

CONTACT

Saskatchewan Union of Nurses Leadership News

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**There is
no substitute
for registered nurses.**

SUN's 2012 public relations campaign, **Making the Difference**, increased public awareness on the value and role registered nurses play in our healthcare system.

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 - JANUARY 9 & 10, 2013

BOARD DECISIONS

- The members of the Board of Directors (BOD) selected to be funded to attend the 2013 CFNU Biennium in Toronto are:
 - Jason Parkvold
Region 3 Representative
 - Elaine Janzen
Region 5 Representative
 - Fred Bordas
Region 7 Representative
 - Laurelle Pachal
Base Hospital Regina
 - Barb Abele
Base Hospital Saskatoon
 - Paul Kuling
Second Vice-President
- The BOD will sign on to the Saskatchewan Immigration Justice Network as an organization that publically supports the halting of the deportation of the two University of Regina students from Nigeria who unknowingly violated their Student Visa by working at Walmart for 2 weeks.
- Norma Wallace, SUN OH&S Officer has been appointed as a representative to the SASWH Board for another 2-year term commencing April 1, 2013. SUN values Norma's work with this important organization.
- 3sHealth (formerly SAHO) has asked that SUN forward names for the 3sHealth Gateway Project Regional Task Teams. These teams will be reviewing the processes of Gateway and putting recommendations forward. The BOD representatives will serve as SUN's Regional Task Team members.
- The BOD approved the guest list for the Annual Meeting.
- The CFNU/SUN Scholarship recipient is Ashley Zinger. Ashley is a 4th year NEPS student and is the daughter of SUN member Rhonda Zinger, who is the Local President at Lloydminster Hospital.

PRESENTATIONS

- Don Savaria, Savaria Public Relations Inc., and Lars Murran, SUN Public Relations Officer, presented the BOD a synopsis of the 2012 public relations campaign and introduced the storyboards and media buys for the 2013 public relations campaign.

OPERATIONAL ANALYSIS

- Review of Strategic Plan - It is evident that there are many things happening in health care that require SUN's involvement. We are trying to be where we need to be to address issues on behalf of SUN members. The review shows us that we are making progress in many of our operational activities. In the areas where progress is not as rapid as predicted, we have concluded that stakeholders are a factor. Regional Health Authorities and Government have many competing priorities – the work with SUN being one of those.

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.

ARBITRATION UPDATE

SUN v. RQHR (South East Integrated Care Centre), Moosomin

Circumstances of Grievance

SEICC expanded the hours of operation of the Outpatient Department (OPD) from 8 hours to 12 hours per day/7 days per week. As a result, there was a need for a second full time position. Up to that point, the OPD had been staffed with a full time and part time position. The original incumbent, agreed to convert her position from an 8 hour to 12 hour position.

The Employer also created an 8 hour, Monday-Friday, COPS position (Chemo Outreach Program Service), which was dedicated to administering chemotherapy treatments to patients in the OPD. Chemotherapy had been administered in OPD prior to the COPS position being created and the nurses holding the FT and OTFT positions in OPD had COPS training, and it had been a required qualification on the postings they had applied to.

The creation of the two positions was reached through the NAC process to address workload concerns. Just a note that while we know how time consuming the NAC/IAC process is, it does get results.

The Employer did not post the 12 hour OPD position or the 8 hour COPS position. Rather, the Employer assigned nurses from the in-patient acute care unit to the positions in the OPD.

Issue

The issue before the Board came down to whether the 12 hour OPD position and 8 hour COPS position were “new positions” within the meaning of s. 32.01 or “vacancies” within the meaning of Article 27 of the Collective Agreement. If SUN was correct that they were, the next question was whether they were required to be posted and offered in accordance with article 27.04 Selection Criteria.

Employer’s Position

The Employer argued that there was one nursing department at SEICC and only one position – that being RN in the Nursing Department of SEICC. The Employer argued that, as a management right, it assigned RNs to work within the areas from day to day, according to work demands.

SUN’s Position

SUN submitted that the two positions were new positions and, upon creation, were vacant positions.

SUN submitted that there were two separate and distinct departments, but that the question of whether there was one or two departments was really not important, as the focus was on the position. SUN submitted that even within a single department, each RN owns his/her respective position and that positions are differentiated by the location, the different nature of work and the different qualifications.

The Award

The majority found, at paragraph 95:

“For the most part, we agree with the Union’s submission that a “position” is determined in part by the location in the facility where the work is performed, the nature of the work and the skill set or qualifications required or held to do the work. These are attributes that can be considered in differentiating one job or position from another. However, what is and is not a “position”, unless agreed to by the parties, will be fact specific. It will depend upon the context in which the parties have considered and applied the use of a “position” in the workplace.”

The majority of the Board found that the creation of a second 12 hour OPD RN shift did not create a “new position” as the duties and qualifications did not fundamentally change. What was created was a second “same position” and that newly created “same position” was required to be posted and filled under 27.04 of the Collective Agreement. “This position is for not only a position of an RN, but an RN who possesses the qualifications to perform the duties required of a full-time RN working in the Outpatient area.” (paragraph 98)

The majority agreed with SUN that the COPS nurse was a “new position” and when created by the Employer was also a “vacant” position that the Employer was required to post and offer in accordance with Article 27 of the Collective Agreement. (paragraph 105)

UPCOMING EVENTS

	Sun	Mon	Tues	Wed	Thurs	Fri	Sat
March 2013						1	2
	3	4	5	6	7	8	9
	10	11	12	13	14	15	16
	17	18	19	20	21	22	23
			Board of Directors' Meeting Regina		BOD/SDC Meeting Regina		
	24	25	26	27	28	29	30
	31					Good Friday	

NEXT BOARD OF DIRECTORS' MEETING

The next Board of Directors' meeting will be held on March 19 & 20, 2013, 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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