

# Policies and Procedures Manual

# Funding

Funding—1	Administrative Costs (Employer) . . . . .	17
Funding—2	Affiliate Events . . . . .	18
Funding—3	Attendance At Arbitrations/Hearings . . . . .	19
Funding—4	Bank Transactions . . . . .	20
Funding—5	Collective Bargaining Fund . . . . .	21
Funding—6	District Funding . . . . .	22
Funding—7	Donations . . . . .	23
Funding—8	Dues Cessation . . . . .	24
Funding—9	Executive Officer Funding . . . . .	25
Funding—10	Expenses . . . . .	27
Funding—11	Loans . . . . .	29
Funding—12	Local Dues Rebates . . . . .	30
Funding—13	Local Funding . . . . .	31
Funding—14	Local Grants . . . . .	35
Funding—15	Miscellaneous Meetings . . . . .	36
Funding—16	Observer Funding Annual General Meeting/Demand Setting Meeting/Reporting Meeting . .	37
Funding—17	Pensions Liability . . . . .	38
Funding—18	Program 90 Days . . . . .	39
Funding—19	Provincially Administered Unit (PAU) . . . . .	40
Funding—20	Salary Continuance/Replacement . . . . .	41
Funding—21	Social Advocacy/Special Projects . . . . .	43
Funding—22	Trust Fund - Scholarships/Bursaries/Grants . . . . .	44



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## Administrative Costs (Employer)

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**Reference:** Last Amended: Executive Board Meeting – June 2014

United Nurses of Alberta and UNA Locals shall be responsible for paying any negotiated Employer Administrative costs.

## Affiliate Events

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**Reference:** Last Amended: Executive Board Meeting – November 2002

Board Members and Members at Large who are authorized by the Executive Board to represent UNA at affiliate events may claim for those expenses so authorized by the Executive Board, which may include registration fees, salary replacement, travel, meals, hotel accommodations, and Dependant Care costs. Allowable expenses so authorized will be identified by the Executive Board when attendance at the event is authorized.

**See Committees “Affiliate Board/Standing Committees”**

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## Attendance At Arbitrations/Hearings

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**Reference:** Last Amended: Executive Board Meeting - February 2012

Provincial funding is available for attendance at Professional Disciplinary Hearings, WCB/Insurance Appeals, Grievance Arbitrations and Grievance Mediation as follows:

### **Professional Disciplinary Hearings**

UNA will provide counsel for the defendant.

Provincial Funding will be provided for the witnesses as required by UNA counsel provided a Leave of Absence (LOA) is required. Funding for expenses will be in accordance with UNA policy.

### **Workers Compensation Board (WCB)/Insurance Appeals**

UNA will provide counsel for the appellant. The appellant will be funded for travel and accommodation if funding is not available from other sources.

### **Grievance Arbitration, Dispute Resolution Advisory Committee (DRAC)/ Mediation**

Grievors and witnesses will receive salary replacement only when a Leave of Absence (LOA) is required for arbitration/mediation preparation and attendance at the hearing.

No Provincial funding will be provided for attendance for Local members who are not grievors, witnesses or otherwise required by counsel to attend. Funding for expenses will be in accordance with UNA policy.

### **Labour Relations Board (LRB) Hearings**

Provincial funding will be provided for members required to attend LRB hearings.

## Bank Transactions

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**Reference:** Last Updated: Executive Board Meeting – June 2008

Any two of individuals holding the position of President, Vice-President, Secretary/Treasurer, Executive Administrative Assistant (EAA) or Director of Finance and Administrative Services (DFAS) of the United Nurses of Alberta are authorized in the name of, the United Nurses of Alberta to conduct transactions with the Royal Bank of Canada.

# Collective Bargaining Fund

**Reference:** Last Amended: Executive Board Meeting – June 2017

A Collective Bargaining Fund shall be maintained by United Nurses of Alberta.

Contributions to the Collective Bargaining Fund shall be allocated from dues revenue and determined on an annual basis by the Executive Board. Funds will be determined through annual budget planning and will be allocated to cover anticipated costs for negotiating cycles.

In addition, prior to the commencement of Provincial group bargaining United Nurses of Alberta shall endeavor to have a minimum of three million dollars in the Collective Bargaining Fund.

