

NEWS@10

FALL 2009

**From the desk of the
President
Brenda Lesyk**



Welcome to fall!
Although the summer was less than stellar for our weather, hopefully you have had some time to enjoy.

The spring and summer brought to us the outbreak of the H1N1 flu which impacted many of you and your units. The declaration of an emergency under Article 10 of the MNU Collective Agreement to help to deal with the influx of very ill patients in the critical care and medical areas was something we have never had to deal with. Many of you were redeployed under this article to areas that you had not been working in for varying periods of time. While we recognize that this was a difficult time, it was very clear that HSC nurses were committed to the needs of patients, as always. We do not know what impact this flu will have in the fall. The HSC Executive Team has taken input from nurses and staff from the last round, and is using that and information from regional and provincial resources to try to anticipate the fall. Lynda and myself will be in contact as the issues come to the forefront.

Last year as a result of grievances regarding the banking and payout of stats-(recognized holidays under Article 22) there has been a settlement which recognizes that stats should be taken during the year that they are earned, stat banks must be monitored both by the nurse and the manager to ensure that the cap on the maximum allowed banked hours is respected, and that there are no provisions for stat banks being paid out at the year end. Please check your own stat banks to ensure you are getting your stats in an appropriate way. Requests for stats should be

submitted to the manager at least two weeks ahead of the hours being posted; requests should be considered in that the requested shift should be posted as a 'need' i.e. extra available shift during the normal timeframe. As well, if your posted rotation shows a 'stat' or you are off/working, you may request in writing in the same time frame to have that stat 'banked' if you are not at the maximum allowed in your bank.

I know it is early to be thinking of vacation selection, however just a note that there will be some educational sessions in the early new year to help with understanding the process. Keep your eyes open for these.

There have been some activities in the region which is affecting our local members with program changes and transfers. The MNU is committed to preserving the nursing positions as 'in-scope' and in union locals to ensure nurses' having collective agreement, bargaining rights, and representation.

Your Provincial Bargaining Committee is working on your behalf right now prioritizing based on input from members all over the province. Your representative is Lana Penner and she has been listening to your concerns at HSC. As bargaining and negotiating commence, we will do everything we can to keep this local informed. Watch for posters/notices of meetings.

We are also attempting to build a more extensive home email list for our members. If you would like to be on this list, notify the local office either by phone or email with your HOME email.

See you at the next general meeting!!!

A bump on the blog

As Printed in the MNU Front Lines Magazine

By: Kristen Andersson, Labour Relations Officer

Two recent arbitrations provide a cautionary tale for nurses who “Web Log”

MDS, computer charting, e-mail, intranet and internet. Some of these tools have been around for an entire generation; others are just now making an appearance. Computers are common in most workplaces and while some of us consider this technology a miraculous advance, there are some pitfalls of which to be aware. As new members enter the nursing profession we are seeing an increase in computer literacy, and comfort. With this increased technological savvy, we are entering new frontiers where what we do on our own time and on our own computers in our own homes, can meet – or collide – with our employment relationships. One such example is the relatively new phenomena of blogs, on-line diaries and social networking sites such as FaceBook and MySpace. Nurses must be aware that seemingly benign comments or attempts to be humorous can have the potential to result in discipline. Two recent arbitrations provide nurses with a cautionary tale when making use of this technology.

The first arbitration involved a government employee who started a blog on the advice of her health care provider to deal with the grief of her father's death. Much of the blog was personal but some was work-related. In March of 2006, she posted a blog that was insulting and complaining of her colleagues. Among other things, she posted that the erratic behavior of “Roberta” was due to menopause. Further, she made mocking and derogatory comments with regard to a colleague's sexual orientation. In addition, she divulged sensitive information about the internal operations of her department. In April of 2006, she posted a blog that was critical of her employer and supervisor. Among other things she posted, “I work in a lunatic asylum... with imbeciles and idiot savants.”

In July of 2006, her colleagues complained to the employer and her employment was subsequently terminated. She grieved the termination citing her right to free speech and that there was no malice in her postings; rather, a misguided attempt to be humorous, and therefore termination was not warranted. During the arbitration, the Union further argued that the employer was grossly over-reacting and that termination was a disproportionate response to the employee's actions. The employer took the

position that the employee demonstrated a lack of remorse, a lack of understanding and made comments that were so offensive as to permanently damage and undermine the griever's employment relationship with supervisors and colleagues. The arbitration board upheld the termination.

