

# **United Nurses of Alberta**

## **Shortlist of Proposals**

### **to renew the Collective Agreement**

The United Nurses of Alberta is desirous of achieving a new labour agreement that is both fair and affordable. Because of past turmoil and the mutual desire for stability, we believe it is important this happen in a timely manner. To this end, UNA brings the following key issues forward, and we propose that all other provisions of the collective agreement be renewed, with appropriate date changes where applicable.

If we do not reach agreement on these matters, UNA will provide a complete list of proposed amendments.

#### **1. Patient Safety and Quality of Care**

- Constraints on the level and quality of care that professional nurses have been able to provide is a great concern for UNA members. Registered Nurses (RN) and Registered Psychiatric Nurses (RPN) have professional standards that must be met. Nurses express fear that changes have reduced and eroded the care they are able to deliver. Research repeatedly demonstrates that care by RN's and RPN's shortens stays, reduces infections and complications, and helps control costs.
- For these reasons, UNA proposes there shall be a RN or RPN in charge of each unit. For "at or out of" (community) areas there shall be an RN/RPN in charge of each office. Where there is more than one program or service in an office there shall be an RN/RPN in charge of each program. (Note - this need not be a UNA member, the RN/RPN could be a management nurse, nursing unit manager, Nurse Practitioner, etc.)
- To ensure patient safety, UNA proposes the RN/RPN in charge shall have the duty and authority to augment staff and/or to limit or stop the admission of patients/residents/clients to the unit or program, when in her professional judgment it is necessary to do so. No disciplinary action will be taken against the charge nurse for exercising this responsibility to protect safe patient/resident/client care.

#### **2. Employee Occupational Health and Safety and RN/RPN Professional Responsibility**

- UNA proposes there be clear guidelines and processes to fully resolve all issues and concerns relating to Employee health and safety and to RN/RPN responsibility for safe quality patient care.

#### **3. Layoff and Recall**

- UNA proposes the Employer provide 28 day notice of layoff (to equal the 28 day notice of resignation an Employee must provide). UNA proposes Employees with less than 24 months of seniority also have displacement rights. UNA proposes cost-shared benefits continue during a period of layoff.

#### **4. Length of Contract and Salary**

- UNA proposes a two-year term, with increases of 4% in each year.

#### **5. Prepaid Health Benefits**

- UNA proposes dental benefits be: 100% of basic coverage; cleanings twice per year; 80% coverage for extensive and orthodontic treatment with an annual cap of \$5,000 for extensive and a lifetime cap of \$5,000 for orthodontic.
- UNA proposes Casual Employees and Employees who are retiring have the option to participate in the group benefit plan, provided they pay both the Employer and the Employee share of the premiums