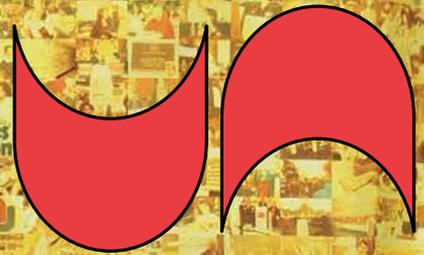




**Nurses and the labour movement help hockey come to Lubicon Lake!**



*United Nurses of Alberta*  
**NewsBulletin**

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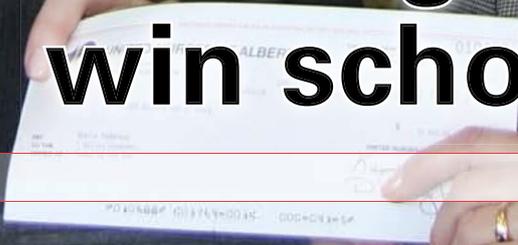
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**Nursing students win scholarships**

*President Heather Smith presents Sheila Pederson with the \$1,000 2011 CFNU Scholarship. More 1st year nursing students to win UNA scholarships on page 13.*



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# Public service unions help build a better society

**That's not what some profit-oriented business people want Albertans to believe**

The people of Wisconsin had to rise up this spring to resist a Republican governor's law aimed at stripping teachers, nurses and other public servants of their rights to union representation. But now the Alberta Federation of Labour has uncovered signs of a push to attack these rights in Alberta.

The AFL has discovered that the billionaire Koch brothers, who have spent tens of millions of dollars on lobbying and on funding the Tea Party and other extreme right-wing organizations in the U.S. have made a move to influence Alberta politics.

The Koch brothers are widely reported to be backers of the attack on workers' rights in Wisconsin. The AFL has released documents showing they have hired a lobbyist in Edmonton.

"We're concerned that they're going to start peddling the same kind of divisive and destructive policies here," says Federation President Gil McGowan.

The AFL also revealed that provincial cabinet minister Jonathan Denis is a founding member of an "Institute for Public Sector Accountability". The Institute is calling for a similar program

of cutting public service union rights in Alberta.

McGowan is absolutely correct that this would be a destructive direction. Unions play a vital and constructive role in our democracy and our society.

UNA President Heather Smith pointed this out in regard to the recent revelations of intimidation of health workers.

"Intimidation is not new to nurses. We are fortunate in that we have a union and rights guaranteed in our agreement so that we can advocate for good care. It's a lot tougher to silence advocates when they have a union behind them," she said.

As Canadians we want our public services to be fair employers who do not exploit staff. Public jobs should be good jobs that support secure families and help build strong, safe communities.

We know we can expect better services and better quality care from public employees who are treated well.

The rhetoric from the right-wing lobby is that unions take too much, leaving too little for private business and profits. The reality is that unions give a great deal and contribute tremendously to making our province a better place to live.

## Health care crucial in the federal election

Health care is a top Canadian concern, one that's certain to come up in the federal election that was just being called as this newsletter goes to press. The Canadian Federation of Nurses' Unions is calling on nurses to have a strong voice in this election. A special CFNU leaflet to help do that is included in this issue. 🍷

# Provincial budget continues stable health funding

## Growing province needs more nurses and health care capacity

Premier Ed Stelmach made good on his budget promises, following through with the second year of the five-year stable funding plan for health, increasing the Alberta Health Services operating budget by 6% as planned. Although the Premier is retiring, the same 6% has been forecast for 2012, and the following two years were slated for 4.5% each.

“Following through on the promise of stable, predictable funding is just what our system needs,” says UNA President Heather Smith. “Stability is the most important thing in improving our health system right now.”

The February 24th health budget totalling nearly \$15 billion promised 360 new hospital beds, 2,300 continuing care spaces, 3,000 more surgeries and 3,000 more people receiving home care.

“Alberta continues to grow, and our health services need to keep up. It won’t just take facilities, it’s going to take nurses, doctors and other health professionals. Alberta needs to keep up with developing the professionals our system will need to take care of us all,” Heather Smith said.

More full-care nursing home beds are also critical in the health care equation.

“The budget promises 2,300 new continuing care spaces,” Heather Smith noted. “Many of those need to be high level long-term care beds, with high levels of nursing care.”

