

## MAHCP Member Medical Forms

We are aware that from time to time members are requested to provide medical information to the employer. Some employers have their own form to be filled out, which may ask for more medical information than they are entitled to. Other employers may ask by way of letter to the member, for more medical information than they are entitled.

*Employers may sometimes ask for more medical information than they are entitled to.*

Employers are only entitled to a prognosis (not diagnosis); course of treatment; estimated length of illness/injury; medical restrictions; and whether the restrictions are temporary or permanent. The Association has medical forms, which have been reviewed by legal counsel, and are available either through our website or by contacting the MAHCP office.

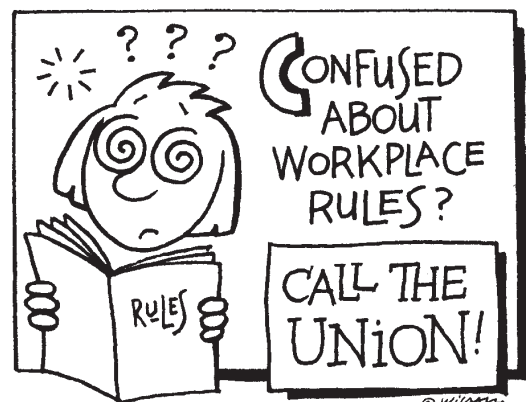


## Heather's Word Search

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

AGM	Central Bargaining	Honour Roll
MAHCP	Registered Midwife	Scholarship
DSM	Executive Council	Grievance
Union	Newsletter	Wait Times
LRO	Staff Representative	

Email [heather@mahcp.ca](mailto:heather@mahcp.ca) for the solution.



© CALM

## How Well Do You Know Your Collective Agreement?

**Question:** Do MAHCP Members have to take their vacation in "blocks" of weeks?

**Answer:** No!

## 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. Do not assume that your Employer will automatically pass this information on to MAHCP.

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

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



# NEWS

March 2006



April 28, 2006

## The International Day of Mourning

by Wendy Despins, President

April 28 was originally declared the National Day of Mourning by the Canadian Labour Congress in 1984. Almost a decade would pass before Parliament would pass bill C-223 and on April 28, 1991 the federal government officially recognized the first National Day of Mourning.

*The Workers Mourning Day Act was passed by the Canadian Government on December 28, 1990.* This act established April 28 as the official date to commemorate workers who suffer from occupational illnesses, or who are injured or are killed on the job. In addition to remembering our sisters and brothers ill, injured or killed it is intended to raise awareness both of the workers and the employers to the importance of workplace health and safety.

Every year in Canada approximately one million work-related injuries and illnesses are reported, with an estimated cost of over \$12 billion. *Almost four Canadian workers die everyday* and this number does not reflect or include the many diseases and deaths not yet recognized or acknowledged as having originated in the workplace.

Since the time of the first Canadian Day of Mourning a groundswell of observances has occurred world wide marking April 28 as the International Day of Mourning. *It is now observed by over 80 countries as a day to remember, and honour workers ill, injured or killed in the workplace.*

Please take time on Friday April 28, 2006 to honour those workers throughout Canada for whom this day has been proclaimed for. Please take time to reflect on workplace safety, both for yourself and for your co workers. Please take time to share your thoughts with a fellow coworker and initiate changes for a healthier, safer work environment.

Take the next step and find out about your local workplace health and safety committee, discover who your representative is, read the minutes, provide feedback and together we can all strive for a healthier and safer work environment.

