

# News Bulletin

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UNITED NURSES OF ALBERTA

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SEPTEMBER/OCTOBER 1988

## ANNUAL MEETING

For the Union  
makes us  
strong!



### UNA ANNUAL MEETING

Tuesday to Thursday  
October 18 - 20, 1988  
at the  
Edmonton Inn  
Edmonton

There will be elections for:

- UNA President
- UNA Secretary-Treasurer
- Board Members in all Districts

Locals should be:

- debating issues
- electing delegates



# UNA Executive Board Report



by David Harrigan,  
Vice-President

The Executive Board of U.N.A. met for its third regular meeting of the year on August 9, 10, 11 and 12. This was the last Board Meeting before the Annual Meeting. All Board Members were present. In attendance as observers were Andy LeBlanc of Local #2, and Colleen Richards of Local #33, as well as U.N.A.'s Parliamentarian, Flodia Belter, and Ron Levesque who was attending his first Board Meeting since his appointment as U.N.A.'s Executive Director.

The first item of business was reports from Districts, and in dealing with these, it became clear that grievance/arbitrations continue to be a problem, with members having to wait many months before their hearings are scheduled. There are many reasons for this, not all of which are under U.N.A.'s control. In attempt to clear up the backlog and speed the process of arbitrations, the Board directed U.N.A. to investigate having U.N.A. members sit on arbitration Boards as nominees.

Various Districts also reported a concern with members being asked to volunteer their professional service in such causes as air rescue. Both the Legislative and Membership Services Committees are investigating this problem.

Dealing with internal business, the Board ratified the Collective Agreement signed between U.N.A. and O.P.E.I.U., the Union representing our Administrative Staff. As well, the Collective Agreement with our Labour Relations staff expires in December, and Sandie Rentz, Gerry Cook and Dave Harrigan were selected to be the U.N.A.'s Negotiating Committee.

The Board also heard the concerns that many members have regarding their professional association. It was decided that U.N.A. would collaborate with the Staff Nurses' Association to investigate the advisability of dividing our licensing body from our professional body. The Executive Officers have met once already with the President of the Staff Nurses' Association and will be meeting again soon with further research.

Much of the time of the various committees of the Executive Board was spent preparing for the upcoming Annual General Meeting. The Legislative Committee was particularly busy dealing with the numerous policy resolutions and constitutional amendments to be presented to the Annual Meeting. These proposals deal with everything from the size of U.N.A. meetings, to Local Presidents' Funding, to U.N.A.'s Policy regarding the Department of Labour. A full report, including recommendations for each proposal, will be sent to each delegate prior to the Annual Meeting.

The Finance Committee too, worked extremely hard and developed a Proposed 1989 Budget that the Board unanimously agreed to recommend to the Annual Meeting.

The Steering Committee, among other things, revised the Short and Long-term Goals of U.N.A., and these will be presented to the Annual Meeting.

The Pensions Committee has devised several plans to ensure that members become more knowledgeable of their rights regarding their pensions. We will be hearing much more on that in the days and months to come.

The Health & Safety Committee reviewed Universal Precautions re: AIDS and developed a process which will hopefully result in having nursing recognized as a hazardous occupation.

Finally, the Committees of the Employer dealt with the difficult problems of the "guest relations" thrust of our employers. More and more, employers are setting up committees, and seeking representation from staff nurses, where the true purpose is to undermine our Collective Agreement. This too will be discussed thoroughly at the Annual Meeting.

The Annual Meeting will be held at the Edmonton Inn on October 18, 19 and 20, 1988. It promises to be an interesting one, and all members are eligible to attend as delegates or observers. Please contact your Local Presidents for more information.

# BARGAINING

by Trudy Richardson

Three new rounds of bargaining face U.N.A. in the near future. The Central Park Lodge negotiating committee has been elected. Hazel Paish, Local #111 in Grande Prairie; Jean Knight, Local #137 in Medicine Hat; and Donna Carlson, Local #107 in Calgary are the elected members, and Ron Levesque, Executive Director, will be the chief negotiator. This full team meets September 16 in the Edmonton Office to put together a recommended demand package. All Local demands are to be in Provincial Office by September 9, 1988. Negotiations commence in October.

The Canadian Red Cross, Local #155, has had their demand-setting meeting. Elected members of this negotiating committee are Glenda Cunningham and Bonnie Grzesiak, Local #155, with Barb Surdykowski as negotiator. Negotiations begin in October.

And the Victorian Order of Nurses, Local #61, also face negotiations soon. Their Local proposals must be in Provincial Office by November 1, and their negotiating committee elected by September 9, 1988. Bargaining commences in January of 1989.

And of course the three tables of Health Unit bargaining are still in process.

## Money Matters



by Heather Molloy,  
Secretary/Treasurer,  
UNA

In December 1987, the U.N.A. Secretary/Treasurer, Angela Bunting, resigned and I was elected by the Executive Board to complete her term. As the new Secretary/Treasurer, I was orientating myself to the details of U.N.A.'s finances when suddenly the hospital strike was called. Being in the job for just a month, I was faced with the overwhelming job of maintaining an hour-to-hour vigilance over the Emergency Fund.

As your new Secretary/Treasurer, I was served late Friday, January 29, 1988, with a Motion of Criminal Contempt to appear in court Monday, February 1, at 10:00 a.m. The penalty being requested by the Alberta government was a \$1,000,000 fine and an order of sequestration of all U.N.A. assets.

I could not take the chance that our Emergency Fund would be sequestered - after all, that was the strike pay that we needed; and to give it to the Tories was unthinkable. The money was distributed to striking Locals, and Local Treasurers did an amazing job of distributing and keeping records. Once again, you the members, did the impossible!

And then the donations came flooding in from individuals and Unions across this country. Our unending gratitude is extended to all the Funds which received money on our behalf. Details of all donations will be given to delegates at the up-coming Annual Meeting.

U.N.A.'s E.R.O./E.P.O. staff, members of Local #5885 of the Steelworkers, then approached me and formally offered that all overtime worked during the strike was being donated - along with a \$1,000 cash donation. Our thanks to all our staff for their hard work during the strike.

Although the delegates to the February 8 meeting authorized the U.N.A. Board to borrow money, this action was never done because of the financial donations we received. These donations allowed us to remain financially viable without either taking out loans or increasing membership dues. All our fines (\$400,000 criminal contempt and \$27,250 civil contempt) are presently under appeal.

It has been a pleasure working with the Finance Committee of the Board. While we were still adding up the cost of the strike, the Finance Committee began long hours of work preparing the 1989 Proposed Budget. I am very proud to say the committee members took into consideration the interests of all our members. I believe this is reflected in the 1989 Proposed Budget. The Committee met August 3 - 5, 1988, and prepared the Proposed Budget which was subsequently approved at the August Board Meeting. This Proposed Budget will be presented to the delegates at the up-coming Annual Meeting.