But while the health budget continued to fare fairly well, the Stelmach govern-

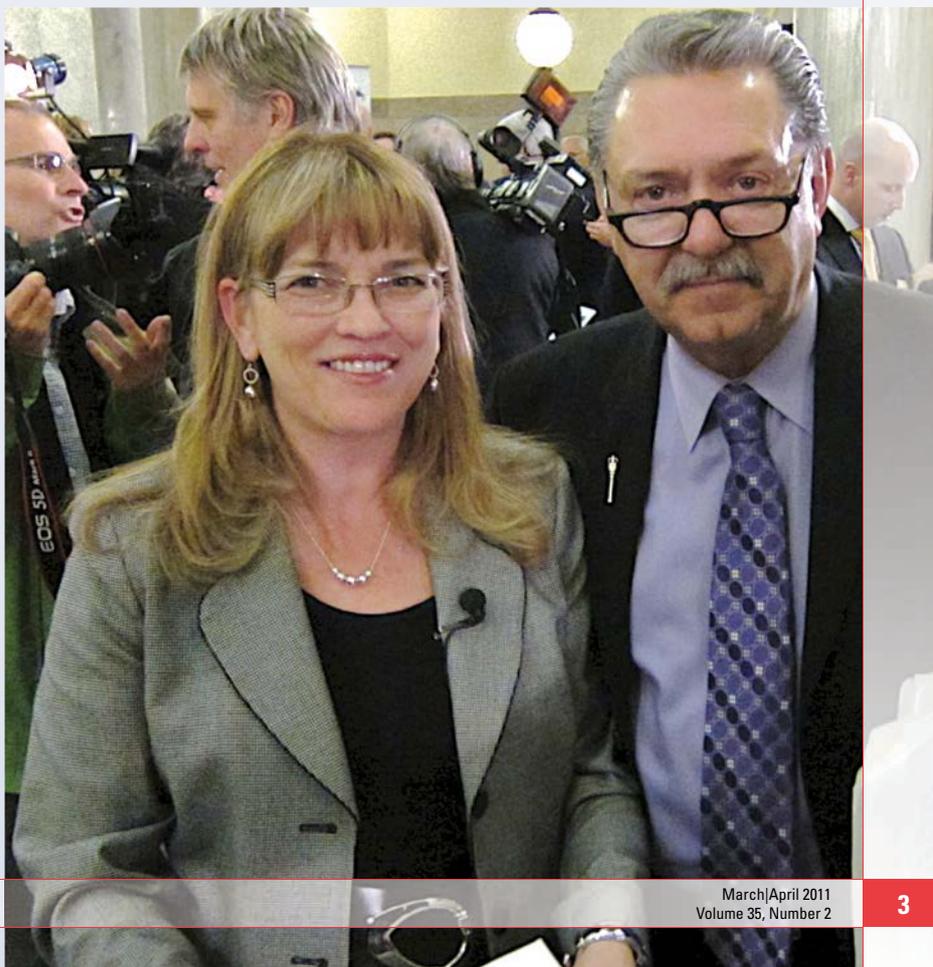
ment froze or reduced the budget in nearly every other public service area.

The Edmonton Social Planning Council points out that: “the budget freezes benefit levels for low income seniors, AISH recipients, and those on Alberta Works for a second straight year. This is the third consecutive year of funding reductions for developing new affordable housing, though funding for support services for the formerly homeless is increasing. There also continues to be no commitment to a comprehensive strategy to reduce poverty.” 🇺🇸

*“Following through on the promise of stable, predictable funding is just what our system needs,”*

*President Heather Smith.*

*President Heather Smith talks with Health and Wellness Minister Gene Zwozdesky after the announcement of the provincial budget.*



# Opposition leaders call for full, independent public inquiry into intimidation of health professionals

**S**tories of doctors and other health workers being intimidated for speaking out about problems in our health system underpinned an historic call by leaders of four opposition parties for a public inquiry March 4th.

“We have to know whether or not health staff or professionals were subject to intimidation, retribution or discipline or attacks on their reputation personal or professional in order to prevent them from speaking out on behalf of their patients and on behalf of effective health care in the province,” said NDP Leader Brian Mason at the joint news conference.

United Nurses of Alberta says an inquiry could help a great deal if it frees health professionals to advocate.

“Nurses face this daily in our worksites, pressure to keep silent about less than desirable patient care conditions,” says UNA President Heather Smith.

