

NEWS BULLETIN

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JUNE, 1980

TEN DAY STRIKE WINS 38% RAISE

The longest nurses' strike in Alberta history ended on April 28, 1980, when U.N.A. and hospital officials signed a new two-year contract.

Over 6,000 nurses at 80 hospitals across Alberta were involved in the strike. The hospitals ranged in size from Edmonton's Royal Alexandra and the Calgary General, each with over 800 U.N.A. members, to tiny Devon Civic, with four nurses.

The strike began across Alberta at 0700 h. on Friday, April 18, following a massive vote in favour of strike action taken the previous Monday. In that vote, of the 6,600 eligible voters, 87% (over 5,700) turned out. Of those, almost 95% (5,400) favoured strike action.

In the days prior to the strike vote and in some cases on the day of the vote itself, many hospitals attempted to influence the outcome by announcing an "improved" A.H.A. monetary offer. U.N.A. members were unmoved by these attempts to interfere in their democratic vote and turned out in large numbers to register their feelings.

Early on Friday, April 18, as most U.N.A. members walked the picket line, word came that the A.H.A. had asked the provincial cabinet to order an end to the strike, even before the strike had commenced. U.N.A.'s Chief Executive Officer, Simon Renouf, described this news as "conclusive evidence that the A.H.A. never intended to bargain in good faith".

The Government delayed complying with the A.H.A.'s request until Monday, April 21, when health minister Dave Russell announced at a press conference that the cabinet was ordering striking nurses back to work that day at 1800 h. Over 500 nurses and their supporters had assembled at the legislative building. When they heard the news of Russell's announcement the nurses chanted "We're worth more and we're not going back."

U.N.A.'s negotiating committee met late into the night discussing the government's announcement and alternative actions open to the union. In the meantime the 1800 h. deadline passed and the nurses did not return to work.

In the early hours of April 22, the negotiating committee released a statement which said "the union has received legal advice that the purported back to work order and the legislation upon which it is founded, section 163 of the Alberta Labour Act, are invalid and therefore the U.N.A. strike remains lawful. It has been our position since negotiations began on October 16, 1979 and we repeat it now that the proper and appropriate way of resolving this dispute is through collective bargaining."

U.N.A. statements concerning the purported back to work order stressed that neither the union nor the nurses



considered themselves "above the law." U.N.A. immediately commenced legal action to challenge the validity of the back to work order and was in court by the end of the week.

(Subsequent to the strike a judgement was received upholding the validity of section 163 of The Alberta Labour Act — the section that had been challenged by U.N.A.'s legal action. As of the date of publication, U.N.A. has made no decision on whether to appeal this judgment).

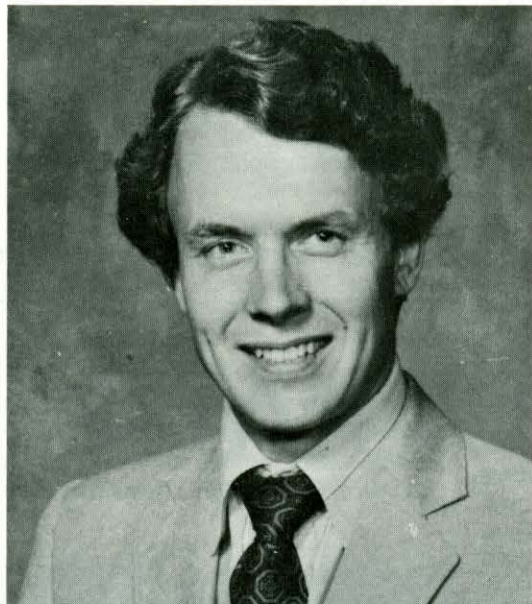
The strike continued for almost a full week beyond the government's supposed back to work order. Mediation efforts recommenced on Friday, April 25, and continued in long stretches throughout the weekend and a collective agreement was finally signed in the early hours of Monday, April 28. The 1980 Nurses' strike was over.

U.N.A. Members and supporters demonstrate outside the legislature after hearing of the Provincial Government's back to work order. (Photo by Dean Bicknell courtesy The Edmonton Journal).

**Nurses
are
WORTH
IT!**

(Continued on Page 6)

CEO REPORT



By Simon Renouf,
Chief Executive Officer

Well, we did it. After a ten-day strike at 80 hospitals across Alberta, we won a fair collective agreement for our members.

Elsewhere in this edition of the *News Bulletin* are reports on the negotiations, the settlement, and the progress of the strike. I want to comment briefly on a personal observation.

Nurses are a pretty gutsy group of people.

Some people might have expected that the prospect of negative public reaction to a province-wide nurses' strike would daunt many of our members. Instead, at a meeting on March 28, local representatives voted unanimously to make strike action province-wide. When it became necessary, you followed through on that commitment.

Some might have expected that open hostility to the nurses' aims from Conservative M.L.A.'s would cause some U.N.A. members to falter in their support for their colleagues. Instead, three times you demonstrated forcefully before the steps of the legislature. You lobbied so effectively that Tory back-benchers sat in silence while their leaders were reprimanded by the opposition during the legislature's emergency debate on our negotiations.

