

CONTACT

Saskatchewan Union of Nurses Leadership News

April 2013 | Volume 21 Issue 2



SUN District Council (SDC) representative, Shelly Faye, discusses her experiences with “democratic engagement and action” during the March 19, 2013, BOD/SDC Meeting.

Our Mission

SUN exists to enhance the social, economic and general well being of our members, and to protect high quality, publicly funded and delivered health services.

Our Vision

Healthy Members, Healthy Union, Healthy Communities

BOARD OF DIRECTORS' MEETING - MARCH 20 & 21, 2013

BOARD DECISIONS

- 2014 Board of Directors (BOD) meeting dates were adopted and are as follows:
 - January 14-15
 - March 18-20 (BOD/SDC)
 - April 29
 - May 13-14 (BOD Orientation, PC Training)
 - May 27-29 (Planning Session)
 - June 24-26(BOD/SDC)
 - September 16-17
 - October 21-23 (BOD/SDC)
 - November 18-19
 - December 10-11
- The BOD approved a two-day workshop for 100 members, targeted to new and current OH&S committee members in June 2013.
- Denise Dick, Region 4 BOD Representative, was elected as Union Member at Large on the Saskatchewan Association of Safe Workplaces in Health Board (SASWH).
- The Principles for Bargaining were discussed and approved by the BOD. The 2013 survey of SUN members indicates that priorities have not changed since the survey conducted in 2011. Priorities for negotiations in 2014 will be to address:
 - Workload;
 - Staffing for safe patient care;
 - Maintenance of competitive wages and benefits; and
 - Solutions to health delivery challenges.

FINANCIAL DECISIONS

- SUN will support the NEXT UP Program with a \$5,000 donation and will include this donation, as of 2014, into the regular budget cycle.
- The BOD approved the payment of \$5,000 on a one time basis to establish individual accounting in relation to the Extended Health and Dental Lawsuit.

SPECIAL PRESENTATIONS

- Cam Cooper of Sigma Analytics presented the 2013 Membership survey results.
- Colin Hein, SUN's Nurse Research and Practice Advisor, reviewed The Medical Professions Act – Bill 50 with the BOD.
- Lars Murrin, SUN's Public Relations Officer screened the next cycle of SUN commercials for the BOD.

NOTE: All documents referenced in CONTACT - noted in **bold, italicized** print - can be found on SUN's website utilizing the search option or the link indicated and/or have been included in a general mail out.

BOARD OF DIRECTORS/SDC MEETING - MARCH 19, 2013

DEMOCRATIC ENGAGEMENT & ACTION WORKSHOP

On March 19, 2013, the Board of Directors (BOD) and SUN District Councils (SDC) representatives took part in a “Democratic Engagement and Action” workshop with activist Tracey Mitchell.

Given the challenges we currently face with potentially harmful changes to our labour legislation, the BOD felt it was important to

use when trying to influence others. We need to recognize the influence we have on the people in our inner circles and understand the importance of knowing how you want to tell your story. Evoking emotion and a sense of urgency and appealing to your audience’s personal values and beliefs can have great influence in changing one’s view. For your reference, the slides used during Tracey’s

“It is not about unions or being a part of a union - it is about democracy and your rights as a citizen.” - Tracey Mitchell, Activist

provide the BOD and SDCs with the proper tools to exercise their democratic rights and voice their concerns. This fast paced workshop focused on the potential impact of Bill 85 on SUN, our members and the general public; how to effectively tell our stories/express our concerns; how to relate to our target audiences (who we wish to influence); and methods to utilize our democratic rights as citizens.

Registered nurses are seen as highly educated, informed, fair, and professional. As registered nurses, SUN members also hold a lot of respect and trust in the public’s eye. These qualities provide you with the upper hand when expressing concerns about patient safety, negative changes to the delivery of healthcare or the healthcare system, or in this case the impact new labour legislation may have on your friends, families, communities and patients.

