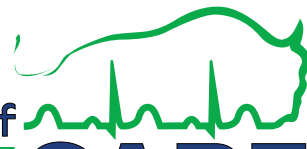


NEWS

Manitoba Association of
HEALTHCARE



June 2013

Professionals

BILL C-377: An Iceberg Lays in Wait in Parliament

By Janet Fairbairn

I was fortunate to attend the Mel Myers Labour Conference on March 14 – 15, 2013.

The topics are very informative, and often eye-opening, regarding the current labour issues occurring both provincially and federally. One topic presented by Tony Marques, a lawyer from the law firm Myers Weinberg, was a discussion of "Freedom of Association: The Attack on Unions." Marques described a current private members bill, Bill C-377, which was introduced on Dec 5, 2011 by conservative back bencher Russ Hiebert, and was passed on Dec 12, 2012 in the House of Commons. Bill C-377, in its amended form, is currently in its first reading in the senate. It is found in the Income Tax Act.

Bill C-377 is the mandatory disclosure of a substantial amount of union financial information.

That seems relatively harmless above the surface - a bit like the small tip of an iceberg. After all, members should have a right to know how their money is being spent. Note I said members - not the Government.

Every union is governed by a constitution and almost all have clauses that make regular financial reporting to the members mandatory. In many provinces the labour laws require annual audits to be reported and made available to the membership. MAHCP follows this practice.

Employers will have the knowledge to see how much resources employees have to strike, allowing them to wait out strikes or break unions by draining resources through the courts and arbitration.

Bill C-377 will force unions to show how they spend their money, which will expose themselves financially to employers. It will show the public as well as the

employers how much cash reserves the organization has, how much they have in strike funds, how much they spend on organizing campaigns and more.

This clearly gives the employers who are fighting their employee's right to unionize an upper hand. It will allow them to see what resources employees have to fight for their rights. Employers will have the knowledge to see how much resources employees have to strike,

allowing them to wait out strikes or break unions by draining resources through the courts and arbitration. Meanwhile, the public does not get to see how deep the employers' pockets are.

Unions and labour trusts are singled out in this bill. Even though the government states this is an income tax deduction issue, the bill does not target professional associations or religious organizations, which have the same tax benefit. Nor do corporations that receive large tax breaks and incentives face similar legislation.

Tony Marques' insightful presentation revealed a lot of facts about this bill and I will list a few:

Bill C-377 will force unions to provide financial statements for the fiscal year including, a balance sheet showing assets and liabilities; statements showing investments, sales or purchases of investments and fixed assets; and statements of accounts and loans payable.

These are just a few points of the contents of Bill C-377. For more information access BILL C-377 on the internet.

ALL UNIONS should be aware of this bill, and know that on the surface, much like the iceberg, it gives a seemingly harmless appearance. It implies that it is about union financing with the appearance of transparency and openness. The claim is that because union dues, like professional fees paid by doctors, lawyers, engineers etc., are tax-deductible, unions benefit from the public purse and therefore should be accountable to the non-dues paying public.



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Enclosed with this Newsletter:

- Call for Resolutions 2012
- AGM Pre-Registration Form

Available On-Line:

- Executive Council Nomination Form
- Staff Rep Nomination Form
- Scholarship Application Forms

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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 (204) 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 4, 2013

- Gamma-Dynacare Staff Rep Meeting
101-1500 Notre Dame
1800 to 1930 hours

June 6 & 7, 2013

- Level I Staff Rep Training
101-1500 Notre Dame
0830 to 1630 hours

June 10 & 11, 2013

- Level II Staff Rep Training
101-1500 Notre Dame
0830 to 1630 hours

June 12, 2013

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

June 12, 2013

- General Staff Rep Mtg
Cancelled

June 12, 2013

- DSM-St. Boniface Staff Rep Mtg
BG002
1200 hours

June 20, 2013

- HSC Staff Rep Meeting
NA001
1130 to 1300 hours

June 27, 2013

- DSM-HSC Staff Rep Mtg
NA235
1130 to 1300 hours

July 1, 2013

- Canada Day
MAHCP Office Closed



July 10, 2013

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

July 10, 2013

- General Staff Rep Mtg
101-1500 Notre Dame
1830 hours

August 5, 2013

- Stat Holiday
MAHCP Office Closed

August 14, 2013

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

August 14, 2013

- General Staff Rep Mtg
101-1500 Notre Dame
1830 hours

September 2, 2013

- Labour Day
MAHCP Office Closed

September 3, 2013

- Gamma-Dynacare Staff Rep Meeting
101-1500 Notre Dame
1800 to 1930 hours

September 11, 2013

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

September 11, 2013

- General Staff Rep Mtg
101-1500 Notre Dame
1830 hours

September 18, 2013

- HSC Staff Rep Meeting
NA001
1130 to 1300 hours

September 18, 2013

- DSM HSC Staff Rep Meeting
NA235
1130 to 1300 hours

October 9, 2013

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

October 9, 2013

- General Staff Rep Mtg
Cancelled, please attend AGM

October 10, 2013

- Annual General Meeting
Holiday Inn

Fall Staff Rep Training

Level I - October 31 & November 1, 2013
Level II - November 4 & 5, 2013



We Are Under Attack

by Bob Moroz, RTT
President, MAHCP

When I say we are under attack, I can assure you that I am not being over-dramatic. Everywhere we look there are countless examples of how public service workers are being targeted. We are continually bombarded with messages that health care costs are out of control. We are being led to believe that public services and health care specifically are costing us more and more every year.

