

Fort McMurray nurses praised for evacuation

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'Historic' outdoor ad campaign
produced by UNA and CARNA

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Registered Nurse Sally Tang appeared
in the advertisements jointly
sponsored by UNA and CARNA.

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**2017
NEGOTIATIONS
BEGIN**



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Nurses from across Canada respond to Fort McMurray fire with a show of solidarity



■ Time passes quickly and already we are preparing to bargain a new Provincial Agreement in 2017.

So this edition of UNA NewsBulletin contains your individual bargaining survey. I strongly urge you to complete the survey and submit it to your Local president. Proposals may only be submitted to the bargaining team by your Local. The best way to have your recommendations and concerns addressed is to attend your Local's meeting where members' proposals are addressed and approved.

After that, a provincial proposal-setting meeting will be held in November. Once provincial bargaining proposals have been established, bargaining with the employer will commence early in 2017. As always, I encourage you to stay informed and provide feedback to your Local throughout bargaining.

A list of Collective Agreements included in this round of Provincial Negotiations is on Page 3 of this NewsBulletin. Check with your Local Executive if you are unsure if your Collective Agreement will be renegotiated in 2017.

These negotiations will have a new and different dynamic now that public employees in Alberta, including UNA members, have the legal right to strike. New provincial legislation requires us to negotiate essential-services agreements with employers at each worksite. We expect those talks to commence before the end of 2016.

Meanwhile, the Fort McMurray wildfire and evacuation in early May captivated the media and Canadians for more than a month. Thankfully, Fort Mac residents are now returning home, but for

many the heartache will last a long time. Nurses across Canada are doing their part to smooth the return to normal for Fort McMurray residents, and in particular nurses.

Nurse unions throughout Canada, in addition to the Canadian Federation of Nurses Unions, responded with cash donations to the Canadian Red Cross. Members of the B.C. Nurses Union, Saskatchewan Union of Nurses and Nova Scotia Nurses Union contributed uniforms and additional resources specifically for nurses.

The level of engagement with this disaster and support for people affected has been very high everywhere. I was in northern Ontario for the May long weekend and people were riveted by the developments in Alberta. The local radio station played "Support-the-Fort" advertisements almost every hour. The Local weekly newspaper encouraged residents to donate with the goal of raising a dollar for every resident of the Fort in the knowledge they would be matched by the federal government. Stories of goodwill across our country are abundant.

It is reassuring and inspiring to know when Albertans or Canadians need each other, our differences and vast geography do not separate us. This is solidarity at its best!

In Solidarity,

Heather Smith
President, United Nurses of Alberta

UNA starts process for 2017 Negotiations



■ The United Nurses of Alberta Executive Board has approved the composition of the Provincial Bargaining Committee and the timelines for the upcoming round of negotiations for the next Provincial Collective Agreement.

The current Provincial Collective Agreement covers the large majority of employees represented by UNA. The current contract took effect on April 1, 2013, and expires on March 31, 2017. This agreement covers employees represented by UNA who work for:

- Alberta Health Services
- Covenant Health
- Lamont Health Centre
- Bethany Group (Camrose).

In addition, UNA members employed by the following employers are covered by the wording of the Provincial Agreement but are technically covered by separate agreements with some local conditions included.

- Bethany Care Society
- Carewest Colonel Belcher
- Clifton Manor
- The Good Samaritan Society
- Capital Care Edmonton
- Touchmark at Wedgewood
- Salem Manor
- Shepherd's Care Foundation
- St. Michael's Nursing Home
- Raymond Health Centre

The election of the Negotiating Committee members and alternates were held in June at District Meetings across the province. The names of the members elected to the Bargaining Committee will be posted on the UNA website.

A Demand-Setting Meeting to determine the union's initial bargaining proposal is scheduled to take place on November 22, 23 and 24, 2016 at Edmonton's Northlands Expo Centre. 🍷

**Bargaining Survey
in this NewsBulletin**

RNs at Cedars Villa in Calgary vote to join UNA

■ United Nurses of Alberta welcomes the 37 Registered Nurses employed at Extendicare's Cedars Villa long-term care facility in Calgary.

RNs employed at the facility in southwest Calgary voted overwhelmingly on Monday, May 9, to become the latest members represented by UNA.

As soon as possible, UNA will negotiate a first collective agreement for the Cedars Villa nurses, who before the vote worked without representation by a union.

UNA already represents RNs at eight other Extendicare facilities in Fort Macleod, Vulcan, Red Deer, Leduc, Edmonton, Viking and Mayerthorpe. 🍷



Fort Mac nurses praised for courage and professionalism in evacuation of 106 patients to Edmonton

"We are so proud of the nurses and residents of Fort McMurray for their contributions to ensuring the swift and safe evacuation of Fort McMurray and the Northern Lights Regional Health Centre."

– UNA President Heather Smith

Municipal Affairs Minister Danielle Larivee, a Registered Nurse and former UNA activist, joined Fort McMurray firefighters to greet returning residents on the first day they are allowed back into the city. (Photography by Chris Schwarz/Government of Alberta)

■ As flames licked at the edge of Fort McMurray and the city's nearly 90,000 residents prepared to follow orders to leave town, Alberta Health Services staff including many UNA members successfully evacuated more than 100 patients, among them nine newborn babies and their moms, from the Northern Lights Regional Health Centre. All were brought safely to Edmonton.

The devastating fire started on May 1, and on May 3 the mandatory order to evacuate the city was issued by city officials.

Nurses, physicians, managers, and maintenance and security staff at Northern Lights swung into action, choosing to remain with the hospital's patients, even though many of them had no idea where their own family members were as the flames began to threaten the city.

UNA President Heather Smith praised the courage and professionalism of the nurses and other health care workers who assisted in the evacuation. "We are so proud of the nurses and residents of Fort McMurray for their contributions to ensuring the swift and safe evacuation," she said.

On the night of the evacuation, AHS Interim CEO Verna Yiu told media the health care staff moved the 106 patients first to an oil sands airstrip north of the city, and from there to Edmonton. Escorted by nurses and other health care staff, the patients travelled in 17 buses to Suncor's Firebag site, and from there to the capital city aboard a Westjet Boeing 737.

One mom gave birth to twins at the hospital at 11:45 p.m. on May 3 and then went directly to Firebag at midnight.

AHS said a director remained at the hospital to ensure no patient or family member was left behind. The Edmonton Sun quoted him describing the "surreal" scene as new patients showed up as others were evacuated.