1. Purpose of the fund shall be to cover all expenses incurred due to collective bargaining and shall include:
  - a. Negotiating committee salary replacement, expenses and any additional staff support.
  - b. Delegate meeting expenses
  - c. Meeting room expenses related to negotiations
  - d. Media campaigns related to the bargaining process
  - e. Any legal costs related to negotiations authorized by UNA.
  - f. Grants to Locals and Districts for strike prep, strike action or lockout. (Refer to Negotiations “Monies During a Strike or Lockout”)
  - g. Strike or lockout pay (Refer to Negotiations “Strike Pay/Lockout Pay”)
  - h. Donations to other trade unions and allied organizations (Refer to Funding “Donations”)
  - i. Interest Free loans to other trade unions (Refer to Funding “Interest Free Loans”)
2. Except when UNA or the Executive Board of UNA is meeting, the Executive Officers shall be authorized to approve the expenditures of funds from the Collective Bargaining Fund for the purpose of convening meetings or rallies during a strike, when such meetings or rallies are recommended by a Negotiating Committee.
3. Joint Committee activities inclusive of sub-committees shall be funded from the Collective Bargaining Fund.
4. Essential Services Task Force Representatives, as determined by the Essential Services Steering Committee, shall be funded from the Collective Bargaining fund.

## District Funding

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**Reference:** Last Amended: Executive Board Meeting - November 2018

Funding for District Meetings shall be according to the UNA annual budget. This shall include but not limited to:

- a. Funding for District Committee members according to Appendix "C" Bylaw IV in the UNA Constitution.
- b. Meeting expenses.
- c. Up to 8.0 hours annually will be available for District Secretary, Treasurer or Secretary/Treasurer. This will be subject to a request from District.
- d. UNA promotional items up to a maximum of \$500 per year.
- e. Other expenses requested by the District must be approved by the Executive Officers. These may include bereavement or retirement gifts.
- f. Current District funds may be used to fund education that promotes union activities and union related issues within the District including political action.



# Donations

**Reference:** Last Amended: Executive Board Meeting – January 2014

## Canadian Nursing Unions

Donations of up to \$20,000 may be made by the Executive Officers on behalf of UNA members in the event of a strike or lockout of a Canadian Nursing Union. Additional donations may be made pending a positive response to an Executive Board polling.

## Trade Unions and Organizations

1. Donations to other Trade Unions may be made with the approval of the Executive Board or pursuant to the direction of the membership at an Annual or Special Meeting of the UNA. Donations will be up to a maximum of \$20,000. Donations shall be made from Program 30 Group 6 Political Action/Special Projects.
2. Subsequent donations to the same Trade Union, inclusive of nursing unions, may be made from the Collective Bargaining Fund to a maximum of \$20,000 dollars. In order for a subsequent donation to be considered, there must be an exceptional situation for the Trade Union.
3. Donations may be made to allied organizations with the approval of the Executive Board or pursuant to the direction of the membership at an Annual or Special Meeting of the UNA. In order for a donation to be considered by the Executive Board, the organization must be considered to share the objective of advancing the social, economic and general welfare of nurses and other allied personnel. The donations will be to a maximum of \$75,000. Donations shall be made from Program 30 Group 6 Political Action/Special Projects.

## Charitable

UNA shall not make charitable donations except in lieu of a fee for a service rendered to UNA, or in the case of a bereavement, a donation in lieu of flowers. UNA Locals and Districts shall decide their own policies regarding charitable donations.

In order for a donation to be considered, it must be approved by Board Polling except that the Executive Officers do not need approval of the Executive Board to make donations of \$500.00 or less.

## Humanitarian Donations

Donations may be made to organizations in instances of human tragedy with the approval of the Executive Board or pursuant to the direction of the membership at an Annual or Special Meeting of the UNA. In order for a donation to be considered by the Executive Board, the tragedy must be exceptional and far reaching. Donations will be to a maximum of \$10,000. The donations shall be made from Program 30 Group 6 Political Action/Special Projects or International Solidarity Fund.

## Dues Cessation

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**Reference:** Last Amended: Executive Board Meeting – February 1999

In the event of cessation of dues collection by the Employer it is expected that all duespayers shall pay their dues directly to the UNA Local. The Local Executive shall be responsible for coordinating the collection of dues and all applicable levies. The Local Treasurer shall forward the applicable dues and provincial levies to UNA Provincial Office with duespayer lists.

Locals are encouraged to use ward rep systems in the collection of these dues.

UNA Provincial Office will provide a dues collection kit to assist Treasurers and Local Executive

## Executive Officer Funding

**Reference:** Last Updated: Annual General Meeting - October 2017

The Executive Officers shall be considered on Union LOA from their Nursing Employers and are entitled to maintain their current status of Employment and are entitled to all rights as stated covering Union LOA in their current collective agreements. The length of such LOA shall be consistent with the term of the elected position.

If the Executive Officers should elect to have their Nursing Employer continue paying the regular salary for periods of leaves of absence due to union business, UNA shall reimburse the Employer including any applicable administrative costs.

