was distributed in June 2022 via email to every union in Alberta for which the researchers were able to find contact information. Emails were sent to approximately 250 unions. Given the diversity of union structures in Alberta, the emails were either sent to the provincial union body representing multiple locals, or to individual locals, whichever was most appropriate.

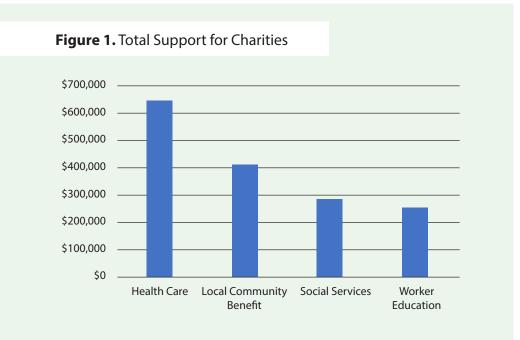
The survey asked respondents to indicate how much they donated in the past fiscal year to three categories of organizations: Revenue Canada registered charities, unregistered non-profit organizations, and political organizations. They were then asked whether their donations would increase, decrease, or remain the same following the implementation of the Bill 32 requirements and, if applicable, by how much. Respondents were also asked for the number of members in the union and the union's total annual expenditures. Open-ended questions probed the rationale for their decision and the perceived impact on the organizations they support.

We received replies from 39 union locals and four unions responding on behalf of all Alberta locals (representing approximately 100 locals). Respondents represent 290,879 union members, which corresponds to approximately 60% of all union members in Alberta¹. Respondent unions are broadly representative of the makeup of union members in Alberta, including private/public sector and industry. Smaller locals (under 100 members) are under-represented in the sample.

CURRENT FINANCIAL SUPPORT FOR COMMUNITY ORGANIZATIONS

In the past fiscal year, respondents reported donating over \$4 million to community-based organizations. The average union responding to the survey spent 2.9% of its total expenditures on these organizations. If we extrapolate this level of support for all union locals in the province, we can estimate the labour movement contributes well over \$6 million annually to various community-based organizations in Alberta.

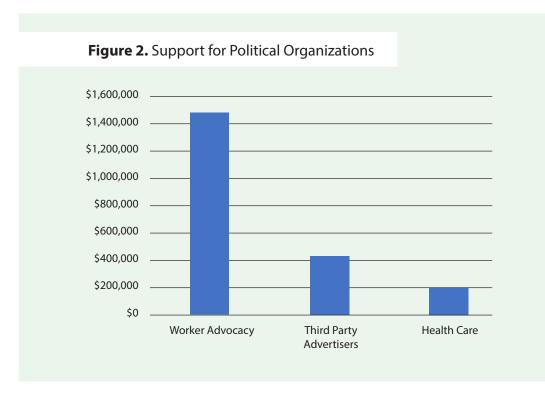
Donations to registered charities made up 44% of respondents' financial donations (\$1.7 million). The most popular types of charities supported were those focused on health care and disability issues (\$650,000). Examples of these include foundations researching diseases or organizations supporting acute care services. The second most popular charity type comprises organizations providing services to local, geographic-specific communities (e.g., historical foundations, library boards), with \$412,000 in donations. Social services organizations like food banks and women's shelters were next, receiving \$287,000. Support for unregistered non-profits was relatively insignificant, with \$72,000 in donations. Figure 1 details the amounts given to the most popular types of charities.



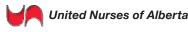




Just over half of community supports, \$2.1 million, were provided to community-based political organizations. These organizations were defined as groups "whose primary focus is political advocacy and lobbying." By far the largest portion of this money (\$1.5 million) went to organizations whose mandate was to advocate for worker rights. An additional \$400,000 went to third party advertisers under the *Election Finances and Contributions Disclosure Act* engaging in issue advocacy. Figure 2 details the amounts given to political organizations.



The survey results indicate that unions support a wide range of causes and groups. Charitable giving by Alberta unions broadly resembles the patterns we see from individual Albertans. Respondents tell us often the choices of specific charities are suggested or directed by their members. Many unions have long-term relationships with specific charities, often hosting annual fundraising events and partnering on projects. Unions also actively engage in politics, with a particular emphasis on organizations that are advocating for and advancing workers' rights. Workplace safety and advocacy for non-union workers are areas commonly supported by respondents. Also noted in the results is that unions often support political organizations advocating in the sector in which their members work (e.g., health-care unions support health-care advocacy organizations). That data suggests unions focus their political financial support on causes they perceive as being closely related to their members' interests and the interests of workers more generally.





WHY UNIONS SUPPORT COMMUNITY ORGANIZATIONS

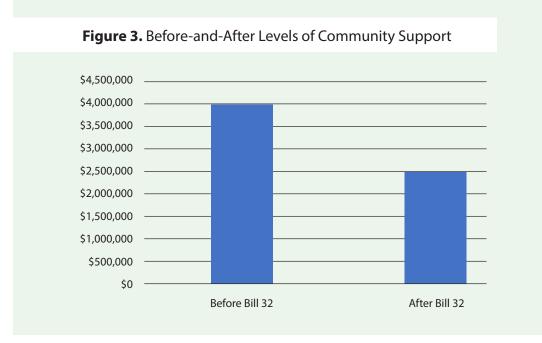
"It is part of our mandate to improve the lives of workers. One of the ways to do that is to improve and support the communities that they live in. Our workers and their families are impacted by the 'health' of the community. A strong community is beneficial to all of our members."