“Intimidation is not new to nurses. We are fortunate in that we have a union and rights guaranteed in our agreement so that we can advocate for good care. It’s a lot tougher to silence advocates when they have a union behind them,” she said

The leaders talked about ongoing government efforts to muzzle health professionals and prevent them from speaking out. They also mentioned the restrictive Alberta Health Services Code of Conduct, which has since been changed. 🍷

*Brian Mason, leader of the NDP, Sue Huff, Leader of the Alberta Party, Dr. David Swann, leader of the Liberals, Danielle Smith, leader of the Wildrose Alliance, and Dr. Raj Sherman, Edmonton MLA at the news conference calling for an inquiry.*



# Labour coalition calls on government to look at revenues, not more cuts

On February 17th, a coalition of unions called on Alberta's Auditor General to investigate why the government is failing to meet its own targets for collecting revenue from non-renewable resource extraction.

"The province is missing out on billions of dollars in revenue that it should be collecting. If that money was being collected, then there would be no need to even consider deep and destabilizing cuts to things like health care, education and other core services," says Gil McGowan, president of the Alberta Federation of Labour (AFL), which represents 140,000 workers.

"There is simply no good reason why we should be looking at another austerity budget."

UNA First Vice-President Bev Dick represented nurses in the coalition.

"We are here to talk about the state of Alberta finances and the issue being that we have a huge revenue problem, not so much a spending problem in this province. That comes from the Alberta Government not collecting the revenues that they should be and that they promised to do," Bev Dick said.

"The government's purse isn't empty because it's spending too much - it's empty because the government isn't bothering to collect what it should - and what Albertans, as the owner of the resource, are actually owed," Gil McGowan said. 🍷



## A message to Wisconsin

The Alberta Federation of Labour executive council sent a special video message to the working people of Wisconsin who are strongly resisting new laws to remove their rights to collectively bargain. AFL President Gil McGowan thanks the Wisconsin workers for "encouraging us to take on this fight against employers and right-wing governments". The whole crew send a special snowball message. View the short piece: <http://www.youtube.com/ABfedlabour> 🍷





# Labour raises \$97,000, builds first hockey rink at Lubicon Nation

**O**n February 7, 2011, A delegation from the Alberta Federation of Labour, including UNA executive board members Christina Doktor and Beryl Scott, visited the Lubicon Cree community at Little Buffalo Lake in northern Alberta. Through the AFL, UNA has helped fund the construction of a new hockey rink for Lubicon youth, who have few recreational opportunities. "Operation Hockey" and was an initiative of the AFL Human Rights & International Solidarity Committee, regional businesses in the Peace Country, and human rights activists. These groups raised \$97,000 to build the outdoor rink for the community of about 500 about a six-hour drive north of Edmonton.

Unlike other first nations in Alberta, the Lubicon Cree do not have treaty rights and collect no royalties from the natural resource wealth that is being pumped from under their traditional territory.

AFL President Gil McGowan, AFL Secretary-Treasurer Nancy Furlong, Communications, Electrical, and Paperworkers Union national President Dave Coles, and representatives of other AFL affiliates joined members of the Lubicon community at the grand opening of the hockey rinks. After the official ceremonies, some of the donors strapped on their skates for a fun game of hockey with some of the local kids.



## UNA executive board member Christina Doktor published a story in the Edmonton Journal on February 8, 2011. Here is an excerpt:

*Why, you might ask, is everyone -- the provincial government, the federal government and private corporations -- able to make money from oil and gas operations on Lubicon territory, while the band members themselves are left with next to nothing?*

*This journey has taken more than 100 years, beginning with the Treaty 8 negotiators failing to include the Lubicon in 1899. It was followed by decades of foot-dragging and underhanded negotiating tactics by federal authorities. No progress has been made since the Lubicon were recognized as a distinct society with land rights in 1939. Attempts to negotiate a reserve have been met with delays and disappointments.*

*Independent, unbiased voices, including Amnesty International, have backed the Lubicon's calls for justice, to no avail. In 1986, after an 18-month inquiry, Judge Davie Fulton filed a report that supported the Lubicon. The Alberta government refused to discuss his recommendations and he was fired by the federal government.*

*In 1990, the United Nations found Canada in violation of the International Covenant on Civil and Political Rights over its treatment of the Lubicon people. In 2005, the UN urged the Canadian government to resume negotiations with the Lubicon and find a solution.*