As the "new" Secretary/Treasurer, I feel as if I have been battle-tested. It is with real gratitude that I thank the Finance Committee, Darlene Rathgeber the Director of Office Operations, and the staff for all of their support and counsel. But most of all I thank you, the members, for your strength and tenacity in the face of adversity. As usual, you stand tall.

## New Staff

Melanie Garces has recently been appointed as the new Education/Publication Officer for U.N.A. Melanie has been serving as Local president of the Colonel Belcher Hospital in Calgary and leaves that position to take up her new duties with U.N.A. in mid-September.

Melanie will take over as editor of the U.N.A.'s Newsbulletin and Grievance Bulletin, and will become the co-ordinator of U.N.A.'s provincial education program. And Melanie will be at the annual meeting as the official photographer!

## ALERT NUMBER ONE



## A Charge Nurse by any Other Name Still Gets Charge Pay

by Trudy Richardson

And yet another cost-saving manoeuvre by the employers! Recent phone calls from members describe a new employer ploy - change the name so they don't have to pay charge pay/responsibility pay.

Charge nurses are "being disappeared". And onto the stage enters the "med nurse". She still does all or most of the charge nurse duties but is now dubbed "med nurse". It is the Union's position that every "med nurse" gets the appropriate charge/responsibility premium. The Union should file a policy grievance on behalf of the Local, and individual and/or group grievances on behalf of members so they can be recompensed. Keep note of all the other disguises of the "med nurse" - "senior resource nurse", "desk nurse", "team leader" etc.



# Seniority Rights Belong to the Union

by Trudy Richardson

U.N.A. has always held the position that while the employer may have the right to decide that layoffs and/or position eliminations shall take place, the Union has the undeniable right to determine who will ultimately be laid off or "eliminated".

A recent arbitration award upholds this U.N.A. position.

In March of 1987, the Foothills Hospital in Calgary decided to close three units as a way of dealing with government cutbacks. Notice of position elimination was served on nurses working on these units. Employees were advised that they had 48 hours following receipt of the notice (or prior to the expiry of leave of absence for those currently on leave) to:

- in the case of employees with more than 24 months of seniority, advise in writing of a vacant position she wished to fill, or the name of employee with less seniority, whom she wished to bump; or
- in the case of employees with less than 24 months of seniority, advise in writing of the vacant position she wished to fill.

The employees to whom displacement notices were given were also provided with a current vacancy list for the entire Department of Nursing (the bargaining unit).

Upon the return of the forms from the displaced employees, the employers arranged them in order of seniority and "worked their way through them".

In the arbitration hearing, the hospital witness acknowledged that a displaced employee with more than 24 months of seniority is entitled to bump on any Unit in the hospital providing she has the ability to perform the work (subject to the restriction in Article 15.02(b)). She also acknowledged that there was no differentiation between full-time and part-time employees, the only criterion (subject to ability) being seniority. Some of the displaced nurses bumped nurses with less seniority. Five of those bumped had less than 24 months of seniority.

Herein lies the crux of the grievance. Five nurses with less than 24 months of seniority were bumped. The employer did not assign them to positions as per Article 15.03(c)(i) and served layoff notice pursuant to Article 15.03(c)(ii). **But these nurses were not the least senior in the bargaining unit.**

The employer took the position that if there were no available positions which were vacant, the displaced nurses with less than 24 months of seniority would be laid off. The Union contends that the employer should have laid off the least senior nurses in the bargaining unit and assigned their positions to the displaced nurses.

The Union argued that the only restriction on the right of displaced employees to be placed in positions occupied by less senior employees is the ability to do the work. Layoffs must be from the bottom of the seniority list up, and whether or not the action is "position elimination" and "bumping", it still constitutes a layoff.

Articles 15.03(b)(ii) and 15.03(c)(ii) read "in the absence of such a vacancy effect a layoff". They do not read "in the absence of such of vacancy lay off the employee". The Union agreed that "effect a layoff" must be read in conjunction with Article 15.02(a) "layoffs shall occur in reverse order of seniority". And, therefore, in the absence of vacancies, the employer must effect the layoff of the least senior employees and assign these vacancies to the displaced employees with greater seniority.

The employer accepted that seniority is bargaining-unit wide, and that there is no distinction, for seniority purposes, between full-time and part-time employees. The employer however denied that there was any responsibility on him to create vacancies for displaced employees. That is, he argued that displaced employees with less than 24 months of seniority, and employees with more than 24 months seniority who did not exercise bumping rights, and for whom there were no available positions to which to be assigned by the employer, had exhausted their remedies and were to be laid off.

The Arbitration Board found unanimously in favour of the Union. The award interprets Article 15 in the following manner:

*Arbitrators strive, in interpreting Collective Agreements, to ensure that harmony and consistency is maintained among the various provisions in an*

*Agreement. They also attempt to ensure, in matters relating to seniority, that seniority rights are not abridged unless other than by clear express language.*

*Although in many instances the distinction between a general "layoff" and "position eliminations" will be nebulous, we believe that in the vast majority of cases the manner in which they are to be treated under the terms of the Collective Agreement was intended to produce a consistent and reasonable result.*

*The only issue in the present case is whether, under Articles 15.03(b)(ii) and (c)(ii) the employer is to "effect a layoff" of the displaced employee herself or the employer is to "effect a layoff" of a junior employee and create a vacancy for the more senior displaced employee. Regardless of which interpretation we adopt, the result, in our view, remains the same because of the fundamental and overriding provision of Article 15.02(a) that "layoffs shall occur in reverse order of seniority". If the interpretation were to prevail that it is the displaced employee herself who is to be laid off "pursuant to Article 15.01" that must be achieved by complying with Article 15.02(a) and "effect(ing) the layoff in reverse order of seniority".*

*The only interpretation which results in harmony and consistency, as well as being in accord with prevailing labour relations philosophy, is that, under Articles 15.03(b)(ii) and (c)(ii) to "effect a layoff by serving notice pursuant to Article 15.01" must be interpreted to mean that the layoff process is put into motion and the layoff process clearly requires, under Article 15.02, that the layoffs occur in reverse order of seniority.*

*We recognize that the requirement to abide by the layoff process may be viewed as creating further administrative difficulties and disruption for the em-*

*ployer. Such a result is of course the natural consequence of seniority rights and, just as in the case where the bumping process is controlled by the displaced employee, management will have to resolve the difficulties and disruption in a manner which does not abridge the negotiated rights of employees under the Collective Agreement.*

*We made reference earlier to the consistency of this interpretation with the rest of the Collective Agreement. In particular, the same result is achieved, as we believe it should be, whether the Employer chooses to characterize the reduction in the work force as a "layoff" (which would have to be dealt with "in reverse order of seniority" under Article 15.02(a)) or as a "position elimination" under Article 15.03.*

*The end result of this Award, in practical terms, is that when no vacancy exists under either Article 15.03(b)(i) or Article 15.03(c)(i) the Employer, in effect, creates a vacancy under either Article 15.03(b)(ii) or Article 15.03(c)(ii) by "effect(ing) a layoff" and then "places" the displaced employee in, or "assigns" her to that vacancy pursuant to either Article 15.02(b)(i) or Article 15.03(c)(i).*

*The Grievance is allowed."*

This is a big win for U.N.A. It says that all layoffs must be in reverse order of seniority regardless of whether it is a simple layoff or a complex position elimination and bumping process. As U.N.A. has always said, "you say layoff, we say who".