### Salary Replacement (Remuneration)

The President's remuneration shall be at the Highest Basic Rate of Pay within a negotiated United Nurses of Alberta Collective Agreement, plus an additional 20%. The President shall be funded 5/5.

The Vice-Presidents and Secretary/Treasurer remuneration shall be at the Highest Basic Rate of Pay within a negotiated United Nurses of Alberta Collective Agreement, plus an additional 6%. The Vice-Presidents and Secretary/Treasurer shall be funded 5/5.

If the Executive Officers choose to have their nursing Employer continue paying their regular salary, the Executive Officers salary shall be topped up from their basic rate of pay up to their applicable rate under this policy.

All Executive Officers shall be paid for each day worked on the same basis as a full-time Employee under the AHS/UNA agreement with the following exceptions:

1. No overtime shall be paid for hours worked beyond 7 3/4 hours per day and an average of 38.75 hours per week. No overtime shall be paid for schedule changes, meal breaks, callback, etc.
2. No premiums are paid for shift work, weekends, in-charge, on call, etc.
3. Payment for 7 3/4 hours, at the applicable rate shall be payment for all hours worked in a day.

### Vacation

The President shall be entitled to:

- a. five (5) weeks vacation, or
- b. the vacation entitlement the member would receive from the nursing Employer (whichever is greater); plus two (2) additional weeks.

The Vice-Presidents and Secretary/Treasurer shall be entitled to a minimum of five (5) weeks vacation or the vacation entitlement the member would receive from the nursing Employer whichever is greater.

## **FUNDING—9**

### **Health Care Benefits/Pension**

Executive Officers are entitled to the same benefits provided to full-time Employees under the facilities collective agreement.

UNA shall make arrangements with the nursing Employers to pre-pay applicable portions of pension and benefits for the period of union LOA.

In the event that an Executive Officer is not eligible for these benefits from the Nursing Employer, then the Executive Officer may opt into UNA's Employee benefits package.

### **Sick Leave**

The Executive Officers are covered by the same policy as all UNA members doing Union business.

### **Expenses**

The Executive Officers are entitled to claim for expenses on the same basis as UNA members with the following additions:

1. When the Executive Officers are required to do UNA business through meal periods, they may claim expenses and the expenses of any guests of UNA's.
2. Accommodation costs shall be covered based on Executive Board policy. The decision to relocate shall be left to the Executive officers discretion.

The salary, benefits, and expenses budgeted for the Executive Officers shall be for all days worked and claimed for UNA business, including attendance at Annual and delegate meetings, Board meetings, Committees of the Board and negotiations.

### **Professional Fee Reimbursement**

All Executive Officers who, because of Union duties, are unable to work for their Employer at least 684.6 or more regular hours per year shall receive annually the amount specified in the Provincial Multi-Employer Collective Agreement, toward the payment of Professional Registration Fees.

### **Outgoing Executive Officer(s) Funding**

The outgoing Executive Officer(s) shall be funded for a period of up to three (3) weeks to facilitate the orientation and transition of newly elected Executive Officer(s).

# Expenses

**Reference:** Last Amended: Executive Board Meeting - February 2016

## Identification Of Authorized Expense

Executive Board Members and Negotiating Committee Members may claim for all salary replacement, travel, meals, hotel accommodation, and child care costs incurred when going to and from the Annual Meeting, Board Meetings, Special Meetings, and Committee Meetings when such attendance is required for Executive Board business.

Board Members may claim, as an authorized expense, postage charges incurred when doing Executive Board business. Actual receipts are not necessary for these expenses but an itemized breakdown of each expense is necessary.

## Credit Cards For UNA Business

Credit Cards for UNA business are available for Executive Board Members, Provincial Negotiating Committee Members, and UNA Joint Committee Members upon application to the Director of Finance and Administrative Services.

Credit Cards for UNA business are to be returned to Provincial Office at the conclusion of the Member's term of office.

Executive Board Members, Provincial Negotiating Committee Members, UNA Joint Committee Members, and Staff must submit credit card receipts with their expense claim forms as a method of double checking the invoices.

Members And Staff Are Not Allowed To Use Credit Cards Supplied By UNA For Personal Use.

## Outstanding Debts

Any member or staff who possesses a credit card supplied by UNA and incurs an outstanding debt to UNA on that credit card will have the card revoked. They may, three (3) months from the date that the outstanding debt is paid, reapply to the Finance Committee for return of the card(s). Any further outstanding debts will result in the card(s) being revoked permanently.

For any debt to UNA by a member or staff, payment is due in full upon receipt of the first invoice.

