

# News Bulletin



SUMMER 2018 VOLUME 42, NUMBER 2

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## CELEBRATING Nursing Education

UNA marks anniversary  
with extra nursing scholarships

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## Summertime in Alberta finds UNA at work for members, patients, Nurse Practitioners and others

■ **SPRING** came late to Alberta this year. But the trees are turning green at last. The warmest days of summer are not far away.

At United Nurses of Alberta, some things change, but our overarching messages remain the same.

We will always recognize the need for a strong public health care system. We will continue to expect the rights of working people like Alberta's nurses to be respected. We will never forget our focus on the wellbeing and safety of our patients, clients and residents.

These general statements, though, are expressed through specific work.

During Nurses Week in May, we produced our traditional advertising message thanking nurses for their professionalism and acknowledging the important work all nurses do. But we added a message of concern about the dangers of workplace violence in public health care and the measures employers and governments need to take to make our workplaces safer. Readers can listen to our Nurses Week radio advertising at [Soundcloud.com/unitednurses](https://Soundcloud.com/unitednurses).

We joined an effort with other public health care unions to *Save Our Backs*. That is, to ensure that proper workplace safety procedures are followed and proper equipment is in place to ensure back injuries are reduced – in number and severity – with the goal of eliminating them completely. You can learn more about this campaign – and encourage Alberta to make needed legislative changes – at [SaveOurBacks.ca](https://SaveOurBacks.ca).

We are working with Covenant Health to introduce new resources that will help UNA members and Covenant

managers identify and understand best practices to make the ongoing Professional Responsibility Concern (PRC) process more effective and responsive at every step. Last month, joint meetings were held at Covenant Health worksites throughout Alberta to introduce this improved process. Over time, we expect this effort to be extended to Alberta Health services. Extensive background on this important initiative may be found at [una.ab.ca/memberresources/professionalresponsibility](http://una.ab.ca/memberresources/professionalresponsibility).

This spring, UNA also launched an important application to the Alberta Labour Relations Board to support the rights of our province's Nurse Practitioners. On April 5, UNA filed an application seeking a ruling by the Board that the union be allowed again to represent Nurse Practitioners, as it did up until 2003. UNA argues portions of the Alberta Labour Code preventing Nurse Practitioners from being represented by a union violate the right to freedom of association guaranteed in the Canadian Charter of Rights and Freedoms. Extensive information about this important initiative is found at [una.ab.ca/nursepractitioners](http://una.ab.ca/nursepractitioners).

Stories about all of these important issues are found in this edition of UNA News Bulletin.

Heather Smith

President, United Nurses of Alberta

Front cover photo: UNA President Heather Smith presents a Nursing Education Scholarship to student Camille Barr to assist her studies at the University of Alberta

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# UNA APPLICATION TO REPRESENT NURSE PRACTITIONERS CONTINUES

## Public meetings held, special website created, to provide information for Nurse Practitioners

■ **ON** April 5, lawyers for United Nurses of Alberta filed an application with the Alberta Labour Relations Board seeking a determination that the union can represent Nurse Practitioners.

UNA's argument that portions of the Alberta Labour Code preventing Nurse Practitioners from being represented by a union violate the right to freedom of association guaranteed in the Canadian Charter of Rights and Freedoms prompted intense interest among the province's Nurse Practitioners, both pro and con.

While its application continued, UNA responded to the engagement by Nurse Practitioners with information meetings for members of the profession in Calgary and Edmonton, as well as a special website section dealing with all aspects of the issue – found at [una.ab.ca/nursepractioners](http://una.ab.ca/nursepractioners).

Additional informational sessions may be scheduled in the future, as the UNA application proceeds.

Several parties – including major employers Alberta Health Services and Covenant Health as well as unions that bargain for members of various public sector health care occupations – also filed applications seeking intervenor status in the case.


In its application, UNA argues that since it holds a certificate with the ALRB for

“all employees when employed in direct nursing care or nursing instruction” by Alberta Health Services, employees of AHS who are Nurse Practitioners doing direct nursing or nursing instruction are members of UNA's bargaining unit.

UNA's request for determination notes that in no other Canadian jurisdiction are Nurse Practitioners precluded from organizing under the provincial labour code or from participating in collective bargaining. The Alberta exclusion resulted from amendments to the Labour Code passed by the provincial Legislature in 2003.

UNA also argues it has a strong community of interest with Nurse Practitioners because of its long history of representing Registered Nurses and Registered Psychiatric Nurses, the similar educational requirements of RNs and NPs, the fact members of both professions must register with the same regulatory college, and because NPs must first be RNs.

UNA's request for a determination arises from the concern that with union representation Nurse Practitioners can safely raise issues with AHS about client care.

AHS employs more than 300 Nurse Practitioners in hospitals, home living, facility living, supportive living, palliative care and as members of Emergency Community Urgent Response Teams. 

In no other Canadian jurisdiction are Nurse Practitioners precluded from organizing under the provincial labour code or from participating in collective bargaining.

For more information and updates on the application, visit [una.ab.ca/nursepractioners](http://una.ab.ca/nursepractioners) or contact UNA at 780-425-1025 in Edmonton, 403-237-2377 in Calgary, 1-800-252-9394 in Northern Alberta or 1-800-661-1802 in Southern Alberta

# SURVEY SHOWS workplace harassment and violence continues FOR ALBERTA NURSES

■ **A RECENT** survey of UNA's membership shows workplace violence, harassment and other forms of staff abuse affecting nurses continues to be a significant problem in Alberta health care workplaces.

The UNA Annual Membership Survey's results included roughly 43 per cent of respondents who said they had experienced physical violence such as being pushed, hit or having things thrown at them at work in the previous 12 months. Almost 18 per cent of all respondents said they had experienced physical violence at work during their most recent five shifts.

Significantly, more than 97 per cent of the nurses responding said the person responsible for the physical violence was a patient.

Such results strongly indicate health care employers must continue to improve measures to reduce the amount of violence, bullying and other forms of abuse in health care workplaces, said UNA President Heather Smith. "This cannot become the new normal!"

She argued that ensuring appropriate increases in staffing levels in health care is a key component of making workplaces safer for nurses, other staff members, patients and their visitors.

If there was good news in the UNA members' experiences summarized by

the Viewpoints Research poll of about 1,500 UNA nurses between April 9 and April 19, 2018, it was that the problem doesn't seem to be getting worse. While significant numbers of respondents reported experiencing such problems in their workplaces, a strong majority, almost 60 per cent, indicated that in their estimation the problem remains about the same compared to the previous year. Thirty-six per cent said they believe it got worse.

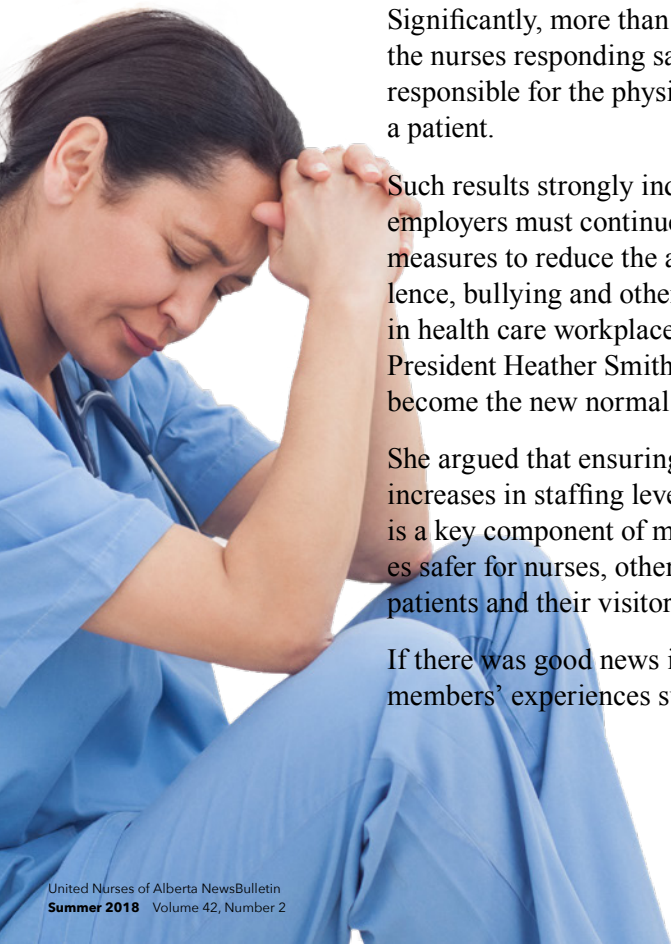
Significant numbers of the nurses affected by physical violence in the workplace said they believe contributing factors include mental health issues and patient acuity or dementia.

