

MAHCP ANNUAL GENERAL MEETING

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

Registration of Members: 1730 to 1800 hrs
Meeting: 1800 to 2000 hrs
Wine & Cheese Reception: 2000 to 2300 hrs

Guest Speaker: Professor Arthur Schafer

Please pre-register by using the form included with this newsletter or by calling the MAHCP Office, and indicate at which site you will be attending. Teleconferencing information is on the reverse side of the pre-registration form.

For more information contact Wendy Despina, President at the MAHCP Office, 772-0425 or 1-800-315-3331, ext 215.

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

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

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. Thank you!

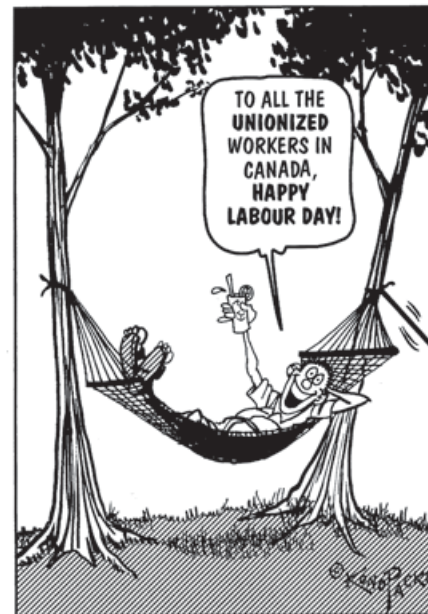


Heather's Word Search

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

Bargaining	Meetings	Benefits
Movement	Fitness	Orthopedics
HEPP	Physiotherapist	Hospital
Injury	Rehabilitation	Retirees
Labour Day	Scholarship	

Email heather@mahcp.ca for the solution.



NEWS

Manitoba Association of
HEALTHCARE
Professionals

September 2006

Labour Day

by Wendy Despina, President

Monday September 4, 2006 just another day, the long weekend signifying the close of summer, a day to spend time with friends and family. What is the story behind the September long weekend?

The origin of Labour Day as a Canadian statutory holiday goes back one hundred and thirty five years. It goes back to 1871 a time when it was a criminal act to be a member of a union in Canada. *Twenty four union activists were imprisoned in Toronto. The crime they had committed; belonging to a union – then a criminal conspiracy in restraint of trade, and striking for a "nine" hour work day.*

On Thanksgiving Day April 15, 1872, the Toronto Trades Assembly organized what is believed to be the first North American labour demonstration. This "workingman's" demonstration began as a parade complete with four bands and was followed up with speeches. The speakers were calling for the immediate release of the incarcerated workers and demanding the abolition of the anti-union legislation,

this same legislation had already been repealed by parliament in England. The workers were applauded by their fellow Torontonians who came out in droves and numbered approximately 10,000 citizens.

This event sparked a similar event in Ottawa several months later. The Garrison Artillery band led a mile long parade of members from seven different unions, with the city firemen bringing up the rear with flaming torches. The parade wended its way through Ottawa's streets stopping at the home of Prime Minister Sir John A. MacDonald. The Prime Minister was taken to City Hall where acknowledging the workers discontent he promised that such outrageous laws would be revoked. True to his word, the offensive legislation was repealed by the Canadian government before the end of the year.

Having begun as a public protest against unjust legislation the Toronto parade was an annual event well into the 1880's. Ten years after the first parade the Toronto Trades and Labour Council ex-

tended an invitation to Peter J. McGuire the general secretary of the Brotherhood of Carpenters and Joiners and co-founder of the American Federation of Labour to participate as a guest speaker. Upon his return to his home in New York, Peter organized a parade which was held September 5, 1882.

In 1894 a two mile long parade marked the beginning of Winnipeg's first Labour Day parade. Twenty two years later the Canadian and American governments enacted legislation making Labour Day a national holiday that would annually occur on the first Monday of September. July 23, 1894 the Canadian Parliament led by Prime Minister John Thompson declared Labour Day a legal holiday.

