

CHALLENGER

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~ SEPTEMBER 2007 ~

PRESIDENT'S MESSAGE WHAT I DID AT SUMMER CAMP

At the beginning of August I caught up on a childhood experience that I had missed – I went to camp, and my respect for parents and teachers grew immensely.

Since affiliating with the Alberta Federation of Labour, HSAA has sponsored children of members to go to the annual AFL Kids Camp. The camp is run by volunteers, members of the various affiliates. With a rather quiet summer, I decided that catch-up was in order, and signed up, as did board member Kelly Garland, who was on his second stint as an adult leader, while two of his children were campers.

Those who know me also know that my facility for names leaves a lot to be desired, so imagine being faced with first a busload of about 40 children, then a total of 76 at the camp, as well as the adult leaders.

I've never been a parent, living vicariously through my nieces and nephews, who could usually be sent home to their parents

when they got to be a bit too much. No such options here. Ensuring that 16 girls aged 12-15 were up, dressed and ready for breakfast by 0730 was no small feat, and would have been utterly impossible but for the two amazing young women, Amy and Lily, who were my junior counselors. They managed the 8-11 year old girls with all the patience, humour and persistence needed, with only minimal assistance. I had the 12-15 year olds, who were stark reminders of that most interesting phase of life, adolescence, and all the attendant teen angst.

My activity group consisted of 14 eight to eleven year old boys and girls, who may have launched my mid-life crisis by proving that time marches on. Nevertheless, we had a great time hiking, canoeing, rock climbing and playing games. The elimination of horseback riding was a keen disappointment to many of the kids, especially those who had been there before. While I didn't get a chance to try the rapelling, I understand it was a hit as a replacement.

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GET OUT AND VOTE!

October 15 is municipal election day across Alberta. Albertans have the opportunity to choose who will represent them on councils and school boards. Some municipalities also hold important referendums. Voter turnout for municipal elections is typically very low. It's up to all of us to help change that trend. HSAA urges you to get informed and get out and vote.

DON'T FORGET

All HSAA members who fall under the provincial collective agreement should have received their bargaining survey in the mail. Information from the survey is important as we prepare for a new round of bargaining in February. Please complete the survey and mail it by October 1.

HSAA SAYS FAREWELL TO JOHN VANDERKAAY

After sixteen years of dedicated service, John Vanderkaay has retired from his position as HSAA's Director of Labour Relations.

John has helped to guide our union through years of rapid growth. When John joined HSAA in 1991, we had about 5,000 members and one office Edmonton. Today, we represent more than 15,000 members with additional offices in Calgary and Lethbridge. John's steady guidance and management experience was greatly appreciated by our Board and members across the province.

Ron Roy, Senior Labour Relations Officer, and Kerry Woollard, Senior Negotiator, will share acting duties until a replacement is appointed.

We wish John all the best in his retirement.

PRESIDENT'S MESSAGE (CON'T FROM PAGE 1)

Finally, there was union time, where the kids were introduced to unions, the issue of child labour and their rights as workers. While a week at camp just scratches the surface, hopefully these young people learned something about standing up for themselves and others, now and as adults. The campers' bargaining team had certainly learned not to sell out their union sisters and brothers for bribes, as they negotiated a dance and later bed time on the last night, upholding their part of the bargain by cleaning the craft room and bringing the leaders and counselors coffee in bed on the last morning.

The weather could have been more cooperative, and the challenges of homesickness, tummy aches, fear of the dark and the full rainbow of personalities kept things interesting. Like every organized event, we will be looking at ways of improving the experience for the campers, and hope for plenty of participation next year – from both kids and adults.

It seems to me that HSAA would be the perfect source of terrific adult leaders, given our membership. Child life therapists, recreation therapists, dietitians, psychologists, social workers and emergency medical workers, to name a few, would seem to me to be ideally suited. Watch for your invitation for next year.

Will I go again? I don't know yet, but I do know that the experience reaffirmed for me that the raising of our children is a monumentally important task, and that all of us, whether we have children of our own or not, owe a tremendous thanks to all of you who are doing your very best to turn yours into citizens who strengthen our communities and our society, but still remember to have some fun!

