

NEWS

Manitoba Association of

HEALTHCARE

June 2011

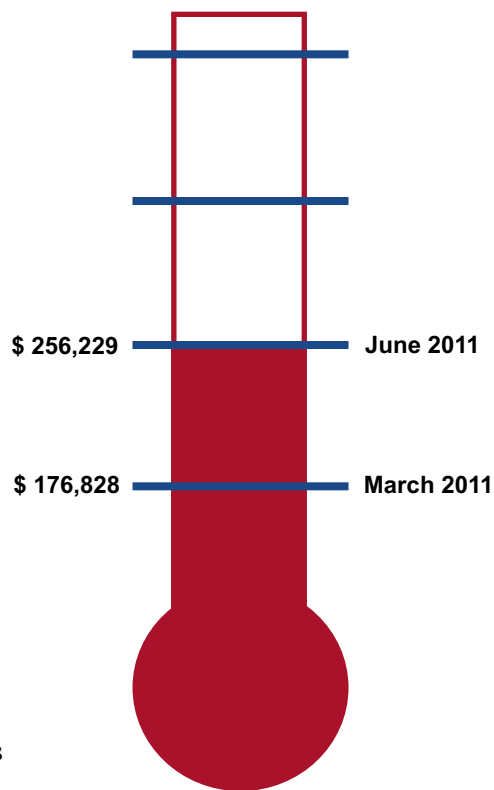
Professionals

Tracking of Grievance Settlements

A key element to belonging to a Union is the ability for a member to question decisions by management. When a member does not believe they are receiving what the collective agreement entitles them to they have the right to initiate a grievance. At any given time the MAHCP has two to three hundred grievances in process. Every month many of those are resolved in favour of our members, and many of those settlements have a monetary component to them.

Historically, when the Union was able to resolve a grievance on a member's behalf, the details of that settlement were shared with the membership through the Union newsletter. With the heightened awareness of privacy concerns fewer and fewer grievance settlements are reported in the newsletter. Often, in settling a grievance the Employer makes it conditional on remaining confidential; they don't want people to know they did something wrong. The member(s) affected also have the right to privacy and many choose not to have the details of their grievance and settlement published.

The MAHCP believes the right to privacy is vested with our members; that is why we do not report the details of any grievance settlement unless the affected member authorises us to do so. That is also why often you will find very vague articles about grievance settlements in the newsletter. Those occur when a member authorises the Union to share some details of



their grievance, but in a manner that maintains their anonymity.

Respecting one's right to privacy and thereby not reporting the outcome of a grievance does however place a burden on the MAHCP. We lose the ability to publicise and take pride in our grievance and advocacy successes; that process is one of the **primary reasons** for our existence. In turn, members are less aware of one of a major benefit of being a member of the Manitoba Association of Health Care Professionals and what kind of benefit they receive by belonging to and contributing to the Union.

The MAHCP has studied this conundrum for some time and believes it has found a balanced solution to reporting on grievances while **maintaining** member privacy. Grievance settlements that have a monetary impact for members will now be reported in each newsletter as a running total. In so doing, members will be aware of the annual financial benefit the MAHCP achieves as a result of its fighting for the rights of its members.

The reporting tool will be a simple bar graph that will indicate the total value of grievances settled on behalf of members in the current calendar year. The compensation that will be equated into that figure will include recovery of lost wages and benefits as well as future income and benefits that would not have been attained without the grievance having been initiated. You will find this month's graph above and you will see that since January of this year the MAHCP has settled grievances on members behalf that has resulted in financial benefit to those members worth **\$ 256,229.00**.

We hope MAHCP members will find benefit in this graphic that simply summarizes the many hours of advocacy by your Staff Reps, MAHCP Executive, Staff and Legal Counsel in achieving the benefits and entitlements of your collective agreement. It will give you a tangible value of membership to MAHCP. We are proud of those accomplishments and believe in sharing the successes of the Union with all members.



Inside This Issue

Bargaining Updates	3
Our Cental Table Bargaining Team	4
Mel Myers Labour Conference	6
Rotary Career Symposium	7
2011-12 Nominations/Scholarship Info	8
CDA Annual Run for Diabetes	10
Why Union?	12
MAHCP Member Retirees	14
Collective Agreement Question	15

Enclosed with this Newsletter:

- Executive Council Nomination Form
- Staff Rep Nomination Form
- Scholarship Application Forms
- Call for Resolutions 2011

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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.*