101-1500 Notre Dame Ave.  
Winnipeg, MB R3E 0P9

Phone: 1-204-772-0425  
1-800-315-3331  
Fax: 1-204-775-6829  
Email: [info@mahcp.ca](mailto:info@mahcp.ca)

Editor: Wendy Despins  
President

We're on the Web!  
[www.mahcp.ca](http://www.mahcp.ca)

## Inside this issue:

International Day of Mourning	1
Executive Council Listing	2
Meeting Calendar	2
Central Bargaining Committee 2006	3
Staff Assignments	3
Career Profile - Registered Midwife	4
DSM Update	5
Market Adjustment Update	5
Bargaining Updates	5
Scholarship Funds	6
Honour Roll Nominations	6
Executive Council Nominations	7
Call For Resolutions	7
Staff Rep Training Sessions	8
My First Year as an LRO by Armand Roy	9
Member Retirees	10
AGM 2006 Announcement	10
What You've Done for the Union	11
Medical Forms	12
Moving? Let Us Know!	12

Enclosed with this newsletter:  
**Executive Council 2006-07 Nomination Form**  
**2006 Resolutions Proposal Form**  
**2006 MAHCP Scholarship Form**  
**2006 Monique Wally Memorial Scholarship Form**



## MAHCP Executive Council

The 2005-06 MAHCP Executive consists of the following elected membership:

**President – Wendy Despins,**  
SBGH Laboratory

**Vice President - Al Saydak**  
HSC Radiology

**Radiation Therapist - Treasurer**  
**Paul Norman,** CCMB

**Orthopedic Technology - Secretary**  
**Randy Buschau,** HSC

**CTS - Margrét Thomas,**  
Physiotherapist

**Dietitian - Susin Cadman,**  
Brandon RHA

**Laboratory - Tom Walus,** HSC

**Medical Physics - Chad Harris,**  
CCMB

**Mental Health - Kathy Yonda,**  
Brandon RHA

**Nuclear Medicine -**  
**Shelagh Parken,** SBGH

**Occupational Therapy -**  
**Adele Spence,** DLC

**Pharmacist - Bob Bulloch,** HSC

**Pharmacy Technician -**  
**Cindy Dziadek,**  
Concordia Hospital

**Physiotherapy -**  
**Shelley Kowalchuk,** HSC

**Recreation - Zana Anderson,** DLC

**Burntwood RHA - Tanya Burnside,**  
Pharmacy Technician

**Nor-Man RHA - Bernie Krawchuk,**  
Resource Coordinator

**Winnipeg RHA - Allan Harlow,**  
Concordia Hospital Lab

## Meeting Calendar

Visit the MAHCP Website Calendar for more meeting information -- [www.mahcp.ca/pages/calendar.htm](http://www.mahcp.ca/pages/calendar.htm)

### March 13, 2006

- Flin Flon EMS Negotiations Proposal Meeting  
Cambrian Room, Flin Flon Victoria Inn  
1900 hrs to 2100 hrs  
Lee Manning, Wendy Despins, Karen Noga

### March 14, 2006

- Cranberry Portage EMS Negotiations Proposal Mtg  
Ambulance Facility  
1200 hrs to 1300 hrs  
Lee Manning, Wendy Despins, Karen Noga

### March 14, 2006

- The Pas EMS Negotiations Proposal Meeting  
Constant Room, The Pas Kikiwak Inn  
1900 hrs to 2100 hrs  
Lee Manning, Wendy Despins, Karen Noga

### March 20, 2006

- SE RHA EMS Negotiations Proposal Meeting  
Pizza Place - Steinbach  
1200 hrs to 1300 hrs  
Lee Manning, Wendy Despins, Karen Noga

### March 23, 2006

- SBGH Staff Rep Meeting  
Rm L1304, Path Conf Rm  
1200 hrs to 1300 hrs  
Barb Johnson, LRO

### March 29, 2006

- The Pas Staff Rep Meeting  
The Pas Hospital,  
Conference Room 233  
1200 hrs to 1300 hrs  
Armand Roy, LRO

### March 30, 2006

- South Eastman RHA Staff Rep Meeting  
Pizza Place, Steinbach  
1200 hrs to 1300 hrs  
Armand Roy, LRO

### April 12, 2006

- Executive Council Meeting  
101-1500 Notre Dame Ave  
0845 hrs to 1700 hrs
- General Staff Rep Meeting  
101-1500 Notre Dame Ave.  
1830 hours

