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www.mahcp.ca

Inside this issue:

President's Report	1
Executive Council	2
Staff Assignments	2
Calendar of Events	2
Call for Executive Council Nominations	3
Ron Wally Biography	4
Call for Honour Roll	4
Grievance Statistics	5
Bursary Information	6
Call for Resolutions	6
Question/Suggestion Form	7
Executive Director Search	8
Collective Agreement Question Contest	8
Where is my Collective Agreement?	8

MAHCP NEWS

APRIL 2004

President's Report Tom Walus

The Association has experienced very significant events during the past four months. At the end of December 2003 we were informed by the Manitoba Labour Board that we would be facing votes in Westman Laboratory, Brandon Regional Health Authority and Burntwood Regional Health Authority. The campaigns were intense and exhausting with mixed results. We regrettably lost Westman Lab and retained Brandon Regional Health Authority and Burntwood Regional Health Authority. I do not say that we won BRHA and Burntwood, but retained them, because the members were sending a strong message. The votes told us that the members are not happy. The members were telling us that we have to change. Fortunately, during the campaign, the Board of Directors and staff participated in a 3 day strategic planning session facilitated by Ron Hayes from the Volunteer Centre of Winnipeg. The meeting was intense and filled with emotion, honesty, laughter and tears. The initial purpose of the meeting was to have a strategic plan for the next five years. However, it became quite evident at that meeting that the Association needs to focus on "now". The Association has issues that need to be resolved immediately.

Two of the most critical areas that we need to work on are communication and membership services. Members need and want to know what the union is doing and members need and want a response to their problems and concerns. Within the next few months the Board will be looking at all aspects of the union and trying new initiatives to improve communication and membership services. We will examine all ideas and find out what works. However, we need the members to help. We need your input and suggestions. If we do not know what you want, we cannot try your ideas.



In February, the Association began the search for a new Executive Director. As most of you are aware, Mr. Ron Wally, the Executive Director for the past 22 years, is retiring on June 18, 2004. It became evident that the Board would not be able to find a new Executive Director on our own. We do not have the time, resources or expertise to tackle such a daunting task for such an important position. With this in mind the Board contracted the services of Meyers, Norris and Penny (MNP). MNP is a consulting firm that specializes in a number of activities, one of which is performing searches for executive positions. We needed professionals to find a leader for professionals. Hopefully, by June of this year, we will have chosen a new Executive Director.

One of the Board's major initiatives is to have more staff representatives. We feel that in the past few years we have been unable to focus our attention on our staff reps. Staff reps are critical to our success and future. Being a staff rep is not a time consuming or scary job. A staff rep is a union face and contact in the workplace. With that focus, staff rep training sessions have been done twice in March and will be done twice in the fall.

The association has many plans for the future and these will be brought forward at meetings and upcoming mailings and newsletters. Please do not hesitate to contact us with questions and comments.

MAHCP Executive Council

The MAHCP Executive consists of the following elected membership:

President- Tom Walus

HSC Microbiology

Vice President - Gary Cavanagh

Brandon RHA Pharmacy

CTS- Margret Thomas

Physiotherapy

Dietitian - Susin Cadman

Brandon RHA

Laboratory- Wendy Despins

SBGH

Mental Health - Alf Price

Brandon RHA

Orthopedic Technology -

Randy Buschau HSC

Pharmacist - Bob Bulloch

HSC

Pharmacy Tech- Brenda Loll

Brandon RHA

Physiotherapy - Joelle Fillion Kopp

HSC

Radiology - Alan Saydak

HSC

Respiratory- Michael Bachynsky

SBGH

Burntwood RHA – Warren Mason

Senior Physiotherapist

Nor-man RHA - Bernie Krawchuk

Resource Coordinator

SouthEastman RHA -

Michael Kleiman Sonographer

Winnipeg RHA - Gerald Besyk SBGH

Calendar of Events



April 14, 2004

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

April 2004

- Call for Nominations for new Executive Council
- Call for Honour Roll Inductee Nominations
- First Call for Resolutions to Constitution & By-Laws
- Call for Bursary Applications