In Solidarity,
Elisabeth R. Ballermann

BOARD CHANGES

HSAA welcomes Rosemarie Hanson, who was elected to the Board from the Calgary District in June. Rosemarie is a cardiology tech at the Foothills Hospital and a former Board member serving from 1994 to 1999.

Health Sciences bids a fond farewell to Kath Mackenzie, a physical therapist at the Glenrose Rehabilitation Hospital. Kath is reducing her workload to accommodate a back injury and will be working out-of-scope. Kath's contribution to HSAA is greatly appreciated and her warmth and humour will be missed. She has served for a total of eight years on the Board.

Replacing Kath is Donna Farquharson, a respiratory therapist at the University of Alberta Hospital. For the last ten years, Donna has worked in community rehabilitation, home care, and currently acute care. Welcome Donna!



As mentioned in the last Challenger, Lesley Baker and Dawn Aschenbrenner have left the HSAA Board. Lesley is working as Labour Strategist with the United Way in Calgary and Dawn is raising her daughter Jorja-Rae, who was born in May. Lesley and Dawn were presented with clocks from the HSAA Board at the annual dinner. All the best to Lesley and Dawn in their new endeavours.

LAPP CONTRIBUTION RATES UNCHANGED FOR 2008

The LAPP Board of Trustees has completed an actuarial valuation of the Plan as of December 31, 2006. Based on its review of this information, the Board has decided that rates established on January 1, 2007 will remain in effect for 2008.

The previous year's valuation indicated that the Plan was in a deficit position at 89.3% funded. Current contribution rates, as set by the Board a year ago, include an amount to amortize this deficit over a 15-year period. As the Plan's funding position has improved slightly over the past year, higher contribution rates are not necessary.

LAPP will continue to monitor its demographic and economic experience on an annual basis. If we find that this experience deviates from our assumptions, contribution rate changes may be necessary in the future.

SUPPLEMENTARY VACATION: USE IT OR LOSE IT

As most of you know, we were successful in achieving supplementary vacation in our current provincial collective agreement and some of our other collective agreements. Effective April 1, 2006, an additional five days were added to the vacation banks of those members with 25, 30 and 35 years of continuous service. However, we have discovered that most employers do not inform members either when the vacation is added to the bank or when it is used. Please check with human resources if you are close to or past your anniversary year to ensure that you receive it and that you use it! You must use the additional five days prior to your next supplementary vacation employment anniversary date (ie. 25th, 30th, 35th year of service). If you have any questions or concerns about supplementary vacation, please contact your labour relations officer.

Meaghan McNeil
Labour Relations Officer

HSAA PHARMACISTS REAP REWARDS OF GIVING

Last April, four pharmacists (Mark McKellar, Julie Pellerin, Greg Holowaychuk, and Dayle Strachan) headed out from the University of Alberta Hospital Pharmacy Department for a three-week mission to Costa Rica, specifically to the region of San Lucas.

Our main focus was to provide aid to two physicians who are in the process of setting up a medical clinic to service the local indigenous Cabecar people. Our job was to help build an overnight shelter for the Cabecar who would often hike in 8 or more hours from more remote areas to attend the clinic. We found that despite our general lack of construction training, we enjoyed the project immensely.

None of us will forget the task of hiking/rafting logs across the river, the feeling of looking at the finished standing structure and the look of our work attire: black rubber boots, ski socks, buff head bands, and dry fit clothes. We also dug trenches, hosted a dental clinic, and inventoried medications. Despite the reward that came with our work, some of the most special moments were those the team spent with the native Costa Ricans and Cabecars – learning to make empanadas, playing soccer with the Cabecar children, trying out our Spanish at meal and game times, and teaching and playing broom hockey with the locals. We also had a week set aside for some touristy activities. We had a blast doing the canopy zip line tour, rafting on the Pacuare River, snorkeling in the Caribbean Sea, and watching the active Arenal volcano at night.

We would like to thank the Health Sciences Association of Alberta for their support which helped us with travel costs and the monetary contribution each of us made to the building project.



HSAA Pharmacists in Costa Rica

We would also encourage each member to become involved in such a project. Not only are you giving to the world community, but the reward is always beyond what you give.

Dayle Strachan,
Clinical Pharmacist
University of Alberta Hospital

THANKS TO HSAA!

Thank you for your donation on my behalf of the *Weekend to End Breast Cancer*. I was able to complete the 60 km and it truly was a memorable experience!