During this session, storytelling became the main focus and one of the most important tools one can

presentation can be found on page 5 & 6 of CONTACT.



President, Rosalee Longmoore, shares her personal reasons for actively engaging in issues/campaigns during the “Democratic Engagement and Advocacy” workshop with the union leaders.

Call to Action: During the session BOD members and SDC representatives were encouraged to write letters to their MLAs, Labour Relations Minister, Don Morgan, and the editors of their local and community papers to express their concerns about the proposed legislation and potential impact Bill 85 will have on them personally and their families/communities.

Tips for writing letters can be found on page 4 of CONTACT.

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TIPS FOR LETTER WRITING

1. Be concise and focused – use specifics.
 - When writing a letter to your MLA or the Minister, limit your letter to 2 pages in length.
 - When writing a letter to the editor, limit your writing to two or three paragraphs – approximate word count 250 words.
2. Use personal impact stories when writing about Bill 85. Provide specifics as to who, what, why and how Bill 85 will have an impact.
3. Do your research to ensure you are not misrepresenting the facts. Misinformation will discredit your letter and may not be published. SUN Provincial is available to review your letter before publication/submission and can assist in checking your facts.
 - Because we currently don't know the full impact of Bill 85, use words like “may have” or “potentially” to express your concerns about the outcomes.
4. Recommended format:
 - a. In your first paragraph, introduce your problem and sum up your objection.
 - b. In the middle paragraphs (second paragraph for letters to the editors), include a few sentences/examples to support your view. Include examples of the impact Bill 85 may have on you personally, your family and/or community.
- c. End with a summary/call to action for readers.
 - Our request to the Government is to conduct a thorough review of Bill 85 and the amend the language to ensure safe workplaces, and fair and balanced legislation for all.
5. Proofread your letter. Editors of local and community papers will ignore submissions that contain bad grammar and poorly-written rants.
6. BEFORE you submit your letter - send your letter to SUN Provincial. We will review your letter and provide constructive feedback/advice to help have your letter published. Send your letter to sun.communications@sun-nurses.sk.ca
 - When submitting your letter to the papers, your MLA or the Minister, be sure to include your name, address, email address and phone number.
 - Editors often require this information because they will need to verify your identity. Most publications have a statement indicating this information will not be published. If your local paper does not have such a statement, you can state that this information is not to be published.



BOD members and SDC representatives practice “telling their stories”.

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PRESENTATION SLIDES FROM TRACEY MITCHELL

Always start with a clear, SMART goal

Specific
Measurable
Attainable
Relevant
Time-Bound

In this case: By May 16, 2013, SUN, along with other unions and community groups, will have paused the progress of Bill 85 in the provincial legislature

Who is your target?
Who has the power to give you what you want?

Who are your secondary targets?

What do you know about your target(s)? What tactics might sway them? What will they expect? What can you do that they might not expect?

What can you do to put your target in a decision-dilemma?



Source: Joshua Kahn Russell
(<http://joshuakahnruddell.wordpress.com>)

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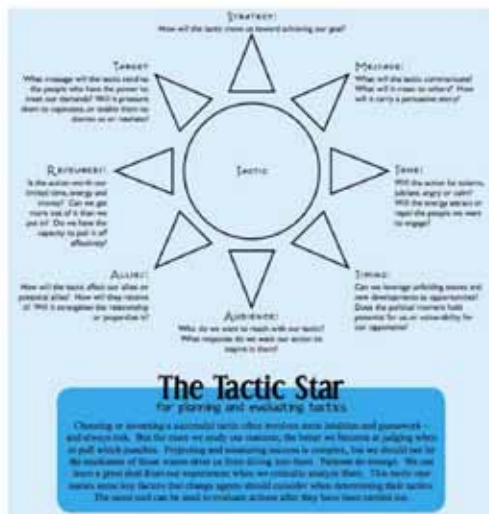
Evoke the senses!