While it is likely true that it does cost more each year just to maintain the services we have, we need to look at the picture from a larger view.

Of course health care is a major part of government spending. Consider government tax revenue as a pie. Health care is provided one piece of that funding pie. If we are to believe what is being written, health care is taking more and more of that pie each and every year. However, if you consider that through corporate tax cuts, off-shore tax havens for the very wealthy among other things, it becomes clear to me that it is actually the entire pie that is shrinking.

As long as the pie keeps getting smaller, obviously the health care slice takes a larger percentage of that pie. The convenient explanation is that health care spending is out of control and something has to be done. As Canadians, I fear that we are falling for it.

Union members are taking a large part of the blame for that with our bloated salaries, gold plated pensions and retirement benefits. Do you have a bloated salary? How about that gold-plated pension? What we need to remember is that everything we have, we have because we have banded together in the form of a union, and fought for what we have.

**We absolutely must realize
that unions are the members
and that is our strength.**

By the relentless and continuous attacks, we are vilified as greedy, lazy and the eventual cause of the decline of society. How do we change that? It may be a cliché, but we really need to come together and start pulling the rope in the same direction. We absolutely must realize that unions are the members and that is our strength.

Our federal government and many provincial governments are taking direct aim at unions and unionism. Legislation is being introduced across the country that strips the rights of workers and their unions. Bargaining across the country is bitter and

more and more difficult every year. There just aren't enough resources. The result is that union members are becoming more and more alienated.

In that way, the strategy is working. I am under no illusions that any union is perfect in the eyes of every member.

However, consider for a moment if there was no union. How long would it take for Employers to impose their will without any coordinated counter-balance? Every worker would be on their own. What do you suppose would happen in your workplace? What is stopping them from imposing whatever salary they see fit? What hours would you be working tomorrow? How long is your shift? The questions are endless and incredibly disturbing. Job security would be a thing of the past. If we allow the divide and conquer tactics to work, we have a long road ahead of us. Think about the workers coming behind us, our children and grandchildren. What kind of work life would they be inheriting?

**If we allow the divide and conquer tactics to
work, we have a long road ahead of us.**

In the United States there are many governments that have already enacted what is known as "right to work" legislation. In just a few short years, salaries for public service workers have plummeted in many sectors. I have a feeling that a large number of those workers would be more than willing to begin paying union dues again in exchange for simply getting their salaries back to where they once were.

Waiting until that happens here makes no sense and will cause an unimaginable amount of pain and hardship for workers, never mind the major blow to the economy as a whole. We have the ability now to fight this before it happens. We need to come together before it is too late.

I have written this to try to show you that all of this is a coordinated double assault on workers. By causing discontent among workers within unions they are opening the doors for the real attack. If enough people are distrustful and unhappy, getting rid of the unions will be a lot easier.

Then what?



Bob Moroz, President

MUSIC THERAPY ROCKS AT HSC

Submitted by:
Cecilia Bellingham, Music Therapist

Music is a natural part of childhood and it is a means of expression and identity for the adolescent population. Music is able to access all levels of health (physical, mental, emotional and spiritual) simultaneously. Furthermore, the use of music is painless, non-invasive, portable and accessible. Because of this, Music Therapy has become an important therapeutic tool in healthcare.

The Music Therapy Program began in January 1998 at Health Science Centre, where a trained music therapist designed and implemented the program. For the past 15 years, the program has continued to run through the Child Life Department at Children's Hospital on annual donations and grants through the Children's Hospital Foundation.



Within a medical setting, music therapy services can be made available in order to offset any adverse reactions of hospitalization. The program strives to offer and provide a complementary, nonpharmacological form of pain management within a hospital setting in addition to enhancing psychosocial care through the exploration of music as a positive coping mechanism.

Music Therapy is the therapeutic use of music to restore, maintain and improve mental, physical and emotional health. Through songs, instruments and music activities, the trained music therapist strives to:

- reduce anxiety
- provide opportunity for normalcy
- facilitate relaxation
- offer success-oriented opportunities for creativity and self-expression
- reduce perception of pain (music as an

- audioanalgesic)
- motivate and encourage activity
- provide avenues for coping
- increase sense of control
- encourage communication and socialization
- ease adjustment to hospitalization

Description

At Health Science Centre, Music therapy services are provided to pediatric patients and their families in the following areas at Children's Hospital: all inpatient units (CK3, CH4, CK5, CH5); Pediatric Special Care Unit (PSCU); Pediatric Intensive Care Unit (PICU); Child and Adolescent Mental Health Units (PY1 South and North); Bone Marrow Transplant Unit; Pediatric Hemodialysis Unit; Cancer Care Outpatient Clinic (bi-weekly); Neonatal Intensive Care Unit (consult basis); and the Child Life Main Playroom and Closed-Circuit Television Station.

The Music Therapy Program is provided through the Child Life Department as the goals of the program interfaces seamlessly with the goals of the department. Child Life Specialists and other health care team members refer patients of all ages for music therapy services.

