



1. Message to Graduating Resident Physicians
2. **PARA** - Know Your Contract:
 - Salary
 - Flexible Spending Account
3. Stipend Payment Schedule
4. Upcoming Events: opportunity to get involved with **PARA**!
5. **PARA** Negotiation Update
6. **PARA** Conference Sponsorship Opportunity
7. The FMRQ Work-hours Decision
8. CAIR's Annual Report
9. **PARA**'s June 2011 Resident Physician of the Month

1. Message to Graduating Resident Physicians

To the graduating resident physicians at the University of Alberta and the University of Calgary: congratulations on the completion of your residency and good luck in your career and future studies!

Please note:

- **PARA** receives updated resident physician lists from Postgraduate Medical Education mid July; you can expect that this will be the last Eblast you receive from **PARA**. It's been a pleasure!
- In order to receive your last stipend payments, completed University of Alberta resident physicians should not change their stipend information before August. (See Section 3 on Stipend Payment Schedule.)

2. PARA - Know Your Contract:

➤ Salary

PARA resident physicians continue to be among the best paid in the country through both stipends and salary with the recently arbitrated settlement. Top salary rates in Canada are shared by resident physicians in Alberta and Newfoundland. **PARA** celebrates the collective-agreement-bargaining success of each Provincial House Staff (PHO). Each provincial success in bargaining builds a stronger platform from which each PHO can negotiate future contracts.

PHOs that have recently settled in collective bargaining:

Professional Association of Resident Physicians of Alberta (**PARA**)
Professional Association of Residents of Saskatchewan (PARS)
Professional Association of Internes and Residents of Newfoundland (PARIN)

PHOs that are currently in collective bargaining:

Professional Association of Interns and Residents of British Columbia (PARBC)
Professional Association of Interns and Residents of Manitoba (PAIRM)
Professional Association of Interns and Residents of Ontario (PAIRO)

PARA salary rates for 2011 are as follows:

PARA as of 2011	
Salary Grade	@ Jul 2011
PGY 1	\$53,782
PGY 2	\$59,635
PGY 3	\$64,306
PGY 4	\$68,981
PGY 5	\$74,828
PGY 6	\$79,503
PGY 7	\$85,974
PGY 8	\$92,976

PARA on-call stipend rates for 2011 are as follows:

	In-House Call		Home Call	
	Weekday	Weekend/Stat	Weekday	Weekend/Stat
2011	\$115.25	\$174.53	\$57.63	\$87.26

➤ Flexible Spending Account

The process of switching the health spending account to a flexible spending account will require time and coordination to ensure appropriate administration. Coordinating the switch will be a collaborative effort that is set to occur in the near future. **PARA** will be informing its members of how this improvement is progressing and when they can expect to make full use of the benefit once a plan for this administration change has been set in place.

Resident physicians should hold onto any benefit-spending-account related receipts dated on or after July 1, 2011.

➤ Reminders:

- Completed and continuing resident physicians have until August 31, 2011 to submit their Health Spending Account (HSA) claims for January to June, 2011. Tip: **Resident Physicians are able to reimburse their health insurance premiums through their HSA; your last paystub for June can act as your receipt for these premiums. The HSA claim form can be found at <http://www.para-ab.ca/residents/frequently-used-forms/general-residency-forms>.**
- Deadlines for the submission of any outstanding call timesheets for last year (July 1, 2010 to June 30, 2011) are due Monday, July 4, 2011 (Edmonton) and Thursday, July 14, 2010 (Calgary).

For more contract tips, visit the **PARA** website at <http://www.para-ab.ca/agreement/know-your-contract>.

3. Stipend Payment Schedule

For University of Alberta resident physicians:

DEADLINE TODAY! It is important that all on-call performed by resident physicians during the 2010-2011 year be submitted as soon as possible, as many resident physicians have recently

completed their training programs. For timely pay out, resident physicians will need to confirm the call they worked with the on-call administrator for their program - the time sheets need to be submitted to Medical Affairs on or before July 4. These stipends will be paid out on Wednesday, July 27.

Late time sheets will be paid through payroll for continuing resident physicians and by cheque for completed residents. Completed resident physicians should not change their bank accounts prior to August and make sure AHS Human Resources has their updated contact information. Time sheets should be submitted to paraoncall@albertahealthservices.ca.

