

CHALLENGER

Volume Number 17 Issue Number 5

Crowning Alberta's Next Monarch

The Tory leadership race is on, begging the question of whether we will see a real contest, or a coronation of the next premier of Alberta.

Without question this competition is as important to HSAA and its members as a full blown provincial election, because the likelihood of the winner occupying the premier's office for some time is, in this province, high. He or she will be the key driver of government policy that will determine what happens in our health care system, in our schools and in our economy, and therefore to you and your families.

In health care, the number one issue which affects every other aspect is health human resources. As confirmed by HSAA's quality of worklife survey, staffing shortages permeate every aspect of your work. Putting more ambulances on our streets will do little to improve the system if those ambulance crews sit for hours waiting to offload their patients in crowded emergency departments which cannot clear patients to the ICU or wards, which in turn cannot discharge patients who require long term care beds or community care. Buying the latest in imaging or lab equipment will do little to increase access to these critical services without the technologists to operate them. Home care is an empty promise without the professionals to provide it.

CREATING A QUALITY WORK ENVIRONMENT – The Results Are In! Let the Work Begin!

If you haven't already done so, take the time to check out the "Creating a Quality Work Environment" survey results on the HSAA website. The highlights of the findings can be found on pages 4 to 11. While results did not vary by job classification, there were significant variations by employer. Members have sent a clear message with respect to your work environments and we will be sharing the information in meetings that are currently being scheduled with your employers. Once the meetings have been finalized, the schedule will be posted on the web. Your president, Elisabeth Ballermann, director of labour relations, John Vanderkaay and the elected district board members will be attending the meetings. A copy of the final report and pertinent regional reports was sent to each Chief Executive Officer and the respective Chairs of each of the nine health regions. In addition, separate reports were compiled for Alberta Cancer Board,

HSAA is on record as supporting the now defunct plan to regionalize emergency medical services. It seems intuitive that this service should be integrated with other health services. Health regions would presumably look at allocating their limited resources in the most efficient manner, ensuring that our EMS staff are not wasting valuable time waiting to transfer care, and that they can utilize their skills more fully, as is happening in the two regions that are involved in pilot projects in Palliser and Peace Country (see letter to candidates on page 2).

We have also advocated for increases in post secondary seats to ensure that we educate sufficient health professionals to meet our needs, and we will continue to encourage our members to assist by mentoring students. We cannot expect to depend on other jurisdictions to train for our needs.

The "Third Way" has been shelved, but that does not mean that the question of health care privatization is dead. Where do the leadership candidates stand on protecting Medicare?

Alberta's economy is in overdrive. It is a rare conversation these days that does not drift into the stratospheric rise in housing prices, or the price of gas. Premier Klein recently confirmed what the opposition has been saying all along, that there was no plan for this boom. Whether we agree or disagree with the direction that government is leading in its policy, it is astounding to learn that for the most part, there may simply not have been a direction. All Albertans deserve better.

[Con't page 2](#)

Calgary Lab Services, Canadian Blood Services, Caritas and Millard Health Centre.

As the consultant, Graham Lowe indicates in his conclusion: ". . . the values, policies, and practices of specific employers matter most when it comes to improving the quality of employees' work life and the quality of patient or client services."

Now the work begins!

For those members with no web access, please contact the Edmonton office (488-0168 or 1-800-252-7904) and a copy of the report will be mailed out to you.

Lynette McAvoy
Labour Relations Officer

Con't from page 1

This brings me back to the leadership race. While HSAA is non-partisan, we are certainly not non-political. We will be seeking meetings with leadership candidates to determine where they stand on key issues for our members, and we will report these positions to you.

Regardless of whether you hold a membership in the Progressive Conservative Party, this race is one that we encourage you to participate in. There will be debates, forums, and web sites. The vote is open

to any party member over the age of 16. Get informed. Talk to your family, colleagues and friends, particularly those who may be members and who will be voting. If you are a party member, we ask that you consider these fundamental issues that affect every aspect of your life, and that you exercise your vote accordingly.

In Solidarity,
Elisabeth R. Ballermann

Letter to the Candidates

Dear [Progressive Conservative Party leadership candidate]

On behalf of the almost 14,000 health care employees represented by the Health Sciences Association of Alberta, I request a meeting with you to discuss your policy positions on a number of vital issues.

