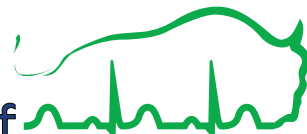


NEWS

Manitoba Association of
HEALTHCARE



Professionals

December 2012

Message from our New President

Bob Moroz, RTT

My name is Bob Moroz and this past summer, I was elected President of MAHCP. I have been a Radiation Therapist at CancerCare Manitoba since 1995. I have been a Staff Rep and Senior Staff Rep with MAHCP for approximately the last eight years and I have been a member of the Executive Council for the past five years.

Let me start with the election. I would like to thank each member for taking the time to read the election package and returning your ballot. We all have busy lives for a huge variety of reasons and I know as well as anyone how a piece of mail can sit on a desk when there are so many other things demanding our time and attention.

The Telephone Town Hall was the first step toward giving you the chance to be more involved.

MAHCP has undergone an in-depth Communications Strategy Review over the past eight months or so. We hired a firm called Strategic Communications to conduct the research through member and public surveys, focus groups and interviews. One of the things that you told us is that you like information to come from us in the form of email. With that in mind, I sent a copy of the research report to all members for whom we have a personal email address on file. In that report we also informed you of our first Telephone Town Hall which I will describe a little later.

What we are hearing from members is that many of you did not receive the report. At this point, I hope you can sense where I am going with this. I am committed to providing more information to as many members as possible, but I really need to know where to send the information!

Please send an email to info@mahcp.ca with your name, current phone number and personal email address if you did not receive the report on November 22 or a phone call on November 27 and 28 because your contact information is clearly not updated on our database.

Our next step is to hold a review of MAHCP priorities which will see the Executive Council and staff participate in a two day strategic planning session in January 2013. Our intention is to define practical goals for the future and measurable objectives for the next 1-2 years.

Based on a written strategic plan that will be circulated to all MAHCP members, we will finalize our communications plan defining goals, objectives and timelines for implementation. What that means is that we are trying to respond to what members are telling us and that we will share with you our plans to meet the needs that have been identified.

The Telephone Town Hall was the first step toward giving you the chance to be more involved. Many unions from across the country have told us that this type of communication is wildly popular as a way to increase member engagement and at least



Bob Moroz, RTT

partially satisfy the need for information.

The feedback we have received from members who did participate is mostly positive and they are looking forward to future events like this. Of course, with this being our first such phone call, it did not occur without its share of challenges.

The idea behind this town hall is to allow members to ask questions directly to the speakers so they can be answered during the same call. It is very much like a radio talk show in that respect. I would love to hear your opinion on whether we continue to hold these Telephone Town Halls.

Our agreements don't expire until March 2014, but now is the time to start getting involved. Proposals for bargaining are due March 1, 2013!

Finally, central table bargaining is coming up fast. Our agreements

continued on page 3

Farewell to our President

This summer, MAHCP president Wendy Despina decided to step down from her position of president, leaving the post open for a new president-elect. With this act, she will be finishing a career in MAHCP that spans almost 40 years.

Wendy has been a union activist since the 1970's and has held many elected positions in MAHCP; staff representative, bargaining team member, union secretary, vice-president and multiple terms of president when it was not a full-time position. She became MAHCP's first full-time president and has held this post for eight years.

As president, she saw a need to improve the governance and accountability in the union and provided opportunities for the Union and Executive Council to become more responsive to members while strengthening the bylaws and the constitution the union abides by. Accountability and service to members were always uppermost in her mind. She also took MAHCP to a more national stage with the Canadian Health Professionals Secretariat (an organisation of healthcare unions) and brought that national perspective back to Manitoba.



Wendy Despina and Judy Wasylycia-Leis

Wendy has always been a tireless fighter for MAHCP but has also become well known in sister unions across Canada as an excellent spokesperson for healthcare unions and unionism in general. Under her direction, our union has become larger and stronger than ever before. She logged many hours, contacting members, lobbying government and ensuring members were represented as well as possible. Her breadth of knowledge was developed over years of work in our union, and she will be passing this on to our new president.

Thank you Wendy for all your hard work and dedication; we wish you all the best!

Message from the President

continued from page 1

don't expire until March 2014, but now is the time to start getting involved. Proposals for bargaining are due March 1, 2013! Many of us have made the mistake of waiting too long without realizing that the process is well underway at least one year prior to the end of the agreement. This is the part where I keep repeating myself to make sure as many of you are aware of what is happening. You can find a bargaining proposal form on our website. For those who have agreements that are not negotiated at the central table, this form can

be used as well, but the timing is different depending on the expiration of your agreement.

To finish off, I want to thank the members of MAHCP for giving me the chance to be the leader of this organization for the next two years.

I want to take a moment to repeat what I wrote to you as I was running for the office of President. You have told us that you want to know more about what is happening. I made a commitment to improve our ability to get you the information that you need and I plan on meeting that commitment.

During my address at the end of the Annual General Meeting I asked you for your help and I meant

it. I need to hear from you about the things you wish to hear from me and the rest of the Executive Council. I need you to check the website once in a while, read the newsletter and read the emails that I intend to send out.

These things don't take a lot of time and can really go a long way in improving the two-way communication that we all agree is one of the most important aspects of feeling like you are an important part of the Manitoba Association of Health Care Professionals.

In Solidarity,
Bob Moroz, RTT
President, MAHCP