Canadian nurses' unions and the Canadian Federation of Nurses Unions made significant donations of close to \$60,000 to the Red Cross for the relief of Fort McMurray, the city's residents and its dedicated nurses.

"Alberta nurses are grateful to our colleagues across Canada for their donations. This tells a powerful story of how Canadians pull together in a crisis."

Although spared the flames, the 136-bed Northern Lights facility suffered water and smoke damage. Heating and ventilation systems had to be completely cleaned and the building thoroughly scrubbed and disinfected. 🍷



Fort McMurray nurses meet with health minister

- Members of United Nurses of Alberta Local 96 from the Northern Lights Regional Health Centre and Local 229 from Fort McMurray Community met with Health Minister Sarah Hoffman on May 12, 2016 at the Alberta Legislature Building. The nurses were among the close to 90,000 Albertans who were evacuated from Fort McMurray because of the wildfire.

The Fort McMurray nurses and members of the UNA Executive were introduced by Hoffman and given a standing ovation by MLAs from all parties in the Legislative Assembly. 🇨🇦



At the Legislative Assembly Building: (left to right) UNA President Heather Smith, Second Vice-President Daphne Wallace, UNA Local 96 Treasurer Michelle Warren, UNA Secretary-Treasurer Karen Craik, Health Minister Sarah Hoffman, UNA First Vice-President Jane Sustrik, UNA Local 96 Vice-President Jo-Ann Cluney, UNA Local 229 Vice-President Naomi Broderick and CARNA Registrar Cathy Giblin.

Canadian nurses' unions stand behind the nurses affected by Fort McMurray wildfire

- Canadian nurses' unions and the Canadian Federation of Nurses Unions have made significant donations to the Canadian Red Cross for the relief of Fort McMurray, the city's residents and its dedicated nurses.

"We are very grateful to all the unions and their individual members who have made donations through the Canadian Red Cross to the people and city of Fort McMurray," said United Nurses of Alberta President Heather Smith.

New and gently used uniforms, stethoscopes, and supplies have been donated to Fort McMurray nurses from nurses and unions from British Columbia, Saskatchewan, Ontario and Nova Scotia.

"On behalf of the Nurses in Fort McMurray I want to say thank you for all your generosity," said Heather

Young, President of UNA Local 96 at the Northern Lights Regional Health Centre. "The donations will be very well used and appreciated."

UNA represents 335 UNA dues-payers at two locals in the Fort Mac area: Local 96, which represents nurses at the Northern Lights Regional Health Centre, and Local 229, which represents Community nurses.

The devastating Fort McMurray fire, which was started May 1 southwest of Fort McMurray, resulted in a full-scale evacuation of the city soon after. "We are so proud of the nurses and residents of Fort McMurray for their contributions to ensuring the swift and safe evacuation of Fort McMurray and area," Smith said. 🇨🇦

"On behalf of the Nurses in Fort McMurray I want to say thank you for all your generosity."

- Heather Young,
President of UNA Local 96



Registered Nurse Heather Young is interviewed by Global News about the generous donations of uniforms and supplies sent from nurses and nurses' unions from across Canada. Young is the President of UNA Local 96 at the Northern Lights Regional Health Centre in Fort McMurray

Surgical mission to Ecuador 'a reminder of why I went into nursing,' Calgary nurse says



Scenes from the CAMTA mission to Ecuador



Faisal Kassam with Patient
Joselyn Lizeth Valencia Barba

■ When Faisal Kassam, RN, returned to Quito, Ecuador, with the Canadian Association of Medical Teams Abroad (CAMTA) for the third year in a row, past patients at the *Un Canto a la Vida* Hospital gave the team members a standing ovation.

When the team arrived in mid-February, Kassam recalled in a report to UNA, most of the former patients who were waiting in the hospital were there for follow-up assessments of hip replacement surgeries and club foot repair done by team members on past visits.

CAMTA's 2016 mission team included more than 90 pediatric and adult orthopedic surgeons, anesthesiologists, family medicine doctors, respiratory therapists, physiotherapists, O.R., recovery room and ward nurses, residents, nursing and medical students, lay people, general students and translators.

"It was an emotional arrival filled with tears and hugs, a testament to past work," recalled Kassam, a member of UNA Local 211 at the Sheldon M. Chumir Health Centre in Calgary. "Their joy was undampened by the fact many had arrived five hours earlier from other parts of the country."

Kassam describes his first day in Quito unloading close to 100 50-pound hockey bags of medical equipment and supplies for the orthopedic surgeries the team would perform. After that, he was helped to prepare the two Operating Rooms at the hospital used for the operations, as well as a recovery room and wards.

"For those lucky to be selected for surgery, it meant relief from debilitating pain to allow them to care and provide for their families, and for the kids, a chance to be normal and accepted, to have friends and dance and play soccer,"

wrote Kassam, whose group received a UNA Solidarity Fund donation. The team performed 17 surgeries on adults, including one bilateral hip replacement, and 18 on children, in addition to follow-up and casting, he said.

“As the adult recovery room nurse, I got to perform their pre-op assessments and then see them after surgery,” he wrote. “I don’t think there was a single patient who didn’t thank or bless me for the work we were doing, which speaks to just how impactful the surgeries would be.

“As I took patients up to ward, I got to see patients who had surgery that morning or the previous day, up on crutches walking the halls or the finishing their physio by tackling stairs as they were being discharged after two days.

“No matter how much pain they might have been in or how difficult the task

was, a smile always broke out on seeing any of us,” Kassam recalled. “Family were eager to hug and shake hands, thanking us for all of our work.”

Still, with only a limited number of surgeries possible during the team’s three-week visit, there was inevitably disappointment for some patients. He recalled the heart-rending reaction of a 14-year-old boy with a severe limp who had to be told he could not have surgery this time.

Still, Kassam recalled, “the work was uplifting, jovial and light-hearted. You were happy to get on the bus at 0700 and work 12- to 14-hour days. You knew you were making a difference.”

Kassam noted that CAMTA’s work could not be accomplished without local staff. The team also received a site visit from the Canadian Ambassador to Ecuador.

“This mission is a reminder of why I went into nursing,” he concluded.

The Edmonton-based volunteer medical organization has conducted missions to Ecuador every year since 2001. It is a registered charity. More information is available at camta.com/. 🇨🇦

“For those lucky to be selected for surgery, it meant relief from debilitating pain to allow them to care and provide for their families, and for the kids, a chance to be normal and accepted, to have friends and dance and play soccer.”