Lesley Haag E.R.O. acted as U.N.A. counsel and Barbara Surdykowski E.R.O. sat as U.N.A.'s nominee on the Board.

## ALERT NUMBER TWO

**ALERT**

### Recognition of Previous Experience - How to Calculate It.

by Trudy Richardson

It has recently come to the attention of the Union that many, if not all, of U.N.A.'s employers have come up with yet another cost-saving interpretation - this time to do with the recognition of previous experience. Recognition of previous experience is determined by:

- the employer identifying experience satisfactory to him, and
- the employer satisfying himself that the experience was gained before the expiry of a specific time period. (Alberta West Central Health Unit is the only U.N.A. contract with no specific time period after which experience must have been gained.)

In the Hospitals' Agreement, the Red Cross Agreement, and the Youville Agreement the specific time period is five (5) years. For Extendicare Lethbridge it is four (4) years. And for the group of six Health Units, V.O.N. Edmonton, and Extendicare Edmonton the time period is three (3) years.

So the employer looks at the Article in the Collective Agreement and simply finds out from the employee if there has been an elapsed time greater than the specific time period. If the answer is "yes, the employee has been out of nursing for over 5 (or 4 or 3) years" then the employer does not have to credit the employee's nursing experience and she begins at Step - 1 of the salary scale.

If the answer is "no, she has not been out of nursing the 3 (or 4 or 5) years", then ALL her past satisfactory experience must be credited and used to place her on the salary scale. It is NOT just those years of experience which fall within the 3 (or 4, or 5) year time period.

A few examples will illustrate this process of determination. We will use the five (5) year elapsed time period for the examples:

- a nurse last worked on July 31, 1985. She is hired on June 20, 1988. Her past experience of twenty (20) years' nursing is deemed satisfactory experience. Therefore, being out of nursing for almost three (3) years, she is within the five (5) year elapsed time period and ALL twenty (20) years of experience is recognized for the purpose of placing her on the salary scale.
- a nurse last worked on July 31, 1983. She is hired on July 30, 1988, and her past experience is deemed satisfactory. Again ALL her past experience must be credited for increment purposes even though she is only one day inside the five (5) year period.

The employers are crediting only those months of satisfactory experience which fall within the 3 (or 4 or 5) year time period. This is a completely wrong interpretation of the Collective Agreements.

If this is happening at your Institution, an individual grievance should be filed by any employee not placed at the correct step of the salary scale.



# AFFILIATION:

*to bring into close association; to connect.* Webster Dictionary

**The issue of whether U.N.A. should or should not affiliate with a national labour federation frequently comes up at meetings, in conversation, and on occasions like May Day rallies.**

**During the recent hospital nurses' strike, U.N.A. received overwhelming support from labour unions across this country. And once again the issue of affiliation arose. But the answer to the question of affiliation is more than a simple yes or no. It begins by asking why UNA would or would not affiliate, and leads immediately to the question of affiliation with whom? In English-speaking Canada there are three major national labour federations.**

**All of these federations are made up of different kinds of unions representing a wide variety of workers in different kinds of worksites.**



## Confederation of Canadian Unions

The Confederation of Canadian Unions (CCU) is a national labour federation representing 21 independent Canadian Unions. It was founded in 1969 to challenge the control that American unions have over Canadian workers. Canada is the only country in the world with a labour movement that is controlled from outside its borders. The CCU was founded to provide Canadian unions with power over their own affairs and to ensure that Canadian workers' dues were kept in Canada and used to build a worker-controlled society. The CCU has bi-yearly conventions where its 21 member-unions debate and decide policy. The CCU emphasizes local autonomy in order to build a movement where the leadership is responsible to the rank and file. The cost of affiliation is 55¢ per member per month. In the past few years the CCU has submitted briefs and lobbied on such issues as Unemployment Insurance, the B.C. Industrial Relations Act, the federal Drug Patent Act, the Manitoba Labour Relation Act, Free Trade, equal pay for the work of equal value, the Ontario Labour Relations Act, and pension reform. The CCU has policies which involve them in the struggle to create healthy and safe worksites; the CCU opposes tripartism; and the CCU fights for full and free collective bargaining. The CCU supports and works for full employment equity for women; the CCU actively supports environmental protection; the CCU opposes free trade and works for public ownership of resources, a self-reliant industrial policy, a federally-funded housing program, a shortened work week, job protection, an expanded, federally-administered pension plan for all Canadian workers, and the right of the people of Quebec to self-determination. The CCU represents 40,000 members in 21 affiliated unions across Canada. The 40,000 members are employed in every sector of the economy and their negotiated contract settlements lead the industry wherever they are in Canada.



## Canadian Labour Congress

The Canadian Labour Congress (CLC) is the largest national federation of trade unions. It was founded in 1956 through the merger of the Trades and Labour Congress (TLC) and the Canadian Congress of Labour (CCL). The Trades and Labour Congress was founded in 1885 and was made up of craft unions - those organized to represent a specific trade. The Canadian Congress of Labour, on the other hand, was composed of unions which represented all workers at a worksite. The 1956 merger of these two federations came about by the TLC's recognition that industry-wide organizing was not a temporary phenomenon, and in fact was the wave of the future. The massive organizing of public sector unions in the 1960's and 70's enormously expanded the membership of the new Canadian Labour Congress.

In 1988 the CLC represents 2.2 million Canadian workers in 82 affiliates. The number of affiliates is low because, for instance, the provincial government employee unions belong through a single membership of the National Union of Provincial Government Employees' Unions in the CLC.

The CLC holds a national convention every 2 years. Their Executive Council is elected at the Convention and is composed of 6 full-time officers (President, Secretary-Treasurer, and 4 Vice-Presidents), the presidents of each provincial federation of labour, and 6 general vice-presidents.

The CLC has four major mandates:

1. *national voice of labour.* In this capacity the CLC does research on labour issues and lobbies government on such issues as free trade, deregulation, privatization, drug patents, child care, and workers' compensation. The CLC also informs the media of labour's perspective on these issues.
2. *education/communication.* In this role the CLC provides and education program to its membership and offers strike support to affiliated and non-affiliated unions.
3. *mobilization.* In this capacity the CLC organizes its membership on such issues as free trade, child care, UIC, etc. and works with coalitions to increase its strength and influence. It also mobilizes support for the New Democratic Party.
4. *resources/research.* In this capacity the CLC provides its affiliates with centralized research services and resource service.

The CLC is affiliated directly with the U.N. International Labour Organization and with the International Confederation of Free Trade Unions.

Cost of affiliation with the CLC is 48¢/member/month.