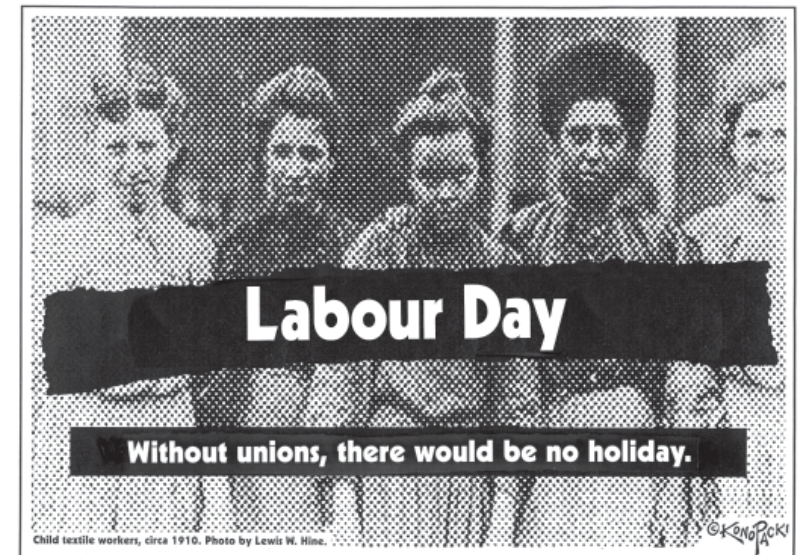
There is a day celebrating labour world wide; however it is celebrated at different times and under different names. It is also known as "International Workers' Day" or as "May Day"

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Editor: Wendy Despina, President
wendy@mahcp.ca



Enclosed with this Newsletter:

- Annual General Meeting Pre-registration Form
- Annual General Meeting 2006 Booklet

Meeting Calendar

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

September 7 & 8, 2006

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

September 11, 2006

- Annual General Meeting
Packages Mailed Out

September 13, 2006

- Executive Council Meeting
101-1500 Notre Dame Ave
0830 hrs to 1630 hrs

September 13, 2006

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

September 14 & 15, 2006

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

September 18 & 19, 2006

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

September 20, 2006

- HSC Staff Rep Meeting
NA235, Isabel Stewart Bldg
1100 hrs to 1230 hrs

September 27, 2006

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

September 28, 2006

- South Eastman RHA
Staff Rep Meeting
Smitty's, Steinbach
1200 hrs to 1300 hrs
Armand Roy, LRO

October 11, 2006

- Executive Council Meeting
101-1500 Notre Dame Ave
0845 hrs to 1700 hrs
- General Staff Rep Meeting
*** CANCELLED ***
Please attend AGM.

October 12, 2006

- Annual General Meeting
Clarion Hotel-Manitoba Rm
1445 Portage Ave
1730 hrs to 2000 hrs

October 19, 2006

- HSC Staff Rep Meeting
NA235, Isabel Stewart Bldg
1100 hrs to 1230 hrs

October 19, 2006

- SBGH Staff Rep Meeting
L1304, Pathology Conf Rm
1200 hrs to 1300 hrs

October 25, 2006

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

October 26, 2006

- South Eastman RHA
Staff Rep Meeting
Smitty's, Steinbach
1200 hrs to 1300 hrs
Armand Roy, LRO

November 8, 2006

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

November 8, 2006

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

November 15, 2006

- HSC Staff Rep Meeting
NA235, Isabel Stewart Bldg
1100 hrs to 1230 hrs

October 19, 2006

- SBGH Staff Rep Meeting
L1304, Pathology Conf Rm
1200 hrs to 1300 hrs

November 29, 2006

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

November 30, 2006

- South Eastman RHA
Staff Rep Meeting
Smitty's, Steinbach
1200 hrs to 1300 hrs
Armand Roy, LRO

