

Moving? Name Change? Retiring? New MAHCP Member? Please let us know!!

In order to keep our database current, please keep us informed of any information changes including addresses and names. Do not assume that your Employer will automatically pass this information on to MAHCP.

If one of your co-workers **retiring** in the near future? Let us know so MAHCP can acknowledge them.

If you have not been receiving regular mail-outs or have a change of information, contact Joan at the MAHCP office by calling 772-0425, extension 201 or 1-800-315-3331 (press “0” to talk with someone during office hours of 8:30 am to 5:00 pm) or email joan@mahcp.ca. Thank you!

If you would you like to receive updates by email call Joan at 772-0425 or email joan@mahcp.ca. If you think you are supposed to be receiving email updates, but aren’t, your email provider may be directing MAHCP email to your “junk” or “bulk” file folders. You may have to edit your settings.

Message for Manitoba Health Care Workers

IT’S FLU SEASON
“GET THE SHOT, NOT THE FLU”

- Manitoba Public Health’s message for the 2007 Influenza and Pneumococcal Polysaccharide Vaccines Campaign for Health Care Providers is “Protect” Yourself, Your Coworkers, Your Patients, and Your Loved Ones by getting a “free” flu shot every year!
- “Roll up your sleeve” and attend a Workplace or a Public Flu clinic to get the “shot”. It is not too late to be protected!
- Health Care Workers can be positive role models for each other and the public to get immunized with a “flu shot”.
- Visit the Manitoba Health Website for Influenza and Pneumococcal Vaccine Information @ www.edcinfo.mb.ca

Submitted by: Margaret Ogonowski, RN, BN
Influenza Campaign Specialist, Manitoba Health
October 15, 2007



101-1500 Notre Dame Avenue, Winnipeg, MB R3E 0P9
Phone: 1-204-772-0425; 1-800-315-3331; Fax: 1-204-775-6829
Email: info@mahcp.ca; Website: www.mahcp.ca

Lauren’s Puzzle Corner

Cryptogram Clue: One of this issue’s headlines.
(One number stands for a letter, for example the number “5” is the letter “N”)

A	B	C	D	E	F	G	H	I	J	K	L	M
N	O	P	Q	R	S	T	U	V	W	X	Y	Z
5											25	

17 10 21 1 17 10 N 5 1 Y 25 22 N 5
17 10 21 1 17 1 17 11 1 21 3
8 7 N 5 18 3

Visit www.mahcp.ca News - December 07 for the answer.

Merry Christmas
&
Happy New Year

From All of Us at
MAHCP!

MAHCP News is published quarterly in March, June, September and December. Advertising will be entertained. For more information, please contact the Editor at 772-0425. *Revenues from advertising will be used to supplement the MAHCP Professional Development Fund.*

NEWS

Manitoba Association of
HEALTHCARE Professionals

December 2007

More Money in More Members’ Hands
by Lee Manning, Executive Director



Lee Manning

More money in more members’ hands. That is what MAHCP has been able to achieve for many of its occupational groups. Reaching this agreement has been a lengthy process, requiring strategy, negotiation and skillful navigation through many bumps and obstacles along the way.

Many of you are aware MAHCP had a “Me Too” agreement with the Employer and it became necessary to exercise that in mid-April. The essence of the agreement was that any other gains made by another Union representing Professional/Technical at any other table would be extended to the MAHCP. The Employer’s position was that only the Core Laboratory and Radiology Technologists at a General Duty, Senior and Charge level would be included in the additional increase achieved in the Westman Lab agreement. Our view and our understanding was that the “Me Too” should apply to significantly more groups.

So began the arduous exercise to determine which groups were related for the purpose of the “Me Too” agreement.

It became clear early on that we could not reach an agreement with the Employer and so MAHCP filed a complaint with the Manitoba Labour Board. Hearing dates were set for late November and December. In an effort to reach an agreement, MAHCP met with the Employer on numerous occasions. During the course of these meetings MAHCP’s position was that any related group to be included in the increase for the purpose of this exercise be a Laboratory or Radiology Technologist first or have the majority of that professional designation currently working in that classification. A number of groups met these criteria and after 7 months of discussions we were successful in reaching an agreement with the Employer.

It is unfortunate that we were not able to reach an agreement for all of the groups we submitted, however; we were able to achieve significant gains for the majority of them.