Some might have expected that you would meekly return to work when the provincial cabinet unilaterally declared the strike "unlawful." Instead, you asserted your rights as citizens to withdraw your services and you told the government: "We're worth it and we're not going back."

Some might have expected that after eight or nine days on the picket line, your enthusiasm would diminish and some of you would give up and return to work. Instead, your enthusiasm grew, you wore your "picketeer's sunburn" with pride, and you grew tough and angry, not weak or dispirited.

In short, you proved that nurses are worth it.

* * * * *

I would like to add my personal appreciation for the contribution made by the hundreds of local executive members and ward representatives across the province who donated enormous amounts of their time to make this round of bargaining a success. You did a superb organizing job. Congratulations and thank you.

* * * * *

As this edition goes to press, there is a growing likelihood that other hospital workers, notably C.U.P.E. members, may have to strike to win a fair collective agreement.

The struggle of our brothers and sisters in C.U.P.E. very closely parallels our own experience. As is the case with nurses and all hospital workers, C.U.P.E. members have borne the brunt of government "restraint" policies for the past five years.

Like nurses, their work has been undervalued by society because they are employed in the service sector rather than in a profit making enterprise. Like nurses, C.U.P.E. members must negotiate with the A.H.A. which paradoxically is intransigent in negotiations but ultimately powerless to reach a settlement. The system of negotiations in the hospital industry is the cause of this dispute: the provincial government, by delegating negotiations to the A.H.A., is attempting to insulate itself from C.U.P.E.'s legitimate demands.

In case of a C.U.P.E. strike, what can you do? You can join C.U.P.E. members on the picket line. You can, as a local, financially assist a C.U.P.E. local. Most importantly, you must refuse to perform work normally performed by striking workers, even if that means facing management intimidation.

Section 153 (3) (g) of the Alberta Labour Act provides you with protection in this regard. The section prevents an employer from suspending, discharging or imposing any financial or other penalty on an employee or taking any other disciplinary action against an employee, "by reason of his refusal to perform all or some of the duties and responsibilities of another employee who is participating in a strike that is permitted under Section 126."

We may soon have the opportunity to return some of the support we received this spring.

WHERE HAVE ALL THE NURSES GONE?

(sung to the tune of "Where Have all the Flowers Gone?")

Where have all the nurses gone?
Short time passing.
Where have all the nurses gone?
We'll tell you where.
Out of province, east and west,
Contract offers suit them best.
They won't come back again.
They won't come back again.

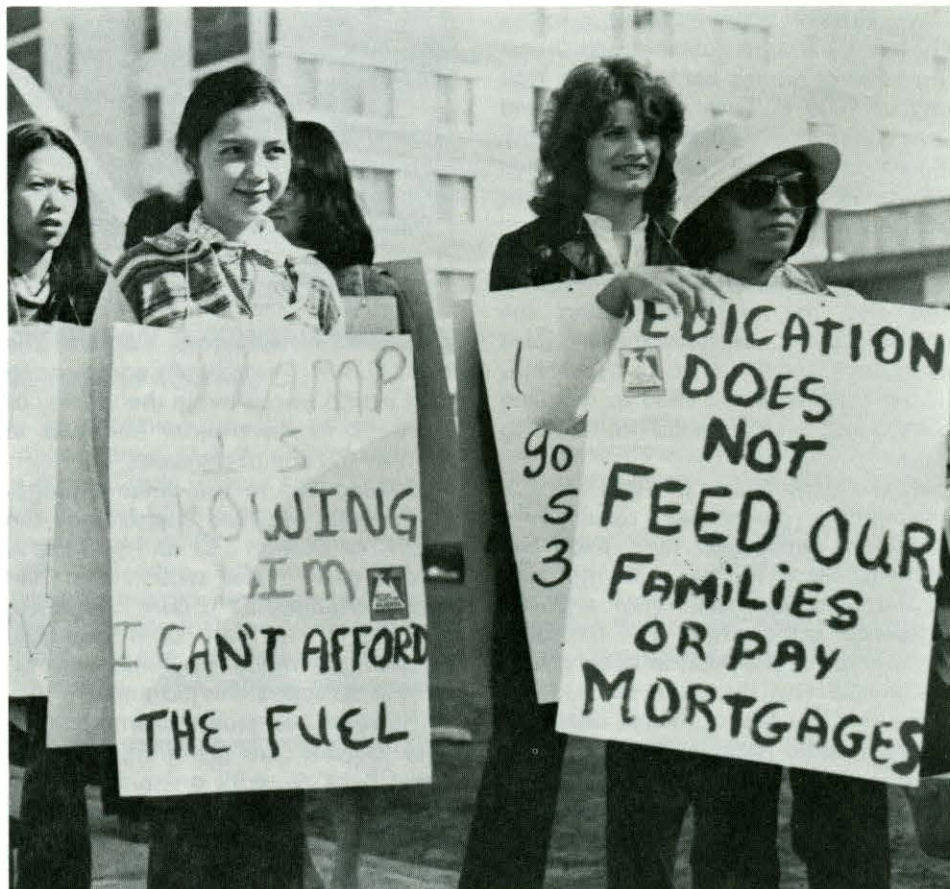
Why have all the nurses gone?
Short time passing.
Why have all the nurses gone?
We'll tell you why.
Other jobs and other skills,
Buy the shoes and pay the bills.
We need a better deal.
We need a better deal.