December 13, 2006

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

December 13, 2006

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

December 21, 2006

- HSC Staff Rep Meeting
NA235, Isabel Stewart Bldg
1100 hrs to 1230 hrs

December 21, 2006

- SBGH Staff Rep Meeting
L1304, Pathology Conf Rm
1200 hrs to 1300 hrs

January 10, 2007

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

January 11, 12, 13, 2007

- Executive Council Strategic
Planning Meetings
Location TBA

January, 2007

- General Staff Rep Meeting
*** CANCELLED * due to
Strategic Planning Session**

February 14, 2007

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

February 14, 2007

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

Executive Council

Officers

President

Wendy Despins,
SBGH Laboratory

Vice President

Al Saydak

Treasurer

Paul Norman, CCMB
Radiation Therapist

Secretary

Randy Buschau, HSC
Orthopedic Technology

Directors

Community Therapy Services

Dietitian

Margrét Thomas,
Physiotherapist

Susin Cadman,
Brandon RHA

Laboratory Medical Physics Mental Health

Tom Walus, HSC

Chad Harris, CCMB
Kathy Yonda, Brandon
RHA

Nuclear Medicine Occupational Therapy Pharmacist Pharmacy Technician

Shelagh Parken, SBGH

Adele Spence, DLC
Bob Bulloch, HSC

Physiotherapy Recreation Burntwood RHA

Cindy Dziadek,
Concordia Hospital

Shelley Kowalchuk, HSC
Zana Anderson, DLC

Nor-Man RHA

Tanya Burnside,
Pharmacy Technician

Winnipeg RHA

Bernie Krawchuk,
Resource Coordinator
Allan Harlow,
Concordia Hospital Lab

Staff Assignments

Lee Manning

Executive Director
lee@mahcp.ca

Heather Pappin

Secretary/Receptionist/Clerk
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

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

Physiotherapist Career Profile
continued from page 5

played an important role in advocating on behalf of the profession, provided opportunities for professional development, and has kept physiotherapists in touch with best practices here and abroad. CPA's mission is to provide leadership and direction to the physiotherapy profession, foster excellence in practice, education and research, and promote high standards of health in Canada.

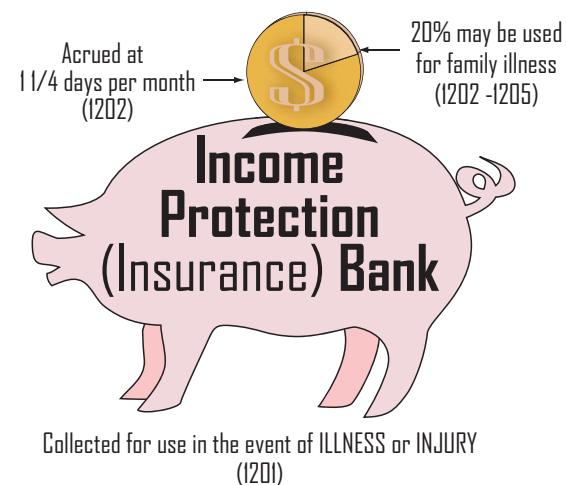
While physiotherapists are not required to join CPA, all physiotherapists who work in Canada must be registered with the College of physiotherapists in each province. In Manitoba, the College of Physiotherapists

of Manitoba fulfills this role.

CPM is responsible for safeguarding the public interest related to the delivery of physiotherapy service. Its primary role is to protect the patient/public and its secondary role is to guide/direct the profession of physiotherapy. Each College ensures that physiotherapists practicing in a particular province are registered and have met the provincial standards for entry and re-entry to practice. The College also requires that all regulated practitioners in their province meet specific standards before being allowed to practice physiotherapy. It is illegal to practice without a license, and there are laws governing the granting of a license and procedures to be followed for revoking a license.

Part 1 of Understanding Income Protection

Income Protection Articles 1201-1202-1203 (WCB-MPI ineligibility - 1201)



Exception

* First year of employment - 40 % may be used for family illness (1202)

1203 - Ensures continuation of accumulated credits from previous contract

Member Feedback

"I know that things must be wild right now, but all the PR looks great!!"

"Saw the Eliminate the Wait sign on the lawn in front of the office and it looks awesome!"

"Looked at the new website . . . thank you for putting our pictures on the website."

If you have a question or suggestion for the President, please call the MAHCP office to have a copy of the Contact Form mailed or faxed to you, or you can access a form through the MAHCP website at www.mahcp.ca.

Quiz Answers from Page 9

- 1894
- John A. Macdonald
- 11%
- 4,000
- All of them
- Bread and Roses
- 1914
- \$1.10
- William Lyon Mackenzie King
- Winnipeg General Strike
- 1927
- R.B. Bennett
- Brotherhood of Sleeping Car Porters
- 1940
- Co-operative Commonwealth Federation (CCF)
- Eatons
- 1966
- Quebec
- Wage and price controls
- Free trade agreement

*This quiz was prepared by the Toronto and York Region Labour Council.

Scholarship Essays

As you know there are a number of criteria taken into consideration when choosing the winner of the MAHCP and Monique Wally Memorial Scholarships. One of them is a 500 word essay.

For the MAHCP scholarships the essay is on the "benefits of being a union member", and for the Monique Wally Memorial Scholarship the essay is on "why enter into an allied health profession?"