Asked about their responses to physical violence in the previous 12 months, while about 75 per cent of those who had experienced it said they always or sometimes report it to a supervisor or manager, close to a quarter of those respondents said they never report it.

Similar patterns emerged in questions about non-physical violence such as name calling, insults, threatening gestures and intimidation.

About seven out of 10 the respondents said they had experienced such behaviour in the previous 12 months, and nearly 40 per cent said they had in the previous five shifts.

□ CONTINUED ON PAGE 11



# It's time to ... Save Our Backs!

SAVE OUR  
**BAC**KS



■ **HEALTH** care workers including nurses are at high risk of back injury.

Accordingly, United Nurses of Alberta has joined a multi-union effort to ensure employers adopt tried and true procedures for avoiding injury.

UNA, the Health Sciences Association of Alberta and the Alberta Union of Provincial Employees joined forces earlier this year to create the Save Our Backs Campaign. The campaign asks members of all unions to let their MLA know now is the time to change Alberta's Occupational Health and Safety Code to require reluctant employers to adopt proven injury prevention measures.

Nurses who want to help can visit [SaveOurBacks.ca](http://SaveOurBacks.ca) for information, and to submit a letter that will be automatically sent to the nurse's MLA.

Remember, lifting patients is a necessary part of the job for many UNA members. However, getting hurt isn't.

While construction workers are required by OH&S Code to have protective equipment including hard hats and steel-toed

boots, health-care employers aren't required to provide the kind of lifting equipment that can save our backs. Unfortunately, it is viewed as optional by some employers.

The three unions are seeking the following changes to the OH&S Code:

- Employer safe-handling programs that direct the use of mechanical technology to the greatest degree reasonable in the circumstances
- Annual evaluation of program effectiveness that takes into account training; equipment condition and usage; incidents; and new advancements
- The requirement employers ensure labels are legible and on or near safe-handling equipment
- Including patient reaction while assessing manual handling hazards

The Alberta government may be considering changes to the Code, so we need to act quickly. The need for change is obvious. Nurses can help make it obvious to our MLAs. 🍷

# YOUR PENSION MAY BE WORTH MORE THAN YOUR HOUSE!

By Katie McGreer  
UNA Labour Relations Officer

If you contribute now, you will thank yourself later



**■ WHEN** you look into the future to a time when you have a little less hair and a few more wrinkles, do you see yourself hard at work, knees cracking as you bend? Or toes in the water, margarita in hand, building sandcastles with your grandchildren?

Your future probably depends, at least in part, on whether you contribute to the Local Authorities Pension Plan (LAPP).

If you work more than 30 hours a week, sandcastles are already in your future. (Your participation in LAPP is mandatory and you will reap the future benefits). But if you work between 14 and 30 hours, you have a few phone calls to make if you want an income without all the work in your golden years.

What's the catch? You must save now.


When you participate in LAPP, about 10.5 per cent of your pay is transferred to a pension account. It's not lost, but it's not at your immediate disposal either. But please, don't let that stop you: your money more than doubles the moment you put it aside for retirement. How? Your employer puts money into your pension account every time you do; in fact, it contributes *more* than you do.

Still, you may be thinking right now, about how to meet the bottom line. Whether it's student loans, rent, real estate, daycare, tuition, aging parents, or any other real, present financial pressure, life is expensive. But life will *always* be expensive and you will always have expenses.

So it's important to avoid the all-too-common mistake of underestimating the value money will have to us later, and overestimating its value to us now. You have bills to pay. That's a fact. But you also have an employer putting the equivalent of 11.5 per cent of your salary into a retirement account. That's kind of like *free money*. If you don't contribute to LAPP, you're turning down cash.

There's more. That money doesn't just sit in an account until you retire. It's invested. Financial experts work to make your money grow. They even make adjustments to account for increases in the cost of living. And it's secure. The plan is currently worth over \$44 billion dollars in assets. Which means, you can rest assured you'll get richer over time. The contributions you deducted from your bi-weekly pay were seeds. As time passes, they blossom. When you retire, they flourish – so *you* can flourish.

One last thing: your pension, believe it or not, may be worth more than your home. It depends on how much you contribute, and how fancy your home is.

So there you have it: it's worth it to contribute to LAPP. The payouts will follow you to the end ... once you retire, LAPP pension payments continue monthly for as long as you live. 

Pension details are hard to wrap your head around, but we are here to help. At UNA Provincial Office, we have two pension experts, Carolyn Olson and Richard West, and they will help you navigate the sometimes confusing, often complicated pension landscape. Give them a call at 780-425-1025 or 1-800-252-9394. You can also visit the LAPP website: [www.lapp.ca](http://www.lapp.ca).

## Saskatchewan discipline case may silence nurses as individuals and professionals

■ **CANADIAN** nurses fear a court's decision to uphold punitive discipline against a Saskatchewan Registered Nurse who publicly defended her elderly grandfather will silence nurses as individuals and restrict their ability as professionals to defend their patients.

On April 11, a Saskatchewan Court of Queen's Bench judge upheld the decision of the Saskatchewan Registered Nurses' Association to fine RN Carolyn Strom \$26,000 for professional misconduct for commenting on Facebook about

the quality of her grandfather's end-of-life care.

"Advocating for our loved ones and our communities is a basic right all Canadians should have," said Canadian Federation of Nurses Unions President Linda Silas. "Regulatory bodies such as the SRNA must not be empowered to prevent nurses from speaking up as individuals."

Strom will appeal the decision with the support of the Saskatchewan Union of Nurses. 🍷

"Advocating for our loved ones and our communities is a basic right all Canadians should have."

—CFNU President  
Linda Silas

## ADMINISTRATIVE CHANGES made to some small worksites

■ **UNITED** Nurses of Alberta duespayers from three recently organized small worksites have been assigned locals or placed in a provincially administered unit. Some other small units have been moved to other locals.

The changes, approved by the union's Executive Board, are as follows:

- The unit at Devonshire Care Centre in Edmonton, currently assigned to UNA Local 417, has been merged with Local 234, representing employees of the Hardisty Nursing Home
- The Edmonton Chinatown Care Centre unit, currently part of Local 417, has been moved to the North Central District Provincially Administered Unit (PAU)
- Local 141 at the Consort Health Centre, has been merged with Local 69 at the Provost Health Centre;
- Local 69 will now represent RNs/RPNs at both locations
- The Allen Gray Continuing Care Centre unit in Edmonton will now be part of Local 219 at Millwoods Shepherd's Care/Kensington Village
- The Jasper Place Care Centre unit in Edmonton will now join the North Central District PAU
- The Foyer Lacombe bargaining unit in St. Albert will now be part of Local 154 at the Youville Home (Gray Nuns) facility in St. Albert

A complete list of locals can be found on UNA's website, [una.ab.ca](http://una.ab.ca). 🍷

# UNA awards additional scholarships to Alberta Nursing Students

Story and photos by  
Dave Cournoyer  
United Nurses of Alberta

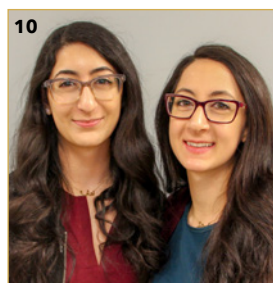
■ **UNITED** Nurses of Alberta is proud to have awarded scholarships to 35 Nursing Students, marking the union’s four decades of representing nurses in our province.

The scholarships of \$1,000 are awarded to full-time students in their first, second, third and fourth years of nursing studies at approved post-secondary institutions in Alberta. Applicants must be related to a UNA member, have completed an application form and written a short essay answering the question, *“In the last 40 years how has United Nurses of Alberta advocated for its members.”*

UNA awards 10 Nursing Education Scholarships each year to assist nursing students enrolled in full-time studies at approved nursing programs at post-secondary institutions in Alberta. Last year, the Board authorized up to 40 scholarships to celebrate the 40th Anniversary.

Lethbridge College Nursing student Madison Carver is the recipient of the Canadian Federation of Nurses’ Unions Nursing Education Scholarship. Madison’s scholarship application was sponsored by her parents, Wanda from Local 211 (Calgary Community) and Kevin from Local 121 (Rockyview General Hospital).