### April 26, 2006

- The Pas Staff Rep Meeting  
The Pas Hospital,  
Conference Room 233  
1200 hrs to 1300 hrs  
Armand Roy, LRO

### April 27 & 28, 2006

- Level I Staff Rep Training  
0830 to 1700 hours  
MAHCP Offices  
101-1500 Notre Dame Ave  
Winnipeg, MB

### April 27, 2006

- SBGH Staff Rep Meeting  
Rm L1304, Path Conf Rm  
1200 hrs to 1300 hrs  
Barb Johnson, LRO

### April 27, 2006

- South Eastman RHA Staff Rep Meeting  
Pizza Place, Steinbach  
1200 hrs to 1300 hrs  
Armand Roy, LRO

### April 28, 2006

- **National Day of Mourning**

### May 4 & 5, 2006

- Level I Staff Rep Training  
0830 to 1700 hours  
MAHCP Offices  
101-1500 Notre Dame Ave  
Winnipeg, MB

### May 8 & 9, 2006

- Level II Staff Rep Training  
0830 to 1700 hours  
101-1500 Notre Dame Ave  
Winnipeg, MB

### May 10, 2006

- Executive Council Meeting  
101-1500 Notre Dame Ave  
0845 hrs to 1700 hrs
- General Staff Rep Meeting  
101-1500 Notre Dame Ave.  
1830 hours

### May 25, 2006

- SBGH Staff Rep Meeting  
Rm L1304, Path Conf Rm  
1200 hrs to 1300 hrs  
Barb Johnson, LRO

### May 25, 2006

- South Eastman RHA Staff Rep Meeting



Pizza Place, Steinbach  
1200 hrs to 1300 hrs  
Armand Roy, LRO

### May 31, 2006

- The Pas Staff Rep Meeting  
The Pas Hospital,  
Conference Room 233  
1200 hrs to 1300 hrs  
Armand Roy, LRO

### June 14, 2006

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

### June 14, 2006

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

### June 23, 2006

- SBGH Staff Rep Meeting  
Rm L1304, Path Conf Rm  
1200 hrs to 1300 hrs  
Barb Johnson, LRO

### June 28, 2006

- The Pas Staff Rep Meeting  
The Pas Hosp, Rm 233  
1200 hrs to 1300 hrs  
Armand Roy, LRO

### June 29, 2006

- South Eastman RHA Staff Rep Meeting  
Pizza Place, Steinbach  
1200 hrs to 1300 hrs  
Armand Roy, LRO

### July 12, 2006

- Executive Council Meeting  
101-1500 Notre Dame Ave  
0845 hrs to 1700 hrs
- General Staff Rep Meeting  
101-1500 Notre Dame Ave.  
1830 hours

**Bring your Collective Agreement to all Member meetings**

## "What You've Done for the Union"

By Wendy Despins, President

Friday in late September, I arrived in the office from our tour of northern meetings, and the office was humming with energy. The excitement in the air was palatable. It was day two of Level 2 Staff Representative training, and our large board room was filled with enthusiastic staff representatives participating in training exercises. There were loud voracious debates, **there was laughter, enthusiasm and that energy of excited learning.** It was such a treat to be welcomed back to that atmosphere. The room was filled with members, some of whom had previously been in other unions, members who were and are coming together under the banner of MAHCP. It is so rewarding to see the integration and acceptance of our membership, and each other, recognizing that we all have much to offer and all bring many different skills to the table.

The Executive Director and a Labour Relations Officer and I have concluded two complete tours of meetings with membership this past year, one tour in late winter through spring and one in the fall.

### Do you have a Question or Suggestion for the MAHCP President?

If you have a question or suggestion for the President of MAHCP, please call the MAHCP office to have a copy of the "Ask the President" Form mailed or faxed to you, or you can access a form through the MAHCP website at [www.mahcp.ca/pages/contactus.htm](http://www.mahcp.ca/pages/contactus.htm).