The following are two of the essays submitted to MAHCP for the MAHCP and Monique Wally Memorial Scholarships.



What are the Benefits of Being a Union Member? by Stephen Currie

"A Trade Union (Labour Union), . . . is a continuous association of wage-earners for the purpose of maintaining or improving the conditions of their employment"
-Clarke, T.; Clements, L

Canada as a nation was shaped by railroads, transport ships, manufacturing of natural resources and many other developments of the Industrial Revolution. The Industrial Revolution was also of singular importance in stirring workers across the British Commonwealth into the formation of labour unions, and taking back their rightful share in the wealth their frontier world was producing. In this sense, as the machines of the Industrial Revolution shaped the borders of our country, the labour unions shaped the independence and egalitarian beliefs of our people.

Today we are seeing a new revolution in our society. As advances in technology and industry generate wealth of unparalleled proportions, the gap between the rich and the poor in many countries is growing larger. It is the high mandate of the unions to protect the workers who make up this country from being denied their rights by

the increasingly ubiquitous and powerful forces of Big Business. You can see that we live in an important time to join a union.

Unions allow their workers two important rights. The first, job security, is arguably the most important quality of a smoothly running business. Job security inspires worker loyalty, and necessarily reduces corruption, insubordination and bad morale. It is a myth that labour unions operate antagonistically to the greater wishes of the company. We can see that a company's first step towards success is to ensure the support and continued efforts of the men and women who are producing their products.

Beyond even the success of the individual companies, some factors of labour unionization benefit society as a whole. These are union benefits, the supplements given to workers in order to move towards a more egalitarian society. I'd feel lucky in my future career to be given medical, dental, overtime and other benefits, but the right to health and fair labour are inalienable rights. The unions that are providing these services are also fulfilling an important societal service, which is ensuring socio-economic parity for millions of workers across Canada, and the world.

Aside from sweeping societal advantages, I believe that unions can be of a great service to me personally. In any of my pursuits, from natural science to acting, unions exist which will make it possible to follow my ambitions into achievable goals for success. In addition to this, when one considers the ambition to marry and have a family, the medical, dental, etc., benefits of a union become of high importance.

Labour unions allow millions of Canadians with all sorts of backgrounds, ambitions and careers, lead comfortable and protected lives. The service done to union members and their families are a cornerstone of Canada being a first world nation, it shows an ability to take care of our citizenship, and move towards an equal society.

Why Enter into an Allied Health Profession? by Stephen Currie

For far too many people, the stereotype is that a career in medicine and/or

healthcare has its be-all and end-all in Medical Doctors. They quickly forget the enormous amount of infrastructure behind the exterior of the hospital, and the enormous career opportunities that lie within it for all those who care about health or patient care. This essay will examine not just the reasons for entering into allied health, but go towards dismantling the general disinterest and misinformation about what is an interesting and absolutely vital field.

The first and foremost reason to go into allied health, and the first and foremost reason why allied health is so important, is saving lives. The life of the patient is dependent on so many factors, from hygiene to the correct interpretation of complex test data, that assigning the responsibility of their health to only one person is woefully shortsighted. It is not just doctors but all of the intricate workings of the machine of allied health which saves the patient. It is the size of this machine, and even more specifically the range of the jobs available in it, that has allowed Canada to create such a versatile and ubiquitous health care program. Indeed, many of the problems currently associated with Canadian health care (hallway medicine, waiting lines, dehumanization of patients) can be explained as occurring in areas where, not merely medical doctors, but allied health professionals were not available in sufficient numbers. Thus we can see the vital role for allied health professionals in the Canadian health care system, and with the assertion that the Canadian system is a valid one in terms of saving lives, we see the fundamental importance of allied health care careers to patients.

This leads to the question "What is the value of those careers then, to the professionals?" The answer is again within the versatility of the system. Even if you restricted the term allied health care to only one of its many branches, the opportunities for studies are almost boundless. The training required for a variety of allied health positions involve the latest in chemical, biological, and physical sciences. For me, the greatest draw in entering an allied health field is the fact that allied health is an opportunity to work at the cutting edge of new science and technology. That is why I have chosen biochemistry as my major field of study.

Non-Central Table Bargaining Update

DSM - St. Amant Centre: The collective agreement has been ratified and will be mailed out to members soon. If you do not receive your copy please call the MAHCP office.

Society for Manitobans with Disabilities: The Employer is in the process of proofing the documents.

