

NEWS BULLETIN

VOLUME 7 NUMBER 6

DECEMBER 1983 - JANUARY 1984

"I am prepared to lead you in whatever action you decide to take."



AHA OFFER REJECTED Vote goes to Locals

UNA's provincial hospital negotiating committee recommended to the December 19th reporting meeting that the AHA's final offer be rejected. More than 220 delegates, in a nearly unanimous vote, agreed. The AHA's last offer just isn't good enough.

The nurses were insulted and angered by AHA's position. They decided all UNA members vote on the decision of whether or not to accept AHA's proposal for 1984-1985. Wednesday January 11 was the date chosen and all members will be called out to vote in their locals.

The AHA has offered nothing in wages and benefits for the next two years. In addition, they have insisted on eleven cutbacks to the current collective agreement. President Ethier made several points in opening the meeting. She said the earlier stages of bargaining had gone well. "I was beginning to think the AHA was finally coming to respect nurses, to respect UNA. I thought maybe this time we wouldn't have to fight so hard to get into our contract what other unions take for granted." Ethier pointed out that \$1.90 an hour increase in some unions is a mere 5% increase, whereas for nurses it's closer to 12%.

Ethier described how the AHA went right back to their old ways as soon as the Union wanted to see money and benefits on the table. "The most insulting thing I heard the AHA say to us this time was that in making their decision they first considered the value of nurses to society. And having considered that, they decided nurses' wages were high enough already. So they offered us nothing," Ethier said.

Ethier explained that the negotiating committee remained firm on the monetary issue; "We think nurses are worth much more than nothing." She said the government is building more hospitals, hiring more nurses, people still get sick, the province still needs to provide health care. The hospitals expect nurses to absorb the hospitals' rising costs. "I don't believe nurses' wages are high enough that we can afford to make charitable donations in order to keep the health care system afloat for the Alberta Government," Ethier warned, and said, "the government wants us to pay for the advantage of working in the hospitals."

The AHA refuses to budge. The negotiating committee is convinced the AHA's stubbornness comes from their hope that UNA's membership will accept a regressive contract rather than fight back with firm action. That may be true, Ethier said; the members will decide.

A high voter turnout on January 11 is essential to prove definitely that nurses either accept or reject the offer. If the contract is rejected, UNA's negotiating team believes the onus would be on the AHA to improve their offer. If no improvements materialize then another membership vote will be taken regarding future action.

The debate on the AHA's final offer provoked emotional reactions from the delegates. But whether insulted or angry, the nurses weren't about to lose the im-

portant union gains they have fought so hard for. Throughout previous rounds of negotiations, strikes in arctic weather and fighting government legislation, the nurses have demonstrated their collective action and continued strength. The message of the meeting was that nurses aren't about to give up now.

The delegates reaffirmed the union's position of no participation in binding arbitration. One after another members came to the microphones. "If we back down now, they'll have broken our union," said one and others followed with similar statements: "We aren't slaves" "We won't be the wishywashy nurses we fought so hard to prove we weren't" "Together we voted to go this one on our own without any outsider determining our contract. We must remain strong and united now." As one Local president expressed her position; "My Local is a conservative one and originally voted that money was not a priority item. But even my conservative local feels we are entitled to something, that we have value." Several delegates rose to say while originally their locals had not wated to boycott arbitration. They were now convinced the union had chosen the correct course of action One delegate said the union shouldn't be surprised at the treatment received; "that's the way our system treats workers and we know we always have to fight to get a fair deal."

When raising their voting cards in support of UNA's negotiating team, delegates knew they were making a decision crucial to the future of the union. They also knew their vote meant being prepared to act for the benefit of UNA nurses and for their union principles.

Simon Renouf, UNA's executive director and chief negotiator explained that the contract continues to apply after December 31. Nurses are protected under the 1983 contract until a new collective agreement is reached. "We're still in the driver's seat," Renouf said, assuring nurses that the union can afford to wait until January before scheduling a mass membership vote.

Renouf explained the committee had to conclude the AHA's zero percentage increase is a serious one and not likely to change until the nurses provincially express their view. "If we don't accept their offer, they'll be forced to come up with something better," Renouf stated and told delegates the AHA will definitely be watching for two major factors as nurses go to the ballot boxes. "The turnout of nurses and the degree of rejections, that's what will make our statement unarguable" Renouf stressed, "we have to get every breathing member out to that vote." Renouf explained no matter which way the vote goes on January 11 the statement has to be a strong one.

"A substantial wage increase was not a priority for nurses in this year's bargaining," Renouf concluded, "but we have pride. This time we were offered zero percentage, no benefits and eleven roll backs. Our gains have been too hard fought for to take that. The issue here is our credibility. We know from before, our members tend to get mean when confronted by somebody who shows no respect."

UNA and AHA Positions on all outstanding items

UNA's Position

ARTICLE 1 — TERM OF COLLECTIVE AGREEMENT

15 month contract expiring
March 31, 1985

ARTICLE 2 — DEFINITIONS

UNA proposed definition of layoff to read: "Layoff" shall include a reduction in an employee's regular hours of work and shall include any general reduction in hours or shifts.

ARTICLE 7 — HOURS OF WORK

Straight-time payment for meal period where required to remain available for return to duty, triple time (3x) if recalled to duty where required to remain available for return to duty, double time (2x) if recalled to duty on other occasions.

ARTICLE 8 — OVERTIME

Double time (2x) rate for overtime with triple time (3x) payable after sixteen (16) hours of work or for work in excess of seven and three-quarter (7¾) hours on a named holiday or day of rest.

ARTICLE 8 — OVERTIME

Overtime shall be voluntary except in the event of unforeseeable circumstances.

ARTICLE 9 — ON-CALL DUTY

\$2.00 per hour for employee assigned on-call duty.

Double time (2x) for employee recalled to work.

ARTICLE 16 — TEMPORARY ASSIGNMENTS

Charge pay and replacement pay to apply to all members of bargaining unit and to be \$2.00 per hour.

Nurse In-Charge provision to read: "The Employer shall designate or assign, at all times a nurse who is physically present on a ward or unit who shall be in-charge of such ward or unit."

ARTICLE X.01 AMBULANCE DUTY

\$40.00 per trip.

ARTICLE 17 — VACATIONS WITH PAY

Twenty (20) working days vacation during 1st year increasing by one (1) day per year for each additional year of service.

Vacation pay on termination to be amended in light of improved vacation entitlement.

ARTICLE 18 NAMED HOLIDAYS

Add Easter Sunday, add "Where the employee gives reasonable notice, the floater holiday shall be scheduled at a time requested by the employee."

AHA's Last Offer

2 year contract expiring
December 31, 1985

Oppose any definition of layoff.

Straight-time for meal period where employee required to remain available for return to duty, time and one half (1½x) for work during meal period regardless of whether employee required to remain available for return to duty.

No change to overtime provision in current Collective Agreement.

Oppose UNA position.

No change to current on-call pay. (\$1.25-\$1.50/hour)

No change to current call-back pay. (Time and one-half [1½])

No change to charge pay of \$1.00 per hour. No change to replacement pay where replacing Head Nurse or Assistant Head Nurse.

Propose deletion of \$1.50 per hour replacement pay for replacement of out-of-scope positions.

Oppose UNA proposal.

UNA's Position

Double time (2x) for work on a named holiday.

An employee shall be so scheduled as to provide her with days off on at least six (6) of the actual named holidays of which one (1) shall be either Christmas or New Year's Day and two (2) shall be in conjunction with days of rest on a weekend.

ARTICLE 21 — PRE-PAID HEALTH BENEFITS

Benefit plans to be described in Collective Agreement. Improvement in dental plan to 100% reimbursement of basic expenses and at least 50% reimbursement of extensive and orthodontic expenses. Employer to pay 100% of the cost of benefit premiums. Employer to pay premiums for employees on Long Term or Short Term Disability for up to 18 months (current provision spelt out.) Employer to pay an employee 60% of her basic salary while she is awaiting disability plan payments (Employer to be reimbursed when payments received.)

ARTICLE 22 — LEAVES OF ABSENCE (BEREAVEMENT LEAVE)

Five (5) working days.

ARTICLE 25 — SALARIES

Full retroactivity on monetary increases.

ARTICLE 26 — EDUCATIONAL ALLOWANCES

Increase educational allowances to 30¢, 30¢, 30¢, 60¢ and 90¢ and permit accumulation of certain courses.

ARTICLE 27 — RECOGNITION OF PREVIOUS EXPERIENCE

Increase allowable lapse from 3 years to 5 years.

ARTICLE 28 — SHIFT DIFFERENTIAL

Shift differential \$1.50 per hour to include regular and overtime hours. Weekend differential \$1.50 per hour to include regular and overtime hours.

ARTICLE 30 — PART-TIME, TEMPORARY AND CASUAL EMPLOYEES

Outstanding issues relate to overtime, vacations, and named holidays.

ARTICLE 37 — EXTENDED WORK DAY

Outstanding issues relate to overtime, vacations, and named holidays.

SALARIES APPENDIX

Increase all rates by \$1.90 per hour effective January 1, 1984.

All other issues as previously resolved.

AHA's Last Offer

No change to current provision (Time and one-half [1½])

No change to current 18.06

No improvements in any benefit plans or in the amount Employer paid (currently 75%). Dental plan to be restricted to 80% reimbursement of basic dental expenses. Proposed deletion from existing Collective Agreement of description of Short Term Disability plan. Deletion of Alberta Health Care and Blue Cross premium payment from employee on Short Term or Long Term Disability for a period of 18 months (which is provided in current agreement.)

Five (5) calendar days.

No position on retroactivity (not offering any monetary increases in 1984.)

No increase in educational allowances and no accumulation.

Require employee to provide "evidence" of experience. No change to 3 year lapse. Reduce value of recognition of previous experience so that employees would drop down one (1) step when going to new hospital. Delete provision for crediting units of less than one (1) year (ie. delete current 27.02.)

No change to amount of shift premium (\$1.00/hour) or weekend premium (\$0.50/hour). Would prohibit payment of premiums for overtime hours. Would reduce period for which weekend premium is payable from the current 64 hour period to 48 hours.

Outstanding issues relate to overtime, vacations, and named holidays.

Outstanding issues relate to overtime, vacations, and named holidays.

Zero increase in salaries for 1984. Rates for 1985 to be determined by negotiations in late 1984. (Wage rates only would be discussed all other items would remain unchanged.)

All other issues as previously resolved.

Major gains won by UNA

ARTICLE 2: DEFINITIONS

A clause has been added to stipulate that at the time of hire each nurse will be assigned a specific category — full-time, part-time, casual or temporary — and her status cannot be unilaterally changed by the employer unless she is laid off or has voluntarily applied for a change.

ARTICLE 7: Hours of Work

Three different scheduling

options, outlined in the contract, to be available in each hospital. The options include improved scheduling of weekends, long weekends and consecutive days off. The adoption of any option will be made on a unit by unit basis and with the mutual agreement between the union and the employer. Any violation of work scheduling will result in the nurse being paid at 1½ times the basic rate for all regular hours worked un-

til the schedule is corrected.

ARTICLE 8: Overtime

A new clause states the employer will not unreasonably deny authorization of overtime worked after the fact when the nurse worked due to unforeseeable circumstances.

ARTICLE 11:

Probationary Period

The contract now stipulates that during orientation if a nurse is on rotating shifts, the

first four shifts will be day shifts and the first shift on evenings or nights will be under guidance or supervision.

ARTICLE 12: Seniority

A new clause states the employer will provide a seniority list to the union of all nurses based on date of hire and the union may question or grieve any inaccuracy within 3 months of receiving the list. After 3 months the list becomes binding

for layoffs, promotions, etc.

ARTICLE 13: Evaluations

An employee may now be accompanied by a union representative when she views her personnel file and may purchase a copy of that file.

ARTICLE 14

Promotions and Transfers

When a nurse is transferred or promoted from one classification to another, the (Continued page 3)

Major gains won...

(Continued from Page 2)

employer will provide her with a written evaluation before the completion of the trial period. Her first two shifts shall be under guidance or supervision. Where the nurse works rotating shifts the 2 shifts will be day shifts and her first evening or night shift will also be under guidance.

ARTICLE 15:

Layoff and Recall

Layoffs will be in order of seniority and seniority will only be deviated from in cases where senior nurses would be unable to perform the work. The union views such a circumstance as being remote because hospitals continually argue that nurses' skills are transferable between wards and units. The union is now provided a "bumping" clause which means when a hospital unit is closed any nurse with 2 or more years of seniority can displace a junior nurse in another unit within the same in-

stitution. If a nurse is going to displace another nurse she must state her intentions within 48 hours of receiving her notice. Nurses with less than 2 years seniority will be placed into vacant positions by the employer. A laid off nurse may look for employment elsewhere. If the employer requires her services during layoff then she must be offered at least 2 weeks of employment. If the employment is less than 2 weeks the nurse has the option to refuse without jeopardizing any of her seniority, layoff and recall rights. Laid-off staff would be offered such work in preference to casuals.

ARTICLE X: Ambulance Duty

Ambulance Duty has been made a separate article. The stipulation that the trip must be between institutions and when accompanying a patient has been deleted. The amount to pay for the trip is still an

outstanding issue. The article also clarifies when ambulance duty will be paid at the regular rate and when it constitutes overtime.