What will all the people say?
So few nurses!
What will all the people say?
We think we know.
They will question why it was
No one listened to our cause.
No need to end like this,
No need to end like this.

When will all the people know?
What's been happening.
When will all the people know?
How times have changed.
Nurses want a greater say,
A chance to show another way.
Involved enough to care.
Involved enough to care.

Who will listen when we speak?
Time's a-wasting.
Nurses once were mild and meek,
Not any more.
We defend the stand we take,
The choice not ours, but yours to make
Help us to lead the way,
Help us to lead the way.

Debbie Barlow, President,
UNA Local #2
Red Deer



Picketing Nurses — even the weather was on our side.

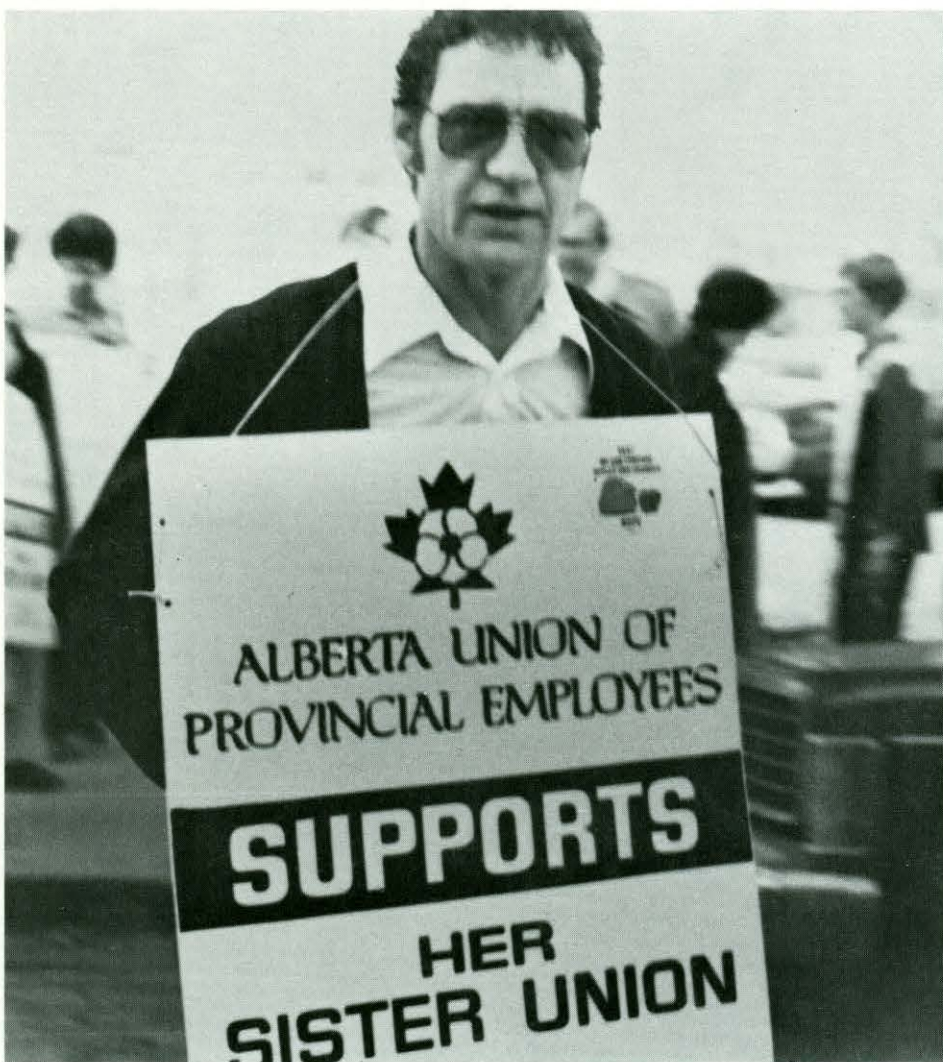


The sign says it all.

YOU REALLY KNOW WHO YOUR FRIENDS ARE . . .

The following is a list of some of the groups which gave donations to U.N.A.'s emergency fund during and since the strike.

University of Alberta Hospital Staff Nurse Association
Nursing Faculty Mount Royal College
Athabasca Hospital Nurses
Red Deer District Labour Council
Edmonton Civic Employees Union
Amalgamated Transit Union Local #569
Edmonton Public School Local, Alberta Teachers Association
Edmonton Truck Owners Union CLC Local #1615
Office and Professional Employees International Union
Local #379
Alberta Union of Provincial Employees
Calgary Labour Council
Alberta Federation of Labour



John Booth, President of the 40,000 — member Alberta Union of Provincial Employees (A.U.P.E.) joined striking nurses on the picket line.