The following classifications receive General Wage and Market Supplement Adjustment increases that mimic the pattern provided to Laboratory and

- Radiology Technologists:
- Cytogenetic Technologist; General Duty, Senior and Charge
 - Immunogenetics Technologist; General Duty, Senior and Charge
 - HLA
 - Certified - Stem Cell; General Duty, Senior and Charge Technologists
 - Technical Instructor, Radiology
 - MRI Technologist; General Duty and Charge
 - Technical Instructor, Radiology/ Ultrasound
 - Pediatric Area Supervisor - Radiology
 - Nuclear Medicine Technologist; General Duty, Senior and Charge/ Technical Instructor
 - Sonographer; General Duty, Senior and Charge
 - Echocardiographic Sonographer
 - Education Coordinator
 - Pediatric Cardiovascular Pulmonary; Technician, Technologist, Supervisor
 - Radiation Protection Officer; General Duty, Senior, Charge
 - Assistant Radiation Safety Coordinator
 - Pathology Assistant
 - Quality Assurance Coordinator

Continued on page 3

Inside This Issue

New MAHCP Staff	4
Career Profile - Nuclear Medicine Technologist	5
2007-08 Executive Council	6



Editor: Wendy Despins, President
wendy@mahcp.ca

Enclosed with this Newsletter:

- MAHCP Constitution 2007
- Survey

Calendar

Visit the MAHCP Website Calendar for more meeting information
-- /www.mahcp.ca/forum/calendar.asp



December 12, 2007
• Executive Council Meeting
101-1500 Notre Dame Ave
0845 hrs to 1700 hrs
* General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

December 13, 2007
• SBGH Staff Rep Meeting
L1304
1200 hrs to 1300 hrs

December 20, 2007
• HSC Staff Rep Meeting
GH304
1130 hrs to 1300 hrs

December 25 & 26, 2007
• MAHCP Office Closed

January 1, 2008
• MAHCP Office Closed

January 8, 2008
• Seven Oaks Staff Rep Mtg
Boston Pizza
1200 hrs to 1300 hrs

January 9, 2008
• Executive Council Meeting
101-1500 Notre Dame Ave
0845 hrs to 1700 hrs
* **General Staff Rep Meeting
Cancelled**

January 10, 11 & 12, 2008
• Executive Council & Staff
Strategic Planning Sessions

January 17, 2008
• SBGH Staff Rep Meeting
L1304
1200 hrs to 1300 hrs

January 21, 2008
• Aboriginal Health & Wellness
Centre Staff Rep Meeting
Marigold's on King St
1200 hrs to 1300 hrs

February 13, 2008
• Executive Council Meeting
101-1500 Notre Dame Ave
0845 hrs to 1700 hrs
* General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

February 18, 2008
• MAHCP Office Closed
Louis Riel Day

February 21, 2008
• SBGH Staff Rep Meeting
L1304
1200 hrs to 1300 hrs

March 12, 2008
• Executive Council Meeting
101-1500 Notre Dame Ave
0845 hrs to 1700 hrs
* General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

March 20, 2008
• SBGH Staff Rep Meeting

L1304
1200 hrs to 1300 hrs

March 21, 2008
• MAHCP Office Closed
Good Friday

March 24, 2008
• MAHCP Office Closed
Easter Monday

April 9, 2008
• Executive Council Meeting
101-1500 Notre Dame Ave
0845 hrs to 1700 hrs
* General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

April 17, 2008
• SBGH Staff Rep Meeting
L1304
1200 hrs to 1300 hrs

April 28, 2008
• National Day of Mourning

May 14, 2008
• Executive Council Meeting
101-1500 Notre Dame Ave
0845 hrs to 1700 hrs
* General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

Bring your Collective Agree-
ment to all member meetings

Executive Council

Officers

President

Wendy Despins,
SBGH Laboratory
Allan Harlow
Concordia Hospital Lab
Chad Harris, CCMB
Machinist
Bob Bulloch, HSC
Pharmacist

Vice President

Treasurer

Secretary

Directors

**Community Therapy
Services
Laboratory
Mental Health**

Margrét Thomas,
Physiotherapist
Tom Walus, DSM
Kathy Yonda, Brandon
RHA
Shelagh Parken, HSC
Adele Spence, DLC
John Reith, HSC
Cindy Dziadek, Concordia
Shelley Kowalchuk, HSC
Janice Smith, Condordia
Jenn Moyer, CCMB
Zana Anderson, DLC
Tanya Burnside,
Pharmacy Technician
Jason Linklater, HSC,
Orthopedic Technology

**Nuclear Medicine
Occupational Therapy
Orthopedic Technology
Pharmacy Technician
Physiotherapy
Radiology
Radiation Therapy
Recreation
Burntwood RHA**