## Accommodation(s)

1. Hotel Expenses, substantiated with receipts, incurred by members and staff while doing authorized UNA business, shall be paid by the UNA.
2. Any expenses incurred other than basic room charges and/or the applicable tax and parking, shall not be considered as an allowable expense under Section #1 - Accommodation(s).
3. A provincially funded member who would otherwise be eligible for hotel accommodation and who chooses to stay at a private residence, may claim up to \$50.00 per day.
4. Executive Board members have the choice of staying at the hotel during the Executive Board Meetings.

## **FUNDING—10**

### **Meals**

A meal(s) which is catered, included in a hotel accommodation rate, or in any other way supplied by UNA is not an allowed expense. For members traveling the day prior to a provincially funded event, the supper meal allowance on the day prior shall be funded when accommodation is required.

### **Telephone Charges**

Telephone charges for UNA business and for calls to home while away on UNA business are allowable expenses providing receipts are presented.

### **Dependant Care**

Dependant care expenses over and above those normally incurred by the Member, up to a maximum of one hundred dollars (\$100.00) per day may be claimed by Members when they are doing authorized UNA business, and by provincially funded members attending Delegate Meetings, District Meetings or workshops. Proof of payment is required.

### **Parking**

Parking charges (not tickets) incurred while doing authorized UNA business will be paid by UNA (receipts required). Parking may be direct billed to UNA where possible.

### **Travel Expenses**

When traveling on UNA business, members are expected to use the most expedient and cost effective method available.

1. Full plane, train, bus, or taxi fare will be reimbursed. (receipts required) Mileage will be in accordance with the approved annual budget amounts. Taxi's for social events are not an allowable expense.
2. Car Rentals - Prior approval for car rental must be obtained from the Secretary/Treasurer or the Director of Finance and Administrative Services. Approval will only be given in extraordinary circumstances.
3. In the event of unforeseen circumstances, (e.g. workshops, conference, meeting cancellation) those members who have purchased tickets for travel who are not able to refund the ticket or otherwise use the ticket will not incur any costs for the ticket. Any refunds or reimbursements shall be used for future UNA travel.
4. Where travel arrangements to or from UNA authorized meetings are disrupted due to unforeseen circumstances members shall contact the Secretary/Treasurer for authorization of payment for additional expenses.
5. When travel arrangements for provincially funded members are affected by fatigue; medical conditions; and/or distance, an additional night accommodation may be provided. Authorization is required by the Provincial Secretary/Treasurer or designate.

### **Payment Of Expense Claims**

Payment of expenses will be mailed from Provincial Office within 2 weeks of receipt of the Expense Claim form in Provincial Office.

All Expense Claims for an event shall be submitted to Provincial Office within sixty (60) calendar days of the event

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# Loans

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**Reference:** Last Updated: Annual General Meeting - October 2004

## Personal

UNA grants no personal loans.

## Interest Free (Trade Unions)

Any request for an interest free loan shall be assessed using the following criteria:

1. Must be a Trade Union or an Affiliated organization.
2. Must be as a result of a strike or lockout or undue financial hardship.
3. Must be in writing. In the event of undue financial hardship not related to strike or lockout, the organization must submit a plan for financial reorganization/stability.
4. Terms and conditions, including repayment shall be established by the Executive Board.
5. Any interest free loan as a result of strike or lockout may be approved by the Executive Officers and taken from the Collective Bargaining Fund.
6. Any other loans must be approved by the Executive Board.
7. For each \$50,000 dollars loaned, the Collective Bargaining Fund must have a remaining balance of \$500,000.

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## Local Dues Rebates

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**Reference:** Last Amended: Executive Board Meeting – June 2016

The UNA shall issue to each Chartered Local a dues rebate. In the case where a Chartered Local is part of a Multi Bargaining Unit, the rebate shall be remitted to the Local of the duespayer's home site. Rebates will be issued to Chartered Locals on a regular basis and not less frequently than monthly and shall be calculated on a prorated basis subject to the number of pay-periods in their payroll system and based on the actual number of duespayers per pay-period as follows:

**Effective April 1, 2016 - increase 3.0%**

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- a. For Locals with 50 duespayers or less the rebate shall be \$120.31 per duespayer per annum for the first 30 duespayers. For all remaining duespayers the rebates shall be \$94.53 per duespayer per annum.
- b. For Locals with more than 50 duespayers, the rebate shall be \$94.53 per duespayer per annum for the first 30 duespayers. For the next 100 duespayers, or part thereof, the rebate shall be \$81.64 per annum. For the next 100 duespayers, or part thereof, the rebate shall be \$68.75 per duespayer per annum. For all remaining duespayers, the rebate shall be \$55.86 per duespayer per annum except locals with 51 to 62 duespayers shall receive no less than \$5,499.90 per annum.

