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1. **PARA - Know Your Contract: Banking Vacation Time**

It is possible to bank vacation for the next year, but only under a *very* selective set of circumstances.

Article 12.05 states

Vacation shall be taken within the period of engagement. Provided the Program Director and the appropriate representative of the Authority gives prior approval, if a Resident is unable to take their vacation in one year because of service commitments, the unused time may be banked except in the situation where the Resident is in their final year of training, in which case the Resident will be paid in lieu of vacation time. Any dispute or disagreement between an affected member of PARA and a Program Director or Authority representative may be referred to the relevant Associate Dean who will consult with PARA before making a final decision.

Vacation is intended to be taken in the (contract/academic) year in which it is earned. To bank vacation for the next year, resident physicians must be unable to take their vacation time in the correct year because of service commitments and have the *prior* approval of their Program Director and an appropriate representative of AHS to bank this vacation. Residents with outstanding vacation time from their final year of training will have this vacation paid out rather than rolled over.

If you think you may end up having unused vacation time this year, make sure you get prior documented approval from your Program Director and AHS.

For more contract tips, visit the "Know Your Contract" Section of the PARA website.

2. **PARA Contract Negotiations Update**

Currently, **PARA** is in the midst of preparing for negotiations. This preparation includes performing environmental research including looking at the contracts of other Physician Housestaff Organizations and healthcare professionals in the last five years as well as economic scans. The PARA contract negotiating team committee -- a committee of volunteer residents -- has been recruited and will be working hard over the next four months to survey you, the members of PARA, in order to set the direction for PARA's priorities for 2010.

PARA is coming off a very good contract. This last contract was negotiated during the height of an economic boom, while the three previous contracts came down to arbitration. To capitalize on our successful 2007 experience, our two main negotiators will be returning.

The last ten years have seen some significant changes in the contract:

	July 1, 1999	July 1, 2009
Salary (PGY1)	\$32,653	\$53,250
Call Stipends	\$0	Home: \$57/\$86 In-house: \$114/\$173
Call Frequency	1 in 3	1 in 4
Call Duration	28 hrs	24 hrs
Mat Leave	18 wks unpaid	17 wks @ 90% Pay
Parental Leave	1 wk unpaid	2 wks paid
Benefits	75% of Basic Health & Dental Plan	Same plus health spending acct. of \$500

Under the direction of the resident physicians on the Negotiations Committee, we hope to build on this progress.

3. Spot the Stethoscope 2009/2010: Back by Popular Demand

Check out the PARA website at <http://www.para-ab.ca> and win. Each month until March 31st 2009, a stethoscope will be hidden somewhere on PARA's new website. The first 14 residents who correctly reply by email detailing where on the PARA website the stethoscope is hidden will win!!!



Monthly Prize: 1st Prize - First 4 PARA Residents to correctly reply will win tickets to a regular season NHL Hockey game.

Monthly Prize: 2nd Prize - Next 10 PARA Residents to correctly reply will receive various gift certificates including movie tickets, yoga certificates, and coffee cards.

For further information on PARA contests, visit <http://www.para-ab.ca/news/contests>.

4. Upcoming PARA Socials

- PARAtreat: **patio night** - Thursday August 20th 19:00 – 21:00 (please RSVP by Wednesday Aug 19th).
 - **In Calgary:** Vicious Circle Patio – 1011 – 1st Street SW
 - **In Edmonton:** Courtyard by Marriott, Outdoor Terrace - 1 Thornton Court (next to Macdonald Hotel)
 - HOSPITAL ID REQUIRED

- RSVP to para-ab@shawbiz.ca by Wednesday August 19th to add your name and those of you guests without hospital ID to the guest list.

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

5. PARA Resident of the Month – July 2009

Dr. Jennifer Obst
Family Medicine PGY3
University of Alberta

A fellow resident had this to say about her.

"I have interacted with Jenn in many settings including clinical rotations, behavioral medicine, and administratively on the FMRA. Jenn demonstrates the best qualities in a family medicine resident. She is well grounded, participates in many extracurricular activities, and is a consummate doctor. She is proactive, sensitive to the needs of her patients and her colleagues, and is always volunteering to solve problems. She did an excellent job in organizing the wilderness medicine retreat and is actively involved in planning this year's event too. Most recently, I worked with her on Psychiatry and found her to be very energetic and compassionate. I feel strongly that her efforts should be recognized as a resident of the month."

To read up on previous Residents of the Month or to nominate someone you know, visit <http://www.para-ab.ca/news/awards>.

Regards from,
Your **P**rofessional **A**ssociation of **R**esidents of **A**lberta