A variety of activities are offered to address individual needs. Activities include: singing new and familiar songs; musical improvisation (vocal/instrumental); instrumental playing; active/passive listening; songwriting; movement to music; creative art experiences combined with music; musical games; and a choice of compact discs and tapes.

Similar to other allied health professionals such as an occupational therapist, physiotherapist and speech therapist, a music therapist is trained to assess the client, devise a treatment plan consisting of goals and objectives that can be measured and evaluate treatment. Music therapy services often complement other professional services, which allow the child to work on certain goals in a way that may be less threatening to them and therefore increases his/her ability to attain the therapeutic goals.

Program Objectives

The Music Therapy Program objectives are as follows:

- Provide music as a means of expression and coping

to children, adolescents and their families regardless of age, disability or cultural background.

- Provide music to aid in pain management.
- Promote normal, age appropriate play and exploration through music.
- Provide a nonverbal means of communication and self-expression.
- Provide success-oriented activities to promote self-esteem.
- Provide choices to increase sense of control.
- Reduce anxiety and promote relaxation.
- Promote and maintain age appropriate development.
- Facilitate verbal communication of their experience.
- Follow and adhere to the Principles of Family-Centred Care.



Professional and Personal Skills Required of Music Therapists

A Music Therapist is professionally trained to utilize clinical musical interventions to address behavioral/ psychosocial/emotional, communication/language, sensory-motor, & cognitive needs of individuals. She needs to be a competent musician who is both creative and resourceful, and well-versed in a variety of music therapy applications and research.

Music therapists must also conduct themselves according to a code of professional ethics as established by the Canadian Association for Music Therapy.

They need to create a therapeutic environment and engage in the therapeutic process while being an effective communicator with clients, other team members, and the public.

Spontaneity, energetic purpose, flexibility, and humour are other important attributes!

Music Therapy Training in Canada

A Music Therapist is a graduate of an approved degree program, offered at five post-secondary schools in Canada:

- Acadia University, (Wolfville, NS)
- Canadian Mennonite University (Winnipeg, MB) – established in 2005
- Capilano College (North Vancouver, BC)

- Concordia University (Montréal, PQ)
- Wilfrid Laurier University (Waterloo, ON) –Masters MT degree also offered

A Music Therapist is an accomplished musician who is able to play several instruments (usually including piano and guitar), sing, and improvise in a variety of styles. Detailed studies in music theory, harmony, conducting, music history, solo and ensemble playing, and composition form the solid basis for the therapist's musical knowledge and skill.

Professional music therapy training is a special combination of theoretical and experiential learning. Students gain knowledge of normal and abnormal human development; of symptoms, problems, and needs associated with people who have a variety of disabilities and illnesses; and of various treatment approaches and modalities. They are also trained in observation, assessment, treatment planning, implementation, and evaluation. Grounding in the theory, research, and practice of music therapy and psychology is necessary to provide individuals and groups with effective therapeutic services.



Accreditation

A 1000-hour internship is completed after the four years of academic training. In order to meet the accreditation requirements of the Canadian Association for Music Therapy (CAMT), Music Therapists must also provide examples of their clinical documentation, be able to articulate the philosophy and model of music therapy in which they practice, and demonstrate an understanding of how to identify and resolve ethical issues in the workplace. Accredited members receive the designation of Music Therapy Accredited (MTA), and must fulfill continuing education requirements to retain their MTA status. In addition, the accredited Music Therapist must uphold the Code of Ethics and Standards of Practice that are established by the Canadian Association for Music Therapy to be a member in good standing.

For more information, the Canadian Association for Music Therapy can be found on the web at: <http://www.musictherapy.ca>.

BILL C-377 *cont'd from page 1*

Below the surface of the iceberg, like a ship heading for disaster, the real target of this legislation is the Rand formula.

The Rand Formula is a truly Canadian contribution to the evolution of unions in North America. Named after the late Supreme Court of Canada justice Ivan Rand, it was introduced in the wake of a massive strike wave in 1945 that began with the shutting of the Ford plant in Windsor.

Rand felt that it would be unfair to force all workers in a unionized operation to join that union. But, because benefits that are negotiated by the union in a legally organized bargaining unit are enjoyed by all the employees, his decision required all members to pay union dues whether or not they were active in the union.

This was a victory for workers as it prevented employers from starving out workers during strikes. However it also prevented workers from going on strike during the length of a collective agreement. So the Rand Formula was a trade off: employers were forced to recognize unions and workers were prevented from striking during a collective agreement.

BILL C-377 has nothing whatsoever to do with income tax. It is nothing more than an effort to cause destruction in our unions...

The union movement has not just benefitted union members. The power of organized labour has enhanced worker's wages, (as well as non-unionized workers), working conditions, pensions and other benefits, such as insurance coverage for dental and vision care. Unions have also led social progress in matters of racial and gender equality, worker's rights and corporate responsibility. All Canadians benefit from the labour movement.

This new bill is very intrusive and the government's rationale for this intrusion is that union members

are allowed to deduct union dues. What about the people who receive 75% tax deductions for donations to political parties? Will the political party or the individual have to open up their finances to us for clarity's sake?