*Meanwhile, resource extraction in the area continued and by 2009 there were more than 2,000 oil and gas installations in Lubicon territory, leaving band members to deal with the downside of industrial operations -- declining moose population, scarce food supplies, less income from trapping and greater dependence on welfare*

*-- while enjoying none of the benefits of increased income from operations on their land.*

*But today's story is not about gloom and doom. Despite the seemingly overwhelming issues faced by the Lubicon, they have found allies willing to come together to make a difference to the lives of band members. Operation Hockey was launched in July 2010 by the Human Rights and International Solidarity Committee of the Alberta Federation of Labour (AFL) and Amnesty International, to raise funds to build an outdoor hockey rink. This project was chosen because young band members said they needed somewhere to get together to spend time in a positive atmosphere.*

*Since then, unions (including the United Nurses of Alberta, the Communications Energy and Paperworkers Union of Canada, the Canadian Union of Public Employees 3911, United Food and Commercial Workers 401 and 1118, Canadian Union of Postal Workers Edmonton and Calgary, the Health Sciences Association of Alberta, the Canadian Office & Professional Employees Union 458 and the AFL) have kicked in \$58,000 toward the cost of the rink. Employers (including Harvest Operations Corp., Outsource Seismic, CCS Corporation, Roy Northern Land, Arsenal Energy Inc., Devon Standard, Triple K Trucking, Hi-Tech Reclamation, Norab Contracting and C-Six Water Hauling) added \$39,000.*

*The band donated the land for the rink, played a vital role in fundraising, and band members have been involved in doing as much of the work themselves as possible, to make it more affordable. 🍷*

**Watch the kids on the ice at  
Lubicon Lake here:**

**[www.youtube.com/UnitedNursesAlberta](http://www.youtube.com/UnitedNursesAlberta)**

# Nurses playing role in setting staffing

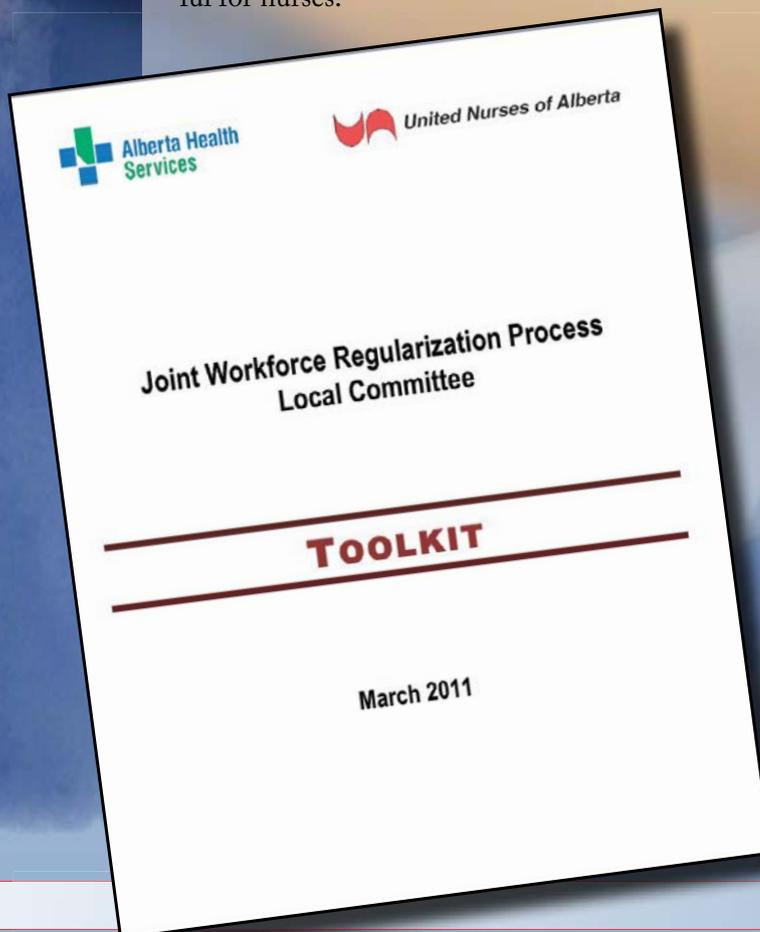
## New “regularization” project gives UNA Locals say in creating nursing positions

*Alberta Health Services lead negotiator Cory Galway and UNA's David Harrigan gave talks about the Regularization plan at UNA District meetings around the province in March.*

**I**t's a first for UNA. Starting this year, nurses will be taking part in a staffing process that aims to reduce reliance on overtime, extra shifts and casual hours. The process is called “regularization” and it comes out of a Letter of Understanding that UNA negotiated in the current provincial Collective Agreement (p. 151).