May 12, 2004

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

June 2004

- Second Call for Resolutions to Constitution & By-Laws
- Second Call for Nominations for new Executive Council

June 9, 2004

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

July 14, 2004

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

July 23, 2004

- Deadline for Bursary applications

July 30, 2004

- Deadline for Honour Roll Nominations

August 6, 2004

- Deadline for Executive Council Nominations

August 11, 2004

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

August 20, 2004

- Annual General Meeting Packages Mailed Out

September 8, 2004

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

October 13, 2004

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

October—Date TBA

Annual General Meeting

November 10, 2004

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

Staff Assignments

Ron Wally, (Executive Director)

Ken Swan, (LRO) HSC, Deer Lodge Centre, & Breast Health Centre

Barb Johnson, (LRO) St. Boniface, Central Medical Labs, Jocelyn House, Misericordia

Michele Eger, (LRO) HSC, Aboriginal Health & Wellness Centre, Concordia, Tissue Bank MB

Karen Noga, (LRO) Victoria General, Brandon RHA, Brandon Clinic, Seven Oaks, Centre Tache Centre, SMD, Rehab Centre for Children

Bob Young, (LRO) Cancer Care MB, Nor-Man RHA, Burntwood RHA, Manitoba Clinic, Winnipeg Clinic, South Eastman RHA, Community Therapy Services

Preliminary Call For Nominations MAHCP Executive Council 2004-05

Nominations for the 2004-05 Executive Council are due at the MAHCP Office, 101-1500 Notre Dame Avenue, Winnipeg, MB R3E 0P9 on or before August 6, 2004 at 1600 hours. Please send to the attention of the Nominating Committee.

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

The Executive Council of MAHCP monitors the business affairs of the Association, and plans policy and sets direction for the Executive Director to follow. The Constitution permits representation from each geographic 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 two years remaining in the existing term of office:

Officers:

President

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

Occupational Group Directors:

Laboratory	Pharmacist
Orthopedic Technology	Physiotherapy

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

Officers:

Vice-President (president elect)

Regional Directors:

Brandon	Burntwood
NorMan	South EastMan
Winnipeg	

Employee Interest Group Directors:

Aboriginal Health & Wellness Centre Clinics	CancerCare Manitoba Community Therapy Services
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Occupational Group Directors:

Audiology	Cardiology	Child Life Specialist
Dietitian	Electroencephalography	Emergency Medical Services
Home Care Coordinator	Mental Health	Midwifery
Nuclear Medicine	Occupational Therapy	Pastoral/Spiritual Care/Chaplain
Pharmacy Technicians	Psychologist	Radiation Therapy
Radiology	Recreation	Resource/Utilization Coordinator
Respiratory Therapy	Social Work	Sonographer
Speech Language Pathology		

(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 MAHCP OFFICE – 101 – 1500 Notre Dame Avenue, Winnipeg, MB R3E 0P9, or via e-mail, info@mahcp.ca, or feel free to use the Information Line. Our toll free number is 1-800-315-3331. Messages can be left at that number as well. They are checked daily Monday thru Friday, 8:30 am to 4:30 pm.

MAHCP Staff Biography

Ron Wally

Executive Director

I took on the role of Executive Director of MAHCP on June 1, 1982. At that time there were 720 members. The association had gone through a strike that had a most bitter result, initiated by a back to work and arbitration process. The strike was fought to retain a parity relationship with nurses' wages. The outcome was an arbitration award that provided less than the last management offer!

Since then, our numbers have grown to 3,500, and our staff has gone from one to eight. For 22 years we have collectively fought to be included as trustees on the pension fund, the benefits program, and on various provincial and workplace committees. We have witnessed increased pressure and major efforts to reform and downsize the workplace and workforce. Connie Curran, MDS-Dynacare, sixteen lab studies, DSM, ABC, and numerous committees resulting from the various consultant studies, are but a few of the many challenges faced over the years.

