

NEWS BULLETIN

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June-July, 1985

MADELEINE PARENT



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UNA President Margaret Ethier introducing Madeleine Parent



Joanna Miazga, PSAC, Simon Renouf, Carol Johnson, AUPE



Ruth Heather, Local #33, Hans Hansen, MIOW, Dave Thomson, ERO

On May 23, 1985, UNA was fortunate to have Madeleine Parent arrive from Montreal to participate in activities planned in support of striking UNA Health Unit nurses and striking VON Calgary nurses.

Madeleine has over forty years experience in union organizing in Canada. She organized women garment workers in Quebec and in so doing was arrested and jailed on several occasions. She has stood against the combined strength of corporate bosses and the Duplessis government of Quebec. And she and the women have won! Madeleine and her husband, Kent Rowley, were the founders of the Confederation of Canadian Unions (CCU). The CCU has struggled hard to disengage Canadian trade unions from the grip of the large American-based international unions.

Retired in Montreal, Madeleine continues relentlessly to work for the improved status of Canadian women. She is presently the Quebec regional representative on the National Action Committee on the Status of Women.

Madeleine spoke to UNA's striking health unit nurses and VON Calgary nurses at a rally on May 24, 1985 at the Nisku Inn. She thanked them for the privilege of hearing the details of their individual struggles to maintain strike action and she encouraged them by citing examples of other strikes she has been in. In one such strike it was only after the workers had won their strike and returned to work under better contract provisions, that it became apparent how desperate the employer had been throughout the strike. No sign of this economic plight showed during the strike and the striking women were losing hope and were feeling they were having little effect. Not so! Madeleine encouraged the striking nurses to continue their courageous action and to hold out for improved wages and conditions of work.

At a "tour of Edmonton" organized by Edmonton Working Women on May 26, 1985, Madeleine addressed a crowd of people in front of the Citadel Theatre. She condemned the in-

justice of the Saxony Hotel management's firing of women for sexist reasons because they did not fit in with the new decor in the tavern. She talked about the courage of workers at the Montgomery Legion who have been locked out because they refused to accept major rollbacks. Madeleine mentioned the poor settlement forced upon Eatons workers, and she commended the Air Canada



Gerry Cook, NCD Rep., Heather Molloy, NCD Rep., Barb Surdykowski, ERO

ticket agents in their successful strike action and recent settlement. She further encouraged striking UNA nurses to maintain their determination to win in their present strikes. Madeleine then went on to expose the new federal budget as yet another carefully orchestrated attempt to undercut the economic gains women have made. The collusion of big business and government to reduce

the hard-fought gains of workers is apparent in the budget and it is particularly hard-hitting at women. Madeleine encouraged all women to struggle against these attacks and to support one another through such protracted struggles as the current spate of strikes in Alberta.

Madeleine accompanied the crowd on a tour of downtown Edmonton, stopping at sites where women are presently on strike or where women's strikes have recently been settled—CALEA offices at Air Canada, Eaton's and the Montgomery Legion.

UNA then hosted a reception at the provincial office. A number of trade unionists, feminists, and activists met with Madeleine and had the rare opportunity to ask her questions about Quebec, about her experiences in organizing unions in Quebec and Ontario and about her views on the future of labour in Canada. All of us who were privileged to hear Madeleine thank her for the time and energy she extended to UNA and to the struggles that are going on in this province.

FIGHTBACK

UNA defends
the contract

Turmoil in High Prairie

by Dave Thomson

The High Prairie Regional Health Complex Board ordered the administration to revert to an eight hour shift rotation because the Board believed it would save money. (Most overtime on an eight hour rotation is at time and one half whereas it is double time on a twelve hour rotation.) The results have been dramatic but haven't saved any money.

Ten nurses out of thirty-two have resigned in the six weeks following the change. Despite the resulting severe staff shortages, the Administration was not allowed by the Board to close beds. The remaining staff are working many overtime shifts. Even the unit supervisors are working almost continuously. Despite the efforts of both members of UNA Local 17 and the supervisors there are many shifts for which no coverage has been scheduled.

Aside from the effects on quality patient care, another casualty from this ill-conceived notion has been the administrator himself. If there were a prize for the most administrators in the shortest period of time, High Prairie would win without question. Mr. Schurman was the fourth administrator in four years. The Board will now have a chance to spend some more money recruiting another administrator. This, of course, is in addition to that being spent on overtime and

in addition to finding replacement nursing staff.

UNA Local 17 has grieved the scheduling violations and has advised the Health Facilities Review Board of the unsafe conditions caused by the decision of the hospital board. Hopefully some sanity will be imposed and some beds will be closed in order to provide safe patient care.

Whitecourt-Fox Creek Local #149 Signs Memorandum of Agreement

by Trudy Richardson

Negotiations took place June 6, 1985, between UNA Local #149 (Whitecourt-Fox Creek) and the administration of the two hospitals as well as with an A.H.A. representative, Simon Renouf Executive Director of UNA, Trudy Richardson, Employment Relations Officer, Cheryl James, President of Local #149, Corrie Howe, and Jackie Sanford negotiated on behalf of the hospital's nurses. A Memorandum of Settlement was signed, and both parties are now engaging in the ratification process. UNA bargained for the "grey booklet" and achieved an agreement which is nearly identical to the present hospitals' nurses. A Memorandum

of Settlement was signed, and both the Short Term Disability, Long Term Disability, Group Life and Accidental Death and Dismemberment Benefits in Article 21 will have a thirty (30) day implementation period for those employees presently not enrolled. An adjustment of Article 18.01 was agreed upon—"full-time employees who have been granted a 'floater' holiday between January 1, 1985, and June 6, 1985 are precluded from the provision of Article 18.01(b) for the calendar year 1985." The new Article 12 on seniority which is presently being considered by all UNA hospital locals for ratification was agreed upon by both parties and will be inserted into all grey booklets for the nurses in Whitecourt-Fox Creek. An important UNA proposal was accepted by the Hospital negotiating committee—that the effective date of the contract be retroactive to April 4, 1985, the date of certification. Simon Renouf proposed this date of certification saying that it is fairer to make the contract effective the date the Labour Relations Board issues the certificate to the Local rather than when the Memorandum of Agreement was signed or when ratification or contract signing occurs because these latter dates are subject to people's available calendar dates and can stall the actual implementation of contract provisions. The hospital negotiating team agreed and therefore the nurses at Whitecourt-Fox Creek have a contract retroactive to April 4, 1985. To all the new members of UNA in Local #149, we extend a heartfelt welcome and our support and solidarity.