Throughout these meetings we have seen a steady rise in membership **attendance, at some sites we had as high as 95% of our membership attending.** It is encouraging to see membership come out to participate at these meetings, as well as expressing their appreciation for our approach and the content. **Many of you said it was the best meeting you had attended in 20, 25 or even 35 years.**

You've asked for more communication and we have risen to that challenge by:

- ✓ Having more unit meetings
- ✓ Being more visible and accessible
- ✓ Holding Staff Representative training courses

- ✓ More frequent Staff Representative meetings
- ✓ Developing a member friendly website
- ✓ Developing a better newsletter
- ✓ Being more visible in the workplace

and we are committed and prepared to continue with these activities.

More importantly your President and the Executive have heard from you through the many communication tools we have been developing. You've used:

- ✓ The web site "contact us"
- ✓ Voice mail
- ✓ The "Ask the President" form
- ✓ Heavy workload forms
- ✓ Grievances
- ✓ Questionnaires/surveys
- ✓ Attended meetings

You've made suggestions. You've stepped up to become involved, involved as staff representatives, as executive council members, as negotiating team members. You've helped the organization to grow. You have worked hard as staff representatives, as executive council members, as negotiating team members and it shows. Good communication is a dialogue, and with work and commitment it will always be evolving, changing and improving.

As a member of the **Blue Cross Health Care Employees Employee Assistance Program** you and your family have access to confidential and professional counselling services. Coverage includes counselling related to marital and family problems, addictions, career, and financial issues, as well as emotional, behavioural and psychological problems.

The Regional Health Authority EAP is a one program, multisite model. Call 786-8880 or toll-free 1-800-590-5553 and be promptly connected with a qualified and experienced professional. Please visit our website at [www.mb.bluecross.ca](http://www.mb.bluecross.ca) for more details about services available for health care employees.



# Mark Your Calendar

## MAHCP 2006 ANNUAL GENERAL MEETING

Thursday, October 12, 2006  
Clarion Hotel, Manitoba Room  
1445 Portage Avenue

Teleconferencing will be arranged for Brandon, Burntwood and Nor-Man RHA's. To make a teleconferencing site request, please contact Wendy Despins. Sites will be announced once arrangements are confirmed.

For more information regarding the AGM, contact Wendy Despins, President at the MAHCP Office, 772-0425 or 1-800-315-3331, ext 215; or wendy@mahcp.ca.

### AGM's Gone By



### MAHCP Member Retirees

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

- **Gilberte Harrison**, a Radiology Technologist for the Ste. Anne Hospital in SERHA.
- **Marion Inskip**, a Laboratory Technologist at Victoria General Hospital
- **Val Stanowski**, a Social Worker at Health Sciences Centre
- **Evelyn Garand**, Respiratory Therapist at Health Sciences Centre

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 the 1-800 number.

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

### Central Bargaining Committee 2006

It is a pleasure to introduce the Central Bargaining Committee to the membership.

The committee is very diversified, both in experience and in occupational representation.

- Shirley Luczenczyn, Health Sciences Centre (Children's)
- Michael Bachynsky, St. Boniface General Hospital
- Jason Linklater, Health Sciences Centre
- Jenn Moyer, CancerCare Manitoba
- Cathy Atkinson, Deer Lodge Centre
- Bernie Krawchuk, Primary Health Care Centre, The Pas
- Cindy Dziadek, Concordia Hospital
- Allan Harlow, Concordia Hospital
- Jo-Anne Peltz, St. Boniface General Hospital

- Radiology
- Respiratory
- Orthopedic Technology
- Radiation Therapist
- Recreation Therapist
- Resource Coordinator
- Pharmacy Technician
- Laboratory Technologist
- Physiotherapist

- Wendy Despins, St. Boniface General Hospital, (Chairperson)
- Lee Manning (Lead Negotiator)
- Karen Noga

- Laboratory Technologist
- Executive Director
- Labour Relations Officer

We conducted our first of two, full day training sessions on January 20, 2006. The participant's evaluations at the end of the day were very positive.