## Alberta Federation of Labour

The Alberta Federation of Labour (AFL) is the provincial federation of CLC affiliates. Criteria of affiliation with the AFL is membership in the CLC.

The AFL was formed in 1912 in Lethbridge. It brought together various District Labour Councils from throughout Alberta. Today the AFL represents 110,000 Alberta workers in 40 unions.

The AFL holds an annual convention. Delegates to this convention elect a full-time President and Secretary-Treasurer for 2 year terms. On alternate years from the full time executive members, seven vice-presidents, and ten members - at large are elected. The presidents of the District Labour Councils are also members of the AFL Executive Council.

The AFL has the same four mandates as the CLC. It sponsors two one-week labour schools each year, as well as numerous conferences, seminars, and meetings.

In 1988 the AFL formed the Friends of Alberta Nurses fund which received donations from unions and the public to support the hospital nurses' illegal strike.

Membership in the AFL is 60¢/member/month to a maximum of \$7.20 per year.



## Canadian Federation of Labour

The Canadian Federation of Labour is a national body of affiliated unions. It was founded in 1982 as a breakaway from the CLC. Founding members disagreed with the political partisanship of the CLC and formed the CFL. There are 14 affiliates representing 220,000 workers from across Canada. Affiliates include the Manitoba Association of Health Care Workers, sheet metal workers, boilermakers, plumbers and pipefitters, plasterers and cement masons, asbestos workers, elevator constructors, painters, radio operators, the Alberta Association of Registered Nursing Assistants, the Canadian Office Employees' Union, the International Brotherhood of Electrical Workers, and the International Union of Operating Engineers.

Delegates meet every two years for a Biennial Convention, at which time the Executive Council is elected - for four-year staggered terms. There are 23 elected members of the Council, plus a national president and a national secretary-treasurer. The president of each provincial council, plus a representative from each affiliate, plus the president and secretary-treasurer comprise the Executive Council. Fees for affiliation are 30¢ per member per month.

The CFL works from a position of respect for the Canadian political system, dealing forthrightly with the democratically elected government of the day. It deals with issues rather than political philosophy. The CFL forms no formal affiliations with political parties and pursues positive dialogue and cooperation with other groups in society. The CFL respects the fundamental autonomy of all its affiliated unions and views the role of a central labour body to be service to its affiliates not vice versa.

In recent months the CFL has lobbied on the free trade issue, the drug patent issue, the Canadian medicare system, and the federal budget.

The CFL has initiated a national venture capital fund whereby "working Canadians for the first time can gain the financial awards that accompany solid, professional investment". The CFL successfully lobbied for an accompanying appropriate tax structure which was put in place in the last federal budget.

The CFL provides an innovative national Education Program for its members. Included in this program is an "Effective Negotiations Seminar" which features a "principled approach to bargaining that transcends the traditional adversarial approach".

The CFL is thus a national federation of labour offering lobbying and education services to its membership.





# National Federation of Nurses' Unions

from an article by Kathleen Connors, President NFNU  
Edited by Trudy Richardson

**The National Federation of Nurses' Unions is different from the national labour federations. - the Canadian Labour Congress (CLC), the Confederation of Canadian Unions (CCU), and the Canadian Federation of Labour (CFL). - in that it is made up solely of nurses' unions.**

Seven unions representing 44,000 nurses belong - the Newfoundland and Labrador Nurses' Union, the P.E.I. Nurses' Union, the New Brunswick Nurses' Union, the Manitoba Organization of Nurses' Associations, the Saskatchewan Union of Nurses, the Staff Nurses' Association of Alberta, and in 1989 the B.C. Nurses' Union.

In October of 1983, U.N.A. delegates at the Annual Meeting approved affiliation with the N.F.N.U. but directed that this approval had to be ratified by a vote of the entire U.N.A. membership. The 1984 membership vote rejected N.F.N.U. affiliation.

Kathleen Connors has recently stated that the "N.F.N.U. has, throughout its young history, increasingly supported U.N.A. members in their struggles with employers and government. The creation of the N.F.N.U. "Nurses for Freedom" fund, which has raised \$45,267 in support of the recent illegal hospital strike, is a prime example of the unity, strength, support, and solidarity, exhibited by N.F.N.U. and its nurse union membership."

## NFNU = ACTION

The N.F.N.U. is active at the National level:

**\*Research:** Data collection is done on salaries, working conditions, benefits and arbitrations. N.F.N.U. recently completed a national research project examining the impact of computers on nursing.

**Legislative:** Presentations have been made to the federal government and commissions of inquiry on health care delivery and funding, free trade, child care, post-secondary education, pensions, liability insurance and the impact of entry to practice on current nurses.

**Public Relations:** N.F.N.U. speaks out on union and health care issues from a national body representing the unionized hands-on, direct-nursing care givers in Canada.

**Education:** N.F.N.U. provides educational programs to complement activities of the provincial unions, including nursing and computers, lobbying and political action, and occupational health and safety.

N.F.N.U. members are assured a part in the forum where other unionized Canadian nurses meet to share information and develop strategies for addressing common concerns and problems. The N.F.N.U. knows that what happens in one province or territory has repercussions in other regions. The N.F.N.U. has a biennial convention (every two years). At the 1986 Biennial Convention, the following resolution was passed:

*"Be it resolved that the Board and the Finance Committee of N.F.N.U. explore alternate dues structures that would provide equitable funding for N.F.N.U. and encourage non-member provinces to become active members of N.F.N.U., and further be it resolved that the report be brought to the 1989 Biennial Convention from the Board on the dues structure."*

The N.F.N.U. has explored two options. The first is establishing a sliding scale where you pay X cents for so many nurses, then a reduced rate for the next portion. The second option is to actually reduce the 90 cents/duespayer/month based on what structure, services and membership define as necessary. With B.C.N.U.'s decision to join, the financial base will be broader, diminishing the per capita commitment for all.

The N.F.N.U. is committed to provide a strong national representation for unionized nurses.

The N.F.N.U. believes that by working together, unionized nurses can improve the quality and safety of their working lives and ultimately the care they provide to Canadians.

The most commonly asked questions regarding the N.F.N.U. are:

**Q:** *Health care and labour relations are matters of provincial jurisdiction-why do we need a national (federal) body for unionized nurses?*

**A:** While the provincial jurisdiction is basically true, health care is a cost-shared federal/provincial program. We have all witnessed that what happens in one province in health care at the bargaining table frequently crosses provincial boundaries. Governments, health and labour ministers, hospital associations meet and strategize at a national level. It is imperative that unionized nurses do so too. The N.F.N.U. currently represents over 25,000 members across Canada. In 1989 the addition of B.C.N.U. membership will increase that number to 44,000. The Federation has addressed many common concerns of the general duty nurse including delivery of safe and quality care, input into decisions affecting the level and quality of health care, restrictions of nurses' present role, our free collective bargaining and constitutional rights, and occupational health, safety, and environmental well-being.