The province-wide project will identify worksites and units that use heavy overtime or extra hours and increase FTEs or post new positions to convert those hours into regular staff hours. “Regularizing” these hours will help control costs, and provide a big boost to continuity of care and also of course, to quality of care.

UNA also hopes that creating more positions and boosting FTEs will help to cut down mandatory overtime, and working short staffed, both of which are highly stressful for nurses.



Since November, a joint UNA-Alberta Health Services provincial steering committee has been developing a provincial process to undertake this “regularization”. The official name is the Joint Workforce Regularization Provincial Project Steering Committee, or, the JWRP Provincial Committee.

The provincial steering committee has set up the process, but the actual work begins at the local level where joint union and employer JWRP committees will prioritize the units and areas to examine for extra hours, where regularization might bring the most benefit.

These JWRP Local Committees resemble PRC committees: they are joint committees of nurses and managers. Members of the PRC Committee can also be on the JWRP Local Committee. In fact, the provincial steering committee has recommended that at least one member of the JWRP Local Committee should also be a member of the PRC Committee to ensure good communications.

JWRP Local Committees will need to call upon the help of AHS managers and UNA unit reps who are familiar enough with a particular unit or programs to be able to make recommendations as to which extra hours worked “regularization hours” could be converted to regular hours.

The agreement is clear that where it is possible the extra hours must be converted to regular hours. The conversion is

not optional or dependant on budgetary, or upper level management approval.

Casual nurses who are looking for regular shifts will find more possibilities opening up as hours are converted into new regular positions. At the same time, there will always be a need for casual positions to cover vacancies. The project will only convert some casual hours.

AHS will be sending memos to all managers letting them know local committees will need detailed information and analysis of past schedules. The managers need to check the information with a local UNA rep and send it in.

When that information has been collected, it will be up to the JWRP Local Committee to look at the “regularization hours” and reach consensus on whether it is possible to convert them into regular hours. They have to inform the provincial committee of their recommendations. If they cannot reach consensus, they still report their findings to the provincial group and refer the question to the Dispute Resolution Advisory Committee for a decision on possible regularization.

The provincial committee has prepared a brand new JWRP toolkit that walks local JWRP Committees step-by-step through the process.

**The goal is to complete the “regularization” process by April 2012. ♡**

*The provincial steering committee has set up the process, but the actual work begins at the local level...*

*Nurses at the UNA North Central District meeting ask questions about regularization.*



# Research to Action Conference

*“Collective Agreement inclusion brings continuity to the actions,”*

- Heather Smith.



Representatives from Unions, Associations, and Employers gathered in Ottawa in early March to compare notes on retention and recruitment strategies for Nurses.

The National Knowledge Transfer Conference gave representatives from each province an opportunity to present the successes and challenges faced in their Research to Action pilot projects.

Proposed by the Canadian Federation of Nursing Unions (CFNU) and approved by Health Canada in October of 2008, Research to Action includes a series of pilot projects aimed at improving nurse retention and recruitment through strategies to improve the workplace. In each province, a pilot project was led by a steering committee and focused on an area of the nursing practice identified as relevant in that jurisdiction.

Alberta's portion of the national project was the only one to focus on actual collective agreement innovations. In Alberta the project evaluated the recruitment and retention initiatives in the contract including those introduced in 2007: benefit-eligible casuals, weekend workers, pre-retirement FTE reduction and three other pilot programs.

President Heather Smith and Local 196 member Judy Brandley represented UNA at the conference. The Alberta's pilot project included the Transitional Graduate Nurse Recruitment Program, and retention and recruitment initiatives that are included in the Collective Agreement.

“Employers and Unions are trying to raise the level of results of recruitment and research,” said Heather Smith. “We were quite naive and ambitious to put it in our Collective Agreement, but it stays active. We have evidence that it works and it is in a formal document.” 🍷

*Learn more about Research to Action at <http://www.thinknursing.ca/rt>*



# UNA offices greening up

**U**NA is “greening up” – looking at ways to reduce energy use and the overall environmental footprint. Several steps have already been taken, including using renewable wind power from Bullfrog Power to energize our provincial meetings.