Local #121 Does It Again

by Michael Mearns

Management Training Officer

Hospital District No. 93 has an opening for a Management Training Officer. Reporting to the Assistant Director, Labour Relations and Employment the successful applicant will assume responsibility for the development, implementation and revision of management training and associated programs and in addition, provide assistance in matters pertaining to the Labour Relations activities of the organization. The incumbent will provide instruction in existing in-house structural programs and will develop and implement special seminars/programs on relevant subjects as required. Among those activities involving the labour relations portion of this position will be Collective Agreement interpretations, grievance handling, advising line supervisors in matters concerning labour relations and related activities.

This advertisement appeared in the Calgary Herald in early February. Is Hospital District #93 the leader in this field? Wouldn't it be terrific to be dealing with an immediate supervisor that reacted from a knowledge base rather than at a personal level when a grievance was being processed? Congratulations to U.N.A. Local

#121 whose recent activities must have contributed to management's actions!

New Local Signs Collective Agreement

by Barb Surdykowski

Congratulations to the nurses of UNA Local #143 who have recently signed their first collective agreement with their employer, the Vulcan General Hospital.

Activities at the Local at present revolve around implementing this new agreement, particularly in the areas of benefits, pension contributions, and adjustments on the salary scale.

Local members have already joined in other UNA activities. They have attended educational workshops offered by South-Central District and have made proposals for the next round of Hospital contract negotiations.

UNA welcomes the 12 new UNA members at Vulcan.

**Feedback
of Fightback**
Send any comments
on Fightback to:
Editorial Committee
c/o Provincial office

Health Units' strike continues in third month

Eight UNA Health Unit locals and one VON local continued their strike action in various locations across Alberta. The Health Units' strike, which commenced April 1, 1985, is now in its third month.

Negotiations with the Health Unit Association resumed for one day, Friday, May 31, 1985, dur-

ing which the Union presented the Health Units with a revised position on the contentious hours of work issue.

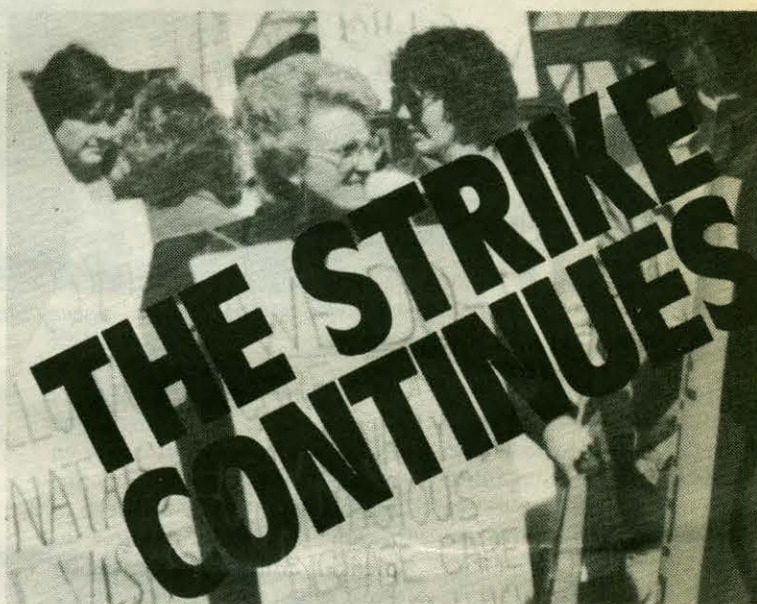
UNA offered to limit application of the "5-5-4 workweek" to those Health Unit offices where there are at least two full-time nurses employed. The Union also offered to introduce the revised workweek scheme on a two-year trial basis with a joint commitment of health

unit and UNA appointees to study its effects. This position was rejected by the Health Unit Association, which did indicate that it was prepared to consider a 5-5-4 workweek, but only in exchange for major, newly identified concessions in other areas of the collective Agreement. The major concession sought by the health units was the removal of all restrictions on evening and weekend work. This was unacceptable to the UNA Negotiating Committee and was ultimately withdrawn by the Health Units. As talks adjourned on May 31, the Health Units were unable to identify any residual objections to UNA's 5-5-4 proposal; however, they indicated that they were unwilling to accept it at that time.

Strike action remains strong throughout the eight Health Unit locals, with fewer than fifteen percent of the bargaining unit working. UNA's Negotiating Committee continues to conduct weekly votes of striking Health Unit members to determine their willingness to continue strike action. The majority of health unit members on strike have indicated that they are prepared to continue strike action until a fair settlement is achieved.



Striking members at a meeting



NOTE: To all UNA Members

The following employers have UNA locals on strike:

Calgary VON
Big Country Health Unit
Alberta West Central Health Unit
City of Lethbridge Health Unit
Leduc-Strathcona Health Unit
Minburn-Vermilion Health Unit
Northeastern Alberta Health Unit
Vegreville Health Unit
Wetoka Health Unit

No nurse should consider applying for employment at any of the above listed agencies until strike action has been concluded. For further information contact UNA Office at 425-1025 or 1-800-252-9394.

Executive Board Synopsis

Proposed major changes to the financing structure for large UNA locals, changes in the strike pay policy, and concrete plans for increasing support for striking UNA Health Unit members were among the highlights of UNA Executive Board Meeting held June 11-14, 1985.

The Executive Board dealt with recommendations from UNA Executive Officers and Steering Committee in a response to a direction at the 1984 UNA Annual Meeting, which called upon the Steering Committee to study the whole issue of funding for large locals and come back with recommendations to the 1985 Annual Meeting. The Executive Board approved proposals which would, if endorsed by the Annual Meeting, provide for provincial funding of all voting delegates to UNA meetings starting in 1986. Currently, large locals are responsible for funding all of their own delegates except for the first two. Since delegate entitlement is one for every 50 members or part thereof, some locals are entitled to more than 20 delegates and the costs associated with sending them to the Annual Meeting can be substantial. It is estimated that the cost of funding all delegates to UNA's Annual Meeting alone would amount to more than \$87,000 (in 1985 dollars).

The Executive Board will also be recommending to the Annual Meeting that locals with 100 duespayers or more be required to ensure that their members receive the necessary education and to fund education for their members from the locals' funds. These locals would no longer be eligible for provincial educational funding. It is expected that the money saved by large locals not having to fund their own delegates will more than make up for the removal of provincial funding from education programs, and in fact will permit large locals to expand the number of educational opportunities available for their members.