BILL C-377 has nothing whatsoever to do with income tax. It is nothing more than an effort to cause destruction in our unions, because one of the intended results of the passing of the Bill is to potentially make union dues voluntary. I am sure a large amount of people would be more than happy not paying union dues, and it may seem like a great idea at the time; but what lies beneath this decision? Sure it may be more money in your pocket, but eventually there will be less money to be had in your pocket if you are not legally allowed to fight for your rights, or for an increase in salary.

These are the same rights that people fought for in the Winnipeg General strike of 1919, a historical strike in Winnipeg that provided Canadians with the 40 hour work week, and the luxury of weekends. Please do not take these rights for granted. They were not always there. The great pioneers of labour unions of the past sacrificed for our better way of life. The government is trying to take that away from you and your children, the future labour force of tomorrow. We are going back in time.

* * * * *

I recently had the pleasure of going to Mexico. I had a great time. However I have to admit, I felt guilty

enjoying myself while the workers around me worked in unbelievably hard working conditions.

The workers seemed happy on the outside. I expressed my anguish as I watched them work. My friends pointed out that the Mexican workers don't know any better way of life. I could see they were right, but in my mind I had a hard time accepting this fact.

Mexican employers get the most out of their employees in terms of multi tasking. The zumba instructor at 10am is the photographer at 10pm that same night. Susie is the waitress pictured here and the two pictures here illustrate that she is the waitress on the beach at 8 am and the waitress at night serving last call at 11pm.



I asked her about her personal life. She works 18 hours a day including lunch and coffee breaks in her 6 day work week. Tuesday is her day off and she has two small children ages, 3 and 5. She works 8am to 11. She makes 5 dollars a day. The hotel buses the employees to Cancun from Puerto Morales about 45 minutes away after her shift is over. All employees are searched before leaving the hotel in case of theft. She waits 45min for a bus in Cancun as it costs only 6 pesos (60cents). A cab would be 300 pesos (3 out of her 5 dollar salary). She gets home at approx 1am and has to be at work by 8am the next day. There is very little time for her to spend with her own family.

continued on page 9

HSC Employees Puzzled Over SAP



Last year Health Sciences Centre switched to a new payroll system. Unfortunately the payroll system, called SAP has generated a staggering number of complaints and grievances for all unions, especially MAHCP. Complaints range from over-paying members (sounds great until you have to pay it back!), under-paying members, incorrect pay structure, incorrect payment for call-backs, maternity leave, etc.

MAHCP believes the number of problems with SAP is under-reported because the e-post paystub sent to employees is also difficult to understand and is not always accurate. The union is reminding all employees to check their paystubs to ensure their pay and hours are being inputted correctly. Even if they are inputted correctly, the SAP software is not always configured correctly to allow for the correct payment of wages, in accordance with the Collective Agreement. The following is a link to our website that provides some explanation of the SAP paystub – <http://www.mahcp.ca/pdf/HSC%20SAP%20Pay%20Stub.pdf>. If you notice discrepancies, please call your LROs Michele Eger or Ken Swan.

MAHCP is working with Health Sciences Centre and the WRHA in an effort to resolve the outstanding issues and we have been told to expect that a number of the 'fixes' intended to correct some of the issues would be implemented. We encourage our HSC membership to check your latest paystub.

Win an iPad!!

Send us your email address and be entered into a draw for an iPad. You've already sent in your address? No problem! You're already eligible.

We continue to collect new email submissions. Once we hit the target number of emails, a draw will be made from the pool of ALL member email addresses (new and previously submitted).

If you have already sent us your email, encourage your co-workers to send in theirs so that we can hit the target.

How do I enter?

It's easy: send an email to joan@mahcp.ca or call Joan at 772-0425

PS: If you've already sent in your email address, but have not recently received any emails from the Association, give Joan a call.

Rules:

1. Winner to be drawn from all Association emails (new and previously submitted) prior to the publication of the next newsletter.
2. A minimum threshold of new emails must be achieved to trigger the draw.
3. Must be an active member of the Association.
4. Executive Council members are not eligible.
5. Winner consents to photo and announcement in the newsletter.
6. Failure to achieve the minimum threshold will result in the draw being rolled over to the next newsletter.
7. Prize details: iPad-2 16GB Wi-Fi



Arbitration Decision Favours MAHCP

By Jake Giesbrecht, MAHCP Legal Counsel



Jake Giesbrecht
Legal Counsel

Recent arbitration hearings which occurred between the MAHCP and the Northern Regional Health Authority have led to a win for members of MAHCP.

The dispute centered around the interpretation of MAHCP language in some of its collective agreements over telephone consults. There are provisions in some of the rural MAHCP collective agreements that provide a benefit for situations when employees are called for work related matters at home while not scheduled to work.

These provisions are under Article 812, called "Telephone Consults". The benefit provided is that a work related call must be compensated in 15 minute increments at overtime rates.

MAHCP negotiated Article 812 to allow for an employee to benefit if they chose to answer a call from their employer when they had no obligation to do so. The telephone consult benefit was part of these rural agreements since the 2002 round of collective bargaining.

The telephone consult language is in a separate Article of the Collective Agreement from the "On Call/Standby" provisions which are included under Article 9. However, there was a long standing practice of the Nor-Man Regional Health Authority to provide the three hour minimum for situations where the call back to work consisted of work done over the telephone. "Standby" is defined under the collective agreement as:

Standby is that time duly authorized by the Employer during which an employee is required to be available to return to work without undue delay.