UNA has also implemented full recycling policies in both offices. All paper, plastics and other recyclable materials are going into the appropriate bins and off to be reused.

UNA is also testing printers and computers for “phantom power” waste. We can achieve quantifiable reductions by turning off these and other items overnight.

## Some green steps:

### 1. Use electricity wisely.

- Set computers to sleep and hibernate when inactive.
- Get rid of screen savers - they can waste up to \$50 a year of electricity!
- Unplug electronics after hours as phantom energy is used even when they are switched off.
- Plug all your appliances into a power strip so you'll only have to flip one switch.
- Power down! Turn off your computer when you leave for the day and when you leave for lunch.
- Install occupancy sensors that turn off lights when no one is in the room
- Make good use of natural lighting when possible

### 2. Save paper!

- Cut down on printed material.
- Use the double sided feature whenever possible.
- Eliminate cover sheets by writing comments on the first page of faxes.
- Avoid printing off emails.

### 3. Keep your office space green!

- Re-use binders, envelopes and file folders.
- Open blinds to make full use of natural light and cut down on electric lighting.
- Turn off all lights when leaving the office.
- Close all blinds and curtains when leaving to save on energy.

### 4. Save the environment one cup at a time!

- Refrain from buying plastic bottles. It takes 162g of oil and seven litres of water (including power plant cooling water) just to manufacture a one-litre bottle, creating over 100g of greenhouse gas emissions (10 balloons full of CO<sub>2</sub>) per empty bottle.
- Avoid using Styrofoam or individual cups. Encourage employees to bring their own mug and keep extra mugs on hand for visitors.
- Invest in a water cooler.
- Invest in fair trade, organic coffee and teas.
- Buy supplies (e.g. sugar) in bulk to avoid individually wrapped packages.

### 5. “Reduce, reuse, recycle”

- means more than just throwing old notepaper in the blue bin (though you needn't stop doing that). Really think about everything you use. Do you need disposable cups at the water cooler? Can you use the other side of the used sheets of paper you've thrown in the recycle bin? Australia has added a fourth R – Refuse. Simply put: Don't buy stuff you don't need. And, when you do make a purchase, bring your own bags. ♡ ♡



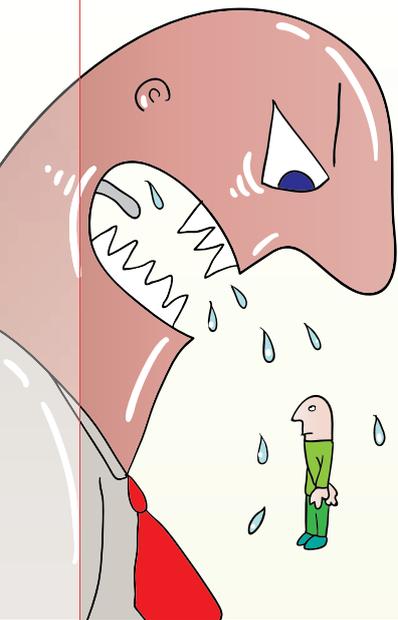
# Bullying and intimidation have no place in the workplace

**B**ullying in the workplace is recognized as a significant cause of workplace stress. But it is widely recognized that it is far more prevalent than other destructive behaviours that are covered by legislation such as sexual harassment and racial discrimination.

Bullying can be so subtle at first that many victims of bullying are not aware of what is going on for some time. Examples of bullying behaviour can include:

- Constant unfair surveillance or monitoring
- Encouragement of other staff to harass an individual
- Social isolation of an individual
- Constant innuendo (ridicule, sarcasm, gossip, rumour)
- Verbal abuse (shouting, yelling, screaming)
- Visual abuse (finger pointing, fist shaking, hostile facial expressions, threatening manner)
- Physical Abuse
- Threats of and/or inappropriate performance reviews
- Constant, unjustified, unreasonable criticism of work
- Withholding information and setting up failure (unreasonable workload, deadlines, changes)
- Blocking training and professional development opportunities

Bullying may make individuals ill. The effects can be the same as those of other stressors in the workplace: headaches, insomnia, irritable bowel syndrome, depression, anxiety, inability to concentrate, irritability, low morale and decreased productivity.