"For solidarity and community building. If we don't continue to fund these charities and organizations, we degrade the importance of what unions can do for society. Unions cannot only do work for themselves but must also look out to our communities and future to maintain and grow relevance." "The labour movement consists of people who belong to the same communities served by the charities and organizations they support. The benefit is mutual, and unless the government wants to take on the responsibility of funding such organizations, it should not hinder community support by the labour movement."

"Labour and community organizations often have a symbiotic relationship. Well-paid and secure employment offers considerable benefits for individual and community health. Likewise, community health and wellness lead to increased opportunities for employment and prosperity, for the individuals and their communities."

THE EFFECTS OF BILL 32 ON FINANCIAL SUPPORT

The survey asked unions how the enactment of Bill 32 will affect their financial support for community organizations going forward. There were three basic responses. One-third of respondents indicated their financial support will not change due to Bill 32. An equal number reported they will be reducing their support. A further one-third had not yet decided on their course of action at the time the survey was conducted. One union indicated it will increase donations. While only one-third of unions indicated they will be reducing financial support to community organizations, the impact of their decision is sizeable. These unions plan significant cuts to community supports, with half of them reporting they will end financial donations entirely. The amount these unions propose cutting totals \$1,526,000, or 38% of reported donations to community organizations.





All but one of the unions reducing support indicated they will be making the cuts equal across all types of organizations. As a result, support for registered charities by respondents is expected to be reduced by over \$650,000 and political organizations by approximately \$760,000.

Unions were asked to provide a rationale for their decision to reduce financial supports. Answers referred to the fear of losing revenue, the administrative complexity of trying to manage a two-tier dues structure, and a need to focus on members' needs.

Local 115 NewsLetter Spring 2023

REASONS FOR REDUCING FINANCIAL SUPPORT

"The requirements of Bill 32 make it a nightmare to try to administer individual member selections. No dues money received from August 1, 2022, onwards will be used to fund any 'non-core' activities."

"The burden of having to separate out and account for non-core activities is too much for a small union ... the members of the executive are volunteers ... We want to ensure that all our expenditures will be for core activities."

Unions that have decided to maintain financial support provided a couple of rationales for their decision. One group of unions indicated they are declaring all expenditures, including charitable donations, as core activities. Other unions indicated that they have sufficient non-dues revenue (e.g., from investments, rent, etc.) to cover community support without utilizing union dues. In both cases, a

EFFECTS ON COMMUNITY ORGANIZATIONS

The respondents to the survey reported reducing their support for community organizations by \$1.5 million. These unions represent 60% of union members in Alberta. While we cannot be certain that unions representing the remaining 40% will act in the same way, we can expect that the donation patterns will be roughly similar. We can estimate that in total, the lost donations to community organizations will amount to over \$2.5 million. The hit to registered charities will be over \$1 million.

The total reduction is likely to be greater than this estimate, as one-third of unions had not yet decided how to proceed. It is possible that in the coming months many of those unions will decide to decrease their financial support as well, compounding the impact already measured. Further, the Labour Relations Board could rule against unions that decided to declare charitable donations as core activities, thus requiring them to also comply with opt-in provisions. Such a turn of events may lead additional unions to make the decision to reduce financial supports as a result. This could drive overall cuts significantly higher. "We will now need to be extremely selective on the charitable organizations that we donate to and will have to show a direct benefit to our membership through the donation. Donations of all kinds will be much more selective."

"Our members approved a budget, including noncore activities, but if the revenue does not match, the budgeted non-core expenditure will not be made."

dues opt-in becomes unnecessary. A third group indicated that they are taking a wait-and-see approach. They will comply with the opt-in provisions and, if revenue drops significantly, will revisit their decision regarding community support in the future. These responses align with public statements made by a number of unions regarding their approach to Bill 32.

Given the overall size of Alberta's non-profit sector, which is estimated at \$36 billion in revenue², some may see these cuts as relatively small. But we cannot overlook the impact this will have on affected organizations. Unions tend to develop long-term relationships with the charities or groups they support. A 38% reduction in union contributions will not go unnoticed by those organizations.

Some organizations will feel the impact more than others. Groups with diverse support bases will be more able to absorb the reductions. Given unions' donation patterns, health-care charities, local community service groups, and organizations advocating for workers' rights will be disproportionately affected by Bill 32.

The unions reducing financial support are aware that their decision will have a negative impact on organizations: 74.4% of respondents believe that the reduced funding will make it more difficult for the organizations to deliver services and fulfil their mandate. It is clear that unions are reluctant to take these steps and are, to a great extent, compelled to do so as a result of Bill 32.