The rebates in (a) and (b) above shall be adjusted whenever the dues revenue changes as a result of the implementation of negotiated wages adjustments to the salary appendix of the main provincial collective agreement. The dues rebates payable to the Chartered Locals shall be automatically revised by an equivalent prorated adjustment to dues rebates issued to the Chartered Local.



# Local Funding

**Reference:** Last Amended: Executive Board Meeting – March 2018

## Local Income Utilization – Guidelines

Local income includes all funding received through Local member funding, rebates and Local dues levies. Local funding/rebates are provided to the Locals to uphold their primary obligations in Collective Agreement administration. In addition, Local funding shall be utilized to uphold the objectives of Chartered Locals in accordance with Appendix A, Bylaw 2 of the UNA Constitution:

- a. to support the objectives and activities of the United Nurses of Alberta;
- b. to promote effective communication between and amongst the UNA, the Chartered Local, it's members and Employer;
  - i. Use a combination of Local Funding and rebates to fund Executive and committee activities. Locals have the option of funding Executive and committee activities based on need rather than providing payment to individuals on a monthly basis. Whenever possible, duties should be delegated so more than one person is responsible for the running of the Local.
  - ii. Fund General members to attend District meetings and meetings of the UNA.
- c. to advance within its jurisdiction the social, economic and general welfare of nurses and other allied personnel;
  - i. Encourage participation at District Labour Councils, fund members to attend AFL and CFNU and CLC events.
  - ii. Fund local ads to support local issues (E.g. Long term Care)
  - iii. Consider donations to other allied organizations that support the public good and support Workers' rights. Fund members to attend Allied Organization conferences.
- d. to regulate within its jurisdiction, relations between nurses and other allied personnel and their Employer;
  - i. Support other workers' during Labour disputes by donating resources for strike support.
- e. to co-ordinate the activities of the Chartered Local; and
  - i. Fund Local initiatives for Nursing week such as a Local information booth and provide snacks. The local may wish to purchase UNA promotional items for small appreciation items.
  - ii. Supply refreshments and food items for local meetings. Locals may have a local dinner meeting.
  - iii. A Local may choose to recognize active members at retirement by purchasing a retirement gift. (This is not to be cash or like cash items as these may have tax implications as per Revenue Canada Guidelines.)
- f. to participate within its jurisdiction in collective bargaining.
  - i. Fund members, if required, to assist with Local demand setting and ratification processes.

## **FUNDING—13**

Local income may be used to fund education that promotes Union activities and Union related issues.

Union Dues are not intended to fund education, that more appropriately, can be funded by the employer or professional body.

UNA recognizes that Members of Locals:

1. Have a commitment to their Employer and thus cannot abuse Employer time, and
2. Have a commitment to their Local Members and thus need time to function in the role of Executive or committees and
3. May wish to participate as an observer at UNA delegate meetings.

Local funding will not compensate for all hours put in on behalf of the Local, but it is intended to decrease the burden of excessive hours by the Members if they were to maintain all hours at the Nursing Employer and carry out Union responsibilities.

Members doing authorized UNA business should suffer no loss of wages because of time spent on UNA business. When a Member of UNA does UNA local business on a non-scheduled day, following the Local's approval, the member has the option to request an LOA from the employer, on a mutually agreed upon day or seek compensation from the Local funding.

Locals are encouraged to divide the funding and delegate duties to different Executive Members and Members at large.

Where possible, Local Executive/Members are encouraged to attend all meetings with the Employer on Employer premises and on Employer time.

The grievance article in the collective agreements provides grievance meeting time at no loss of pay for the participants.

### **General Rules - Criteria for Maintenance**

All Locals will have a Local Annual General Meeting by December 31st of each year as outlined in the Constitution. The approved budget for the next fiscal year shall be submitted via web-based Data Management System (DMS) by January 31st of the following year.

Should the approved budget not be submitted as outlined, the Local Funding will not continue past February 28th. Funding will be reinstated, but will not be retroactive, when the applicable motion and budget are submitted via DMS. All Locals must be compliant with the submission of their annual budget.

## Duespayer Calculations

Every January and July, United Nurses of Alberta (UNA) Provincial Office will check duespayer numbers for the previous six (6) months. The following six (6) months of funding will be based on the average number of duespayers in that previous six (6) months.

The Local has the right to appeal the number of duespayers calculated. The appeal may be done by writing a letter to the UNA Secretary/Treasurer requesting a change in the number of duespayers and a change to the funding rate based on the new calculation.

## Funding Formula

The Local Funding rate shall be based on the top level, Head Nurse Rate, plus the Long Service Increment (LSI) in the Alberta Health Services (AHS) Collective Agreement. Any negotiated wage increase shall be applied retroactively where applicable.