An employee designated by the Employer to be on standby shall be paid an allowance of two (2) hours' basic pay for each eight (8) hour period, or a pro rata payment for any portion thereof.

Callback is when an employee is called back to work outside of her regularly scheduled shift. Payment for a callback is provided as follows:

The callback minimum shall be an amount equal to three (3) hours at overtime rates with the understanding that the double time overtime rate shall be applicable to only those hours, if any actually worked by an employee while on callback which exceeds three (3) hours in any one day.

At a staff meeting on October 31, 2011, MAHCP was informed that there would be a change in how the telephone consult benefit was going to be implemented. The new practice of the Employer would be to implement the telephone consult calculations "whether on call or not".

Nor-Man and the Labour Relations Secretariat (LRS) had apparently discussed the implementation of the telephone consult benefit and decided, without consulting MAHCP, that they would apply the telephone consult calculation even when an employee was designated on standby. **The employer's position**

would deprive the employee of the 3 hour minimum received when "called back" to work and instead allow the employer to pay the called back employee in 15 minute increments.

Armand Roy, the LRO with MAHCP disputed the Employer's application of the telephone consult language to the standby provisions.

The LRS countered by saying that identical language was being interpreted by other employers around the Province; the telephone consult language would be applied to on-standby employees. However, MAHCP disputed this interpretation, our stance being that none of the contracts it had with any employer across the Province should be interpreted in this fashion.

The employer preferred their position because having the employees "return" to work over the phone was much more cost effective for employers - they could pay by 15 minute increments instead of 3 hour increments as specified under the contract.

MAHCP referred the matter to arbitration and over the period of 4 days submitted evidence and argument to support its position that the telephone consult language did not apply to on-standby employees.

MAHCP pointed out that Article 812 relates to "work-related matters without returning to the workplace". The term "work-related matter" is not used in the standby and call-back provisions. The parties must have intended it to mean something different than "return to work" or they would simply have stated that. Also, Article 812 falls under the heading of Overtime not "Standby and Call-Backs". Overtime is voluntary. Article 809 provides that "No employee shall be required to work overtime against his wishes when other employees who are capable and qualified to perform

continued on page ...9

Arbitration Decision Favours MAHCP

continued from page 8

the duties are willing and available to perform the work.” However, call-back is not voluntary. It is the time required of an employee who is on standby to return to work without undue delay.

After hearing the case, it didn't take the arbitrator long to reach his decision. He agreed entirely with MAHCP's position that the telephone consult language did NOT apply to employees who were called back to work even though the employees could complete their work over the phone. The arbitration award is binding on the Northern Regional Health Region (formerly the Nor-Man and Burntwood Regional Health Authority).

Leading up to the arbitration hearing and at the hearing, the LRS said they relied on the telephone consult language to advise other employers across the Province to apply the telephone consult language to on standby employees.

Because a labour arbitrator has now clearly said that the language cannot bear such an interpretation, those employers who were so advised should now “correct” their application of the telephone consult language and will be obligated to change their practice.

Bill C-377 *continued from page 6*

These were the conditions of the past in our country. The government is trying to take away your bargaining rights, your freedoms and your safe working environment that were fought hard to put in place. The prison guards in Alberta staged a wild cat strike in April 2013 because of a safety issue. It should have never gone that far. Safety should be a number one priority. If the unions of today don't do anything to fight this bill now, it will diminish the labour law, health and safety law as well as employment standards that allow us to work with a sense of security and confidence.

April 4, 2012 Provincial Energy and Mines Minister Dave Chomiak argued that requiring workers to join unions and pay union dues has more to do with fairness and sensible management than discrimination. He said “it provides labour stability”.

It ensures that all workers working on the project receive the same wages and health benefits regardless of the contractor they are working for. It also protects the employer as it protects them from work stoppages or strikes and allows construction deadlines to be met. The process works and creates a stable economy – so why does the government want to change it?

The federal government has been legislating unions back to work during legal strikes, with the economy being used as a reason. But without decent wages and with the cost of living going up, Canadians will not be able to afford the normal necessities: hence that will send the economy plummeting. If we don't spend what little money we may have in Canada, what will happen? Has the government thought this through for the long term? I doubt it.

The federal government's tunnel vision for union busting could have serious ramifications for all, just like the threat beneath the surface of a seemingly harmless iceberg.



SAFE
HEALTH CARE

S SPOT THE HAZARD
A ASSESS THE RISK
F FIND A SAFER WAY
E EVERYDAY

WORK SHOULDN'T HURT

for you or your patients.

Find resources to prevent injuries for
all health care workers.

safemanitoba.com/safe-health-care

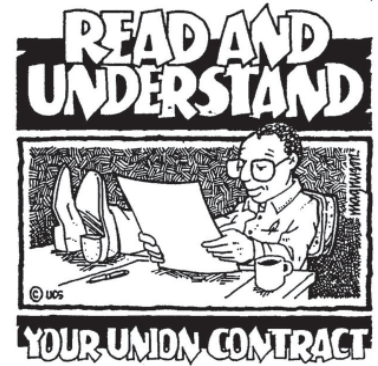
- The 2013 Rotary Career Symposium
- Jellybean Count Winner is Aylissa Lunan,
- a student at Grant Park High School.
- Aylissa received a gift certificate for
- McNally Robinson and all the jellybeans!
- Congratulations Aylissa!