*"It was very well organized and beneficial to all who attended!" "The practice sessions were very good preparation." "It was great to meet all the team members. We have a great mix of backgrounds and personalities. Very good team mix and size. I'm looking forward to the bargaining process."*



### Staff Assignments

**Lee Manning**  
Executive Director  
lee@mahcp.ca

**Heather Pappin**  
Secretary/Receptionist  
heather@mahcp.ca

**Joan Ewonchuk**  
Administrative Assistant  
joan@mahcp.ca

**Barb Johnson, LRO:**  
barb@mahcp.ca

St. Boniface General Hospital, Central Medical Labs, Jocelyn House, Misericordia Health Centre, DSM-St. Amant Centre

**Ken Swan, LRO:**  
ken@mahcp.ca

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

**Michele Eger, LRO:**  
michele@mahcp.ca

Health Sciences Centre (all other HSC Members not included under Ken's listing), Concordia Hospital, Tissue Bank Manitoba, Manitoba Clinic

**Karen Noga, LRO:**  
karen@mahcp.ca

Victoria General Hospital, Brandon RHA, Brandon Clinic, Centre Taché Centre, Society for Manitobans with Disabilities, Rehabilitation Centre for Children, CancerCare Manitoba

**Armand Roy, LRO:**  
armand@mahcp.ca

Seven Oaks General Hospital, Breast Health Centre, Aboriginal Health & Wellness Centre, Nor-Man RHA, Burntwood RHA, South Eastman RHA



## MACHP Career Profile

# Registered Midwife

Submitted by  
MAHCP Brandon RHA  
Midwives

A midwife is a person who has completed a midwifery educational programme and has successfully completed the prescribed course of studies in midwifery and has acquired the requisite qualifications to be registered and/or legally licensed to practice as a midwife. The midwife is recognized as a responsible and accountable professional who works in partnership with women and families to give necessary support, care and advice during pregnancy, labour and the postpartum period, to conduct births on the midwives own responsibility, and to provide care for the newborn infant. This care includes preventative measures, the promotion of normal birth, the detection of complications in the mother and child, the accessing of medical care or other appropriate assistance and the carrying out of emergency measures. The midwife has an important task in health counselling and education, not only for the women, but also for the family and the community. This work involves antenatal education and preparation for parenthood and extends to women's health, sexual/reproductive health and child care. A midwife may practice in a variety of settings including home and hospital.

### Responsibilities:

- Facilitate women's informed decision-making
- Monitoring progress and providing appropriate care of pregnancy, birth and postpartum for both women and baby
- Order lab tests and other diagnostic tests and prescribe medications within the midwife's scope of practice
- Refers to and collaborates with other care providers as necessary
- Conduct normal births in a variety of settings and implement emergency procedures as necessary
- Perform a full physical assessment of the women and newborn babies
- Promote and support breast feeding
- Community outreach and education
- On call rota-providing 24 hour cover to all client's, seven days a week

### Qualifications:

- Bachelor or Science Degree in Midwifery or formal training in midwifery.
- Apprenticeship training in programme approved by the the College of Midwives of Manitoba, followed by indepth assessment and examination process from the College of Midwives prior to registration
- Adult resuscitation and neonatal resuscitation and intubation qualification and annual recertification.

### Salary and Working Conditions:

- Salary ranges from \$62,000 to \$79,800 depending on experience and seniority
- Midwives working in the community setting can work a variety of hours depending upon the amount of births occurring

to the client base needing care. Midwives are salaried for 8 hours a day 5 days a week, however working hours often exceed this and overtime hours can be numerous. At this time, overtime is not remunerated financially and midwives can claim time owing for the hours worked over the required amount (if time allows).