- a. For Locals with forty-nine (49) duespayers or fewer, the Member funding shall be based on fifteen point five (15.5) hours per month.
- b. For Locals with fifty (50) to seventy-four (74) duespayers, the funding shall be based on fifteen fifteen point five (15.5) per month for the first forty-nine (49) duespayers, and twelve (12) minutes per duespayer per month for all remaining duespayers.
- c. For Locals with seventy-five (75) to one hundred and ninety-nine (199) duespayers, the funding shall be based on twenty-three point two five (23.25) hours per month for the first seventy-four (74) duespayers, and twelve (12) minutes per duespayer per month for all remaining duespayers.
- d. For Locals with two hundred (200) or more duespayers, the funding shall be based on forty-six point five (46.5) hours per month for the first two hundred (200) duespayers, and twelve (12) minutes per duespayer per month for all remaining duespayers.
- e. **Multi-Bargaining Unit Locals**

Multi-Bargaining Unit Locals that administer more than one Collective Agreement are entitled to an additional 4.25 hours per month, for each additional separate Employer Agreement.

*NOTE: See rates to be used when filling in expense claims.*

## Sick Time

Where a Local Executive/Member who is in receipt of Local Funding and is unable to carry out the duties of the position, the Local Executive shall appoint a replacement. If the leave is greater than thirty (30) days, a Local meeting shall be called to determine the reallocation of duties and funding. The Local Executive shall notify Centralized Accounting of UNA as soon as possible with changes in funding allocation.

### **LOAs From UNA Business**

When a member takes an LOA from Local Union business, the Local shall designate a member who will receive the funding in their absence. Such LOA could be for vacation, education, negotiations, etc.

UNA believes in the necessity of members having their designated days of rest. UNA believes no member should have to work more total hours than the member's FTE as a result of performing both union business and working for the member's Employer.

### **Process of Distribution Of Local Funding**

1. On a monthly basis, UNA Provincial Office shall deposit a sum of money equivalent to the applicable number of Local Funding hours for the Local into the Local Centralized Account.
2. Request for funding shall be submitted by the Web-based DMS to Centralized Accounting.
3. Where a Local elects to utilize less than their monthly allotment of Local Funding hours, funds equivalent to the unused hours shall remain in the Local Centralized Account for use at a later time.
4. The hours may be used to fund Local Executive or Members for carrying out the work of the Local, attendance at UNA meetings, or it may be used for other Local activities.
5. All expenditures must be reflected in the Local budget and/or approved at a Local meeting.

### **Annual Audit Requirement**

Locals may be required to submit for audit all of their financial records to United Nurses of Alberta at the end of each fiscal year. The financial records shall include all funds and properties of any nature held by the Chartered Local.

### **Local Budget**

1. Each Local will have a Local Annual General Meeting by December 31st of each year as outlined in the Constitution. A copy of the minutes of that meeting and the approved budget for the next fiscal year that was passed at that meeting will be sent, via DMS, by January 31st of the following year.
2. Should the minutes and approved budget not be forwarded as outlined, the Local funding will not continue beyond February 28th. Funding will be reinstated but will not be retroactive, when the budget and applicable motion is submitted via DMS.

## Local Grants

**Reference:** Last Amended: Executive Board Meeting – June 2015

### Travel Grants

Locals with three or more sites may apply to the Provincial Secretary/Treasurer for a travel grant of two hundred dollars (\$200.00) per month. In order to be eligible for the grant, the distance between one or more sites shall be 50 kilometers or more.

A motion requesting the grant must be presented and approved at the Local Annual General Meeting (AGM). Once approved, the travel grant must be reflected in the Local's future annual budget.

### Office Rent And Maintenance Grant

Locals of over 500 duespayers shall be entitled to a reimbursement of office rent and maintenance costs up to maximum of \$15,000.

The actual office rent and maintenance costs shall be included in the Local Annual Budget. The cost shall be reimbursed up to \$15,000. These costs do not include telephone, parking and other office expenses.

### Start-Up Grants

A newly organized Local shall receive a one-time start- up grant of \$1,000.00.

### Local Crisis Grants

Criteria For Approval Of Requests For Funding

1. A written request for funding shall be submitted to the UNA Executive Officers and assigned District Representative. This request shall include the following information:
  - a. A copy of the Local Meeting minutes containing the motion for the request for crisis funding;
  - b. Full disclosure of all Local funds and accounts;
  - c. A description of the "Crisis" and an explanation of the Local's need for funding.
2. The Executive Officers and the District Representative shall review the request and authorize funding as deemed appropriate.
3. The Secretary/Treasurer shall report on the Funding at each Executive Board Meeting and the Annual General Meeting.
4. If the Local's request for funding is denied, the Local may submit a written appeal to the UNA Executive Board at the next regular meeting

## Miscellaneous Meetings

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**Reference:** Last Amended: Executive Board Meeting - June 2005

The Executive Officers may approve funding for meetings which are deemed necessary, but for which no other funding is available.