Meeting Calendar

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

June 1, 2011

- CCMB Staff Rep Meeting
CCMB - Rm TBD.
1200 hours

June 2 & 3, 2011

- **Staff Rep Training Level 1**
101-1500 Notre Dame Ave
0830 to 1630 hours

June 6 & 7, 2011

- **Staff Rep Training Level 2**
101-1500 Notre Dame Ave
0830 to 1630 hours

June 8, 2011

- Executive Council Meeting
101-1500 Notre Dame Ave
0845 to 1700 hours

June 8, 2011

- General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

June 14, 2011

- Seven Oaks Staff Rep Mtg
Seven Oaks Cafeteria
1200 hours

June 16, 2011

- SEH Staff Rep Meeting
Smitty's, Steinbach
1200 hours

June 16, 2011

- HSC Staff Rep Meeting
NA001, Isabel Stewart Bldg
1130 to 1300 hours

June 20, 2011

- AHCW Staff Rep Meeting
Golden Terrace Restaurant
1200 hours

June 30, 2011

- Deadline for Staff Rep and Executive Council Nominations
1600 hours

July 1, 2011

- Canada Day
MAHCP Office Closed

July 6, 2011

- CCMB Staff Rep Meeting
CCMB - Rm TBD.
1200 hours

July 12, 2011

- Seven Oaks Staff Rep Mtg
Seven Oaks Cafeteria
1200 hours



July 13 2011

- Executive Council Meeting
101-1500 Notre Dame Ave
0845 to 1700 hours

July 13, 2011

- General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

July 18, 2011

- AHCW Staff Rep Meeting
Golden Terrace Restaurant
1200 hours

July 21, 2011

- SEH Staff Rep Meeting
Smitty's, Steinbach
1200 hours

August 1, 2011

- Civic Holiday
MAHCP Office Closed

August 3, 2011

- CCMB Staff Rep Meeting
CCMB - Rm TBD.
1200 hours

August 10, 2011

- Executive Council Meeting
101-1500 Notre Dame Ave
0845 to 1700 hours

September 5, 2011

- Labour Day
MAHCP Office Closed

September 14, 2011

- Executive Council Meeting
101-1500 Notre Dame Ave
0845 to 1700 hours

September 14, 2011

- General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

2011 STAFF REP TRAINING DATES

- November 3 & 4 and 7 & 8, 2011**
- Staff Rep Training Levels 1 & 2

Bring your collective agreement to all member meetings.

Bargaining Updates



Back Row (L to R): Janet Beaudry, Shelagh Parken, Jo-Ann Peltz, Lee Manning, Cathy Atkinson, Al Harlow, Tanya Burnside

Front Row (L to R): Cathy Langit, Cheryl Keller, Wendy Despins, Janelle Morissette, Shirley Luczenzyn

Missing: Jason Linklater, Clara Collier

Central Table

Since our last update we have now completed the amalgamation of the master collective agreements for each of the following three entities; Diagnostic Services Manitoba (DSM), WRHA Regional Pharmacy Program and the WRHA Corporate Program.

We have completed the bargaining on all of the central table non-monetary language and will begin bargaining the local table non-monetary language. This will include the three entities; Diagnostic Services Manitoba (DSM), WRHA Regional Pharmacy Program and the WRHA Corporate Program.

We presently have bargaining dates taking us to June 30th.

Lee Manning, Executive Director

Our Central Table Bargaining Team

I have participated in numerous rounds of negotiations in a variety of different roles. Each set of negotiations is unique and this set is no exception. This is an experience that unless you have participated in you cannot fully appreciate the complexity, the work, the time and the personal sacrifice. I am honoured to sit at this table with this group of our peers. They have approached

this task with enthusiasm, dedication and commitment to the membership. As I watch each of them make personal sacrifices on behalf of their fellow members, I am inspired by their show of strength and solidarity. I am humbled and I am grateful.

In solidarity, *Wendy Despins*

I am a Cytotechnologist at H.S.C. and no one ever seems to know what that is so a Cytotechnologist is a M.L.T. who specializes in the study of cells working closely with Pathologists to diagnose cancer and disease by analyzing cell morphology. I have been a member of M.A.H.C.P for 3 ½ years, and a Staff Representative for 2 of those years. Being a Staff Rep did not prepare me for the large amount of work involved in bargaining, I am now carrying my work around in a large piece of luggage! That being said, I am enjoying my time on the committee, and have met some wonderful people. It is really interesting to hear a different perspective from everyone, each person on the committee brings a new and unique experience to the group. I am learning a lot from everyone, especially since I am the youngest on the committee. I now understand the

Collective Agreement a lot more, because I have had to read it over, and over, and over, and over again. Many of you, if not all of you reading this may think how boring and tedious that must be, and I'll have you know, that you would be 100% correct!

I'd like to thank all of my co-workers for their support and patience while I am away from work. I'd also like to thank all the members who volunteer their time to the Union; your efforts are greatly appreciated! Last but not least I'd like to thank Cathy Langit (Secretary), Janet Beaudry (Executive Assistant), Lee Manning (Executive Director), and Wendy Despins (President) for keeping the committee organized and guiding us through this process.

In Solidarity,
Janelle Morissette

"Before I refuse to take your questions, I have an opening statement."

-Ronald Reagan

Jason may or may not have participated in previous rounds of bargaining, however it should be noted that members can access this information should they wish.

On a personal note, Jason is married to a female with whom he has an undisclosed amount of children with. Jason is also an avid fan of recreational activities as well as activities that are not as recreational.

It is Jason's most sincere wish that the membership's best interests are served by his participation in this round of bargaining.

Thank-you ☺ Jason Linklater

In all earnestness, Jason is committed to the bargaining process, the bargaining team and the membership.

cont'd on pages 4 & 5

As a newbie to this round of bargaining I have gained a further appreciation for my collective agreement every time I have had to pick it up.

As bargaining continues I further realize the commitment the previous bargaining members who gave up countless hours for travel and being away from their families, friends and co-workers. Hotel life is not very exciting- your life routine is altered.

That being said I would like to acknowledge my fellow Pharmacy Technicians; Murrium and Jenna for their support and understanding during this

time. Thanks ladies!!

Also to my friends who have really been awesome in rides to and from the airport, checking my house and more importantly watching my dog- Tucker!! Thanks Ibolya and Juanita!!

Also to my fellow MAHCP members, both on the bargaining team and in the workplace, who have been nothing but supportive and encouraging in discussions regarding bargaining and what is going on around table; truly reaffirms why I put my name forward to begin with!!

In solidarity... *Tanya Burnside*

This being my first experience with collective bargaining, I can truly say it is an eye opening one. We are here representing the needs and interests of over 3800 MAHCP members in 160 occupational professions. Every single word change we agree to, every clause edited, deleted or created and every contract proofread over and over and over again – it's all to ensure that we are obtaining the strongest collective agreement possible. Our responsibility is to ensure the decisions we make will only serve to benefit each and every occupational group we represent - a challenging task at best.

This process has definitely required far greater a commitment than I had anticipated. As a shift-worker, much of the time I spend at the bargaining table is time not compensated

– over 176 hours of my own time to date. I say this, hoping that members might better be able to understand why it is then so important for each of us to become familiar with our collective agreement – it is a document that has been hard-fought to obtain and serves as the bedrock of our workplace rights.