ONE LOCAL'S STRIKE

By Barbara Diepold

The mood at Local #86 in October 1979, was optimistic and hopeful — optimistic that the U.N.A. negotiating team would successfully negotiate a "just settlement", and hopeful that A.H.A. would not throw too many stumbling blocks in their path. When the 1979 contract expired without a settlement being reached, we realized that we would have to become prepared for a long fight.

We were not surprised by the recommendation of the Conciliation Board, but we became very restless with the delays. As early as February, STRIKE became a major topic of conversation — "Would the smaller locals be participating?" "Would it be rotating or province-wide?" were the two questions most asked. In March, the general consensus was, that in order to be effective, the strike, if necessary, should involve all U.N.A. hospital members and be province-wide.

Strike committees were established and preparations were undertaken for the possibility of withdrawal of services. We were still hopeful that a settlement could be reached but we were also aware that it was not likely. The local members were told that the negotiating team would accept or reject the conciliation board report based on their knowledge of what Alberta's nurses wanted and we were prepared to accept and trust their decision.

April 14, 1980, is a date which we shall not be likely to forget for a while. We had to decide within ourselves what was the right course of action, which was difficult for some of our members. We had always been taught that our Patients were our prime concern and it was very hard to place ourselves as Number One! We were all in agreement that improvements were definitely needed or we would be losing what nurses we have, without attracting new ones to the profession, and the situation was of great concern.

We had 100 % turnout at the poll and twenty-seven out of twenty-seven members voted in favour of STRIKE! We were ecstatic, keeping in mind that B.C. had offered their nurses a very fair settlement with a possible strike looming before them and we were confident that such good fortune would befall the Alberta nurses. We all know what happened to that theory. Last minute meetings were called and final preparations were made. Slogans such as "M.L.A.'s 47, A.H.A. go to - - - (heaven?)," and "Fill Our Lamp with Alberta Oil" were thought of and the artistic talents of our nurses rose to the surface.

Picket lines were established outside our hospital on "S-Day", April 18, 1980. This was a historic day, not only for the nurses, but I think for the entire town. Bonnyville had never been hit with any previous strikes and for nurses to go pave the way was quite startling to say the least! The first line soon found out that four hours of walking was harder than we thought, but as we wanted as much impact and exposure as possible on the first day, we stuck to our original schedule and all of us picketed 4 - 5 ½ hours that day.

The publicity and public support we received that day was fantastic. The press from both papers, radio and the general populace snapping photos, asking for comments on our dispute and telling us to "hang in there" made it all worth while. Spirits were high, the enthusiasm was great, but we all knew it wouldn't last if we wore ourselves out. On Saturday, we reduced the hours of picketing to 2 ½ hours at three key times of the day which was acceptable to all. On Monday, April 21, 1980, we decided to help our fellow nurses in Cold Lake on the picket line, and along with the aid of some of our members from St. Paul, we had approximately 50 nurses on the picket line in front of the Town Hall at Cold Lake. Representatives from A.H.A. and the Board of Industrial Relations were coming to Cold Lake for a "Determination of Status" hearing and we couldn't pass up the opportunity to show them how strongly we felt in regards to the present dispute. It was during this hearing that we were first informed of the "back-to-work order" and confusion reigned! Who sent the message — U.N.A. or our administrator? A quick phone call to provincial office set the record straight and after quickly surveying our members, we decided not to return to work until we heard from U.N.A. sometime that night. (What I didn't realize was, what a long vigil was in store for us at strike headquarters!) When we handed in notification to our administrator that we were still on "official strike," it felt strange entering a very quiet and almost empty hospital.

The mood of our members fluctuated that week from depression — "that Section 163 had been invoked", to anger — "How dare A.H.A. and the Alberta Government treat us that way", to determination — "WE ARE WORTH IT and we still continue the picket lines as long as necessary!" We were also slightly worried about what action might be taken against us, although we had the utmost confidence in the advice we had received from U.N.A. We were also concerned that our public support might wane and turn in the opposite direction, but we were proven wrong. Support grew and became stronger. Our husbands grew more supportive, in fact, one told his wife, "if you have an uncontrollable urge to return to work, call me immediately and I'll talk you out of it!" Picket lines continued outside the hospital and on main street in front of the provincial building for the duration of the strike, and the "sun-burnt, sore-footed and blistered nurses" kept up their morale and sense of humour!

It was surprising the reactions to the news of a negotiated settlement, I received from our members. They were all ecstatic about the success of the negotiating team but with the sudden cessation of the strike, we all felt it was anti-climactic in one way, because we still had enough adrenalin to spare for a few more days of hyped up "strike activity."

Most of our nurses felt it was a worthwhile and unique experience because it taught them that they could fight for and achieve improvements they deserved and it taught them unity. We were all united in a common goal and I believe we became better friends for it. We also learned what could be accomplished with a strong, united front of 6,600 nurses, for after all, "Aren't We Worth It?"

Editor's Note:

Barbara Diepold is president of UNA Local #86 at St. Louis Hospital, Bonnyville, and a North-Central District representative on UNA's executive board.