- Faisal Kassam,
UNA Local 211



REGISTERED NURSES: It's almost time to renew your practice permit

■ Renewal opens July 20. Here are some things you can have ready now to spend less time renewing this summer.

- Know your MyCARNAs user ID and password. If you've forgotten your user ID or password, click "Forgot your User ID or Password?" underneath the login boxes.
- Complete the MyCCP record you started last renewal by inputting your activities, evaluating your learning, and entering feedback.
- Start thinking about your 2017 learning plan and what you would like to accomplish this year. See what makes a great learning plan at abrn.ca/CCPsample.
- Estimate your practice hours from Oct. 1, 2015-Sept. 30, 2016. If you are unsure of your hours, contact your employer.
- Update your employer information (supervisor's name and phone number and the address of the specific site at which you work).

Update your contact information in MyCARNAs including your email address, so you will receive your renewal notice. 🍷

Annual CCP reviews on hold

This year's renewal will not include a review of randomly selected members' continuing competence learning plans.

Does this change how I do my CCP reporting?

No, you will complete your practice reflection and continuing professional development requirements as usual.

What if I have been required to complete a directed audit?

You will still need to complete a directed audit if you have been notified to do so. Only the random review has been suspended.

Is this a permanent change?

At this time, the decision only applies to the upcoming renewal. The Competence Committee will re-evaluate the random review process after renewal.

Why the change?

Upcoming changes to the Registered Nurses Profession Regulation include significant improvements to expand and strengthen the CCP based on member feedback. Temporarily suspending random reviews will enable us to focus on preparing for those changes. 🍷

More regulated nurses entering field than leaving: CIHI

- The number of regulated nurses entering the profession in 2015 was the highest since 2002, according to a report released by the Canadian Institute of Health Information in May.

A total of 30,897 nurses answerable to regulatory bodies joined the profession while 22,543 left, resulting in a net gain of 8,363, CIHI reported. That compared to a net loss of 2,360 in 2015, the respected health care analysis organization reported.

CIHI defines "regulated nurses" as Registered Nurses, Registered Psychiatric Nurses and Licensed Practical Nurses or their equivalent.

Between 2006 and 2015, CIHI said, the supply of regulated nurses nationwide grew 18.5 per cent to 415,864. "Over this period, the supply of LPNs grew by more than 50 per cent, while that of RNs/NPs and RPNs grew by roughly 10 per cent," said the report, *Regulated Nurses, 2015*. For more information, visit cihi.ca and follow the links. 🍷

Cytotoxic medications present real dangers to nurses who administer them

By Dewey Funk
UNA Occupational Health
& Safety Advisor

■ “Cytotoxic.” The word itself speaks to the effects!

According to the medical dictionary, a cytotoxin is a substance that may or may not be an antibody, that inhibits or prevents the functions of cells, causes destruction of cells, or both.

Some nurses must work with cytotoxic medication on a daily basis. Most nurses who do never think about the impact cytotoxins could have on their health, or that of their family members.

Nurses who have contacted me after exposure to cytotoxic substances say they often saw no labelling on the cytotoxic medication, and they have not been informed of how to safely handle these substances.

Many questions immediately come to mind that nurses who work with these substances, or are concerned that they may be working with them, should ask:

- Is the cytotoxic medication you are required to handle properly labelled?
- Do you need to use personal protective equipment such as gloves, eye protection or respiratory protection?
- Do you know where to look up the side effects of the medication you are required to handle?
- Do you know the side effects this medication can have on you?
- Do you know where to look for information, or whom to ask?

Known side effects of cytotoxic substances include miscarriages, impacts on nursing infants and fertility problems in both women and men.

I receive phone calls from time to time from nurses who have come in contact with these substances.

As nurses, you are required to handle medication every day throughout your nursing career. Your professional orientation as a nurse is to think about the impact of these medications on your patients. But many nurses never think about whether the medications they are administering might have an impact on them and their loved ones.

Nurses often don't think about side effects they may face because nurses view their principal role as helping sick people get better. They only think about themselves after that.

I am proposing that you develop a “Nurse First” attitude about these medicines – because the medications you are handling could make you the patient.

Ask about the side effects of the medications you are administering. Make sure the medications are labelled appropriately. Demand that the proper personal protective equipment is available. If this information isn't available, speak up and tell your employer.

This is your right and responsibility in the workplace. 🍷



Nurses often don't think about side effects they may face because nurses view their principal role as helping sick people get better.



CORRECTION

For every 100,000 FTEs worked in the Alberta Workers Compensation Board's Construction and Trades category, the WCB accepted 13 workplace violence claims. For every 100,000 FTEs worked in the WCB's Health Care category, the board accepted 802 workplace violence claims. Incorrect information appeared in this column in the last edition of NewsBulletin. The first figure in each sentence was incorrectly shown as 10,000. 🍷

Upon his retirement from the law, UNA parliamentarian and constitutional advisor Barrie Chivers thanked for his service



Barrie Chivers and his daughter Tamara Chivers. Tamara is a Labour Relations Officer with United Nurses of Alberta.

United Nurses of Alberta AGM delegates will be missing a familiar face on the podium this fall – Barrie Chivers, for many years UNA’s parliamentarian and constitutional advisor, has retired after a career in law that started in 1970.

On April 7, Government House Leader Brian Mason rose in the Legislature to bid farewell to Chivers, who served as the New Democrat MLA for Edmonton-Strathcona from 1990 to 1993.

“Few people have had more profound influence on labour, employment, and human rights legislation in Alberta than Barrie Chivers,” said Mason in his tribute. “Barrie’s defence of workers is legendary.

“His impeccable legal work has led to more progressive legislation in our

province,” Mason said. “As a result, Albertans enjoy greater fairness in the workplace.”

In addition to nurses, noted UNA President Heather Smith, Chivers has represented many workers from many unions with passion. “His work has made a significant difference to UNA and its members and his advice as our parliamentarian and constitutional advisor will be missed,” she said.

“We wish Barrie the best in retirement,” Smith concluded.

Despite Chivers’ retirement, the family tradition of labour activism continues with his daughter Tamara, who is employed as a Labour Relations Officer at UNA. 🍷

Once a UNA LRO, lawyer Yessy Byl honoured for her activism, volunteering

■ Former UNA Labour Relations Officer Yessy Byl has been awarded the 2016 Jim Shewchuk Award for her contribution to human services by the Edmonton and District Labour Council and the United Way of the Alberta Capital Region.