□ LIST OF RECIPIENTS ON PAGE 8



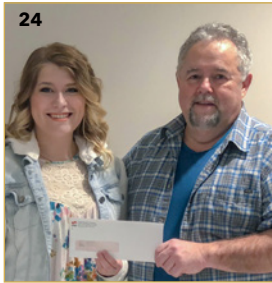




Lethbridge College  
Nursing student  
Madison Carver  
receives her CFNU  
Nursing Education  
Scholarship  
UNA Second VP  
Daphne Wallace

# APPLY for a **UNA** Scholarship

Applications for this year's UNA Nursing Education Scholarship can be found on the UNA website and will be accepted until Oct. 15, 2018. 🍷



## UNA Nursing Scholarship Recipients

### FIRST-YEAR NURSING STUDENTS

1. **Jenna Yasinski** from MacEwan University. Sponsored by Shauna Yasinski from Local 196 (Edmonton Community)
2. **Camille Schlenker** from Medicine Hat College. Sponsored by Dawn Schlenker from Local 126 (Palliser Community)
- Matthew Starchuk** from MacEwan University. Sponsored by Jennifer Hogan from Local 121 (Rockyview General Hospital. (no photo)
3. **Alexandra Walters** from University of Calgary. Sponsored by Michelle Walters from Local 197 (Peace Health Region Community)
4. **Rachael Walton** from Red Deer College. Sponsored by Shirley Walton from Local 24 (St. Paul Health Centre)
5. **Paige Gulka** from MacEwan University. Sponsored by Maxine Gulka from Local 13 (Manning Health Centre)
6. **Randall Magat** from Mount Royal University. Sponsored by Dorothy Magat from Local 1 (Peter Lougheed Centre)
7. **Emma Haney** from University of Alberta. Sponsored by Natalie Haney from Local 79 (Edmonton General Continuing Care Centre and Grey Nuns Community Hospital)
8. **Josee Jantz** from University of Alberta Campus Saint-Jean. Sponsored by Loraine Piche from Local 308 (Headwater Health Authority Community)

### SECOND-YEAR NURSING STUDENTS

9. **Gregory Cunningham** from Mount Royal University. Sponsored by Connie Cunningham from Local 415 (South Health Campus)
10. **Nataya Harb** from University of Alberta. Sponsored by Mira Harb from Local 33 (Royal Alexandra Hospital)
11. **Josie MacLaren** from University of Lethbridge. Sponsored by Gwenda MacLaren from Local 95 (Alberta Children's Hospital)
12. **Rachel Leong** from University of Calgary. Sponsored by Cindy Leong from Local 121 (Rockyview General Hospital)
13. **Laura Roberts** from Mount Royal University - Sponsored by Carla O'Reilly from Local 79 (Edmonton General Continuing Care Centre and Grey Nuns Community Hospital)
14. **Erin Nickle** from Mount Royal University. Sponsored by Penny Nickle from Local 415 (South Health Campus)
15. **Sadie-Ann Campbell** from MacEwan University. Sponsored by Tracy-Ann Miller-Chin from Local 301 (University Hospital, Stollery Children's Hospital, Mazankowski Alberta Heart Institute)
16. **Joseph Crook** from Medicine Hat College. Sponsored by Stephanie Crook from Local 121 (Rockyview General Hospital)
17. **Davis Alton** from Grande Prairie College. Sponsored by Corinne Janes from Local 37 (Queen Elizabeth II Hospital)

### THIRD-YEAR NURSING STUDENTS

18. **Alexandra Johnson** from MacEwan University. Sponsored by Heather Johnson from Local 33 (Royal Alexandra Hospital)
19. **Shauna Bears** from University of Calgary. Sponsored by Patsy Lane (UNA Associate Member)
20. **Dona Job** from Mount Royal University. Sponsored by Mary Glancy Job from Local 121 (Rockyview General Hospital)
21. **Nicole Alqueza** from MacEwan University. Sponsored by Wilma Alqueza from Local 79 (Edmonton General Continuing Care Centre and Grey Nuns Community Hospital)
22. **Manvir Parmar** from University of Calgary. Sponsored by Kuljit Parmar from Local 115 (Foothills Health Centre)
23. **Richard Cottrell** from MacEwan University. Sponsored by Sandra Cottrell from Local 79 (Edmonton General Continuing Care Centre and Grey Nuns Community Hospital)
24. **Katelyn Serfas** from University of Calgary Medicine Hat College Campus. Sponsored by Karl Serfas from Local 409 (Bow Island Health Centre)
25. **Payton Damer** from University of Alberta. Sponsored by Jody Bonner from Local 196 (Edmonton Community)

## FOURTH-YEAR NURSING STUDENTS

26. **Claire Brown** from Mount Royal University. Sponsored by Siri Miller from Local 28 (Drayton Valley Health Centre/Breton Health Centre)
27. **Ashley Arcuri** from University of Calgary. Sponsored by Angela Arcuri from Local 95 (Alberta Children's Hospital)
28. **Danica Kohls** from University of Calgary Medicine Hat College Campus. Sponsored by Tonya Kohls from Local 70 (Medicine Hat Regional Hospital)
29. **Nadine Kennedy** from University of Alberta. Sponsored by Irene Kennedy from Local 33 (Royal Alexandra Hospital)
30. **Mark Sanger** from University of Calgary. Sponsored by Robert Milner from Local 211 (Calgary Community)
31. **Victoria Michalik** from University of Calgary. Sponsored by Ewa Michalik from Local 211 (Calgary Community)
32. **Kelsey Gardiyash** from University of Calgary. Sponsored by Colette Gardiyash from Local 211 (Calgary Community)
33. **Camille Barr** from University of Alberta. Sponsored by Brenda Barr from Local 79 (Edmonton General Continuing Care Centre and Grey Nuns Community Hospital)
34. **Eliza Kraus** from University of Alberta. Sponsored by Amanda Walsh from Local 95 (Alberta Children's Hospital)



### □ CONTINUED FROM PAGE 4

In addition to patients (68 per cent) commonly identified sources of such non-physical violence included family members (11 per cent) and co-workers including other nurses (9 per cent), the survey indicated

More than 34 per cent of the respondents who had experienced it said they never report non-violent incidents. An almost identical percentage of respondents reported believing the problem has remained about the same compared with the previous 12 months.


Far lower numbers – about 14 per cent of the respondents – reported experiencing sexual harassment in the workplace in the past 12 months. More than 84 per cent identified patients as the source. About a third each of the respondents who had experienced this said they always reported such incidents, sometimes did, or never did. More than 70 per cent also said they believe the problem has remained about the same from year to year.

Only 6.4 per cent of the respondents reported time away from work as a result

of experiencing incidents of physical violence or non-physical violence. However, almost half of those who had lost time at work reported they were off work for more than five shifts. More than 60 per cent of those who had lost time at work said they had not filed a claim with the Workers Compensation Board.

Responses to questions about the attitudes of managers and supervisors suggest UNA members are generally satisfied with how their managers deal with such problems.

The margin of error associated with the total sample was plus or minus 2.5 per cent, 19 times out of 20, Viewpoints Research said.

UNA's Annual Membership Survey seeks responses from "general members" only and does not include responses from local activists such as members of local or provincial executives, Professional Responsibility, Occupational Health and Safety, or Bargaining Committees. 



## Women's rights are workers' rights UNA president says in International Women's Day message

■ **AS** members of a profession in which women predominate, nurses are especially conscious of the need to fight to secure justice and equality for girls and women, UNA President Heather Smith said in her March 8 International Women's Day message.

"In this year of unprecedented worldwide pressure for women's rights to be recognized, it is entirely appropriate that unions like United Nurses of Alberta continue to carry on this work when there is still so much to do," Smith said.

Smith noted that International Women's Day began with the trade union movement, its struggle for workers' rights and the recognition that women's rights are working people's rights.

In 2018, the United Nations highlighted the needs of rural women in its efforts to improve the lives and opportunities of girls and women. Rural women make up more than a quarter of the world's entire population and are being left behind by every measure of development.

UNA emphasizes equality for all working people regardless of gender in its representation of its members and in

the broader positions it takes in society. "Each year on International Women's Day we celebrate the achievements of all women, regardless of their national, ethnic, linguistic, cultural, economic or political differences," Smith said.