For the upcoming year, the time sheet and stipend payment schedule are as follows:

Stipend Payment Timeline University of Alberta				
Block	Start Date	End Date	Timesheet Deadline	Pay Date
1	July 1, 2011	July 31, 2011	August 12, 2011	September 21, 2011
2	August 1, 2011	August 28, 2011	September 9, 2011	October 19, 2011
3	August 29, 2011	September 25, 2011	October 7, 2011	November 30, 2011
4	September 26, 2011	October 23, 2011	November 4, 2011	November 30, 2011
5	October 24, 2011	November 20, 2011	December 2, 2011	December 28, 2011
6	November 21, 2011	December 18, 2011	December 30, 2011	January 25, 2012
7	December 19, 2011	January 15, 2012	January 27, 2012	February 22, 2012
8	January 16, 2012	February 12, 2012	February 24, 2012	March 21, 2012
9	February 13, 2012	March 11, 2012	March 23, 2012	April 18, 2012
10	March 12, 2012	April 8, 2012	April 20, 2012	May 30, 2012
11	April 9, 2012	May 6, 2012	May 18, 2012	June 27, 2012
12	May 7, 2012	June 3, 2012	June 15, 2012	July 25, 2012
13	June 4, 2012	June 30, 2012	July 4, 2012	July 25, 2012

4. Upcoming Events: opportunity to get involved with **PARA!**

- **PARAlyzer**

Date: Saturday, July 9, 2011
 Time: 8:30 p.m.
 Location in **Edmonton**: The Treasury (10004 Jasper Avenue, Edmonton)

Hospital ID required.
 RSVP to para-ab@shawbiz.ca by noon July 7.

- **PARA Board of Directors Meeting**

Getting Involved with PARA

The 2011/2012 **PARA** Board of Directors will be elected at the first board meeting of the academic term on Monday, August 8th.

If you are interested in running for a position on the **PARA Board please contact para-ab@shawbiz.ca. Letters of intent-to-run for **PARA** must be submitted by noon on July 28, 2011.**

Letters of intent will be posted to the **PARA** website to ensure a transparent process for informing the members of who is running and the election of board representatives. In the event that more than two members express intent to run for an aggregate position, general members who are unable to attend the August 8th board meeting will be given an opportunity to submit an online e-ballot respective of their aggregate representative in advance.

Your Collective Agreement protects time for you to attend **PARA board meetings and **PARA** related duties**

*"Resident physicians designated to represent **PARA** shall be granted time off without loss of pay for the purpose of carrying out [**PARA** related] duties."*

Board Meeting Details:

Date: Monday, August 8, 2011
Location: Varscona Hotel on Whyte (8208 – 106 Street, Edmonton)
Thomas Bennett (Main Floor)
Time: Board Meeting: 12:00 p.m. – 5:00 p.m.
Lunch will be made available at 11:30 a.m.
RSVP and submit letters of intent to para-ab@shawbiz.ca by **noon on July 28.**

For more information on upcoming events, visit **PARA**'s events calendar online at <http://www.para-ab.ca/calendar.aspx>.

PARA has a new facebook page to allow resident physicians to RSVP for **PARA** events. You can find our page at <http://www.facebook.com/group.php?gid=185755111347>
Feedback on the site is welcome.

5. **PARA** Negotiation Update

You will find the summary of the changes to the Collective Agreement through the link below. The new 2010-2013 Collective Agreement will be compiled by Alberta Health Services and **PARA**. Once this compilation is complete, the new Collective Agreement will be posted on the **PARA** website. A hardcopy of this document will also be printed and mailed to you in the coming months.

Improvements in the 2011 Arbitration Award, including improvements to the spending account, are not retroactive – they will be applied on a go-forward basis starting July 2011. This expectation is detailed in the arbitration award. As with previous arbitrated awards, the arbitrator sets the boundaries around implementation and expectation for retroactivity.

The opportunity to arbitrate is an important one for **PARA**. It allows the resident physicians of Alberta to seek contract settlement in the event that the negotiating process stalls. The outcome is binding on the resident physician as well as on the educator and employer. For the resident physicians, the process of achieving the best outcome becomes a balance of negotiating a settlement in a timely manner with committing the time required to achieve the best possible settlement to improve the long-run benefit of resident physicians. The decision to engage arbitration was charged to the **PARA** negotiation team, and this decision was fully supported by each member of the team including those members who were in their final year - of which there were three. It was well recognized by this group that the arbitrator would likely pass over any increase in 2010. It was also recognized that Alberta's resident physicians were more likely to get a positive settlement through arbitration - an improved settlement through arbitration was indeed the case.

For past negotiation updates, visit the **PARA** website at <http://www.para-ab.ca/news/news-and-events/negotiations-update>.

6. **PARA** Conference Sponsorship Opportunity

The **PARA** Conference Sponsorship Program was established in 2010 to help embody the value **PARA** places on resident physician education and resident physician wellness. As part of this program, **PARA** sponsors a resident from the University of Alberta and the University of Calgary to attend two specifically chosen conferences on either physician health or medical education. The two conferences selected this year are the International Conference on Physician Health and the Canadian Conference on Medical Education (CCME).