In addition to celebrating her contribution as a lawyer, trade unionist and community activist in the Capital Region, the joint award recognizes Byl’s contribution to community services and work as a volunteer.

Byl practiced law for more than 30 years, including a decade with UNA from 1990

to 2000, and another stint from 2011 to early 2013 after returning from “retirement.” From 2007 to 2009, she was the Alberta Federation of Labour’s Advocate for Temporary Foreign Workers, providing legal services for TFWs and assistance to unions devising TFW policies. She was the co-author of two important AFL reports on exploitation of TFWs.

“As an advocate for Temporary Foreign Workers, Yessy opened more than 10,000 files over a three-year span,” noted Perri Garvin, the United Way’s Labour Programs Co-ordinator in the Edmonton area. 🍷



Filling the prescription: CFNU makes the case for Pharmacare now

By Emily Doer
Canadian Federation of Nurses Unions

- “Not only is a national Pharmacare plan supported by 91 per cent of Canadians, but it will also generate billions of dollars of savings that can be reinvested back into our health care system to tackle issues like our aging population, mental health, Indigenous health and health human resources issues,” the president of the Canadian Federation of Nurses Unions told a Parliamentary breakfast on May 31.

“Canada’s nurses are setting the table for Pharmacare now,” Linda Silas told the MPs, Senators and health and labour who stakeholders came together to hear expert speakers make the compelling case for Canada’s adoption of a universal Pharmacare program as the next step in the evolution of our health care system.

Other speakers at the event – entitled *The Case for Pharmacare Now (Provincial and Expert Perspectives)* – included Dr. Marc-André Gagnon from the Carleton University School of Public Policy, former Nova Scotia deputy health minister Kevin McNamara and Dr. Steven Morgan of the University of British Columbia’s Centre for Health Services and Policy Research.

The event opened with Gagnon’s analysis of drug coverage in Canada. The Canadian pharmaceutical insurance system should be considered an anomaly, he explained. Canada has a universal public health insurance system, but is the only country in the world to exclude prescription drugs from coverage. If Canada paid the same official price for drugs as the OECD median, Canadians would save about 25 per cent on patented drugs, Gagnon said.

McNamara provided provincial perspective, arguing that to reduce costs, patients, doctors, governments, Health Canada and private drug plans must all play a role.

Morgan provided political context, explaining that never before has there been as great an alignment of key players in support of Pharmacare. He argued the lack of action on comprehensive public Pharmacare is unacceptable, and Canadians are literally dying as a result. He cited a 2012 study by researchers at the University of Toronto that estimated in Ontario alone more than 700 diabetic patients under the age of 65 died prematurely each year between 2002 and 2008 because of inequitable access to essential prescription drugs. That is like a plane full of Canadians crashing every year while governments refuse to take action because of concerns about costs and politics, he said. 🍷



CANADIAN
FEDERATION
OF NURSES
UNIONS

WHEN KNOWLEDGE MEETS KNOW-HOW



Radio and outdoor ads mark National Nursing Week as UNA and CARNA co-operate in 'historic' campaign

- Throughout May, United Nurses of Alberta and the College and Association of Registered Nurses of Alberta together marked National Nursing Week and celebrated the work done by RNs in their role as the backbone of Canada's health care system.

The month-long outdoor advertising campaign – which featured traditional billboards, digital billboards and transit shelter posters – highlighted the letters RN, “two letters that make a vital difference to our care,” and directed people who saw the ads to a web microsite, YourRN.ca.

YourRN.ca provided additional information on the nursing profession and the contributions made by RNs to Canadian health care.

In addition, UNA ran its own radio advertising campaign during Nursing Week with the message that members of the union are “on your side and at your side.” Voiced by UNA President Heather Smith, that 30-second radio message played on major stations throughout the province,

reminding listeners how Albertans count on UNA's Registered Nurses and Registered Psychiatric Nurses “for expert, professional care.”

UNA also purchased advertising during the Fort McMurray forest fire that praised the first responders dealing with the impact of the fire and told the people of Fort Mac that UNA members stand with them.

National Nursing Week traditionally falls on the week of Florence Nightingale's birthday, May 12, so this year it ran from May 9 to 15.

Smith calls the co-operative effort between her union and CARNA “a historic undertaking” that helps UNA and CARNA “work together toward our shared goal of ensuring Albertans always receive high-quality health care that includes the best nursing care.”

The outdoor advertisements, which depicted Sally Tang, a real Alberta Registered Nurse, appear at close to 70 locations near major hospitals. 🇨🇦



Every UNA member has a say!

You make proposals and suggestions to your Local using the questionnaire.

You vote on proposals at your Local meeting.

You elect your representatives to the Provincial Demand Setting Meeting.

You vote on the final package of ingoing proposals.

You vote on whether to accept or reject the Memorandum of Agreement.



United Nurses of Alberta

Provincial Negotiations TIMELINE AND DEADLINES

JUNE 2016

**Election of Provincial
Bargaining Committee**

OCTOBER 25 - 27

**UNA Annual General
Meeting** – Edmonton

SEPTEMBER 16, 2016

**Deadline for Local
proposals** to be received
in UNA Provincial Office

NOVEMBER 22-24

**Provincial Demand
Setting Meeting** – Edmonton

Local delegates vote to
determine ingoing proposals.

SEPTEMBER 26 – 30

Elected Negotiating Committee
reviews Local proposals
and Director of Labour
Relations recommendation.
The Negotiating Committee's
recommendations then go
back to Locals for discussion.

JANUARY 2017

Ratification Vote

Members vote on package of
ingoing bargaining proposals.

OCTOBER/NOVEMBER

Members provide direction
to Local Delegates prior
to the Provincial Demand
Setting Meeting.

FEBRUARY/MARCH 2017

Exchange of Proposals
and commence collective
bargaining for a new UNA
Provincial Agreement



United Nurses of Alberta

Most of Alberta's nurses are included in negotiations for the provincial agreement. All Employees of Alberta Health Services, Covenant Health, and many separate Long-term Care providers are included in Provincial Negotiations.

Return this questionnaire to your Local President.

It is the starting point for developing our provincial proposals.



Member Questionnaire

What do you want in our next contract?