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## Observer Funding

### Annual General Meeting/Demand Setting Meeting/Reporting Meeting

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**Reference:** Last Amended: Executive Board Meeting – June 2015

#### Annual General Meeting

Locals/Provincially Administered Units with seventy-five (75) members or less as per Annual General Meeting delegate timelines shall be eligible for one Provincially Funded Observer to attend an Annual General Meeting.

#### Provincial Demand Setting Meeting/Reporting Meeting

Single Bargaining Unit Locals with seventy-five (75) members or less as per Annual General Meeting delegate timelines shall be eligible for one (1) Provincially Funded Observer to attend the Provincial Demand Setting Meeting/Reporting Meeting.

Single Bargaining Unit Locals not participating in Provincial Negotiations are entitled to one (1) Provincially Funded Observer to attend the Provincial Demand Setting Meeting/Reporting Meeting.

Multi Bargaining Unit Locals with no Bargaining Units participating in Provincial Negotiations are entitled to one (1) Provincially Funded Observer to attend the Provincial Demand Setting Meeting/Reporting Meeting.

Multi Bargaining Unit Locals with one (1) voting delegate shall be entitled to one (1) Provincially Funded Observer to attend the Provincial Demand Setting Meeting/Reporting Meeting. It is recommend the observer be a member of the Bargaining Unit not participating in Provincial Negotiations.

Multi Bargaining Unit Locals with 2 or more voting delegates shall not be entitled to a Provincially Funded Observer to attend the Provincial Demand Setting Meeting/Reporting Meeting.

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## Pensions Liability

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**Reference:** Last Amended: Executive Board Meeting - February 2012

### Position

UNA recognizes that members who take Leaves of Absence (LOAs) for Union business may be penalized by having their pensionable service adjusted by the length of their LOAs and further penalized by not being eligible to buy back this service.

UNA shall provide assistance in the purchasing of pensionable service in the Local Authority Pension Plan (LAPP), Public Service Pension Plan or applicable plan and this assistance will take the following form:

1. For those members whose LOAs do not exceed the five (5) year limit under the plans, UNA shall pay the Employer's portion for years two, three, four and five of LOA taken for Provincially funded union business. Locals are responsible to pay the Employer portion for Locally funded LOAs.
2. For those members who take LOAs for union business and who exceed the five (5) year limit, UNA shall pay into an Registered Retirement Savings Plan (RRSP), an amount equal to what the Employer's portion would be if the member were eligible to buy back the lost pensionable service for Provincially funded Union business.

To qualify for 1 and 2 above the member must:

- a. Take LOAs for Union business.
- b. Apply yearly to the Secretary/Treasurer by June 30 of the following year.
- c. Provide proof of participation in the applicable plan.
- d. Provide proof of application for the buy back.
- e. Where applicable provide RRSP information.
- f. Provide proof of the calculation of the "Employer's portion".



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## Program 90 Days

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**Reference:** Last Amended: Executive Board Meeting - November 2010

The approval for use of Program 90 Days, may be granted by the Executive Board or the Secretary/Treasurer. The use of these days is documented in the Program 90 Days list in the monthly financial statements.

District Representatives will apply to the Secretary/Treasurer, or the designate, to access a Local Visit Day, Affiliate Day or Miscellaneous Day.

District Representatives shall submit an electronic expense claim form via Web-based Data Management System (DMS) to access the monthly District Representative Funding as allocated in the Budget.

Program 90 Days that are allotted in the Budget to District Chairpersons are to be used at the Chairpersons' discretion, up to the number of days allotted.

The Finance Committee shall make recommendations to the Executive Board regarding any changes in the distribution of Program 90 days set out in the Budget.

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## Provincially Administered Unit (PAU)

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**Reference:** Annual General Meeting - October 2016

1. All funds will be administered by UNA Provincial Office.
2. Any expenses incurred by the Site Representative for work on behalf of the Provincially Administered Unit Site must be pre-approved by the assigned District Representative and the Secretary/Treasurer of UNA or designate.
3. The assigned District Representative is required to request Provincially Administered Unit days/bargaining unit days as per Funding Policy 18.
4. Funding for Site Reps for work completed on behalf of the site shall be allocated from Program 80 Group 3: Additional Member Assistance.
5. District Representative funding shall be allocated from Program 90 days

# Salary Continuance/Replacement

**Reference:** Last Amended: Annual General Meeting – October 2018

The UNA supports the negotiation of salary continuance (paid union leave of absence) with the Employer, for all union Leaves of Absence (LOAs). For members not covered by salary continuance in a collective agreement they shall be paid their basic rate of pay plus an additional fifteen percent (15%) for LOAs taken for provincially funded events. Non LOA days shall be paid at their basic rate of pay.