## Employers and co-workers can all help prevent and stop bullying

Employers should implement strict anti-bullying policies and treat all complaints of bullying seriously. All complaints should be dealt with promptly and confidentially. Employers need to provide training for all employees, managers and supervisors on what is considered bullying and who they can go to for help.

Bullies rely on intimidation to silence victims and co-workers. Worker power has always come from co-workers fighting back collectively. We all need to take a stand together against bullying. If you are being bullied or you believe one of your co-workers is a victim of bullying call your UNA local representative for assistance.

Over 80% of bullies are bosses, some are co-workers and a minority bully higher ups. Some bully to hide feelings of inadequacy by attacking and diminishing the capable people around them. The most dangerous bully deliberately attempts to destroy another person. These bullies are authoritarian, fearless and lack remorse.

Workplace bullies are a tremendous liability for an employer. The human and financial costs include increased sick leave and long term disability claims, staff replacement costs and increased turnover of staff. Patient care is affected by increased risk of incidents, errors and decreased productivity. 🍷

## First year nursing students win UNA scholarships

This year UNA is giving six \$750 scholarships to first year nursing students and is also presenting a \$1,000 award on behalf of the Canadian Federation of Nurses' Unions. The other UNA Award recipients who are not pictured here are all at Grant MacEwan University: Chelsey Croft, Danielle Hennessey, and Amy Price. The UNA scholarships come out of the scholarship fund created by generous contributions from nurses at UNA annual meetings. **Congratulations to all.** 🍷



UNA Secretary/Treasurer Karen Craik presents a scholarship to first year University of Calgary Nursing student Avy Boychuk and her proud mom, Heather Dean, member and Unit Rep from Local 115 at the Foothills Medical Centre.



President Heather Smith presents a scholarship to University of Alberta Nursing student Meghan Keefe. Meghan was joined by her mother Neva Posemko and her sponsor Lorna Horth, an active UNA member.

UNA 2<sup>nd</sup> Vice President Jane Sustrik presents a scholarship to Tegan Ruether, a first year student in the Bachelor of Science in Nursing Program at Grande Prairie Regional College. Her aunt and sponsor, Kara Endresen, is a member of Local 37 and works in Emergency at the Queen Elizabeth II Hospital in Grande Prairie.



UNA President Heather Smith presents the CFNU scholarship to University of Alberta Nursing student Sheila Pederson with 1st Vice President Bev Dick, 2nd Vice President Jane Sustrik, and Sheila's sponsor Donna Nelson.

# Faces & friends

News about the people of United Nurses of Alberta.

New executive for one of UNA's newest Locals

*Local 414 Calgary Corrections: Vathana Chandran (Secretary), Ellen Hay (President), Daphne Wallace (South Central District Representative), Brea Maznyk, Allison Saxby (Vice-President)*



*UNA member and CFNU Secretary-Treasurer Pauline Worsfold with UNA President Heather Smith at the MP Breakfast.*

## CFNU talks long-term care on Parliament Hill

UNA representatives were on hand February 8th, 2011, when the Canadian Federation of Nurses Unions hosted its 13th MP Breakfast. MPs, Senators and a wide range of health and labour stakeholders came together to hear Dr. Michael Rachlis and Alberta's Wendy Armstrong address the realities of long term and continuing care in Canada.

CFNU says a national discussion on long-term care is overdue. CFNU released a new publication: Long-Term Care in Canada: Status Quo No Option. The report by Ann Silversides explores long-term care in Canada, how it fits into the continuum of care, and the wider implications for Medicare. It is available on CFNU's website: [www.nursesunions.ca](http://www.nursesunions.ca)



"Rosie-the-Riveters" ham it up at the International Women's Day celebration in Calgary. Rosie the Riveter became a poster image for women taking on equal roles in the workplace when women replaced men in factories during World War II. Thanks to UNA Secretary-Treasurer Karen Craik who attended the event and took pictures. UNA helped sponsor the event with gift cards for door prizes.