"It is a great opportunity for all of us, regardless of our gender, to look ahead to the potential and future opportunities that our sisters, daughters and granddaughters can experience," she added.

The origins of International Women's Day have been traced to labour disputes in New York City in 1857 and 1908, in which workers protested the dangerous, overcrowded and exploitive working conditions of women in the garment industry.

The first International Women's Day was celebrated in 1911. In 1977, the United Nations urged all countries to set aside a day to celebrate women's rights. The symbols of International Women's Day are bread and roses – the bread representing women's struggle for economic equality and the roses symbolizing women's continuing efforts for a better quality of life. 🌹

The origins of International Women's Day have been traced to labour disputes in New York City in 1857 and 1908.

## Judge who as a lawyer represented UNA promoted to Alberta Court of Appeal

■ **CANADIANS** learned on March 16 Alberta Court of Queen's Bench Justice Ritu Khullar had been promoted to the Alberta Court of Appeal after only a year on the bench.

Federal Justice Minister Jody Wilson-Raybould announced the appointment. Justice Khullar replaces Madam Justice Sheila Greckol, who is moving to part-time duties.

Both Justice Khullar and Justice Greckol had represented many unions during their legal careers before being appointed as judges.

Among Justice Khullar's accomplishments during her legal career was to

represent United Nurses of Alberta in the Supreme Court of Canada in December 2016 in a case related to addictions in the workplace, an issue about which UNA has advocated for many years.

As an intervenor in the case, UNA argued addiction should be viewed as a disability not a condition for which a nurse should be punished by an employer or professional regulatory body.

From 1998 until 2017, Justice Khullar practiced law in Edmonton with the firm of Chivers Carpenter, focusing on labour and employment, privacy, administrative, human rights, and constitutional law. She became managing partner of the firm in 2009. 🍷



Ritu Khullar

## Prominent labour activist named to Alberta Order of Excellence

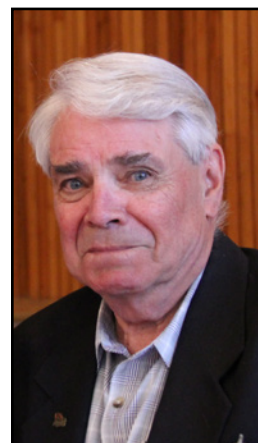
■ **FORMER** Alberta Federation of Labour president Reg Basken has been named to the Alberta Order of Excellence. Basken's name appeared on the provincial honour's 2018 list in May.

Basken got his start as a trade unionist in Saskatchewan in 1957. He moved to Edmonton in 1967, Canada's Centennial year, after three years in Winnipeg. At various times, he was a representative for the Oil, Chemical and Atomic Workers Union (a predecessor to Unifor) and on the staff of the Canadian Labour Congress. He served as AFL president from 1972 to 1978 and was the AFL's last volunteer president in the role.

From 1999 until last year, Basken has been a member of the Alberta Labour Relations Board. Over the years, he has volunteered for numerous boards for literacy, social services and public safety, including the United Way.

Other names on the 2018 list included Rosella Bjornson of Sherwood Park, the first female jet aircraft pilot in North America, and popular singer k.d. lang.

The Order is chaired by Andrew Sims, well known in Alberta as a labour mediator. 🍷



Reg Basken



CANADIAN  
FEDERATION  
OF NURSES  
UNIONS

## Liberal Party members throw support behind universal pharmacare

■ **EVERY** day, nurses watch patients in their care struggle to access the medications they need to stay healthy because millions of Canadians still have insufficient or no coverage for prescriptions. This front-line perspective has fuelled more than two decades of advocacy for universal pharmacare by Canada's nurses.

Recent events have made pharmacare more prominent than ever, with many expecting it will now be a central issue in the 2019 federal election.

At their recent national convention, rank-and-file Liberal Party members not only voted in favour of a resolution for universal pharmacare, they identified it as their top policy priority. With this convention being the last before the federal election, this resounding endorsement is widely considered to make the issue a front-runner for inclusion in the party's platform in 2019.

This Liberal endorsement of universal pharmacare followed support for a similar resolution by New Democratic Party members at their own convention earlier this year.

Linda Silas, president of the Canadian Federation of Nurses Unions, was present at the Liberal Convention in Halifax as an observer, alongside Janet Hazelton, President of the Nova Scotia Nurses Union. They were encouraged to witness the broad and enthusiastic support for the pharmacare, while also noting that there are still those inside the party who remain skeptical.

While this wouldn't be the first time the Liberal Party has flirted with supporting pharmacare, recent indications suggest that this time they mean business. This past February, Liberals signalled their willingness to take concrete action on the issue by announcing an Advisory Council on the Implementation of National Pharmacare.

The Council, headed by former Ontario Health Minister Dr. Eric Hoskins, will be tasked with developing an implementation roadmap, no small feat when one considers the complex considerations necessary to bring provinces together under a single plan. The Council's plan is expected to be released in the spring of next year, just in time for the federal election.

□ CONTINUED ON PAGE 28

By Lauren Snowball  
Canadian Federation  
of Nurses Unions

Recent events  
have made  
pharmacare  
more prominent  
than ever.



April 20, 2018: Liberal pharmacare resolution mover MP John Oliver (second from Left), with NSNU President Janet Hazelton (centre), CFNU President Linda Silas (second from Right), and two supporters at the Liberal Convention in Halifax (photo: Sebastian Ronderos-Morgan)

# Canada edges closer to national pharmacare plan as evidence of its need piles up

**NEW STUDY REVEALS TOLL ON CANADIANS WHO SUFFER AND DIE BECAUSE THEY CAN'T AFFORD MEDICINE**

By David Climenhaga  
UNA Communications Advisor

■ **CANADA** continues to edge closer to a universal national prescription drug insurance plan – popularly known as pharmacare.

The benefits are clear – in addition to significant cost savings for taxpayers and the health care system, a new study by the Canadian Federation of Nurses Unions confirms the number of Canadians who suffer illness and die because they can't afford necessary medication is in the tens of thousands.

But as the conditions that could deliver the missing essential component of the nation's public health care system to Canadians, right-wing politicians and corporate lobbyists are preparing a last-ditch fight to block it.

In late April, the House of Commons Standing Committee on Health, which had done the math, recommended Canada adopt a nationwide, single-payer pharmacare program. If adopted, wrote economist Andrew Jackson in the *Globe and Mail*, the policy would extend “public health insurance from primary care and hospitals to include prescription drugs outside of hospitals.”

This would be a huge development for the wellbeing of all Canadians. In addition to extending drug coverage to a large percentage of Canadians without health plans that cover drug costs – estimated by Jackson at 20 per cent – it

would save the public health care system billions of dollars every year. Estimates range from \$4 to \$11 billion a year.

Conservative Party politicians, though, continue to push for a role for profit-oriented private companies in the system – likely to increase costs and reduce benefits.

Jackson identified a key problem in moving to single-payer pharmacare as the cost of current public programs – mainly run by the provinces – would increase as private insurers could step aside. “There needs to be a serious discussion about how to finance a much bigger, albeit much more efficient and comprehensive, public program.”

□ CONTINUED ON PAGE 17

Andrew Jackson



# UNA and Covenant Health launch NEW PRC TOOLS at worksites across Alberta

Covenant Health Senior Operating Officer for Rural Services Sheli Murphy and UNA President Heather Smith led three information sessions at the Grey Nuns Community Hospital in Edmonton on May 7, 2018.



■ **UNITED** Nurses of Alberta and Covenant Health are working together to develop new resources to help the union's members, Covenant managers and Professional Responsibility Concern Committees identify best practices for each step of the PRC process.

Joint meetings with members and managers were held throughout May at 14 Covenant worksites across the province to launch and discuss the resources.

In addition to a revised PRC form, the resources include a new response form for managers and a document outlining best practices for resolving PRC issues raised by the process. In addition, the best practices document clearly describes the process to be used to resolve PRCs.


These and other relevant documents are available in the PRC section of UNA's website – [www.una.ab.ca](http://www.una.ab.ca).

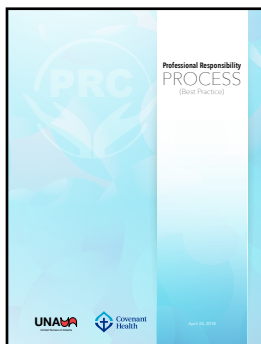
UNA and Covenant continue to be committed to supporting the PRC process across the province and ensuring it is an

effective, proactive, collaborative mechanism to address patient care issues.