Acting on recommendations from UNA's Executive Officers who had met with the Negotiating Committee representing striking UNA Health Unit members, the Executive Board endorsed changes to UNA's strike pay policy including the following:

- * Members on strike for two months or more are encouraged to obtain employment elsewhere.
- * Members are advised not to resign their position until the settlement of the strike.
- * Members who obtain employment outside their home area shall be reimbursed by the UNA for travel to their home once a week. UNA will provide a list of UNA members in the new employment location who are willing to share accommodation with a striking member.
- * Members who are employed are not entitled to strike pay except where the new employment provides less than the number of shifts per month worked prior to the strike. In such cases the member shall be entitled to strike pay for the additional shifts not provided by the new employment.
- * Members on strike for two months or more shall be entitled to \$50.00 per shift strike pay up to the

number of days per month worked prior to the strike.

* Entitlement to strike pay is dependent upon the member's active support of the strike, including picketing where required by the local.

* Members on strike for one month or more shall have their contributions to Health Care benefits paid for by the UNA. Such payment shall be effective from the second month of the strike.

The Executive Board also adopted a number of motions setting out steps for hospital locals and executive board members to take in providing greater picketing assistance to striking Health Unit and VON members.

In other business the Executive Board decided that the present system of distributing the Newsbulletin would remain unchanged, except that any local that is displeased with its current distribution method has the option of contacting UNA office to arrange for changes.

Other business included:

- * The adoption of the new Professional Responsibility Forms and changes to Getting It Together.
- * The creation of a special sub-committee of the Membership Services Committee to address the institution of Employee Assistance Programs for UNA.
- * The booking of dates and locations for the 1987 UNA Annual Meeting (November 17, 18, 19, 1987, Westin Hotel - Calgary).

Alert

UNA members and dues payers should contact the UNA office in the event of any involvement in disciplinary matters, fatality inquiries, or other work related issues such as UIC, pension, insurance, or professional discipline matters which may require legal representation. The UNA is interested in insuring that members' rights are protected in any of the above instances.

Revisions to Getting It Together

Recent revisions to the binder "Getting it Together" have been made and sent to Local Presidents for distribution. If you have a copy of Getting it Together in your possession and you have not as yet received the recent amendments, please contact your Local President.

NEXT NEWSBULLETIN PUBLISHING DEADLINES

Deadline for receiving articles, letters, pictures for publication in the next Newsbulletin is August 26, 1985. Send to: The Editor, Newsbulletin, Suite 760, Principal Plaza, 10303 - Jasper Avenue, Edmonton Alberta, T5J 3N6.

EXECUTIVE DIRECTOR'S REPORT

Nurses and Hospitals: Are their legal interests the same?

Recently, in preparing a report for UNA's Executive Board on legal issues relating to the question of patient classification systems, I had an opportunity to talk at length with one of Canada's leading authorities on the legal liability of hospitals and hospital workers, Professor Ellen Picard of the Faculty of Law of the University of Alberta.

In the course of our discussions, which dealt largely with the potential liability of nurses when nurses consent to work alone, consent to short staffing, or consent to work in areas where they do not feel qualified to work, Professor Picard stressed the potential conflict for a nurse which can arise between her role as employee of a hospital and her role of client advocate.

All UNA members know that a nurse as a professional has the responsibility to raise and point out breaches of her or the hospital's proper duty to a client. The question that has yet to be decided in a clear way in the Canadian setting is at what point is a case so extreme that a nurse would have the obligation to refuse to carry out a particular form of work. Professor Picard was able to speak with certainty where the action the nurses were asked to take is unlawful (for example, giving a patient a lethal dose of medication). In such cases, clearly a nurse has both the right

and the obligation to refuse to carry out such an order. But in less extreme circumstances, where the order or the action requested may not in itself be unlawful, the nurse is obliged to use her own judgement.

In the aftermath of the Susan Nelles criminal hearings and Royal Commission in Ontario and the Taschuk Fatality Inquiry here in Alberta, nurses are more sensitive than ever to the deficiencies of the legal system in providing clear, precise answers to real life ethical dilemmas. One of the difficulties that nurses have not always considered is the possibility that the interests of a hospital and its employees, most of whom happen to be nurses, are not always identical in a legal proceeding. For example, in a fatality inquiry, where there may be some risk to the hospital or doctors in the hospital of future civil litigation arising, the interests of the hospital and its employees may not be identical. In such circumstances, a lawyer retained by the hospital or by the hospital's insurance company has a professional responsibility first and foremost to his or her client: the hospital or the insurance company. That lawyer will be obliged to take actions to protect the nurses only to the extent that such actions are in the interests of his or her client.



Simon Renouf

Recognizing the situation, UNA has established a policy of providing no cost legal council to UNA members who may be called as witnesses in a fatality inquiry.

This policy is intended to ensure that the nurse will not be unrepresented in these sometimes complex legal proceedings and will have professional legal advice to ensure that her interests are defended with the same vigilance as the interests of hospitals or doctors.

UNA's policy on legal assistance also provides that UNA will provide the full costs of legal representation where necessary in addition to UNA staff representation on issues arising out of U.I.C. disputes, pension and insurance disputes, and professional discipline before such bodies as the A.A.R.N.

With respect to civil suits, UNA's policy is to pay the cost of a first consultation only for a member, to permit that member to have accurate professional advice as to whether independent legal counsel may be necessary in that particular case.

A UNA member who believes that she requires legal assistance in accordance with this policy, or who would like further information on this policy, should contact her local president.

Local #79 Annual Meeting

These are photos of the Local #79, Edmonton General Hospital, Annual Meeting held on May 16, 1985.



Gayle Cunningham, Vice-President, Acute



Heather Smith, President



Debra Weber, Carmelita Soliman

Ask the Parliamentarian

You are invited to telephone or mail your questions to
Flodia F. Belter
Registered Procedural
Parliamentarian
9728 - 82 Avenue
Edmonton, Alberta
T6E 1Y5
Telephone 439-5703
439-1327

BOARDS: COMMISSIONS: TERM OF OFFICE.

Since stability is a major reason for establishing a board rather than a committee, the terms of office are generally long: three to five years as a rule. To avoid abrupt changes, it is common to provide for overlapping terms; for example, a six member board (commission), each member serving three years, two seats becoming vacant each year.

Under modern conditions, few organizations can hold general membership meetings more than a minimal number of times each term year. The constitution generally sets up a type of executive board. As a matter of parliamentary common sense, this executive board must be considered the heir of all the organization's powers in the intervals between meetings. The executive board is accountable for its actions at the next general meeting.

It may happen that the president wants a study made, a collaboration undertaken, or a project initiated; and perhaps no appropriate committee exists; the president may appoint a personal representative to perform a task, make an inquiry, or bring in a report, if it is understood these personal representatives are not committees. The report of their entire activity is validated only as approved by the president. The president in turn may take action only if the executive board agrees.