CONCLUSION

Since its introduction, Bill 32 has been framed by the government as an effort to increase unions' accountability to their members and by critics as an attack on union rights. Lost in this debate are the Bill's broader effects on Albertans. The Parkland Institute report *Tipping the Balance* examined the Bill's effects on the rights of all Albertans. This fact sheet reveals another group negatively impacted by Bill 32: community organizations will lose millions of dollars in revenue due to unions being forced to address Bill 32's opt-in provisions. Charities and non-profits were not consulted on these changes, nor were their interests taken into consideration when the UCP government pushed the legislation through.

While the UCP's goal might have been to make unions' life more difficult, they have also made it harder for community organizations to deliver the important services they provide to Albertans across the province.

ENDNOTES

- 1 Statistics Canada reports there were 485,200 union members in Alberta in 2021. Table 14-10-0129-01.
- 2 M. Blumberg & H. Pasha (2021), *Blumbergs' Snapshot of the Alberta Charity Sector 2018*. https://www.canadiancharitylaw.ca/wp-content/uploads/2021/02/Blumbergs-Snapshot-of-the-Charity-Sector-in-Alberta-2018.pdf

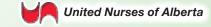
Parkland Institute studies economic, social, cultural, and political issues facing Albertans and Canadians using the perspective of political economy. Through scholarly research and public education, Parkland Institute draws attention to and promotes discussion of questions that are central to political dialogue in Alberta and Canada.



Jason Foster, the author of this study, is the director of Parkland Institute and an associate professor of Human Resources and Labour Relations at Athabasca University.

Co-author **David Simpson** is a psychology PhD student at the University of Alberta, and a research assistant in the Nash Social Neuroscience Lab.

Parkland Institute 1-12 Humanities Centre, University of Alberta Edmonton, AB | T6G 2E5 Phone: 780-492-8558 Email: parkland@ualberta.ca ParklandInstitute.ca



Local 115 NewsLetter Spring 2023

40

Why Do Unions Matter?

By Rebecca Brown Local 115 Communications Committee United Nurses of Alberta



How often have you heard, or read, that Unions don't matter anymore? By the end of this article, you will realize that is completely wrong. In fact, it is becoming increasingly clear that unions matter today more than ever!

On April 18, 1872, the federal government of Canada, led by John A. Macdonald, introduced the Trade Unions Act. This was Canada's first labour law, which gave workers the legal right to form trade unions. It was not until 1930 that Alberta nurses became recognized as employees. Albertan nurses were not allowed to unionize until 1966. The United Nurses of Alberta was founded in 1977. Today it represents more than 30,000 members, made up from Registered Nurses, Registered Psychiatric Nurses and allied workers in Alberta. In 1977, a new nurse earned only \$6.28 an hour. UNA bargains on our behalf, defends our labour rights through the collective agreement and believes the proposition "nurses are worth it".

However, organized labour in Alberta has spent the last few decades trying to cope with successive Governments continually restructuring labour markets in ways that make them more and more unfavourable to workers. Albertans are also consistently subjected to messaging from those who seek to demonize the labour movement and diminish the strength of Unions.

All of this has put extreme pressure on Unions in Alberta, including our own, and these efforts have intensified since the last election. Some examples of current issues affecting workers and their Unions are how the government of the day is constantly pushing for the introduction of so-called right-to-work legislation (which is proven to drive wages and working conditions down), the erosion of WCB compensation and OHS rights (bill 47), the sequestering of public sector pensions (Bill 22), the potential drain on union finances from job cuts, the attacks on the a union's ability to raise funds, advocate or even picket (bills 32 and 1) and the use of aggressive bargaining tactics. So why does it matter if unions don't exist anymore? More people than ever in Canada are working in minimum wage jobs, without health benefits or the means to save for retirement. Unions have fought hard for jobs that offer workers decent salaries, pensions, and health care benefits. All of which means security plus the ability to contribute to the worker's local, Provincial and National economy.

Over the last 20 years the gap between the rich and the poor has increased dramatically in Alberta, to the point where we now have the highest disparity between rich and poor in Canada. This is the result of Income gains going almost exclusively to the wealthiest Albertans.

Rising income inequality is proven to be closely related to falling unionization rates in the province. Union members earn more, have more benefits and more rights than their non-union counterparts. That's a good thing for everyone in achieving a more equitable workplace. The evidence from the USA shows Unions also put upward pressure on wages for nonunion members.

However, even more importantly, Unions matter because who else will speak out on behalf of workers? Unions are at the forefront of protecting worker safety. They provide worker education, empowerment, and lobby the government on workers' rights and so forth. Unions are still by far the best way for working people to have a voice at their workplace. Unions are also



continued on next page ...



...continued from previous page

Why Do Unions Matter?

highly effective in curbing worker discrimination and creating equality at work.

If workers are to be part of a prosperous future, they need Unions to amplify their voices and concerns. Otherwise, the corporations and big businesses will seek to drown out the voices of the average Canadian worker. Unions are, therefore, critical in achieving a more equitable distribution of income.