1 About your nursing position

Employment status: Full-time Part-time Casual Temporary

(eg: Medicine, ICU, LTC, Home Care, etc.) _____

Term - What length should the contract be? 1 year 2 years Other (specify) _____

2. Wages - What would you consider to be a reasonable wage increase?

_____ % (first year of contract); _____ %r (second year of contract)

Other _____

3. Scheduling

What Length of shift do you usually work? 4 hour 8 hour 12 hour Other (specify) _____

What changes to the scheduling provisions would you propose: _____

4. Allowances/Premiums - What changes would you propose to:

- | | | |
|------------------------------------|------------------------------------------|----------------------------------------------------|
| • Education Allowances | <input type="checkbox"/> No Change | <input type="checkbox"/> Increase to \$ _____/hour |
| • On-call Pay/Call Back | <input type="checkbox"/> No Change | <input type="checkbox"/> Increase to \$ _____/hour |
| • Charge/Responsibility Pay | <input type="checkbox"/> No Change | <input type="checkbox"/> Increase to \$ _____/hour |
| • Evening Shift Differential | <input type="checkbox"/> No Change | <input type="checkbox"/> Increase to \$ _____/hour |
| • Night Shift Differential | <input type="checkbox"/> No Change | <input type="checkbox"/> Increase to \$ _____/hour |
| • Weekend Premium | <input type="checkbox"/> No Change | <input type="checkbox"/> Increase to \$ _____/hour |
| • Overtime | <input type="checkbox"/> No Change | <input type="checkbox"/> Increase to \$ _____ |
| • Transportation Allowance | <input type="checkbox"/> No Change | <input type="checkbox"/> Increase to \$ _____ |

Other changes or comments: _____

5. Health Benefits - What changes should be made to these provisions? _____

6. Sick Leave/Leaves of Absence - What changes should be made to these provisions? _____

7. Vacations - What changes should be made to the vacation article? _____

8. Named Holidays - What changes should be made to the Named Holidays article?

9. Professional Responsibility (PRC)—What changes would you propose for PRC?

10. Occupational Health & Safety (OH&S)—What changes would you propose for OH&S?

11. Layoff and Recall - What changes should be made to the layoff and recall provisions?

12. In the last two years has the staffing level and mix in your workplace:
 Improved Remained the Same Deteriorated
Comments: _____

13. Part-time, Temporary and Casual - What changes would you like to see to part-time, temporary or casual provisions?

14. Other - Please identify any other changes or issues you want addressed in the collective agreement.

15. Priorities - Please indicate the three (3) issues that are most important to you.
1. _____
2. _____
3. _____



Thank you for taking the time to complete this questionnaire. Please return to your Local President.
If you have any questions regarding negotiations, contact your Local President, your Labour Relations Officer or a UNA Executive Officer.

75 PRCs over 18 months help improve ER safety in St. Albert

■ United Nurses of Alberta Local 85 at the Sturgeon General Hospital in St. Albert reports improved Emergency Room staffing after ER nurses filed more than 75 PRCs over an 18-month period.

Local officers reported working hard at the PRC committee and presenting to the CEO of Alberta Health Services twice about understaffing in the department. As a result, early last year, the PRCs finally resulted in resolution to the staffing concerns that was acceptable to the Local.

As a result, the ER received an additional 4.42 Registered Nurse FTE in addition to making permanent an additional 1.4 RN FTE, 2.0 LPN FTE and added unit clerks that had been achieved on a temporary basis for six months the previous year.

Staff in the department continue to face challenges, but the extra staff has been instrumental in reducing concerns about patient safety among ER staff at the hospital. They call the total of 5.82 permanent RN FTE, 2.0 LPN FTE and added unit clerks a meaningful success. 🍷



UNA NewsBulletin wants to publish stories of PRC successes by our union's members. If you have a PRC success story to tell, please contact the UNA Communications Department.

Verna Yiu named as permanent AHS president and CEO

The Alberta Health Services Board has named Dr. Verna Yiu as president and CEO of the integrated province-wide health care agency, Canada's largest health employer. Her appointment was effective on June 3.

AHS Board Chair Linda Hughes made the announcement on May 31 – not a complete surprise as Yiu had been serving as the organization's interim CEO since January 11. Dr. Yiu was chosen because she is the best person for the job," said Hughes. "It's an added bonus that she is known as respected within AHS and across the province.

Yiu, who previously held the posts of VP Quality and Chief Medical Officer within AHS, is a pediatric nephrologist. While interim CEO, she dealt with the Fort McMurray fire crisis.

Yiu told the news conference she is confident AHS can both deliver outstanding care and get good value for money spent on health. "I've always believed that if you focus on quality, savings will follow because you can avoid the significant costs associated with return emergency department visits and hospital admissions."

She will be paid \$573,841 per year and has accepted a five-year contract. 🍷



Alberta Health Services President and CEO Dr. Verna Yiu spoke at a press conference in Edmonton on May 31, 2016.

NDP's first full budget tries to address a terrible economic situation without crippling cuts



Minister of Finance Joe Ceci answers reporters' questions on the budget at the Alberta Legislature in Edmonton Thursday, April 14, 2016.

(Photography by Chris Schwarz/
Government of Alberta)

■ On April 14, Alberta Finance Minister Joe Ceci read the 2016 Budget Speech in the Legislature, setting out a provincial budget that made the best of a difficult situation.

From the perspective of nurses and other health care professionals, the Notley Government's first full budget was a relief – there were no destructive cuts to health care, education and other public services, and no attacks on publicly employed nurses, teachers and civil servants.

“We're thankful that the government has decided to maintain vital services despite the economic difficulties the province faces,” said UNA President Heather Smith.

For the first time in recent memory, the government did not respond to lower-than-expected oil prices and a recessionary economy with deep spending cuts and other austerity measures. Instead, the NDP Government of Premier Rachel Notley offered a realistic effort to weather the storm and keep the province's lights on by running deficits of more than \$10 billion this year and next and using debt to invest in provincial infrastructure.

But news at the time of the budget was undeniably bad. From the middle of 2014 to mid-April 2016, oil prices crashed from \$105 a barrel to less than \$30. In a province that historically has based most of its operating expenses on resource revenues, the fact they were expected to fall almost 90 per cent in the fiscal year was a significant problem.

Despite improvement since then – to about \$50 a barrel when this edition of NewsBulletin went to press – low resource prices remain a problem when all political parties seem to agree they can't raise income taxes or impose a sales tax.

On budget day, even traditional allies of the province's conservative political parties seemed willing to concede that, given the economic box Alberta has found itself in and the decline in the world price of oil, there was not much else Alberta could have done.