**Q:** *How does N.F.N.U. establish priorities and goals?*

**A:** The Biennial Convention of the Federation is held every two years - in 1989 it will be in Edmonton, Alberta, May 30, 31, June 1. The Convention is the supreme governing body of the Federation. As a result, priorities and goals are determined by membership through resolutions and motions to the Convention. The National Executive Board governs between Conventions and insures that these goals and priorities are followed up and acted on between Conventions. The NEB also meets with Senior Staff of Member Organizations on an annual basis to brainstorm on issues facing unionized nurses.

**Q:** *Is N.F.N.U. involved in collective bargaining?*

**A:** No. Member Organizations negotiate on behalf of their respective membership, process grievances and arbitrations, and provide employment relations services. Each nurses' union retains its autonomy within the framework of the national organization. N.F.N.U. has been supportive of nurses' unions, only after the union specifically involved has been consulted i.e. press releases, letters of support, establishment of "Nurses for Freedom" Trust Fund for striking United Nurses of Alberta members.

**Q:** *How is the National Executive Board structured?*

**A:** The National Executive Board is comprised of President, Vice-President, Secretary/Treasurer elected at the Biennial Convention. Each Member Organization with a membership of under 12,000 is entitled to one member as a National Officer on the National Executive Board. Those Member Organizations with more than 12,000 are entitled to two National Officers. The Member Organization determines how the National Officer is selected/elected. Constitutionally, the N.E.B. must meet at least twice a year. In reality the N.E.B. meets three times a year formally and by teleconferences as required.

**Q:** *How does voting occur at conventions?*

**A:** The Constitution provides that voting is by voting delegates selected by the Member Organizations. A Member Organization is entitled to three votes for the first 500 members on whose behalf the Organization remits per capita dues, and one additional vote for each additional 500 (or major fraction thereof) i.e. U.N.A. with 11,500 members would be entitled to 23 voting delegates. U.N.A. could cast the full 23 votes provided that at least one voting delegate is present at the convention.

**Q:** *What are dues?*

**A:** A charter fee of \$500.00 is paid on joining. Thereafter a per capita tax of .90 cents per dues-payer per month is assessed. However, the 1987 Convention directed that the N.F.N.U. Board explore an alternative dues structure that would provide equitable funding and encourage non-members such as U.N.A. to join and become active members of N.F.N.U. The N.E.B. is actively pursuing this direction.

**Q:** *Is N.F.N.U. affiliated to the C.L.C.?*

**A:** Simply answered NO. N.F.N.U. sees its priority as becoming truly national, representing all unionized Canadian nurses. To date no resolution proposing C.L.C. affiliation has been received from the membership, and the N.E.B. has not taken a position on C.L.C. affiliation. N.F.N.U. does share information and liaise with C.L.C. on different issues and has found C.L.C. to be supportive of our efforts as we develop and grow.

**Q:** *What is N.F.N.U.'s relationship with C.N.A.? What are the differences between C.N.A. and N.F.N.U.?*

**A:** The answer can be provided by looking at the provincial level. The differences between N.F.N.U. and C.N.A. are like the differences between U.N.A. and A.A.R.N. - each organization has a different mandate to fulfill and consequently focus on different aspects of nurses, nursing and health care. There are "grey" areas where common positions exist i.e. need to reform health care delivery. N.F.N.U. has a Liaison Committee with C.N.A. which meets to discuss issues of mutual concern i.e. entry to practice and its impact on nurses currently working.

## Why Are Canadian Unions Thriving?

It's a mystery that seems to fascinate the Canadian business press. While organized labour is floundering in the U.S., Canadian unions are holding their own. The proportion of union members in Canada now stands at 38 per cent of the workforce, twice that of the U.S. The big question is, why?

Even the business newspapers now admit the answer may be the greater activism, militancy and politicization of the Canadian union movement.

The *Financial Post* recently called Canadian labour "remarkably resilient" to tough economic times. It concluded that there is a greater emphasis on collectivism in Canada and more on individualism in the U.S. It quoted one analyst who said, "Organized labour in Canada realizes that in order to survive and to withstand the erosion of its organizational and bargaining strength, it has to become more active, aggressive and innovative, rather than reactive, defensive and passive."

A recent article in the *Globe and Mail's Report on Business* magazine surveyed the histories of the two labour movements. It concluded that U.S. unions sold out to capitalism in the 1950s, and had to accept concession bargaining in the early 1980s as a result. When U.S. unions went on anti-Communist crusade against progressives in the '50s, they purged "the men and women who provided much of the energy and social vision" of the movement, said one U.S. historian.

So today, Canadian unions devote more resources to organizing new workers, and they are more willing to lobby for political reform than U.S. unions. According to the *Post*, Canadian unions play a leadership role in social and economic reforms that is "unheard of in the U.S."

The results speak for themselves.  
--CALM



# ALERT

# News Briefs for Alberta Nurses

## ALERT NUMBER THREE

### Quality Assurance is NOT Professional Responsibility

by Trudy Richardson

U.N.A. hospital nurses walked the picket line in 1977 and 1980 to get Professional Responsibility Committees; and walked again in 1982 and 1988 to secure improvements to Article 36. And now, all over the province, employers are telling U.N.A. Local executive members that the Quality Assurance Committees of the employer are really the same as U.N.A.'s Professional Responsibility Committees and our P.R.C.'s can merge into their Quality Assurance Committees. This action is not only outrageous; it is also an insidious attack on nurses' rights to provide professional input into health care decision-making. U.N.A. Hospital Collective Agreements mandate P.R.C.'s, and provide protection and security for Union members. As Dr. Marie Campbell has so clearly explained, the Quality Assurance Programs are in place to monitor the Patient Classification Systems, not the quality of patient care. Our P.R.C.'s monitor the quality of patient care. That's what they were set up to do, and rather than have them disappear, we need to strengthen and expand them. If your employer is trying the "merge and disappear" trick, your Local is encouraged to file a policy grievance immediately. Wording for such a grievance should be obtained from your E.R.O.

Another twist to this tale is happening in at least one Local where the employer is suggesting that U.N.A. garbage the P.R. forms and use Quality Assurance forms instead. This is a bad idea. Not only does it coopt the Union, it also makes any legal protection secured by the disclaimer disappear.

Quality Assurance does not even come close to equalling Professional Responsibility.

## ALERT NUMBER FOUR

### When Does a Casual Work Overtime?

by Barb Strange

The Hospitals' Collective Agreement contemplates only three ways to perform casual work. These are listed in Article 2.06(b).

Article 2.06(b)(i) refers to an employee **regularly scheduled** for a period of three (3) months or less for a specific job. Article 2.06(b)(ii) refers to an employee who **relieves for absences** the duration of which are three (3) months or less.

In both these situations, **regular scheduling**, or "filling a line" is intended; and according to Article 30.05(c), such employees fall under the scheduling provisions of Article 7, "Hours of Work". This includes the definition of regular hours of work per day and per week (Article 7.01), as well as hours off duty between shifts, consecutive days of rest, weekends off, and consecutive days of work (Article 7.06).

