

# Commonly Used Terms

**ALRB/LRB:** Alberta Labour Relations Board (or Labour Relations Board), the government agency established by the Government of Alberta under the Labour Relations Code to administer the Labour Relations Code, and Regulations under the Code.

**Bargaining Certificate/Certification:** When the Labour Relations Board is satisfied that a Union has the support of a majority of the Employees in a bargaining unit considered appropriate for collective bargaining, the Board is required to issue to the Union a certificate granting the Union exclusive bargaining agent status for the designated group of Employees, naming the Employer and describing the bargaining unit.

**Bargaining Unit:** Generally means any group of Employees of an Employer determined by the Labour Relation Board to be an appropriate unit for exclusive collective bargaining representation by one Union or a designated group of Unions. Under special provisions of the Alberta Labour Relations Code regulations were established providing for region-wide functional bargaining units (Registered Nurses are one of the functional groups).

**District:** A geographic grouping of UNA Locals for the purpose of electing District Representatives to the Union's provincial Executive Board, and for the purpose of Local Presidents meetings at least four times a year to increase communications between Locals, to co-ordinate efforts for a common purpose, and to act as a liaison between Locals and the provincial Executive Board. The number of Districts (currently five), and the geographic area covered by each District, is determined at the Annual General Meeting of UNA.

**Duespayers:** Means all Employees of an Employer under a UNA collective agreement who perform work within the scope of the collective agreement, and from whom the Employer must deduct Union dues, regardless of whether such Employees have formal membership in UNA. Duespayers who are not members of UNA are not entitled to attend UNA meetings, hold Union office, participate in strike or ratification votes, or receive the benefits of UNA membership.

**Local:** UNA is composed of approximately 167 Chartered Locals. Every member of UNA belongs to a Chartered Local. Under Article 15 of the United Nurses of Alberta Constitution the UNA Provincial Executive Board may issue a Local Charter to any group of twenty-five or more members. Generally, new Locals have been established whenever a new group of nurses and allied personnel in an unorganized facility or service have been newly organized for certification under the Labour Relations Code. Once Chartered, Locals administer their own organizational affairs through the holding of

regular Local membership meetings and the annual election of an Executive and delegates to provincial Union meetings. They also monitor Employer adherence to the terms of their collective agreement and represent their Local members in relations and disputes with the Employer.

**Single Bargaining Unit Local:** When a Local contains all (and only) Employees for a single Employer (e.g. Local 79 Edmonton General Continuing Care Centre & Grey Nuns Community Hospital - Edmonton)

**Multi-Local Bargaining Unit:** When two or more UNA Locals with the same Employer jointly hold the certificate as the bargaining agent (e.g. region wide certificates, AHS)

**Multi-Bargaining Unit Locals:** When two or more groups of Employees, each group with a distinct certificate (meaning a district bargaining unit), share a common UNA Local.

Examples:

- Local 2, Red Deer Health Centre/ Extendicare Michener;
- Local 234, Hardisty Nursing Home has two bargaining certificates, Direct Nursing Care and Para-professional;
- Local 421, Father Lacombe Care Society has two bargaining certificates, Direct Nursing Care and Auxillary Nursing Care.

**Member Definition:** A duespayer who has signed an application for membership. A duespayer is eligible to be a member of only one Local per bargaining unit. An individual who exercises managerial functions at any health care work site is not eligible to be a member of any UNA Local.

**Multi-Site Position:** Means a position within AHS where the Employer requires the Employee to work at more than one site operated by AHS.

**Non AHS Local:** Means a UNA Local which represents members who are employed by an Employer other than a Alberta Health Services.

**Provincial Administered Unit (PAU):** A grouping of duespayers/bargaining unit in a District that is otherwise not viable (i.e. not able to meet operational requirements for a Local as per UNA Policies and Procedures). The PAU is responsible to carry on the business of the Union in that District for those duespayers/bargaining unit.

**Site:** Means the building or series of proximate buildings established by the Employer as a distinct designated work location for Employees. (Definition from UNA/AHS Provincial Multi-Employer Agreement)