The British author, Eve Livingston, states that "Unions are the best tools or vehicles ordinary people have for achieving any kind of social justice or tackling any kind of inequality." The vital power of unions in transforming work under capitalism (huckmag.com). She points out the fact that unions have been beaten down so much in recent years and that they have lost so much of their power. She also draws attention to the restrictions they face now in how they can operate. She feels that this is what has created the perception of them being weak, useless, or spineless. It isn't really the fault of the Union that there's this perception, it's the result of the conditions the union now finds itself trying to work in.

So how can we make our Union, which we clearly need, work, become more relevant? We need to educate ourselves better on what the Union does for us. We also need to become more politically aware, especially when it comes to our knowledge of the exploitation of workers. We must start thinking of the issues we face in terms of our collective selves, and what we can achieve together, rather than just as individuals unable to affect much change. Contrary to popular belief there are reasons to be optimistic. There is evidence that Union membership and the forming of Unions is increasing. Interestingly this was partly fueled by the Pandemic. Of note is that Alberta had already seen a rise in Union membership during the previous government's term. When people come together their voices become more powerful. It's a challenge, especially right now in Alberta, but it's important we rise to this challenge for the sake of us all. It is abundantly clear that Unions do still matter. They were important in the past and they are important today. They must remain strong if they are to remain important in the future.

So, what can you do? In short, Get involved! Learn more about what the UNA can do for you and, if you are inclined, what you can do for the UNA. Read the information that is sent to you, email us if you have questions or ideas. If you can make it then attend the Local 115 meetings. Also be sure to file your OHS or PRC concerns, so we know where you need help. Reach out if you need advice on anything. Learn who the people in your executive are. The pandemic has taken its toll on so many of us, but the Union is still working hard for you, so help them to help you. Together we truly are stronger.

Bibliography:

<u>UCP Bill 32 aimed at undermining unions' ability to</u> <u>advocate for members - UNA</u>

20190521_bill-022.pdf (assembly.ab.ca)

20200225 bill-047.pdf (assembly.ab.ca)

20200225 bill-032.pdf (assembly.ab.ca)

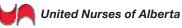
20200225_bill-001.pdf (assembly.ab.ca)

<u>Alberta's Income Inequality the Worst in Canada:</u> <u>Return to progressive tax would help reverse troubling</u> <u>trend - Parkland Institute</u>

The vital power of unions in transforming work under capitalism (huckmag.com)

Myths and Facts About Unions (iuoe.org)

<u>About - UNA</u>





December 2018



Article 17.03: Time of Vacations UNA Provincial Collective Agreement

Vacation Scheduling

Under the Provincial Collective Agreement, Employees are now required to submit 75 per cent of their vacation entitlements for a year in the vacation schedule planner by March 15.

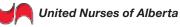
According to Article 17.03 of the contract, the Employer shall post the vacation schedule planner by Jan. 1 each year.

The Employer shall indicate approval or disapproval of vacation requests submitted by March 15 and post the resulting vacation schedule by April 30 each year.

The Employer has an obligation to provide guidance as to the reasonable number of employees for each unit, program or site who may be granted vacation at the same time.

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









Article 7.05: Employee Shift Exchange UNA Provincial Collective Agreement

Employees are not responsible for coverage once a shift exchange is approved.

Employees are not responsible for coverage once a shift exchange is approved.

According to Article 7.05 of the UNA Provincial Collective Agreement, employees are permitted to exchange shifts with one another. If two Employees agree to exchange shifts, then they can submit their request to their immediate supervisor in writing and the supervisor must indicate approval or disapproval in writing. "Pending" is not a valid response.

Once the immediate supervisor approves a shift exchange, the respective Employees are no longer responsible for their pre-exchange shifts. It has no impact on the shift exchange, if someone transfers to another position, is absent due to illness or is otherwise unable to work that shift for any reason.

If your manager refuses to approve a shift exchange or if they require you to work a preexchange shift, please contact your UNA local executive or Labour Relations Officer at 1-800-252-9394.







THINKING ABOUT **RETIREMENT?**

ANSWERS TO YOUR QUESTIONS ARE AVAILABLE, ONLINE AND IN PERSON

In Alberta in 2021, 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?

When do I inform my manager when I plan to resign from my regular position and 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 advisor, Labour Relations Officer Richard West, recommends the following actions and expectations in preparation for retirement:

- Confirm your personal details with LAPP through LAPP's website, lapp.ca, or by contacting LAPP.
- Pick a retirement date a date at the start of the month is recommended for continuation of the supplemental health benefit until the end of the month.
- It is recommended that you give both your Employer's Benefit and Pensions department and LAPP 90 days' notice to ensure they have time to complete your paperwork.
- Remember you are also required to provide a minimum of 28 days' written notice of your resignation to your manager.
- Many nurses use their vacation to transition to retirement. The Employer generally requires the Employee to work their last few shifts.
- Expect your first payment 30 days after your pension start date if you you have provided your 90 days notice.
- Reminder as you will no longer have supplemental health benefits it is your responsibility to find a plan that meets your needs.