The association has not taken a back seat to anyone when it came to bargaining. Our efforts resulted in the best collective agreements in the province and some of the best in Canada! We have been a leader in improved vacations and holidays, maternity leave provision and pay, portability, standby and call back provisions and in some cases, even salaries.

The association has earned a reputation for hard work, effective representation of membership issues and a strong proponent for allied health issues. Our work is respected and accepted.



During the daunting challenges we faced I managed to persuade a lab technologist from St. Pierre to be my life partner and wife. Why she did is still a mystery to me! Her passing away in April of last year has been a tremendous loss to my family and me. Fortunately, the group of 7 children have been extremely supportive. I could not have managed without the strong support of Tamara, Carmel, Nicole, Owen, Giles, Quinton and Karen. I am most appreciative of the support of the countless number of friends that I have made through the Association.

The Executive Council's decision to create a bursary in Monique's name is especially appreciated. I am grateful. It is a wonderful tribute to a health care professional of 25 years who so strongly supported the association through all the challenges.

As my retirement approaches, I can say that the association is in good hands. Four of the five labour relations officers were past presidents of the association. Their combined knowledge and experience is vast and without equal. Their dedication, hard work and total commitment to the association is phenomenal!

Respectfully submitted,
Ron Wally

Grievance Statistics January 1, 2003 to January 31, 2004

Call for Honour Roll Nominations



		NUMBER	RESOLVED	GIP	ARBITRA- TION	OUT- STANDING
Aboriginal Health & Wellness Centre	new	7	4		1	3
	carried over					
Brandon Clinic	new					
	carried over					
Brandon RHA	new	6	4	2	1	2
	carried over	1			1	1
Burntwood RHA	new	2	2			
	carried over					
Cancer Care Manitoba	new	1				1
	carried over					
Central Medical Laboratories	new					
	carried over					
Community Therapy Services	new					
	carried over	1	1			
Concordia Hospital	new	6	1		1	5
	carried over	8		1		8
Deer Lodge Hospital	new	3	2	1		1
	carried over					
Health Sciences Centre	new	29	2	2		27
	carried over	3			1	3
Jocelyn House	new					
	carried over					
Manitoba Clinic	new					
	carried over					
Misericordia Health Centre	new	1	1			
	carried over	1		1		1
Nor-Man RHA	new	2	2	1		
	carried over					
St. Boniface General Hospital	new	13	7	3		6
	carried over	2	1		1	1
Seven Oaks General Hospital	new					
	carried over	2		2		2
South EastMan RHA	new	1	1	1		
	carried over	1				1
Victoria General Hospital	new	3	2		1	1
	carried over	3	2	2	1	1
Westman Lab *	new	13	1			
	carried over					
Winnipeg Clinic	new					
	carried over					
WRHA – Breast Health Centre	new					
	carried over					
WRHA – Tissue Bank	new					
	carried over					
TOTALS	new	87	29	9	4	46
	carried over	22	4	6	4	18

* These were sent to MGGEU after the vote in January 2004

As a member of the **Blue Cross Healthcare 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, behavioral and psychological problems.

The Regional Health Authority EAP is a one program, multi-site model. Call 786-8880 or toll-free 1-800-590-5553 and be promptly connected with a qualified and experienced professional. Please visit our web site at www.mb.bluecross.ca for more details about services available for healthcare employees.

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

Criteria

A member in good standing:

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

MAHCP Bursary Fund

MAHCP Executive will award up to five (5) - \$400, Bursaries annually.

- Bursaries 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 extra curricular 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. Applicants must be complete in full, otherwise they will not be considered.

Process:

Deadline submission of application no later than 3rd week of July.

Attention: S. Cadman (Chairperson)

To: MAHCP Bursary Fund
101-1500 Notre Dame Avenue
Winnipeg, MB R3E 0P9

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

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MAHCP Monique Wally Memorial Bursary Fund

The criteria for the Monique Wally Memorial Bursary Fund is the same as the MAHCP Bursary Fund, except for the following: **one (1) - \$400 bursary** 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 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 hand-writing and must be moved and seconded by a Member of the Association. The mover of the proposal should attend the Annual General Meeting which will be held in October 2004, to speak to the proposal as written.