In health care, the number one issue which affects every other aspect is health human resources.

As confirmed by HSAA's quality of worklife survey, staffing shortages permeate every aspect of our members' work. Putting more ambulances on our streets will do little to improve the system if those ambulance crews sit for hours waiting to offload their patients in crowded emergency departments which cannot clear patients to the ICU or wards, which in turn cannot discharge patients who require long term care beds or community care. Buying the latest in imaging or lab equipment will do little to increase access to these critical services without the technologists to operate them. Home care is an empty promise without the professionals to provide it.

HSAA is on record as supporting the now defunct plan to transfer the responsibility for ambulance service from municipalities to provincially funded health regions. We also support two health region pilot projects in Palliser and Peace Country, but note that the Municipal Ambulance program for the current budget year is the same \$55 million as the previous budget year.

There are 106 ground ambulance providers in Alberta. Many provinces have organized delivery systems along the lines of what the Klein government once promised. Other provinces did so because their systems had inconsistencies in terms of medical care, levels of staff qualifications and the type and condition of ambulances. The type of care patients received was dependent on where they resided in the province. It seems intuitive that emergency medical services should be integrated with other health services.

I look forward to hearing your views on how ambulance service should be organized and funded in Alberta.

We have also advocated for increases in post secondary seats to ensure that we educate sufficient health professionals to meet our needs, and we will continue to encourage our members to assist by mentoring students. We cannot expect to depend on other jurisdictions to train for our needs.

In the event you undertake to make a written response in advance of a meeting, we will edit for length and post your response on the HSAA website. As a non-partisan organization, HSAA will not be endorsing any candidate, but I feel our members should be informed about the health care policy considerations in this very important leadership contest.

Sincerely,
Elisabeth R. Ballermann, President



Hands Across Africa team

(Left to right) Back row: Dan Galdamez, Quentin Ranson, Andrea Brown, Suraiya Ranson, Catherine Jones, Phil Mail, Jeannette Wright
Front row: Russ Fenske, Caitlin Ryan, Barb Edgington, Jocelynne Nouque, Karin Werther, Bobby Jones

(Photo taken near Berg Lake in Mount Robson Park, BC.)



FEEDBACK

Letters for Feedback are welcome. We cannot promise to publish every letter and we reserve the right to edit for length and style. All letters should be signed and include your job title. Mail your letters to: Challenger Editor, Health Sciences Association of Alberta, 10212 - 112 Street, Edmonton, AB, T5K 1M4 OR fax them to: (780) 488-0534 OR e-mail them to: davidk@hsaa.ca The deadline for the next Challenger is November 10, 2006

IS YOUR MANAGER GIVING YOU GRIEF?

It started with asking to attend a conference. This was not just any conference but one which the program manager decided to permit the entire staff to attend. The conference was taking place on a Saturday and Sunday and all staff were to be given time back for these days. As I report to another department, I requested the manager to approve the same benefits as my colleagues. I was denied. "We don't provide paid education days for Saturday and Sunday" was the response. With the help of HSAA, 23 days after my request and many letters later, my request was approved.

It continued with a request for a Special Leave day. I left a message telling my department manager why I needed the Special Leave day. When I returned to work I was told the day was being denied as the event that precipitated the need was not felt to warrant a Special Leave. With the help of HSAA, 10 days after the event, my day was approved.

Another conference request was also not approved. This time it was because the two page request had not been completed properly. I had forgotten to indicate I would use the Professional Development Allocation to help pay for the program. It took 17 days to hear I could not attend. I didn't bother going to HSAA.

The one that really got to me was the reclassification issue. I

was informed by HSAA that management was looking at this for my position. It took one day for the department manager to call and tell me it was a done deal.

I contacted HSAA about the reclassification issue. I also took note of the fact that our health region had all staff take a "Creating Respectful Workplace" course. Although my manager never yelled or screamed at me, I did feel I was not being treated respectfully by having to get HSAA support for issues that could have been resolved at an employee/manager level. I wrote to the department head of my concerns and subsequently met with her. While it was felt there was no disrespect, it did help me to voice my concerns and certainly put management on notice of this type of behavior. The reclassification issue has been put on hold at present and is under investigation.

