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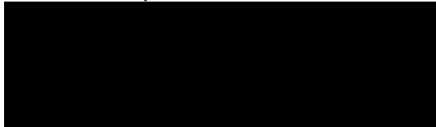
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Attention: DAN GALDAMEZ, LABOUR RELATIONS OFFICER and LABOUR RELATIONS BOARD

Re: Application GE-07762

From:

Dina Sotiropoulos



Anthony Falvi



GE-07762 016

04/23/18 25

April 23, 2018

We are writing in response to the application from the United Nurses of Alberta (UNA) and Jessica Wakeford (GE-07762). We are both currently employed full time by Alberta Health Services at the Foothills Medical Centre with the titles "Thoracic Surgery Nurse Practitioner" in the Thoracic surgery program. We work in a collaborative model with the department of thoracic surgery. We write to seek intervener status in regards to application GE-007762.

We reject the claim by UNA that Nurse Practitioners employed by AHS fall under the category of members of UNA's bargaining unit. We reject this claim due to the fact that in our positions as Nurse Practitioners within the thoracic surgery program, our roles expand well beyond "direct nursing care or nursing instruction", as do most Nurse Practitioner roles. Our practice includes autonomous decision making, supervision of employees, directing work, independence, evaluating employee performance and policy setting.

This claim by UNA is a gross oversimplification and underestimation of the role and scope of practice of Nurse Practitioners. Moreover, Nurse Practitioners in the province of Alberta are licensed for activities which are not covered under Certificate 73-2013.

The College and Association of Alberta (2017) describes restricted activities which UNA's collective bargaining unit are not educated nor licensed to undertake, and is due to the fact that Nurse Practitioners have a separate license with different education requirements, a different body of knowledge, and distinct legislation. These activities include:

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- prescribe a Schedule 1 drug within the meaning of the Pharmaceutical Profession Act
- prescribe blood products
- order and apply any form of ionizing radiation in medical radiography
- order any form of ionizing radiation in nuclear medicine
- order non-ionizing radiation in magnetic resonance imaging
- order or apply non-ionizing radiation in ultrasound imaging, including any application of ultrasound to a fetus
- prescribe diagnostic imaging contrast agents
- prescribe radiopharmaceuticals, radiolabelled substances, radioactive gases and radioaerosols The authority to prescribe drugs and substances includes prescribing of parenteral nutrition.

The College and Association of Nurses of Alberta recognizes that nurse practitioners have a broad autonomous and independent scope of practice, and are accountable and responsible for their own practice.

In order to support our current roles and scope, as well as our collaborative practice, our positions cannot be unionized, not only because of the statements above, but also because our roles include leadership and management rather than "employee" duties. Entering a collective bargaining unit would result in conflict within role duties. The Alberta Health Services Foothills Medical Centre Thoracic Surgery Nurse Practitioner Job Description (2013) includes the following role responsibilities:

- Provides clinical supervision, education and mentoring for graduate and undergraduate nursing students, clinical clerks and medical residents.
- Serves as part of the clinical care management team for the division and program. Initiates development, implementation and evaluation of program and division objectives, policies and procedures in the area of clinical care.
- Participates in unit, program hospital committees and administrative meetings as requested.
- Participates in the decision making process at the unit and program level on issues which impact clinical practice.
- Assists with or be delegated responsibilities for the selection and performance appraisal of selected health care team members.

Unionization would restrict our current roles and hamper our abilities to practice to full scope, to the detriment of the program and our patient population. While Nurse Practitioner practice may not completely fit into a traditional and limited view of managerial functions, this role has evolved as a result of significant legislative, licensing and practice changes since the implementation of Alberta Health Service nurse practitioners in the early 2000's. Any consideration to change the

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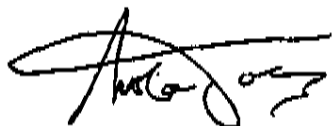
current status would risk losing our valuable role as a cost effective and high quality outcome focused service.

We expect that you will give our request all due consideration.

Sincerely,



Dina Sotiropoulos MN NP
Nurse Practitioner, Thoracic Surgery
Foothills Medical Centre
Alberta Health Services



Anthony Falvi
Nurse Practitioner, Thoracic Surgery
Foothills Medical Centre
Alberta Health Services