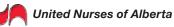
FOR MORE INFORMATION, VISIT OR CONTACT THE FOLLOWING RESOURCES:

* lapp.ca/page/retirement-tools





- * Richard West, UNA pensions advisor 780-425-1025 in Edmonton, 1-800-252-9394 throughout Alberta, or *rwest@una.ca*





LAPP Pension Calculation

ī.

Retire on or by April 1, 2021

ASSUMPTIONS:

85 FACTOR

Top Increment, Staff Nurse, Lump Sums, + Degree Bs \$1.25, LSPA (I ong Service Pay Adjustment)

Pensionable Salary = Regulay Pay (with LSPA) + \$1.25 (BScN) X 1914.25 hours/year + (2 X \$875) Lump Sum Pensionable Salary for Part-time = the same as Full Time in same classification Increased Pensionable Salary: higher paid classification; education allowance (BScN or other); more regular of work (University of Alberta Heepital)

(Long Service Pay Adjustment)	hours of work (U	niversity of Alberta	Hospital)				
	April 1, 2017	\$50.59/ hour		\$98,592		GE BEST OF 5	
	April 1, 2018	\$50.59/ hour		\$98,592	CONSE	CUTIVE YEARS EARNINGS	
	April 1, 2019	\$50.59/ hour		\$98,592		960/5 = \$98,592 mable Salary	
	April 1, 2020	\$50.59/ hour		\$98,592		Average of YMPE (years	
	April 1, 2021	\$50.59/ hour		\$98,592	maxim	num pensionable earnings) ril 1, 2021 = \$56,775	
YEARS OF Pensionable service	Full time = 1.0/ye reduced by time			l Time Equivalency rorked at straight spent on LOA	"annua calcula	e employee's pensionable salary is lized". This means the pension is ted based on what the salary would have the employee worked full time.	
PENSION CALCULATION With 85 Factor or at age 65	Highest 5 Conser Average Earning the YMPE X Year Service	s X 1.4 % up to	+ Highest 5 Cor Average Earnin the YMPE X Yea Service				
	1.4% X \$56	6,775	= \$794.85	5 year/12 months	=	\$66.24/month	
	2.0% X (\$9	8,592 - \$56,775)	= \$836.34	4 year/12 months	=	\$69.70/month	
						\$135.94/month	
		by "years of pensic urse, Lump Sums, L			ndividual	Top Increment, with \$1.25	
	LAPP is also affe	cted by early retire	ment, classificatio	n, education allowar	ices, long	er hours of work per year	
RETIREMENT AGE IS Normally Age 65	The LAPP will pay each year less th		e 55 but will reduc	ce the pension by 3%	5 for		
	The plan chooses the method which provides the smallest penalty.						
	T I I III						

Nurses of Alberta

Retire age 60 with 23 years of service = Factor 83. The LAPP payment would *be reduced by 2 x 3% = 6%*

EXAMPLE:

LAPP Pension Calculation - February 2021

The pension will pay an unreduced pension after age 55 if a member's

A member less than 65 years and retiring with less than the 85 factor

would have their LAPP reduced by 3% for each number less that 85

age and years of LAPP pensionable service meet or exceed 85.





THE CARE CAMPAIGN

ShowWeCare.ca

Let's talk about care

What is care?

We all need care at some point in our lives. Care work includes health care and mental health, child care, early childhood education, care for the elderly and people with disabilities, domestic work, and other vital social and health care services that support our families and communities.

Our jobs, our families and our economy depend on having our care needs met. There's no denying that you will provide care or require care services in your lifetime. We know how crucial these services and caregivers are; from supporting our seniors and our children, to in-home care, and more.

The pandemic has shown us a gap in our care systems, and has revealed a reality that we can no longer ignore: care work is primarily unrecognized, unpaid or underpaid, and many care services are hard to access, unaffordable, underfunded or privatized.



We must recognize that this labour helps support our families, our parents, our neighbours, and our loved ones. Without care or proper access to care services, communities fall apart. Care work is the foundation of the economy – but it is still often misunderstood, invisible and undervalued.

The truth is we're currently facing a care crisis and we need to act now before our care systems completely fall apart. It's time to create a better understanding of care work, so we can all see its value and build a better future.

The Care Campaign is all about fighting for care workers to have good jobs with fair pay and decent working conditions. We must take the lessons we learned in the pandemic and invest in care as part of Canada's critical infrastructure. Care work supports families, communities and the economy. It needs investment, policy and programmatic support.





THE CARE CAMPAIGN

ShowWeCare.ca



What do we need?

Canada needs a forward-thinking care strategy, one that recognizes that care is essential. People have the right to the care they need, and the people who provide care should be visible, valued and supported. Canada needs to reduce the amount of unpaid care work that is currently performed by women and family caregivers. We can redistribute the responsibility for providing care more equitably by ensuring that quality, public care services are available for everyone.

Care work should be rewarded appropriately—with better pay, more stable work and decent working conditions. Care workers need representation. Their voices and experiences need to be included in decision-making processes. They need the right to organize unions and access to free collective bargaining.

The paid and unpaid labour undertaken by care workers contributes greatly to Canadian society and our economy. The high-quality services provided by care workers can be found in communities across Canada and are a leading reason why Canada ranks among the world's nation-states enjoying the highest standard of living and quality of life. Yet Canada's care economy investments and achievements fall short of what a rich industrialized economy like Canada can and should support.