ARTICLE 19: Sick Leave

A nurse can now use sick time during her vacation providing she is admitted to hospital. She is also then covered for the period of her recovery. When a nurse who has been on Long-Term Disability is able to return to work in her former position the hospital must reinstate her to that position. If she can return to her classification, but not the position, the employer must reinstate her in her former classification even if it means creating a new position.

ARTICLE 20:

Workers' Compensation

Same provisions for reinstatement apply to employees returning from workers' compensation. On workers' compensation the increments continue.

ARTICLE 22:

Leaves of Absence

Bereavement leave is now upon request and not beginning at the time of death. Length of leave will be 5 days but whether it is consecutive work or calendar days is still an outstanding item. Now the nurse, not the employer, will decide when to begin maternity leave. The length of leave is still 9 months but the nurse is guaranteed 6 months leave beyond the delivery date. Upon return to work the nurse will be reinstated to her former position. During

leave a nurse can work casual without affecting the reinstatement to her former position. If a nurse serves jury duty or is required to appear in court on matters arising out of her employment, she will receive her regular rate of pay. She will be paid her basic rate for the hours attended in court on her scheduled day of rest and be scheduled for an alternate day of rest. If she is scheduled to work evenings or nights of the day she appears in court, the hospital will grant her an LOA. If the nurse is required in court for other than the above reasons, she will be granted an LOA without pay.

ARTICLE 23:

Discipline, Dismissal

The hospital must now try to schedule a disciplinary discussion with a nurse by giving her reasonable advance notice. She is entitled to be accompanied by a union representative.

ARTICLE 29

Pension Plan

Part-timers are now eligible for coverage under the Local Authorities Pension Plan provided they work an average of 2 shifts per week and have acquired a minimum of 1950 hours.

ARTICLE 30:

Part-Time, Temporary and Casual Employees

Part-time nurses, when hired, will be given a letter stating a specific number of hours per shift and shifts per cycle that the employer expects them to work. No changes to

the hours and shifts can be made except by mutual agreement between the nurse and employer or by other provisions of the contract such as layoff or transfer. Current employees will be given a letter of hire that reflects their scheduled hours prior to the implementation of the letter of hire. Article 7 applies to casuals if they have been regularly scheduled for 3 months. Increments accrue for part-timers who are in LOA's for union business, education or workers' compensation. Previously, part-timers couldn't accrue during these LOA's.

ARTICLE 35:

In-Service Programs

There is a new definition of in-service programs including orientation, acquisition and maintenance of skills. The employer has the right to require nurses to attend sessions with no loss of pay or status. The same applies to non-compulsory sessions. Each nurse has the right to attend no less than 23 hours per year.

ARTICLE 37:

Extended Work Day

The notice for increasing work days has been changed from 35 calendar days to 12 weeks. When an extended work day system is implemented or discontinued the employer will provide a new letter of hire within 10 days of the change. Casuals may work 12-hour shifts at straight time only if replacing a nurse who normally works an extended day but who is absent.

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 Gail Dalglish.

All letters to the editor should be addressed to Gail Dalglish, Editor, UNA Newsbulletin, UNA Provincial Office, 10357 - 109 Street, Suite 300, Edmonton, Alberta.

Policy Resolutions from 1983 Annual Meeting

Friends of Medicare

Following the endorsement of U.N.A. membership in Friends of Medicare at the 1983 U.N.A. Annual Meeting, the Executive Board established at its December Meeting an ad hoc committee to coordinate U.N.A. participation in Friends of Medicare.

The members of the committee are: Executive Board members Joan Jenkins (South Central District), and Heather Malloy (North Central District), and Local No. 79 President Heather Smith.

The Executive Board established the following goals for U.N.A.'s participation in Friends of Medicare:

- to create awareness and understanding within U.N.A. of the issues being addressed by Friends of Medicare;
- to support Friends of Medicare in the struggle to halt the erosion of medicare;
- to promote viable alternatives for change within the present health care structure;
- to promote and assist in the development of Friends of Medicare chapters throughout the Province of Alberta.

The Executive Board decided that U.N.A. would participate in the Friends of Medicare Board and in the preparation and promotion of a Friends of Medicare Newsletter.

Other organizations which are members of the Friends of Medicare include: The Alberta Conference of the United Church of Canada, Social Justice Commission of the Roman Catholic Arch Diocese of Edmonton, Alberta Council on Aging, Alberta Teachers Association, Edmonton Social Planning Council, Edmonton Voters Association, Calgary Labour Council, Alberta Federation of Labour, Alberta Status of Women Action Committee, National Farmers Union.

Current projects include a comprehensive survey of extra billing among Alberta physicians, the development of Friends of Medicare physician papers on user fees, privatization and the Canada Health Act. Friends of Medicare is organizing community forums to take place in various centres throughout Alberta to discuss such issues as alternatives to institutional care, occupational health and safety and community health clinics as well as the current crisis in medicare. A Friends of Medicare Newsletter is in the planning stage to be published on a regular basis with wide-spread circulation.

Friends of Medicare is in the process of establishing chapters, local or regional units of Friends of Medicare across Alberta. Chapters currently exist in Red Deer and Jasper.

U.N.A. Locals are being encouraged to initiate or assist in the development of Friends of

Medicare chapters in their area. For further information contact members of U.N.A.'s Ad Hoc Friends of Medicare Committee (through U.N.A. Provincial Office) or contact your Employment Relations Officer.

Laura Sky

One of the most emotional discussions during the three day annual meeting dealt with the issue of the Laura Sky film commissioned by U.N.A. Delegates previewed the rough cut version of Sky's documentary film in order to approve or reject the production.

Before showing the film, Simon Renouf, speaking on behalf of the Laura Sky Film Committee, explained the present state of U.N.A.'s relationship with the filmmaker. He explained the filming had started during the 1982 hospitals strike and continued through September 1982. The goals for the film had been clearly established and translated to Sky by the film committee both before and during production.

Early in February 1983 the committee and Executive Officers first saw the film. They were concerned about the film's achievements and took the film to the March Executive Board meeting. The Board disapproved the film. Sky refused to change it. The Board decided to give the final verdict to annual meeting delegates.

Reaction came quickly as soon as the film was over:

disbelief and anger. As one nurse commented, "the film doesn't even make a good home movie". Delegates judged the work as bleak, humourless and depressing. They said the film did not express the real nature of nursing and did not reflect the solidarity and strength they feel in being part of U.N.A. The dominant mood of the film was helplessness, delegates said and expressed resentment. One nurse said she found the film insulting. "If people I know saw this," she said, "they would think I was a fool to remain a nurse. The film shows nothing about the quality of the work we perform." In addition, the film never once made reference to U.N.A. The decision was almost unanimous; delegates felt no one should be allowed to see the film in its present state.

The discussion concluded with a motion that Sky be directed to improve the film according to the goals originally established by U.N.A. If the dispute between U.N.A. and Sky cannot be resolved, delegates voted the Executive Board should proceed with legal action.

Paid Presidents

One of the motions brought to the annual meeting proposed that presidents of smaller locals be paid by provincial office. Locals with fewer than 500 members should be able to apply for funding their presidents up to twelve days a year for conducting union

business. During debate on the question delegates concluded there was not sufficient information to make a final decision. The motion was amended and referred to the finance committee of the Executive Board to study and return with a recommendation to the 1984 annual meeting. The committee was directed to assess the amount of time presidents of small locals invest in U.N.A. work. It is also to consider the tasks locals want to undertake but are unable to proceed with because their presidents have employment obligations.

At present presidents of locals with more than 500 members are paid a two-fifths salary by U.N.A.

NFNU

The question of whether or not to affiliate with the National Federation of Nurses Unions will be answered in 1984 by the U.N.A. membership. Delegates voted in favour of joining the national organization pending a ratification vote in each local. The dues will be 60¢ per month for each union dues payer. If the locals agree to join the NFNU these extra dues will automatically be added to the current 1.1% U.N.A. dues rate.

The date for the vote will be set at the first Executive Board meeting in 1984. U.N.A. is now waiting for the NFNU to submit an information package to be distributed to each local.

Cont'd on p. 13

Ethier's Address to Annual Meeting: We have just begun



I guess we all know by now it is against the law in Alberta to refuse to work. At least it is against the law for most trade unionists — including most U.N.A. nurses. Do they think nurses joined trade unions simply to become "Organized Slaves"?

It's funny there is no law for politicians that refuse to work, or management types that refuse to work. Are they seriously trying to tell us that politicians and management types always work? Or does it mean the work these people do just isn't that valuable to the people of Alberta — so nobody is going to miss them too much if they don't show up for work.

Well, at least we know how valuable nurses are to the people of Alberta. We must be so valuable that it is hard to put a price tag on what we do. The government has tried to convince us for some time now that we don't need to be compensated for that work in the normal manner of wages, working conditions, and respect.

They have tried various lines on us over the years: Nurses are only working to get out of the house, just to keep their "hand in".

Well, considering what nurse's hands are often in — you would think they would find that just as ridiculous as we do.

The old standby, nurses are "professionals", but we don't need to receive the same respect and money as other "professionals". Nurses work because other people need them and they don't have any needs for themselves.

Do they think nurses joined trade unions because we thought we were joining some sort of religious order? I'd like to make it very clear that our name is not the "Sisters of Charity" it is the United Nurses of Alberta.

The nurses were too smart to swallow those lines for long and the government has never liked being outsmarted. So now they pretend the nurses are not nurses any more. The nurses are public enemy number one. So they make laws to control the nurses and protect the public.

Well, the last time I looked, nurses were still nurses. I don't work much as a nurse right now. So when I do, the world of sickness that I enter, hits me like a slap in the face.

The pain, the suffering, the indignities our patients endure — it's all still there. The agony the families experience, keeping watch, it's still there. And the nurses are still there. And I'm

proud to say the nurses are still nurses.

They are still kind, caring, and compassionate. You know the work we do is not very pleasant at times, and not everyone can be a nurse. Some of the things we see, we wish we could just forget, but we can't. It would be better for us perhaps if nurses weren't nurses anymore. Because then we could believe that patients are not people anymore, but we can't. Nurses are still nurses. Just ask the patients.

But then again, the patients have always been our best supporters — even when we are on strike. Because it is always the patients and the nurses that have to live with the results of government decisions day by day and through the long nights. And there are no cameras or press recording the day to day realities in the real world of sickness. I understand they're only allowed in during a strike.

Does anybody want to go back to the way things were before the Union?

— When we didn't have any staff and we didn't have any way to get any staff. When there were lots of nurses living in this province but refusing to work as nurses because of the poor wages and poor working conditions.

— When it was considered "unprofessional", "unethical", for nurses to speak out if something was harmful for the patients. The coverups. If you didn't like it, you could quit. Or you could be fired.

Well, certainly the patients and the nurses don't want to go back to the "good old days". I wouldn't think anybody would except maybe the government. Because it is cheaper.

The government knows that with each of our strikes we have gained money and benefits. They think that by making strikes illegal, they can put a stop to this. They think we will just go away.

It costs money, and other workers might get the same idea and it would cost even more money.

It is very convenient to have cheap products and cheap health care services, both made available by the cheap labour of workers and they would like to keep it that way.

Governments before this one have tried to do away with collective bargaining for much the same reasons.

Trade unionists before us have fought and died for the right to bargain collectively

with their employers. I used to think "militant" referred to the military, but trade unionists are called "militant" and soldiers, armed to kill and sent to other countries, are called "peace keepers".

I know the government has never admitted that this legislation was just another one of their attempts to hoodwink us out of our wages.

I believe they said it was to "ensure the continued availability of health care services for the people of Alberta". But we have just seen how concerned they are about health care lately with this orange and blue card scandal. I guess it is also against the law to get sick in Alberta if you can't pay up. I suppose they will figure out some way to blame the nurses for their financial foolishness.

If the government is so concerned about health care, how come the nurses had to go on strike in 1977 and 1980 just to get it guaranteed, in writing, that nurses would have the right to speak to hospital managements about our concerns for patient care.

If this government is so concerned about interruptions of health care services because of strikes, why didn't they come across with the money and benefits before the strikes? They had to do it after anyway. So the money must have been there; in fact, they ended up spending more money with their DIBs, their lawyers, tribunals, and how can we ever forget flying babies to Saskatoon.

Well, we decided we don't want any more arbitrators, tribunals, judges, or any other form of government interference. We decided that the only people who should make the decisions about what's going to be in our contract are the two parties that have to live with this contract on a day to day basis — the hospitals and the nurses. That is what collective bargaining is all about.

It seems the latest news in Calgary is that nurses are planning an illegal strike. Well, that is news to me, and I am the President of this Union and I usually try to keep on top of these things. So unless there is a plan for some sort of "Winter Stampede" that I don't know about, what the nurses are planning is a negotiated settlement by December 31 of this year.

Oh, there's always people out there trying to tell us what we are going to do, how we are going to do it and when we are going to do it. And it is not just

limited to the government. We certainly had a batch of them last year didn't we? And I don't expect it will be any different this year. I wouldn't worry about them too much.

We already had the management at Lethbridge Municipal Hospital trying to tell us which members can come to our Annual Meeting.

It seems the management of the Lethbridge Municipal Hospital has difficulty reading or believing the part in the contract about Union members' right to attend Union meetings. We even had to start legal proceedings for an injunction in order to get one member here today.

I am always amazed that there are still people out there trying to take on United Nurses. Amazed that they consistently underestimate the members of this Union. Where do people get the idea that they can have input into this Union and the decisions of this Union without paying dues and signing a membership card like the rest of us?