“When oil prices fell in the past,” Ceci had told the Legislature in his speech, “Alberta governments responded by making reckless and extreme cuts to public services, firing thousands of teachers and nurses, cutting supports for seniors, and abandoning the most vulnerable.

“Some say we should turn the clock back and do the same again. But on this side of the Legislature, we fundamentally disagree.”

The NDP also announced plans to invest more than a billion dollars rebuilding the province's neglected infrastructure, including affordable homes, continuing care, roads, public transit, and health care, education and municipal infrastructure.

This was a far cry from the last Progressive Conservative budget in late March 2015, barely a month before the general election that brought the NDP to power. That budget called for a 3.3-per cent cut to Alberta Health Services funding and the loss of close to 1,700 AHS jobs 🇨🇦

“We're thankful that the government has decided to maintain essential services despite the economic difficulties the province faces.”

– UNA President Heather Smith

UNA lauds passage of essential services law that protects both public and worker rights

■ United Nurses of Alberta was pleased by the Alberta Legislature's passage of Bill 4, *An Act to Implement a Supreme Court Ruling Governing Essential Services*, on April 7. The Act, introduced by Labour Minister Christina Gray, received Royal Assent and came into force on May 27.

UNA supported the legislation because it will protect both the public and patients while respecting the constitutionally protected rights of health care workers.

The law, which was made necessary by a Supreme Court of Canada ruling last year, lifts the province's historical blanket strike ban on public sector employees. It opens the door to potential labour disputes by roughly 150,000 unionized workers who come under 77 collective agreements across Alberta, including members of UNA

Essential Services laws passed in 1983 removed the legal right to strike from all Alberta hospital workers, including nurses. Since then, UNA has argued that nurses have the right to strike with reasonable measures to guarantee essential services as part of the collective bargaining process.

Recent rulings from the Supreme Court of Canada and the Court of Queen's Bench of Alberta constitutionally protect the premise that all workers have a right to strike until such time they are deemed by the government, employer and union to be providing an essential service.

Under the Act, nurses will now have the right to strike provided that the parties involved first conclude an Essential Services Agreement to ensure the safety of Albertans before job action is taken. UNA has always provided essential services during past job actions. 🇨🇦

UNA supported the legislation because it will protect both the public and patients while respecting the constitutionally protected rights of health care workers.

Medical assistance in dying framework assures access, safeguards Albertans

■ The Government of Alberta has now approved a framework for medical assistance in dying that it says will protect the vulnerable while supporting individuals who want to exercise their rights.

"Medical assistance in dying is now legal in Canada and we are prepared to support individuals considering what may be one of the most difficult decisions anyone can face," Health Minister Sara Hoffman said in a June 10 news release. "This framework reflects months of thoughtful, collaborative work with our partners, a consultation that saw more than 15,000 Albertans share their deeply held beliefs about the issue, and a debate with our colleagues in the House."

The Supreme Court of Canada has ruled medical assistance in dying must become legal in Canada on June 6, 2016. The federal government has introduced Bill C-14, which is before Parliament, to regulate its practice across Canada. At press time, the proposed law had not passed the Senate.

Alberta's regulatory framework enshrines the operational protocols Alberta Health Services has created for patients, and the College of Physician and Surgeons of Alberta's standards of practice, the news release said. Alberta is the first province to put such a framework in place since the Supreme Court's decision in February 2015. 🇨🇦

Jodi Edmunds departs and Tim Gough returns as staff lineup changes at UNA



Above: Jodi Edmunds with UNA's executive officers.
At right: Tim Gough



■ There have been more staff changes at United Nurses of Alberta in the past few weeks with the departure of Labour Relations Officer Jodi Edmunds and the return of Tim Gough as an LRO.

UNA bade farewell to Edmunds, who departed her LRO position in the Provincial Office for an opportunity in human resources at Edmonton's Northern Alberta Institute of Technology.

"Jodi was a class act," recalled UNA First Vice-President Jane Sustrik, who has worked with Edmunds since her years at the Staff Nurses Associations of Alberta, which merged with UNA in 1997. "She always had the interests of the members she was representing at heart and took her work very seriously." Edmunds worked as an LRO and later as acting executive director of SNAA. She came to UNA in the merger, and has worked as an LRO ever since.

Gough, meanwhile, started work with UNA in 2000, spending the first half of his 12-year tenure here as an LRO and the second half as an education officer. In the spring of 2012, Gough was hired in a management role by the Alberta Union of Provincial Employees, where he worked until his return. 🍷

April 28: Time to renew commitment to safe workplaces

■ The International Day of Mourning is an opportunity for union members to recommit themselves to ensuring workplaces everywhere are safe and, UNA President Heather Smith said during a short April 28 ceremony at the union's Provincial Headquarters in Edmonton.

Members of UNA's Provincial Office staff took part in the solemn event, at which Smith lit a candle in memory of the victims of workplace death, injury and illness in Alberta and around the world.

"Every April 28, nurses join with other working people throughout the world to speak up for health and safety in the workplace," she said in a statement. "The

Day of Mourning is an important opportunity for nurses in particular to reflect on the importance of their own health and safety at work."

A victory for worker safety is also a victory for patient safety, Smith reminded members and the public in her statement.

Alberta Workers Compensation Board statistics indicate that 125 women and men lost their lives as a result of workplace illnesses, accidents or exposures in Alberta in 2015. Smith said those statistics also show the justification for the high level of concern among UNA members about workplace safety, especially violence and security measures in the province's health care facilities. 🍷

Heather Smith with UNA Staff on April 28.





More than 40 members of United Nurses of Alberta from across the province participated in the Canadian Federation of Nurses Unions' Prairie Labour School held in June in Regina, Sask. The biennial event offers union members a wide variety of educational opportunities and is open to members of UNA, the Saskatchewan Union of Nurses and the Manitoba Nurses Union.

There's not much good news for health care if Canada signs TPP

■ If Canada signs the Trans Pacific Partnership Agreement – pushed by Stephen Harper's Conservative government and still supported by Justin Trudeau's Liberals – we will likely never again be able to expand our public health care system, for example by implementing a national Pharmacare program.

The TPP has been sold as a “free trade agreement” among 12 Pacific Rim Countries but would be more accurately described as an investor-protection agreement. Under the TPP, foreign investors would have the ability to sue Canada if the federal or provincial governments tried to extend public health programs into services now provided by the private sector.

That would put Pharmacare in the cross-hairs – and hand plenty of ammunition to the opponents of public services to claim they're “unaffordable.”

Basic health insurance coverage would be grandfathered under the agreement, but any weakening of its provisions by market-fundamentalist governments could not be put right.