**Regularly scheduled casuals** may also fall into the hours of work as defined for part-time employees (Article 30.03 and 30.04) or for extended work day employees (Articles 37.04 and 37.06 for full-time and 37.19 for part-time).

Description of the hours of work leads to the definition of what constitutes overtime and the situations in which overtime rates apply (Article 8 for the 7.75 hour work day; Articles 37.08, 37.09, 37.10 for the extended work day).

It follows then that casual employees who are **regularly scheduled** for a period of three (3) months or less must receive overtime pay on the same basis as regular employees. Any work performed in excess of 7 3/4 hours per day, or in

excess of the regular hours of work per day for those on extended work day (usually 11.083 hours or 11.25 hours) must be paid at the applicable overtime rate. Similarly, any work performed on scheduled days of rest must also be paid at proper overtime rates.

The third way of performing casual work is on a "call" basis (Article 2.06(b)(iii)), whereby the employee is not bound to a schedule, may refuse work at any time, and not be scheduled more than a week in advance (Article 30.05(a)).

In the specific case of an **on-call** employee working an extended work day, the overtime rate is 2X the basic rate for all time worked in excess of 7 3/4 hours per day, except if she is replacing an employee who is normally scheduled to work an extended work day shift (Article 37.25). In the latter case, she receives her basic rate of pay for the entire extended work day shift.

With the exception of the case of the extended work day described above, the Collective Agreement is silent regarding the issue of when **on-call casuals** receive overtime pay.

The Employment Standards Act requires that an **on-call casual** may work no more than forty-four (44) hours in any period of seven (7) days (one week) at her basic rate and must receive overtime rates for any time worked thereafter. Forty-four (44) hours is equivalent to only 5.68 shifts of 7.75 hours length each, which translates to five (5) shifts plus five (5) hours and fifteen (15) minutes.

**On-call casuals** must alert their employers that they may not be scheduled for more than eight (8) hours a day (unless replacing an employee normally scheduled to work an extended work day shift), or forty-four (44) hours a week, and if they are, this will be deemed to be prior authorization per Article 8.01(b) and overtime rates will be claimed for. Any failure to pay these overtime rates should be grieved.

Why should **on-call casuals** consistently claim for overtime after forty-four (44) hours in any seven (7) day period? Doesn't this mean that the employer will start limiting the number of shifts available to casuals?

Perhaps so. Consistently having to pay overtime to **on-call casuals** and having considerably less flexibility in the scheduling of **on-call casuals** are definite disincentives for the employer.

The end result will be a slowing of the current growth of the casual job ghetto with its accompanying loss of job security and benefits. We will see a corresponding halt to the erosion of the full-time and part-time job markets; that is, we will witness an increase in the numbers of permanent positions available to nurses. More fundamentally, **on-call casuals** will consistently receive their entitlement to overtime pay whenever applicable.

These are your rights - the adage "use them or lose them" holds as true as ever.

## ALERT NUMBER FIVE

### What is a Temporary Employee?

by Laurie Coates

Article 2.06 (c): "Temporary employee" is one who is hired on a temporary basis for a full-time or part-time position:

- (i) for a specific job of more than three (3) months but less than six (6) months; or
- (ii) to replace a full-time or part-time employee who is on an approved leave of absence for a period in excess of three (3); or
- (iii) to replace a full-time or part-time employee who is on leave due to illness or injury where the employee has indicated that the duration of such leave will be in excess of three (3) months.

A breakdown of this Article is:

- (i) key words: "a specific job" - a job that has been created for a specific purpose ie. a research nurse, a nurse hired to set up an education program.

- (ii) key words: "who is on approved leave" - must be a leave (eg. maternity, education) not a vacancy.

- (iii) key words: "leave due to illness or injury" - must be sick leave or LTDI or STDI or WCB, not a vacancy.

We have become aware that some employers are presently staffing their hospitals with temporary positions. These temporary positions are created for a variety of reasons including changing the rotation.

What is the employer really trying to do? We believe the employer is trying to keep control of our members by offering them only temporary positions rather than permanent part or full-time positions.

If this situation exists in your hospital, please contact the Union.

## INTERNATIONAL NEWS

### A Historic Strike in South Africa

By any account, the three-week "stayaway" by two million black South African workers in early June was a remarkable and surprising success.

By the end of the strike, the South African manpower minister invited black labour leaders to discuss with him their objections to his Labour Relations Amendments Bill. They say his amendments will roll back union gains of the past 11 years.

In conducting the biggest and most sustained national strike in South Africa's history, the Congress of South African Trade Unions (COSATU) successfully defied both a three-month old government order restricting it to a narrow range of factory-floor activity, and a ban on political strike action.

The immediate significance of the stayaway is that it compelled both employers and the government to backtrack on the restrictive labour legislation. The government has had to acknowledge the need to consult - or at least to offer to consult - organized labour on new legislation.

But the week's events have longer-term implications for the union movement.

The strike was called just one week before the end of South Africa's second year under state of emergency rule. During this time the majority of black and non-racial political groups have been prevented from operating, and their leadership has been decimated by detentions, criminal charges, bannings and death.

Faced with mounting industrial action, employers began widespread lockouts, mass dismissals and court actions to drastically cut the number of workers taking part in strikes this year.

And although it won the endorsement of the churches, black business and rival union groups, COSATU could not even legally call for this stay-at-home. General secretary Jay Naidoo had to announce the move in vague and unspecified generalities concerning three days of "national protest action."

The unions could not rely on the media to interpret their effort. Once openly sympathetic to black aspirations, the opposition papers were forbidden to report on the action, referring in headlines and stories only to "mass absenteeism."

On the strike's second day, police formally warned newspapers they would be breaching emergency regulations if they published "anything which shows the extent to which a stayaway is successful."

Despite all this, between two and three million people answered the call to protest by staying away from work, most of them for all three days.

In doing so, they granted the unions the central role in internal black opposition politics. As the government re-imposed its state of emergency for the third year running, COSATU has shown that industrial unionism is the focus of opposition to apartheid in the country.

— The Globe and Mail/CALM



# Other Nurses

## MONA

### MONA Settlement

The recently negotiated settlement for MONA members was ratified April 22, 1988, by an 87% majority. The highlights of the new contract are:

#### Duration:

Three-Year Agreement (Jan. 1, 1988-Dec. 31, 1990)

#### Salaries:

1. Effective January 1, 1988 - the rate at each step for all occupational classifications is to be increased by 3%.
2. Effective January 1, 1989 - the rate at each step for all occupational classifications is to be increased by 3%.
3. Effective January 1, 1990 - the rate at each step for all occupational classifications is to be increased by x%. (x% shall equal the average annual percentage change in the Consumer Price Index (CPI) for Winnipeg during the period from December, 1988 to November, 1989 to 2 decimal points.)
4. Effective July 1, 1988 an additional increment shall be added to each occupational classification which shall become the maximum increment for each occupational classification. This increment shall be calculated from the percentage difference between the last and second last increment steps. On July 1, 1988 this rate shall be applied to nurses who have achieved the required service since the date of their last increment. (Note: the increment ranges from 3.2 - 4.2%.)