So from now on, I think we will tell all of these people to just get on "the list". And sometime, when we are not too busy, we will xerox a form letter and send it to everybody on that list. Just a short letter that reads: "Does Eatons tell Simpsons their business?" yours *not* in solidarity, United Nurses of Alberta.

The members of United Nurses of Alberta are quite capable of making their own decisions. Always have been. Always will be.

Nurses joined trade unions because we were tired of others telling us how a nurse should think, act and feel. We were tired of others deciding the value of our work and deciding the proper compensation for that work. And we are still tired of it.

We are very proud of the achievements we have made in our short history. We are very proud of the way we run our affairs in our Union. And we very jealously guard our right to run our own affairs and make our own decisions.

For years nurses have had people trying to tell them what to do, and we decided, that at least in our Union, we would be the ones pulling the strings.

We won't have an easy time of it this year, just as we have not had an easy time in the past. But we have gained strength from our past experiences and strength from each other. We have learned to deal with con-

flict as a necessary part of achieving our goals. We have learned to face this conflict together, to deal with the issues, and to be fully committed to common goals. And therein lies our power. We have learned the long-term rewards of money, respect and job satisfaction far outweigh any short-term reward of avoiding conflict.

We know that our opinion has validity in this Union. This is our Union. We make the rules. We have learned the value of seeking out our ideas from each other because often other people's advice and opinions are given just to serve their needs and not ours at all.

We find that we work very well under pressure. We have learned it in our work and we bring that quality to our Union lives as well.

We have always been results oriented in this Union. Any activity we engage in as a Union, any organization that we liaise with, is results oriented. What does it achieve for our members? In the contract, or as people.

We are not protestors, and we don't just speak out. We believe in action. We don't go on strike as some sort of protest. We don't go on strike just to "thumb our nose at the government". We're not "victims". Our strikes have always been just a bargaining tool, used to achieve results in our contract. That has not changed over the years.

Nurses became nurses because we believe in helping others. We believe in comforting, caring and helping them to achieve health. That has not changed over the years.

Nurses became Union members because we care for ourselves and for each other. That has not changed over the years.

We decided to make our Union a Union for us. A Union where the leaders' responsibility is to identify and respond to the needs and wishes of the membership. A Union where the members say what they mean and mean what they say. A Union where the members decide what is best for them. In the Union and in the work place. That has not changed over the years.

We have just begun, and it is too late to try and make us go back to the way we were. We have changed. And besides we don't believe in going back or standing still, we believe in moving ahead. And that's what United Nurses is all about.

**UNA
CONSTITUTION**

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**AND LOCAL
BYLAWS**

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The rules that govern us
and protect UNA democracy

ARTICLE

1

NAME

- 1.01 This organization shall be known as the United Nurses of Alberta (hereinafter referred to as "U.N.A.").
- 1.02 In the interpretation of this Constitution, the feminine gender used herein shall mean and include the masculine, and the singular shall include the plural and vice versa as applicable.

ARTICLE

2

OBJECTIVES

- 2.01 The advancement of the social, economic and general welfare of nurses and other allied personnel.
- 2.02 The regulation of relations between nurses and other allied personnel and their employers and the negotiation of written contracts with employers implementing progressively better conditions of employment.
- 2.03 The promotion of effective communication with employers.
- 2.04 The promotion of the knowledge of nurses and other allied personnel and all things related to their social and economic welfare through education and research.
- 2.05 The promotion of the highest standards of health care.
- 2.06 The promotion of unity within the labour movement, the nursing profession and other allied fields through cooperation with and support of other organizations, and in particular with the Alberta Association of Registered Nurses (hereinafter referred to as the "A.A.R.N.").

ARTICLE

3

MEMBERSHIP

- 3.01 All registered or graduate nurses and other allied personnel who are eligible to engage in collective bargaining are eligible for membership in the U.N.A. provided that no allied personnel shall be admitted to membership without the approval of a two-thirds (2/3) majority of the Executive Board subject to endorsement at the next annual meeting.
- 3.02 For greater certainty, without limiting the generality of the foregoing, persons who in the course of their employment exercise managerial functions or who are employed in a confidential capacity in matters relating to labour relations shall be excluded from membership.
- 3.03 Any member who is eligible to be a member of the United Nurses of Alberta and pays such dues or assessments as may from time to time be required, shall be accepted as a member in good standing of the United Nurses of Alberta and the Chartered Local of the United Nurses of Alberta. Any member who shall be in arrears in the payment of dues or assessments for a period of six (6) months shall be automatically suspended from membership in the United Nurses of Alberta and the Chartered Local except on approved leave of absence, layoff or grieved dismissal.
- 3.04 No person shall be refused membership because of nationality, race, colour, origin, sex or sexual preference, age or religious or political belief.
- 3.05 Membership in a Local Union, chartered by the U.N.A., shall also constitute membership in the U.N.A., however, no person shall act as or be deemed to be an agent of the U.N.A. or any chartered or subordinate body of the U.N.A. because of her membership unless specifically authorized in writing signed by an appropriate official to so act.

ARTICLE

4

EXECUTIVE BOARD

- 4.01 The affairs of the U.N.A. shall be managed by an Executive Board which shall be composed of the following:
- 1) President;
 - 2) Vice-President;
 - 3) Secretary-Treasurer;
 - 4) District Representatives elected on the basis of two (2) District Representatives for every one thousand (1,000) dues payers or part thereof in the District as of sixty (60) days prior to the Annual Meeting,

and an additional District Representative for every additional one thousand (1,000) dues payers or part thereof in the District as of sixty (60) days prior to the Annual Meeting.

4.02 The duties of the Board shall be as follows:

- a) **President** — The President shall preside at all meetings of the Executive Board and all meetings of the U.N.A. and shall be charged with the responsibility of carrying out the policies of the U.N.A. The President shall be an Ex-officio member on all Committees of the Executive Board.
- b) **Vice-President** — The Vice-President shall preside at all meetings where the President is absent and shall be charged with the particular responsibility of establishing and maintaining the flow of communication between the U.N.A. and its members, and between the U.N.A. and such other organizations as the A.A.R.N.
- c) **Secretary-Treasurer** — The Secretary-Treasurer shall cause to be kept such regular books and records of the U.N.A.'s finances as shall be set up under the instructions of the Executive Board, shall cause to be maintained full records of minutes of all meetings of the Executive Board and of all meetings of the U.N.A. and shall cause to be maintained all records, documents and correspondence of the U.N.A.
- d) **The Duties of the District Representatives** — The District Representatives shall carry out generally the objectives of the U.N.A. and function as members of the Executive Board. (The terms of reference for District Representatives are as outlined in Appendix "B".)

4.03 No person shall be a member of the Executive Board who is not a member in good standing of the U.N.A.

4.04 The office of any member of the Executive Board who absents herself from two (2) consecutive meetings, i.e., Board, Delegate, Special, Committee, without reason satisfactory to the Executive Board, shall be declared vacant by the Executive Board. Reasons for such absence shall be submitted in writing to the President. The Executive Board shall determine if the reasons are satisfactory. If the office is that of the President, Vice-President, or Secretary/Treasurer, a replacement shall be elected in accordance with Article 7.05. If the office is that of District Representative then that District shall appoint or elect a replacement within three (3) months, failing which the Executive Board shall appoint a Representative from that District. Such appointed or elected member shall hold office until the next Annual Meeting at which time an election shall be held in accordance with Article 11.04.

4.05 Any member of the Executive Board may resign her office by giving notice in writing to the President.

4.06 Any Executive Board member who shall for any reason cease to hold office shall turn over to the Executive Board documents, assets and property of the U.N.A. in her possession within one (1) month.

4.07 Term of office shall mean two (2) years.

4.08 The District Representative shall delegate an alternate member to attend Executive Board meetings in her absence.

ARTICLE

5

POWERS OF THE EXECUTIVE BOARD

5.01 The Executive Board shall be responsible for and accountable to the membership for the administration of affairs and activities of the U.N.A. when the U.N.A. is not meeting.

- a) The Executive Board shall be responsible for the formulation and development of the general collective bargaining objectives of the U.N.A. and for the presentation of the said objectives to the membership at meetings for discussion and approval.
- b) The Executive Board or any person or committee to which the Executive Board delegates such authority, shall be empowered to negotiate and enter into regional, local, provincial or area-wide Collective Bargaining Agreements on behalf of any Local or Locals without the necessity of the written authorization of such Local or Locals and the Executive Board or its delegate shall coordinate activities towards this end in consultation with the Local Unions involved.

5.03 To the extent necessary for the proper functioning of the U.N.A., the Executive Board, or, with its authorization, the Executive Director, shall employ, retain, direct, and fix compensations for staff personnel, consultants and legal, accounting and other professional personnel, and engage and pay for the use of premises and equipment.

5.04 No monies of the U.N.A. shall be expended without the authorization of the Executive Board or such person or persons as the Executive Board or a meeting of the U.N.A. may from time to time authorize for this purpose. The manner in which monies may be withdrawn or cheques issued by the U.N.A. shall be determined from time to time by the Executive Board. All acts bona fide done by any meeting of the Executive Board or by any person acting as a member of the Executive Board, notwithstanding if it be afterwards discovered that there was some defect in the appointment of any such person acting as aforesaid or that they or any of them were disqualified, shall be valid as if every person had been duly appointed and was qualified to be a member of the Executive Board.

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- 5.05 The Executive Board may set up committees of the U.N.A. and may appoint or elect a chairman and members to the committees. The committees shall be subject to any restrictions or regulations imposed upon them by the Executive Board.
- 5.06 The Executive Board in addition to all other powers vested in it is hereby authorized and empowered subject to the approval and authorization of the U.N.A. as defined in Article 5.07:
- to acquire, hold, and dispose of, real and personal property or any part thereof;
 - to invest monies on behalf of the U.N.A.; and
 - to borrow money for the purpose of the U.N.A. and to give security for any money so borrowed on any of the real, personal or mixed property of the U.N.A. by way of mortgage, pledge, charge or otherwise.
- 5.07 Authorization for the exercise of the powers listed in Article 5.06(a) and 5.06(b) shall be by two-thirds (2/3) majority of the Executive Board subject to approval at the next annual general meeting. Authorization for the exercise of powers listed in Article 5.06(c) shall be gained by a two-thirds (2/3) majority vote of the delegates at a general meeting prior to exercise of such powers.
- 5.08 The business of the U.N.A. shall be managed by the Executive Board who shall exercise all such powers of the U.N.A. and as are not by law or by these presents required to be done by the U.N.A. in a general meeting.
- 5.09 The Executive Board may in the exercise of its powers do all such things and acts which in the exercise of its sole discretion better further the objectives of the U.N.A.
- 5.10 Discipline of Members: Any member may be charged by another member of the following offences:
- violating any provision of this Constitution;
 - obtaining membership through fraudulent means or misrepresentation;
 - instituting, urging or advocating that a member of any of the locals of this union should institute action in a court of law against the U.N.A. or against the Executive Board or any of its officers or against any of the local unions or any of its members in respect of any matter concerning the affairs of the U.N.A. or any of its locals or chartered bodies without first exhausting all remedies through the forms of appeal provided in this constitution;
 - advocating or attempting to bring about the withdrawal from the U.N.A. of any locals or members or groups of members;
 - publishing or circulating either verbally or otherwise among the membership false reports or misrepresentations concerning any member of the U.N.A. in respect to any matter connected with the affairs of the U.N.A. or its local;
 - working in the interest of any organization competing with the U.N.A. in a manner which is detrimental to the U.N.A.;
 - fraudulently receiving or misappropriating any property of the U.N.A. or any of its chartered locals;
 - using without proper authority the name of the U.N.A. or of the local for soliciting funds or advertising;
 - without receiving proper authority to do so, furnishing a complete or partial list of the membership of the U.N.A. or of any local to any person or persons other than those whose official position entitles them to have such a list;
 - wrongfully interfering with any officer or accredited representative of the U.N.A. in the discharge of his or her duties;
 - circulating reports designed or calculated to injure or weaken the U.N.A.;
 - doing any act contrary to the constitution or to the bylaws of any chartered local, or failing to do any act required of her by the said constitution or bylaws, where such conduct has the effect of injuring the U.N.A. or any of its locals or impeding the implementation of any policy constitutionally formed by either the U.N.A. or any of its locals;
 - during the course of a lawfully conducted strike by the U.N.A. or any of its locals failing to give all necessary support to the said strike.
- 5.11
- Charges against any member must be made in writing by a member and filed with the President of the U.N.A. The President shall cause a copy of the charges, including specific details to be served upon the accused member personally or by registered mail. The member shall be deemed to have been notified on the date of mailing of the registered letter. Time and place for the disciplinary hearings shall be included with the charges. At least two (2) weeks' notice of the hearing shall be given. The Executive Board shall determine the time and place of the hearing.
 - Every member of the Union shall be entitled to a fair and impartial disciplinary hearing by the Executive Board.
 - There shall be a written record of the disciplinary hearings, copies to be available to participants of the hearing. Each local shall receive a list of disciplined members and members who have withdrawn.
 - In all cases the onus of establishing guilt of a member shall be upon the complainant.
 - The member in receipt of the charges, may resign her membership in the U.N.A. in which case the charges will not be proceeded with. A per-

son who has resigned her membership, cannot reapply for membership in any Local for one (1) year. Reapplication shall be made in writing to the Executive Board.