Our Asks

In order to meet our current and rising care needs, and ultimately ensure a more equitable and resilient care system on all fronts, Canada needs:

- Increased investments in public care services;
- Investments in a better quantity and quality of paid care work;
- A national care strategy to train, recruit and retain workers in care sectors.

How can you help?

Talk to your loved ones about how they can get involved in the Care Campaign. You can also take action by joining the campaign at *ShowWeCare.ca.*

215





Identifying Workplace Harassment

By Tammy Lau RN (February 14, 2021)



Have you ever been a victim of workplace harassment? Or perhaps the perpetrator? Workplace harassment can manifest in a number of different forms and ranges greatly in severity. In the field of nursing, harassment can impact communcation, teamwork, and nursing care which ultimately threatens

patient safety. This article is intended to help you gain awareness and identify situations involving workplace harassment. In a later date, we will expand on the workplace violence often involves: rudeness and hostility that disrespects the target, threats and intimidation, including the abuse of power, and deliberate acts that interfere with the target's work. It is also important to understand that there are many different environmental factors that can affect the likelihood of workplace harassment. For example, management that leads by intimidation and fear tend to foster the same feelings between staff. Another example is when cliques form, this can foster the feeling of being left out even if it was not done deliberately. High stress and heavy workloads can also cause workplace harassment to thrive. With the current pandemic situation, it is likely that both of these factors are magnified.

effects of workplace harassment and discuss some strategies for dealing with it.

Workplace harassment can be difficult to recognize as it is often subtle and indirect. While we are all likely familiar with the term "nurses eat their young", **Edmonson** highlights that harassment amongst nurses transcends age, gender, and experience level. For example, younger nurses may make fun of older nurses' appearances, female nurses can disapprove of male nurses, registered nurses may mistreat licensed practical nurses, etc. Alis Alberta states that



continued on next page





Identifying Workplace Harassment

Below is a list of examples of workplace harassment taken from the <u>Canadian Center for Occupational</u> <u>Health and Safety</u>:

- Spreading malicious rumours, gossip, or innuendo
- Excluding or isolating someone socially
- Undermining or deliberately impeding a person's work
- Withholding necessary information or purposefully giving the wrong information
- Making jokes that are 'obviously offensive' by spoken word or e-mail
- Intruding on a person's privacy by pestering, spying or stalking
- Assigning unreasonable workloads
- Criticizing a person persistently or constantly

- ...continued from previous page
- Belittling a person's opinions
- Public embarrassment/shaming
- Continued denial of requests for training, leaves or promotion

If you have been affected by workplace bullying and would like to discuss or get help, reach out to UNA Local 115 at 403-670-9960.

Bullies at work: What to know and what you can do. (2020, August 19). Retrieved from <u>https://alis.</u> <u>alberta.ca/succeed-at-work/manage-challenges/</u> <u>bullies-at-work-what-to-know-and-what-you-can-do/</u>

Bullying in the workplace. (2021, February 01). Retrieved from https://www.ccohs.ca/oshanswers/ psychosocial/bullying.html

Edmonson C, Zelonka C. (2019). Our Own Worst Enemies: The Nurse Bullying Epidemic. Nurs Admin Q., 43(3), 274–279. doi:10.1097/ NAQ.00000000000353

 \mathbf{O}

WORKING STRONGER WORKPLACE MENTAL HEALTH CONFERENCE MARCH 7-8, 2023

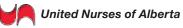
EARLY BIRDS SAVE \$100







Register today at workingstronger.cmha.ca/conference





4 PHASES OF STRESS WHERE ARE YOU AT?

When stress persists for an extended period of time - or if the stress is severe in intensity - it is typical for the person to feel overwhelmed. Over compensating in some areas or completely neglecting others are both common means by which the pressure of the stress causes a state of imbalance. Knowing the phases of stress can help us recognize when we may be experiencing chronic stress.

PHASE 1

HIGH-FUNCTIONING

When stress persists for an extended period of time - or if the stress is severe in intensity - it is typical for the person to feel overwhelmed. Their motivation is high and they are engaged in both home and work life. Stressors at work or at home are managed well and do not affect each other.

- Committed to tasks
- High satisfaction
- Able to deal with stressors as they arise

PHASE 2

BECOMING DISILLUSIONED

In this phase, the individual starts to feel overwhelmed by the pressures of home and/ or work. They often choose to disengage so they can try to refocus their energies.

- Begins to avoid certain people/tasks
- May have lapses of concentration
- Loss of satisfaction in many areas

PHASE 3

WITHDRAWING

In phase three, the person feels a general sense of dissatisfaction. The flow of negativity between their home and work lives is now open, and they start to find them both draining.

- Loss of enthusiasm for work, home life, relationships, recreation
- Many people and tasks are now major irritants
- Issues at work affecting personal life and vice versa

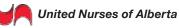
PHASE 4

COMPLETE DISENGAGEMENT

When an individual reaches phase four, they are no longer able to cope with the demands of everyday life. There is complete disengagement from the expectations of both their home and work lives.