How well do you know your Collective Agreement?

By Michele Eger, Labour Relations Officer

QUESTION: Can my employer deny my vacation request because they cannot find replacement for me?

ANSWER: NO. According to the Collective Agreement, you have the whole calendar year to schedule vacation.(Article 1502) The Employer does have the right to approve vacations considering operational requirements, and the seniority, circumstances, and preferences of each employee.(Article 1508) However, that means that the employer can set the number of people allowed away a day according to operational requirements: such as 2 people on vacation per day or 1 person away on days and one person away on nights per calendar day.



It is contrary to the Collective Agreement for the Employer to say: No, you cannot have vacation that day, or I cannot approve your vacation because I cannot find replacement for you. If that were the case, they would be able to reply to a request for January of the following year: by saying “I cannot approve your vacation request until it is closer to the date you asked for, as it is too soon for me to find replacement for you”. Clearly this would be contrary to the collective agreement where it says the Employer must approve the vacation schedule not later than April 30th. (Article 1508)

“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.”



Once again we invite MAHCP members to view the criteria for union scholarships that we offer each year. There are two scholarships which are open to the children of members: the MAHCP scholarships and the Monique Wally Scholarship.

Both scholarships are available to students who are entering their first year of full-time post-secondary education, whether it is University or Community College. The MAHCP scholarship applies to students who are entering any field of study; the Monique Wally scholarship is open to those who are intending to enter an allied health profession.

There are five \$400 MAHCP scholarships available, and one \$400 Monique Wally Scholarship available.

Please check our website at http://mahcp.ca/htmlfiles/MEMBER_SERVICES/scholarships.asp for the explanation of criteria for both scholarships. In this link, you will also find further links to application forms, and a list of past recipients. If you cannot download the application form, please contact the MAHCP office at (204) 772-0425.

The deadline for both scholarships will be no later than 1600 hours on July 26th, 2013.

Submissions should be sent to:

Communications Committee Chair
MAHCP Scholarship Fund
101-1500 Notre Dame Ave.
Winnipeg, MB. R3E 0P9

Successful candidates will be notified by mail at the end of August.



JOIN THE 4TH ANNUAL RUN FOR DIABETES

By Shelley Kowalchuk
Social Action Committee Chair

The Canadian Diabetes Association is once again calling all Manitobans to step out of their sandals and into their sneakers for the 4th Annual Run For Diabetes. The Run, which is held during the Monday of the September long weekend (September 2nd, 2013), has been successful in providing financial support for CDA initiatives through sponsoring participants.

Entrants can sign up to run the Half Marathon, the 10K Run (or Walk) or bring the family for the 3K Family Run/Walk, you can register your kids for the free Kids 8 & Under Fun Run! There are many different options as there are abilities. The Run is an excellent opportunity to get active, have a great day in the park and raise money and awareness for a disease that affects 175,000 Manitobans. (Register prior to July 7th to receive a discounted registration fee and **two** entries into a draw for a pair of tickets to see Paul McCartney August 12th at the New Investors Group Field. Register by August 4th and receive **one** entry into the draw.

Once again the event will feature: food, refreshments, draw prizes, age-group awards, and an overall female and male winner for the Half Marathon. All finishers will come home with t-shirts commemorating the event.

MAHCP is encouraging our members to make a difference in the fight against diabetes. We will be sponsoring the first 20 participants by covering registration cost for the event if you register with our union office by June 30, 2013. You will also receive a free Team MAHCP t-shirt, or running bib that you can wear.

Don't feel like running after a hard summer of relaxation? Join our group of volunteers who will be acting as race marshalls and drink dispensers – it takes volunteers to run a Race and your help will be invaluable!

For more information on becoming a participant or a volunteer, contact Kelvin Hollender at kelvin.hollender@diabetes.ca at (204) 925-3800, ext. 225. Also, don't forget to tell our union office you're participating – we want to connect with you.

HOW TO VOLUNTEER!

STEP 1 – Register at <http://www.events.runningroom.com/site/?raceId=9026>

STEP 2 – Contact the MAHCP office at (204) 772-0425 to see if you qualify for FREE registration.

STEP 3 – Sign up with MAHCP for your free MAHCP swag and connect with other volunteering members.

STEP 4 – Join us at the Race on September 2!

Hot Off the Press!! It's WEBNEWS

Can't get enough of the MAHCP Newsletter?



Find more articles of interest to members - activities MAHCP has been involved with or just things you might like to know. Go to the mahcp.ca homepage and look for the WEBNEWS icon - just click and read!

WEBNEWS

This month's articles can be found on our website at www.mahcp.ca

Do I Need To Buy Travel Insurance?

Travel insurance... we pay for it through Extended Blue Cross; So are we getting enough? http://www.mahcp.ca/htmlfiles/news/travel_insurance_2013.asp

Discovering Wellness With Ali Zentner

MAHCP president Bob Moroz attended a diabetes talk at the Wellness Institute with obesity expert Dr. Ali Zentner <http://www.mahcp.ca/pdf/discovering%20wellness.pdf>

HSC SAP Paystub Explanation

<http://www.mahcp.ca/pdf/HSC%20SAP%20Pay%20Stub.pdf>

***It's Not Easy
Being Green...
but we're going
to try!***



In an effort to be more tree-conscious, our September MAHCP newsletter will be sent to members primarily in an electronic format. You will be receiving your newsletter via your email and you will be able to view it on our website homepage. We will still send several copies to each staff rep to allow for distribution and posting of 'hard copies' in your departments.