- No evidence shall be considered by the Executive Board except that which is offered at the hearing. The accused shall be given every reasonable opportunity to be heard and to present evidence in her own defence. She may be assisted by counsel of her own choosing or she may waive any or all of the rights set forth herein.
 - All expenses incurred by the accused in defending charges shall be borne by herself except in the case of acquittal in which case all reasonable expenses incurred by the accused shall be borne by the Union. All expenses incurred by the complainant in pressing charges shall be borne by herself except in the case of proven guilt in which case all reasonable expenses incurred by the complainant shall be borne by the Union.
 - Should the accused fail to appear before the Executive Board without providing a satisfactory explanation the Executive Board may, if it considers it advisable, proceed to hear evidence and render a decision in the absence of the accused or adjourn the hearing on notice to all parties.
 - Should the complainant fail to appear before the Executive Board, the Executive Board may dismiss the charges or adjourn the hearing on notice to all parties.
 - The Executive shall find the accused guilty or not guilty by secret ballot. The finding shall be by majority vote. In the event of a tie vote, the accused shall be found not guilty.
 - Upon hearing the evidence, if the Executive Board finds the accused guilty, the Executive Board may expel, suspend, or reprimand the accused.
 - The decision of the Executive Board shall be reported forthwith to the accused, the complainant and their locals.
 - At all hearings the Executive Board may obtain the assistance of counsel to advise it with respect to the law and procedure.
 - The decision of the Executive Board shall be binding.
- 5.12 A person who has been expelled from membership in the U.N.A. may apply to the Executive Board for reinstatement after one (1) year from the decision of the Board.

ARTICLE

6

EXECUTIVE DIRECTOR

- 6.01 The Executive Director shall be appointed by and be responsible to the Executive Board.
- 6.02 The duties of the Executive Director are to expedite the work of the United Nurses of Alberta and to administer the policies of the Executive Board.

ARTICLE

7

MEETINGS OF EXECUTIVE BOARD

- 7.01 The Executive Board shall meet at the call of the President or at the request of no fewer than three (3) members of the Executive Board in writing to the President. In any event, the Executive Board shall meet at least once in every four (4) months.
- 7.02 The time and place of meetings of the Executive Board shall be determined by the President, provided that any meeting requested by no fewer than three (3) members of the Executive Board, pursuant to the provisions of Article 7.01, shall be held within thirty (30) days of the receipt by the President of any such request. Every Board member shall be given at least fourteen (14) days' notice of such meetings.
- 7.03 The majority of the members or delegated alternate members of the Executive Board shall constitute a quorum for the transaction of business.
- 7.04 Unless otherwise provided in this Constitution, any questions arising at a meeting of the Executive Board shall be decided by a majority vote of the members present excluding the chairman. Each member of the Executive Board shall be entitled to one (1) vote on each question which is voted upon at a meeting where she is present, provided that in the case of a tie the chairman shall be entitled to a casting vote. Notwithstanding the foregoing, the presiding officer may vote if there is a secret ballot.
- 7.05 In the event that the President, Vice-President, or Secretary-Treasurer should resign, die or otherwise cease to act, the Executive Board shall elect by and from themselves a replacement until the next Annual Meeting at which time an election shall be held in accordance with Article 11.04 or for the unexpired term as appropriate.
- 7.06 The Executive Officers, with unanimous agreement, may poll the Executive Board in emergency circumstances. Polling to be done in accordance with Executive Board Policy.

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ARTICLE

8

MEETINGS OF THE U.N.A.

- 8.01 The U.N.A. shall hold an annual meeting in the months of September, October or November of every calendar year at such place as may be determined by the Executive Board.
- 8.02 A special meeting of the U.N.A. may be called at any time and place at the request in writing of at least one-third (1/3) of the members of the Executive Board or of at least one-third (1/3) of the Chartered Locals evidenced by notice in writing signed by the President of each and shall be held within forty-five (45) days of the receipt by the President of the U.N.A. of any such request. Any such request shall specify the subjects to be considered at such a special meeting.
- 8.03 Every Chartered Local shall be given at least thirty (30) days' notice of the annual meeting and as much notice as possible of special meetings. The President and Secretary-Treasurer of each Chartered Local shall make every reasonable effort to inform the members of the Chartered Locals of the said meetings.
- 8.04 The form of notice of meetings shall specify the subject to be considered at the meeting, and, in the case of special meetings, only such subjects as are specified in the notice calling the meeting may be considered and acted upon at that meeting.

ARTICLE

9

VOTING AT MEETINGS OF THE U.N.A.

- 9.01 At any annual or special meeting of the U.N.A. each Chartered Local is entitled to be represented by one (1) voting delegate for fifty (50) members or part thereof but in any event each Local is entitled to at least one (1) voting delegate per institution within the local. Each voting delegate shall be entitled to one (1) vote.
- 9.02 The local president shall ensure that each voting delegate chosen to represent her local is a member in good standing of U.N.A. The number of voting delegates to which each local is entitled shall be based on the number of members in the said local, thirty (30) days prior to the Annual General Meeting.
- 9.03 The Chairman of the meeting shall appoint scrutineers.
- 9.04 The scrutineers shall arrange for the holding of any vote; shall distribute, collect and count ballots if used; and shall report the results in writing to the meeting.
- 9.05 Two-thirds (2/3) of the registered voting delegates, including a representative from each district, shall constitute a quorum for the transaction of business.
- 9.06 Unless otherwise provided in this Constitution, any resolution presented at a meeting of the U.N.A. or of any of its committees shall be deemed to have been carried if a majority of the voting delegates present vote in favour of it.
- 9.07 Voting shall be by show of hands unless the Chairman otherwise directs or unless otherwise provided hereinafter.
- 9.08 Votes of proxy shall be allowed under procedures determined by the Executive Board, for Locals with ten (10) or fewer members employed full-time.
- 9.09 Every member of the Executive Board shall have a vote as though she were an accredited voting delegate with the exception of the Chairman.
- 9.10 Unless otherwise specified, any decision adopted at a meeting shall take effect forthwith at the conclusion of the meeting.

ARTICLE

10

STRIKE VOTES AND RATIFICATION VOTES

- 10.01 Strike votes and ratification votes shall be conducted by secret ballot.
- 10.02 Only U.N.A. members shall have the right to vote in strike and ratification votes.
- 10.03 An information meeting shall be held at least twenty-four (24) hours prior to commencement of strike and ratification votes.
- 10.04 Strike votes and ratification votes shall be conducted on all shifts within a twenty-four (24) hour period.

ARTICLE

11

ELECTIONS

- 11.01 All officers shall be elected by a simple majority by the voting delegates attending the annual meeting.
- 11.02 All elections shall be by secret ballot, unless otherwise provided in the Constitution.
- 11.03 The Legislative Committee or any known persons acting with its authority shall prepare nomination forms for the annual general meeting and shall

send them to the President and Secretary of each Local at least sixty (60) days prior to the annual general meeting.

- 11.04 The offices of President, Secretary-Treasurer and any vacant District Representative positions shall be elected in years ending with even numbers; and Vice-President and any vacant District Representatives positions shall be elected in years ending with uneven numbers.
- 11.05 Each District Representative must be a member of a Chartered Local in the District she represents, and only voting delegates from said District are entitled to vote in her election.
- 11.06 Upon receipt of nomination forms, the President of each Local shall make every reasonable effort to inform the Local that the Legislative Committee will receive nominations pursuant to this Article.
- 11.07 Each nomination shall be on a proper form bearing the name of the nominee and signatures of two (2) members in good standing of the U.N.A.
- 11.08 Nominations shall be accepted until thirty (30) days prior to the annual general meeting or from the floor at the annual general meeting only in the absence of an official nomination.
- 11.09 The list of candidates, signed by the Chairman and two (2) members of the Legislative Committee, shall be sent no later than fifteen (15) days before the annual general meeting to the President of the U.N.A. and to the President of each Local and delegate. Every reasonable effort shall be made to inform the members of the Local.

ARTICLE

12

REVENUE

- 12.01 The revenue of the U.N.A. shall be derived as follows:
- Each Chartered Local shall remit to the U.N.A. each month such sum as may be determined from time to time by the U.N.A. at an annual or special meeting. Any change in the dues structure must be ratified by a two-thirds (2/3) majority of delegates at an annual or special meeting.
 - Every person applying for membership in the U.N.A. shall remit to the U.N.A. a fee of two dollars (\$2.00).
 - The charter fee to establish a new Chartered Local shall be one dollar (\$1.00).
 - The U.N.A. may accept any donation, grant, bequest or other form of transfer of funds or properties from any charitable, governmental, educational or other source and may agree with the transferrer to devote the funds or proper properties so transferred to any specific purpose consistent with the objectives of the U.N.A. without any political bias or favours.
- 12.02 The U.N.A. shall have the right to levy assessments for special purposes upon its dues payers, provided that any such assessment must first be approved by a two-thirds (2/3) majority at an annual or special meeting of the U.N.A. Prior notice will be given.
- 12.03 Any funds owed to the U.N.A. by a Chartered Local pursuant to the provisions of this Constitution shall constitute a preferred claim and must be paid promptly by the Chartered Local each month prior to the payment of any other obligations of the Chartered Local.
- 12.04 U.N.A. dues shall be one point one percent (1.1%) of gross basic income, with a minimum of ten dollars (\$10.00 per dues payer per month. The U.N.A. shall issue to each Chartered Local a monthly rebate. The monthly rebate of dues to the Locals shall be as follows: For the first twenty (20) dues payers or part thereof of the Local the rebate shall be three dollars (\$3.00) per dues payer per month. For the next one hundred (100) dues payers or part thereof the rebate shall be two dollars (\$2.00) per dues payer per month. For all remaining dues payers the rebate shall be one dollar (\$1.00) per month. There shall be an Emergency Fund. The amount paid to the Emergency Fund on a monthly basis shall be no less than fifteen (15%) percent of the projected revenue of the U.N.A.
- 12.05 In the event of a strike, assistance, as determined from time to time by the Executive Board shall be drawn from the Emergency Fund.
- 12.06 Any member paying dues at two (2) or more locals will receive a reimbursement from the Provincial Office upon request for the second (2nd) or third (3rd) dues paid for that month with submission of pay slips for that month.

ARTICLE

13

AUDIT

- 13.01 The fiscal year of the U.N.A. shall be January 1st to December 31st unless otherwise designated by the Executive Board. There shall be an auditor of the U.N.A. who shall not be a member, employee, or relative of an employee, of the U.N.A.; and shall be a Chartered Accountant. The Executive Board shall appoint an auditor annually. The auditor shall conduct an audit once every year and shall submit a written report to the annual meeting and to each local at least one hundred and twenty (120) days prior to the annual meeting.

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ARTICLE 14 CHARTERED LOCALS

- 14.01 The U.N.A. may issue a Charter to any group eligible for membership under Article 3, and the group shall thereafter be referred to as a "Chartered Local."
- 14.02 a) Subject to the provisions of Article 14.03, every Chartered Local shall have Bylaws as listed in Appendix "B".
b) In the event of conflict between any clause of this Constitution and any clause of the Bylaws of a Chartered Local, this Constitution shall be paramount and the clause in this Constitution shall apply.
- 14.03 The Bylaws of a Chartered Local may be amended or altered only with the approval of a two-thirds (2/3) majority vote of those attending a meeting of the Chartered Local and with the approval of a majority of the Executive Board of the U.N.A. No such amendment shall take effect until the approval of both the Chartered Local and the Executive Board has been obtained. Full details of the proposed amendments must be set out clearly in the Notice of the Meeting to all members of the Chartered Local.
- 14.04 All collective agreements with employers of members shall be signed by two (2) Executive Officers of the Chartered Local as the contracting party on behalf of the members affected.
- 14.05 In any situation in which there is reason to believe that a Chartered Local has adopted or undertaken policies of activities contrary to the principles and policies of the U.N.A., the Executive Board shall have the power upon a two-thirds (2/3) majority vote of the Executive Board to conduct an investigation into the affairs of the Chartered Local and to require the Chartered Local to amend and rectify any policies or activities contrary to the principles and policies of the U.N.A. and the Executive Board may:
a) appoint a Trustee or Trustees for the Chartered Local, or may;
b) revoke the charter of the Chartered Local on such terms and conditions as the Executive Board may see fit.
- Where the charter of a Chartered Local is revoked or a Trustee or Trustees are appointed pursuant to the provisions of this Article, the Chartered Local shall be entitled to a fair hearing before the Executive Board within three (3) months. Any action of the Executive Board under this Article may be appealed to the annual meetings.
- If the annual meeting is scheduled for three (3) months or more from the date of the decision of the Executive Board the Chartered Locals may, with at least one-third (1/3) of the Executive Board or one third (1/3) of the Chartered Locals demand a special meeting of the U.N.A. This special meeting shall be held within two (2) months to consider the Trusteeship or suspended charter.
- 14.06 a) Where the Executive Board makes an order provided for in Article 14.05, the Executive Board may order that all funds and properties of any nature held by the Chartered Local shall be held in trust for the purpose of effecting a re-organization of the said Chartered Local. If such a re-organization is effected, such funds and properties of the Chartered Local shall be reinvested with the Chartered Local for its use and benefit. If the Chartered Local is not re-organized within a period of one (1) year, such funds and properties shall revert to the Provincial funds of the U.N.A.
b) Where the Executive Board orders that all funds and properties held by a Chartered Local shall be held in trust of the U.N.A., it shall be the duty of the officers of the Chartered Local to deliver forthwith all funds and properties of any nature held by the Chartered Local to the Executive Director of the U.N.A. and the Executive Director or his duly authorized agent, shall be entitled to take immediate possession of all funds, properties, books and records of the Chartered Local and shall have authority to bring appropriate legal proceedings to secure such funds, properties, books and records.