In the written decision, the arbitrator made note of the fact that blogging and the like are such new phenomena that there was only one other arbitration on point. In an earlier arbitration the terminated griever was an employee in a long term care facility. She had posted photographs and divulged information about colleagues, supervisors and residents. Again, the comments posted were deemed by the arbitrators to be insubordinate, insolent and contemptuous and the behavior of the employee was sufficiently egregious as to warrant termination.

What both cases have in common are:

- Both grievors breached their obligations for confidentiality
- Both grievors were guilty of insubordination (**Note: insubordination is not confined to the mere failure of an employee to follow the reasonable instructions of the employer. Arbitrators have held that words and actions that are insolent and contemptuous are considered insubordinate and subject to discipline*)
- The comments were disrespectful, hostile and insulting to colleagues.
- The postings were available to anyone with internet access

The moral of the story for MNU members is that when making use of this technology, it is wise to be cautious and circumspect. Much of what you post online is available for all to see and is often permanently archived. Remember, do not display anything on your blog, FaceBook page or other public forums that you would not post on the bulletin board in the staff room. As always, contact your local/worksite President or MNU for more information.

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Email and computer use in the workplace

Nurses at HSC have been using computers for some time in the workplace for their work, internal communication as well as for personal uses.

We would encourage you to review the policy(ies) related to computer use and internet access in the workplace, and remind nurses that the equipment and access to servers are employer property.

Email and web access at work are not confidential and we should be mindful of this in all communications and access.

Also remember that public blogs and social networking sites such as Facebook are public venues and awareness of what is posted is extremely important. Even if the intentions are innocent, all the information is open to public scrutiny.

Be very aware of all of these things Whether you are at work or your personal access.



Workplace Bullying

Workplace Bullying is part of work right?

The answer is wrong and it is growing in numbers of incidences and with consequences that are far reaching. We have the right to come to work and be respected by everyone we work with.

What is bullying?

Bullying is any act of aggression either physical or psychological toward another person. Bullying is deliberate, cruel, vindictive and often repeated over and over. It is meant to demean, humiliate, intimidate and disempower someone. It creates such a fear in the person being bullied, that they will not come forward to report it for fear of retaliation.

Who are the bullies?

People who bully, have often been bullied themselves at one time. They are people who feel they must be in control, that have their own way or are attention seeking.

Obvious signs of bullying

Yelling ---- Making fun of someone --- Unjustified criticism, criticizing that person in front of others
Gossiping or spreading rumors ---Deliberately excluding or isolating an individual from the group
Undermining or demeaning someone's work

Signs of Subtle Bullying

- * Making that person's contribution to the workplace less important
- * Creating demands and assigning heavier workloads to that person
- * Favoritism as evidenced by inequalities in accessing education days and or leaves.

Denying a request for help to one person but helping others

Are you a victim?

- Do you sometimes feel humiliated, embarrassed, insecure and or picked on in your workplace?
- Think about calling in sick when you know that person is on duty
- Are unable to sleep, have anxiety
- Feel less confident in your ability to do your work?

Chances are you are being bullied and you should report it. Often we don't want to make any waves because it may prevent us from getting that next position that you apply for, or we just look for a position elsewhere just to get away from the situation. Remember when you leave and don't say anything the bully will just move on to someone else.

Bullying is not tolerated at this facility and it is our responsibility to bring those people to task so that we can all come to work and be respected.

If you need to talk to someone about Bullying please call the office

2009 LABOUR SCHOOL

Submitted by: Lynda Liebrecht

We arrived in sunny Vancouver Monday June 8th, 2009. The hotel we stayed at was very close to Canada Centre where some of our functions took place. The venues were well situation. The planning committee deserves many, many thanks for putting on a Great CFNU.

I had an opportunity to attend "Creating a Positive Workplace" dealing with Workplace Bullying. We all know that when you come to work you deserve to be respected by our patients, visitors and co-workers. Do you reciprocate that sentiment? Most Employers have 0 tolerance policies in place regarding Respectful Workplace. Everyone from the CEO down to volunteers must follow this policy, but what about the person who intimidates staff members by certain comments, or uses body language such as shaking a finger at someone or pushing past that person instead of asking them to move nicely. Bullying takes on many forms, but we as c-workers need to stand up and support those people who cannot stand up for themselves.