I would like to thank my fellow Bargaining Team members for their unwavering commitment to this process. I would also like to thank my colleagues in EMS and my fellow MAHCP members in South Eastman for your support and encouragement. I have the pleasure of working with very dedicated and knowledgeable professionals who really put the 'caring' in health care!

-- *Cheryl Keller* --

This is not my first time being on the Bargaining Team I have been here twice before and if one has never sat at the bargaining table you do not realize how much work goes into negotiating the contract. It's not a 9 to 5 job. There are a lot of hours put into it on your own time. I have never read so much in my life I think I have the contracts memorized.

I would like to thank my fellow members who have been very supportive and have answered my questions and provided me with the information I have needed for the bargaining table.

I would like to thank my fellow Recreation Facilitators' for pitching in and covering the programs on my unit. I don't think when they nominated me for the bargaining table they realized how much work they would have to do for me. With me being away so much and because I'm not usually replaced, they are replacing me by doing one program per day on my unit. This means instead of running a program on their own unit they have to go to my unit. This puts a strain on everyone, not only me because I'm away but on the person that's replacing me as well.

Cathy Atkinson

Call for Resolutions

The Manitoba Association of Health Care Professionals is accepting resolutions for change(s) and/or additions to:

- Constitution and Bylaws
- Standing Rules
- Policy Papers

Resolutions must be specific and must be typed or in legible handwriting. The resolution must be moved and seconded by Members of the Association. The mover of the resolution must attend the Annual General Meeting on October 13, 2011 to speak to the resolution as written. A telephone number should be included should clarification be required. A copy of the resolution form will be available in the newsletter, or may be obtained by calling the office (772-0425), or by downloading from the website (www.mahcp.ca).

Please forward all resolutions to the MAHCP office, to the attention of Margrét Thomas. **Resolutions are due at the MAHCP office prior to 1600 hours June 30, 2011.**

In solidarity,
Margrét Thomas
Chair - Nominations Committee

When not at work or at the negotiating table I can often be found sneaking out the back door, escaping my family of 3 large teenage boys and a very sweet husband to go for a wee run or bike ride or hiding in a quiet corner sipping something and reading.

Many of these past 25 years as a physiotherapist, much of it at St. Boniface Hospital have also been as a staff rep with MAHCP. This is my 4th (or is it my 5th) round of contract negotiations.

Whether to facilitate change, or work to protect the rights of our workers I strongly support the process of collective bargaining.

My strong belief in the power of the collective bargaining germinated early in my junior and high school years. "Why did we girls have to wear skirts or dresses to school when the boys could wear pants". How can I get this changed? One crazy girl complaining to the principal would not a change make, but... a group of crazy girls organizing petitions and

speeches and discussions with the powers that be, that might work!

The emancipation of female students from skirts to dress pants to jeans took years but it was worth the struggle. In today's context this example seems silly and to some young people possibly improbable. Ask your mom or grandmother.

I do not believe for a moment that individuals working alone would be able to achieve many of the rights and freedoms that have been achieved as a Collective. One of our team's major tasks is working to protect the benefits gained by past rounds of Collective Bargaining.

It has been my privilege to represent not only physiotherapists, but all members of MAHCP in these and past negotiations.

Thank you to my family and coworkers for supporting my involvement.

Jo-Anne Peltz

I have been a Nuclear Medicine Technologist in Winnipeg for almost seven years. I have worked at two hospitals and am currently at St. Boniface Hospital. In the past I have served for four years as Nuclear Medicine Director on the MAHCP Executive Council. In that time I participated on the Management, Oversight, Social Action and Nomination Committees. This is the first time that I have been on the bargaining committee.

Central Table Bargaining is entirely different than I expected. I always knew that we represent over 3800 members in over 160 professions with over 20 collective agreements. We have over 70 pages of proposals for central table. As there are slight variations in each Collective Agreement each Collective Agreement needs to be reviewed for every proposal. The ramifications to every member need to be considered. It

is very tedious, stressful labour intensive task. Central Table Bargaining is an absolutely enormous, time consuming task.

I had not realized the magnitude of the job I had taken on with bargaining. My decision to bargain has not only affected me but has also affected every technologist in my department. Many times when I am bargaining I am not replaced. This means my coworkers are working short staffed. Since I am counted as a "person away", my bargaining also affects how my coworkers are able to select vacation. Fortunately I work in a department where three of my coworkers have previously bargained and therefore understand its importance. I want to thank all my coworkers for their hard work and support that has allowed me to bargain.

Shelagh Parken

My name is Allan Harlow. I am the Vice President of the Association and a member of your Bargaining Team.

I have participated in a number of bargaining sessions in my years as an active member of the Association. Although every one is different in content and outcome they are also similar in that it takes a lot of hard work and dedication by the Bargaining Team to achieve a contract that is at least somewhat palatable to all members. It requires a lot of long and sometimes frustrating hours of hard work to bargain contracts. For those who have not done this before it is a real eye opener.

Every time seems to bring a new tactic by management to try to erode the rights that members have gained over the years. A lot of our efforts go in to defending those hard earned rights.

This time is no different as there is a concerted effort on the part of our

employers to seriously erode areas such as vacation and responsibility pay. These are only a couple of the many areas that are under attack as they try to follow the government's mandate of cutting costs, not to mention the zero, zero salary increases.

Despite the adversity that they face, your Bargaining Team is working to make sure that our hard won rights are not lost as well as trying to ensure that the many of our professions that are poorly paid receive some sort of salary increase.

The team this year comes from a wide variety of professions, all with their own issues, but they have melded together into a strong, cohesive unit to try to achieve the best contract possible for all members. In these difficult times they are going to need the support of all members in order to make that happen.