Connect through emotions that motivate



Image source: Collaborative Chronic Care Network: <http://c3nproject.org>
 Idea source: Marshall Ganz, Hauser Center, Harvard Kennedy School

"If we attempt to involve people in the process of changing the world by tapping into their vague feelings of guilt, then we will end up undercutting their capacity to do some specific good in the world. If we try to engage people in a just cause by encouraging them to identify with the powerless of the world, then they will do nothing more than project their own sense of powerlessness onto others, leaving them only with a vague dissatisfaction with their lives without any conviction that what they do matters." - Mary Jo Leddy, Radical Gratitude



NOTE: These are low resolution images taken from the workshop presentation. If you would like to see a copy of the presentation, please contact sun.communications@sun-nurses.sk.ca

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ARBITRATION UPDATE

SUN v. Saskatoon Health Region

Article 27 SUN/SAHO Collective Agreement - *Vacancy Improper Posting - Unreasonable Policy*

FACTS:

The Saskatoon Health Region unilaterally introduced a requirement of “good attendance” on all job postings. A grievance was filed alleging violations of various provisions of the Collective agreement as well as alleging that the “good attendance” requirement was not fair or reasonable, or that it was discriminatory.

ISSUE:

Main Issue: Was the Employer entitled to impose a condition of “good attendance” on job postings?

The Arbitrator broke down the issues as:

1. Process
 - a) Is a policy grievance an acceptable method for challenging the Employer’s actions regarding the inclusion of the good attendance requirement as a qualification for all postings;
 - b) What evidence is required to be presented in a policy grievance; and
 - c) Has the Union provided an evidentiary basis for the determination of the issue.
2. Has the Employer violated the Collective Agreement in including the good attendance requirement in the postings to date, and will it continue to breach the Agreement should it continue its policy of doing so:
 - a) Is the good attendance requirement a bona fide qualification for all positions.
3. Under what circumstances, if any, is the Employer entitled to include the good attendance requirement in its postings.

FINDINGS:

The Employer’s own witnesses confirmed the Union’s premise that the good attendance qualification was not required for all positions. This was reinforced by the protocols put in place by the Employer during the hiring process which specifically required the manager to put his/her mind to the question of whether the position, in fact, requires good attendance.

1. Process
 - a) Is a policy grievance an acceptable method for challenging the Employer’s actions regarding the inclusion of the good attendance requirement as a qualification for all postings;

With the filing of the Collective Agreement, and pointing to provisions the Union alleges have been breached, the Union was found to have established a prima facie case requiring determination, and thus established a sufficient foundation for the policy grievance to be considered.

- b) What evidence is required to be presented in a policy grievance; and

A policy grievance does not require proof that an individual employee’s rights have been violated. All that is required is to establish that the policy violates the Agreement (or legislation).

- c) Has the Union provided an evidentiary basis for the determination of the issue.

The evidence required to support a policy grievance is “evidence of the policy or practice and the terms of the collective agreement (statutory laws are a given), which raises an issue of potential conflict or violation to be ruled upon. It is not necessary to introduce facts pertaining to an individual employee’s treatment under the policy or strategy, although that evidence is frequently included in policy grievances. In the case before me a sufficient evidentiary base has been established for the question to be determined.

2. Has the Employer violated the Collective Agreement in including the good attendance requirement in the postings to date, and will it continue to breach the Agreement should it continue its policy of doing so:

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ARBITRATION UPDATE CONTINUED

- a) Is the good attendance requirement a bona fide qualification for all positions.
3. Under what circumstances, if any, is the Employer entitled to include the good attendance requirement in its postings.

Arbitrator Chad Smith accepted the Union's argument that:

- vacancies are required to be posted in order that members of the bargaining unit have the ability to use their seniority and bid on a new position.
- a significant factor for a member in deciding whether to apply to a posting or not, is whether the member has the required qualifications and ability to perform the duties of the position.
- the Collective Agreement requires all qualifications to be set out on the posting (and it therefore follows that invalid or inappropriate qualifications should not be included.)