If you want to have a hard copy sent to you, please call the office at (204) 772-0425 or email Joan at joan@mahcp.ca.

See How Our Union Works from the Inside

Join the MAHCP Executive Council 2013-15

This is the 2nd call for nominations for Executive Council Members for the 2013-2015 terms of office. The deadline for nominations is 28 June, 2013 and nominations received after that date will not be considered.

Nomination forms were included in the March MAHCP newsletter, can be downloaded from the MAHCP website www.mahcp.ca, or can be requested from the MAHCP office via info@mahcp.ca, fax 1-204-775-6829, telephone 1-800-315-3331. Nomination forms must be signed by 2 eligible members in good standing of the Association and by the nominee. To be eligible to sign the nomination form the member must be a part of the group that would vote for election to the seat being nominated i.e.; in the same professional group or geographical region.

Terms for the following seats on the executive council are ending at the upcoming AGM. Nominations will be accepted for:

Pharmacy	Recreation
Lab Director	Physiotherapy
Cardiology	Audiology
CCMB Medical Physics	Mental Health
Radiation Therapy	Spiritual Care
Burntwood Region	NorMan Region
Vice President	Aboriginal Health
Speech-Language Pathology	

Further information on the duties of the Executive Council Members is available on the MAHCP website www.mahcp.ca. Please contact the chair of the nominating committee for information if you have any questions.

In Solidarity
Margrét Thomas
Chair of nominations committee



Get Involved - Become a Staff Rep!

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 29, 2012 deadline still have one (1) year left in their term. These terms will end at the end of the 2014 Annual General Meeting.

The terms of those Staff Representatives who have been appointed by the Executive Council since June 29, 2012 will expire at the end of the 2013 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 28, 2013.

In Solidarity,
Margrét Thomas
Chair – Nominations Committee

LRO Armand Roy Says Goodbye to MAHCP

by Walter McDowell, Labour Relations Officer

I am honoured to be asked to write this article celebrating Armand Roy's choice to go into retirement.

I know that he would be pleased to see some recognition in our newsletter of his brief but lasting presence here in Manitoba as I have always jokingly accused him of being an attention seeking gloryhound who never lets us in the office forget that he loves Saskatchewan and that he is part of the original "Rider Nation".

That said, I can now express some of his other shortcomings.... wait for it.....I am sure I can think of some.....oh well, let's try to examine what a few of us who know him would say if we asked them to tell the truth and to be kind to him at the same time.....

We need to mention that Armand is first and foremost an artist. All of his being and focus has and will likely always be his passion for his art and expression of his sole existence through his art.

He is a complicated man who's values include but are not limited to his love of life, family, friends and social justice, all of which is characterized not only in his art, but his daily interactions with family, friends and all of the people that he encounters in his daily activities.

Whether it is the beauty of the human form, or symbolic representation of his progressive political beliefs and perspective, or being a proud Saskatchewan Canadian you will find elements of all of these things in his body of work.

Part of his complexity is also the contradiction of his simple and quiet dedication to his work that matches the simple and

quiet nature of his personality as he interacts with people on his journey of life. His passion is characterized by a tireless work ethic as he pursues those many interests.

Speaking of people, and interactions, Armand chose to come to Manitoba to join MAHCP because of his experience in Labour Relations.

A natural leader, Armand, while working as a Graphic Designer at CBC Regina became President of Local 667 CUPE and within 6 months elected as National Vice-President of the broadcasting component of CUPE. In 1993 Armand graduated the Canadian Labour Congress Labour College Program.

As part of a bargaining unit restructuring within CBC at this time Armand eventually became part of NABET and was selected to sit on the bargaining, grievance and transition committees representing the former "Canadian Broadcast Employees Union" component of CUPE. NABET eventually joined CEP in 1994. Subsequent to this Armand participated in 2.5 years bargaining nationally for his CBC members. He still cherishes his life time membership with CEP (Canadian Energy and Paper Workers Union).

One of the first and arguably, the most lasting imprint on this organization, was Armand's creation of our current MAHCP logo. Every time we look at our website or letterhead or business card we are reminded of his talented work.

His approach to labour relations at MAHCP embodied his character which is unobtrusive, but not shy when it came to advocacy for



Armand's good friend Tim Robson's portrait of Armand

fairness, equity, social justice or speaking truth to power.

Armand's "servant leadership" style empowered those whom he lead to have a voice in the workplace and for that voice to be heard by those in power.

He understands the true value of building relationships to achieve fairness and equity in the workplace and many of us want to thank him for spending time with us and sharing his wisdom, knowledge and child like enthusiasm.

Armand, thank you for your many generous gifts including the wonderful and very popular "fish" painting in our office.

We all expect to see many more products of your talent in the future and look forward to the art exhibit next year that will display your body of art work and the work of your good friend and artist Tim Robson (retired member of MAHCP).

Happy retirement Armand. You will be missed around here.

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.