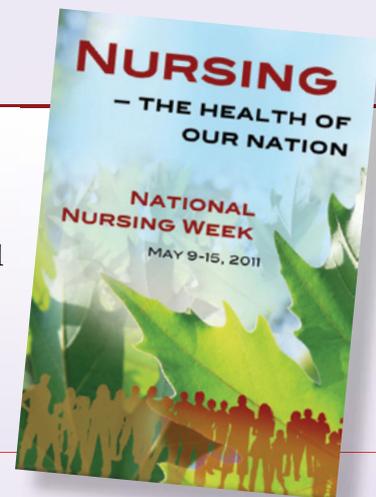


*MPs and guests chow down on Parliament Hill in Ottawa while they listen to CFNU speakers on the long-term care crisis running right across Canada.*

## Prep for Nursing Week

National Nursing Week will be coming up fast, May 9-15. The national theme this year is "Nursing - the health of our nation". UNA will be supplying some national working materials again this year.

But we also want the news and photos of your Nursing Week events to publish in the NewsBulletin to show what you are doing for Nursing Week. Email your stories and photos to Keith Wiley at [kwiley@una.ab.ca](mailto:kwiley@una.ab.ca).





## Report from Director of Labour Relations David Harrigan

### *Nurses getting back pay for underpaid OT or call-back on Stat holidays*

A UNA court win in late 2010 ruled that nurses have been underpaid for working overtime or call-back on stat holidays. AHS is going to pay out the difference to nurses who were underpaid.

AHS and UNA have issued a joint statement clarifying that nurses working OT or on a call-back on a Stat get 2.5X pay and 3X pay on the Super Stats (Christmas Day and August Civic Holiday).

The grievances on the issue were filed as early as 2005, so all nurses who were underpaid for working overtime or on call-back on a stat since then are eligible for compensation. The “superstat” rates did not come into effect until 2007.

Nurses who were underpaid should contact UNA by May 31 (Contact: Shelley Hodgson at UNA Provincial Office, shodgson@una.ab.ca, 780 425-1025. or 1-800-252-9394). They must indicate the date of the Stat holiday on which they worked overtime or call-back and if possible supply any evidence, such as a pay slip.

More information: [www.una.ab.ca/negotiations/](http://www.una.ab.ca/negotiations/) 🍷

### *Nurses required to come in get minimum 3 hours pay, OT rate*

A recent arbitration ruling means that nurses required to attend at work on any unscheduled workday must be paid for a minimum of three hours at the overtime rate. This includes nurses who are ordered in for an in-service, for any type of meeting, or for any disciplinary meeting on a day they are normally not working. Nurses who are not required to come in, or who volunteer to come in, get their regular rate of pay for a minimum of three hours on a non-scheduled day, but must be paid 2X overtime (but for no minimum time), on a Designated Day of Rest. 🍷

### *More UNA collective agreements settled*

Most UNA Locals have settled new contracts, although talks continue with some employers. In February The Good Samaritan Society (Locals 212, 223, 227, 311, 314 and 316) reached an agreement, with recommendations from a mediator. Salem Manor nurses also settled, also with help from a mediator. Both agreements mirror the provincial settlement, a 3 year deal with salary increases of 0, 2% and 4%. Also the Letter of Understanding on Market Condition lump sum payments is renewed, and notice of layoff is increased from 14 days to 28 days.

### *Still bargaining*

The UNA Locals who are continuing or beginning negotiations are: Hardisty Care Centre (Edmonton), Touchmark at Wedgewood (Edmonton), AgeCare (Medicine Hat), Clifton Manor (Calgary), Club Sierra (Medicine Hat), Shepherds Care (Edmonton) and Rivera LTC (all sites).

### *Nurses looking for a first agreement*

There are also two new UNA Locals who are now in or soon to begin bargaining for their first agreement.

- Extendicare Red Deer
- Covenant Health, Mary Immaculate Hospital Mundare

### *Rimbey nurses in transition talks*

Nurses at new Local 412 at Rimbey Hospital and Care Centre are currently in talks to transition to the Provincial Agreement.

### *Seniority changing for former Mundare and Rimbey nurses*

Nurses working under a UNA agreement now who formerly worked at Mundare or Rimbey should contact Provincial Office about possible revision to an earlier seniority date. 🍷

# Local nurses participating in “regularization” decisions

A first for UNA: converting extra hours into regular positions

For the first time, nurses and UNA are taking part in a process to reduce reliance on overtime, extra shifts and casual hours and create new nursing jobs.

The province-wide “regularization” process will identify worksites and units that use heavy overtime or other extra hours. “Regularization” will result in increased FTEs and posted new positions to convert some of those hours into regular staffing.

The goal is to reduce costs and mandatory overtime, reduce understaffing and cut down highly stressful shifts for nurses.

## Regularization starting now.

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