ARTICLE 15 MERGER

- 15.01 A Chartered Local may merge with and transfer its jurisdiction, rights, privileges, duties and assets to one (1) or more Chartered Locals.
- 15.02 The Chartered Local transferring and the Chartered Local(s) receiving must each approve of the merger and transfer.
- 15.03 A meeting between the parties must be held for the transfer and merger.
- 15.04 The transfer or merger must be approved by a two-thirds (2/3) majority vote of the membership of each Local concerned by secret ballot. The voting shall be conducted in accordance with Article 10 – Strike Votes and Ratification Votes.
- 15.05 A Chartered Local may also merge with another bargaining agent for the purpose of acquiring its jurisdiction, rights, privileges, duties and assets.

ARTICLE 16 CONSTITUTIONAL AMENDMENTS POLICY RESOLUTIONS

- 16.01 This Constitution may be amended or altered only by a two-thirds (2/3) majority vote at a meeting of the U.N.A.
- 16.02 Except where otherwise required in this Constitution a resolution shall require a simple majority to pass.
- 16.03 There shall be a Constitution and Resolution Review Committee struck by the Legislative Committee of the Executive Board. The function of such Committee shall be to facilitate the processing of Constitutional Amendments and Policy Resolutions for U.N.A.'s annual meeting.
- 16.04 a) Throughout the year and up to one hundred (100) days prior to the date of the annual meeting, any member may submit to the Constitution and Resolutions Review Committee a resolution or constitutional amendment in writing signed by such member. The Executive Board shall have the right to submit any resolution to the Committee at any time up to the date of the meeting. Late resolutions shall be submitted to the Constitution and Resolutions Review Committee who shall consider the urgency of the resolution. Only late resolutions deemed to be of an urgent nature shall be placed before the meeting.
b) The proposer shall have the right to appeal the Committee's decision by having her appeal placed before the General Assembly of the meeting.
- 16.05 a) The Constitution and Resolutions Review Committee shall:
i) receive and prepare constitutional amendments and resolutions for presentation to the annual meeting;
ii) have power to eliminate duplications in constitutional amendments and resolutions submitted, after consultation with and agreement of the proposer;
iii) have the power to determine the order in which constitutional amendments and resolutions will be presented to the meeting;
iv) have power to edit constitutional amendments and resolutions provided that the purport of any such amendment or resolution is not changed and only after consultation with and agreement of the proposer.
b) The proposer shall have the right to appeal the Committee decision by having her appeal placed before the General Assembly.
- 16.06 A majority of the members of the Constitution and Resolutions Review Committee shall constitute a quorum.
- 16.07 The Constitution and Resolutions Review Committee shall prepare a report which shall be sent to the President and Secretary of each Chartered Local at least thirty (30) days prior to the annual meeting. This report shall contain all constitutional amendments and resolutions and their rationale.
- 16.08 The Constitution and Resolutions Review Committee shall prepare a supplementary report containing those resolutions which have been submitted to the Committee by the Executive Board after the preparation of the report referred to in 16.07 and this supplementary report shall be presented to the meeting.
- 16.09 All amendments and resolutions must:
a) deal with only one (1) subject;
b) be submitted on the appropriate forms before respective deadlines.

ARTICLE 17 RULES OF PROCEDURE AND ORDER OF BUSINESS

- 17.01 The rules of procedure and order of business at Meetings of the U.N.A. shall be governed by the current edition of Roberts Rules of Order. (Refer to Parliamentary Procedure at a Glance by O. Garfield Jones.)
- 17.02 A Parliamentarian shall be appointed for each Annual Meeting.

APPENDIX "A"

BYLAWS GOVERNING CHARTERED LOCALS

BYLAW I NAME

This organization shall be known as the United Nurses of Alberta (hereinafter referred to as the "Chartered Local").

BYLAW II EXECUTIVE

1. The affairs of the Chartered Local shall be administered by an Executive which shall be composed of the following:

- 1) President
- 2) Vice-President
- 3) Secretary
- 4) Treasurer

The Executive shall meet at least once every four (4) months.

2. Throughout these Bylaws, the term "president" shall be deemed to refer to the President of the Chartered Local unless otherwise expressly stated.

BYLAW III REPRESENTATIVES

An appropriate number of representatives may be elected by and from the members of the Chartered Local to represent nurses and other allied personnel employed in specific areas or functions of their employer's establishment. The said representatives may be appointed by the Executive if a majority of the members of the Chartered Local at a meeting authorize the Executive to appoint such representatives as it sees fit.

BYLAW IV COMMITTEES

1. There shall be a Grievance Committee composed of three members. One of these shall act as the Chairman and they shall be elected at an annual or special meeting of the Chartered Local.

2. All standing committees of the Chartered Local shall be elected by the membership. The Executive may set up special committees of the Chartered Local and may appoint the members of each such Committee from the members of the Chartered Local, the Chairman to be chosen by the Executive and to be entitled to a casting vote in the case of a tie. The Executive may delegate any of its powers to any such committees. These committees shall be subject to any restrictions or regulations imposed upon them by the Executive.

BYLAW V ELECTIONS

1. The Executive shall be elected at each annual meeting.
2. Nominations for the Executive and for any other positions for which elections are held shall be received from the floor.
3. All elections shall be by secret ballot or show of hands.

BYLAW VI VACANCIES

In the event that a member or members of the Executive of the Chartered Local should resign, die or otherwise cease to act, the Executive shall appoint from the members of the Chartered Local a replacement until the next regular meeting.

BYLAW VII ELECTION OF VOTING DELEGATE

1. Any two (2) members of the Chartered Local may nominate a voting delegate provided that they produce satisfactory proof that the consent of the nominee to stand for election has been obtained.
2. A voting delegate and an alternate voting delegate to attend any meeting of the United Nurses of Alberta (hereinafter referred to as the U.N.A.) shall be elected by a majority vote of those members of the Chartered Local present at a meeting of the Chartered Local. The alternate voting delegate shall act whenever the voting delegate is unable to do so.
3. Both the voting delegate and the alternate voting delegate shall be members of the Chartered Local.

BYLAW VIII MEETINGS

1. Once in every calendar year, there shall be an annual meeting of the Chartered Local called by its President. At least two (2) week's notice shall be given. During the annual meeting, reports shall be presented by each member of the Executive, the affairs of the Chartered Local shall be reviewed and planned, and elections shall be held. The Chartered Local's Annual Meeting shall be held in April, May or June of each year.
2. A Chartered Local shall hold general meetings at least quarterly on the call of the president or her designate.
3.
 - a) A special meeting may be called at any time and place by the President of the Chartered Local. Members shall be given reasonable notice of any such meeting.
 - b) A special meeting of the Chartered Local may be called at the request of any three (3) members of the Chartered Local made in writing to the President. As much notice as possible will be given and the meeting will be held within three (3) to five (5) days of request.
 - c) The assigned District Representative shall be invited by the Local president to attend at least one (1) Local General Meeting.
4. The rules of procedure and order of business governing meetings of the Chartered Local shall be as outlined in accordance with Article 17 of U.N.A.'s Constitution.

BYLAW IX QUORUM

1. The majority of members present at a meeting of the Chartered Local shall constitute a quorum of the Chartered Local for the transaction of business.
2. Three (3) members of the Executive shall constitute a quorum of the Executive for the transaction of business.

BYLAW X DUTIES OF OFFICERS

PRESIDENT

- a) The President shall be the senior executive officer of the Chartered Local and shall act as chairman at all meetings of the Executive and the Chartered Local. In the case of a tie in a vote of the Executive or the Chartered Local or any other committee of which she is chairman, the President shall have the casting vote.
- b) The President shall be an ex-officio member of all committees.
- c) The President or delegate shall represent the Chartered Local on the District Committee.

VICE-PRESIDENT

The Vice-President shall carry out duties as assigned by the President and act in lieu of the President in her absence.

SECRETARY

The Secretary:

- a) shall keep a record of all meetings of the Chartered Local and of all meetings of the Executive.
- b) shall be responsible for the correspondence of the Chartered Local.
- c) in conjunction with the Treasurer, shall keep a record of the membership of the Chartered Local.

UNACONSTITUTION 1984 UNACONSTITUTION

TREASURER

The Treasurer;

- shall be responsible for arranging for the collection and forwarding of members' dues of the U.N.A.
- shall be responsible for the safekeeping of the monies of the Chartered Local and shall keep a record of all financial transactions.
- shall make a financial report at regular meetings, the annual meeting of the Chartered Local and at meetings of the Executive.
- in conjunction with the Secretary, shall keep a record of the membership of the Chartered Local.

BYLAW

XI

FINANCES

- Monies of the Chartered Local shall be kept in a chartered bank or credit union or trust company.
- Transactions shall be by cheque.
- The Treasurer and the President or signing officer shall co-sign cheques.
- There shall be an annual audit by the U.N.A. at the end of each fiscal year.

BYLAW

XII

DUES AND ASSESSMENTS

- The Chartered Local may establish initiation fees and monthly dues higher than those set by the U.N.A.
- The Chartered Local may levy assessments for special purposes upon its members, provided that any assessment must first be approved at a meeting of the Chartered Local.

BYLAW

XIII

MERGER

A Chartered Local may merge with another bargaining agent for the purpose of acquiring its jurisdiction, rights, privileges, duties and assets.

The Chartered Local may by a two-thirds (2/3) majority vote of those present at a meeting of the Chartered Local called for that purpose of which notice has been given to the members merge with and transfer its jurisdiction, rights, privileges, duties and assets to one (1) or more other Chartered Locals.

- One or more Chartered Locals must be willing to transfer.
- Another Chartered Local or Locals must be willing to receive the Local.
- The Local wishing to merge must call a meeting for the purpose of merger and transfer. Notice must be given of this meeting. At the meeting a motion is made to "merge and transfer its jurisdiction, rights, privileges, duties and assets to the transferee." The motion must be passed by a two-thirds (2/3) majority vote of those present at the meeting. The vote on this motion shall be in accordance with Article 10 and 15 of the Constitution.
- Meeting of the receiving Local or Locals must be called for the purpose of approving the merger and transfer. Notice must be given of this meeting. At this meeting a motion is made to "approve the merger and transfer." The motion must be passed by a two-thirds (2/3) majority vote of those present at the meeting. The vote on this motion shall be in accordance with Articles 10 and 15 of the Constitution.
- A meeting of both parties is called by the President of each. Notice must be given of this meeting with at least two (2) weeks' notice. At the meeting a motion is made to approve the merger and transfer.
- Election for officers of the Chartered Local which has resulted from the merger will be held.
- The Chartered Local may amend the Bylaws governing the Chartered Local as set out in Appendix "B". The amendments must be approved by the Executive of the United Nurses of Alberta.
- The merger must be approved by the Executive Board of the U.N.A.
- Once the Secretary-Treasurer of the U.N.A. receives notice and documents pertaining to the merger, a new or amended Charter shall be issued.

BYLAW

XIV

TRUSTEESHIP

Whenever a Trustee for a Chartered Local has been appointed pursuant to Article 14.05 of the Constitution of the U.N.A., such Trustee shall take over the complete direction, control and supervision of the Chartered Local.

BYLAW

XV

United Nurses of Alberta shall be empowered to negotiate and enter into regional, local or area wide collective bargaining agreements on behalf of the Chartered Local.

BYLAW

XVI

AMENDMENTS

The Bylaws of a Chartered Local may be amended or altered only with approval of a two-thirds (2/3) majority at a meeting of the Chartered Local and with the approval of a majority of the Executive Board of the U.N.A. No such amendment shall take effect until the approval of both the Chartered Local and the Executive Board has been obtained. Full details of the proposed amendments must be set out clearly in the notice of the meeting sent to all members of the Chartered Local.

APPENDIX "B"

TERMS OF REFERENCE FOR DISTRICT REPRESENTATIVES AND DISTRICT COMMITTEES

- The number of Districts and the area covered by each District shall be determined at the Annual Meeting.
- There shall be a committee to administer the affairs of the District. The committee shall be composed of:
 - District Representatives (who shall select chairperson and vice-chairperson by a method determined by the District Committee).
 - The President or designate from each Chartered Local in the District shall sit on the District Committee, and shall be entitled to vote at District Committee Meetings.
 - The Committee shall appoint or elect a Secretary/Treasurer who, if not a President of a Local, shall be entitled to a vote.
 - The District Committee has the power to appoint, or elect other members of the District to committees for the purpose of recommending action to the District Committee.
- Each District Representative must be a member of a Chartered Local in the District she represents, and only voting delegates from the said District are entitled to vote in her election.
- In the event that a District Representative shall change her place of employment from one District to another, or for any reason cease to qualify for membership in the U.N.A. during her term of office, she shall resign forthwith. A replacement shall be appointed by the District Chairperson until elections can be held at the next District Meeting.
- District Committee meetings will be held at least quarterly on the call of the District Representative or the majority of Locals within the District.
- The object of these meetings shall be:
 - to increase communications between the Locals.
 - to co-ordinate efforts for a common purpose.
 - to act as a liaison between the Locals and the provincial body.
- The District Chairperson shall have the following duties and limitations:
 - to call and chair District meetings.
 - in association with Locals in the area, shall draft an agenda which shall be forwarded with the notice of the meetings.
 - to present the views of the District at the Executive Board meetings.
 - to prepare an annual budget and to conduct the business of the District.
 - may appoint an interim District Representative.
- A Secretary for each District shall be elected to record the minutes of the District meetings. A copy of the minutes shall be forwarded to the Provincial Office and copies forwarded to the Locals of that area. The Secretaries are not members of the Provincial Executive.
- Changes of these Terms of Reference may only be made with the consent of the Executive Board.