Winnipeg RHA

Staff Assignments

Lee Manning
Executive Director
lee@mahcp.ca

Lauren Shier
Secretary/Receptionist/Clerk
lauren@mahcp.ca

Joan Ewonchuk
Administrative Assistant
joan@mahcp.ca

Walter McDowell, LRO: St. Boniface General Hospital, Central Medical Labs, Jocelyn House, Misericordia Health Centre, DSM-St. Amant Centre
walter@mahcp.ca

Ken Swan, LRO: Health Sciences Centre (Lab, Diagnostic Imaging, Pharmacy, EEG, Sleep Lab), Deer Lodge Centre, Community Therapy Services, Winnipeg Clinic
ken@mahcp.ca

Michele Eger, LRO: Health Sciences Centre (all other HSC Members not included under Ken's listing), Concordia Hospital, Tissue Bank Manitoba, Manitoba Clinic, Critical Care Transport Team, Victoria General Hospital, Centre Taché Centre, Society for Manitobans with Disabilities, Rehabilitation Centre for Children, CancerCare Manitoba
michele@mahcp.ca

Armand Roy, LRO: Seven Oaks General Hospital, Breast Health Centre, Aboriginal Health & Wellness Centre, Nor-Man RHA, Burntwood RHA, South Eastman RHA, Brandon RHA, Brandon Clinic
armand@mahcp.ca

From the Desk of the Labour Relations Officers

What is a Union?

by Armand Roy
Labour Relations Officer

How often have I heard “So what has the union done for ME?!” Too often. Members don’t realize that they are the union. It is like saying, what has my family done for me? When two people get married they form a UNION. They manage that union cooperatively. They often create offspring and the family grows and prospers.

As a family they have certain rights and benefits in society that they gain by being together. A family generally pools their resources to fight against issues that adversely affect their union. Sometimes they have internal disputes that threaten to break up the union. This often occurs when someone in the family (union) decides it’s not working for them and they place their self-interest ahead of the good of the whole. They think of the family as something outside of them that must work for them.

Many employees see a union as just another bureaucracy. They see management and the union separate from themselves. They never participate in union activities but are content to watch from the outside and

then blame either management or the union for their woes. Membership support and participation help to move the organization and its issues forward.

The parents of a union are the elected participants in the union. They represent your interests. Unlike a normal family they are democratically elected to guide the union and to ensure that issues specific to your interests are dealt with. The elected representatives sit in trust, as stewards of the organization on behalf of the membership. Reporting to and taking direction from the membership. Consider stepping forth and letting your name stand for a position on the Executive Council or as a Staff Representative.

Recently your President Wendy Despins and MAHCP’s Executive Director Lee Manning toured the province to discuss strategies towards bargaining in 2010. This is a proactive step. It was meant to move the union forward well in advance of the last minute scramble before and during bargaining. And as proactive leaders of MAHCP Wendy and Lee continue to seek input and direction from membership as they share plans, processes and the direction of the organization.

The Labour Relations Officers (LRO’s) are the consultants and experts in Labour Relations. Their role is similar to the family contracting a security company or system to protect their home. Their role is to advise

and protect the property and rights of union members from vandalism by the employers. They police the contract.

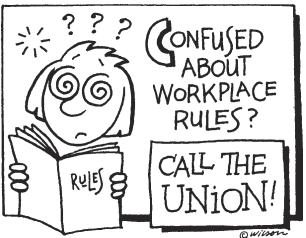
The LROs are not the union; they are the employees of MAHCP. You, the membership are the union. The Executive Council is made up of people just like you elected to their positions. They represent you and your interests. Staff Representatives are elected by you to guide you and provide two-way communication between you and your LRO and you and the board. This role is vital to the ongoing insurance of collective values.

If you elect to participate in the union you are saying that your job, your work and your ability to make life better not only for yourself, but also for your fellow workers is important to you.

Your participation is important and you do make a difference!



How Well Do You Know Your Collective Agreement?



Question: I am going to be on Adoption Leave. Am I entitled to the Top Up that biological mothers are entitled to?

Answer: No, not at this time. MAHCP had again proposed in Negotiations that adoptive mothers be eligible for this top up, but once again Management would not agree to this. Unfortunately, the Manitoba Human Rights has also ruled twice that this does not violate the Human Rights Code.

“The information contained in this question is meant to be a general rule and should not be considered exhaustive in terms of contemplating every contingency in every work environment. Any questions that members may have regarding their particular situation should be directed to their Labour Relations Officer for clarification.”