“We are excited for the opportunities this represents for us to work together to improve the PRC process,” the best practices document notes. “We believe that our patients, employees and members will all benefit from moving to a more consistent, proactive and collaborative approach to our joint PRC process. We all have a responsibility to contribute to these improvements and we will all share the benefits.”

Covenant Health is the largest Catholic health care provider in Canada, thoroughly integrated into the province's public health care system. It operates 16 facilities in 11 Alberta communities in co-operation with Alberta Health Services, and employs more than 14,000 people.

UNA's Provincial Collective Agreement covers employees of both Covenant Health and Alberta Health services, as well as two smaller employers. 





# PRC PROCESS BRINGS IMPROVEMENT to Leduc Community Hospital Acute Care Units



■ **NUMEROUS** Professional Responsibility Concern filings over the past two years at Leduc Community Hospital have resulted in replacement of a Health Care Aide with a Licensed Practical Nurse, enhancement of Unit Clerk coverage, and development of a process to support quality improvement and education in the facility's Acute Care Units.

Members of United Nurses of Alberta Local 62, who filed more than 30 PRCs for the facility's Unit 21/22/SCU since May 2016, report improving morale and better communication by managers as a result of the successful PRC process.

Members of the local reported their concerns focused on an inappropriate skill mix on night shifts, being unable to find replacements to deal with short-notice sick calls, difficulty augmenting staff above baseline when required, and the need for additional charge nurse training. As a result, nurses often missed all breaks during many shifts and frequently felt patient care and staff safety were compromised.

Over the past two years, these issues were raised with local management through the PRC process, but resolution proved difficult. As a result, the local advanced its issues to the Alberta Health Services CEO.

After a January 11 meeting with Deb Gordon, AHS Vice-President and Chief Health Operations Officer for Northern Alberta, who was named as the CEO's designate, the employer agreed in a letter to:

- Replace the eight-hour night shift HCA with a 12-hr LPN
- Increase Unit Clerk coverage on the evening shift
- Create a working group including front-line UNA members to develop charge nurse orientation and consistency
- Provide education on HCA roles and delegation by RNs to the unit's HCAs

Feedback from UNA members has been very positive, resulting in improved morale, the local says. 🍷

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## □ CONTINUED FROM PAGE 15

Unions and labour groups such as the Canadian Labour Congress have pushed for pharmacare as a universal good, he noted, despite the fact most union members are now covered by good, employer financed plans.

The CFNU study, the first of its kind in Canada, revealed failure to take medications because of cost directly results in more than 1,700 deaths each year in

Canada, and more than 80,000 cases of needless serious illness, including more than 12,000 people over 40 suffering from cardiovascular disease who require overnight hospitalization.

The results, said study author Dr. Ruth Lopert, "are conservative estimates that represent only part of the bigger picture of the cost-related non-adherence crisis in Canada." 🍷

# IT'S TIME TO DO SOMETHING ABOUT VIOLENCE IN HEALTH CARE

*because you matter!*

By Dewey Funk  
UNA, OH&S Advisor

■ **THE** Day of Mourning has passed. On April 28, United Nurses of Alberta and the Canadian Federation of Nurses Unions called for an end to violence in health care. So did other health care unions, like the Health Sciences Association of Alberta and the Alberta Union of Provincial Employees.

But will anyone listen? And if so, who?

There are many questions:

## Who are the victims?

They are your wives, husbands, sisters, brothers, mothers, fathers, relatives and friends. They are the people you look to for help when you are in your greatest need. They are your nurse. Often, they suffer in silence.

## What does violence in health care look like?

It can be a kick, a punch, a slap. It can be a sexual assault in a hospital, another health care workplace, or a residence where home care workers must go. It can be verbal abuse. Too often, when health care workers call for help, no one answers.

## Is this a normal part of the job ... or just normalized?

Ask yourself if any other industry tolerates this type of violence.

## What should an employer do when violence occurs?

When a nurse is sexually assaulted, should she just be transferred to another unit? Should a security watch be put on the individual accused of the assault? Should the employer call the police? Too often, employers do little. Police are seldom called. Again, ask yourself what the result would be if this happened in a school to a teacher or student. It would be in the news. Readers and viewers would be appalled. Measures would be taken to ensure it never happened again. Why doesn't this happen in health care?

## Violence in health care is on the rise. When it occurs, it is seldom reported. Why?

Health care workers say there is no time, nothing gets done anyway. They say it's part of the job, so get used to it. Employers report that violence is often not reported – and they are right. But if a problem's not reported, it can't be fixed. Employers may conclude everything is fine.

## What should UNA members do?

There may be no time to report when violence is taking place, but nothing prevents you from reporting an incident at the start of your next shift before you get caught up in work that must be done.

Remember, there is no timeline in reporting incidents. At AHS if you report the incident on *MySafetyNet (MSN)* you can ask the manager/supervisor for a copy of the investigation report. If you don't get a copy of the investigation report, please contact me.



### Is violence just part of the job?

No, it is not! Violence is only a part of your job if you let it be part of your job.

Employers have an obligation to take measures to reduce the risk of violence in health care. These include Hazard Assessments as required by the Alberta Occupational Health and Safety Act, Regulations and Code.

Other measures include non-violence crisis intervention (NVC) training or supportive pathways – now, not eventually.

If this training is in your workplace Hazard Assessment or HIAC programs, then receiving it is mandatory. If you haven't heard about a Hazard Assessment or HIAC, ask your employer for it. Hazard Assessments/HIACs have been legislated since May of 2000 and are required to be readily available to employees. It is paid training at your rate of pay. If your employer does not provide this training, requires you to use your days off or personal days to take it, call me.

Sometimes nurses have reported violent incidents police do not lay charges. Sometimes they say they can't because of the Mental Health Act. This is incorrect. Charges can be laid. It's the Crown Prosecutor's job to decide if they are appropriate. If you encounter this problem, contact me.

Health care employers also need to support their employees in these situations. Under UNA's collective agreements, employers must post notices that there is zero tolerance of abuse. Refer to Article 34.06 of the Provincial Collective Agreement if you have to bring this to your employer's attention.

UNA is working to reduce this problem in other ways.

UNA Labour Relations Director David Harrigan and I met with Labour Minister Christina Gray to discuss changes to the OH&S Act and draw her attention to violence in health care.

UNA Labour Relations Manager Lee Coughlan and I met with the Deputy Minister of Labour, Jeff Parr to discuss Form 10 patients and violence in health care.

UNA President Heather Smith, Coughlan and I also met with the Health Minister Sarah Hoffman to discuss the same topics.

In every case, we press them to end violence in health care.

CFNU has researched and published a paper on health care violence called *Enough is Enough*. The International Council of Nurses estimates that 70 to 80 per cent of assaults on nurses are never reported. Such factors as short staffing, inappropriate patient placement, inadequate security, lack of secure spaces in emergency departments, lack of mental health beds at designated facilities, inadequate communication of violence risks all contribute to the problem. They can all be fixed.

In Alberta and British Columbia, of 8,780 RNs surveyed in 210 hospitals, 46 per cent said they experienced violence in the previous five shifts.

In January, President Smith and I attended *the Enough is Enough Roundtable* in Ottawa with representatives of health care unions across Canada.

We are calling on governments and employers to take violence seriously and invest in keeping the most important people in health care safe. *Because you matter.* 🍷

# DON'T JUST MOURN! ORGANIZE FOR SAFER WORKPLACES

Heather Smith says on International Day of Mourning



■ **IT'S** not enough just to mourn working people who have lost their lives in their workplaces, or who have been injured or suffered illness due to workplace hazards or incidents, UNA President Heather Smith told an Edmonton meeting on workplace safety on April 27.

Unions and working people need to mark the International Day of Mourning for workers killed, injured, disabled or made sick on the job by recommitting themselves to making all workplaces safer for everyone, Smith said.

The Day of Mourning falls each year on April 28. Because that was a Saturday this year, workplace ceremonies were held the day before at UNA's Provincial Office in Edmonton and later at the headquarters of the Alberta Union of Provincial Employees, which was holding its annual workplace health and safety conference.

"We do have a problem in Alberta, and particularly in health care," Smith said in short remarks at the AUPE ceremony. "Health care workers and nurses in particular deal with people in physical and mental distress," which can lead to situations that quickly become volatile.