Tara Chmilar
Pharmacist, Capital Care Group

(HSAA has a limited budget to provide financial support to members involved in a variety of charitable causes. We encourage members to share their experiences by making a written submission to the Challenger.)

MUG SHOTS FOR THE BIG SCREEN

As an added attraction at next year's AGM, we would like to feature photos of HSAA members at work. These photos will be projected on the big screens during breaks to showcase the important work our members do every day. Find a coworker to take a digital photo of you on the job and email it to David Kirkham, our communications officer at: davidk@hsaa.ca. Some of these photos may be used on our display booth, AGM booklet, or in other HSAA publications. We suggest getting approval from your supervisor before taking the photo.



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

Deadline for submission in the next issue is Nov. 9, 2007.

NOT ALL EAP COUNSELLORS ARE CHARTERED PSYCHOLOGISTS

We have received a number of inquiries regarding this article in last *Challenger*. Dennis Bennett, our labour relations officer who wrote the article, is continuing to research this topic. Dennis will have an update in the November issue.

GOING UNION IN DAVID THOMPSON HEALTH REGION

HSAA welcomes more than 40 professional and technical employees in the David Thompson Health Region (DTHR). They join 1000 employees Health Sciences already represents in the region. As a result of an Alberta Labour Relations Board supervised vote, employees in the community health centres on Bremner Avenue in Red Deer and in Eckville are now represented by HSAA. Health Sciences and the DTHR have agreed that all future sites in the region will become unionized, including the Johnstone Crossing centre in Red Deer in January next year.

The new members include dental hygienists and assistants, public health nutritionists, continuing care counselors, public health inspectors, school health coordinators and facilitators, occupational and physical therapists, a data technician, an info resource coordinator, and a program evaluation facilitator.

HSAA has filed an application for certification for professional and technical employees at the Innisfail Community Health Centre. Discussions are occurring with professional employees at Stettler

Hospital and professional and technical employees at Lacombe Community Health Centre.

The advantages of going union are significant. The employees retain all of their seniority, vacation entitlement, and sick leave with the DTHR and become internal applicants for all unionized vacancies in the region. Employees can also “port” or transfer their seniority, vacation entitlement and sick leave if they are hired in any other health region in the province. The employees also gain superior contract provisions, have the services of professional labour relations staff, and access to education funds, bursaries and workshops.

HSAA also welcomes six new members at Red Deer Regional Hospital. They are former electronic technicians with AUPE and have been reclassified as biomedical equipment technologists with HSAA.

Dave Chipchura
Labour Relations Officer/Organizer

RESOLVING GRIEVANCES – HSAA’S APPROACH

The June issue of the *Challenger* dealt with our track record at resolving grievances. Reaching a resolution for members in the initial stages of their grievances is the most important aspect of the grievance process. Many individuals are involved in the grievance process and they have a roll to play in reaching a resolution. Your labour relations officer works closely with the member and the employer’s labour relations staff to reach a satisfactory resolution.

Naturally not all grievances are resolved during the internal grievance process. For those that cannot be resolved, they may be conveyed to an arbitration board. Arbitration boards are comprised of three people: a union nominee, employer nominee, and a chairperson selected by the two nominees or appointed by Alberta Mediation Services.

HSAA has developed an internal review process that meets and exceeds the Duty of Fair Representation contained in the Alberta Labour Relations Code and criteria from the Supreme Court of Canada. (For more information, visit the Alberta Labour Relations Board website at: www.alrb.gov.ab.ca. Select “information bulletins” and page down to bulletin #18.)

In brief, the grievance process works as follows.

A member files a grievance. Discussions are held at Step 1 and or 2 of the grievance procedure. If the grievance is resolved during Step 1 or 2, then the member’s grievance file is closed. If the grievance is not resolved, it may be conveyed to arbitration. Before this happens, the member is consulted about the advisability of proceeding with the grievance.

Even though a grievance may be conveyed to arbitration, members do not have the absolute right to have their grievance advanced. Unions have discretion when determining if a grievance should be conveyed.

All grievances that are conveyed to arbitration must be approved by HSAA’s director of labour relations. To assist the director in making the appropriate decision, the labour relations officer provides a detailed review of the grievance including a recommendation and the wishes of the member. This is submitted to an internal grievance committee comprised of five HSAA staff appointed by the director of labour relations. The committee does an extensive review of the grievance and decides whether it will be sent to arbitration. It then makes a recommendation to the director of labour relations.