Thanks, *Allan Harlow*

I first became involved with the union with a staff rep position one and half years ago. I enjoyed being involved in the union in that aspect and decided that I would increase my involvement. Now I am staff rep, on Executive Council, and on the Bargaining committee. I work as a Respiratory Therapist at Concordia Hospital. This is my first time being on Bargaining Committee. The process has filled me with a new respect for what goes into making a contract and the work involved.

Clara Collier

This is my second time at the bargaining table. In my previous work life as a sales clerk and bank teller there were no contracts. There were no guild lines for disputing parties, no paid sick days and you certainly did not ask for a raise. It's taken me a while to realize and appreciate that being a part of a union has contributed to my "job satisfaction" for the last 29 years.

Being part of the negotiating committee allows me to contribute insight and thoughts not only on the issues overall but specifically to those of part timers (I am a part time employee). Our group is diverse and I have learned much about the "working lives" of our other member.

I have enjoyed the heated debates and lively discussions over the proposals (both ours and the employers), the interpretations and the creation of our contract. The more we dig into it, the keener I am to be part of it. My thanks for the opportunity and experience.

-S. Luczenczyn

Non-Central Table

Aboriginal Health & Wellness Centre:

The current AHCW collective agreement expired on March 31, 2011. Bargaining dates have been set for the 16, 17, 30, 31 of May and the 6, 7, 27 and 28th of June.

Brandon Clinic: Draft proposals are being prepared for the negotiation team. No dates have been set with the employer.

Gamma-Dynacare Medical

Laboratories: The agreement expires March 31, 2011, but is still in effect until a new agreement is signed. The bargaining committee has rescheduled our May bargaining dates to June 15, 16, 22 and 23 due to the logistical challenges related to the new Assiniboine group as it relates to bargaining representation and preparedness.

Jocelyn House: The agreement expired January 31, 2011, but is still in effect until a new agreement is signed. The next bargaining date is scheduled for June 21st.

Manitoba Clinic: The Manitoba Clinic collective agreement was ratified in December 2010 and is in effect until December 31, 2013.

Society for Manitobans with Disabilities: Draft proposals are being prepared for the negotiation team. No dates have been set with the employer.

Winnipeg Clinic: A one year contract extension was signed retroactive to April 1, 2010. Wage rates reflect the April 1, 2010 increase provided to members in the hospitals that were gained in the previous agreement.

Mel Myers Labour Conference

March 10 & 11, 2011



Birgit Molinski
DSM HSC
Senior Staff Representative

I had the privilege of attending this year's Mel Myers conference again. As usual, there were many interesting sessions to attend. Many things I learned I can apply directly in my workplace.

The plenary session, presented by Professor Judy Fudge from the University of Victoria, started the conference. It was titled: **The New Workplace: Surveying the Landscape**, and provided much food for thought. Professor Fudge, with the aid of statistics and graphs, presented an overview of the changing workplace from the 1950's, till today. It was framed within the context of the change of the economy, the increasing participation of women in the workplace, the changing demographics of immigrants, the influence of globalization and neo-liberalism, and the change of worker participation (blue collar and white collar) in unions. She stated our collective bargaining rights are under attack. I walked out of her presentation in a very somber mood, and have since been researching this topic on the internet and some newspapers. Indeed, I found much evidence that supports Professor Fudge's assertions.

I am very passionate about the labour movement, and feel saddened that today it is under constant attack by the media and the politicians. As it has been done so many times in the past, the labour movement is once again being blamed for the latest economic woes in North America. The media is trying very hard to sway public opinion and politicians to take away many of the bargaining rights in the workplace and every day life that the unions have fought for so hard and for so long. And this time it looks like the media (which represents for the most part, right wing politics and the wealthy) is winning. Check out what is happening in Wisconsin. Our right to collective bargaining is under attack in that state, and other states want to follow suit. If we Canadians think that we are immune to this movement, just check out the Financial Post website and search for an article entitled Public Service Unions can be Beat (Howard Levitt, Mar 9, 2011). The Canadian press is all too happy to jump on the bandwagon. However, nowhere in the press is there any mention of greedy banks and global investors almost bringing the world to financial ruin. It is much easier to accuse the labour movement of greed. But I digress...

The first session I attended was titled: **Pushing Back against Attendance Management**, a topic, the employees of DSM have all become intimately familiar with

lately. The interesting news is that Attendance Management Policies seem to be a hot topic with many employers these days. The session was very well attended; in fact we ran out of chairs. Many people stood up to talk about their experience with their employer's attendance management policy. Many of them were angry. It seems that most employers have not enforced their policies in a fair and reasonable manner. Often the wording is very threatening, and could lead to an employee's dismissal. The lawyers presented a selection of arbitration cases where a union had grieved an employer's attendance management policy and what sections the arbitrators agreed with and which were rejected.

The next session I attended was titled: **Union Overload**. This panel discussion dealt with the ever increasing complexity of running a union and representing staff in the workplace. Today, staff reps have to deal with issues that did not exist before and have to take on more and more responsibilities. There is union rep burnout and this fact probably explains why so few people are unwilling to take on this role. Quite a lively discussion ensued and it became clear that there are no easy solutions to this problem. Then the discussion continued slightly off-topic, about the future of the union movement. It was proposed that unions will need to cooperate more to strive for the common goal of increasing membership, especially in some of the sectors that have traditionally been under-represented. Also, a common concern was that the younger generations seem to not have any interest in the labour movement. Professor Fudge, who was one of the panel members, proposed that high school students should be taught about the history and the benefits of the labour movement since it has had a very positive impact on everyone's lives. **She asserted that when the union movement was a "movement" it was much more successful than now since most of today's unions are stuck in a "servicing the members" mode.**

On the next day I attended: **The Respectful Workplace as a Safety Concern**. I learned that harassment is now part of the Workplace Safety and Health Act in Manitoba. However the labour lawyers presenting, found the wording to be very ambiguous. So far there have been no cases brought forward under the changed act and the lawyers are skeptical as to how effective the act will be.

continued on page 11

2011 Rotary Career Symposium

By Adele Spence

On April 6th and 7th MAHCP once again had the privilege of presenting our many occupations to high school students who are making important decisions about their futures. They moved slowly to our table, a little confused about what we could offer, were often astounded at the variety of occupations in allied health care, and generally left with a bit more knowledge, but still confused. As presenters, we were quite relieved that we didn't have to make decisions regarding our work roles. This year several students walked up and said they wanted to be neurosurgeons and we were still able to offer them some assistance, and hopefully enlightened them that doctors need a lot of back up to complete their work.