Smith called on governments and employers to continue working to improve measures to reduce violence, bullying and other abuse. "The best way to do this, we believe, is to assure staffing in health care workplaces is at appropriate, and safe, levels." She noted that better staffing also results in better medical outcomes.

Both AUPE President Guy Smith and Health Sciences Association of Alberta President Mike Parker reinforced the UNA president's remarks. Parker also warned of the impact of domestic violence when it takes place at work, calling for action to protect victims.

"It is a right for Albertans to be safe at work."

– Heather Smith

□ CONTINUED ON PAGE 21

# 'Vast majority' of Alberta workplace injuries not reported

## Study finds roughly one in five workers hurt at work

■ **A NEW** report from the University of Alberta's Parkland Institute suggests official statistics severely underestimate the scale of workplace injury in the province.

Based on a poll of 2,000 Alberta workers, *Safer by Design: How Alberta Can Improve Workplace Safety* suggests almost 70 per cent of disabling workplace injuries go unreported.

Government statistics show 45,543 injuries serious enough to require time off or modified work in 2016. The survey data suggest the actual number is over 170,000, and more than 400,000 Alberta workers – roughly one in five – experienced at least one workplace injury in 2016.

“As sobering as the official statistics on workplace injuries are, our study revealed they’re just the tip of the iceberg,” said report co-author Bob Barnetson, a labour relations professor at Athabasca University ahead of the April 28 Day of Mourning.

“Despite recent improvements to provincial legislation, the current

occupational health and safety system is failing to ensure Alberta’s workplaces are safe,” he said.

The survey also suggests roughly half of employers violate basic occupational health and safety rules, and revealed many workers are afraid to exercise their rights.

One-third of workers who did report unsafe working conditions to the government said no inspector came to the workplace to investigate, unsurprising since just 2 per cent of Alberta’s workplaces are inspected each year.

“This government seems to be serious about making Alberta’s workplaces safe, but to do that there needs to be a much higher level of workplace inspections, as well as meaningful consequences for violations that put workers at risk,” said co-author Jared Matsunaga-Turnbull.

The report included 13 recommendations aimed at increasing inspection levels, putting in place meaningful and mandatory consequences for violations, and improving worker-focused education. 🍷



The study is available at [parklandinstitute.ca](http://parklandinstitute.ca).

### □ CONTINUED FROM PAGE 20

Labour Minister Christina Gray noted new OH&S laws passed by the NDP Government coming into effect June 1. “It is a right for Albertans to be safe at work,” she forcefully told participants.

Heather Smith called for “appropriate levels of security in all public health care workplaces – and that includes small

rural hospitals” – bringing a round of applause. “That means security that is there all the time,” she explained, not hours away as is often the case now.

She concluded: “We also do not want workplace violence to be ‘the norm’ – not today, not tomorrow!” 🍷

# UNA MARKS NURSES WEEK 2018

## with nurse safety message in provincial advertising campaign

■ **UNITED** Nurses of Alberta has marked National Nurses Week 2018 with a province-wide radio and online advertising campaign that thanks nurses for their service – but also emphasizes the need not to consider on-the-job danger as merely part of the nursing profession’s work.

Nurses’ Week – celebrated each year during the week that includes Florence Nightingale’s birthday, May 12 – is traditionally used by nursing organizations to thank and recognize nurses for the important work they do.

This year, UNA also wanted to acknowledge the dangers nurses face in their work, in particular abuse in health care worksites in Alberta and Canada. The union’s goal was to start a dialogue with stakeholders and the public that can help lead to solutions.

Statistics indicate health care violence concerns for nurses as well as our patients, residents, clients and their families and friends in hospitals, care facilities, clinics or private homes are justified.

UNA believes the possibility of abuse or even physical violence may increase during medical emergencies when health care workers such as nurses are treating people in physical and mental distress. “Hospital visits in particular can be frightening and emotional experiences for the sick and injured, the elderly, and their family members, leading to potentially volatile situations,” observed UNA President Heather Smith.

For example, Alberta Workers Compensation Board statistics indicate the rate of workplace violence claims accepted by the WCB for health care

1–UNA Local 72 Secretary Hailey Silvaggio and UNA President Heather Smith celebrate Nurses Week at St. Michael’s Health Centre in Lethbridge.

2–Members of UNA Local 43 at the Olds Health Centre joined with their colleagues from AUPE to celebrate Nurses Week with a pancake breakfast.



Members of UNA Local 33 at the Royal Alexandra Hospital in Edmonton celebrate Nurses Week.





workers is more than twice the rate for government and education workers, roughly 50 times the rate for manufacturing workers, and 60 times the rate for construction workers!

A recent survey of UNA members showed workplace violence, harassment and other forms of staff abuse affecting nurses continues to be a significant problem in Alberta health care workplaces. Close to half the working nurses who responded to the UNA survey said they had experienced physical violence such as being pushed, hit or having things thrown at them at work in the previous 12 months. Almost 18 per cent said they had experienced physical violence at work during their most recent five shifts.

Troublingly, respondents to the UNA survey indicated nurses believe little has happened to improve this situation.

UNA's online advertisements said: "It's Nurses' Week ... time to recognize nurses for the work they do on the front lines of our health care system every day. It's time to make sure they're safe from verbal, emotional and physical abuse on the job."

UNA believes governments and health care employers must continue to play a crucial role in solving this problem by working to improve measures to reduce the amount of violence, bullying and other abuse in our workplaces. "The best

way to do this is to assure staffing in health care workplaces is at appropriate, and safe levels," Smith said.

Smith noted that Dewey Funk, UNA's full-time Occupational Health & Safety Advisor, is working with Alberta Health Services, police and other unions to ensure solutions to hospital security problems can be found.

Smith encouraged all nurses – especially UNA members – to use the Professional Responsibility Concern and Occupational Health & Safety Provisions in their UNA collective agreements to raise concerns about situations that could affect the health and safety of both patients and nurses.

"Only with your help can we track problems in the workplace and develop specific solutions to emerging problems," Smith concluded. "We can't track what's not reported." 🐶

Examples of UNA online advertising, which features real UNA members.

For assistance filing a PRC or OH&S report, UNA members should contact their Local Executive or call UNA at 1-800-252-9394.

Members of UNA Local 43 at the Olds Health Centre joined with their colleagues from AUPÉ to celebrate Nurses Week with a pancake breakfast.



# Word Jumble

## CONTRACT PUZZLE

1. **avcaycn**  
CLUE: This is filled though a single competition
2. **teipsndlemca**  
CLUE: This may happen if your position is eliminated
3. **yibsniiploster**  
CLUE: This allowance is for taking on at least 25% more work
4. **nanlua**  
CLUE: 75% of your \_\_\_\_\_ vacation entitlement must be on the planner
5. **feolatr**  
CLUE: On top of named holidays, full time nurses get this kind of holiday
6. **juniyr**  
CLUE: You don't accumulate sick leave credits if you're off because of this
7. **orweksrioapensoctmndbrao**  
CLUE: Pays you if you're injured at work
8. **eebveenatmr**  
CLUE: Leave to grieve or attend a funeral
9. **cisidnelpi**  
CLUE: Issued by Employer because of unsatisfactory conduct
10. **tdloaaiuecn**  
CLUE: Allowance based on a course of certificate
11. **vpsioeruiepnecrex**  
CLUE: Your salary will be adjusted in recognition of this
12. **etfidfenaril**  
CLUE: Pay for a shift taking place in the evening or at nighttime
13. **acolrestutiaohioispennalpn**  
CLUE: Your pension plan
14. **acdr**  
CLUE: An alternative to arbitration
15. **oynrpevetam**  
CLUE: The Employer can recover this within 12 months
16. **ncieeirvs**  
CLUE: You must be paid to attend, if it is compulsory
17. **filoosrpasne tlieiyoirpsnsb**  
CLUE: Name of committee seeking to improve patient care

### ■ IN the last edition of UNA

NewsBulletin, we were pleased to run a Contract Crossword created by UNA Labour Relations Officer Katie McGreer. This time, McGreer has created a word jumble on the same topic. All of the puzzles created by McGreer are designed to help you navigate the ins and outs of UNA's Provincial Collective Agreement. This time, you'll need to unscramble the words listed below. A clue with each scrambled word should help you figure out the answer. All the words in this puzzle come from Articles 14 to 36 of the Provincial Collective Agreement.