If the director accepts the recommendation that the matter not proceed to arbitration, the director provides the member reasons for the decision. The member is also advised of the right to appeal the decision to the grievance appeal committee of the HSAA Board. This committee is comprised of the president and two Board members. The appeal committee then hears from the member and the director or a designate. The committee can uphold the decision or direct that the grievance be referred to arbitration.

Once a grievance has been approved and conveyed to arbitration, it can still be withdrawn from arbitration with the agreement of the director of labour relations.

Our goal is to fairly represent our members and achieve the best possible resolution for them. If you have a concern, please contact your labour relations officer.

Dennis Bennett
Labour Relations Officer

PUBLICATIONS MAIL AGREEMENT NO. 40063040 RETURN UNDELIVERABLE CANADIAN ADDRESSES TO: 10212 - 112 STREET, EDMONTON, AB T5K 1M4

SUPPORT THE UNITED WAY IN YOUR COMMUNITY!

The United Way has a long history of working in your local communities with charitable organizations that provide important services and supports to individuals and families. Chances are that you have personal experience with one of these many organizations, or know someone who does. Even if you do not, the work that they do to address such issues as homelessness, integration of new Canadians, youth at risk, family violence - and the list goes on – benefits all members of our community, including working families and many patients discharged from hospital care.

The current oil boom in Alberta presents the United Way agencies with a dual challenge – an increased demand for many of their services at the same time as retention and recruitment of staff are particularly difficult. As trade unionists, we accept that those who do this important work cannot be expected to do so without appropriate remuneration. Without adequate revenues, agencies cannot offer wages and benefits to attract and retain well qualified and dedicated staff.

The annual United Way campaigns will be launched throughout the province this fall to raise money to provide funding for these agencies, and they need your help. Please dig deep to strengthen your community with your donation, your time, or both. Contact your Local Unit Chair or Group Representative to see what your site can do, and then let us know so that we can publicize your efforts to foster some spirited competition between HSAA units, for the greater good.

This year, HSAA has a more direct connection with the United Way than ever before. HSAA member Lesley Baker is on leave from the Calgary Health Region to act as the Labour Strategist for the Calgary and Area United Way. We wish her every success in this venture, and know that HSAA members throughout the province will do their bit to make the 2007 campaign the most successful ever.

UNITED WAY: A LABOUR MOVEMENT PARTNERSHIP

The United Way movement was born in Denver, Colorado in the hard winter of 1887. Area silver mines were closed and the owners had discharged the workers and their families to the streets. Religious organizations tried to obtain charitable relief donations from sympathetic business owners, but realized they were in destructive competition with each other. A community collective response was developed and found to be effective.

By 1917, charities in Montreal and Toronto had started similar community collectives. Since then, although government-delivered social welfare programs including medicare have vastly increased, many strands of our social safety net are still provided by United Way organizations.

In the 1970s, community collectives such as Red Feather, Community Chest and the United Appeal took the name of United Way and Centraide [Quebec]. Today, there are 122 United Ways – Centraides across Canada, including 11 in Alberta.



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FRIENDS OF MEDICARE SEEKING EXECUTIVE DIRECTOR

The Friends of Medicare is looking for an Executive Director. FOM is a non-partisan, membership-based, provincial organization that raises awareness of issues related to Medicare in Alberta and Canada. FOM would like to fill this position by November 1.

Deadline for applications is October 3. For details, visit www.hsaa.ca or www.keepmedicarepublic.ca.

United Way became particularly active in workplaces due to a partnership with the Canadian Labour Congress (CLC) and agreements with corporations and all orders of government. Each year, millions of dollars have been raised and reinvested in communities through funding of voluntary, not-for-profit, human and social service organizations.

Today, the CLC and United Way assist workers and their families through labour and community programs based in a number of United Ways – Centraides across Canada. A key activity is providing counsellor training to unionized workers. The training allows these workers to connect fellow union members in need with the community services their donations support.