Helpful Legal Information for MAHCP Members

Be Careful What you Include on Your Email

by Jake Giesbrecht
of Inkster, Christie, Hughes LLP

Some say that the use of electronic messaging systems has brought us all closer together. When it comes to informal electronic correspondence between employees and employers, it may be driving us apart.

Every employer maintains a personnel file on every employee. Usually the contents of a personnel file are quite innocuous. They include things like original job postings, certification and performance appraisals.

If the employment relationship becomes strained in cases where the employer begins to question the employee's work performance or any other issue that might strain the relationship comes up, an employee should be aware of the types of communications they are putting out there.

The collective agreement provides protection from the misuse of an employee's personnel file. Under a collective agreement an employee has the right to inspect the contents of their personnel file any time they wish. If the employer includes a document on the personnel file that is derogatory of the employee, the employer must make the employee aware of that document or it will not be allowed to use it at a hearing later if disciplinary action is taken. The employee, on being made aware of any derogatory report on their personnel file has the right to grieve that report, if it is not true.

What the collective agreement can't protect employees from is themselves. There is an age old principle of civil law that if a person admits that they did something wrong, that admission can be used against them later.

That is where the electronic communications come in. Often our

first thought is to send an email without taking the time to review what we have written or to consider that it could become a record of our thoughts or conversation. It is so easy to try to solve any problem, no matter whose fault it may be, by apologizing. There is nothing wrong with apologizing if you are wrong, and sometimes depending on the circumstances even if you are right.

It may be that an employee is having a bad day and may have sent an inappropriate email to someone that upon reflection should not have been sent.

Communication at the workplace is important, but employees should consider carefully what they are putting on the record when they text or email something to a co-worker or employer.

These communications, if made via electronic media are just like sitting down and writing a letter. They can become part of the employee's permanent record with the employer. Even if they are not added to the employee's file, they can be presented later at an arbitration hearing for proof of whatever it was that the employee said. Emails are not the richest form of communication and can be misconstrued as to their tone or intent. Tone, intent and content are the three key pieces that people get from these types of communications.

It might be a lot simpler just to pick up the phone and straighten out the problem or, better yet, walk down the hall to say "I'm sorry" rather than sending an email or text message. Just a word to the wise take a second look and consider what it is you want to say and how you want to say it before you hit the send key.

This paper is intended as an introduction to the topic and not as legal advice. If you require specific advice with respect to your situation, you should contact a lawyer.

This series of articles will continue in future editions of the MAHCP News. If there is a topic that you would be interested in, please contact Wendy at 772-0425.



MAHCP LEGAL ASSISTANCE PLAN

Membership does have its privileges

MAHCP members receive reduced legal fees on house purchases, sales and mortgages as well as Wills, Powers of Attorney and Health Care Directives under the MAHCP Legal Assistance Plan.

Discounts also apply to family law matters and members benefit from a 20% reduction in other legal fees.

For more information, please contact:

**SHARON TOD at Inkster
Christie Hughes LLP at
947-6801**



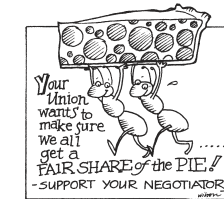
Welcome!
Respiratory Therapists from Concordia Hospital who, upon their request, recently joined MAHCP.

Non-Central Table Bargaining Update

Aboriginal Health & Wellness Centre: The Aboriginal Health & Wellness Centre Bargaining Committee will be meeting on December 14 to review the Bargaining Survey and establish bargaining proposals. A notification to the employer of MAHCP's intent to bargain will be sent out at the end of December.

Brandon Clinic: The Association and the Employer are in the process of proofing the new collective agreement to be signed off. It is hoped the process will be completed before the end of December. Contracts will be printed shortly thereafter.

Central Medical Labs: The Bargaining Committee has met and has begun process of gathering potential proposals. Notice to the employer is pending as of end of December.



Community Therapy Services: No dates have been set for bargaining.

Jocelyn House: Notice to bargain has been made as of October 1, 2007 to the employer. No dates have been set for bargaining as yet. Initial meeting with members has been done in October. The Bargaining Committee has been selected. Will be meeting to further clarify proposals process on November 15th, 2007 at MAHCP office

Winnipeg Clinic: Notice has been served to the Employer to commence bargaining. No dates have been set at this time.

"More Money..." continued from page 1

There were some additional gains to the Respiratory Therapist classification which will receive an additional 1% in the third year of the agreement.