Members doing authorized UNA business should suffer no loss of wages because of time spent on UNA business. When a member of UNA does UNA business on a non-scheduled day the member has the option of requesting an LOA on mutually agreed alternate day.

When applying for Union LOAs, please reference <https://help.una.ca/dms-web-loa-requests/>.

UNA believes in the necessity of members having their designated days of rest.

UNA believes no member should have to work more total hours than the member's FTE as a result of performing both union business and working for the member's Employer.

## Introduction

1. Elected Representatives who are required to attend the following meetings shall be paid for each day of attendance at those meetings.
 

▪ Annual Meeting	▪ Joint Committee Meetings
▪ Demand Setting Meetings (Negotiations)	▪ Executive Board Meetings
▪ Reporting Meetings (Negotiations)	▪ Trial Committee Meetings/Hearings
▪ Negotiating Committee Meetings	▪ District Meetings Meetings/Hearings
2. Payment shall be based on basic rate of pay unless otherwise approved by Letters of Understanding in a Collective Agreement, Local authorization or UNA policy.
3. For Provincially authorized LOAs that exceed one (1) month's duration (eg. compressed negotiations). UNA shall make arrangements with the health care Employers to pre-pay applicable portions of benefits for the period of the LOA.

## Abutting Shifts

Where the Elected Representative is scheduled to work the night shift that commences the night of the meeting and the member takes an LOA for part or all of shift, the member shall be paid for the length of the LOA.

If the length of time between:

- a. The end of a member's scheduled evening shift at the health care Employer and the time the member has to leave home to attend a provincially funded meeting is less than ten (10) hours, or
- b. The time the member arrives at home from attending a provincially funded meeting and the beginning of a member's scheduled shift at the health care Employer is less than ten (10) hours.

## **FUNDING—20**

The member shall be entitled to payment for the shift, if a LOA has been taken. An LOA Authorization must be obtained from UNA via DMS.

Where the elected representative is required to take an LOA for a shift or part of a shift, to accommodate district or provincially arranged group travel to an approved provincially funded function, the member shall receive payment for the length of the LOA. Approval must be obtained from UNA via DMS.

For any other situation, where an LOA is required for travel purposes to provincially funded functions, approval must be obtained from UNA via DMS.

**Members who are on authorized Employer sick leave or in receipt of WCB, STDI or LTDI shall not receive payment. Expenses shall be paid in accordance with UNA policy.**

### **Canceled Meetings**

If a meeting is canceled and the member is unable to cancel an LOA, the member shall receive payment as though the member had attended the meeting.

### **Overtime**

There shall be no overtime provision for doing UNA business. There shall be no reduction in payment when a meeting is adjourned early.

### **Named Holidays**

UNA members doing authorized UNA business on a Named Holiday shall receive payment at the applicable premium rate in the current UNA AHS Collective Agreement.

### **Absences From Meetings/Provincially Funded Functions**

1. A provincially funded member shall not be able to claim for full payment if the member arrives late or leaves a meeting before the scheduled adjournment time or the end of the meeting whichever is earlier. The reduction shall be based on their basic rate of pay.
2. A provincially funded member who has taken an LOA and is unable to attend a meeting by reason of illness or disability or essential health appointment that cannot be rescheduled, and is unable to obtain reimbursement from the Employer, shall be reimbursed as if the member had been in attendance at the meeting. A letter indicating the reason for such absence must be submitted to the Secretary/Treasurer of UNA.

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## Social Advocacy/Special Projects

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**Reference:** Last Amended: Executive Board Meeting – January 2014

On an annual basis, the Executive Board shall allocate resources for social advocacy/special projects to support Long-Term Goal #9 of the UNA Constitution.

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## Trust Fund - Scholarships/Bursaries/Grants

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**Reference:** Last Amended: Executive Board Meeting – February 2012

UNA Nursing Scholarships/CFNU Scholarships/Labour College of Canada Bursaries/International Solidarity Grants

UNA has a trust fund that can be utilized to provide UNA Nursing Scholarships, CFNU Scholarships, Labour College of Canada Bursaries and International Solidarity Grants.

**See Procedure “Scholarships/Bursaries/Grants”**