Doug Meggison
Policy Analyst

CHANGE THE LAW CAMPAIGN

The Alberta Union of Provincial Employees has launched a wide ranging campaign to change Alberta labour legislation. The stated goals of the campaign are:

- First-contract arbitration. The adoption of first-contract binding arbitration to help newly organized workplaces get a union contract without labour disruption.
- Full bargaining rights. Full and fair collective bargaining rights for public employees, including the legal right to strike.
- One labour law for everyone. The elimination of PSERA* and the creation of a new Alberta Labour Code for all unionized working people in the province.
- Automatic certification. Certification without the requirement of a vote when more than half the employees in a workplace sign a union card.
- Anti-scab laws. Legislation that would make the use of replacement workers during strikes illegal.

*Public Service Employee Relations Act

Every one of these changes has been advocated by HSAA, the Alberta Federation of Labour and the National Union of Public and General Employees. The National Union has done so through its "Labour Rights are Human Rights" campaign. Ideally this campaign would be run as a concerted effort of the House of Labour. However, as AUPE is not currently affiliated, the campaign has not been organized jointly.

Nevertheless, we support the goals of the campaign, which show that we need a united House of Labour as much as ever. In addition, we would suggest several more fundamental rights:

- Lift the prohibition to unionization from select groups of workers, including farm workers, domestic employees, nurse practitioners and others. We fail to understand why any group of employees should be denied the right to unionize.
- Extend the Occupational Health and Safety Act to cover all workers in the province.
- Ensure that all workers are covered by Workers Compensation

The latter two are not aspects of the Labour Relations Code, but they clearly provide protection for workers. No worker should be denied the protection of safety standards or access to compensation if injured on the job.

As part of the campaign, AUPE will be distributing literature and conducting telephone canvassing to solicit support for the campaign, which includes a letter writing campaign to MLAs. In addition, we are aware that some members have received personally addressed mail from AUPE.

At HSAA, we are keenly aware that our members expect us to protect the personal information that you provide to us, and of our legal obligations with regard to privacy legislation.

Please be assured that HSAA has not and will not share your contact information.

In order to continue to protect your personal information, we would encourage you to send your letters directly to your MLAs, or to send them to the HSAA office for us to forward, if you do not wish to share this with AUPE.

Conventional wisdom says that every letter is viewed by politicians as representative of 100 voters. If every HSAA member were to send one letter, we could represent almost 1.5 million votes! We have power, if we choose to use it!

WHO CARES ALBERTA - WHEN NO ONE IS THERE TO HELP?

A coalition representing community organizations that assist families in crisis, children and people with disabilities, has started a public awareness campaign that calls on the provincial government to address the growing human resources crisis.

These community organizations receive contracts from the provincial government but are unable to pay a competitive wage and are forced to cut programs and turn people away. The campaign asks Premier Stelmach to address this crisis by:

Making immediate government investment that will allow the sector to provide competitive wages and benefits that will attract and retain a workforce.
Develop and invest in a three-year social infrastructure plan to establish Alberta as a world leader in quality of life and strong, healthy and connected communities.

"I'm angry about family violence in our province and the compromised safety of Alberta's women and children," said Jan Reimer, Provincial Co-ordinator, Alberta Council of Women's Shelters. "This sector is reeling. The contribution of dedicated shelter workers needs to be valued."

"Social workers are employed across all of these areas and so we see and hear the concerns about the lack of competitive salaries from our members in the non-profit sector," said Jake Kuiken, Past President, Alberta College of Social Workers.

HSAA members are urged to support this campaign by writing to the Premier and their MLAs and sharing their stories about how this crisis is affecting them. A list of sponsoring organizations, more facts about the issues, and the advocacy campaign is available on the campaign website – www.whocaresalberta.com.

STAFF CHANGES

HSAA congratulates Shelley Solomon who has been promoted to labour relations officer. Shelley has been working as an assistant labour relations officer in the Edmonton office for the past year and a half. She replaces Myrna Nerbas, who has moved to the Calgary office as an LRO.

SON OF HSAA MEMBER WINS NUPGE SCHOLARSHIP

Rohan Bhogal has won a \$1500 scholarship from NUPGE for his essay on visible minorities. Rohan is the son of Savinder Bhogal, a community dental assistant in Capital Health. In his essay Rohan explains that:

"The toughest objective as a visible minority is to identify within one's own culture and adopt a conventional western lifestyle. Often, the forcible coalescing of these two motives causes a struggle within one's identity. Quality public service not only exists to benefit the masses but to allow visible minorities to more effectively integrate themselves amongst society and become more actively involved citizens."