The following classifications receive General Wage and Market Supplement Adjustment increases that mimic the pattern provided to Respiratory Therapists:

- Pulmonary Technologist
- Anesthesia Technologist
- Anesthesia Equipment Services Technologist (now known as Senior Anesthesia Equipment Specialist)
- Perfusionist; Certified and Non-Certified
- Chief Perfusionist
- Charge Perfusionist

The Employer will implement the new scales for the agreed groups as soon as possible. Retro cheques for groups affected by the October 1, 2007 increases will be forthcoming.

Now that this is behind us we can proceed with proofing the salary scales as soon as they are submitted by the Employer and then print the new collective agreements.

We thank the membership for their patience and support over this period. We would also like to thank everyone who provided us with reference materials and background information throughout this process.

Goodbye to a Friend Tribute to Karen Noga

It was with profound sadness that in late September MAHCP announced the death of a friend, colleague, former member, Past-President, and most recently a MAHCP Labour Relations Officer.

Karen Noga passed away on September 25, 2007. Karen's husband Walter and their three children, Stephanie, Zachary and Craig were her pride and joy. Many of us know Karen from a variety of different roles. She was an avid sports enthusiast and fan. She was a dedicated Laboratory Technologist working for 15 years in St. Boniface Hospital Haematology. It was during her time as an employee in the laboratory that Karen became an active MAHCP member; becoming involved as a Staff Representative, being elected to the Executive Council and eventually serving a term as President. Karen was passionate about her life, her interests, her friends, her family, her dogs and her careers both as a Laboratory Technologist and LRO. At the time of her death Karen was enrolled at the University of Manitoba Faculty of Human Resources working towards her Bachelor degree having already attained a Certificate in Labour Relations. Karen's sense of humour, her quick wit and her



Karen and Stewie

willingness to jump into a debate are just part of who she was. She had gained tremendous respect from others in all aspects of her life, was greatly loved and will be truly missed.

Thank you to everyone who offered condolences through cards, emails and telephone calls.

Welcome New MAHCP Staff

Many of you will have noticed a new voice at MAHCP, a new face as you enter the office. The face and voice belong to [Lauren Shier](#) our new receptionist/secretary/clerk. Lauren began working for us in mid October. Lauren has a strong educational background having completed a three year Business Administration Diploma program at Red River College coupled with her work experience she is a welcomed asset to our team. Welcome Lauren!



Lauren Shier, Secretary/Receptionist/Clerk



Walter McDowell, Labour Relations Officer

Walter's introduction to MAHCP came in the spring of 2005 with his development and delivery of Staff Representative training.

His background includes a range of career related experience from Labour Relations, Organizational Development, and Health/Safety/Loss Control systems management to Human Resource Management. Walter has had a 20 year history within the labour movement and it was the in the interest of succession planning that MAHCP offered Walter a term position. Now in a permanent fulltime Labour Relations Officer position Walter continues to deliver the MAHCP Staff Representative Training programs. He also assumed Barb Johnson's portfolio after her retirement. Welcome Walter!

Staff Representative Training 2007

Your Executive Council made a commitment to you in 2004 to develop and hold Staff Representative Training on a regularly occurring basis . We have stayed true to that promise offering training annually and even semi-annually in some of the intervening years. This training program continues to evolve, including a historical aspect, tried and true labour practices, practical exercises and so much more. The connection and the interaction that is developed between the members, the skills that each person can walk away with and the knowledge current and contemporary as well as historical are invaluable. The training days cover a wide variety of topics including investigations, communication techniques, collective agreement language, grievances, arbitrations and the history of MAHCP.

Some of the comments from the most recent training sessions:

“Walter was very well informed on issues, a truly excellent speaker and

easily conveyed issues to us that promoted understanding.”

“I came away with knowledge about Staff Rep. responsibilities and limits on going about it that I didn't have before.”

“Very informative; Binder is Great! Interaction around the table was great, sharing of experiences and ideas. . .”

“Great introduction to my role as a staff rep and the thought processes to deal with issues as they present themselves”

“Excellent Facilitator! I'm glad I attended these workshops. I feel better equipped now.”



Shelley Kowalchuk, Physiotherapist, HSC
Rob Krezanski, Sonographer, HSC



Tanya Burnside, Pharmacy Tech, Burntwood RHA



John Reith, Orthopedic Technologist, HSC
Alice Sebastian, Occupational Therapist, Tache Centre

Honour Roll Recipients for 2007

It was with great pleasure that we announced the Honour Roll Inductees for 2007. These two individuals have stayed the course, representing their membership and the members as a whole with dedication, determination and grace. Their contribution is immeasurable, and the unique qualities that they each have brought to the table will be greatly missed. Along with their photographs, we are including the speeches made by Bob Bulloch, Chair of the Communication Committee as he presented each of inductees.