This whole series of events caused me a lot of grief and certainly wasted lots of time for all parties concerned. I was fortunate. I kept good records of all these events and had the support not only of HSAA but my colleagues. If you find yourself the victim of a series of unfortunate incidents, keep written (including e-mails) documentation and don't be afraid to contact your LRO at HSAA.

Maureen Elhatton
Dietitian, University Hospital

An Adventure To Be Proud Of

Newspaper headlines these days are filled with stories of war, death, epidemic, and disaster. Many of us have wondered if our world will ever improve; if there is any way to make a difference. I don't know the answer to those questions. But there is one thing that I have learned in the past year. We can't make a difference unless we try. And, there are a lot of people willing to do just that.

Hands Across Africa (HAA) was started by Quentin Ranson and Catherine Jones, both Health Sciences members at the Glenrose Hospital. I have been an HAA volunteer since the beginning. The mission of HAA is to provide financial support for grassroots initiatives that empower people in Africa whose lives are affected by the results of war, HIV/AIDS, poverty and abuse. We chose the following three grassroots programs to support with money raised from benefit events.

Amani Children's Home in Tanzania houses about 60 children, and provides schooling, vocational training, health information, and a home for street children and children orphaned by HIV/AIDS. In Sierra Leone, the effects of civil war continue to affect the local people, many of whom were left amputees from the

violent war. Funds raised by HAA will help to support a rehabilitation centre for these people. Quentin Ranson has previously worked as an occupational therapist in Sierra Leone, and will return there this fall with his wife Suraiya, as well as Catherine and Bobby Jones to volunteer.

Edzimkulu: A Society for Children of AIDS is a Canadian charity, which concentrates its community development and public health work in the village of Ndawana in South Africa. This area has been devastated by the AIDS epidemic and lack of resources. This is where I will volunteer for 4 ½ months along with my significant other, Russ.

Over the last year, HAA volunteers have raised more than \$85,000 to support these programs. On October 1st of this year, we will begin hiking Mt. Kilimanjaro in Tanzania as our final fundraising event of the year. Funds raised by HAA will make a difference in many peoples' lives in Africa. Being a part of HAA has made a difference in the lives of each volunteer as well.

Visit our website (www.handsacrossafrica.org) for more information.

Caitlin Ryan, Occupational Therapist
Glenrose Rehabilitation Hospital

(see Hands Across Africa Team - photo page 2)

How NOT To Recruit/Retain Staff

Here's the scenario.

Your employer requires that a vehicle is necessary for you to do your job. You bring your car to work, ready and available for business travel. Because of the convenience given your busy schedule as well as the equipment and paperwork you must carry, the only place to park is a nearby lot that charges you \$70 a month.

Forget that you have a collective agreement that states you should be paid for parking while on employer business. Forget there are huge labour shortages for your profession. Forget that your employer repeatedly cries to the media about these shortages and makes statements about commitment to recruitment and retention initiatives and acknowledges they must do everything possible to retain their employees.

Who do you think should pay for the parking?

- (a) The Employer
- (b) The Employee
- (c) Bill Gates

Logic would say (a) The Employer - Right?

If the Calgary Health Region (CHR) is your employer, they don't think so.

Even with necessary collective agreement language, even with recruitment and retention problems, even with the recognition that things must change for the better in order to hold on to you - they believe YOU should pay for your own parking if you need your vehicle

NAMED HOLIDAYS

In 2006, Christmas Day and Boxing Day fall on Monday and Tuesday. While it is impossible to present information in this article that covers every possible situation, the following general rules can be applied.

Full-time employees are entitled to a day off with pay for each Named Holiday. If required to work on the Named Holiday, they are paid at 1.5X their basic rate of pay and receive another day off in lieu of the holiday or payment of 7.75 hours at their regular rate of pay.

Part-time and casual employees receive 4.6% on each pay cheque as payment for Named Holidays and do not receive any additional compensation for the day. If required to work on the Named Holiday, they are paid at 1.5X their basic rate of pay.

