

MAHCP BULLETIN

December 2002

BARGAINING COMMITTEE

Chief Negotiator/Executive Director: Ron Wally

Labour Relations Officer: Karen Noga

Health Science Centre - Tom Walus, Al Saydak, Joelle Fillion

St. Boniface General Hospital - Gerald Besyk, Michael Bachynsky, Kendra Pauls

Concordia Hospital - Allan Harlow

Misericordia Health Centre - Colleen Buchler

Deer Lodge Centre - Lynn Dohie, Cathy Atkinson

Brandon RHA - Gary Cavanagh

Westman Labs - Kevin Beaupre

Seven Oaks General Hospital - Tim Robson

Burntwood RHA - Suzanne Garbutt

Norman RHA - Bernie Krawchuk

South Eastman RHA - Michael Kleiman

Cancer Care MB - Chad Harris

Victoria General Hospital - Ron Morrice

EXECUTIVE COUNCIL 2002-2003

OFFICERS:

President: Tom Walus (2 Yr. Term)
Vice President: Gary Cavanagh (2 Yr. Term)
Treasurer: Allan Harlow
Past President: Wendy Despina
Secretary: Stephen Drawbridge

DIRECTORS:

Cancer Care MB: Chad Harris
Dietitian: Susin Cadman
Mental Health: Alf Price
Nuclear Medicine: Donna McDonald
Pharm. Technician: Brenda Loll
Physiotherapy: Margret Thomas
Radiology: Donna Davis
Respiratory: Michael Bachynsky

REGIONAL DIRECTORS:

Burntwood RHA: Gail Cadigan
Nor-Man RHA: Bernie Krawchuk
South Eastman: Michael Kleiman
Winnipeg: Gerald Besyk

FROM THE PRESIDENTS DESK

I would like to introduce myself to all the members of MAHCP. My name is Tom Walus and I have been a Lab Technologist in Clinical Microbiology at the Health Science Centre for 17 years. I have been a staff representative for 6 years, was Laboratory Director, on the MAHCP board, 2000-2001, Vice-President 2001-2002, and am now President.

A major change for the MAHCP board is the length of terms. The President, Vice President and Directors will be 2 years. This change is important for meeting the needs of our increased membership and the expanded role of the President. Another change is I will be in the MAHCP offices every Wednesday. This will give me a chance to better serve and meet members. I feel that the President needs to connect more with people and hear their concerns.

Recently, Ron Wally (Executive Director) and I attended a meeting in Ottawa to discuss the formation of a Canadian Health Professionals Secretariat. This secretariat would be comprised of like unions and associations of allied health care professionals, from across Canada, to promote our professions as a unified voice. The secretariat would allow groups to share information on issues such as collective bargaining and wage settlements. Our profile is virtually non-existent and this secretariat might give us an opportunity for public recognition.

During the first week of December, Bob Young (Labour Relations Officer) and I made a "Northern Tour". We went to the Pas, Flin Flon and Thompson. The trip was a huge success and was a real education for me! Our northern members know how to voice their concerns and their hospitality was fantastic. Thanks for a great time!

I would like to thank the board for their support, dedication and hard work. I would also like to thank Wendy Despina, a Lab Technologist at St. Boniface Hospital, for her phenomenal job as president last year. Wendy's dedication to the Association helped us achieve our growth and success in last summers restructuring votes. I would also like to thank Wendy for agreeing to stay on the board one more year as Past President. Her experience is greatly appreciated.

One of my goals is to increase the number of staff representatives. I want every group and workplace to have the maximum number of reps allowed! Staff reps are a critical link between the workplace and the association. If you feel the need to get involved please do not hesitate to give us a call.

I am very excited about my presidency, serving the members, promoting our professions and achieving public recognition. Remember that this is your association and I am here to serve you. But, also remember that we can only succeed with everyone's participation and involvement!

All the best during the holiday season and in the New Year. Thank you for your attention and consideration.

WEB SITE

Come and see our website. Log onto www.mahcp.ca
We welcome your opinions and suggestions.