Bernie Krawchuk

Bernie Krawchuk has been an MAHCP member for many years and a board member for the last seven years. In fact, tonight is her last night of working as a board member, and she will be a new retiree tomorrow morning!

A home care coordinator in the Nor-man region, Bernie has distinguished herself at the board level. Though she is definitely a woman of discriminating tastes, and many women on the board have asked her to become her personal shopper, she is best known for her attention to detail on board issues. She also has been uncompromising in her dedication to her work and her peers, and has always worked hard to represent her region at the board level.

Bernie has sat on two bargaining committees, which represents an enormous amount of work, yet has always had a cheery smile, even when she is correcting Board members on various points. She is acknowledged as an organizational wizard, a talent which will be solely missed.

I give you Bernie Krawchuk, Honour Roll recipient.



Bernie Krawchuk

Susin Cadman

Susin is a Community Dietitian in Brandon. She is actually not able to attend today in Winnipeg, but is present via conference call, as we speak, in Brandon. Susin has worked with MAHCP for years in many capacities. She has spent time working on bargaining, has been a staff rep, and of course has been a board member for a number of years. During the votes in 2001, Susin was instrumental in working on behalf of our union in the Brandon region.

Susin has had a positive influence on the board, with her calm demeanor, insightful comments and her great sense of humour. In addition to her board duties, she has been known to provide a very good dissection of the nutritional value of our lunches, which we will be always grateful for, while still feeling a little guilty!

Susin we will miss your presence at the board! Will you join me in congratulating Susin Cadman, Honour Roll recipient.



Susin Cadman

MAHCP Member Retirees

We are counting on you . . .

If you are retiring or know of someone who is retiring, we would like to hear from you. Neither the Employers nor HEPP provide us with that information so we are counting on you to let us know. You may contact us through email, phone, fax, through your staff representative, board member, on the web site or 1-800-315-3331.

MAHCP would like to congratulate all members who have recently retired. We wish each and every one of you all the best on your retirement.

• **June Hellsten**, Laboratory Technologist, HSC

• **Marion Henke**, Laboratory Technologist, HSC

• **Marlene Shaak**, Laboratory Technologist, HSC

• **Diana Johnston**, Pharmacist, HSC

• **Audrey Elrick**, Physiotherapist, HSC

• **Allison Bridge**, Radiology Technologist, SBGH

Our sincere apologies for anyone that has not been included in this list, we know that there are many more retirees out there.



MAHCP Diversified... Yes! Focused... Absolutely!

by Wendy Despins
President, MAHCP

There is the old adage that you can't know where you are going without knowing where you have come from.

Recently when I was providing a brief history of MAHCP at the Staff Representative Level 1 training it occurred to me that there are many members who may not have a knowledge or understanding of our union from a historical perspective. In fact many may not know why MAHCP was founded, who founded it, when it was founded and where MAHCP was founded.

Historically the professional body for the Laboratory Technologists had negotiated informally with the Hospitals. It was in the late 1960's that the hospitals informed them that they would in future only bargain with a formal body, certified by the Manitoba Labour Board, and until that occurred refused to meet with them.

On the 22nd of October 1970 Helmut Friesen, the first President of the Association chaired a meeting held at the Winnipeg General Hospital. A \$2.00 initiation fee was required and the newly formed union was called The Manitoba Association of Medical Laboratory Technologists (MAMLT). The total membership was comprised of 74 Technologists. The first financial statement showed a balance of \$68.48. By 1975 changes were in store for the MAMLT. The union hired the first Executive Director Lorne Renault, and several other technical/professional healthcare groups made inquiries about becoming members. To meet these requests would require revisions to the Constitution and on June 12, 1975 at a General Meeting the constitution was amended to allow for the inclusion of other health care occupational groups. Radiology Technologists, Physiotherapists, Occupational Therapists, Inhalation

Therapists, Respiratory Technologists (later changed to Therapists), EEG Technologists, EKG Technicians, Laboratory Technicians and Nuclear Medicine Technologists joined

that same year. MAMLT then became The Manitoba Paramedical Association (MPA). The third and last name change occurred in 1985 when MPA became the Manitoba Association of Health Care Professionals (MAHCP).

By 1985 membership had risen from the 74 of 1970 to 948! By 1995 it had further increased to 1300 members in 30 different disciplines! MAHCP continued to grow and in 1998 increased again totaling 2100 members, and 2001 saw the MAHCP membership swell to 3400 members represented today.