PRECEDENCE OF MOTIONS:

The parliamentary keystone as it relates to the business end of a meeting consists of motions. Motions are the vertebrae in the backbone of parliamentary procedure. Future articles will cover the basics of 12 secondary motions. The president has to know about the precedence of motions. Let us keep in mind there are three ways the members may use these "secondary motions" as useful tools at any given meeting which may enhance a member's participation during discussion of the main motion or reports. She may memorize the listing, or learn the rationale of a precedence which is a sound idea, or she may keep a list of motions in order of rank or precedence propped up on the table.

To begin with there are two kinds of motions. One is the primary or main motion, which is the proposal. All other motions, therefore, would be secondary. The order of importance must give way to a natural or "pecking" order, as they are moved. An AAPP guide is available which clearly shows the working motions in order of rank from #13 Main motion to #1 Privileged Motion, Fix Time to which to Adjourn.

The main motion is the lowest in rank until discussed, modified if

necessary, and disposed of one way or another.

The rank of motions is not whimsical. It was not set up by drawing numbers out of a hat. It was hammered out in the seventeenth and eighteenth centuries, in the British Parliament. Secondary motions began to assume their rank in response to very real needs. With respect to its own activities a group has the right, in order to terminate a meeting, to suspend the meeting briefly, to postpone a matter until a more favourable time, to refuse to listen to further talk on it, to schedule a matter for a later but specific time, and to refer it to a committee for further study. The precedence of motions simply freezes this series of rights into a set of compact rules.

We shall cover the ROSTER OF MOTIONS ARRANGED BY RANK in future articles. The Main Motion introduces a proposal; the roster enables the chair and members to adopt or modify the main or primary proposal in a certain manner.

PRIVILEGED MOTIONS: (demand motions which require immediate attention)

- 1) Fix time to which to adjourn: This is a privileged motion which designates another day or time to continue the present meeting.
- 2) Adjourn: make an end to the meeting.
- 3) Recess: Have an intermission.
- 4) Rise to a question of Privilege: Relates to the welfare, safety, comfort, dignity, and integrity of the proceedings of the assembly or the rights, reputation, and conduct of its members.
- 5) Call for Orders of the Day: Insists on the order of business being followed).

QUESTIONS AND ANSWERS

1. Q. When can a member change her vote?

A. Before the final announcement of the vote by the chair.

2. Q. When a committee is appointed to do a definite piece of work and fails to bring a report or to respond to requests for its report, what can be done about it?

A. A committee that will not function should be discharged by the authority that appointed it and another appointed or elected to fill the place.

3. Q. Is it ever in order for a member to call "QUESTION" in order to stop debate, and bring the question to vote?

A. No. Members often call out "QUESTION" for the purpose of stopping debate because they forget that the only way to stop debate is through the previous question which requires a two-thirds vote. The only value in the call is to speed up slow procedure. If it is overdone it is discourteous and out of order.

Nurses at VON, Calgary continue strike while employer considers closing up shop

United Nurses of Alberta,
Attention: Simon Renouf,
Executive Director

Dear Sir:

Further to our meeting on June 7, 1985, I would advise that the Board of Management of the Calgary Branch of the Victorian Order of Nurses has met and again reviewed in detail the current contract negotiations and the impact of the strike on the Branch. It has become evident that the VON can no longer withstand the economic pressures that have accompanied this protracted strike. The operating losses being generated during the strike have now reached a point that action must be taken to address them. Accordingly, I am directed to inform you that the Board shall soon commence implementing the necessary procedures to permanently withdraw the VON from the provision of any home nursing services to Calgary Health Services. Such a course of action will materially affect the role of the VON and its need for nursing staff. Needless to say, the Board regrets having been forced to make such a decision. I am making you aware of our proposed action so that you may inform your members as soon as possible.

Yours truly,
VICTORIAN ORDER OF NURSES
Allan A. Fradsham

The members of Local #53 continue their strike against the Calgary VON, despite a recent letter from their employer indicating that the VON in Calgary will be going out of business. In a press release issued June 19, 1985, Sandy Sheahan, President of Local #53, made the following statement:

Calgary's Victorian Order of Nurses (VON) will be going out of business shortly according to a letter sent by VON management to UNA Tuesday.

UNA sees the demise of Calgary VON as a loss to the community, since it is the only non-governmental agency capable of providing high quality home-care nursing for the people of Calgary, and has done so for more than 60 years.

However, the end of VON nursing services is merely the inevitable consequence of inadequate government funding for home care services and the political decision by Calgary Health Services to use home nursing care as a method of generating profit for private sector service agencies.

UNA and the nurses who have worked at, and who are currently on strike at, Calgary VON, wish to stress that there is a solution to this problem. Calgary VON does not have to fold.

The solution does not lie in the continuation of poor wages and working conditions for VON nurses. The solution is in the provision of adequate funds to Calgary VON to enable the agency and its nurses to negotiate a fair contract and resume the provision of high

quality home care nursing to the people of Calgary.

We cannot make the decision to provide that solution. The key lies in the hands of Dr. Gerry Bonham, Calgary's Medical Officer of Health, and Dr. Neil Webber, Alberta's Minister of Social Services and Community Health. Unless they provide new sources of funding, Calgary's VON will be out of business.

Sadly, the big losers in this will not be the nurses who work at VON—although they would prefer to stay in this field there are many other nursing jobs available in Calgary. The people of Calgary will be the losers.

Only Dr. Bonham and Dr. Webber can prevent this from happening.



UNA Local #61 VON Edmonton, Negotiates New Contract

by Trudy Richardson

The VON Edmonton & UNA Local #61 have a new two-year contract which extends from April 1, 1985 to March 31, 1987.

Congratulations to the Local #61 negotiating team and all members of the Local who went through a lengthy and comprehensive demand-setting process which resulted in a substantially improved contract.

The negotiations for this new contract were lengthier than usual because the members of Local #61 and Chris Rawson, the assigned ERO, worked to produce a very long list of in-going proposals. The initial reaction of management to the nurses' demands was one of astonishment. They did not think they could deal with such a long list of complex demands. In the end, however, both negotiating teams reached an agreement which is presently in the process of being ratified and signed by the parties. Credit goes to the nurses on the negotiating committee and to the large number of members who came to the demand-setting and reporting meetings for the improvements to this contract.

