

# **Annual Update From the Multi-Employer/UNA Joint Committee**

As the 2008-2009 Collective Agreement year comes to a close, Union and Employer representatives on the Multi-Employer/UNA Joint Committee are pleased to report the following activities over the previous year.

## **Successful Resolution of Issues:**

The Joint Committee was able to resolve a number of issues, including:

- Guidelines for administration of new pilot projects (flexible part-time positions, benefit eligible casual employees and seasonal workers) (January, 2008)
- Guidelines for administration of the Pre-retirement Preparation Program (January 16, 2008)
- Answers to frequently asked questions re new weekend worker provisions (January 17, 2008)
- Benefit coverage for glucose transmitters and sensors (June, 2008)
- Consistent adjudication of claims for the new dental implant coverage (June, 2008)
- Guidelines for posting closing dates on unfilled postings for vacancies (July 2, 2008)
- Guidelines regarding seniority tie-breaking (July 2, 2008)
- Union Leaves of Absence – Administrative provisions for employees taking full leaves of absences to do union work (July, 2008)
- Market Condition Lump Sum Payment issues re: Pension and Group RRSP (September, 2008)
- Evaluation of Canadian Equivalency of International Nursing Degrees (February, 2009)
- Advice Re: Cost of Living Lump Sum Payment Letter of Understanding (February, 2009)
- Administration of Named Holidays when an employee transfers from regular full-time to regular part-time or from a regular to casual status (February, 2009).

## **Joint Initiatives:**

***Joint Contract Interpretation Sessions*** - In addition to resolving a number of identified issues, the Joint Committee was also very pleased to be able to offer Joint Contract Interpretation Sessions across the province throughout the year for UNA members, Local executive, managers and labour relations professionals.

***Dispute Resolution Advisory Committee*** – In addition to resolving the above provincial issues, the Joint Committee has had the opportunity, through the DRAC, to assist the parties in resolving a number of issues at the local level. To date, approximately fourteen DRAC sessions have been held across the province with all of the sessions resulting in mutually accepted resolution of the issue.

## **Looking forward to 2009 - 2010**

In addition to working together to resolve workplace issues as they are identified, the Joint Committee is looking forward to a number of exciting challenges in the upcoming year, including:

- Issuing a joint response to questions arising out of the Joint Contract Interpretation sessions.
- Implementing of a jointly conducted evaluation process to determine the impact of the employment options contained in the Retention and Recruitment Letter of Understanding.
- Continuation of the initiative to improve the effectiveness of the grievance process.
- Providing information and support to the negotiation process that will be required in 2009 as the current Health Regions, Alberta Cancer Board and Alberta Alcohol and Drug Abuse Commission are amalgamated into Alberta Health Services.

As we plan to move forward into the future, we look forward to continuing to work with UNA members, employees, managers, UNA Local Executive, labour relations and human resources staff to resolve workplace issues and make working in health care the best place to be!