#### July 1, 1988

Start	\$13.07/hr
6 months	\$13.57/hr
1 year	\$14.12/hr
2 years	\$14.64/hr
3 years	\$15.17/hr
4 years	\$15.72/hr
5 years	\$16.25/hr
6 years step	\$16.80/hr

#### Overtime (New Provision):

Effective January 1, 1989, a full-time nurse shall receive two times her basic salary for all overtime worked on a scheduled day off.

#### Weekend Premium (New Provision)

Effective January 1, 1989 - 25¢/hr  
Effective January 1, 1990 - 45¢/hr

#### Responsibility Pay: Increases to Rates

Effective January 1, 1989 - 50¢/hr  
Effective January 1, 1990 - 55¢/hr

#### Vacation Improvements:

In the first 3 years 15 days  
In the 4th to 10th year inclusive 20 days  
In the 11th to 20th year inclusive 25 days  
In the 21st and subsequent years 30 days

For MONA Locals North of 53° - vacation earned at a rate that is 5 days more than in the above.

#### Parenting Leave

Three (3) paid days for maternity, adoption and paternity leave.

#### Long Term Disability Plan:

Effective October 1, 1988  
Premiums 50 - 50 cost shared to maximum of 1% for each party  
66 2/3 benefit level  
Recognition of pre-existing conditions

#### Memorandum re Employment Security (with reference to health care reform, job security):

Memo added to all Agreements which provides advance notice, and Union involvement in any matters related to major alterations in the delivery of health care and/or in the current complement of nursing staff.

Employer committed to retaining nurses within the facility - commitment to retraining and redeployment.

#### Technological Change:

Improvements in this article related to definition, notice period, job security and retraining.

## PEINU

### Makin' Do

In a commentary concerning the strike by United Nurses of Alberta, the Prince Edward Island Nurses' Union (PEINU) noted the key issues in the struggle reflected the concerns of nurses everywhere. There is a growing awareness that as long as nurses are willing to 'make do', agree to unreasonable compromise, and permit their best qualities to be exploited, nothing will change. The effects of the 'illegal' strike and what it represented will remain long into the future.

## NBNU

### New Appointment

New Brunswick Nurses' Union president Madeleine Stevens was one of four recent appointments to the Advisory Council on the Status of Women, made by Premier Frank McKenna. Her appointment to the three-year term will be valuable for women generally and for women in the health-care system specifically.

## BCNU

### Mediation/Arbitration for B.C. Hospital Nurses

VANCOUVER - June 18, 19, 20 and 21 were set aside for mediation/arbitration under a re-opener provision in the final year of the current collective agreement between BCNU and the Health Labour Relations Association (HLRA).

The re-opener covers three items for 16,000 nurses in 137 hospitals and long term care facilities - wages, responsibility pay and shift differentials, for the period April 1, 1988, to March 31, 1989. The term of the entire contract, settled in November 1986, is from April 1, 1985 to March 31, 1989.

Under the terms of the re-opener, and following a breakdown of bargaining in March, the dispute was referred to mediator Vince Ready.

"HLRA must recognize the need to retain nurses in B.C. through monetary incentives," said Pat Fraser, BCNU's chief negotiator in the province's hospitals. "B.C.'s nurses still lag behind those in Alberta and Ontario, and are behind those of federally-employed nurses in B.C. by as much as \$6,678 a year."

"At the same time, reported vacancies are still at an all-time high in this province. B.C. ranks ninth in Canada in terms of nursing hours per patient per day, providing 6.19 hours of nursing care, Manitoba is the highest, at 8.62 hours."

Fraser added that some 2,945 of the nurses holding practising status in June, 1985, were no longer in the profession in B.C. by June, 1987.

"The province needs nurses, and nurses need continued and major improvements to their wages and working conditions if the backbone of the health system is to be maintained," she said.

BCNU's wage proposal for the re-opener is 15 per cent for all wage categories. Currently, B.C. hospital nurses earn up to \$1,609 less than their Alberta colleagues in the starting wage category, and \$2,539 less annually than Ontario nurses. At the top rate, B.C. hospital nurses earn \$3,371 less annually than Ontario nurses, and \$2,865 less than Alberta nurses. As well, at the top rate, Manitoba hospital nurses earn \$1,031 more than nurses in B.C.

Compared to federally-employed nurses in B.C., hospital nurses earn \$5,275 less annually at the starting rate, and \$6,678 at the top rate.

The starting rate for a general duty registered nurse in a B.C. hospital is \$14.49 an hour (\$2,364 a month). The top rate is \$16.75 an hour (\$2,733 a month).

The union is also asking for a boost in responsibility pay to \$2 an hour for employees designated for a minimum of one full shift to relieve in a higher-rated position within the bargaining unit, or for a nurse designated in-charge of a ward, unit or hospital. That rate is currently 80 cents an hour.

On shift premiums, BCNU has proposed differentials for a variety of shifts. Currently, the premium is 60 cents an hour.

The proposal would bring the premium on evening shifts up to \$1.20 an hour for shifts occurring Monday to Friday. The premium for working evenings on statutory holidays and weekends would be \$1.60 an hour. Night shifts worked Monday to Friday would carry a premium of \$1.40 an hour and, for night shifts on weekends and statutory holidays, the premium would be \$1.80 an hour.

## ONA

### Hospital Nurses Ratify 3-Year Deal

(taken from ONA News)

On Jan. 29, 1988, members of the ONA ratified a three-year settlement with the 167 participating hospitals in the Ontario Hospital Association. The settlement, affecting about 38,000 ONA members, was reached on Dec. 14, 1987.

This is the first freely negotiated settlement that the nurses' union and hospital representatives have negotiated since 1975.

The salary grid goes from seven to eight steps in the second year of the contract and to nine steps in the third year.

Effective April 1, 1988, the Agreement brings the starting salary for a nurse to \$15.85 an hour or \$30,907 per year. As of April 1, 1989, the starting hourly rate increases to \$16.17, while the annual salary reaches \$31,531.

On April 1, 1990, the hourly rate increases to \$16.81 and the annual salary becomes \$32,780.

For nurses at the maximum of the salary schedule, the new rates are \$18.55 per hour for the first year of the contract and \$19.53 and \$20.62 in the second and third years. The annual salary rates are \$36,172, \$38,084 and \$40,209 respectively.

Long service nurses will now be eligible for five weeks' vacation after 15 years of service and six weeks after 25 years of service, effective April 1, 1989.

A new benefit in the Agreement brings the weekend premium to 45 cents an hour for all hours worked between midnight Friday and midnight Sunday, effective April 1, 1990.

The settlement also provides for increased employer contributions towards life insurance and dental coverage, and a 15-week paid maternity leave, plus a one-year pre-paid leave option.