Highlights of the new contract include:

- 1) a 3% wage increase in the first year and a wage re-opener in the second year;
- 2) improved language throughout the contract;
- 3) 12 weeks advance posting of schedules;
- 4) days of rest on four (4) weekends in a five(5) week period;
- 5) a guaranteed three (3) hours of pay for employees reporting to work as scheduled and being requested by the employer to return home;
- 6) time and one half (1 1/2 X) basic rate of pay when an employee's scheduled days of rest are changed without seven (7) working days' notice; personal notification must also be given as well as the recording of such change on the work schedule;
- 7) each employee is guaranteed to

be scheduled off on six (6) of the actual twelve (12) Named Holidays and one of these six (6) must be either Christmas or New Year's;

- 8) responsibility premium increase from \$8.00 to \$10.00;
- 9) "On-call duty" roster to be posted twelve (12) weeks in advance;
- 10) no "on-call duty" or overtime can be scheduled for employees on scheduled days of rest, on scheduled Named Holidays, or while on vacation;

- 11) a guaranteed two (2) hour's pay at overtime rates for each occasion an employee is brought back to duty during an on-call period;
- 12) no "on-call duty" for nurses who have worked the immediately preceding day shift;
- 13) brochures on all health benefits and protective insurance plans are to be made available to all eligible employees;
- 14) \$150 uniform allowance is to be given to all full-time, part-time, and casual employees at time of initial appointment. A \$75 uniform maintenance allowance is to be given to all nurses at the completion of every nineteen hundred and fifty (1950) hours of work;
- 15) general policies governing leaves of absence have been incorporated into the collective agreement;
- 16) sick leave shall be granted for complications which may arise during pregnancy;
- 17) general policies regarding illness of an employee while on vacation have been incorporated into the agreement;
- 18) the duties of the employer regarding the reinstatement of employees returning from Long Term Disability, Workers Compensation, or unpaid sick leave are clearly spelled out and give increased job security;
- 19) one-for-one recognition of all previous relevant nursing experience is given for new employees who have been out of nursing less than 3 years;
- 20) ten-day limit to the employers'

rights to discipline and dismiss employees;

- 21) specific restrictions on the employer's rights to discipline and dismiss employees;
- 22) employees are no longer expected to work on committees on their scheduled days of rest or on off-duty time;
- 23) the previous requirement that employees carry the VON bag at all times and not leave it locked in the car has been deleted;
- 24) an increase in transportation reimbursement from 22¢ per km. to 25¢ per km;
- 25) a full-time employee of the Union has the right to make a thirty (30) minute presentation at the orientation of new employees;
- 26) the employer cannot unreasonably withhold approval for leaves of absence for union business;
- 27) the employer must provide a "letter of hire" for all part-time employees stating the specific number of hours per work day and specific days of work per week which shall constitute the regular hours of work for each part-time employee;
- 28) a new Article 39 for Casual Employees is included in the contract;
- 29) a new Article 40 on Layoff and Recall is included in the contract;
- 30) a new Article 41 on Job Posting requires the employer to post notices of vacancies and new positions for a minimum of seven (7) days. All vacancies and new positions are to be filled whenever possible from within VON Edmonton. Where skill, training, knowledge, efficiency and other relevant attributes are equal, seniority shall be the deciding factor in making appointments;
- 31) all part-time employees shall have 75% of Alberta Health Care Insurance Plan premiums paid by the employer.

Congratulations to Local #61 for these significant improvements to the contract!

Health Unit Negotiations

Labour Relations Board orders Health Units to sign contract for three non-striking locals

In a decision released June 10, 1985, the Alberta Labour Relations Board has ordered three Health Units to sign contracts with three non-striking UNA locals.

UNA had applied to the Labour Relations Board in early April following direction from a membership meeting of Health Unit members, for a declaration from the Labour Relations Board that "Parties to a dispute had settled the terms to be included in a Collective Agreement." In hearings held May 14 and 15, 1985, the Labour Relations Board heard evidence and argument concerning what had actually happened in negotiations. The key issue upon which the Board needed to make a finding of fact, was whether the offer made by the Health Units on January 31, 1985, continued to be outstanding and available for acceptance until March 7, 1985, when the Union indicated in writing to the Health Unit Associa-

tion that the offer had been accepted on behalf of the three non-striking locals.

Commenting on this point, the Labour Relations Board in its decision says: "We are satisfied that it was Mr. Zaharia's (George Zaharia, the spokesperson for the Health Unit Association in negotiations) understanding that Mr. Renouf would take that offer back to the membership of the ten locals for consideration. This would have

been a useless exercise for Mr. Renouf to have undertaken if Mr. Zaharia had then thought that this offer was no longer capable of acceptance. On the evidence before us, the January 31 offer remained open for acceptance unless withdrawn by some subsequent act of the offeree, which did not occur."

To date there is no indication of whether the Health Units intend to appeal this decision.

Calling UNA Office
From outside
Edmonton
Call 1-800-252-9394

Women and the Federal Budget

Below is a summary of the federal budget proposals that has been prepared by Louise Dulude, Vice-President, National Action Committee on the Status of Women.

The May 1985 Budget is a business-oriented package that offers almost nothing to women. NAC has denounced it as reneging on all the Conservative promises of making women their priority and of protecting the interests of the poor.

(A) LOW-INCOME

Elderly - The value of the old age security pension (OAS) is being reduced by limiting its cost-of-living increases to the inflation rate minus 3%. Even the poorest elderly—most of whom are women—will be affected since half of their benefits come from the old age pension. They will lose \$100 in 1986, \$203 in 1987, \$306 in 1988...and so on.

Mothers - The cost-of-living increase of family allowances will also be reduced to the inflation rate minus 3%. For lower-income families, this will be compensated for by child tax credit increases of \$70 in 1986 and \$35 in each of the two following years, but thereafter the same cost-of-living limit will apply to the credit so that even poor parents will fall behind from 1992 on.

Low-income earners - Their taxes will rise due to the same cost-of-living limits on indexing of personal exemptions and tax brackets. Also, the federal tax credit of \$50 (\$100 for couples), which now goes to those making less than \$40,000, is abolished.

Everyone - All sales taxes are increased and formerly exempted items (candy, pet food, health products like soaps, shampoos and bandages) become taxable.

(B) MIDDLE-INCOME PEOPLE (\$20,000 to \$40,000)

They are also affected by the increases in sales taxes and reductions in cost-of-living protection of family allowances, old age pensions, tax exemptions and brackets and the federal tax credit described above. In addition:

Parents - The child tax credit threshold (the income at which it starts to diminish) will be reduced from \$26,330 to \$23,500. The child tax exemption will gradually be reduced so that by 1989 it will match the level of the family allowance.

Future homeowners - Registered Home Ownership Savings Plans (RHOSPs) are abolished.