As we looked around we realized, that even without the armed forces tanks, our display was drawing the interest of many students. I was very proud to be able to represent MAHCP and the many members and occupations. This event continues to be an excellent vehicle to promote our union and I look forward to next year when, once again, I'll be able to observe the many creative ways students use to count jelly beans as well as commiserate with them while they search for that perfect career.

The jelly bean contest was a popular draw as in previous years. Students were asked to guess the number of jelly beans in a jar with the closest guess winning a gift certificate to Chapters. For the first time ever the contest was **tied** and the winners are Richi Frederichs and Melanie Hamilton.



Melanie Hamilton
Jelly Bean Contest Winner



Adele Spence
MAHCP OT Director



Bob Moroz, MAHCP RTT Director and CCMB Senior Staff Representative, and David Veronesi, MAHCP Nuclear Medicine Director - answering questions on behalf of the 160 professions as posed by eager students

Call for Nominations MAHCP Executive Council 2011-12

Nominations for the 2011-12 Executive Council are due at the MAHCP Office, 101-1500 Notre Dame Ave., Winnipeg, MB. R3E 0P9 on or before 1600 hours June 30, 2011. Please send to the attention of the Nominating Committee.

In order to be valid, a nomination must be signed by two eligible members of the Association (i.e. same occupational group, same geographical health region), and must include signature of acceptance of the eligible nominee.

The Executive Council of MAHCP monitors the business affairs of the Association, plans policy, and sets direction for the Executive Director to follow. The Constitution permits representation from each geographical health region, each occupational group with ten or more members, and each special interest group.

The following represents Executive Council positions which have the current term of office ending in October 2011. Nominations will be accepted for two year terms in the following positions:

Officers:

Vice-President

Regional Directors:

Brandon RHA

Burntwood RHA

Nor-Man RHA

South Eastman Health

Employee Interest Group Directors:

Aboriginal Health & Wellness Centre

Jocelyn House
Society for Manitobans with
Disabilities

Occupational Directors:

Cardiology

Laboratory

Medical Devices

Orthopedic Technology

Pharmacist

Physiotherapy

Radiation Therapy

Mental Health

Recreation

Audiology

Child Life Specialist

Dietitian

EEG

EMS

Food Services Supervisor

Home Care Coordinator

Midwife

MRI

Pastoral/Spiritual Care

Psychologist

Resource Utilization Coordinator

Social Work

Sonography

Speech Language Pathology

The following list represents the current Executive Council positions which have one year remaining in the existing term of office:

Officers:

President

Regional Directors:

Winnipeg Region



Margrét Thomas
MAHCP CTS Director

Employee Interest Group Directors:

Community Therapy Services

Directors:

Nuclear Medicine

Occupational Therapy

Radiology

Respiratory Therapy

(N.B. Should any members believe that a particular occupational group constitutes ten or more members, but is not listed herein, please forward a duly completed nomination for consideration by the Executive Council).

Any inquiries regarding the nomination/election process can be directed to the MAHCP office via mail, phone 1-204-772-0425, e-mail info@mahcp.ca, Fax 1-204-775-6829, or by our toll free number 1-800-315-3331.

A nomination form has been included in this newsletter and can also be obtained by calling the MAHCP office or downloading from our website, www.mahcp.ca.

In Solidarity,
Margrét Thomas
Chair - Nominations Committee

Call for Staff Representative Nominations

All terms for Staff Representatives are for two (2) years beginning at the end of the Annual General Meeting in October. When required the Executive Council may appoint Staff Representatives if a vacancy occurs during the term or if nominations come in after the deadline date. These appointments end at the next Annual General meeting.

All those Staff Representatives who had their nominations in by the June 25, 2010 deadline still have one (1) year left in their term. These terms will end at the end of the 2012 Annual General Meeting.

The terms of those Staff Representatives who have been appointed by the Executive Council since June 25, 2010 will expire at the end of the 2011 Annual General Meeting. You will need to be re-nominated by this year's deadline in order to

qualify for a two (2) term.

If an election is required they will be held according to the Constitution.

For a comprehensive list of the areas that are eligible to have a Staff Representative, please go to the web site (www.mahcp.ca). If you do not have access to a computer a list can be sent to you.

Your nomination must be received at the Association office by 1600 hours on June 30, 2011.

In Solidarity,
Margrét Thomas
Chair – Nominations Committee

MAHCP Scholarship Fund

MAHCP Executive Council will award up to five (5) - \$400, scholarships annually. Scholarships are open to children of MAHCP members entering their first years of full-time post-secondary education. E.g.: University or Community College, etc.

Eligibility:

Consideration will be given to candidates (students) who must submit the following information:

1. A copy of their final High School transcript of marks.
2. A letter of recommendation from one of the following (teacher, employer, counselor, or supervisor).
3. A brief letter or resume outlining activities such as volunteer work, community work, or extracurricular activities.
4. A 500 word essay on the benefits of being a union member.
5. Their intended course of study and their letter of acceptance to a Post Secondary program must also be included.
6. Candidates should include their parent(s)/guardian(s) full name and place of employment.
7. Applications must be complete in full, otherwise they will not be considered.