Guests to UNA Annual Meeting from MONA, BCNU and SUN.



## Participation Nxxdxd Vxry Much

Xvxn though our typxwritxr is an old modxl, it works quitx wxll, xxcxpt for onx kxy. Thxrx arx 46 kxys that function wxll xnough, but just onx kxy not working makxs thx diffxrxnce.

Somxxtimxs it sxxms to mx that our union local is somxwhat likx our typxwritxr. Not all thx kxys arx working propxrlly. You may say, "Wxll, I am only onx pxrson. It won't makx much diffxrxncx. But you sxx, to bx xffxctivx, the group nxxds thx activx participation of xvxyr pxrson.

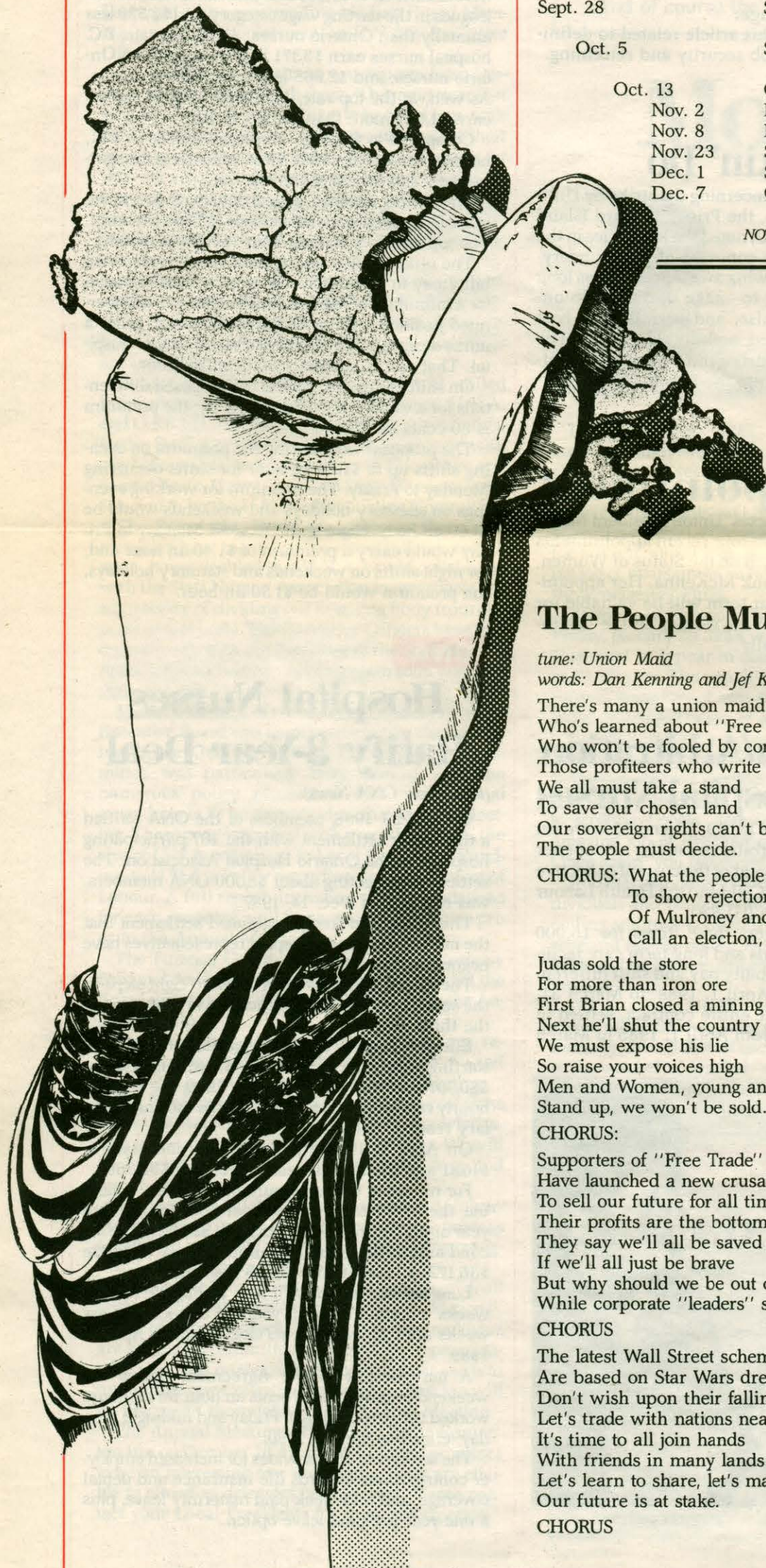
So, thx nxxt timx you think you arx only onx pxrson and that your xffort is not nxxdxd, rxmxxbxx our typxwritxr and say to yoursxlf, "I am a kxy pxrson and am nxxdxd vxry much."

-CALM

# 1988 WORKSHOP SCHEDULE

Date	District	Workshop	Location
Sept. 8	N.D.*	Contract Interpretation	Manning
Sept. 14	N.C.D.*	Contract Interpretation	Edmonton
Sept. 15	C.D.	Health and Safety	Red Deer
Sept. 28	S.D.*	Contract Interpretation	Lethbridge
Oct. 5	S.C.D.*	Contract Interpretation	Calgary
Oct. 13	C.D.*	Grievance I	Red Deer
Nov. 2	N.D.*	Basic Unionism	High Prairie
Nov. 8	N.C.D.*	Basic Unionism	Edmonton
Nov. 23	S.D.*	Basic Unionism	Lethbridge
Dec. 1	S.C.D.*	Basic Unionism	Calgary
Dec. 7	C.D.*	Basic Unionism	Red Deer

NOTE: Please be advised that the \* indicates that these workshops have been formally booked by the district.



## The People Must Decide

tune: Union Maid  
words: Dan Kenning and Jef Keighley

There's many a union maid  
Who's learned about "Free Trade"  
Who won't be fooled by corporate stools  
Those profiteers who write the rules  
We all must take a stand  
To save our chosen land  
Our sovereign rights can't be denied  
The people must decide.

CHORUS: What the people want is an election  
To show rejection and disaffection,  
Of Mulroney and his sad collection  
Call an election, call it today!

Judas sold the store  
For more than iron ore  
First Brian closed a mining town  
Next he'll shut the country down  
We must expose his lie  
So raise your voices high  
Men and Women, young and old  
Stand up, we won't be sold.

CHORUS:  
Supporters of "Free Trade"  
Have launched a new crusade  
To sell our future for all time  
Their profits are the bottom line  
They say we'll all be saved  
If we'll all just be brave  
But why should we be out of work  
While corporate "leaders" smirk

CHORUS  
The latest Wall Street schemes  
Are based on Star Wars dreams  
Don't wish upon their falling star  
Let's trade with nations near and far  
It's time to all join hands  
With friends in many lands  
Let's learn to share, let's make the break  
Our future is at stake.

CHORUS

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\*Denotes District  
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