The information in this article is based on the Provincial Agreement. Refer to Article 22 for Full-time Employees and Article 44 for Part-time, Temporary and Casual Employees. Check your collective agreement for the specific Named Holidays article. If you have any questions, do not hesitate to contact your Labour Relations Officer.

Sylvie Gill
Labour Relations Officer

for THEIR business. Recently the CHR has begun charging new employees for parking, even if their vehicle is required for work. They have plans to include all HSAA employees who are required to have vehicles and begin charging for parking. It remains to be seen exactly what the new policy will look like. For now, it seems that parking while traveling will be paid by the employer. But you will be charged for parking while at your home site. It doesn't make sense - business or logical.

Employees, as well as managers and directors do not agree with the change. Some have sent in petitions expressing their concerns; others have threatened to leave. The CHR says they want to be an employer of choice. With human resources decisions like this - did they mean last choice?

HSAA completely disagrees with this change in practice and has already begun filing both policy and personal grievances. For more information contact Bryan Randall 403-219-8494 or bryanr@hsaa.ca.

Bryan Randall
Labour Relations Officer

(John Vanderkaay, HSAA Director of Labour Relations has sent a letter on this issue to Margaret Munsch, Vice President People & Learning, Calgary Health Region)

Excerpt of Labour Day message from James Clancy, president of NUPGE

Today, unions and unionists are struggling for air. It's a critical situation for all democrats.

In Canada, since 1982, federal and provincial governments have passed 180 pieces of legislation that govern labour relations. Of these laws, 175 adopted were intended to gut, deny, suspend or infringe upon the rights of workers. A country's treatment of the labour movement is often a strong indication of the status of its democracy. Some may not like, respect or know unions, yet in a modern democratic society no one can deny that unions play a central role in civil discourse. A modern democratic society needs unions and trade unionists.

Labour rights are human rights.

As citizens we cannot allow ourselves to be either lulled into complacency - or intimidated into silence. We can respond to today's threats and at the same time open the windows to the fresh air of human rights.

Let's hear you Canada - breath deep - three cheers for labour rights - three cheers for the labour movement.

James Clancy,
National President
National Union of Public and General Employees

Doctor saddened by the choices of his profession

It's been 20 years since I have been as saddened and disappointed with the behaviour of my profession -- medicine -- as I was during the last week.

In 1984, then-health minister Monique Begin responded to the growing number of doctors opting out of medicare and charging their patients fees beyond what public insurance would pay. She saw it was undermining medicare and responded with the Canada Health Act, one of very few pieces of federal legislation passed unanimously by parliament.

The act stipulated dollar-for-dollar penalties in federal transfers to provinces that allowed extra-billing -- user charges to patients for medically necessary services. All provinces eventually introduced measures to end the practice. Doctors in Ontario responded with a month-long strike in 1986 -- and lost that strike, in the process demonstrating that they were out of touch with public values.

For a time, Canada's doctors learned from the strike. For most of the last two decades, provincial and federal medical associations have been relatively quiet regarding the fundamental tenets of medicare, implicitly lending support to universal, equitable access to high quality care.

But at the recent Canadian Medical Association meeting, delegates made the tragic choice of repeating a sad history. They chose a president-elect, Brian Day, who openly violates the Canada Health Act by allowing well-heeled patients to jump the queue at his private clinic, and uses rhetoric such as comparing universal health care to that of North Korea. They passed resolutions in support of private insurance, and doing away with rules that prevent doctors from simultaneously taking advantage of public insurance and charging patients for quicker or better care.

Day is now softening his down-with-medicare rhetoric, and delegates also passed resolutions expressing support for medicare. Unfortunately, the policy choices in their resolutions, and their choice of Day as president-elect, leave no doubt about the CMA's fundamental position.

Fortunately, there are many doctors with Canadian values who see the evidence of the impact of a parallel private system and for-profit delivery. That evidence has been carefully studied and well articulated in the Romanow report's definitive analysis of the options for Canadian health care.

Private insurance leads not only to inequities in health care that are unacceptable to the majority of Canadians, but to huge administrative inefficiencies. The U.S. experience has shown us that a parallel private system is a recipe for runaway health care costs.