Please forward all proposals to the MAHCP office, to the attention of Gary Cavanagh, Vice-President.

Resolutions are due at the MAHCP office prior to Friday, August 6, 2004 at 1600 hours.

Please include a telephone number should clarification be required.



MEMBER QUESTION / SUGGESTION FORM

Member Name: _____ **Date:** _____

Department: _____ **Site:** _____

Home Member Contact:

Address: _____
City Province Postal Code

Phone: _____
Work Home

Personal Email: _____

(Please note that it is not appropriate to use work email for Union business)

The Executive Board wants to hear from you. On January 17, 2004, the Executive Board initiated an "Ask the President" forum. If you have a question/suggestion/concern, the President will answer you within 21 days of receiving the question/suggestion/concern. If your question is of interest to others and it doesn't violate confidentially rules and guidelines, the question and the response may be published in the newsletter if you provide permission. Please note that all correspondence will be kept confidential unless permission is sought and received to publish it.

Member Question/Concern/Suggestion: _____

President's Response:

President's Signature

Date Received: _____ **Date Responded:** _____

Email questions/concerns/suggestion to: president@mahcp.ca or mail to President, MAHCP, 101-1500 Notre Dame Ave., Winnipeg, MB R3E 0P9, or Fax (204) 775-6829.

For your convenience, this form can also be found on the MAHCP website: www.mahcp.ca/pages/contactus.htm

MAHCP Executive Director Search

Meyers Norris Penny (MNP) have been asked to work with the Manitoba Association of Health Care Professionals in providing Executive Search Services for the position of Executive Director.

About Meyers Norris Penny—MNP ranks among the top ten accounting and business advisory firms in Canada. With offices located in urban and rural communities across Manitoba, Saskatchewan, Alberta, British Columbia and parts of Ontario, MNP has more than 1200 team members and 41 full-time and 32 part-time offices. MNP offers a diverse suite of services to meet the ever-changing needs of our clients and of our market. Our business advisory services include human resource consulting, business and strategic planning, succession planning, corporate finance, valuations support, self-employment training and agricultural advisory consulting. Being a full-service firm means we can deliver what you need. Being a Western Canadian firm means we understand those needs.

The MNP Executive Search Process—MNP has extensive experience assisting organizations to recruit individuals at very senior levels. Our tailored-search consulting process is backed by a comprehensive, proven methodology designed to assist clients in recruiting the most qualified candidates in an effective and efficient manner. From experience in conducting similar searches, we suggest that the time to complete this engagement will be between 10 and 12 weeks.

For more information about **Meyers Norris Penny**, please visit their website at www.mnp.ca.

Where is My Collective Agreement?

The Association and the Employers have been working very hard to complete the task of changes and additions to the new collective agreements. The task has been divided in half with the Association making the changes and additions to the urban contracts and the Employers having responsibility for the rural contracts. That process has now been completed. We have now swapped our works and are proofing the documents. The proofing is almost complete and once that is finished we can send the contracts to the printer. Once at the printer, we are on the home stretch and the collective agreements would then be in the mail shortly after that.

Please note that if we do not have your mailing address you may not receive a copy of the collective agreement. If you have not received any mailings from the Association in the past few months, please contact us by calling 772-0425, 1-800-315-3331 or by email at info@mahcp.ca. Thank you for your patience.

How Well Do You Know Your Collective Agreement?

A general question will be posed in every MAHCP newsletter. One correct entry will be drawn each issue and the recipient will receive a gift.

Question: True or False—Hours of work shall be deemed to include a rest period of twenty (20) minutes to be scheduled by the Employer during each continuous three hour period of duty.

Send your response to: CA Contest, 101-1500 Notre Dame Ave, Winnipeg, MB R3E 0P9; fax 775-6829; or email joan@mahcp.ca with "CA Contest" in the subject line. Good Luck!!

Publications Agreement # 40923004

Please return undeliverable to:

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