WRHA Transport Team: The Collective Agreement has been signed and mailed out to members. If you did not receive your copy, please call the MAHCP office.

Misericordia Health Centre - Eye Bank Technicians: New certificate application. Hearing scheduled for July 21, 2006.

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

Central Table Bargaining Update

The Bargaining Committee met with the employer for 8 days in June to continue with non-monetary bargaining. Although there has been some movement, we are disappointed that the process remains a slow one. We are unable to meet with the employer over the summer months (July and August) however we were able to secure dates in September and October to continue bargaining.

The next bargaining dates are as follows:

- September 5 to 8
- September 25 to 29
- October 2 to 6
- October 23 to 27
- October 30 to 31

Updates will be posted on the website as well as the MAHCP information line (1-800-315-3331) as new information becomes available.

Scholarship Award Recipients 2006

MAHCP awards five (5) four hundred (\$400.00) scholarships to graduating high school students.

Candidates must be dependents of members and meet the criteria established by the Communication Committee.

There were 11 applicants for the **MAHCP Scholarship Fund** this year and all were screened as per the MAHCP Scholarship guidelines.

The 2006 recipients are:

- **Stephen Currie** (Parent - Karen MacDonald, HSC Genetics Counsellor)
- **Lee Clement** (Parent - Leslie S. Clement, HSC Nuclear Medicine)
- **Daniel Mark Schinkel** (Parent - Margaret Schinkel, SBGH OT)

- **Ellen Rapinchuk** (Parent - Brenda Rapinchuk, Misericordia and HSC Respiratory Therapist)
- **Ruth Marie Findlay** (Parent - Samuel A Findlay, HSC Autopsy Technical Assistant)

There was one successful applicant entering the allied health profession. **The Monique Wally Memorial Scholarship Fund** recipient is:

- **Stephen Currie**, whose parent is Karen MacDonald, HSC Genetics Counsellor.

Congratulations! We wish all applicants good luck in their future endeavours.

See page 10 to read Stephen Currie's essays.

"Labour Day" continued from page 1

So . . . *one hundred and thirty five years later what has been accomplished? We have made significant strides in Canada, but looking around the world there are many countries that still do not allow trade unionism, that still do not have workers rights, that still do not have any health and safety legislation and that have aggressive anti-union activities.* The following list is just a very small sampling of examples of headlines from around the globe:

1. Yelena Starostina, jailed member of the Siberian Labour Confederation (SKT) accused of "illegal possession of documents" July 12, 2006.
2. Mansoor Ossanolou, jailed President of Tehran's bus worker' union. Mansoor Ossanolou released after spending seven and one half months in prison. Jailed for organizing the bus workers.
3. Free - Iran's 800 Jailed Union Activists February 6, 2006.
4. Four youths activists arrested from Pegu College Burma for writing and distributing a poem, March 29 2006 – sentences ranged between seven and nineteen years.
5. Three Columbian trade union leaders were assassinated recently by government soldiers; Jorge Eduardo Prieto, Leonel Goyeneche, and Hector Alirio Martinez October 14, 2004.
6. 94 Trade Unionists were murdered in

Columbia last year.

7. Jonquiere Quebec – Wal-Mart Stores inc., the retail chain symbolizing anti-unionism around the world, has announced it will close a Quebec store that was on the verge of becoming its first fully unionized outlet. February 2005 NUPGE

The struggle for "labour" rights and thus the struggle for "human" rights is ongoing, and is worl-wide. It is won and measured in major actions and events and in small day-to-day actions. Both are important. *Our struggle to maintain and improve our collective agreements, our working conditions and our public Health Care system is achievable. It is achievable by the actions we take as an organization and by the actions we take each day as union members in the workplace.*

Please enjoy your "Labour Day" Weekend. Take a moment to reflect on its origins and to celebrate all that the first Monday of September represents. In closing I, would like to share a quote from the speech that Larry Brown gave at our 2005 AGM:

"Freedom, freedom, is a hard won thing, you've got to work for it, fight for it, day and night for it, and every generation has to win it again."

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.

- **Glen Krentz**, Respiratory Therapist, Deer Lodge Centre.
- **Mary Wright**, General Duty Lab Technologist, Flin Flon General Hospital.
- **Linda Daypuk**, General Duty Lab Technologist, Flin Flon General Hospital.
- **Eileen Mudry**, General Duty Lab Technologist, Victoria General Hospital.