Process:

Deadline submission of application (available on-line or through MAHCP Office) no later than 1600 hours on July 29th to:

Bob Bulloch - Chairperson
MAHCP Scholarship Fund
101-1500 Notre Dame Ave
Winnipeg, MB R3E 0P9

MAHCP Executive Council will notify all candidates by mail by the end of August.

MAHCP Monique Wally Memorial Scholarship Fund

The criteria for the Monique Wally Memorial Scholarship Fund is the same as the MAHCP Scholarship Fund, except for the following: one (1) - \$400 scholarship will be awarded annually to a resident of Manitoba entering their first year of full-time post-secondary education with the intention of entering an Allied Health Profession; and the topic of the 500 word essay is "why enter into an allied health profession?".



Bob Bulloch
MAHCP Secretary and
Pharmacy Director



Call for Honour Roll Nominations

Eligibility:

The intent of the Honour Roll is to publicly acknowledge the contribution of a Manitoba Association of Health Care Professionals member who has enabled the Association to grow and prosper.

This includes individuals who have given a generous amount of time serving as an elected officer on the Executive Council or one of many committees such as EAP, HEPP, Workplace Health and Safety.

It also includes individuals who have helped organize or were instrumental in organizing groups to join the Association.

Normally, individuals who have retired or are close to retirement and who have the general support of their colleagues would be considered.

Process:

Deadline for submissions will be no later than the end of July.

To: Bob Bulloch, Secretary
Chairperson, MAHCP Honour Roll
101-1500 Notre Dame Ave
Winnipeg, MB R3E 0P9

Criteria:

A member in good standing:

- Who has served in an elected position on the Executive Council for at least two terms; and/or
- Who has served as a representative of the Association on Committees such as collective bargaining, EAP, Workplace Health and Safety; and/or
- Who has in a major way assisted in organizing new units for the Association; and/or
- Who has actively promoted the Association to others; and/or
- A member who has retired or is close to retirement; and/or
- A member who is generally recognized as a positive influence on behalf of the Association by their peers.

Please join us to

Walk, Run, Cycle for Diabetes

Monday, September 5, 2011

At Assiniboine Park, Winnipeg, MB

*Come out and join **Team MAHCP** in support of our friends at the*
Canadian Diabetes Association

*Spend time with your family, get healthy while
raising money to help support the work of the CDA*

Bring your family for a half marathon, 10k
or 3k Family Run/Walk or the Kids Fun Run

The first 20 to register by July 5 will have their registration fees covered by MAHCP!

For more information and registration details, go to: <http://www.diabetes.ca/get-involved/events/run-for-diabetes/>

Race start times begin at 8:30 am

If planning to attend, contact us at MAHCP at 772-0425 so we can add your name to our team!

MAHCP – A PROUD SUPPORTER OF THE CDA

Mel Myers Labour Conference March 10 & 11, 2011

I would like to take this moment to thank the council for the opportunity to attend this conference. I found the sessions very informative and interesting. I also like that the material was available in print for all the sessions not just the sessions selected to attend.

The sessions I attended were:

1. Invisible Disabilities (Addictions & Mental Illness)
2. Pushing Back Against Attendance Management.
3. The New Pension Benefits Act.
4. The Respectful Workplace.

The Invisible Disabilities sessions was very eye opening for me; the statistics that were presented on the percentage of people with some sort of mental illness shocked me. I personally know several people that suffer from different forms of mental illness and this information helps explain some of the behaviours.

My other favorite session was Respectful Workplace, as it was very informative. Attending this session and reading through the material afterwards made me realize we have a long way to go to truly make our workplaces "RESPECTFUL".

I believe that I will be more effective as a staff rep because of this educational experience. I learned parts of the Workplace Health and Safety Act/Regulation that I did not know and will be better able to educate the members as to what is acceptable and what is not acceptable when it comes to Respectful Workplace.

The plenary session with Professor Judy Fudge was both interesting and entertaining, she is a fabulous speaker.

Once again thank you for this educational opportunity.

In Solidarity;
Denise Harris

CALLING ALL MAHCP MEMBERS:

Join the Second Annual *Run for Diabetes-*

Get active and have fun, while making a difference for more than 94,000 Manitobans living with this serious, life-threatening disease



The Canadian Diabetes Association and Team Diabetes invite you to cap of your summer and launch into fall with the second annual Run for Diabetes in Winnipeg. Rally your family and friends on September 5th, and be among hundreds of Winnipeggers at this fun-filled family event at Assiniboine Park. Your pledges and participation can help make a change in the lives of the more than 94,000 Manitobans living with diabetes or prediabetes.

NEW THIS YEAR: Sign up to run a Half Marathon. You may also choose to walk or run 10 k, or take part in the 3 k Family Run/Walk, or register your youngsters in the free Kids 8 & under Fun Run! A fabulous opportunity to spend a fun-filled day in the park, while being active and raising vital dollars to help support the work of the Canadian Diabetes Association.



This year's event will feature: draw prizes; food, refreshments, and more; Age Group awards, and overall female and male winners for the Half Marathon & 10 k events; medals for all finishers; guaranteed T-Shirts for all participants who register by August 1st; a prize for the person who raises the most money in donations and pledges; the chance to win one of 3 prizes by raising \$150 or more for the Canadian Diabetes Association; and a bag check area for participants.

Register prior to July 8, 2011 and get your name entered into a draw to win a 2 night stay at the Elkhorn Resort!

Register at: <http://www.events.runningroom.com/site/?racelid=6378>
For more information on becoming a participant or volunteer, please contact Kelvin Hollender at kelvin.hollender@diabetes.ca **or 204-925-3800 ext. 236**

Mel Meyers *cont'd from page 6*

My last session attended dealt with discipline. The topics discussed were: A definition of discipline, the different types, what kinds of employer actions are not considered discipline and what can lead to discipline. The most important thing I learned was that the employer has to follow progressive steps in the process and that the union rep has a right to defend the member during disciplinary meetings.