AMENDMENTS

The following are descriptions of the changes to the constitution and local bylaws made by delegates at the 1983 annual meeting. The amendments are listed according to article or bylaw number.

CONSTITUTION

5.07 BORROWING MONEY AND GIVING SECURITY

If the Executive Board needs funds, whether to borrow or to give security, and if the sum needed is large enough that the union must provide real estate or personal security as collateral, then the constitution now provides that a special meeting must be held. A two-thirds majority vote by local delegates is required for the Board to exercise its powers; The new article formalizes the voting procedure.

5.10 DISCIPLINE — THE RESULT OF MEMBERS' ACTIONS

Previously, a member could be charged if she had the intention of harming the Union. The article has been changed to say a member's actions are subject to discipline. A member cannot be charged for her intentions, only for the results of her actions or her failure to act.

5.11.(5) REAPPLYING FOR U.N.A. MEMBERSHIP

Nurses who had been disciplined or who had resigned their membership must now reapply in writing to the Executive Board for re-instatement.

9.01 AMBIGUITY CLARIFIED ON LEGAL U.N.A. MEETINGS

The new wording clarifies that the union is not restricted from having a meeting if each local has not sent a delegate. The previous wording was ambiguous and could have been interpreted as the annual or any general meeting being unconstitutional unless each local was represented with a voting delegate.

10. NEW U.N.A. PROCEDURE FOR STRIKE VOTES

The title and content of Article 10 have been changed to include the procedure for strike votes. Previously the Union's procedure was governed by the Alberta Labour Relations Act. However, with the passing of Bill 44, U.N.A. is no longer covered under the Act and required its own protocol. Article 10 allows only members the right to a strike vote whereas under the Labour Relations Act both members and duespayers could vote.

12.02 DUES PAYERS TO BE INCLUDED IN SPECIAL LEVIES

The Union now has the right to issue a special levy on all dues payers whereas previously it was only on members. The levy still requires a two-thirds majority vote at an annual or special meeting.

13. LOCALS WILL RECEIVE ANNUAL U.N.A. AUDIT EARLY

The change provides that the Union's annual audit report must be sent to the locals 120 days in advance of the annual meeting. Previously the constitution stipulated two weeks. The longer time period will enable locals to assess the financial implications of any proposals or amendments they may wish to submit to the membership.

14.05 EXECUTIVE BOARD EMPOWERED TO REMOVE LOCAL CHARTERS

The provision has been added allowing the Executive Board to remove the charter from a local which does not follow U.N.A. policies or acts against the union.

16. NEW PROCEDURE FOR SUBMITTING PROPOSALS TO ANNUAL MEETING

The new title and content states specifically the procedure for submitting resolutions or constitutional amendments prior to the annual meeting. It is an important article because it provides a communication network, time guidelines and protocol for input into the annual meeting. There is now a deadline for submitting resolutions and all resolutions will be mailed to locals 30 days before the annual meeting. There is a provision for "Late emergency resolutions" arising from business during the course of the annual meeting. Resolutions will be sent to a specific sub-committee of the legislative committee.

BYLAWS

BYLAW VIII(2)

Previously, locals were not required to hold regular meetings. The new bylaw directs locals to schedule quarterly meetings.

BYLAW VIII (2c)

Each local president is now obliged to invite her district representative to at least one local meeting per year. This requirement gives district representatives access to locals to ensure that the U.N.A. constitution and policies are understood and followed.

BYLAW XIII(4)

The change provides for ratification votes on motions to merge two or more locals.

Bylaw XV

On the advice of UNA's legal counsel, Bylaw XV was changed so that constitutionally the Union is the sole legal bargaining agent for all UNA locals.



Profile on Barb Diepold

UNA's new VP is committed to the Union

Barb Diepold is U.N.A.'s newly elected vice-president. She comes to the position with a great deal of experience as a nurse and organizer within the union. She lives in Fort Kent and works permanent part-time at the St. Louis Hospital in Bonnyville.

In 1977 after certification, Barb was elected Local 86's first vice-president. She subsequently served as president until 1979 when she became district vice-chairperson for North Central District.

In 1980, Barb was elected district chairperson and she remained in that role until this year's successful bid for the union vice-presidency.

Barb's experience on the Executive Board is extensive. She

serving the public as an important advocate for patients.

"I feel U.N.A. is a very vital organization and it is important for all nurses to be involved actively. We are in a unique position of not only protecting our rights but protecting patient rights," she says.

Barb is impressed with the rapid growth and development of U.N.A. "The Board and members are so much more educated and aware of issues, not only in our nursing life but personally and socially as well. Through U.N.A.'s evolution we've all gained a feeling of solidarity and collectively we can effect necessary changes in all aspects of our lives," she says.

Barb's respect for the union

"I feel UNA is a very vital organization and it is important for all nurses to be involved actively. We are in a unique position of not only protecting our rights but protecting patient rights."

has worked four years as chairperson of membership services and as part of this committee was responsible for developing the basis of U.N.A.'s first education programmes. She also worked on the editorial committee, formerly called the research committee, which is responsible for evolving U.N.A.'s Newsbulletin in 1979. Barb has also put her efforts into the legislative and steering committees as well as several ad hoc committees including the paid president and Laura Sky Committees in 1983. She was chairperson of credentials at the 1982 annual meeting of all 1983 delegate meetings.

Barb is a strong believer in the goals of U.N.A. and is confident the union is crucial for improving nursing and health care conditions in Alberta and

is high; "I see U.N.A. as a very democratic organization where all members have the right to be heard and the right to vote either individually in locals or collectively at annual meetings." She is proud of the union's achievements and positions, especially for winning professional responsibility committees, standing up to the provincial government on Bill 44, rejecting binding arbitration and working to safeguard medicare.

For the future Barb wants more active member participation at all levels and to have nurses continue to fight as a group for their rights as workers.

As vice-president Barb intends to work to improve communication within the union and to continue liaising with

and affecting other organizations.

U.N.A.'s new vice-president is enthusiastic to talk about the growth of her own skills acquired from active participation in the union. She relates an incident that happened in Fort Kent two years ago when the School Division threatened to close the community school. "The people of the community knew I'd been involved in union organizing and sought me out to help direct the Save Our School Committee," she says. Barb acted as the public relations person, contacted the press and mobilized community involvement. "We had meetings with the board and drafted recommendations we could follow to save the school. We ended up with 100 people picketing the Board Meeting the day they were to make their decision. We won. We still have our school," she says.

For Barb, the success of the Fort Kent community confirmed an important point; "If I hadn't had the background with U.N.A. and if I didn't know from our own fights what people can gain collectively, we wouldn't have had any collective action in our community." Even more important says Barb, "the people in Fort Kent learned a lot from acting as a group and learned a lot about their rights."

Barb is still active on the school committee. She is also a guider for the 1st Fort Kent Girl Guides and is executive assistant for the community's synchronized swim club. She has

Dear U.N.A. Members:

I wish to express my gratitude to the many who supported me and worked very hard during my campaign for Vice-President of U.N.A. I would also like to thank Local 33, Royal Alex, Edmonton, for their contributions to the Campaign Fund. I enjoyed the campaign, meeting all the delegates and I shall always treasure the experience.

I shall do my utmost to fulfill the responsibilities of my office and to represent U.N.A. effectively. I firmly believe that "U.N.A. is for the membership BY the membership" and we must all work together to maintain this concept whether we are a member of a hospital, health unit, VON or nursing home local or a small or large local. We are all U.N.A. members and must help and support each other across the province. It is imperative that we do this at all times during the years, not just at negotiating times, so let us reach out, join hands and do it together!

You have bestowed upon me a great honor and for this I thank you all. Thank you for your support and confidence.

Yours in solidarity,
Barbara A. Diepold
Vice-President
United Nurses of Alberta

two daughters and so far has managed to coordinate family, nursing and union life.

Barb feels good speaking about her personal growth, much of which she attributes to U.N.A. "I'm more self aware," she says, "and I've certainly

gained confidence in not questioning myself. I can defend my positions and can make my own decisions. U.N.A. has made me realize what human resources can accomplish together. And for all of this I've become a better nurse."

Policy Resolutions from 1983 Annual Meeting

Cont'd from p. 3

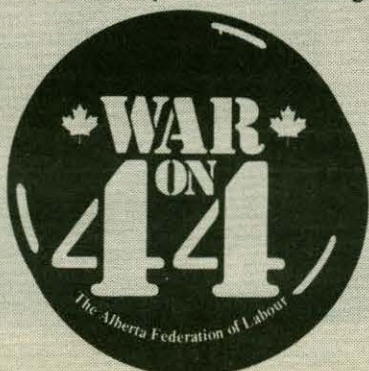
Bill 44

Local 79 proposed from the floor that UNA become an active participant in the Alberta Federation of Labour War Chest to fight the province's anti-labour, anti-strike legislation. Delegates voted in support. The motion, as amended, stipulates that the 44¢ per member per month put into the campaign will be drawn from

UNA's emergency fund. Dues will not be increased. However, UNA's Executive Board must approve of the War on 44's guidelines for the establishment, control and expenditure of the funds.

UNA produced a draft guideline which was circulated to AFL affiliated unions for their consideration. UNA is subsequently waiting for a formal response on the proposal. Some of UNA's proposals include;

the fund be used exclusively to assist any contributing



organization in the event of an authorized strike, legal expenses, fines, costs or other penalties arising from an alleged violation of Bill 44. UNA proposes that 2/3 of the Directors of the War Chest must approve the amount of assistance given an organization and must receive seven days' notice in advance of the decision-making meeting, information on the needs of the affected organization, the amount of money in the War Chest and the

likelihood of other organizations needing funds in the foreseeable future. UNA states no more than one-half the monies in the fund shall be paid to any one union in a 12-month period. UNA proposes the special fund will end December 31, 1988 or earlier if so voted by the Directors. Upon wind-up any remaining funds and assets would be redistributed in direct proportion to the total contributions made by the contributing organization.

◆ B ◆ O ◆ A ◆ R ◆ D ◆ O ◆ F ◆ 8 ◆ 4 ◆

Margaret Ethier • President
Edm. General Hospital • Medical Surgical



Barbara Diepold • Vice President
St. Louis Hospital



M.T. Caughlin • Secretary Treasurer
Calgary General • Emergency



Tanis Bakke • NCD
Misericordia Hospital



Heather Molloy • NCD
Royal Alexandra • Operating Room



Gerry Cook • NCD
Misericordia Hospital • Emergency



Kristine Gawreluck • NCD
Royal Alexandra • Operating Room



Barbara Surdykowski • NCD
Edmonton General



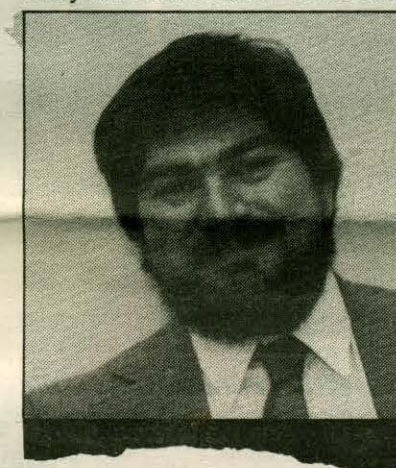
Ellen Coe • NCD
Charles Cammell Hospital • Emergency



Hazel Paish • ND
High Prairie Hospital • Pediatrics



Wes Radulski • ND
Valleyview Health Centre • Staff Nurse



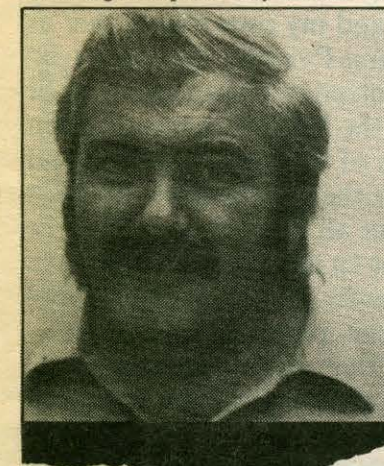
Jane Zinken • CD
Red Deer Regional Hospital



Barbara Clark • CD
Red Deer Regional Hospital • Psychiatry



Erwin Epp • SD
Lethbridge Hospital • Psychiatric Nurse



Margaret McNutt • SD
Crownsnest Pass Hospital/Nursing Home



Pat Richardson • SCD
Salvation Army Grace Hospital • Maternity



Valerie Barclay • SCD
Mineral Springs Hospital



Laurie Coates • SCD
Holy Cross Hospital • Geriatrics



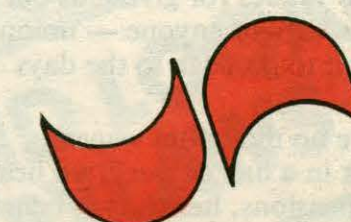
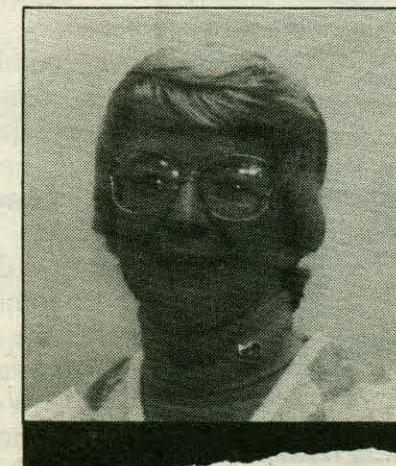
Wendy Brigham • 2CD
Rockyview General Hospital • Surgical



Glen Fraser • SCD
Holy Cross Hospital • Psychiatric Nurse



Joan Jenkins • SCD
Cal. General Hospital • Operating Room



Workers Fight **BILL 110**



President Ethier's Letter to the *Edmonton Journal*

Workers won't allow government regression

In the midst of thousands of people demonstrating at the Legislature against Bill 110, someone said to me: "I guess if we built this place, we should be able to take it apart."