### Qualities Needed to be a Midwife:

- Ability to work autonomously
- Be diplomatic when dealing with other professionals in the workplace
- Excellent communication and listening skills
- Ability to formulate care in partnership with the women and family
- Provide information that will help women and family to make informed choices
- Work collaboratively with other care providers
- An ability to access and interpret up-to-date research
- Commitment to excellence in maternal and newborn care
- Physically fit with an ability to cope with stressful situations
- Ability to make decisions quickly and appropriate to the situation
- Be able to adapt to different working environment, eg community, hospital and home
- Willing to accept responsibility to educate nursing, midwifery and medical students
- Be able to respond to requests for public speaking on midwifery.

## My First Year as a Labour Relations Officer for MAHCP

Wow! A year has gone by since I started. And what a year it has been. As many of you know I came from CBC. Most of my career was spent doing both graphic design and labour activism within public broadcasting. I was also deeply entrenched in the highest levels of the labour movement in Canada. But I wanted to get back to the grass roots unions.

*In my mind there are two values that make us uniquely Canadian, Public Health Care and Public Broadcasting.* Joining MAHCP has allowed me the unique opportunity to contribute to both.

I have learned a lot over the last year. Thanks to the LRO's, Lee Manning our new director, and Wendy Despina your president. All of whom have guided me through some very interesting, difficult, enlightening and intellectually stimulating moments.

*As we get ready for bargaining I realize the immense dedication, love and incredible efforts that all of you make to take care of the sick and less fortunate in our society.* Many of you do it despite a huge bureaucracy that hinders your ability to do your jobs well.

In my entire 20 year career with the CBC and my eight years consulting with unions across this country no one made me aware of the plight, abuse and insensitivity to the work that you do as Paramedics, Social and Mental Health Workers, and Laboratory, Pharmaceutical, and X-Ray technologists who give so much of themselves to ensure the health of others.

And then there are those who don't fit those categories, the Clerical staff at Breast Health who I have come to love just because of who they are. The beautiful dedicated and loving people at Aboriginal Health and Wellness who despite some of the most



unbelievable archaic ideas of human resource management still dedicate themselves both to their culture and impeccable values.

I am proud to be associated with you. My year has been special. My wife, Shirley, and I came here on the advice of one of your cohorts, a dear friend of mine, Tim Robson.

Health care is the most important part of Canadian life. Tommy Douglas, one of the rare human entities that changed the world we live in and, who I was fortunate enough to meet once, brought us to where we are today. He changed our psychic. But he always stated that he only went half way. I interviewed the late Bill Davies who was the Minister of Health when Medicare was established in Saskatchewan in the 1960's. He confirmed what Tommy said. The tapes of my interview are available for those who are interested. The unenlightened doctors, who to this day still attempt to change the system have done everything they know how to destroy it. You, the real foundation of health care have been forgotten.

You are the preventative health care professionals. You are the diagnostic geniuses; You have the real understanding of what drugs can do to us. You know how diet can prevent diabetes and other illnesses. You work with addictions. You are the front line force working to help in accidents and trauma. You work with the largest growing health care group-seniors. You even

deliver children. You are Health Care.

I am frustrated when I cannot deliver the compensation, rights and respect you deserve. Instead I spend much of my time dealing with the strategies of bureaucratic pressure that causes abuse and internal struggle. We end up attacking each other instead of going after the real enemy. Those who think they know health care and create another bureaucracy to deal with it.

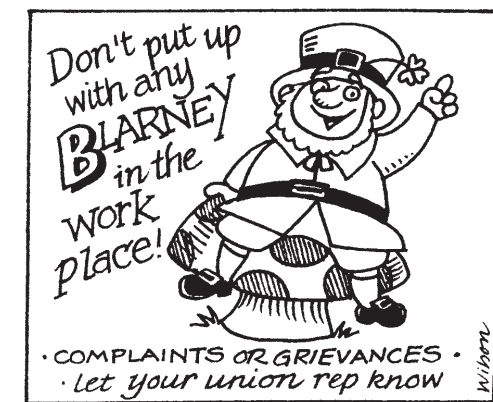
*You are some of the most professional people I have ever encountered.* In fact, I find it difficult at times to make you realize why you need a union. Yet, from my perspective, if any group needs to have a union you do. *The public attack and misinformation about Health Care has never been more prolific.*

I literally shudder when I see the lack of respect for your skills by governments and the Health Care system. Doctors and Nurses get all the glory and you get little.