□ THE ANSWER KEY IS ON PAGE 30.



## ALBERTA FEDERATION OF LABOUR 2018 MID-TERM

# Alberta expects high-stakes provincial election in 2019



■ **IT'S** hard to imagine higher stakes than in the next Alberta provincial election, various speakers told participants in the Alberta Federation of Labour's mid-term conference on May 4 and 5 at the University of Calgary.

In addition to delegates, nearly 1,000 members of the public showed up May 4 to hear Robert Reich, University of California public policy professor, secretary of labour in U.S. President Bill Clinton's administration, and an aggressive social media critic of the Trump Administration.

Albertans face a choice in 2019 not so different from the one faced by Americans in the 2016 presidential election, Reich said in his talk, called *"Saving Capitalism: Income Inequality and Populism."* In Reich's view, clearly, Americans didn't make the right choice.


Reich argues modern capitalism does not need to be replaced by another economic system, but that citizens of democracies can choose what kind of capitalism they want. "Capitalism comes in many flavours."

"The issue is not capitalism versus socialism," he argued. "The issue is what kind of capitalism. Is it capitalism that is human centred, centred on social justice, and the needs of people, or is it harsh capitalism that makes a few people very, very wealthy and almost everybody else frightened. Morally you cannot run a society in which only a few gain the benefits and most people are on the losing end."

"You can't even do it as a matter of economics, because if you start losing your middle class, you don't have enough aggregate demand for all the goods and services you're producing."

"The essential debate in the United States is not between the left and the right ... it's between progressive populists and authoritarian populists," Reich said.

Comparing the approaches to fossil fuel exports and carbon outputs adopted by the NDP Government and advocated by the United Conservative Party, energy industry journalist Markham Hislop told delegates "Alberta is where it needs to be."

Ideologically driven "energy dinosaurs" like those in the Trump Administration and the Alberta Opposition would make it harder for Alberta to do business, he said. "If we decarbonize now, that gives our oil a big competitive advantage when carbon pricing comes to other economies." 



Markham Hislop

The AFL Also introduced its "Next Alberta" Campaign. See story on page 28.



Robert Reich

# UNA members describe the joys of medical service with CAMTA in Ecuador

■ **TWO** members of United Nurses of Alberta Local 301 in Edmonton were able to take part in the Canadian Association of Medical Teams Abroad spring 2018 mission to Ecuador.

The Edmonton Registered Nurses participated in CAMTA's 15th year of providing pediatric and adult orthopedic surgical services in Quito to citizens of the South American country thanks to assistance from the union's International Solidarity Fund.

Lormirra Jezelle Alcantara-Johnson, an Emergency Room nurse at the University of Alberta Hospital, and Pauline Worsfold, an adult-recovery-room nurse at the U of A Hospital who is well known to UNA members from her long service to the union and her role as Secretary Treasurer of the Canadian Federation of Nurses Unions and Chair of the Canadian Health Coalition, joined the team of more than 100 Canadian surgeons, RNs, LPNs, physiotherapists, anesthesiologists, anesthetic technicians, student nurses,



Pauline Worsfold (left) and Lormirra Jezelle Alcantara Johnson (centre right) with friends.

medical students, translators, and lay people on the 2018 mission.

This was Alcantara-Johnson's first mission with the charitable group. Her job was to provide post-operative care to six girls and four boys recovering from surgeries that ranged from Achilles tendon release to bilateral hip surgeries, as well as providing education and nutritional advice.

"This was an experience I will never forget," she wrote in her report to UNA. "Our patients' parents were so grateful and every goodbye was an emotional one!"

"One patient made me cry endlessly when she wouldn't let go of our goodbye hug, while another patient just made my heart swell when he named his stuffed-toy dragon after me. I cannot wait and hope to be able to do this again, one day," she wrote.

As for Worsfold, this was her 14th mission with the group, this time as a

Post-Anesthetic Care Unit RN looking after both adult and pediatric patients. Each week of the mission team members perform about 20 adult surgeries and approximately 17 child surgeries, including clubfoot repairs and hip replacements.

"Some of our patients travel up to eight hours on a bus from the jungle so they can meet the Canadians who may be able to help them," Worsfold said in her report. "These stories are not something we hear about in Canada."

"I have received the greatest gift of all from CAMTA and this experience," she wrote. "The patients are poor in pocketbook but are rich in spirit they are the most amazing people. I come home humbled by my experience with my heart full of blessings bestowed on me by the patients and their families."

Patients return the next year for follow-up examinations, she noted, so team members have the opportunity to see how they are doing. 🍷



Scenes from the 2018 CAMTA Mission.



More information on  
CAMTA is available  
at [camta.com](http://camta.com).

□ CONTINUED FROM PAGE 14


**Take action:** visit [speakup.cfnu.ca](http://speakup.cfnu.ca) to call on decision-makers to implement a national, universal pharmacare plan!

The Council's work is supported by an important new endorsement that adds to decades of evidence already supporting the economic and public health benefits of pharmacare. The all-party House of Commons health committee released a landmark report this April, entitled *Pharmacare Now*. The report drew on two years of study and 99 expert witnesses to recommend the expansion of our existing medicare system to include prescription drug coverage.

While the recent developments have advanced the prominence of pharmacare substantially, Canada's nurses have no doubt that we will need to keep up the pressure. As Silas put it, "Nurses won't rest on this issue until Prime



April 20, 2018: Federal Health Minister Ginette Petitpas Taylor (L) receives the first CFNU pharmacare chocolate from President Linda Silas (R) at the Liberal Convention in Halifax (photo: S. Ronderos-Morgan).

Minister Trudeau signs on the dotted line and makes universal pharmacare a reality." 



AFL President Gil McGowan speaks with the media during the May 5 news conference launching the organization's "Next Alberta" campaign.

## AFL launched 'Next Alberta' campaign in advance of 2019 provincial election

■ **THE** Alberta Federation of Labour has launched "Next Alberta," a campaign leading up to the 2019 provincial election.


The campaign demands answers from politicians about their plans to navigate the unfolding energy transformation faced by Alberta, AFL President Gil McGowan said during a May 5 news conference in Calgary.

"The price of oil is stabilizing and our economy is improving, but many people are still anxious about the future," McGowan told media at the news conference, which took place during the AFL's annual Mid-Term Conference at the University of Calgary.

"This anxiety is justified," he said. "At some level, all Albertans understand that what we're facing is more than just another boom-bust cycle. This is a truly

fundamental transformation of our global economy.

That means Albertans will have a significant choice in the 2019 election, he said. "We can choose politicians who deny that change is happening and pretend they can bring back the 'good old days,' or we can choose politicians who see the challenge presented by the energy transformation and are willing to support Albertans and Alberta businesses so we come out the other side stronger."

The campaign will be anchored at the website *NextAlberta.org*. The site contains a link to a video about the challenge facing Alberta as the global economy changes, and a pledge Albertans can sign to "choose the path of diversification, of supporting families through economic uncertainty, of protecting our public services, and of using our opportunities within the oil and gas sector to dream beyond it." 

UNA members are urged to visit [NextAlberta.org](http://NextAlberta.org).

# Quality public services are unsustainable without 'revenue renovation,' PIA SAYS

■ **IF** the Alberta government won't fix Alberta's revenue model, cuts to public services are inevitable.

That was the message at a news conference held by Public Interest Alberta, a progressive advocacy organization, in March.


"To ensure essential public services, including equitable and accessible health care, are there when Albertans need them, our province must develop sustainable revenues that are not subject to the whims of international commodity markets," UNA President Heather Smith told the March 13 news conference.

With the NDP government unwilling to raise taxes and Opposition politicians vowing to cut the taxes paid by profitable corporations and the province's wealthiest citizens, however, the situation could get worse.

Mike Parker, president of the Health Sciences Association of Alberta said at the same event: "If you think the system is struggling now, just wait!"

Parker's union represents medical professionals who are not nurses or physicians, such as pharmacists, psychologists and paramedics. "If you want the ambulance to be there when you call," he said, "we need revenue reform now!"

PIA launched the campaign in hopes of encouraging a public conversation about how to the province's revenue stream could be renovated to solve the problem of continuing revenue shortages caused by reliance on non-renewable resource revenues in a time of low commodity prices.

The campaign includes an animated video that, with other information, can be found at [RevenueReno.ca](http://RevenueReno.ca). 

Heather Smith and other participants in the PIA News Conference. At the podium, PIA Executive Director Joel French.