MOVING? NAME CHANGE? PLEASE LET US KNOW!

Please keep us informed of any changes by contacting Heather at the MAHCP office (772-0425) or 1-800-315-3331, push "0" to talk with someone during office hours (8:30-4:30pm).

NEW CERTIFICATIONS

WELCOME TO OUR NEW MEMBERS FROM:

Centre Tache Centre (Professional Unit)
Breast Health Centre (All Employees)

We hope to begin Bargaining soon for a first agreement.

BARGAINING

CENTRAL TABLE - Exchange of Proposals will be Friday, December 20th, 2002.

MANITOBA CLINIC - In Progress

WINNIPEG CLINIC - Notice to Bargaining has been sent and proposals being formulated.

ABORIGINAL HEALTH & WELLNESS - Preparations to begin bargaining.

~ CAUTION ~

E-Mail sent using an employer's
equipment may be monitored and
can be used against you.

DO NOT

use e-mail for confidential communications
to the Association.

**NEED TO CONTACT US?
PLEASE CALL 772-0425**

-or-

1-800-315-3331

E-Mail: info@mahcp.ca

WRHA INTEGRATION OF NEW EMPLOYEES INTO MAHCP

A transition memorandum was signed by MAHCP and the Labour Relations Secretariat on December 3, 2002, incorporating all of the new bargaining unit members who are now represented by MAHCP as a result of the WRHA votes.

All of the new full time members will now be entitled to the paid maternity leave supplement (date of Manitoba Labour Board Certificate) and will have access to the Association's grievance investigation process.

In addition, employees whose collective agreements did not provide for a general wage increase on April 1, 2002, will be given a retroactive increase of 2.5%. Employees who are in the following listed occupations will receive a further 1.5% non-compounded increase retroactive to April 1, 2002. (Laboratory Technologists, Laboratory Technicians, Pathology Technicians, Pathology Assistant/Attendants, Medical Sonographers, Nuclear Medicine Technologist, Radiological Technologists, Radiology Technicians, Radiopharmacy Technologists, Cardiology Technologists, Cardiology Technicians, Cardiovascular Technologists, EMG Technologists, EEG Technologist, Sleep Laboratory Technologists/Technicians).

In addition, the following occupational groups (Physiotherapists, Occupational Therapists, Cardiology Technologists, Laboratory Technicians, Ultrasound Technologists, Respiratory Therapists, and Pharmacy Technicians) will be adjusted upwards to reach MAHCP Retention & Recruitment & Standardization standards, retroactive to April 1, 2002.

For occupational groups that exceed the MAHCP rates, they will receive the 2.5% general increase retroactive to April 1, 2002.

DEER LODGE CENTRE

Deer Lodge Centre has undergone a number of personnel and structural changes. Now that Deer Lodge Centre is a WRHA site, they will be joining the Central Table. A similar transition memorandum was tentatively agreed to on December 3, 2002, and ratified by membership on December 9, 2002.

The Central Table now represents all of our RHA membership for the first time.

MEMBERSHIP BENEFITS

The Association has established discount programs with:

- * Garrioch Insurance (Reduced Home Insurance Rates)
 - * Independent Jewellers (10% off)
 - * American Income Life (fully unionized), provides free life insurance to members and their family.
 - Eye Care Program is only available at SEARS OPTICAL, 40% off frames & lenses.
 - * Union benefits Master Card Program through Bank of Montreal.
 - * Legal assistance program through Doug Bedford, Tupper & Adams (Winnipeg) and Jake Janzen, Roy Johnson & Co. (Brandon)
- NEW** * As You Like It Salon & Day Spa - 15% of all products and/or Services.
12-1099 Kingsbury Ave Winnipeg, MB

Should you require more details on any of the above programs, or would like to suggest an area we should explore, give us a call (772-0425).

MAHCP EXECUTIVE AND STAFF WANTS TO WISH EVERYONE A SAFE AND
HAPPY HOLIDAY SEASON