I have learned so much from you. I want to learn more. I hope that my work has made a difference to both your lives and brought a different perspective on Health Care.

My wish is that I can change and protect the true value of your contribution to society. I hope that you will trust me enough to allow me, a real novice, to change your world.

Thank you for allowing me in.  
Armand Roy, LRO





## STAFF REPRESENTATIVE TRAINING SEMINARS LEVEL 1 & 2



### Staff Rep training seminars will be held:

#### LEVEL 1

1. Thursday, April 27, 2006 – 8:30 am to 5:00 pm (lunch to be provided)  
Friday, April 28, 2006 – 8:30 am to 5:00 pm (lunch to be provided)  
Applications must be received by Wednesday, April 12th in order to provide your employer with two weeks notice for union leave as per the Collective Agreement.
2. Thursday, May 4, 2006 – 8:30 am to 5:00 pm (lunch to be provided)  
Friday, May 5, 2006 – 8:30 am to 5:00 pm (lunch to be provided)  
Applications must be received by Wednesday, April 19th in order to provide your employer with two weeks notice for union leave as per the Collective Agreement.

#### LEVEL 2 \*\* Bring your binder from Level one \*\*

3. Monday, May 8, 2006 – 8:30 am to 5:00 pm (lunch to be provided)  
Tuesday, May 9, 2006 – 8:30 am to 5:00 pm (lunch to be provided)  
Applications must be received by Friday, April 21st in order to provide your employer with two weeks notice for union leave as per the Collective Agreement.



#### Who should attend level 1?

For new staff reps or staff reps who want to learn more about MAHCP and the role of the staff rep as well as some fundamental tools for dealing with workplace issues.

#### Who should attend level 2?

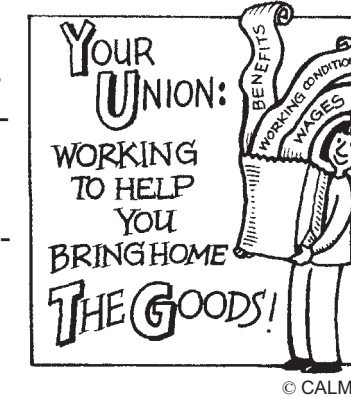
Only for those who have been to the level 1 workshop. In this highly interactive workshop you will learn more about the collective agreement and how to conduct an investigation, more on CSE, problem solving, human rights and health & safety legislation.

**How to register:** Contact Heather. Apply by mail, phone (772-0425 or 1-800-315-3331), fax (775-6829), or email (heather@mahcp.ca). Provide your name, work and home phone number where you can be reached, employer name, and area that you represent. Indicate whether you are scheduled to work on either or both days of the seminar and which seminar you would prefer to attend.

- Training seminars will be held at the MAHCP Office 101-1500 Notre Dame Ave, Winnipeg, MB
- Must attend both days of the training seminar.
- Each session is limited to a maximum 25 participants.
- The sessions are open to staff reps across the Province.
- Out of town participants will either have their travel reimbursed or the office will arrange air travel, if required.
- Salary, meals, out of town transportation and hotel costs will be covered as per Association policy, if required.
- Coffee, tea, juice and muffins will be provided each day.
- Please call Heather at the Association Office (204-772-0425 or 1-800-315-3331) if you require any assistance.

## Non-Central Table Bargaining Updates

**Aboriginal Health & Wellness Centre** - MAHCP continues to meet at the Conciliation Officer's request with the intent of negotiating a Collective Agreement. Progress is very slow. The next meeting is March 8, 2006 and we expect to set more dates.



**Central Medical Laboratories** - Bargaining has been completed. The membership has voted to accept the new collective agreement and the final document is being reviewed by the Employer. Salary increases are as follows: April 1, 2005 - 3.0% (retroactive); April 1, 2006 - 3.0%; and April 1, 2007 - 3.5%.