Like every year, the conference concluded with lawyers from the firm Myers Weinberg LLP presenting the top ten labour cases of the previous year. They are always very interesting; some of them are downright hilarious.

Our union, the MAHCP was actually presented as case number five. It involved an arbitrator imposing an Estoppel against our union, and has gone all the way to the Supreme Court. A date has been set for October 2011.

It was a great conference! The food was excellent, the presentations very informative and some of the speakers, like Professor Judy Fudge and Paul Moist president of CUPE, were downright inspiring. There was a common bond between all of us attending, people from all kinds of different trades and professions: Our involvement in the labour movement and the pride we take in it.

Birgit Molinski

Why Union?



Jacob Giesbrecht
Inkster Christie Hughes,
LLP

Most healthcare professionals have the benefit of union membership throughout their careers. This provides a basic level of support that isn't always appreciated in the ever increasing anti-union environment in Canada and the rest of North America. Free market enterprise appears to be a rallying cry heard farther and louder than ever before. This article will feature a few true to life examples of the employees caught up in that free market without the benefit of support from a union in times of need:

- *The sales representative who just didn't "have it anymore".*
- *The dispatcher's position that was suddenly better suited to the boss's family.*
- *The machinist who insisted on doing things the right way.*
- *An aging waitress struggling to overcome the physical demands of the job.*
- *The warehouseman who cost too much.*

The sales rep sits in a lawyer's office wringing his hands. He speaks effusively at first, telling his story with flare and vigour. He tells of past glories, multi-million dollar sales, leading sales teams, making lots and lots of money for his employer. Then as he gets closer to the end he speaks more slowly, head down; the energy seeping out of him to reveal every hard earned wrinkle of his 55 years. He almost whispered the final act, "They said I just don't have it anymore".

Even though the fired sales representative was still earning money for his employer of 18 years, they had decided to replace him with a younger sexier model. One that better fitted the corporate philosophy. Through no fault of his own and without warning they issued him a termination letter and proposed a settlement and said "take this to your lawyer and let us know your position." "Don't take it personally".

He had always loved his job and did it well. He had not saved for retirement, had intended to work for years to come. There was

no amount of money that could repay him for what he had lost. There was however no law that could force the company to keep him, all that the law requires when an employer decides to terminate a non-unionized employee is that (s)he be paid in lieu of notice. Without a union contract, any employer can tell any employee that "you just don't have it anymore; we're going to let you go." They can either pay for a period of notice or allow the employee working notice and she gets nothing when the termination date arrives.

There's another story of an ex-truck driver who tired of the road and took a job as dispatcher for a trucking company. The pay wasn't so great but at least he could go home every night to be with his family. He enjoyed that job until one day his manager decided, for reasons he never revealed to the dispatcher, to move him to the nightshift. Coincidentally, the dispatcher's day shift was given to the manager's relative.

The dispatcher did not want to work the night shift. That would again take him away from his family during the week. The dispatcher was told either take the night shift or find another job. He consulted with a lawyer. The common law rule in a situation like this, where there is no union or written contract, you can sue for constructive dismissal but the court won't give you the job back, they may pay you a severance amount but by the time you pay your lawyer, you may have a few dollars left over and you won't have a job.

There was a talented machinist who dabbled with inventions. He worked for years dedicating long hours without overtime pay to create the best possible parts required by his employer's customers. He took great pride in his work. On top of just producing the parts that he was hired to produce, he invented and built the machines that could be used to produce more parts in exact fashion. He was a tireless perfectionist. The employer eventually grew tired of the delays caused by this perfectionist and fired him. Another more sloppy but faster machinist was hired to replace the old hand.

The old machinist sued his former employer and received a small sum for payment in lieu of notice of dismissal but was

continued on page 13

not awarded anything for the thousands of dollars in machinery created for the employer. The court determined after the fact that his inventiveness was simply part of the employment duties, what he owed to the employer as part of his unwritten employment contract.

There was a waitress who came into work cheerfully early in the morning for many years and ran herself ragged on behalf of her employer. Eventually she grew too weak to carry around giant trays of heavy food. She was summarily dismissed for no apparent cause, just not working out after 20 years of service. No pension, no benefits...a few thousand dollars as a parting gift.

A warehouseman of 30 years replaced with a younger, stronger cheaper man. He sued his employer and fought for years to force a severance payment only to have most of that ultimately go to pay the legal fees incurred in the long struggle. The employer likely paid twice as much in legal fees than he ended up paying in damages to his former employee. Without the job the warehouseman had to sell his house because he couldn't keep up with the mortgage payments.



In all of these cases a union could have played an integral part in maintaining that primary right every employee should have; the right not to be terminated through no fault of their own. A union helps to level the playing field. Where the employer fires an employee without cause, the union pays the legal fees

involved with an arbitration to fight the unjust dismissal. The arbitral process, although it sometimes seems slow, is light years faster than the court process.

With the ever decreasing union representation we see in North America, it may be that in the near future, the stories of those left to their own resources when terminated by their employers will sound something like this:

- *The x-ray tech slowed down by repetitive strain.*
- *The lab tech with severe allergic reaction to chemicals.*
- *The pharmacist with impaired vision.*
- *An aging general duty technologist taking too much sick time.*

Why union you ask? Because it leaves all employees less vulnerable to the whims and injustices of the free market system in which we live.

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:
Jacob Giesbrecht at
Inkster Christie Hughes LLP at 947-6801

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.