Arbitrator Chad Smith reviewed Article 27.04 and confirmed it was a threshold selection provision, that does not allow room for consideration of merit or level of ability. Unless good attendance can be shown as a bona fide requirement for a specific posting, it is not justifiable.

The "good attendance" requirement violates articles 27.03 and 27.04 and thus is invalid. At paragraph 62, Arbitrator Chad Smith found:

"Because the strategy of including the good attendance requirement in all postings contravenes the express provisions of the Agreement, and constitutes an attempt to unilaterally amend the selection threshold test incorporated therein, it cannot be permitted to stand. The grievance is allowed."

The parties had asked Arbitrator Chad Smith to provide non binding (obiter) comments regarding when a "good attendance" requirement may be appropriate. Smith referred to cases presented during argument as showing good attendance may be required (subject to compliance with the Collective Agreement) for single incumbent positions or for positions which require unusual skill and can not be covered by other employees.

Note:

Arbitrator Chad Smith stated, at paragraph 28, that proceeding with a policy grievance v. a number of individual grievances challenging the same policy over and over, "is an effective procedure to eliminate repeated arbitrations based on the facts specific to individual grievors."

Arbitrator Chad Smith further stated, at paragraph 29 that "[t]he fact individual grievances may be available in relation to a policy or its application does not detract from the right of the Union to seek a more encompassing remedy by filing a policy grievance."

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REQUEST FOR DONATIONS

In April, Queensbury Convention Centre at Evraz Place will become a **sea of green** when SUN hosts its banquet during the 39th Annual Meeting, April 24-26, 2013.

**RIDER
NATION**



**ON
LOCATION**

The Planning Committee is organizing a fun-filled evening for the Annual Meeting banquet on April 24 with the theme, "**Rider Nation - On Location**".

Green is the colour. Football is the game we love! This is your chance to celebrate the Grey Cup in Saskatchewan early! Dress in your **Rider gear** or watermelon hat and show your **Rider pride** while enjoying fun and friendship with SUN members and staff.

To add to the festivities, there will be door prizes and fund-raising raffles. The Planning Committee is once again requesting prizes or financial contributions for the raffle and/or door prizes.

Please forward your *financial contributions to:

Annual Meeting Planning Committee
c/o Roberta Jors
5450 Rochdale Blvd
Regina SK S4X 4P1

**NOTE: Cheques are to be made payable to: SK Union of Nurses Planning Committee*

Raffle items and door prizes may be mailed/delivered to:

Annual Meeting Planning Committee
c/o Regina SUN office
2330 2nd Avenue
Regina SK S4R 1A6

If you have any questions, contact the Regina office at 800.667.7060, 306.525.1666 or by e-mail at regina@sun-nurses.sk.ca.



UPCOMING EVENTS

May 2013

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
----- National Nursing Week -----						
12	13	14 Committee Orientation	15 Board of Directors Orientation	16	17	18
19	20 Victoria Day	21	22 PFCC Seminars Regina - May 22 Saskatoon - May 23	23	24	25
26	27	28	29	30	31	
Board of Directors Planning Session						

NEXT BOARD OF DIRECTORS' MEETING

The next Board of Directors' meeting will be held on June 18 & 19, 2013, with a BOD/SDC Meeting on June 20, 2013. Both meetings will be held in Regina.

SUN LEADERSHIP

Rosalee Longmoore, President
 Tracy Zambory, First Vice-President
 Paul Kuling, Second Vice-President
 Sandy Keating, Region 1 Representative
 Lorna Tarasoff, Region 2 Representative
 Jason Parkvold, Region 3 Representative
 Denise Dick, Region 4 Representative
 Elaine Janzen, Region 5 Representative
 Janis Hall, Region 6 Representative
 Fred Bordas, Region 7 Representative
 Laurelle Pachal, Regina Base Hospitals
 Barbara Abele, Saskatoon Base Hospitals

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