**Community Therapy Services** - The Association has served notice to bargain to Community Therapy Services. The current agreement expires March 3, 2006.

**Society for Manitobans with Disabilities** - On February 21, 2006, MAHCP and SMD reached a tentative settlement in collective bargaining. On March 1, 2006 a ratification vote was held and the membership voted in favour of the settlement. **The increases for membership were from 24-51% in a two year deal.**

## Market Adjustment Update

We are currently working on the **Brandon RHA Psychologists**. This has been a long process as the Employer and MAHCP are in some dispute regarding the classifications of these members. Meetings are being scheduled to continue talks in March.

## DSM Update

DSM is moving slowly towards a spring date for beginning the implementation of Phase II of their strategic plan, the movement of MAHCP, CUPE and UFCW members from their current employers to DSM.

They have reported that they are optimistic that this process will be completed by late Fall of 2006 for all the affected urban sites.



## Does your area have a Staff Representative?

With the up and coming staff representative training dates (see page 8) it would be an ideal time to elect one.

As representatives of MAHCP in the workplace, staff representatives can assist members with concerns that may arise in the workplace.

As an integral and key position of a union structure, staff representatives are an important communication link for the membership.



*I think a hero is  
a person really intent  
on making this a  
better place for all people.*

*Maya Angelou*

## MAHCP Scholarship Fund

MAHCP Executive 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 21st to:

Chairperson  
MAHCP Scholarship Fund  
101-1500 Notre Dame Avenue  
Winnipeg, MB R3E 0P9

MAHCP Executive will notify all candidates by mail by 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 children of MAHCP members entering their first year of full-time post-secondary education in an Allied Health Profession; and the topic of the 500 word essay is "why enter into an allied health profession?".

## Call for Honour Roll Nominations

### Eligibility:

The intent 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 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:** Chairperson  
MAHCP Honour Roll  
101-1500 Notre Dame Avenue  
Winnipeg, MB R3E 0P9

### Criteria:

A member in good standing:

- Who has served in an elected position on the Executive 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.

## Preliminary call for Nominations MAHCP Executive Council 2006-07

Nominations for the 2006-07 Executive Council are due at the MAHCP Office, 101-1500 Notre Dame Ave., Winnipeg, MB. R3E 0P9 on or before August 4, 2006 at 1600 hours. Please send to the attention of the Nominations 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 the current Executive Council positions, which have one year remaining in the existing term of office:

### Regional Directors:

Burntwood  
Nor-Man

### Occupational Group Directors:

Orthopaedic  
Laboratory  
Pharmacy Technician  
Medical Physics  
Physiotherapy  
Recreation

Nominations will be accepted for the following vacancies on the Executive Council for a full two year term of office:

### Officers:

President

### Regional Directors:

South Eastman  
Brandon  
Winnipeg

### Employee Interest Group Directors:

Community Therapy Services

### Occupational Group Directors:

Radiology  
Radiation Therapy  
Nuclear Medicine  
Dietitian  
Mental Health  
Pharmacist

Nominations will be accepted for the following vacancy on the Executive Council for a one year term:



### Officers:

Vice-President

(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 will be included in this newsletter and can also be obtained by calling the MAHCP office or downloading from our website, www.mahcp.ca.

In Solidarity,  
Al Saydak R.T.R  
Vice-President

## Call for Resolutions

The Manitoba Association of Health Care Professionals is accepting proposals 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 and must be moved and seconded by a member in good standing of the Association. The mover of the proposal should attend the Annual General Meeting on October 12, 2006, to speak to the proposal 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 down-loading it from the website (www.mahcp.ca). A copy of the Constitution was distributed with the December 2005 newsletter but is also available online or by calling the MAHCP office.

Please forward all proposals to the MAHCP office, to the attention of Al Saydak, Vice-President. Resolutions are due at the MAHCP office prior to Friday, August 4, 2006 at 1600 hours.