Rigorous comparisons of for-profit versus not-for-profit hospitals and outpatient clinics have shown that the requirement to provide profits to investors compromises care in for-profit facilities. In both hospitals and dialysis clinics, lower funding for care delivery results in higher death rates.

Doctors organizations like Canadian Doctors for Medicare and the Medical Reform Group understand that evidence, and will continue to speak out on behalf of medicare, and the interests of the Canadian public. But those voices from the medical profession may be overshadowed by the attention given to Brian Day and the CMA.

The CMA has placed itself in the camp of such right-wing think tanks as the Fraser Institute and politicians such as Preston Manning and Mike Harris, whose clear goals are the destruction of medicare. That destruction would serve the interests of three groups: wealthy Canadians, doctors whose priority is maximizing their incomes, and investors interested in profiting from health-care delivery. Ordinary Canadians would find themselves at the back of the health care queue.

It's a sad day when Canada's leading medical association sets itself at odds with the interests of the public it should be serving.

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Gordon Guyatt is professor of medicine at McMaster University and a spokesperson for the Medical Reform Group of Ontario. (published with permission - letter to Hamilton Spectator, August 28, 2006)

ALBERTA FEDERATION OF LABOUR - EVENTS

AFL Women's Committee - End Poverty Now Lunch:
October 19, 2006

A luncheon to mark the International Day for the Elimination of Poverty - Thursday October 19 at noon - at the Calgary Urban Project Society Family Resource Centre 128 - 7 Ave SE

Hats Off to Womyn - October 20, 2006
Celebrating Women's history month

Speakers: Cindy McCallum CUPW, Jane Sustrik UNA,
Peg Askin CDLC Carpenter's Hall - 301 - 10 Street NW, Cgy

Queer For Dummies - October 21, 2006

Workshop examines gay, lesbian, bisexual, transgender issues in the labour movement.

Pride Centre of Edmonton 9540 - 111 Avenue

Education Facilitator's Workshop - November 18, 2006

A workshop for labour educators

"Making the connection: labour education, learning and social change"

CUPE 37 - 5112 - 3rd Street SE, Calgary

Details and registration information on these events are posted on the HSAA website: hsaa.ca

You can contact the AFL at 483-3021 or 1-800-661-3995

One of the improvements to the HSAA website is the "events" section. Events (both HSAA events and all other events) are laid out in an easy to read calendar.

Breaking New Ground for Ambulance Workers

Health Sciences continues to improve the quality of life for ambulance workers in Alberta. After 8 long months of negotiations, HSAA has negotiated a first contract for 33 ambulance staff who work for Wheatland and District Emergency Medical Services. Workers will now be earning between 12 and 18 percent more than they were before the contract. Casual employees will receive significantly greater increases. For the first time, the employees will get weekend premiums, payment for on-call, and two times regular pay for overtime during the life of this collective agreement.

But as HSAA negotiator Craig Johnston points out, these employees now have an ability to be heard with a contract that protects their rights and working conditions. When there's a grievance, they now have a union ready to support them in the task of resolving disputes. Prior to the contract, employees were required to pay the cost of their grievance out of their own pocket. Most importantly, these employees now have a greater sense of appreciation and value for the work they perform, and a contract to depend on in maintaining their quality of working life.

CAPITAL HEALTH COMMUNITY CARE BARGAINING HEADS TO MEDIATION

Local Conditions bargaining for Capital Health Community Care has hit a snag. In fact, after nearly a year of foot dragging by the employer, there is no sign of resolution to pay rates for case coordinators. HSAA has applied for mediation and is prepared to take the matter to arbitration if necessary.

Health Sciences demands that the pay rates for case coordinators be green circled for another year in order to coincide with the end of the current provincial agreement (March 31, 2008). However, Capital Health insists that the rates be frozen as of April 1, 2006. Case coordinators would not receive the 3 percent wage increase their hospital colleagues did on April 1, 2007. By digging in their heels, Capital Health refuses to recognize the critical role case coordinators provide in the delivery of community care.

