

CONTACT

Saskatchewan Union of Nurses Leadership News

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During the March 20, 2014, Board and SDC Meeting, the Program Committee talked about the value behind SUN's annual Community Support Donation and the role SUN members can and do play in their own communities.

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 19 & 20, 2014

BOARD DECISIONS & DISCUSSIONS

- The Board approved the Executive Director's recommendation on Strategic Direction #3. Based on the leadership survey results, the Board determined that no further work would be done on rejuvenating SUN's structure at this time. SUN members believe the current structure of SUN is adequately meeting the needs of the membership.
- Extended Health and Dental Lawsuit Update - the lawsuit has been settled and SUN will now be looking at the next steps of allocation of funds.
- Denise Dick, First Vice-President, reported on the two (2) Local Treasurer Workshops, conducted by herself and SUN's Accountant, Lorna Bingaman. The workshops held on March 11 (Saskatoon) and March 12 (Regina) were designed to assist the Local Treasurers in learning how to complete and maintain appropriate finance records.

FINANCIAL DECISIONS

- The Board is pleased to report a clean financial audit, with no outstanding concerns. Given the results of the audit, the Board approved the Audited Financial Statements for the year ending December 2013 as presented by the accounting firm Meyers, Norris, and Penny (MNP).
- The Board approved a donation to Child Find Saskatchewan for the amount of \$500.
- The Board approved the purchase of two condominium units for the use of the full-time elected members of SUN who live outside of Regina. The Board intends to develop policy in regards to the condominiums, which will be presented to the Annual Meeting. Further information will be given in the First Vice-President's report at the Annual Meeting.
- The Board approved the Program Committee's recommendation for the 2014 Community Donation for the City of North Battleford. A formal announcement of the recipient(s) will be announced in the near future.

PRESENTATIONS

- Cam Cooper of Praxis Analytics presented the 2014 Membership survey results. Highlights of the survey results will be presented during the Annual Meeting.
- The Board heard a presentation from Mark Crawford, Executive Director, Unemployed Workers Help Centre, and the non-profit organization's role in providing information and advocacy services.

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BOARD/SDC MEETING HIGHLIGHTS - MARCH 21, 2014

- SUN's Nurse Research and Practice Advisors, Beverly Balaski and Colin Hein, along with Barb Fitzgerald and Marg Olfert from the SRNA presented on Role Clarity. Participants had the opportunity to participate in a focus group on role Clarity for the SRNA's project.
- The Program Committee gave a presentation on the Provincial Community Donations work they have been doing and encourages all SUN members to consider opportunities in their communities.
- Barb Abele, SUN Board of Directors and Gloria Simpkins, SUN Local 75 gave a presentation on Nursing Marginalized People and the important role registered nurses play..
- Anne Marie Urban RN, from the Faculty of Nursing gave a presentation on Improving Safety and Quality of Acute Care for Patients through "Supports for the RN's Physical and Psychological Health". As previously reported SUN is supporting Anne Marie's research and have provided her with a display table during the Annual Meeting.
- Tim Williams, Executive Administrative Coordinator presented the Membership Survey results from this year's Survey.
- Kelly Miner, Director of Labour Relations gave an update on Bargaining.
- Amber Alecxe, Director of Patients and Families First, and Government Relations gave an update on Government Relations.

EARLY DETECTION | RAPID INTERVENTION | CRITICAL THINKING Registered nurses are vital to patient safety



Patient Safety Workshops

May 21 – TCU Place, Saskatoon

May 22 – Queensbury Convention Centre,
Regina

Join the Saskatchewan Union of Nurses as we take a deeper look at the research and evidence behind the critical role registered nurses play in the delivery of high quality, safe, and cost effective healthcare, and how to effectively address your professional practice concerns.

This one-day workshop will run from 1030 – 1630 hours. Lunch will be provided.

Provincial funding is available for a total of 100 SUN members per location to attend. Funding and registration details are available on our website at sun-nurses.sk.ca/education/patient-safety-workshop

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Articles 24 and 25 - SUN/SAHO Collective Agreement Disciplinary Penalty - Termination

FACTS:

The Grievor was recruited from the Philippines to work in the emergency department of the Pasqua Hospital. The Grievor had worked in emergency in the Philippines and had expressed an interest to continue to do so. She did not apply for a position, but rather was placed in the emergency department.