That did not happen — that particular day. But as long as the Lougheed Government continues to treat working people as "disposable people" — used when needed, disposed of when not, along with their rights — that casual remark could turn into a battle cry. A battle cry from the real men and women of this province against the boys in the cabinet.

Not content with trying to remove rights and control wages in the public sector — by making strikes illegal for government employees and hospital workers — the Lougheed Government now turns small minds and big pens on the people who built this province: the Trades.

In this latest interference in the private business of employers and employees collective bargaining, the power drunk Tories haven't even bothered to cloak this legislation with their usual thin veneer of "protection to the public".

As a fairly new Union (1977), United Nurses of Alberta is grateful to the Trades for giving us our birth right; and I wouldn't think anyone — union or non-union — would want to go back to the days before the unions.

Days where there were no minimum wages, minimum hours of work in a day or week, no health and safety regulations, pensions, health care benefits, or individual rights protection.

Earlier workers fought and died to give us many of the basic rights we have today. Does the Lougheed Government seriously believe that the people of Alberta will accept having the clock turned back?



Board members Barb Surdykowski and Glen Fraser, part of UNA's contingent at the demonstration.

The story behind Bill 110

Bill 110 changes Section 133 of the Labour Relations Act to allow construction companies to set up non-unionized "spin-off" companies. Employers will be able to begin new work at new construction sites and have the job already done before the workers would have the time to certify. All collective agreements previously negotiated with the parent company would be effectively by-passed, with fair wages, working conditions and benefits denied to employees.

The changes also provide a clause permitting employers to communicate to employees their "reasonably held opinions" regarding their business operations. Unions view such "opinions" to be nothing other than threats. An employer can spread the word that the union will force the company to close and the workers to be locked out. Employees will be suitably intimidated. Construction unions expect the following regressive conditions to occur if the government refuses to withdraw Bill 110:

(Continued page 20)

Eyes opened through solidarity

by M.T. Caughlin, UNA's Secretary Treasurer

I couldn't believe what I saw and experienced the day of that mass demonstration in front of the legislature.

The event happened at the right time for me because lately I've been wondering about UNA's role in the trade union movement and my own role in that as well. UNA is the only union I've ever been involved with. I had never been involved in demonstrations or marches. We arrived at the Bill 110 demonstration

and saw thousands of workers packed in and shouting in union against the government. I wasn't sure why I was there; after all Bill 110 seemed to be an issue that belonged more to the trades people than to nurses. So I was profoundly moved when all types of workers — carpenters, plumbers, everyone — came over to us to say, "Hey, the nurses are here."

They shook our hands, patted us on the back and said thanks. Their recognition of us was so spontaneous as we moved through the throng of people. It was a strong moment of solidarity for me.

I never realized before that UNA is held in such high esteem by other unionists. We do have a strong voice in Alberta and we were greatly appreciated for coming out in support that day. I learned something really important that I know will keep me going for quite some time. What we are involved in is much larger than just us. Any action I've been in before was when UNA was the major part of it. This time we weren't the ones causing all the rucus. And

directly to our faces, these people thanked us for joining in. What an eye-opener for me. It's not only the rights of nurses that this government has set out to attack, it's the rights of everyone they're attacking.

We're involved in the plight of workers in general, not just the nurses. We're not the whole picture. I don't think the average nurse has a large involvement politically. I certainly didn't. Now I'm learning that knowing only about UNA as a single entity isn't enough.

LABOUR NOTES

NATIONAL

Controversy in Court:

Will the Charter Protect Canadian Strikers?

TORONTO — The recent supreme court of Ontario decision striking down two of the three main parts in Ontario's "anti-inflation" law as unconstitutional has many labour lawyers ready to put more faith in the Canadian Charter of Rights and Freedoms.

The court ruled the constitutional guarantee of freedom of association would be a "barren and useless thing" to unions if it did not cover the right to bargain collectively and the right to strike. However, the court did not overrule a government's right to take short-term and specific legislative measures to fight economic problems.

Jeff Sack is a lawyer who represented one of the three unions involved in the court challenge. He says the ruling is particularly encouraging because it proves "the charter has a positive side in terms of the protection of labour rights."

But because the case is still before the courts (the government of Ontario has launched an appeal) and, because the original ruling may be overturned, Sack is not willing to speculate on how wide an impact the decision may have.

Louise Czernenko, a Public Service Alliance of Canada lawyer, agrees the court's decision did "put a chink in the wall" of anti-labour legislation. But she adds the decision

"doesn't go far enough" because it leaves the government free to impose wage ceilings, like "6 and 5."

Canadian Labour Congress executive vice-president Shirley Carr also felt the court could have gone further. She said the



CLC was disappointed "at the court's acceptance of the right of the government to impose wage ceilings on a short-term basis."

"We wonder if this will open the door for a succession of so-called short-term restraint programs, which will effectively deny the right to negotiate monetary benefits on a permanent basis."

The three judges on the case relied heavily on definitions set by the International Labour Organization in Geneva to reach their conclusions. This was a welcome breakthrough in itself, says Czernenko. It opens

the way to arbitrators and other labour relations specialists to use ILO standards in day-to-day situations — something that is long overdue, according to Czernenko.

The Professional Institute of the Public Service placed a complaint before the ILO in November that the federal wage restraint law interferes with the union's ability to organize and bargain.

Maurice Wright is the Ottawa labour lawyer who will represent PSAC in its challenge to the federal wage restraint legislation early in 1984.

He points out the battle is just beginning. The government of Alberta has announced it intends to press on with its wage restraint law despite the Ontario decision and the decision of the Alberta Union of Provincial Employees to mount a court challenge.

What is more, Alberta warned that if their courts strike down the present law, the province will invoke the "notwithstanding clause" in the constitution. This clause allows any province to declare any particular law valid, notwithstanding the provisions of the constitution. No other province has hinted at using this provision in the 17 months that Canada's new constitution has been in effect.

— Canadian Association of Labour Media

Bad Faith Bargaining:

Employers deceive workers

More proof is in that employers are demanding concessions from unions even when cutbacks aren't necessary to save the company.

A new poll of American employers shows one-third found "an opportunity to cut costs" in the current deep recession and demanded give-backs in bargaining.

"Not only companies that are losing money seek concessions," says the author of the report, carried in a recent issue of Harvard Business Review. "Of profit-making companies, 31% sought concessions" in 1981 and 1982.

The new survey supports earlier findings that companies are not always as bad off as they say. The implications are that unions have got to look at the books before giving up pay or benefits or changing contract language designed to protect employment or job classifications.

In the earlier survey, con-

ducted by Business Week magazine in the U. S., 19% of the corporate executives who responded agreed with the statement:



"Although we don't need concessions, we are taking advantage of the current bargaining climate to ask for them."

Those bosses who claimed they really needed concessions to survive totalled only 26%.

— Canadian Association of Labour Media.

INTERNATIONAL

LAGOS, NIGERIA (Labour News) — Some 40,000 public employees went on strike over unpaid salaries in November.

Their union says workers in Ogun state will not resume work until the government cancels plans to make workers forgo all salary till December.

The government acknowledges that it already owes its employees back pay equal to almost \$77 million (in Canadian dollars).

— Canadian Association of Labour Media

Burger King has told its Miami employees that they may no longer speak to each other in Spanish while on the job.

The U.S. Labour Department is considering a policy

change that would allow state employment agencies to refer unemployed workers to fill strikers' jobs.

SOUTH AMERICA

Widespread strikes throughout the heavily industrialized state of Sao Paulo, Brazil, have led to a crackdown on the labour movement.

The metal workers' union in Sao Bernardo, following demonstrations by some 100,000 workers, was placed under trusteeship in July and its president was fired by the government.

A new pay law enacted earlier in the year will keep wages below the 10% inflation rate. Some two-thirds of the working population of Brazil earn less than the equivalent of \$180 a month in Canadian funds.

Brazil is but one of a string of countries in South America and Central America rocked by labour-management conflict this year. In Chile union leaders have been rounded up by the dictatorship.

Unemployment in Chile is running about 25%, and inflation has taken off.

In Mexico the jobless rate is even higher, leading to union pressure on the government for make-work programs. The Mexican Workers' Federation also wants the government to enforce a 40-hour week, which the big labour central says will create jobs for nearly half the unemployed in the country.

— Canadian Association of Labour Media



Royal Bank Tactics

At home... and abroad.

OTTAWA — One of Canada's leading bankers, Royal Bank of Canada chairman Roland Frazee, said in a recent speech that the private sector must be concerned with making profits, not creating jobs.

Speaking to a Junior Achievers conference, Frazee rejected a suggestion that business had any responsibility to ease unemployment.

"The first responsibility of a business is to survive," he said. "A business only survives if it's profitable."

Frazee also questioned whether all the jobless in Canada really need work.

"Families with more than one wage-earner may have to get used to lower incomes," he said.

ANTIGUA, BRITISH WEST INDIES (Labour News) — A long strike that began in July over the firing of a shop steward has underlined the ugly side of Canadian business in the Caribbean.

The Royal Bank of Canada, Canada's biggest, refused to bargain with the Antigua Workers' Union until the strike began. The steward, Danzier Dublin, worked for the bank five years and helped organize the branch.

The labour minister of Antigua tried to intervene and called on the Royal to reinstate the steward, but the bank refused.

— Canadian Association of Labour Media

Canadian Unionists Call for Solidarity

Canadians are not getting the full story of the U.S. administration's effort to turf out the young government of Nicaragua, say Canadian unionists who recently visited the small Central American country.

The trip was sponsored in June by the Latin American Working Group, based in Toronto. LAWG's intention was to acquaint Canadians with conditions in the Central American country where the Sandinistas overthrew dictator Anastasio Somoza in 1979.

The group met the interior minister, Tomas Borge, a key leader of the revolution.

"I was interested in going to see if the things we're reading in the North American press about Nicaragua being a repressive, totalitarian state are true," said John Donaldson, president of Ironworkers' Local 721 in Toronto.

Donaldson was accompanied by Lorie Rotenberg, a regional representative for the Public Service Alliance of Canada; Terry O'Connor, secretary-treasurer of the Ontario Division of the

Canadian Union of Public Employees, and Jim O'Neil, international representative for the United Auto Workers.

Here Donaldson shares his experiences in his own words:

As Canadians we received a great welcome, with a 15-minute ovation given us by a women's group in Managua. I thought we'd be allowed to see only certain things, but this wasn't so. We could stop our tour bus anywhere. And we did.

At a prison, we saw 55 former members of Somoza's army, which had raped women, tortured the peasants, cut off their arms or legs and murdered them. Yet this was an open prison, where the prisoners grew vegetables, raised cattle and made hammocks. The two guards had no guns! Capital punishment has been abolished.

The resolve of the people is tremendous, the women in particular. We met one of the "Mothers of the Heroes and Martyrs" who said, "My son is not dead. He lives on in the revolution. And if the time comes, I will pick up the rifle."

I'd like to see Canadian union solidarity with the Nicaraguan trade union movement. We were asked to go back to Canada and tell the truth. As trade unionists we should be condemning the military build-up that is taking place around Nicaragua.

Canada is sending money to neighbouring Honduras to build the roads to Nicaragua used by the United States military and the "contras" (exiled former military supporters of Somoza who are trying to overthrow the Sandinista government). We must get our government to halt this aid.

Some North Americans are critical of the Sandinista government. But if you know what these people were up against under Somoza, and what they have now, it's hard to be critical of them.

Tomas Borge was imprisoned and tortured by Somoza's army. He told us his country will never be a utopia. But I think he's mistaken. It is a utopia in the way people treat each other. This is something that will affect me for the rest of my life.

— Canadian Association of Labour Media.



It's a beautiful, mountainous country that in better times would make a great tourist spot. Yes, there's still poverty. These people are living under tough conditions. But now they have food. The infant disease and death rate has decreased, and education is improving dramatically.

We travelled at night, by bus, through towns and villages, and we would see people packed into schools, into shacks by the road and into bombed-out buildings. They were in classes, learning to read. Older people, too!



U.S. spectre looms over Central America

The escalation of U.S. and U.S.-backed military presence in Central America and the Caribbean, and the subsequent threat of war in Central America has reached a critical stage in the last few weeks.

The U.S. has invaded Grenada; world opinion is fearful that El Salvador and Nicaragua will be next.

The largest joint military maneuvers in the history of Central America are now taking place in Honduras (which borders Nicaragua and El Salvador) and off the coasts of these countries. Over 5,000 U.S. troops are now in Honduras, with another 16,000 crew on board 19 U.S. warships stationed within sight of these countries.