My Second Session was Cool Comforts: Bargaining for our Survival

It was about making our workplace Greener. We all know that hospitals are notoriously bad for throwing out stuff. The question was put to us in class to look at ways we could make our workplace greener. I felt that HSC does a fairly good job at recycling paper as we have recycling boxes everywhere. How about turning of the lights when we come out of a supply room or the dirty room? It is the little things that we can do that will make a big difference down the road.

Our banquet was held at the Canada Centre, the dinner was excellent and there was a variety of seafood as well as traditional foods. The entertainment was great! Carly from Canadian Idol sang followed by a terrific band so that nurses could dance the night away.

Submitted by: Susan
Morrisseau

Beautiful Vancouver, British Columbia was the backdrop for CFNU's 14th Biennium "**Voices in Union**", which took place June 8 -12, 2009.

The weather was cooperative as the skies were blue with just the occasional white puffy cloud and the temperatures were pleasant. There wasn't a drop of rain the entire week, which allowed for exploring of downtown Vancouver in the evening without the encumbrance of a slicker or umbrella. The week started out with a health walk lead by Linda Silas, CFNU President. Monday evening was the kick-off reception at the Hyatt Regency. The food was yummy and the entertainment enjoyably cross cultural. It was a chance to mingle with familiar faces as well as meet new people. Tuesday morning saw the start of the Education sessions which began with a plenary session of presenter's which included Paul Moist, President of Canadian Union of Public Employees, and Ken Georgetti President of the CLC, followed by the start of the 16 different workshops. Tuesday Evening was the **Vancouver Fun Night** which there were 8 outings/ activities for which you pre-registered. Or you could spend the evening at your own leisure, which my companions and I did with a stroll through the shopping district then down to the waterfront of Stanley Harbour followed by a scrumptious meal at "The Cactus Club" one of Vancouver's many restaurants.

Wednesday's session started with presentations by Brett Holmes, from the New South Wales Nurses Association of

Australia followed by Mireille Kingman, International Council of Nurses, Switzerland, then Josie Irwin of the Royal College of Nursing, UK and finally Josephine Etowa of Dalhousie University, Canada. The presentations were followed by another day of Education sessions which wrapped up by 5:00 pm allowing for more free time to explore Vancouver, socialize, or just relax, unwind or digest the days activities. Thursday brought the start of the Canadian Federation of Nurses Unions two-day business session. It was my first time attending these sessions and the atmosphere was electric. There were Nurses from across all of Canada and some from other parts of the world. It was held at the recently opened Vancouver Convention And Exhibition Centre, which is a new state of the art Facility with grass and other vegetation growing on the roof. It is something worth going to see. The days business adjourned following the presentation of the 2008 & 2009 "Bread and Roses Awards". The evening activity was the Banquet which was also held at the VCEC in the West Ballrooms overlooking the Harbour. We were treated to a spectacular sunset and a feast of epicurean delights, followed by awesome entertainment and dancing, that went on into the wee hours of the morning (so I was told). This girl left before midnight as Friday was another day of business and an evening flight back to the Peg.

This was my first CFNU but hopefully not my last. The next biennium in 2011 will be right here in our own adndbox (Winnipeg) and I hope many of your will come out and play and show the rest of Canada why Winnipeg, Manitoba is the cultural capital of Canada.



NEGOTIATIONS UPDATE

Submitted by: Lana Penner, PCBC

How quick did that two years go..... So our Collective Agreement has expired September 30th, 2009 and the process has begun again.

Proposals will be exchanged between Employer and MNU October 29/30th, 2009 after many months of preparation by MNU.PCBC. As usual MNU is ready for the challenge ahead incorporating the priorities outlined by MNU members across the Province.

There will be some differences this year with a new Premier in place as well as a different negotiator for MNU, Sudhir Sandu plus a different President since the last time we bargained with the Labour Secretariat. The climate is very different in the Province as well with a global recession followed by the struggle to shake the effects of said recession. The biggest hurdle will be addressing the losses to our pension plan as a result of the global recession. Due to the backlash, our plan is experiencing a significant shortfall to maintain the current plan & benefits we have. The shortfall has been identified as somewhere in the 3.8% range. We know MNU members have identified pension benefits and cola as our first priority. Increased contributions from members and employers will be required to reach this goal. We have studied surveys closely and know we must work to remain competitive in a nursing shortage being experienced worldwide. We must work to safeguard our work environments; acknowledge of experiences nurses and address lagging premiums. We definitely have our work cut out for us in this tumultuous financial environment.