- Canadian Conference on Physician Health, October 28-29, 2011, Toronto, Ontario.
 - Visit <http://www.cma.ca/2011CanadianConference> for more information.
 - **Application deadline: Wednesday, August 31, 2011**
- Canadian Conference on Medical Education, April 14-18, 2012, Banff, Alberta.
 - Visit <http://www.mededconference.ca/about-ccme.php> for more information.
 - **Application deadline: Wednesday, February 29, 2012**

Interested applicants must submit a one-page summary to **PARA** indicating who they are, their leadership experience, and why they wish to attend.

Successful applicants will be responsible for their own registration and travel arrangements. PARA will reimburse these resident physicians for their expenses according to the PARA Expense Policy.

7. The FMRQ Work-hours Decision

In May 2007, a McGill resident physician filed a grievance regarding call duty scheduling that was supported by the FMRQ, **PARA's** equivalent in Quebec. The FMRQ went on to file additional grievances at other sites in Quebec. These grievances questioned the legality of the 24-hour duty expectations present in the FMRQ's Collective Agreement in terms of the Quebec Charter of Human Rights and Freedoms and the Canadian Charter of Rights and Freedoms. Hearings around this grievance occurred over the last few years and included testimony from resident physicians as well as experts in Sleep Medicine and Medical Education. Dr. Charles Czeisler, an internationally renowned physician in sleep medicine from Harvard testified that sleep deprivation can affect cognitive function after 16 hours without sleep.

After more than three years of deliberations, Arbitrator Jean-Pierre Lussier found that 24-hour call duty violates the Canadian and Quebec Charters of Human Rights and Freedoms. He is requiring the Quebec Government to amend in-house call duty schedules in an establishment so they do not exceed 16 hours in a row; he has given the government a maximum of six months to make these changes. **PARA** applauds the FMRQ's efforts to further the work-hours debate and address resident physician wellness.

Currently in Alberta, the provincial collective agreement determines work-hour maximums for resident physicians. Within this framework, optimal training in medical education is unique to each specialty and requires optimal working conditions of which the work-hours debate is one component. Ensuring quality medical education in Alberta will require the optimization of work hours and training to ensure the delivery of quality patient care and provider wellness. **PARA** is currently consulting our legal counsel on the relevance of this ruling in Alberta.

PARA will also be exploring the work-hours debate through different events throughout the year

- June 17, 2011 – **PARA** Leadership Event with Dr. Louis Francescutti, President of the Royal College of Physicians and Surgeons of Canada: look for a summary of this event in future **PARA** communication.
- August 8, 2011 – **PARA** Board Meeting: Dr Chris de Gara, Professor & Senior Director Faculty Development, Department of Surgery, Faculty of Medicine & Dentistry, Provost Fellow University of Alberta will address and discuss the work-hours debate with the **PARA** Board of Directors.

Stay tuned into **PARA** for future events

Response from the Royal College of Physicians and Surgeons of Canada (RCPSC):

The Royal College is proposing to develop a pan-Canadian approach to work hours. They are exploring a consensus process that will examine the implications of the Quebec decision, conduct comprehensive analyses and consultations, and culminate in a national conference. The resulting pan-Canadian standards will address the concerns and issues of practising specialists, physicians in training, governments, medical educators and the public. To read more on this project, visit http://rcpsc.medical.org/news/documents/duty_hours_communique_e.pdf.

8. CAIR's Annual Report



About 23% of your PARA dues go to the Canadian Association of Internes and Residents (CAIR) for national advocacy efforts. For more information on the advocacy and research activities of the association, view their Annual Report on the **PARA** website at <http://www.para-ab.ca/external/cair-updates>.

9. PARA's June 2011 Resident Physician of the Month

Dr. Patrick Champagne, Cardiology PYG 4, University of Calgary

A fellow resident physician had this to say about Dr. Patrick Champagne:



Dr. Patrick Champagne, a cardiology fellow, proved to be a physician worthy of emulation during my interaction with him as a junior resident on Cardiac ICU rotation a few weeks ago. From his young marriage, he has two wonderful children who keep him busy outside of his career demands.

Patrick is of an amiable nature, very understanding and respectful of other residents' learning needs and situations. A great resource, he remained approachable irrespective of time of day. I was privileged to share a high volume weekend call with Patrick, and recall an

Emergency room nurse at 0300 hours remark about his conscientiousness as a doctor unbeknownst to him; an attribute that goes a long way to ensure quality of patient care and safety.

All through the rotation, he remained poised, very friendly, polite and always ready to introduce his team to staff. Dr. Champagne maintained an environment of collegiality with his peers and exuded warmth during his interaction with patients, their families and other multidisciplinary team members. His attributes are very exemplary, as it allowed for better adult learning environment and gave the career of medicine a humane feel.

PARA Resident Physicians of the Month receive a gift certificate for dinner for two at a local restaurant and PARA sends a letter of recognition to their program director.

For this and previous months' Resident Physician of the Month announcement, visit **PARA** online at <http://www.para-ab.ca/news/news-and-events/awards>.

Regards from,

Your **P**rofessional **A**ssociation of **R**esident Physicians of **A**lberta