(C) UPPER-INCOME PEOPLE (\$400,000 and above)

They are affected by the same changes as the middle income category. In addition:

Temporary (18-month) surtax of 5% is imposed on federal tax between \$6,000 and \$15,000, and 10% on federal tax in excess of \$15,000.

To compensate for this tax increase, upper-income people get the following goodies:

Effective abolition of capital gains tax. (Only half of those gains are taxable now. In 1982, 43% of all capital gains went to taxpayers with incomes over \$100,000, who account for 0.6% of all taxpayers.)

Phased-in tripling of RRSP (Registered Retirement Savings Plans) limits to \$15,500 deductible each year.

(D) OVERALL EFFECT

The results are permanent decreases in benefits for poor people, permanent tax increases for middle-income people and net permanent tax reductions for the richest group.

OTHER CHANGES OF INTEREST TO WOMEN

Pension reform - No mention is made of the Canada Pension Plan, which NAC wants expanded and extended to homemakers. The proposals deal only with employer-sponsored pension plans, which cover less than a third of employed women. The reforms include: vesting and locking in after 2 years, portability through locked-in RRSPs, 60% surviving spouses' pensions (opting out being allowed) and their continuation after remarriage, and splitting of credits on divorce (except if the courts or the ex-spouses say otherwise, which is very bad). Part-time employees could also participate to a greater extent than now, but this might not be advantageous since the reforms do not include any mandatory cost-of-living adjustments in benefits.

Job training - For 1986-87, \$900 million, no details on allocation. This is the same amount as for 1985-86.

Job creation - None. The private sector will provide, they say(!). Federal public service jobs will be 30,000 less than previously projected by 1990-91.

Unemployment insurance - No immediate changes. A review will be carried out by a special committee composed of "leading Canadians from the private sector."

Transfers to the provinces - Reduction by \$2 billion by 1990-91, no details provided.

Temporary (one-year) corporate surtax of 5% on large businesses. **Day care and other services** - Nothing.

Defence spending will rise by 27% between now and 1986-87. This compares with a 20% increase for all social development expenditures.

Attention: Student Nurses

All student nurses working in UNA hospitals over two summer months primarily in nursing care should be receiving the full Staff Nurse—Non-registered rate in accordance with the UNA Hospitals Collective Agreement. Contact your Local President if you are not.

B.C. Hospital Nurses in Mediation

BCNU, the British Columbia Nurses' Union, is in negotiations on behalf of 15,500 nurses in some 135 facilities in B.C. The Union is negotiating with the Health Labour Relations Association (HLRA).

"A fair, negotiated settlement is what our members want," said BCNU negotiator Pat Fraser. "But cheap publicity seems to be what the Health Labour Relations Association is after." She referred to HLRA statements that violated an agreement that neither side would discuss bargaining issues publicly while talks continued.

"The employers say negotiations have broken down ... but the fact is that we have meetings scheduled with mediator Jack Chapelas.

"The employers make misleading statements to frighten taxpayers about what all of the nurses' bargaining proposals would cost ... but the fact is that no one expects all of those proposals to be in the final settlement.

"The employers claim that inadequate government funding limits their ability to negotiate ... but the fact is that many nursing proposals deal with contract language and practices that have absolutely no cost impact.

"The employers complain about union proposals ... but they don't brag about the rollbacks they want to force on nurses.

"Negotiating differences should be resolved at the bargaining table by both sides communicating directly," said Fraser. "That is where and how we intend to work for a settlement that benefits nurses, hospitals and especially the people who depend on our services.

"BCNU understands that negotiation is the art of mutual compromise. We hope HLRA recognizes that, too."

Watch this column for further progress on the BCNU's negotiations!

Visit from Newfoundland Nurses' Union



Margaret Ethier and Peggy Malone

Peggy Malone, President of the Newfoundland Nurses' Union was in Alberta this past month and visited with UNA President, Margaret Ethier. The two

presidents discussed issues of common concern and interest. Ms. Malone was quite impressed with UNA's activities and programs.

Eaton's Strike Settled

The strike by 1000 members of the Retail, Wholesale and Department Store Union at six T. Eaton Company stores in southern Ontario has now been settled. While the union was not successful in gaining any of its pre-strike goals, it was forced to agree to a contract to protect the jobs of the 300 remaining strikers before their legal right to reclaim their jobs expired at the end of May. As well, the settlement does preserve the union's toe-hold at Eatons by retaining the bargaining rights at each of the six stores.

The agreement is for a one-year

period. The top rate for sales personnel who are not on commission is \$6.60/hour with Section Heads receiving \$7.30. The start rate for both categories is \$5.28/hour. Seasonal workers get \$4.50/hour. Management retains many rights in this initial contract.

While the settlement can certainly not be described as a "win" for the striking workers, it does provide a first contract upon which others can be negotiated. UNA supported this strike and the national boycott of all Eatons stores during the strike. We would like to thank all members who joined with the UNA in this.

South District Meeting

UNA VP speaks out on behalf of striking members

The following is the text of a speech delivered by Barb Diepold, Vice-President, to the South District Meeting on June 18, 1985.

UNA is a very young organization as we have not yet even celebrated our first decade in being part of the labor movement, but we have been very difficult to ignore in terms of our accomplishments. United Nurses of Alberta was established for 3 reasons:

- 1) as a result of a court ruling stating that Professional Nurses Associations could no longer engage in collective bargaining for staff nurses as this could represent a conflict of interest between management nurses and staff nurses;
- 2) staff nurses wished to establish a democratic vehicle whereby members would have control over the organization which would represent them in negotiations, grievances and all other labor-management areas and processes;
- 3) members wished to have an organization whereby it would be member helping member in all avenues of their struggles for improvements.

Long and short term goals were also developed that include:

- 1) UNA activity shall reflect the principles of trade unions which include co-operation with other trade unions;
- 2) maintenance of an open and democratic organization with participation by the membership at all levels of the UNA structure including maintenance of open and democratic negotiations and ratification procedures;
- 3) continue to organize all unorganized working nurses of Alberta;
- 4) every UNA member to have optimal working conditions achieved through a commitment to group bargaining and maintenance of the contractual provisions achieved;
- 5) there shall be an effective communications network between all levels of our structure;
- 6) we shall be committed to the principle of member helping member through co-operation and participation in UNA's affairs.

UNA's Constitution is a very comprehensive constitution and clearly identifies areas of responsibility which apply to all of us. As an organization, UNA has as one of its most important objectives the advancement of the social, economic and general welfare of its members as well as the promotion of the highest standards of health care. An area of responsibility identified in the constitution which concerns us as members is that we must give all necessary support in a lawfully conducted strike by the UNA or any of its locals. At present, UNA is conducting two such lawful strikes: those being of the members of eight Health Unit Locals and the one VON Local in Calgary.