Other negative impacts of being the TPP would include:

- Longer periods during which drug patents are in force, making it harder and more expensive to introduce lower-cost generic drugs
- Appeals of Canadian regulatory decisions, delaying approvals and reducing safety, by foreign drug companies.
- End of traditional access to temporary entry provisions to the United States for nurses and other health professionals

Parliament must still ratify the TPP before it can go into effect. 🍷

Under the TPP, foreign investors would have the ability to sue Canada if the federal or provincial governments tried to extend public health programs into services now provided by the private sector.

\$15 minimum wage would be greatest public policy achievement

■ Poverty and ill health go hand-in-hand.

Even in this incredibly prosperous province of ours, we see that working Albertans on the lowest end of the economic spectrum are less healthy.

They're more likely to have less access to good quality food. They lead more stressful lives. They're less likely to have the time and money to exercise. And it's harder for low income people to make use of the public health care system for preventative check-ups.

Consequently, the people who earn the least also are the most likely to get heart disease, cancer, mental illness and diabetes. And when they get sick, they tend to stay sick longer, and to have worse long-term health outcomes, making them more reliant on public services.

Childhood poverty is linked causally to an increased likelihood of chronic health concerns.

There is strong evidence that higher incomes are associated with better health.

Increasing the minimum wage for working Albertans is an immediate step to boost income and help lift people out of poverty. Lifting people out of poverty will lead to healthier lives and lower the fiscal burden on the health care system.

Increasing the minimum wage to \$15 could be the greatest public policy achievement in the advancement of public health that Alberta's government accomplishes this decade.

The public health benefits of minimum wage increases are more than just theoretical – they've been studied extensively and shown to work.



In 2001, the American Journal of Public Health reported that minimum wage increases in California decreased the risk of premature death by approximately 5 per cent for adults aged 24 to 44 living in households with an income of about \$20,000.

A 2010 paper on the social determinants of health by York University professors Juha Mikkonen and Dennis Raphael concluded that “increasing the minimum wage and boosting assistance levels for those unable to work would provide immediate health benefits for the most disadvantaged Canadians.”

In 2013, researchers from the Center for Disease Control found that about 10 per cent of increases in average body mass index in the U.S. since 1970 were attributable to gradual reductions over time in inflation-adjusted minimum wages. In other


 The logo features the number '15' in a large, white, sans-serif font on a blue background. Below the '15', the words 'is FAIR' are written in a smaller, black, sans-serif font. The 'i' in 'is' is lowercase and has a dollar sign (\$) as its dot.

15isFair.ca

words, low minimum wages are making Americans less healthy.

It costs money to keep wages low.

Poverty in Canada adds an estimated \$7 billion each year to the cost of our public health care system.

While we live in a prosperous province, even before the recession there were more than 300,000 people experiencing poverty in Alberta. Of those, more than 91,000 were children. Those numbers are surely higher in today's weak economy.

Now is the time to reduce income inequality with simple solutions that will pay for themselves, such as increasing the minimum wage.

Visit www.15IsFair.ca for more information and to find out what you can do to help reduce poverty in Alberta. 🍷

AFL launches 'Fair Start' campaign for Alberta kids and families



UNA Local 211 member Denise Palmer, who also serves on the Alberta Federation of Labour's Women's Committee, and Secretary Treasurer Karen Craik were at the launch of the AFL "Fair Start" campaign.

- The Alberta Federation of Labour in April called on the Alberta Government to implement a universal early childhood education and care system in Alberta.

At an educational breakfast on April 12, dozens of labour activists from 29 electoral districts across Alberta launched the "Fair Start" campaign to take action on improving the province's early childhood care system. UNA Secretary Treasurer Karen Craik and Local 211 member Denise Palmer, who also serves on the AFL Women's Committee, were at the launch.

AFL Secretary Treasurer Siobhan Vipond told participants "all children deserve a fair start in life and investing in early childhood education and care is one of the best ways to achieve this goal."

Alberta now has significant limitations in the delivery of comprehensive, universal early childhood education and care. It has the second highest child care fees in the country, the third lowest per capita number of spaces, and relies on an ineffective web of subsidies and tax credits to support parents.

The AFL campaign continued through April until Mothers Day. A website remains live at fairstartalberta.ca. 🍷



UNA Secretary-Treasurer Karen Craik and Southern Alberta District Representatives Sharon Gurr and John Terry presented a UNA scholarship to University of Lethbridge nursing student Madison Stork. Madison's application was sponsored by her cousin, Megan Holmes, who is a member of UNA Local 302S at the Tom Baker Cancer Centre in Calgary.



UNA Second Vice-President Daphne Wallace presented a UNA scholarship to Mount Royal University nursing student Dona Job. Dona's scholarship was sponsored by her mother, Mary, who is a member of UNA Local 121 at the Rockyview General Hospital in Calgary.

More 2016 UNA Nursing Education Scholarship winners

UNA Secretary-Treasurer Karen Craik presents a UNA scholarship to University of Calgary nursing student Kristi VanGunst. Kristi's application was sponsored by her mother, Sheri VanGunst, who is a member of UNA Local 95 at the Alberta Children's Hospital in Calgary.

■ As previously reported, United Nurses of Alberta awarded scholarship to 11 nursing students in February 2016 and some of the presentations took place after the deadline for the last edition for UNA NewsBulletin.

Here are the scholarship winners whose photos were taken too late for the last edition. UNA's Nursing Education Scholarships are awarded annually to students in approved nursing programs at Alberta post-secondary institutions. Applicants must be related to a UNA member in good standing and complete an application including a short essay.

Application forms are available on the UNA website for the 2017 Nursing Education Scholarships. Applications must be delivered to the UNA Provincial Office by postal mail or by hand no later than 4:30 p.m., October 15, 2016. Digital and faxed applications will not be accepted. Awards will be announced early in 2017. 🍷



UNA Secretary-Treasurer Karen Craik, scholarship recipient Nicole O'Flaherty, Local 37 member Cindy O'Flaherty and Second Vice-President Daphne Wallace. Nicole's scholarship application was sponsored by her mother, Cindy O'Flaherty, who is a member of UNA Local 37 at the Queen Elizabeth II Hospital in Grande Prairie. Cindy is also a member of the Local 37 Occupational Health & Safety Committee.