- **Kim Rumak**, Paramedic, NorMan RHA
- **Rita Eyer**, Radiology Technologist
Misericordia Health Centre
- **Esther Gill**, Social Worker
Deer Lodge
- **Colleen Kolt**, Laboratory Technologist, Seven
Oaks General Hospital
- **Vivian From**, Laboratory Technologist,
St. Boniface Hospital
- **Jane Domingo**, Laboratory Technician,
Seven Oaks General Hospital

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

Associate Membership Status Available for Retirees

Article 5 of our MACHP Constitution provides for our retired members to hold an associate membership and to continue to be part of MAHCP. A nominal annual fee of \$10.00 has been established by the Executive Council.

Please be aware that this option is available to you or your co-workers who have already retired. This will keep you on the mailing list for the newsletter as well as affording you opportunity to participate in programs.

Mel Myers Labour Conference March 10 & 11, 2011

Attended Sessions:

- Invisible Disabilities: Assisting and Representing Members with Mental Illness and Addictions
- Union Overload
- Duty of Fair Representation
- The Respectful Workplace
- Privacy and Social Networking in the Workplace

The conference was helpful for me as a MAHCP staff representative in a number ways. It expanded my knowledge regarding the history of unions, current trends, and challenges all unions as an entity face today and in the future. This has given me a better understanding of the importance of unions and my role as a staff rep, not only for the members I represent but for unions in general. I learned about the impact social media has on unions and on yourself as a professional, giving me information on what to do and what not to do. I also gained more knowledge about complex workplace issues and how to manage them as a staff rep such as problematic mental health problems, addiction, bullying and member versus member complaints. I met staff representatives from other unions including those belonging to the private sector. It was somewhat validating to hear that many of the general issues they face are similar to others I hear in my professional and personal life. For me this emphasized the importance of the union's role in the workplace.

In short, the conference was educational, inspiring and very worthwhile attending. Thank you to MAHCP for giving me the opportunity. I feel more passionate, knowledgeable and confident in fulfilling my role as a staff representative. Thank you MAHCP.

Joyce Fernandes
MAHCP Staff Representative

2010-11 Executive Council

Officers

President	Wendy Despins, DSM - SBH, Laboratory
Vice President	Al Harlow DSM - Concordia Hospital Laboratory
Treasurer	Chad Harris, CCMB Medical Devices
Secretary	Bob Bulloch, HSC Pharmacist

Directors

Aboriginal Health & Wellness Centre	Daphne Lafreniere Residential Health Support Worker
Cardiology	Colleen Bemister, Misericordia Health Centre
Community Therapy Services	Margrét Thomas, Physiotherapist
Laboratory	Janet Fairbairn, CCMB
Mental Health	Kathy Yonda, Brandon RHA
Nuclear Medicine	David Veronesi, HSC
Occupational Therapy	Adele Spence, DLC
Orthopedic Technology	John Reith, HSC
Physiotherapy	Shelley Kowalchuk, HSC
Radiation Therapy	Robert Moroz, CCMB
Radiology	Michael Kleiman, HSC
Recreation	Zana Anderson, DLC
Respiratory	Clara Collier, Concordia Hospital
Burntwood RHA	Tanya Burnside, Pharmacy Technician

Staff Assignments

Lee Manning
Executive Director
lee@mahcp.ca

Janet Beaudry
Executive Assistant
janet@mahcp.ca

Joan Ewonchuk
Administrative Assistant
joan@mahcp.ca

Cathy Langit
Secretary/Receptionist/Clerk
cathy@mahcp.ca

Linda Pondy
Data Entry Clerk
linda@mahcp.ca

Milcah Abril
Secretary/Receptionist/Clerk
milcah@mahcp.ca

Walter McDowell, LRO: St. Boniface Hospital, Misericordia
walter@mahcp.ca Health Centre, Gamma-Dynacare
Medical Labs, Jocelyn House

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

Michele Eger, LRO: Health Sciences Centre (all other HSC
michele@mahcp.ca Members not included under Ken's list
ing), Concordia Hospital, Tissue Bank
Manitoba, Manitoba Clinic, Critical Care
Transport Team, Health Action Centre

Gary Nelson, LRO: Victoria General Hospital, Brandon
gary@mahcp.ca RHA, Brandon Clinic, Centre Taché
Centre, Society for Manitobans with
Disabilities, Rehabilitation Centre for
Children, CancerCare Manitoba

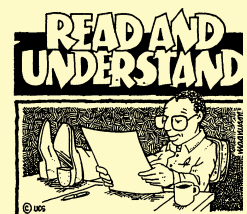
Armand Roy, LRO: Seven Oaks General Hospital, Breast
armand@mahcp.ca Health Centre, Aboriginal Health &
Wellness Centre, Nor-Man RHA,
Burntwood RHA, South Eastman Health

How Well Do You Know Your Collective Agreement?

Question: I have 2 vacation days that I wish to save for an upcoming special occasion with my family. Do I have to use up all of my vacation before the end of the vacation year (ie. March 31st)?

Answer: No. Under the terms of the collective agreement article 1401 (b) you have the right to retain up to 3 days of either unused vacation or unused Statutory holiday banked time.

"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."



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

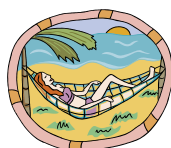
In order to keep our database current, please keep us informed of any information changes including addresses and names. Don't forget to update your address with your employer too!
772-0425 or joan@mahcp.ca

SAVE THE TREES!!



If you would like to receive this newsletter and other information by email only or in addition to your paper copy, please contact 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.



Summer Word Search

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

Barbecue	Beach	Bicycle	Camping
Fishing	Gardening	Golf	Ice Cream
Picnic	Relax	Road Trip	Sandals
Sunglasses	Sunscreen	Vacation	Water Sports

MAHCP's 41st ANNUAL GENERAL MEETING

OCTOBER 13, 2011

1730 to 2000 hrs

Winnipeg

(Site to be Determined)

**See enclosed pre-registration form for more
information. Fill it in, send it in!**



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