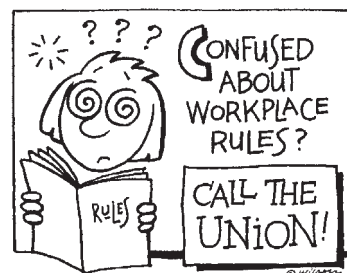
If you are retiring or know of someone who is retiring, we would like to hear from you. Neither the Employers nor HEPP provide us with that information so we are counting on you to let us know. You may contact us through email, phone, fax, through your staff representative, board member, on the web site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

How Well Do You Know Your Collective Agreement?

Question: Do you have the right to refuse work? If so, under what conditions?

Answer: Yes, but only if you feel that the work is a danger to yourself or others. The Employer is under no obligation to pay you when the work is refused.



A Scholarship Fund is being established in memory of the son of MAHCP member Lisa McCormack. Her son was tragically killed in an automobile accident. For donation information contact Wendy Despins at 772-0425 or wendy@mahcp.ca.

Labour Day Quiz

Test your Canadian labour history savvy

1. The "workingman's holiday" was first celebrated by trade unions in 1882. When did the Canadian government make Labour Day a national holiday: 1884? 1894? 1924?
2. In 1872, the prime minister passed the *Trade Unions Act* making it legal to form unions. In part, his motivation was to undermine liberals such as George Brown, who had opposed strikes calling for a nine-hour workday. Who was this prime minister?
3. In 1881, children as young as nine worked a 12-hour day for 20 cents in Toronto. How much of the city's workforce did children comprise: 3%? 11%? 17%?
4. Between 1800 and 1882, 17,000 labourers were brought from China to build the Canadian Pacific Railway's passage through the Rockies. How many workers died during the building of this section: 500? 2,000? 4,000?
5. In 1898, Canada's Trades and Labour Congress called for radical social change with a platform that included which of the following: Free compulsory education for all? A minimum wage? Public ownership of railways, telegraphs, waterworks and hydro? Abolition of the Senate?
6. A 1912 strike by 20,000 women textile workers in Lawrence, Mass., gave rise to a song that has become the anthem of women in Canada's labour movement. What is the name of that song?
7. In the early 1900s, all provinces except Prince Edward Island required employers to compensate workers who were injured on the job. Ontario introduced the first *Workmen's Compensation Act* to provide government compensation for injured workers in what year: 1914? 1934? 1954?
8. What was the daily pay of Canadian soldiers in the First World War battlefields: \$1.10? \$2.30? \$3.20?
9. In 1909, Sir Wilfrid Laurier created a separate department of labour, saying that it was "rendered necessary by the ever-growing dignity and importance of labour questions and labour problems." Whom did he appoint as the first deputy minister of labour: Sir Oliver Mowat? Clifford Sifton? William Lyon Mackenzie King?
10. In 1919, prices were rising much faster than wages. Workers in one of Canada's largest cities went on strike demanding higher wages, fewer working hours and union recognition. The city was shut down for six weeks and two strikers were killed during demonstrations. What was the strike's name?
11. The *Old Age Pensions Act* introduced by the federal government offered a maximum yearly pension of \$240. It was restricted to seniors whose income, including pension benefits, was less than \$365 per year. When were the first old age pensions introduced: 1927? 1937? 1944?
12. During the Great Depression, 28% of Canadians were unemployed. While US president Franklin D. Roosevelt established massive job-creating public-works programs, Canada set up work camps, primarily in British Columbia. Faced with deteriorating conditions and scandalous misuse of funds by administrators, camp workers organized an "On to Ottawa Trek." They were met in Regina by the prime minister but when talks broke down, organizers were arrested during demonstrations. Who was the prime minister?
13. For black men in Canada, it was one of the only occupations that offered steady employment. For 50 years, the job was entirely filled by black men. It was not until *Canada's Fair Employment Practices Act* was passed in 1953 that they won the right to be promoted to other jobs and supervisory positions. Who were they?
14. Canada was the last Western industrialized nation to introduce unemployment insurance. When was it introduced?
15. In 1944, prime minister Mackenzie King passed a law giving workers the right to form a union and requiring employers to bargain with that union. That year, Saskatchewan's newly elected government gave its own employees the same right. What was the name of the provincial party?
16. From 1948 through 1952, efforts to form a union at one of Canada's department stores ended with the union losing by a handful of votes. In 1952, employees of Dupuis Freres department store in Montreal won a union vote. What was the name of the department store that defeated the union?
17. Saskatchewan premier Tommy Douglas introduced Canada's first public health care program. Following a royal commission headed by Emmett Hall, the federal government faced down opposition from businesses, insurance companies and doctors to introduce a national medicare program in what year: 1958? 1962? 1966?
18. In 1951, the International Labour Federation called on governments to provide equal remuneration to men and women for work of equal value. Prior to the introduction of the *Canadian Human Rights Act* and its Equal Wages Guidelines (1977-78), what province had already adopted the principle of pay equity in its Charter of Human Rights and Freedoms in 1975?
19. On October 14, 1976, the Canadian Labour Congress led a national protest over an act introduced by prime minister Pierre Trudeau. More than a million workers stayed off the job because the measure imposed limits on the ability of unions to negotiate wages. What was the measure?
20. In 1988, the labour movement opposed a specific plan proposed by prime minister Brian Mulroney, saying that it would open the door to lower labour standards in wages and working conditions and reduce the rights to unionize and bargain collectively. The ensuing public debate went to the very core of Canadians' rights to decide their future. What was the government's proposal?