- A complete disdain for many people and/ or tasks
- Loss of all patience and sense of humour
- Lack of motivation and enthusiasm









Article 17.03: Time of Vacation UNA Provincial Collective Agreement

Off Planner Vacation Requests

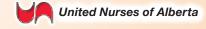
According to Article 17.03(b)(ii) of the UNA Provincial Collective Agreement, when an Employee submits a request in writing after April 30 for vacation, the Employer shall indicate approval or disapproval in writing of the vacation request within 14 days of the request.

Each request submitted by an Employee must be assessed on a case-by-case basis. If your manager says they are not approving any "off planner" or "ad hoc" requests, then they are not assessing each request. Such blanket denials are arbitrary and contravene the requirements of the Collective Agreement.

In addition, it is not the responsibility of an Employee to find coverage for their vacation. The manager or their staffing office is responsible to do so.

If you believe a vacation request has been denied unreasonably, please contact your UNA local executive or Labour Relations Officer at 1-800-252-9394.





Local 115 NewsLetter Spring 2023

A Canadian Nursing Trailblazer

By Jesse Minnis Former Local 115 Communications Committee United Nurses of Alberta Blog post March 21, 2021



February 2021 marks the 45th annual black history month here in Canada. UNA Local 115 Communications Committee would like to take time to recognize one historical nurse who has made a difference in Canadian nursing history and represents the profession we all are a part of to this day.

Bernice Redmon, born and raised in Ontario, was the first black Canadian nurse to practice in Public Health in Canada. During the 1940's, when Bernice was looking to enter the profession of nursing, black women were declined admission to Canadian nursing schools. Bernice, like numerous other women, decided to break the barriers to obtaining an education and pursuing a career in the field of nursing. She set out on



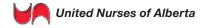
Nurse Bernice Redmon

Black History Month

obtaining her diploma which she received from a Virginia State School based out of the United States.

At the time of completing her diploma in 1945, Bernice returned to Canada where she would practice public health in Nova Scotia. Later on, she went on to be the first black nurse appointed to the Victorian Order of Nurses in Canada.

Bernice, like many other black women, faced numerous barriers that limited her ability to learn and practice here in Canada. As we celebrate black history month, we ask that members recognize and appreciate trailblazers like Bernice of the nursing profession.







Promoting & Supporting Your Mental Health

We all have mental health. How you feel may vary from day to day and can be thought of as on a spectrum from being healthy, reacting, injured or ill. The following table outlines the mental health continuum model, the symptoms you may experience across the spectrum, actions you can take and the supports to help you across the continuum.

HEALTHY	REACTING	INJURED	ILL
 Normal fluctuations in mood Normal sleep patterns Physically well, full of energy Consistent performance Social activity 	 Nervousness, irritability, sadness Trouble sleeping Tired/low energy, muscle tension, headaches Procrastination Decreased social activity 	 Anxiety, anger, pervasive sadness, hopelessness Restless or disturbed sleep Fatigue, aches and pains Decreased performance, presentism Social avoidance or withdrawal 	 Excessive anxiety, easily enraged, depressed mood Unable to fall or stay asleep Exhaustion, physical illness Unable to perform duties, absenteeism Isolation, avoiding social events
 Focus on the task at hand Break problems into manageable tasks Identify and nurture a support system Maintain a healthy lifestyle 	 Recognize limits Get adequate rest, eat healthy foods and exercise regularly Engage in healthy coping strategies Identify and minimize stressors 	 Identify and understand your own signs of distress Talk to someone Seek professional help Seek social support instead of withdrawing 	 Follow health care providers recommendations Seek professional help and use available resources Regain mental and physical health
MyLearningLink courses Workplace supports Not Myself Today Respect in the Workplace Prevention of Violence	 Professional assistance: EFAP: 1-877-273-3134 Addiction & Mental Health Internal AHS supports My Mental Health Psychological Safety Attendance Awareness Support Workplace Violence Support 	Professional assistance: • AHS mental health support • Provincial distress line: 1-877-273-3134 • Health Link: 811 • Your family physician, psychologist, psychiatrist and counsellor • EFAP: 1-877-273-3134 Internal AHS supports • WCB (Advisor) • Ability Advisor • Crisis Management Services	 Professional assistance: AHS mental health support Provincial distress line: 1-877-273-3134 Health Link: 811 Your family physician, psychologist, psychiatrist and counsellor EFAP: 1-877-273-3134

If you are in an emergency situation and need immediate assistance call 911.

There are a variety of available supports to help you, no matter where you are on the mental health continuum. They include:

- AHS Vision, Mission, Values and StrategiesOur People Strategy, AHS Code of Conduct,
- Just Culture & Respectful Workplace • Employee and Family Assistance Program
- (AHS employees); Alberta Medical Association (Physician and family support)
- AHS supports
- Provincial distress line (1-877-273-3134); Health Link (811)
- Professional supports family physician, psychologist, psychiatrist or counsellor
- Insite resources for information

Additional internal supports

- Prevention of Violence
- Psychological Safety
- Not Myself TodayMyLearningLink courses
- Local peer support (ask your leader if local
- peer support is available)

Additional external supports

- Better Choices Better Health online chronic disease self-management program
- Working Through It
- Skills for psychological recovery

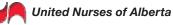
September 2019

Help is available in the palm of your hand

Care providers can be the least likely to recognize their needs or seek out help...