HSAA and Rexall Reach Agreement on Outpatient Pharmacies

Twenty-two Health Sciences pharmacists and pharmacy technicians have voted in favour of a contract with Rexall Drugs. The employees worked for Capital Health until their employer decided to contract out its outpatient pharmacies to Rexall. The Rexall contract is similar to the existing provincial agreement with some changes to the benefit plans. The next step is for HSAA and Rexall to jointly apply to the Alberta Labour Relations Board for a bargaining certificate.

HSAA and Capital Health Address MRI Tech Shortage

Health Sciences and Capital Health have signed a letter of understanding (LOU) to deal with the shortage of MRI technologists. A second MRI machine is expected to be in operation at the Royal Alexandra Hospital next spring. In order to have enough technologists to operate this new machine by then, Capital Health will pay to train three existing diagnostic imaging technologists. The technologists are expected to complete the second discipline MRI program at NAIT in six months. Capital Health will pick up the cost of the estimated \$4600 tuition fee and will pay each employee their current salary with full benefits while they train. In return, the employees agree to work as an MRI tech in Capital Health for at least two years. Employees are being chosen according to the promotions article (29) in the provincial agreement.

HSAA hopes this LOU will form the basis of discussions with other health regions to deal with the MRI tech shortage. The LOU can be found on the HSAA website under "Agreements/Bargaining" in the Capital Health section.

Sharing Personal Information On Job Seekers

It may be a surprise to you, as it has for some members, that the Calgary Health Region is advising its managers to contact the current manager of employees who are applying on internal job postings. For example, if an employee is working at a specific position in rehab at the ACH, applies for another posted position at the ACH, or the PLC, or the FMC, the manager responsible for recruitment of the position can, does, and is recommended by HR, check with the employee's previous and current managers, whether these managers are listed as references or not. The manager responsible for the recruitment can also view the personnel file of the employee or any other internal candidates applying for the posted position.

Article 29.05 (a) clearly states the following:

"In making promotions and transfers, experience, performance and qualifications applicable to the position shall be the primary consideration. Where these factors are adjudged by the Employer to be relatively equal, seniority shall be the deciding factor."

You the employee now have two options. You can request via a cover letter that your manager not be contacted, raising red flags to the manager responsible for the recruitment for the position. Another option may be sitting down with your current manager and having a discussion regarding your future career goals and other reasons for your applications outside the department.

For more information on Freedom of Information and Protection (FOIP) legislation, contact FOIP Help Desk at (780) 427-5848, Email:foiphelpdesk@gov.ab.ca, or website www.gov.ab.ca/foip

Ann Verboven
Labour Relations Officer

HSAA Perfusionist Rides, Runs, Swims in Cancer Fund Raiser

When Darryl Lem isn't running the bypass machine for heart and lung surgery at the University Hospital, he's cycling, running, and swimming for cancer research. Darryl, who lost his father-in-law to cancer three years ago, has spent much of this year fund raising for Cops For Cancer. In February, Darryl and other Cops For Cancer members, raised \$50,000 by riding stationary cycles at West Edmonton Mall. The ride, called "The Battle in the Saddle", lasted three days. But that wasn't enough for Darryl.



Darryl riding with Cops For Cancer members.
- courtesy Edmonton Journal

This summer, he took part in the Ironman Canada Triathlon race in Penticton, B.C. Darryl swam 3.8 kilometres, biked for 180 kilometres, and then ran for 42 kilometres. The total amount raised by Cops For Cancer this year was an incredible \$1.3 million.

Hats off to Darryl for his energy and commitment to a worthwhile cause! If you know of an HSAA member involved in a community event, contact David Kirkham in the Edmonton office.



Darryl in Ironman triathlon.

Thanks From Grand Prize Winner

I would like to thank you for the incredible prizes offered for completing the work life survey. I was the lucky winner of the trip for two to Mexico and it definitely was an exciting surprise. I plan to travel to the Mayan Riviera in the winter with some

members of my family, and I look forward to sharing this with them. Thank you again for this awesome prize!

Cheryl Wurz
Lab Technologist, University of Alberta Hospital

YOU THINK ENGLISH IS EASY???