Helpful Legal Information for MAHCP Members

Common-Law Partners Beware June 30, 2004

By Sharon L. Tod and Jacob Giesbrecht of Inkster, Christie, Hughes LLP

Unmarried couples living together got a wake-up call on the morning of June 30th, 2004. They had the decision to marry largely taken out of their hands. The Government of Manitoba passed legislation that gives common-law partners the same property rights as married couples. This applies to both same-sex and opposite-sex partners.

There are 3 ways of qualifying a common-law relationship under the new Act. One way is to live in a conjugal relationship for a period of at least three years. A second way is to live in a conjugal relationship for one year and be the parents of a child together. A third way is to register as common-law partners under the Vital Statistics Act.

Before the coming into force of this Act there were a number statutory rights that affected married couples. Married couples have rights on dissolution and death under the terms of The Family Property Act, The Homesteads Act and The Intestate Succession Act among others. Before the coming of these changes, when looking at purely property issues one could largely ignore the rights and obligations to a common-law spouse because there simply weren't many. That approach has taken a 180 degree turn as of June 30, 2004. The law now treats qualifying common-law relationships with all the rights that were previously reserved for married couples.

One of the issues of particular note with the coming of the changes is their impact on a common-law partner's will. When the common-law couple breaks up or ceases to qualify as a common-law couple according to the provisions of the Act, certain aspects of their wills are altered just as when a couple used to divorce. The break up of the common-law relationship causes the revocation of a gift to the partner, the revocation of an appointment as executor or trustee or the revocation of a power of appointment in favour of the partner. This can result in the unintended failure of a gift to the common-law partner.

Changes to The Family Property Act mean that surviving common-law partners are entitled to make applications against the estate for an accounting and equalisation of common-law property. Many common-law partners have made their estate plans on the expectation that their partner has no legal claim to accounting and equalization. That strategy is undermined by the Act.

Some people consciously choose not to prepare a Will. They rely on the terms of The Intestate Succession Act which previously did not provide a benefit for common-law partners. The new provisions may frustrate these intentions. The changes to The Intestate Succession Act provide that where a person dies without a will, the qualifying common-law spouse stands first in line to receive the deceased's estate.

Changes to The Homestead Act also affect the property rights of the common-law partners. Qualifying common law partners now may have the right to a life estate in the family home. This is further complicated by a first come, first served prioritization where there are more than one qualifying surviving spouse.

The Powers of Attorney for common-law partners have to be signed in compliance with new provisions of the legislation. Formerly, this was necessary only



for married persons. Powers of Attorney that don't meet the new requirements are now ineffective in dealing with real property rights of common-law partners.

People who think they qualify as common-law partners should fully inform themselves of the impact the Act has had on altering their legal rights and responsibilities. They want to talk to a lawyer who can explain the new rights and how it applies to them. They may also want to look to cohabitation agreements to determine their rights. Not fully understanding and therefore not dealing with the issues could lead to much more serious commitments than common-law partners intend.

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

This is one of a series of articles that will be appearing in future editions of the MAHCP News.

Did you know that the **MAHCP News**, as well as most of MAHCP's promotional material is developed, designed and printed in-house? This saves members thousands of dollars!