Allow me to digress for a moment. Many of us, when we first heard about UNA, a "union for nurses," had mixed reactions and

thoughts. I know I did. "Why did nurses need a union?" and "it is not professional to belong to a union" were only two of the negative responses stated. Obviously, the positive benefits outweighed the negative ones, for today, over 10,000 nurses in Alberta belong to an organization which has assisted them in achieving these positive benefits. Since 1977, hospital nurses have gained significant wage increases (remember the days when the top salary of an RN was only \$8.63!), a maximum number of shifts that can be worked without days of rest (a definite improvement over seven to 10 shift stretches without a day off), improved shift differential and responsibility pay premiums including a weekend premium, health care benefits, and the inclusion and improvement of a Grievance procedure, PRC Committee, and Health and Safety Committee. These are only a few of the contractual benefits we have been fighting for in the last four rounds of negotiations. How did we attain these rights and benefits? Yes, we had to go out on strike in 1977, 1980 and 1982 in order to achieve these; but more importantly, the members of the Hospital Locals acted collectively in a cohesive manner, supporting each other, member helping member. We showed ourselves, the "public", and a disbelieving



Barb Diepold

they refused to recognize this process; instead they wanted a government-appointed mediator which contradicts UNA's policy of non-co-operation or formal communication with the Department of Labor. In essence, these nurses are being asked to subsidize the cost of preventive health care and have also been told, "the money is there, but we choose not to spend it on the nurses."

Striking VON members in Calgary are in dispute over wages, hours of work, scheduling provisions, and vacations. They are also faced with the prospect of not having a job to return to, but are determined in spite of this to fight for a decent contract settlement.

As you can see, these disputes, although they affect different portions of UNA's membership, are not dissimilar in nature to each other or to the Hospital nurses disputes. All nurses, whether they be Health Unit, VON, Nursing Home or Hospital members, are having to fight equally hard in order to achieve what they're worth. The outcome of the Health Unit and VON dispute will have a direct bearing on the final result of the upcoming Hospital negotiations.

Even though it is a small number of UNA members on strike at the present time, United Nurses of Alberta is on strike. It is the responsibility of every member

It is the responsibility of every member and each Local to support these members on strike.

government what United Nurses of Alberta is and that we meant business.

Now, in 1985, the Health Unit and VON members are faced with the same challenge. They wish to improve their economic standards and working conditions which will not only benefit them, but will ultimately improve the standard of health care for their clients. Currently, the HUAA (Health Unit Association of Alberta), the Employers' representative, is offering 2% for the first year of a 2 year contract and 2% for the 2nd year. The nurses need more than this as the above offer does not even equal the cost of living at the present time, considering that they received 0% last year and only 2-4% the year previously. The HUAA would also like to reduce the number of special LOA days from ten to 15 and delete the provision that these could be used for illness in the immediate family or for personal emergencies. The transportation allowance has remained unchanged for the past three years, although the cost for maintenance of cars has risen 38%. The nurses are asking for an additional \$20.00 per month for maintenance. Private mediation efforts were rejected by the HUAA, as

and each Local to support these members on strike by knowing and discussing their issues, helping to bolster picket lines, providing letters of support to their community newspapers, assisting in financial support or whatever else is deemed necessary by their respective negotiating committees.

In the past, UNA has lost only one strike. In 1981 the Hardisty Nursing Home management was able to employ enough nurses in so-called "management" positions during a local strike so as to effectively continue operations. These striking UNA nurses never did get a negotiated settlement; in fact they were unable to return to their positions and the Local was forced to decertify.

To summarize: at the present time, United Nurses of Alberta is on strike! It is up to all of us, as members, to ensure that this strike involving Health Unit and VON members is a successful one. They need our strength, our support, and our cohesiveness to enable them to obtain a fair, just, and equitable settlement of which they are deserving. After all, with "member helping member", isn't this what United Nurses of Alberta really stands for?

NEWSBULLETIN

The UNA Newsbulletin is a bimonthly tabloid published by the United Nurses of Alberta on the advice of the Executive Board and its Editorial Committee.

Stories appearing in the Newsbulletin have been produced by the UNA staff or are reproduced from Labour News. Photos by Wendy Danson, Tanis Bakke, Lena Clarke.

All letters to the editor should be addressed to Wendy Danson, Acting Editor, UNA Newsbulletin, UNA Provincial Office, 10303 Jasper Avenue, Suite 760, Edmonton, Alberta T5J 3N6.



PROFILES



In this issue of the Newsbulletin, "Profiles" looks at the members of the Health Units Negotiating Committee.

Wendy Gregorwich Chairwoman



Wendy has been working in Home Care at the Alberta East Central Health Unit for the past four years. Prior to that she worked for eight years as a nurse in varied settings, from occupational health and safety to hospital nursing. Her extensive experience has led her to believe that the prime importance of public health nursing is the independence that both patients and nurses have to establish a program of health care suitable to individual persons in various specific circumstances.

A UNA member since 1981, Wendy first got actively involved in the local during the 1982 Health Unit Employers' Lock-Out. She was angered at the way she perceived the Employer treating the nurses; shortly thereafter she was elected President of her Local and a member of the 1983-84 Negotiating Committee. Wendy Gregorwich is proud of the way nurses have held together so well and for so long. She urges all striking members not to quit now. We've "put a lot of work, sacrifice, and energy into the strike. It would be unfortunate to let it go now before it reaches its reasonable ending!" Her parting words... "no strike lasts forever!"

presidency of her Local in 1983-84.

Carol reminisces how she never thought she would ever go on strike, but is quick to add that "we're worth what we're asking for!" She continues to be surprised at how little her Health Unit Board appears to know about the issues in this strike and wonders "if even the Health Unit Association knows what we (the nurses) do." "We've been too quiet for too long—I don't think I'll be quiet anymore!" The strength of the Big Country members' strike is testimonial to that!

Isabel Didriksen



Isabel is the Area Home Co-Ordinator for the Wetoka Health Unit. When she first started at the Health Unit over ten years ago, the idea of home care was new and she has watched its programs mushroom over the years. While home care is her love and her career, she has recently been debating a return to hospital work.

She realizes health unit nurses need the UNA to get somewhere and wanted to be part of the action. This is her second time on the negotiating committee, the first time being in 1978. She realizes the strike may be proving long and difficult for some but is adamant that "we can't go back now! Nothing has been won yet. Let's continue to hang in together!"

frustrated that the people controlling the wages and working conditions of Health Unit Nurses don't understand or care about the concept of preventive health. Bev believes the stand taken by striking nurses for over the past two months has had some very positive effects on health unit nurses themselves. "We've gained a lot of self-respect and learned that we're worth putting up a fight for." She believes that this strike and this round of negotiations will set the tone for all future rounds of bargaining and urges all health unit nurses to continue their firm stand.