- 1) The bandage was wound around the wound.
- 2) The farm was used to produce produce.
- 3) The dump was so full that it had to refuse more refuse.
- 4) We must polish the Polish furniture.
- 5) He could lead if he would get the lead out.
- 6) The soldier decided to desert his dessert in the desert.
- 7) Since there is no time like the present, he thought it was time to present the present.
- 8) Bass was painted on the head of the bass drum.
- 9) When shot at, the dove dove into the bushes.
- 10) I did not object to the object.
- 11) The insurance was invalid for the invalid.
- 12) There was a row among the oarsmen about how to row.
- 13) They were too close to the door to close it.
- 14) The buck does funny things when the does are present.
- 15) A seamstress and a sewer fell down into a sewer line.

- 16) To help with planting, the farmer taught his sow to sow.
- 17) The wind was too strong to wind the sail.
- 18) Upon seeing the tear in the painting I shed a tear.
- 19) I had to subject the subject to a series of tests.
- 20) How can I intimate this to my most intimate friend?

Let's face it - English is a crazy language. There is no egg in eggplant, nor ham in hamburger; neither apple nor pine in pineapple. English muffins weren't invented in England or French fries in France. Sweetmeats are candies while sweetbreads, which aren't sweet, are meat. We take English for granted. But if we explore its paradoxes, we find that quicksand can work slowly, boxing rings are square and a guinea pig is neither from Guinea nor is it a pig.

If teachers taught, why didn't preachers praught? If a vegetarian eats vegetables, what does a humanitarian eat?

Author Unknown
found while searching the web



Return Undeliverable Canadian Addresses To:
10212 - 112 Street Edmonton, AB T5K 1M4

LABOUR RELATIONS CONFERENCE
November 3 and 4, 2006 - CALGARY

Friday, Nov 3

The morning session will be devoted to the Creating a Quality Work Environment survey. There will be a presentation on the findings of the report and then a session on developing HSAA's action plan.

The afternoon session will be Professional Colleges Disciplinary Investigations/Hearings. For those disciplines that are not covered under this act we will have a workshop on Assertiveness for Life and Work.

Saturday, Nov 4

Will be a series of workshops. Members will choose two sessions from the list and each session will be an hour and a half. The topics are:

- | | |
|-------------------------|------------------------|
| Arbitration Quick Hits | Boomers and Bangers |
| Duty to Accommodate | Classification Review |
| Contract Interpretation | Respiratory Protection |

Registration forms will be mailed out to HSAA chairs and group reps by September 20. There will also be online registration on September 20 (hsaa.ca). Registration deadline is Friday, October 13. The details of these workshops are on our website.



The Events Committee will be collecting hats, mitts and socks for distribution to the less fortunate. If you are attending the LRC, please bring along a donation as well as donations from other members in your unit who would like to contribute.

We will also set up collection boxes in our offices in Edmonton, Calgary, and Lethbridge. Please have your items dropped off by November 10. We will distribute the items collected to shelters across the province.

Mavis Lockhart, Chair
Events Committee

In the Next Challenger...
The November issue will feature photo highlights of the 2006 Labour Relations Conference

Correction - Board e-mail addresses

In the last edition of the Challenger, we made an error in the e-mail addresses for some Board members. All Board members have e-mail with Shaw, except for Kelly Garland who uses Telus. Elisabeth Ballermann can be reached at her HSAA e-mail address.

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|----------------------|--------------------------|
| Elisabeth Ballermann | elisabethb@hsaa.ca |
| Lyndsay Arndt | lyarndt@shaw.ca |
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| Louise Yarrow | lyarrow1@shaw.ca |
| Tim Wickenheiser | timw456@shaw.ca |

SUPPORT THE UNITED WAY

The United Way campaign is under way. HSAA has sent letters to local unit chairs encouraging members to support the United Way either through donations or becoming involved by volunteering. HSAA supports the United Way mission of bringing people and resources together to achieve positive change in our communities.

Local Unit News

Attention all Foothills Hospital members! There will be a tea and pin presentation October 20 in room AGW4 from 3:00 to 5:00 PM.

Come and enjoy good food, great conversation and lots of fun. There will be loads of door prizes. Your local unit representatives and your President, Elisabeth Ballermann will be in attendance. Put this date in your calendars. See you there.

Carol Lawson, Chair
(Note: If your local unit is planning an activity, let us know by contacting David Kirkham in the Edmonton office.)