In October, Nicaragua's largest oil storage depot at Corinto was bombed by ex-National Guardsmen of Somoza's (the FDN, which receives CIA funds and training), a further major blow to the country's already strangled economy.

On November 4 - 11, after Grenada, came reports that an

evacuation of U.S. personnel from the Panama Canal Zone had been simulated in a large scale exercise "in case" of future events in Central America.

On November 17th, a U.S.



Congressional Committee approved another \$24 million for covert aid to bring down the government of Nicaragua.

In mid-November the Nicaraguan government asked all foreign nationals living in the country to leave, so the pretext of their "safety" could not be

used as a reason for invasion. The country is preparing its defenses for war; trenches are being dug everywhere; public offices are being moved underground; the national museum is being moved to safe storage.

The U.S. government has repeatedly refused peace initiatives by the Nicaraguan government on behalf of its people. On November 29th, despite U.S. State Department sanctions for his visit, Tomas Borge the Nicaraguan Minister of the Interior, was refused entry into the U.S. by President Reagan himself. Mr. Borge had planned this visit because of the urgent need for peace negotiations, given recent events in the region.

The education department recommends the following to locals interested in films and speakers:

1. Americas in Transition
2. Nicaragua — A People in Struggle
3. From the Ashes

Films available to UNA locals from the Edmonton Learner Centre — 424-4371.

For speakers, contact Canadians for Non-Intervention in Nicaragua — 424-1557 (Anne Harvey).

HEALTH & SAFETY

Feds Give Green Light:

Workers to Glow in the Dark

The Atomic Energy Control Board is supposed to regulate the working conditions of employees exposed to dangerous radiation.

But behind-the-scenes moves by the board, a federal agency,

According to data from the U.S. Environmental Protection Agency, 49% of exposed workers are in the medical field, while 36% work for government or industry in miscellaneous areas.

received a report it had commissioned from two epidemiologists, Duncan Thomas of McGill University and K.G. McNeill of the University of Toronto. "The conclusion we arrive at is that the (current) standard does not provide adequate protection to an individual," Thomas said.

Recently, the A.E.C.B.'s manager of radiation protection, William Bush, stated that a proposed increase in the occupational standard can be considered cautious, depending on the data used.

Soon the A.E.C.B. is expected to release a discussion paper that proposes a 25% increase in the allowable whole-body dose for radiation workers, and up to a 12.5-fold increase for specific organs.

In addition to coming out against the proposed increase, CUPE voted in favour of cutting the existing standard by nine-tenths. The policy statement described this as a "position that can be achieved with available technologies and which would also offer some protection to a fetus, at the same time enabling women to have equal opportunity for employment."

Ultimately, experts in the health and safety field acknowledge that some of people who work with radiation are going to die of cancer. This is a statistical certainty.

Unions have complained that an agency like the A.E.C.B., which is responsible for selling and developing uranium, shouldn't also be in charge of workers' health.

—Canadian Association of Labour Media



make unions wonder if the board is about to condemn many of the 150,000 to 200,000 workers exposed to radiation on the job.

Radiation simply is any kind of energy given off by matter. Sunlight is the best-known radiation. It's the rays thrown off by nuclear fuel and X-rays that have received most attention in the workplace. Exposure over a long period to such radiation has been linked to lung cancer and other fatal cancers.

People think most workers exposed to radiation are in uranium mines. But according to the Canadian Union of Public Employees miners are only 7% of the people who work with or near radiation.

Colin Lambert, CUPE health and safety officer, says radiation-related jobs are increasing by 10% a year. That's double every seven years. Lambert emphasizes that his estimates exclude video display terminal operators.

In light of these facts, combined with new concerns about the long-term health impact of low-level radiation, CUPE wants to reduce drastically the amount of radiation to which a worker can be exposed.

But meanwhile, the A.E.C.B. is moving to loosen the standards for annual exposure, claiming that low-level radiation has no impact on health.

A year ago the A.E.C.B.



Rehab centres hard to find on crutches

— The only thing worse than getting hurt on the job in Alberta is having to go to the government rehabilitation centre to get better.

That finding was part of the data gathered by the Alberta Federation of Labour for its brief to a committee of the legislature studying workers' compensation and occupational health legislation.

Janet Bertinuson is director of occupational health and safety for the federation. She says response from unionists to a survey sent out by the federation was overwhelmingly critical of the workers' compensation program. But this was no surprise, says Bertinuson. It has been known for years that the most complaints received by the provincial ombudsman concern workers' compensation.

Only three provinces (Alberta, British Columbia and Ontario) run their own rehabilitation centres. It is a measure of the degree of breakdown in the Alberta system that many injured workers choose to leave

the centres before they are fully recovered.

Bertinuson says one of the most common complaints is neglect. "One worker reported that in six weeks of care his doctor was absent for two weeks and then his therapist for another two. Finally he just got fed up and went home."

This can be physically and financially damaging because the cost of rehabilitation will only be met by the province if the worker receives it in a centre run by the compensation board.

Bertinuson says many workers, in particular those who are not in unions, just don't know enough about their rights when they are injured. "If you don't know it's there, how can you go and get it?"

The Alberta board employs two advisors who travel the province to help workers make claims. But Bertinuson points out two is not nearly enough. And since the advisors are paid by the WCB, there is always a question of who the advisors are really working for.

Privatized Hospitals:

Expensive cures but the sick stay sick



BOSTON — Money-making hospital chains in the United States are more expensive than their non-profit competitors, and they don't take care of sick people any more effectively, according to a study recently published in the *New England Journal of Medicine*.

The study, conducted by Dr. Robert Pattison and Hallie Katz of the Western Centre for Health Planning in San Francisco, revealed that for-profit hospitals earn a large part of their profits by charging more

for drugs, lab tests and other services.

Investor-owned hospital chains have been a fast-growing business over the past 30 years. They now own 1,100 hospitals in the U.S., or about 15 per cent of all general hospitals. Five chains control two-thirds of these facilities.

The latest study compared the finances of profit-making and non-profit hospitals in California in one year.

"Both costs and charges were higher in for-profit than in not-for-profit hospitals," the researchers reported. "We found no evidence whatever that, when you compare hospitals of the same size treating the same kinds of patients, that they (the profit-making hospitals) were more cost effective, even though their charges were much higher per day and per admission."

Unemployed Need Help: Nurses Can Deliver

The Edmonton Centre is now in full operation. Five staff members have been hired. They are being assisted by numerous volunteers.

The Centre is located at: 10008 - 103A Avenue (just south of the CN Tower).

The number of those seeking assistance is on the increase, and the demand on the staff quite great. The volunteer component is very helpful and necessary. Anyone wishing to volunteer some time at the Cen-

tre would be greatly appreciated, and it would be a learning experience as well.

Every Friday the Centre distributes food hampers: enough for two days. The demand for food is also on the increase. Unions can collect and

The Unemployment Action Centre is setting up a Family Centre, with Child Care, to assist the unemployed and their families. We are requesting donations, volunteers, as well as nursery equipment (cribs,

donate cans of food: anything nourishing will be accepted. Locals can ask their membership to bring a can or two to your monthly meeting. This would amount to quite a substantial donation.

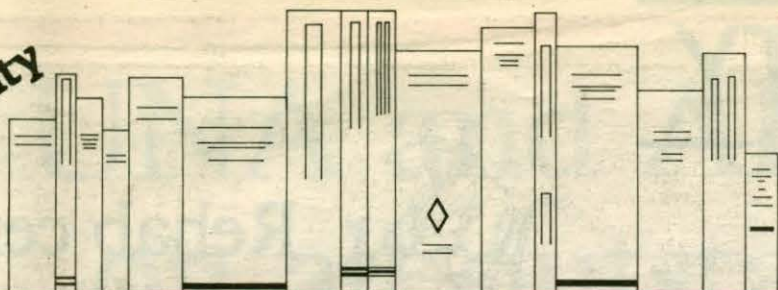
Please give it a try!

changing tables and infant toys).

For information on the project, please call Joan, at the Unemployment Action Centre, Phone 426-0880.

Calling UNA Provincial Office from outside
Edmonton Call 1-800-252-9394 Toll Free

Off to
UNiversity




Learning is worth it!

UNA's Education Programme: A Calendar to 1985

UNA's 1984 budget includes a substantial increase to the education department. Each local has been allotted many more education days than ever before.

In order to simplify UNA's expanded programme the Education Committee has drawn up the following suggested calendar. Exceptions are possible if necessary but we ask:

- that you try to **schedule workshops according to the dateline** provided;
- that each local and district plan ahead and organize a **yearly calendar** determining which educationals you want in your area. Annual planning will ensure that workshops are distributed equitably and will enable the education department to gauge demand for new workshops;
- that workshops are booked in **consultation with District Officers and the Education Officer**. You may also wish to consult your ERO.

JAN	RESEARCH & DEVELOPMENT				
	PR	GRIEV- ANCE	WARD REP	WHO'S WHO	
FEB. MAR. APR.	Level I	Level I	Level I	Level I	
MAY	NO COURSES FIRST 3 WEEKS				LOCAL ADMIN
JUNE	Local Administration only. To orient newly-elected executives.				Level I
JULY AUG.	RESEARCH AND DEVELOPMENT (Cont'd) The Level II courses will be developed for some of the Level I's above. As well, additional courses are planned. There will be two priorities: <ul style="list-style-type: none">• Health and Safety — specific to workers in the health system.• Trade unionism — especially on women's involvement and the emergence of the public sector as a major area in western economies. For these new courses Fall '84 sessions will possibly combine Levels I & II.				
SEPT. OCT. NOV.	Level II	Level II	Levels I/II	Level I	Level II
DEC.	NO COURSES IN DECEMBER				
JAN '85	By March 1985, UNA plans a province-wide labour school. Some of the previous courses will be continued at Level III.				

(Continued from page 16)

- over a short period of time up to \$7.50 or more reduction in hourly earnings;
- families will receive no health coverage with a non-union employer: no dental plan, no life insurance, no weekly disability, no glass coverage, no prescription reimbursement, no long-term disability coverage;

- no pension coverage with a non-union employer and workers forced in later life to rely totally on Government Social Assistance to survive;
- no Educational Trust Funds to enhance skills and knowledge at no cost to workers;
- no rights as an employee to grievances resolved with a sense of fairness to all employees;

- all social commitments, such as contributions to The Northern Alberta Children's Hospital, The United Way, The Burn Centre, The Salvation Army, etc., will cease to be made and these organizations will suffer;
- workers will be forced to hire on at the worksite or a Manpower Office and denied the right of a hiring hall.

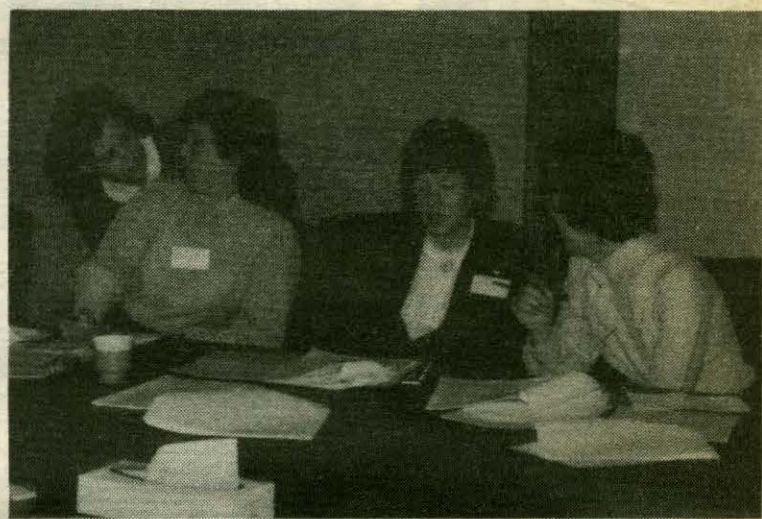
Health Units set demands for new contract

Delegates from all eleven U.N.A. Health Unit Locals attended the Health Unit Demand Setting Meeting held in U.N.A.'s Provincial Office November 23, 1983.

The purpose of the meeting was to set bargaining demands for Collective Agreements to replace those expiring March 31, 1984, and to elect the 1984

provide an additional "earned day off" every three weeks. Other major proposals concern improved vacation entitlement, recognition of previous experience, salaries and a provision of a professional responsibility clause — something which Health Unit collective agreements currently lack.

The Health Unit Negotiating



U.N.A. Health Unit Negotiating Committee. Earlier, Health Unit Locals had met to prepare proposals and send them to U.N.A. Provincial Office for compilation.

Working from the compiled Local proposals, delegates at the November 23, 1983 meeting adopted a number of demands which are subject to ratification by U.N.A. members in Health Unit Locals prior to December 31, 1983.

A key proposal adopted was the "5--5--4 Work Week" which would see regular hours of work each day extended to

Committee will be chaired by Shirley Rice of the Leduc/Strathcona Health Unit. Other members of the committee are: Shirley Bach from Sturgeon Health Unit; Shirley Schooler from Vegreville Health Unit; Ellie Ward of Big Country Health Unit; Myrna Churchill of the City of Lethbridge Health Unit; Edna King-Hunter of the Wetoka Health Unit and Gwen Prusak of the North Eastern Alberta Health Unit and U.N.A. Executive Director Simon Renouf.

The Committee anticipates the negotiations will get underway in mid-January.

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* Chairperson of the District

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