Marjorie Blair



For the past fifteen and one-half years, Marge has worked as a nurse. She currently works for the Leduc Strathcona Health Unit in community health with the hereditary disease program. Marge specifically chose community health nursing because of the direct patient contact and teaching components of the job.

She got involved with UNA because "if you don't participate, how do you know what's happening?" She believes the key issue facing health unit nurses is "what do we feel we are worth" and then answers her own question by saying, "Any RN is entitled to a fair wage for fair work: we're not getting it in the Health Units!"

Shirley Schooler



For over ten years Shirley has worked in community health nursing in both B.C. and Alberta. She is currently with the Vegreville Health Unit. She enjoys the opportunities this provides to work with families as a whole and to work in the area of preventive health.

This is Shirley's second year on the negotiating committee and she still finds it to be a tremendous learning experience. She strongly believes "health unit nurses are worth it" and she hopes all will continue to hold out during this current strike. Her words are few but meaningful when she states, "we must be firm in our commitment."

Christine Murphy



Chris is currently the Home Care Case Co-Ordinator in Wabasca, part of the Athabasca Health Unit. Prior to this position, she worked in community health. She remains strongly committed to working with children in remote northern areas.

Chris' involvement with UNA began with her own activity in her Local. It was not long before she found herself attending a demand-setting meeting for bargaining and then elected as a member of the negotiating committee. She has been a strong and steady addition to the bargaining committee.

Carol Stubbs



Carol is a Senior Health Nurse in community health nursing at the Big Country Health Unit. Nursing on and off since 1950, Carol has been at the Health Unit for the past four and one-half years, specializing in the area of geriatric surveillance.

A long-time UNA member, Carol was instrumental in the Health Unit employees becoming certified with UNA. She held the

Bev Renwick



Bev has spent 2 1/2 of her 9 years of nursing in Community Health at the City of Lethbridge Health Unit. She is angry and

Submissions to "Profiles" Column

This is a new column in the Newsbulletin. It is about members of staff, past and present who have made or are making significant contributions to UNA. We request submissions from Locals or members for this column. If you know of someone whom you feel should be interviewed for "Profiles," please contact the editor of the Newsbulletin.

UNA Local #86 to gain more members

by Dave Thomson

Local #86, St. Louis Hospital in Bonnyville, will gain an additional eight members when the staff from the Duclos Hospital in Bonnyville is combined with the St. Louis Hospital. Both these hospitals are to be replaced by the new Bonnyville Health Centre, expected to open later this year.

The present nursing staff at the St. Louis Hospital is organized into UNA Local #86 while nurses at the Duclos Hospital are unorganized.

At a meeting May 17 attended by UNA Local #86 President Jean Simpson, Employment Relations

Officer Dave Thomson, representatives from the management of both hospitals and John Pedden from the Alberta Hospital Association, the hospital representatives agreed to voluntarily recognize UNA Local #86 as the bargaining agent for all nursing staff at the new hospital if the Local would agree to a merged seniority list based on date of hire for nurses from both existing hospitals. Assurances were given by management that all nurses in both hospitals would have positions in the new complex.

At a general membership meeting May 27, members of

Local #86 voted to accept the proposal. The result is that Local #86 will gain some new members and the nurses from the Duclos Hospital will now receive the benefits and protection of the UNA Hospital collective agreement.

Amendments to the Workers' Compensation Act

In November, 1984, the Legislature passed the Workers' Compensation Amendment Act, 1984. The highlights of those amendments are as follows:

- 1) Previously an employee was required to report any accident which was work-related within 24 hours; that has been amended to read 72 hours.
- 2) Treating agencies are now required to provide medical reports to the WCB, if requested.
- 3) Previously the Act provided that when there is up to a 10% permanent partial disability a lump sum payment is issued. This has been increased to a 25% permanent partial disability.
- 4) In the case of an appeal to the WCB, the worker involved, the employer or their agent can obtain a copy of the employer's report of the accident, the workers' report, or the medical report.

These amendments came into force on January 1, 1985.

Education leave for Health & Safety Committee Members mandatory in Manitoba

As of last November 1984, new provisions in the Manitoba Workplace Safety & Health Act came into effect requiring mandatory education leave. Under these new provisions, members of health and safety committees or worker representatives are entitled to two working days or 16 hours each to attend educational courses. This time must be provided without loss of wages or benefits.

This sounds like an excellent idea that ought to be adopted by the Alberta government for our health and safety committee members as well!

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Off to
UNAversity

Learning is worth it!



District Workshops '85

Education is a UNA priority. Several courses have already been held in 1985 and more are to come. Consult the schedule below to determine which workshops you wish to attend in your district, then contact your Local President who will have the necessary registration and funding information.

PLEASE NOTE: You must be registered in a workshop at least three (3) weeks in advance of the date of the Workshop. As most Workshops fill up quickly, register as soon as possible.

If you want to take a Level II course, don't forget that you must have already taken the pre-requisite course at Level I. All Level I Workshops are one day; Level IIs are 2 days.

North District

Wednesday, Thursday, Sept. 18 & 19
Professional Responsibility II
Grande Prairie

North Central District

Thursday, Friday, August 29 & 30
Local Administration II
Edmonton

Tuesday, September 10
Media
Edmonton

Friday, September 20
Grievance I
Edmonton

Monday, September 30
Assertiveness
Edmonton

Wednesday, Thursday, October 9 & 10
Grievance II
Edmonton

Central District

Monday, Tuesday, September 16 & 17
Local Administration II
Red Deer

Thursday, Friday, September 26 & 27
Grievance II
Red Deer

South District

Tuesday, September 17
Ward Rep
Lethbridge

Wednesday, September 18
Grievance I
Lethbridge

Tuesday, Wednesday, October 1 & 2
Professional Responsibility II
Lethbridge

South Central District

Wednesday, September 4
Professional Responsibility I
Calgary

Thursday, September 5
Grievance I
Calgary

Wednesday, Thursday, September 25 & 26
Local Administration II
Calgary

Wednesday, Thursday, Sept. 25 & 26
Health & Safety II
Calgary

Wednesday, October 2
Assertiveness
Calgary

Monday, Tuesday, October 28 & 29
Professional Responsibility II
Calgary

Tuesday, Wednesday, November 5 & 6
Grievance II
Calgary