



<b>Name &amp; Address</b> Multiple	<b>Home No.</b>	<b>Work No.</b>
	<b>Employer</b> Alberta Health Services	<b>Local</b> 2
<b>Site</b> Red Deer Regional Hospital	<b>Unit / Department / Program</b> CZ RD REG HOSP Gen Emergency	

**Give full details of your grievance (i.e. date, time, location, etc.)**

The Employer has failed to post vacancies in the Red Deer Regional Hospital Emergency Department. In the past 10 weeks there has been mandatory overtime, overtime and additional shifts worked equal to more than 27 full time positions. Even with all the additional shifts, in the last month there were only 5 days when the department was working to baseline. As of June 6th, 2018 there are 271 known vacant shifts in the month of July alone. Staff are being pressured into working additional shifts. One staff reported receiving 36 text messages in one day, asking her to work additional shifts. Another reported receiving 32 text messages in 2 hours, asking her to work additional shifts. Despite this, there are currently no vacancies posted. UNA has attempted to resolve this staffing crisis for more than two (2) years, dealing with managers, zone directors, vice presidents and governing board. The lack of action by the Employer is causing psychological distress to the staff. The Employer has not provided safe and healthy working conditions.

**Which articles of the Collective Agreement were violated?**

Articles 4, 7, 8, 14, 30, 34, 36, 37 and any other applicable articles.

**What corrective action are you requesting?**

As redress, the Local wishes to be made whole in every respect including, but not necessarily limited to:

1. That the Employer immediately post at least 27 full time positions;
2. That the Employer cease pressuring Employees to work additional shifts;
3. That the Employer close portions of the Emergency Department to allow for safe staffing;
4. That the Employer announce to the public that portions of the Emergency Department are no longer open;
5. That the Employer have Paramedics and Ambulance in Emergency at all times in order to transport prospective patients to other sites;
6. That the Employer immediately bring in experts to deal with the psychological distress they have caused the Employees;
7. That the Employer immediately review the Hazard Assessments to ensure psychological hazards are correctly controlled, specifically in relation to short staffing; and
8. That the Employer immediately cease using the automated callout system;
9. Any other redress that's deemed fair and reasonable under the circumstances.

(signed electronically)

Tuesday, June 19, 2018

for Local 2

**Date**

**Signature of Authorized Union Representative**

Carolyn Olson