The Pasqua ER was undergoing renovations and as such was in a state of disarray. The Grievor passed her probationary period while working in a supernumerary position as a grad nurse. She had originally failed the ER examination but passed the second time. The Grievor passed the CNA examination on the second try (February 2010). The manager had supported extensions of the Grievor's grad nurse license during this time. The Grievor had been the successful applicant for a permanent full time position effective December 17, 2009.

Some concerns began being raised by co-workers in the summer of 2009 - though the Grievor indicated she was not aware of the same until January 2010. The manager met with the Grievor (without prior notice or union representation) in January 2010 and for the first time raised concerns. The manager was leaving on an extended vacation and set out a plan for buddy shifts. The buddy shifts occurred and serious concerns were raised. A meeting was arranged for February 19, 2010 to discuss "performance expectations" and the Union was in attendance. The Employer provided a number of supervised shifts and required the Grievor to rewrite the emergency exam and obtain a passing mark of 80%. A memo summarizing the meeting stated: "After you have completed the above, we will reconvene to discuss outcomes and how to proceed in the future." The Grievor wrote the exam and received 58% and significant performance concerns were noted. The Employer terminated her employment on March 19, 2010.

ISSUE:

Main Issue: Was the failure to warn the Grievor of the potential for termination sufficient to overturn the termination?

FINDINGS:

The Board of Arbitration accepted that the Employer had never put the Grievor on notice that her employment was in jeopardy and that the failure to warn the Grievor of the possibility of dismissal was fatal to their case.

The Board of Arbitration was concerned, however, about patient safety and ordered that the Grievor not be reinstated to emergency but rather to be placed in a temporary full time position in a non-critical care unit. If the Grievor passed the probationary period, her full seniority was to be reinstated. The Grievor was to be made whole.

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Article 25 SUN/SAHO Collective Agreement Unjust Termination

FACTS:

The Grievor was a long term full time employee who retired. His last shift as a full time employee was May 31 and he returned to work as a casual employee on June 1. He continued to be scheduled into his old shifts, ultimately applying for "his old position" and was awarded the position in July.

After he had worked a few shifts as a casual employee he received a Letter of Offer regarding the casual status, stating it was conditional on a "satisfactory security clearance". The Grievor also received a Letter of Offer connected with the full time position which did not refer to a security clearance check but did state that his employment would continue to be governed by the rules and regulations of the Region. In the fall the manager reminded the Grievor of the requirement to provide a security check. The Grievor did not provide a security check until November.

The security check shows a conviction for simple possession of marijuana from December of the prior year (when he was still a full time employee). The Employer investigated and allowed the Grievor to keep working scheduled shifts during the investigation. The Employer terminated his employment.

ISSUE:

Main Issue: Was provision of a satisfactory security clearance check a condition precedent?

The Employer took the position that the Board of Arbitration did not have jurisdiction to determine the grievance as the Grievor had failed to meet a condition precedent to his hiring that fell outside of the collective agreement.

The Employer acknowledged that if the Board of Arbitration had jurisdiction; the Employer did not have just cause to terminate the Grievor employment.

FINDINGS:

The majority of the Board of Arbitration found that the Employer was entitled to set a condition precedent of a satisfactory security clearance check before hiring, that condition could not be imposed or enforced upon the Grievor as an internal candidate. Once the Grievor was an employee and a member of the bargaining unit, the condition was no longer confined to the act of hiring and was therefore invalid.

The termination was set aside and the Grievor reinstated. At the parties' request the Board retained jurisdiction to deal with the issue of remedy. The parties reached agreement on the same.

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UPCOMING EVENTS

May 2014

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
	---- Canadian Labour Congress (CLC) Convention - Montreal ----					
		-- SRNA Annual Meeting - Regina --				
11	12	13	14	15	16	17
18	19 Victoria Day	20	21 Patient Safety Workshop (Saskatoon)	22 Patient Safety Workshop (Regina)	23	24
25	26	27	28	29	30	31
		Board of Directors Annual Strategic Planning Session				

NEXT BOARD OF DIRECTORS' MEETING

The next Board of Directors' meeting will be held on June 24 & 25, 2014, and June 26, 2014, with the SDC Chairs.

SUN LEADERSHIP

Tracy Zambory, President
 Denise Dick, First Vice-President
 Paul Kuling, Second Vice-President
 Barb Fisher, Region 1 Representative
 Lorna Tarasoff, Region 2 Representative
 Jason Parkvold, Region 3 Representative
 Maureen Arseneau, Region 4 Representative
 Leslie Saunders, 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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