# DRAFT PROVINCIAL COLLECTIVE AGREEMENT NOW AVAILABLE

■ A draft copy of the Provincial Collective Agreement is now available as a PDF document on the United Nurses of Alberta website.

The new agreement, which was ratified on February 15, covers all registered Nurses and Registered Psychiatric Nurses employed by Alberta Health Services, Covenant Health, Lamont Health Care and The Bethany Group (Camrose). About 28,000 nurses in all are subject to the contract.

The draft copy is also available on the UNA smartphone App.

A final copy will be available soon in the form of a traditional paper book 📖

## WORD JUMBLE ANSWER KEY

### CONTRACT PUZZLE ON PAGE 24

- 1 **Vacancy** (Article 14)
- 2 **Displacement** (Article 15)
- 3 **Responsibility** (Article 16)
- 4 **Annual** (Article 17)
- 5 **Floater** (Article 18)
- 6 **Injury** (Article 19)
- 7 **WCB** (Article 20)
- 8 **Bereavement** (Article 22)
- 9 **Discipline** (Article 23)
- 10 **Educational** (Article 25)
- 11 **Previous experience** (Article 27)
- 12 **Differential** (Article 28)
- 13 **LAPP** (Article 29)
- 14 **DRAC** (Article 32)
- 15 **Overpayment** (Article 33)
- 16 **In-service** (Article 35)
- 17 **Professional responsibility** (Article 36)

## National labour media association honours UNA mobile App

■ **UNITED** Nurses of Alberta is proud to have received an award from the Canadian Association of Labour Media for the union's popular mobile App. The App was recognized by a panel of five judges with the Most Innovative Online Tool Award

The UNA App can be downloaded from the Apple Store for Apple devices and from Google Play for Android devices.

The awards recognizing excellence in labour communications across Canada were presented at the annual CALM conference on May 11, 2018, in Halifax, Nova Scotia.

The UNA App provides instant access to all of UNA's collective agreements; Spotlights, which outline contract areas where members experience particular problems; resources, including policies, procedures and guides; the latest news, updated when the UNA website is updated; and secure entry for local executives to UNA's membership database.

The UNA App provides access to electronic membership cards. Members can access their electronic card when they sign in to their UNANet accounts, which can be created right in the app simply



UNA Communication Advisors David Climenhaga and Dave Cournoyer with CALM Editor Nora Loreto

by scanning the QR code found on their paper membership card.

The Report a Concern functionality makes it easy for members and duespayers alike to identify Professional Responsibility (PRC) and Occupational Health and Safety (OH&S) concerns, and to raise questions about their collective agreements.

Optional push notifications provide updates on the status of expense claims, leaves of absence requests, submitted PRC and OH&S concerns, and other related items. 📖

# Don't forget to claim your 2% RRSP or TFSA supplement!

■ **UNA'S** new Provincial Collective Agreement contains an important provision in which the four employers have agreed to contribute to a supplemental pension plan for employees in the form a contribution to either a Registered Retirement Savings Plan (RRSP) or a Tax-Free Savings Account (TFSA).

UNA strongly recommends that all members who are regular employees act to take advantage of this provision if they haven't already done so.

It is a valuable benefit you cannot receive if you don't take specific action to enroll. So if you are covered by the PCA and you don't act, you will be going without a 2-per-cent retirement income supplement to your salary to which you are entitled under the contract. That's like giving up pay that you're owed!

According to Article 29.05 of the UNA Provincial Collective Agreement:

- (a) *the employer shall provide a supplemental pension plan in the form of a Registered Retirement Savings Plan (RRSP). Effective April 1, 2018 the Employer shall also provide a Tax-Free Savings Account (TFSA). Employees shall determine the allocation of contributions to either the RRSP or the TFSA. Employees may change their allocation effective April 1st each year.*
- (b) *effective on the Employee's date of enrollment, a Regular Employee shall have the right to contribute up to 2% of regular earnings into either*

*the RRSP or TFSA: (i) Employees may contribute into the RRSP until December 30th of the year the Employee turns 71. The employer shall match the Employee's contributions into the RRSP; (ii) Employees may contribute into the TFSA. The Employer shall match the Employee's contributions into the TFSA.*

- (c) *a Regular Employee who, by virtue of their age, no longer qualify under article 29.05(b)(i), shall have the option of reallocating contributions to the TFSA as per 29.05 (b) (ii) or receive an additional 2% of their regular earnings. Employees may change their allocation between participating in the TFSA and receiving 2% of regular earnings effective April 1st each year.*
- (d) *"earnings" as defined in article 29.05(b) above, will include WCB earnings until such time that the employee exhausts accrued sick leave credits and is deemed to be on sick leave without pay.*

The agreement does require that employees contribute 2 per cent of their salary for the employer to match, and employees need to enroll in the program for the employer to contribute this money.

But no UNA member should ever go without funds for their retirement that their Employer has agreed to contribute.

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

## KNOW your Rights



Report from  
Director of Labour Relations  
**David Harrigan**

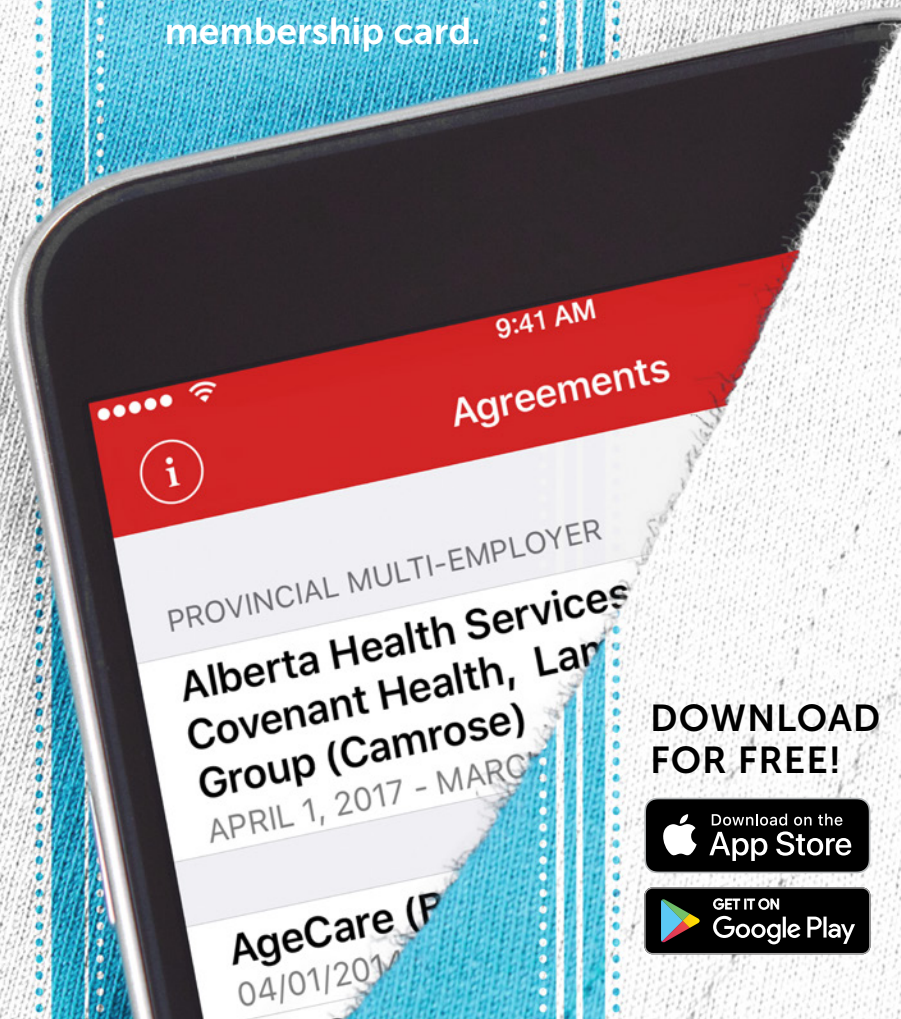
UNA strongly recommends that all members who are regular employees act to take advantage of this provision if they haven't already done so.

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

## The UNA App provides access to:

- all UNA collective agreements.
- an easy way to report Professional Responsibility Concerns and Occupational Health and Safety concerns.
- an electronic membership card.

# A collective agreement that fits in your pocket



**DOWNLOAD FOR FREE!**



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United Nurses of Alberta