As with anything there are always many firsts. The first certificates issued to MAHCP were to represent the employees at the Brandon General Hospital and the Assiniboine Hospital in Brandon. MAHCP's first non-technical certificate was the Physiotherapists at the St. Boniface General Hospital.

MAHCP was the first union to negotiate a transfer/merger/amalgamation agreement with the Employers. MAHCP union members were the first to enjoy the full portability of seniority and benefits amongst all the bargaining units participating at the central table. MAHCP was the first union with paid maternity leave supplement in the health care sector. MAHCP is the only union that has a unique option; a majority of our Collective Agreements utilize a third party to look at the issue and offer an opinion as to the probable outcome if the grievance were to proceed to arbitration called the "Grievance Investigation Process" (GIP).

The Governance of MAHCP is now and always has been the responsibility of the elected Executive Council. Our Constitution provides the fundamental laws of our Association and provides the



Wendy Despins

roadmap for governance. Governance is exercising visionary leadership and accountability to the members of MAHCP. Governance is writing the values, principles, and ethics statements and ensuring that these governance guidelines are followed. Governance is ensuring oversight of the organization. The Executive Director and staff operationalize, or put into action the vision and plans of the governing body.

So . . . the question of who runs the union is easily answered; members elected to the Executive Council are responsible for running the union. The Executive Council is composed entirely of your peers who have unique knowledge of the issues that impact our professional lives. These elected allied health professionals sit in stewardship of the organization; they establish policies and procedures to guide the staff while abiding by the constitution and by laws. The roles of governance and operations are clearly defined. The governance policies are developed by the Executive Council and the operational policies are developed and implemented by the Executive Director.

Our membership is diversified, representing approximately 160 different occupational groups, from community to onsite delivery. All of those occupational groups are health care professionals and within our diversity is a solid focus and commitment to health care professionals by health care professionals. We are a Union focused on improving working conditions and benefits for you. If you are interested in becoming involved please contact me. There are many levels of involvement that might be of interest to you. Diversified . . . Yes! Focused . . . Absolutely!

*Let us celebrate our
diversity and embrace
our focus.*

*Wishing each and everyone of you the
joy and blessing of the holiday season.*

In friendship and solidarity,



Wendy

MAHCP Career Profile Nuclear Medicine Technologist

Submitted by
Shelagh Parken
Nuclear Medicine Technologist, HSC

It is always entertaining watching someone's response when we reply to the question "What do you do for a living?" We get anything from the blank look and slack jaw to the "Oooh, you must be smart!" Sure, put "Nuclear" in front of anything and it sounds smart, scary and complicated.

Nuclear Medicine is a discipline that uses very small amounts of unsealed radioactive sources. Sounds scary and complicated but actually it is not. Nuclear Medicine is safe, painless and we do not make our patients glow in the dark!

Nuclear Medicine is mainly an imaging modality but our work involves both therapies and diagnostic testing. The

therapies are a small part of our workload but are highly successful for treatment of thyroid cancers, hyperthyroidism and other illnesses. Diagnostic testing is the majority of our work.

We have a few diagnostic *in vitro* tests and a multitude of diagnostic imaging tests. In Nuclear Medicine we image all major organ systems and all parts of the body. Nuclear Medicine imaging also includes Bone Density and PET (Positron Emission Tomography).

In Nuclear Medicine we use various radiopharmaceuticals that are designed to go to specific areas in the body. We use a special camera called a Gamma Camera to image the distribution of these radiopharmaceuticals. It is this distribution that is assessed when interpreting a test. We can quantify and characterize this radiopharmaceutical distribution. This provides information on both function and structure.

A Registered Technologist of Nuclear Medicine (RTNM) has a wide range

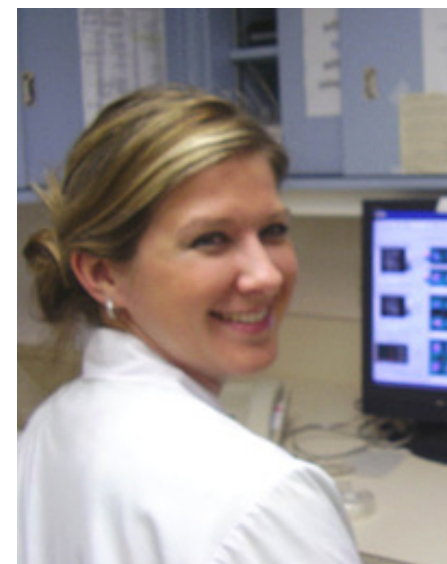


Shelagh Parken

of responsibilities. In some facilities, the RTNM will make the radiopharmaceuticals and perform quality control of the preparations. We administer both the diagnostic and therapeutic radiopharmaceuticals. We do regular quality control on our equipment including our Gamma Cameras. We perform all aspects of our imaging and non-imaging procedures.