INTERPRETING YOUR CONTRACT

Article 31: Regular Part-Time and Casual Employees

This article of the Hospital Agreement affects many members of the U.N.A. and consequently all part-time and casual members employed in hospitals, and all ward reps, should be familiar with the provisions of this article.

Section 31.01 indicates how the other provisions of the agreement apply to regular part-time employees.

Section 31.02 restricts the contract benefits available to casual employees to those which are provided in the balance of the collective agreement.

The most important part of Section 31.03 for part-time employees is that two days per week must be scheduled days of rest (days off). Nurses called in to work on those days are entitled to pay at the rate of time and one half. If a part-time employee works on a day for which she is not scheduled off, it is considered as casual and paid at straight time. Please be aware that in these circumstances you have the right to refuse to work.

Part-time employees are still entitled to have one third of their shifts as days as well as at least every third weekend off.

Section 31.03 allows the scheduling of part days and the occasional stint of full time employment where mutually agreed.

The provisions of Section 31.04 provide for determination of the hourly rate for both part-time and casual employees.

An important change is found in Section 31.05 which reduces the increment qualifying period after the first year equivalent. Both part-time and casual employees benefit from this change to 1829 hours from 2022.75 hours.

Recognition of previous experience and educational allowances are provided for part-time and casual employees where applicable under Section 31.06.

Overtime is paid to part-time and casual employees who qualify under the terms of Section 31.07. Section 31.07 (a) is consistent with 31.03 in that it must be a "scheduled day of rest" which is worked.

Under Section 31.08 regular part-time employees are paid time and one half for working on any of the holidays named in Article 18.01, Named Holidays.

Casual employees are eligible for time and one half when they work on one of the eight statutory holidays listed in regulations under the Alberta Labour Act. Section 31.09 provides this benefit.

Section 31.10 provides vacation and named holiday pay on a pro rated basis. Four percent of either ten or twelve percent is payment of named holidays; the balance is to cover vacation pay. In addition, this section provides part-time employees with an unpaid vacation period equivalent to that of a full time employee.

Shift differential, responsibility allowance, on call duty and overtime are benefits provided to part-time and casual employees under Section 31.11.

In Section 31.12, sick leave for regular part-time employees is pro rated in accordance with the number of days worked per month by the employee relative to that of a full time employee.

Access to the most important service a union provides its members, grievance and arbitration rights, is given under Section 31.13. In return the employee shares the cost of the service under Section 31.14.

In summary, part-time nurses are to have "scheduled days of rest" and every schedule should clearly indicate these days. Most problems which arise will be from confusion over this.

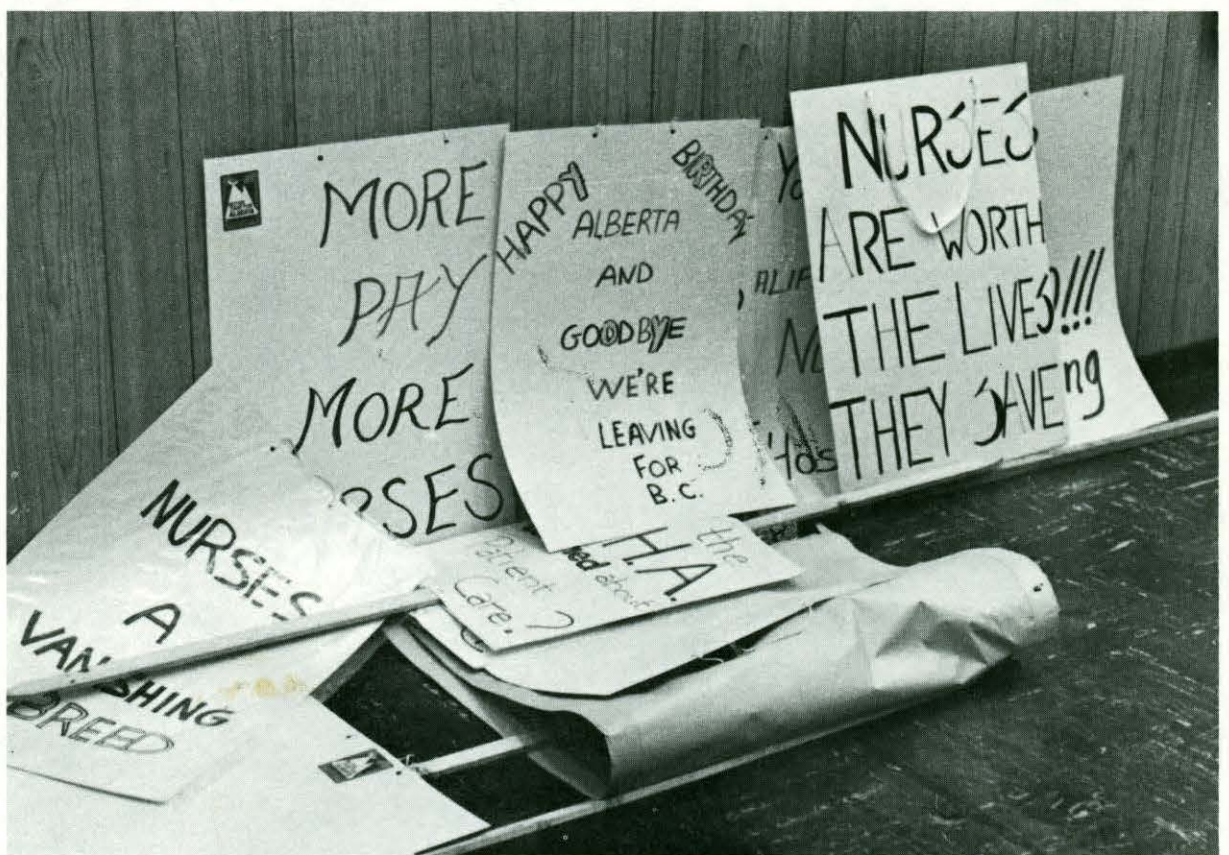
A second potential source of problems is the payment of vacation pay. Regulations under the Alberta Labour Act require that:

"Vacation pay shall be paid to the employee

- 1) at least one day prior to the beginning of the employee's annual vacation, or
- 2) on termination of the employee's employment and shall not be paid at any other time."

In general terms this means vacation pay must be paid in a lump amount. Some employers will add this percentage to each cheque rather than make the payment once a year. If you have further questions regarding the interpretation of application of this article, please contact your employment relations officer.

NOTE: "Interpreting Your Contract" is a new regular feature of the **U.N.A. News Bulletin**. Each issue will discuss a different contract area.



CANMORE LOCAL WINS PROVINCIAL AGREEMENT

Members of U.N.A. Local #119 have achieved the provincial collective agreement after a 33-day strike which ended on Friday, May 23, 1980.

Local #119 was certified as bargaining agent on November 28, 1979, and immediately filed notice to bargain in order to achieve a first contract. The local requested that each side join the respective groups then engaged in the provincial negotiations. The hospital board refused the request. Negotiations began although local #119 proposals were identical to those endorsed and presented by the provincial negotiating committee.

What continued was a negotiating charade since the Canmore negotiations could not be divorced from the on-going provincial negotiations. The major sticking point was a refusal by the employer to include a mandatory union dues deduction clause (Rand Formula) in the contract.

On April 14, 1980, a strike vote was conducted and the result was a 21 - 0 decision to strike. At that time the local had a membership of 24 out of the possible 26 employees eligible for membership.

Prior to the strike vote, the employer moved to reclassify all part-time nurses as "casual". U.N.A. laid a charge of unlawful lockout against the hospital with the Board of Industrial Relations.

On April 19, 1980, Local #119 struck the Canmore hospital. The president and executive of the local had a well-rehearsed plan which went quickly into place at the start of the strike and ran smoothly throughout its duration. The Canmore strike coincided with the provincial nurses' strike and was in fact an integral part of it. However, since the hospital and the local were outside provincial bargaining, the April 28, 1980, settlement did not settle the Canmore affair.

Although disappointed that they could not return to work with a settlement along with their sisters, the members, of local #119 realized that they were fighting a battle for all newly

organized locals of U.N.A. This battle was for the right to sign the provincial agreement current in all U.N.A. organized hospitals.

The nurses set about making their point in Canmore and the surrounding area. A public meeting to explain the U.N.A. position was held and townspeople demonstrated a great deal of support. Unions in the area pledged support and many U.N.A. locals chipped in with financial help.

Various attempts at negotiations and mediation all failed to achieve a settlement. When the hospital closed down, support for the nurses grew and a petition calling on the board to sign the provincial agreement or resign gathered 1100 signatures. The membership held fast and supported one another.

A break came when the board finally conceded to sign the Provincial Agreement. However, it refused to reinstate the part-time nurses. More town pressure built when the local distributed a newsletter throughout Canmore. Eventually, the board called for a meeting with the local and shifted its position on the part-time nurses. The local negotiating committee also modified its position and agreed to the nurses being "casual" with a guarantee that no new staff would be hired unless the casual staff had all refused the job offer.

The memorandum of settlement was signed early in the morning of May 22, 1980.

The members of Local #119 showed courage and determination in their fight to achieve a fair deal. The president, Isabelle Sheridan, and the local executive were praised for their organization and operation of the strike by U.N.A. staff member Mike Mearns who said, "I know there were days when spirits were low during the strike, but the mutual support displayed indicates that Local #119 is really a solid and united group of determined individuals who realize that unity means strength."

HOSPITAL CONTRACT SETTLEMENT

Breakthroughs in Wages, Scheduling and Professional Responsibility

Salary increases averaging \$3.05 per hour (37.8%) over two years lead the list of over fifty improvements achieved in hospital negotiations this year.

Increases will come into effect in three stages. The starting rate will be increased by \$1.41 (19.5%) effective January 1, 1980, 75¢ (8.7%) on October 1, 1980, and 71¢ (7.6%) on March 1, 1981. The overall start rate increase amounts to \$2.87, (39.8%) over the two years.

The top rate will increase by \$3.16 (36.6%).