MNU together with PCBC will strive to achieve a fair Collective Agreement for all with the support of all our members.

FROM THE BOARD

Submitted by: Lana Penner, Board Rep Local 10



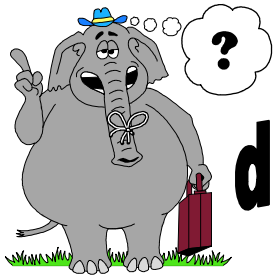
As I am Local 10's newest Board member I thought I'd give our members a short glimpse of what I've been up to so far. My first meeting was held in Dauphin Manitoba and was an eye opener in terms of learning responsibilities and realizing the work involved in sitting on MNU Board. At first, I felt overwhelmed by inadequacy but everyone made me feel welcome and the mountain of information in the handbook is becoming my guide.

Following Dauphin I was off to CFNU in Vancouver BC where I attended the Biennium entitled Voices in Union with offered many workshops aimed at encouraging nurses to use many voices to make change in peoples lives, communities, and work places. It illuminated how much power each person posses once united with others of like minds. I attended Greening your Environment and Restoring Health to Care Providers. It was a powerful experience.

Early September included a Board Development day which included an H1N1 report with 10 recommendations for improving services during a possible recurrent of H1N1. The report is available on Provincial MNU website and has a lot of good information compiled there. Remember all fit testing must be done. Please notify Local 10's office if your fit testing has not been completed or if N95 masks are not available in your work area.

There was a presentation by RRCC nurse educators regarding the new degree program being offered which is 32 months in length and ultimately will enable 240 seats per 32 months. There will also be distance programs offered via PI AP, Gimli, Dauphin, or Neepawa and Winkler or Steinbach alternating. The program will have more flexibility in regards to terms, sequence of courses.

Labour School was held in Gimli in September with an increased participation of under 30 nurses enjoying Gimli and the Education Sessions. The big difference this year at Labour School was the beautiful summer like weather which seemed like the last Hurrah before the onset of old man winter.



dates to remember

UNIT REP/CENTRE REP MEETING

DATE: FRIDAY OCTOBER 23RD, 2009
TIME: 1130 – 1215 AND 1230 – 1315
PLACE: WT561

GENERAL MEETING

DATE: WEDNESDAY, NOVEMBER 18TH, 2009
TIME: 1630 HOURS
PLACE: TO BE DETERMINED

LOCAL 10 ANNUAL GENERAL MEETING

DATE: THURSDAY, MARCH 11TH, 2010
PLACE: TO BE

PROVINCIAL ANNUAL GENERAL MEETING

DATE: APRIL 20, 21, 22ND, 2010
PLACE: BRANDON

EDUCATION TRUST FUND CUT OFF

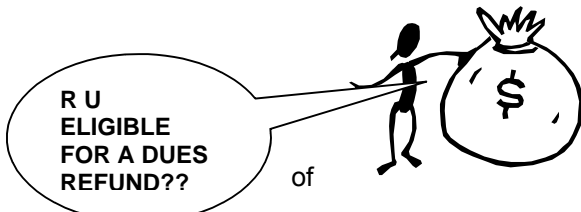
DATE: DECEMBER 4TH, 2009
APPLICATIONS MUST BE REC'D IN THE OFFICE NO
LATER THAN THE ABOVE DATE

EXECUTIVE COMMITTEE MEETING

DATE: TUESDAY, NOVEMBER 17TH, 2009
TIME: 1615
PLACE: MNU BOARD ROOM

GENERAL MEETING

DATE: JANUARY 20TH, 2010
TIME: 1630 HOURS
PLACE: TO BE DETERMINED



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REFUND??

of

You may qualify for a refund
the **PROVINCIAL PORTION** of MNU
dues deducted by the employer, if you paid MNU dues at

two or more

You may qualify for a refund of the **PROVINCIAL PORTION** of MNU dues deducted by
the employer. If you paid MNU dues at two or more facilities/employers during 2009, and exceed
\$572 in Provincial Dues.

Union dues consist of two components: the PROVINCIAL and Local dues portions. Only the **PROVINCIAL**
portion, of MNU dues is refundable.

PROVINCIAL DUES=\$22.00/ pay period X 26 pay periods = \$572.00.

LOCAL DUES are \$4.75 per pay period X 26 pay periods



ADULT ER NEEDS USED CLOTHING