These links are being provided as a convenience and for informational purposes only; they do not constitute an endorsement or an approval by Alberta Health Services of any of the products, services or opinions of the corporation or organization or individual. Alberta Health Services bears no responsibility for the accuracy, legality or content of the external site or for that of subsequent links. Contact the owner of the resource for answers to questions regarding its content.





June 2020



Article 26: Educational Allowances UNA Provincial Collective Agreement

Ensure you are receiving your proper education allowances.

According to Article 26.01 of the United Nurses of Alberta Provincial Collective Agreement, Employers will acknowledge educational credentials from recognized post-secondary institutions and use those credentials to establish the Employee's basic rate of pay. Check Article 26 of the Collective Agreement for a list of courses, diplomas and degrees eligible for an education allowance.

An education allowance for a Baccalaureate Degree shall be payable after the Employee provides their Employer with satisfactory proof of their degree.

Allowances for education shall be paid from the date the Employee provides proof of qualifications to the Employer retroactive to the date the Employee completed the requirements for the qualification or from the date of hire, whichever is later, to a maximum of 12 months.

Unfortunately, however, experience shows that Employees are not always paid the allowances to which they are entitled even after they have informed the Employer.

As a result, at the time they inform the employer of their entitlement to an education allowance, UNA members are encouraged to retain a date-stamped document or a copy of the email they sent to establish when and how they informed the employer.

Education allowances are not cumulative. An Employee should expect to only receive the highest allowance for which they are eligible.

UNA members with any questions of concerns should contact their UNA local executive or Labour Relations Officer at 1-800-252-9394.









Want to get more involved? Mark your calendar with these upcoming 2023 events!

Dealing with Abuse Workshop: January 17th & October 11th. The "Dealing with Abuse" workshop is designed to provide participants with an understanding of the various types of workplace abuse and that abuse in any form is unacceptable. It will also encourage participants to take appropriate action if they are the targets of abuse, to provide support to co-workers who have been abused, and to provide participants with the tools to advocate for the prevention of workplace abuse. This is a full-day workshop and is provincially funded for all UNA members who have not previously taken it. See https://dms.una.ca/events for more information and register through DMS or contact us at local115exec@una.ca.

Boundaries & Self-Care: January 19th, March 9th, April 18th, and May 24th. This workshop provides basic information on types of stress and anxiety, their effects on nurses, and how to develop some basic self-care strategies. It is grounded in evidence-based practices and utilizes discussion and activities, so be ready to explore personal well-being. This is a locally funded half day virtual workshop. See https://dms.una.ca/events for more information and register through DMS or contact us at local115exec@una.ca.

Know Your Rights Workshop: February 7th, March 21st, May 16th, Octocber 3rd & December 5th. 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 This is a full-day workshop and is provincially funded for all UNA members who have not previously taken it. See https://dms.una.ca/events for more information and register through DMS or contact us at local115exec@una.ca. Engagement & Support Workshop: February 28th & October 24th. In this workshop, Unit/Office Representatives and Local Executive members will come together to develop their practices in membership outreach, engagement, and support. Through large and small group discussions, activities, and scenarios, participants will identify ways to improve member outreach, to overcome barriers to participation, and to engage members in their local, while gaining a better understanding of the relationship between different local positions. Participants will also identify ways to support members through workplace concerns. This workshop is designed for Unit/Office Representatives and Local Executive members only. Unit/ Office Representatives, where possible, should take Know Your Rights before taking this workshop. This is a full-day workshop and is provincially funded for all UNA members who have not previously taken it. See https://dms.una.ca/events for more information and register through DMS or contact us at local115exec@una.ca.

South Central District Meetings: March 16th, June 29th, September 28th and December 14th. 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.ca for more information.

Taking Action: April 11th & November 28th. Unit/ Office Representatives and Local Executive members will learn about the steps in building a strong foundation for collective action and will explore how to have issue-based conversations. Participants will also discuss strategies for member engagement in collective action and explore types of actions and the components of a successful action. This is a full-day workshop and is provincially funded for all UNA members who have not previously taken it. See https://dms.una.ca/events for more information and register through DMS or contact us at local115exec@una.ca.



Notice of Monthly Meetings:

Local 115 Meetings: February 8th, March 8th, April 12th, May 10th and June 14th.

Due to changing health situation, either in person or Zoom meetings will be utilized. Meeting details will be emailed the week before the meeting. All members are welcome. Come and voice your work-related concerns!

Contact us at local115exec@una.ca for more information or to update your email!

403-670-9960

local115exec@una.ca



UnitedNursesofAlbertaLocal115 Join the Member's Only Closed Group – UNA Local 115 Foothills Medical Centre (Group www.unalocal115.org @UNALocal115