MAHCP Career Profile

Physiotherapist

Submitted by Shelley Kowalchuk
Physiotherapy Director

Do you know what a physiotherapist does and where you can find one? Most people think of physiotherapists in a sports clinic, working on injured backs or helping athletes with sprains and strains. This view persists in the public, but many people who work in hospitals and community care are becoming more aware that there is a large number of physiotherapists working in hospitals, in many aspects of care. From pre-operative counselling, to intensive care, to burns, to orthopedics and to rehabilitation, adult or pediatric, physiotherapists are found. In fact, physiotherapists, as primary health care deliverers, work as team members and leaders throughout health centers and in the community, using their expertise in movement and function to optimize the health of Manitobans.

Physiotherapists look at the impact of injury, disease or disorders on movement and function. They have a unique perspective because of their training in body mechanics and movement science, and this is incorporated with improving health, and quality of life. Ultimately, they strive to promote, restore and improve their client's function, with a variety of treatments and techniques.

Practice Settings

According to the Canadian Physiotherapy Association, physiotherapists can be found in many settings:

- Child-development centres
- Community health centres
- Fitness centres/health clubs/spas
- Government/health planning agencies
- Hospices
- Hospitals
- Individual homes/home care
- Insurance companies

- Nursing Homes/long term care facilities
- Occupational health centres
- Outpatient/ambulatory care clinics
- Physiotherapy clinics/practices/private offices
- Public settings (e.g. shopping malls) for health promotion
- Rehabilitation Centres
- Research facilities
- Senior citizen centres/residences
- Schools/universities/colleges
- Sporting events/field settings
- Sports medicine clinics
- Workplace/companies

Employment opportunities in Manitoba have in the past been fairly good, but more due to a high demand for physiotherapists across Canada and the US, than from increased job creation in Manitoba.

However, wherever physiotherapists work, similar principles are applied when seeing a variety of clients. Physiotherapists will assess a client, evaluate their movement disorders, and, using evidence-based practices, they will plan an intervention strategy. This strategy takes into account the prognosis and incorporates the best techniques that scientific evidence supports. These interventions can relieve pain, restore function, and maintain health and fitness to an end of achieving functional independence, or at least preventing further decline in function.

Physiotherapists focus on involving their clients completely in their rehabilitation from the start, to encourage the client to become part of the rehab solution, and thereby improving the effectiveness of treatments and helping maintain health after a good result is achieved.

Physiotherapists can act in a primary care capacity, due to the 'direct access' conferred on them by the Physiotherapy Act of Manitoba (2001). Direct access means that patients can access physiotherapy services directly without a physician's referral. This most notably occurs in private practice and some outpatient public centres. Physiotherapists continue to work closely with doctors, providing information to them in order to best serve the client's needs.

How Does One Become a Physiotherapist?

As with many professions today, physiotherapy started as a diploma pro-

gram. Currently it is a four-year degree program (one year of prerequisites to be accepted into the faculty, and three for the degree of BMR (PT)). It is offered here at the University of Manitoba and 12 other universities in Canada. Each program is affiliated with a faculty of medicine and accredited by the Accreditation Council of Canadian Physiotherapy Academic Programs (ACCPAP) and the (US) Council on Accreditation of Physical Therapy Education (CAPTE). Persons who apply to enter physiotherapy at the University of Manitoba, have to have a high grade point average in their 1st year of university and go through an interview process before acceptance. Fifty students are accepted each year into the faculty, though the faculty receives on average 150 applications per year, and last year interviews were only granted to people with grade point averages of 3.5 and over.

By the year 2010, or sooner, Canadian universities will offer entry-level education programs in physiotherapy only at the level of a "professional master's" degree.

Eventually it is anticipated that by 2010 a professional master's degree will be the entry-level degree for new physiotherapists educated in Canada.

Job Demands

As one might expect, the job of physiotherapy requires the worker to be able to do the 'physical demands' of the job. Physiotherapy is an active job generally speaking, at times requiring some heavy lifting, depending on the type of therapy one is working in (spinal cords, neurology, acute medicine, orthopedics). However, there are many different areas that physiotherapists can work in from consultative, administrative to direct care, depending on the persons' interests.

Regulation and Professional Organizations

Physiotherapists in Canada have the option of joining the professional association, Canadian Physiotherapy Association. This association, with almost 10,000 members across Canada, has

Some MAHCP Physiotherapists from around Manitoba