To read Rohan's entire essay, visit our website www.hsaa.ca.

Congratulations Rohan!



Left to right: HSAA president Elisabeth Ballermann, Rohan Bhogal, Savinder Bhogal.

ALLIED HEALTH: FRONT AND CENTRE IN THE CALGARY HEALTH REGION

Planning is well underway for the Calgary Health Region's second annual Allied Health Week, scheduled for November 5-9, 2007. The special week will formally recognize, acknowledge and celebrate the contributions of more than 4,000 allied health professionals working in the region. It also promotes the allied health professions within the region as well as to the general public, and provides educational opportunities for allied health professionals.

The theme of this year's event is Allied Health: Front and Centre. This will showcase how the region's allied health professionals provide cutting edge, high quality and innovative patient care.

Stories about the excellent work and projects involving the region's allied health professionals will be published in both internal and external media.

The week will consist of a number of 'thank you' breakfasts at the urban acute care sites, rural hospitals, as well as a number of community-based facilities. The planning committee, consisting of allied health staff, is planning more activities. Details will be sent to allied health staff through posters and emails.

For more information contact Teri Langlois at Teri.Langlois@calgaryhealthregion.ca.



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UP-COMING EVENTS

Advanced Workers' Compensation Level 2 – October 9-10, Edmonton

Presented by the Labour Coalition on Workers' Compensation. This is aimed at those who have taken an introductory workers' compensation course and want to know more. For more information, contact Shelley Jodoin at (780) 498-7822. Registration deadline is October 1.

Second Annual Parkland Gala Fundraising Dinner - October 17, Edmonton

Faculty Club, University of Alberta. Tickets \$100

Calgary & District Labour Council fall weekend labour schools, October 26-28, Calgary

Courses include: introduction to workers' compensation, conflict resolution, pre-retirement planning. For information contact the CDLC (403) 262-2390 or email cdlc@telusplanet.net.

The Canadian Labour Congress national pensions conference – November 1-3, Ottawa

The conference is designed for those who negotiate pensions, sit on pension boards or committees, help organize new pensions, or others simply concerned with the issue. For more information visit: www.nupge.ca

HSAA Labour Relations Conference – November 2-3, Calgary

Guest speaker: John Millar, Executive Director, Population Health Surveillance & Disease Control Planning for the Provincial Health Services Authority in British Columbia. Mr. Millar's presentation is titled "A Healthier Workplace = A Healthier Bottom Line". For information on workshops visit: www.hsaa.ca

AFL Educators Conference: Diversity or Equity – November 2-3, Edmonton

The conference is designed to improve the skills of labour educators. Details at www.hsaa.ca or www.afl.org

Allied Health Week – November 5-9, Calgary

The Calgary Health Region pays tribute to allied health employees with thank you breakfasts and feature articles in the "Frontlines" newsletter about their contributions to patient care. Watch for details on the HSAA website.

Parkland Institute Fall Conference – November 16-18, Edmonton

From Crisis to Hope: Building Just and Sustainable Communities. For more information visit: www.ualberta.ca/parkland

AFL/CLC Annual School – January 14-19; January 20-25, 2008 Jasper Park Lodge

Courses include collective bargaining, advanced health and safety, leadership for women, and pensions.

HSAA is sponsoring five members-at-large to attend. Letters of interest should be sent to Nancy Beattie in the Edmonton office by December 1, 2007. For more information visit www.hsaa.ca or www.afl.org

Canadian Labour Congress Constitutional Convention – May 26-30, 2008, Toronto

HSAA is sponsoring two members-at-large to attend. Letters of interest should be sent to Nancy Beattie in the Edmonton office by January 18, 2008. For details visit: www.clc-ctc.ca

PROFESSIONAL REGISTRATION RENEWALS

Every year, allied health professionals must renew their registrations with their respective colleges. Some HSAA members forget to renew in a timely manner. An employer cannot employ you as an unregistered health professional. Your registration must be current. Some employers may have a policy to avoid termination by placing the unregistered professional at a lesser paid classification which does not require a college licence, pending confirmation of registration.

Contacting your labour relations officer may help sort out details, but the responsibility for timely registration renewal remains with the member.