Nuclear Medicine Technology is not available for study in Manitoba. We do, however, have an agreement with the Southern Alberta Institute of Technology. We reserve three seats per year. Students may apply to the program directly out of high school. Our students go to Calgary for an academic year and then return home for a year of clinical experience. Nuclear Medicine Technologists are in high demand and Manitoba has a shortage. Financial incentives and Return of Service agreements are available for potential Nuclear Medicine Students.

Nuclear Medicine is a great field to work in. Our technology is constantly changing and improving. This keeps our work interesting as we can continue to learn and develop new skills. We are front line workers that work directly with both inpatients and outpatients. It is a rewarding and satisfying career.



Jana Povey, RTNM



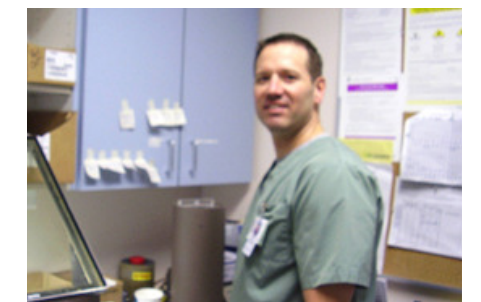
Jaylene Ducharme, RTNM and Judy Paterson, PET Clinical Trials Coordinator



Jaylene Ducharme, RTNM



Margaret Kwok, RTNM and Julie Toms, RTNM



Jeff Normandeau, RTNM

MAHCP EXECUTIVE COUNCIL
2007 - 2008



From Left to Right:
Back Row: Kathy Yonda, Cindy Dziadek, Chad Harris, John Reith, Janice Smith, Jason Linklater, Adele Spence, Bob Bulloch
Front Row: Shelley Kowalchuk, Tanya Burnside, Margrèt Thomas, Wendy Despins, Al Harlow, Zana Anderson, Shelagh Parken, Tom Walus
Missing: Jenn Moyer, *



L to R: Armand Roy (LRO), Michael Bachynsky, Tim Robson



L to R: Zana Anderson, Chad Harris, Ron Chartrand

* Note: Joe Puchniak accepted a non-union position and stepped down as Social Work Director.



Wendy Despins, President



Bernie Krawchuk & Tom Walus



Gail Finck, Carol Melnyk, Gisele Bernardin

AGM Prize Winners

- Marilyn Beer, \$25 Keg GC - UnionWare
- Nancy Scammell, \$25 Keg GC - UnionWare
- Wendy Despins, \$25 Keg GC - UnionWare
- Shelley McNamara, \$25 Keg GC - UnionWare
- Carlyle Murrell-Cole, Deluxe BBQ Set - Bridgeport Office Solutions
- Gisele Meilleur, \$50 Earl's GC - Tangent Strategies
- Zana Anderson, \$50 Earl's GC - Tangent Strategies
- Marilyn Neufeld, 1 Night Stay & Mineral Pool - Clarion Hotel
- Margrèt Thomas, Wine & Wine Glasses - Galaxy Travel
- Shibani Bal, Coffee Maker - Galaxy Travel
- Gloria Van Styvendale, 1 Bottle of Port Wine, Galaxy Travel
- Susan Moss, MAHCP Sweatshirt
- Diane Duttchen, MAHCP Sweatshirt
- John Reith, MAHCP Mug & Golf Towel
- Linda Daypuk, MAHCP Mug & Golf Towel
- Charles Latigo, Gift Basket - B. Krawchuk
- Shelley Kowalchuk, \$25 GC - Dessert Sensations
- Melanie Palmquist, \$25 GC - Dessert Sensations
- Tanya Burnside, \$25 GC - Dessert Sensations
- Larry Hammond, \$25 GC - Dessert Sensations
- Lorraine Myk, \$100 GC Oasis Spa - Inkster Christie Hughes
- Michael Kleiman, \$100 GC Oasis Spa - Inkster Christie Hughes
- Janice Smith, \$100 GC Oasis Spa - Inkster Christie Hughes
- Linda Sidorow, \$100 GC Oasis Spa - Inkster Christie Hughes
- Eric Gagnon, 2 Airline Tickets - Calm Air

Eliminate the Wait Survey Prize Winner

Darlene Hendler, \$50.00 gift certificate from McNally Robinson