- **Karen Letourneau**, Sonographer, St Boniface Hospital
- **Jim Ringer**, Recreation Coordinator, HSC
- **Cathy Erickson**, Radiology Tech, HSC
- **Ria Mare**, Physiotherapist, HSC
- **Val Musgrove**, Pharmacy Tech, HSC
- **Sue Thurmeier**, Lab Technologist, DSM HSC
- **Mary Jo Kuby**, Laboratory Technologist, DSM - The Pas
- **Chris Morgan**, Radiology Tech, HSC
- **Robert Nagy**, Lab Technologist, DSM St. Boniface Hospital
- **Diane Tapp**, Cardiology Technologist, 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 MAHCP 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.

Do you know someone who should be recognized for their service?

Consider nominating that person for the Honour Roll.

The Honour Roll is an honour given to MAHCP members who have devoted a generous amount of time in service of the union. This could be done as a member of Executive Council, or while serving on any other committees, such as EAP, HEPP, or Workplace Health and Safety.

The honour roll also can include individuals who have helped to organize groups to join the Association. Typically, inductees have already retired or are close to retirement, and their nomination should have the support of their colleagues.

Deadline for submissions will be accepted up to the end of July 2013, for announcement at the October Annual General Meeting. Please send your submissions to:

MAHCP Executive Council Secretary
c/o MAHCP Honour Roll
101-1500 Notre Dame Ave.
Winnipeg MB R3E 0P9



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 in October 2013 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 (204-772-0425), 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 28, 2013.**

In solidarity,
Margrét Thomas
Chair - Nominations Committee

2012-13 Executive Council

Officers

President	Robert Moroz CCMB, Radiation Therapist
Vice President	Al Harlow DSM - Concordia Hospital Laboratory
Treasurer	Michael Bachynsky St. Boniface Hospital Respiratory
Secretary	Vacant

Directors

Cardiology	Colleen Bemister, Health Sciences Centre
Clinic	Sherry Lussier, Gamma-Dynacare Medical Labs, Laboratory Technologist
Community Therapy Services	Margrét Thomas, Physiotherapist
EEG	Jodi Kent, St. Boniface Hospital
Laboratory	Janet Fairbairn, CCMB
Medical Physics	Chad Harris, CCMB
Occupational Therapy	Ann Patton, Health Sciences Centre
Orthopedic Technology	John Reith, Health Sciences Centre
Pharmacist	Bob Bulloch, HSC
Physiotherapy	Shelley Kowalchuk, Health Sciences Centre
Radiology	Michael Kleiman, HSC
Recreation	Zana Anderson, DLC
Social Work	Sylvie Theriault, HSC
Burntwood RHA	Tanya Burnside, Pharmacy Technician
Northern RHA	Lesla Nordick, Community Health Developer
Winnipeg Region	Janelle Morissette, DSM-HSC, Laboratory

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
Administrative Assistant
cathy@mahcp.ca

Jacob Giesbrecht
Legal Counsel
jake@mahcp.ca

Rachiel Langit
Secretary/Receptionist
rachiel@mahcp.ca

Michele Eger, LRO:
michele@mahcp.ca

Health Sciences Centre (all other
HSC Members not included under
Ken's list(ng)), Concordia Hospital,
Manitoba Clinic, WRHA Corporate
Program

Marcy Ervick, LRO:
marcy@mahcp.ca

St. Boniface Hospital (non-DSM),
Misericordia Health Centre (non-
DSM), Jocelyn House, Breast Health
Centre

Walter McDowell, LRO:
walter@mahcp.ca

DSM - St. Boniface Hospital, DSM -
Misericordia Health Centre, Gamma-
Dynacare Medical Labs, Seven Oaks
General Hospital, Aboriginal Health
& Wellness Centre

Birgit Molinski, LRO:
birgit@mahcp.ca

Currently providing relief support
for all portfolios.

Gary Nelson, LRO:
gary@mahcp.ca

Victoria General Hospital, Brandon
Clinic, Society for Manitobans with
Disabilities, Actionmarguerite, Reha-
bilitation Centre for Children, Can-
cerCare Manitoba, Northern Region,
DSM Southern Region

Ken Swan, LRO:
ken@mahcp.ca

Health Sciences Centre (Lab,
Diagnostic Imaging, Pharmacy,
EEG, Sleep Lab), Deer Lodge Centre,
Community Therapy Services,
Winnipeg Clinic

Phone: 204-772-0425 or 1-800-315-3331 (toll free)
Fax: 204-775-6829

UNION BULLETIN BOARD

**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!**

Call 204-772-0425 or email joan@mahcp.ca

Brought to you by Unions:

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

Benefits	Pension	Weekends
Contracts	Security	WHandS (workplace health and safety)
Maternity (Leave)	Solidarity	
Paternity (Leave)	Vacations	



If you would like to receive this newsletter by email only or in addition to your paper copy, please email

joan@mahcp.ca or visit the MAHCP website.

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.

Don't forget to let us know if any of your contact information changes!!

SAVE THE DATE!

MAHCP Annual General Meeting

Thursday, October 10, 2013
Holiday Inn Airport West,
2520 Portage Ave

Registration 1500 hrs
Meeting: 1800 hrs
Reception: 2000 hrs

Please pre-register using the enclosed form, calling the MAHCP office at 204-772-0425 or 1-800-315-3331, or email info@mahcp.ca.

WIN AN IPAD!!!

See page 7 for details



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