Other important monetary gains include an increase in the shift premium to 30¢ per hour in 1980 and 35¢ in 1981; an increase in responsibility pay to 50¢ per hour in 1980 and 65¢ in 1981; and greatly improved on-call rates.

A basic dental plan, one-half to be paid by the employer, will come into effect no later than December 1, 1980.

Major improvements were also achieved in the area of work schedules. Shift schedules must now be posted four weeks in advance; requests by employees to work permanent evenings or permanent nights may not be unreasonably withheld; and the weekend has been redefined to

assure a minimum period of 56 hours off duty. Most importantly, members are now guaranteed every third weekend off.

Key non-monetary improvements include a professional responsibility clause which requires the establishment of a committee on nursing with equal union and management representation in each hospital. The committees will make recommendations regarding the concerns of nurses relevant to patient care. There are also changes in the grievance procedure, improved provisions for part-time employees, and substantial new rights in the area of evaluations including an employee's right to a copy of each evaluation and the right to view her personnel file.

In summing up the improvements, U.N.A. negotiating committee chairman Donna Clark said, "While we may not have achieved everything we were looking for, Alberta's nurses have won a contract we can be proud of. It is now up to each local and each member to see that the new rights and benefits are not diluted by any hospital over the life of the agreement. We must be prepared to enforce these rights."

50 IMPROVEMENTS IN HOSPITAL AGREEMENT

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|---|--|---|--|
| 1. Article 3.02: Voluntary recognition language improved. | 14. Article 10.03: Mandatory paid orientation for new employees. | 27. Article 18: Full pay for all occasion of sickness in a year if employee has sufficient credits. | 38. Article 26: Provision concerning rates of pay for new classifications. |
| 2. Article 6.01: No discrimination expanded. | 15. Article 12.02(a): All evaluations to be in writing. | 28. Article 18.13: Portability of sick leave credits. | 39. Article 27.01: Increased allowances for clinical courses. |
| 3. Article 7.01: Deletion of yearly hours. | 16. Article 12.02(b): Employee's right to add comments to evaluation and clarification of the meaning of an employee's signing the evaluation. | 29. Article 20.04: Dental Plan effective December 1, 1980. | 40. Article 29: Shift differential 30¢/hr. in 1980, 35¢ in 1981. |
| 4. Article 7.03: Four (4) week advance notice of shift schedule. | 17. Article 12.02(c): Right to view personnel file. | 30. Article 21.02: Bereavement leave to be in working days. | 41. Article 32.05: More frequent increments for part-time and casual employees. |
| 5. Article 7.04(c): Every third (3rd) weekend off. | 18. Article 12.02(d): Right to copy of evaluation. | 31. Article 21.03: Maternity Leave may be extended by prior mutual agreement. | 42. Article 32.03: 32.07: Scheduled days of rest for part-time employees. |
| 6. Article 7.04(c): Guarantee of fifty-six (56) hours on weekends off. | 19. Article 13.01: Posting provisions to apply to all vacancies. | 32. Article 21.04: Adoption leave reinstatement improved. | 43. Article 32.10: Part-time employees entitled to time-off for vacation. |
| 7. Article 7.06: Request for permanent evenings or permanent nights shall not be unreasonably withheld. | 20. Article 13.02: Name of successful applicant to be posted. | 33. Article 21.04: Adoption leave may be commenced on one-day's notice. | 44. Article 33.01: Collective agreement to be printed in pocket size booklet form. |
| 8. Article 7.08: Stronger language re: no more than seven (7) consecutive shifts. | 21. Article 15: Temporary assignments language clarified. | 34. Article 22: Disaster plan clause removed from agreement. | 45. Article 34.03(b): Ten (10) working days to file written grievance. |
| 9. Article 7.09: Clarification of payment on short change of shift. | 22. Article 15.02: Increases in Responsibility pay. | 35. Article 23.01: Bulletin Board: employer approval not to be unreasonably withheld. | 46. Article 34.04: Improved wording on policy grievance. |
| 10. Article 9.03: Greatly improved on-call pay. | 23. Article 15.03: Ambulance duty pay. | 36. Article 24.01: Discipline and Dismissal: copy of warning must go to the Union within five days and reassessment must be in writing. | 47. Article 35: Option of single arbitrator where mutually agreed. |
| 11. Article 9.04: Double time after four (4) hours worked on call-back. | 24. Article 16.02: Portability of vacation seniority. | 37. Article 26.02: Retroactive adjustment for a nurse moving from another province. | 48. New Article: Safety committee. |
| 12. Article 9a.01: Increase in mileage rate on call-back. | 25. Article 16.04: Requirement for final pay on last day of work for resigning employee. | | 49. New Article: In-service training shall be paid if compulsory. |
| 13. Article 10.02: Employer to "endeavour to provide" evaluation of new employees during probation. | 26. Article 17.06: Where possible each employee shall be given either Christmas or New Year's Day off work. | | 50. New Article: Professional responsibility clause. |

Note: Article numbers are based on old agreement. Numbering has changed for the 1980 - 81 contract.