UNA South District Representative John Terry presents a UNA scholarship to Medicine Hat College nursing student Caitlyn DeMars. Caitlyn's scholarship application was sponsored by her mother, Debra DeMars, who is a member of UNA Local 115 at the Foothills Medical Centre in Calgary.



Health department review of home care and nursing home law must not downgrade role of RNs

■ It is vitally important the provincial health department's ongoing review of legislation governing nursing homes and home care in Alberta not be used by interest groups to lobby for the reduction of the Registered Nursing workforce in these health care settings.

United Nurses of Alberta is deeply concerned that groups such as corporate nursing home operators, regulators for other groups of health employees and senior government bureaucrats still influenced by previous governments' philosophies are using the review now being conducted for the province by a market research company to downgrade the role of RNs reduce RN numbers in the health care system.

The value of RNs in health care has been thoroughly researched and is well understood. Research over many years confirms and continues to confirm that knowledgeable, expert, educated and regulated registered nurses have a positive impact on the quality and cost of patient care.

The presence of members of the regulated registered nursing profession in the health-care system is known to:

- Prevent hospital deaths
- Reduce hospital infections
- Shorten wait times
- Shorten hospital stays
- Improve the health of long-term care residents
- Control health-care costs

Links to many examples of this research can be found on the website YourRN.ca.

In May and June, the research firm engaged by the government invited feedback from nurses, clients, families, care providers and what was termed community stakeholders on the policy issues related to these laws at open houses in eight communities.

One 3.5-hour session in each community dealt with the province's home care legislation, and one in each community dealt with the Nursing Home Act.

UNA's concern includes the possibility based on questions asked in materials provided for workshop participants that the consultant may already favour eliminating requirements for RNs in some home and nursing home treatment settings, which UNA believes would be negatively impact the quality of health care in such settings.

UNA is also concerned that such short open houses not be the sole basis on which potentially major changes to the health care system are decided.

UNA will vigorously draw its concerns and those of its more than 30,000 members to the attention of the government to ensure that the valued role of Registered Nurses remains part of the legislative framework governing nursing homes and home care in Alberta and that Albertans continue to benefit from the advantages of that approach. 

Research over many years confirms and continues to confirm that knowledgeable, expert, educated and regulated Registered Nurses have a positive impact on the quality and cost of patient care.



UNA members urged to claim their 2-per-cent RRSP supplement

Members of the United Nurses of Alberta need to be aware of Article 29.05 of the Provincial Collective Agreement, in which the Employer agrees to contribute to a supplemental pension plan in the form of a Registered Retirement Savings Plan contribution.

UNA strongly recommends that all members who are regular employees act to take advantage of this provision if they haven't done so. It is a benefit they cannot receive without taking specific action to enrol. So without acting, employees are going without a 2-per-cent retirement income supplement to their salary that they are entitled to receive under the collective agreement.

Article 29.05

- (a) *The Employer shall provide a supplemental pension plan in the form of a Registered Retirement Savings Plan (RRSP).*
- (b) *Effective on the Employee's date of enrolment, a Regular Employee shall have the right to contribute up to 2% of his or her regular earnings into*

the RRSP until December 31st of the year the Employee turns 71. The Employer shall match the Employee's contributions into the RRSP.

- (c) *A Regular Employee who, by virtue of his or her age, no longer qualifies under Article 29.05(b), shall receive an additional 2% of her or his regular earnings.*
- (d) *"Earnings" as defined in Article 29.05(b) above, will include WCB earnings until such time that the Employee exhausts his or her 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 enrol in the program for the employer to contribute this money. No UNA member should go without funds for their retirement that their Employer has agreed to contribute.

This supplemental pension is not available to true temporary or casual employees 🇨🇦

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

WCB review panel seeks input from Albertans

- Albertans are invited to share their opinions, concerns and experiences with the provincial panel reviewing the Workers' Compensation Board.

The WCB review is part of the Notley Government's commitment to review its agencies, boards and commissions. It is being conducted by an independent three-member panel with extensive experience in representing workers and employers through the workers' compensation system.

After questionnaires and submissions have been reviewed, the panel will work with key stakeholder groups through the fall and winter to seek ways to improve the WCB's governance and effectiveness, relevant legislation, the principles of compensation and policies – including those related to privacy and confidentiality – and the transparency of processes and decision-making. 🇨🇦

To fill out the questionnaire and read more about the process, visit

alberta.ca/wcb-review

Provincial contract gives UNA Locals time for new member orientation

By David Harrigan
Director of Labour Relations



**Know
your
Rights**
Report from
Director of Labour Relations
David Harrigan

- The Provincial Collective Agreement ensures that time is made available for UNA Locals to hold new member orientation presentations.

Article 5.05 (a) describes the right of locals to make a bi-weekly presentation of up to 45 minutes to new Employees with respect to the structure of the Local as well as the rights, responsibilities and benefits under the Collective Agreement.

The contract also states that attendance at the presentation shall not be compulsory, that an Employer representative may be present at such presentation and that Employees will suffer no loss of regular earnings as a result of attending the presentation.

The Local needs to provide at least 14 working days' advance notice to the

Employer of the date, time and place for each presentation.

UNA Locals are encouraged to use this time for orientation sessions for new UNA members. A dedicated website has been created to help locals provide information about the union to new members: <http://introduction.una.ab.ca>

UNA members are also reminded that the bargaining process for a new Provincial Agreement will soon be starting in earnest. As you will see elsewhere in this edition of NewsBulletin, the UNA Executive Board has approved the composition of the Provincial Bargaining Committee and the timelines for the upcoming round of negotiations.

Nurses succeed in bargaining when nurses stand together and support their bargaining committee. 🍷

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

New UNA locals in Calgary and Medicine Hat continue negotiations

- United Nurses of Alberta Local 421 representatives are negotiating a first collective agreement for members employed at the Father Lacombe Care Centre in Calgary. Initial negotiations meetings began in March and continued in May.

UNA was proud to welcome members of this new local when they joined the union in 2015. Local 421 represents Registered Nurses, Licensed Practical Nurses and Health Care Aides at this worksite.

Earlier this year, representatives of UNA Local 420 started negotiations for a first collective agreement for RNs and LPNs employed at the Sunnyside facility owned by South Country Village in Medicine Hat.

Local 420 was formed shortly after RNs at Sunnyside voted to join UNA in late 2015. At that time, the employer provided voluntary recognition of UNA's representation of the LPNs at this worksite, allowing them to be included in these negotiations. 🍷



We're here for nurses



UNA
United Nurses of Alberta

**... and Alberta's nurses
are here for you!**

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