HEALTH UNIT LOCALS WIN NEW CONTRACT

CHILDCARE STUDY GETS UNDERWAY

By Joanne Monro, Employment Relations Officer

A province-wide committee to investigate childcare costs, benefits, alternatives and need will be established as a result of recent U.N.A. contract negotiations. The committee which will be a joint union — management committee will have power to invite participation from representatives of other hospital unions. This committee is to submit a report by October 28, 1980.

United Nurses of Alberta, in October, placed on the bargaining table a demand that day care centres be established to provide 24 hour coverage for nurses' children. This demand was linked to a basic belief that the provision of good day care service is essential to enable women with children to work outside the home.

Nurses challenged their employers and, through them the government of the province of Alberta — in the face of a nursing shortage — to provide that fundamental support system for the families of working parents.

It was our belief that Alberta lacks quality day care services. For some parents who want to work, the lack of day care to meet their children's needs will keep them at home. For others, the majority, work outside the home is not a matter of choice and the kind of day care services they find will have a critical effect on their child's development.

For too long, Alberta government day care policy has been rooted in outdated concepts. The commitment, the philosophy, and the funding for day care services to enhance a child's development are noticeably lacking. For the sake of children and for the sake of the families of children, where parents work, we need to ensure that the best possible child care is made available. The present situation harms children and places intolerable pressure on families. It is no longer acceptable to try to make women feel guilty if they leave the home. The clock cannot be turned back — and few would want it to be. Women now form an integral part of the work force and we know that our communities can and will support us in our efforts to ensure that our children will be well cared for in our absence from the home.

As workers in a continuous service operation, nurses and other health care workers have difficulty fitting into traditional day care programs. The committee will be paying special attention to developing proposals to meet these needs.

U.N.A. members on the committee will be Gurty Chinell, Aileen McKerness, Betty Gerrits, and Joanne Monro.

The very long and protracted North Central and South Central Health Unit negotiations concluded successfully following a marathon sixteen-hour bargaining session April 2, 1980. Negotiations, which had started March 16, 1979, resulted in a two-year agreement which gives the members of eight U.N.A. locals wage increases of 8.4% retroactive to April 1, 1979, and an additional 9% increase effective April 1, 1980.

Major contract changes include provision for temporary employees, an improved recognition clause, an article covering pre-natal instructors, improvements to the "on-call" article, an additional named holiday, and new articles for workers' compensation, evaluations and personnel file, bulletin

board, job postings and copies of the collective agreement. An important gain is an entirely new grievance and arbitration procedure.

As a result of the exhaustive efforts of the negotiating committee in clarifying and improving non-monetary items, future negotiations, expected to begin next November, will concentrate on improving monetary benefits.

The U.N.A. Locals involved represent nurses at the following health units: Vegreville (Local #42), Alberta East Central (Local #44), Sturgeon (Local #57), Minburn-Vermilion (Local #88), Lethbridge (Local #89), Leduc-Strathcona (Local #90), Wetoka (Local #97), and North Eastern Alberta (Local #114).

NEWCOMERS

Hanna General Hospital

U.N.A. Local #125: chartered and organized May 5, 1980. Eight members, majority achieved. Certification applied for May 7, 1980.

Big Country Health Unit

U.N.A. Local #126: chartered and organized May 5, 1980. Six members, majority achieved. Certification applied for May 7, 1980.

UNITED NURSES OF ALBERTA STAFF VACANCY EDUCATION/PUBLICATIONS OFFICER SALARY \$21,600 - \$26,400 Per Year

QUALIFICATIONS: Post-secondary Training in Industrial Relations, Education, Nursing, Social Sciences or the Humanities; experience with a labour organization; demonstrated photographic and writing skills; instruction and curriculum development skills.

DUTIES: Under the supervision of U.N.A. Chief Executive Officer, produces the U.N.A. News Bulletin; develops a comprehensive developmental curriculum and long term strategy for U.N.A.'s Education Programs; presents Education Programs.

LOCATION: Edmonton

The successful applicant must be prepared to work irregular hours on an occasional basis and to travel throughout Alberta. Applications in writing should be submitted to the Chief Executive Officer, United Nurses of Alberta by Friday, July 25, 1980.

TEN DAY STRIKE WINS 38% RAISE

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In summing up the effect of the negotiations, U.N.A.'s Chief Executive Officer Simon Renouf said "This was a victory for Alberta's nurses in many important ways. Not only did we win a fair collective agreement, but we showed the provincial government and the hospitals that their policy of unofficial "wage guidelines" was unworkable. The strike concentrated

political pressure which was necessary to generate a reasonable salary offer. That is a lesson our members will not forget."

Negotiating Team Members were: Donna Clark, Chairman; Gurty Chinell, U.N.A.'s President; Margaret Ethier; Marilyn Ballantyne; Aileen McKerness; Dallas Szarko; and Chris Rawson.

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CHANGE OF ADDRESS

U.N.A. members are asked to complete the form below to advise the Union of any change of address or employment. This will enable us to continue to send you information as quickly as possible.

Name: _____

Address: _____

Hospital and Local #: _____

2011.016/10