

NEWS BULLETIN

January 25 2002

101-1500 Notre Dame Avenue WPG, MB R3E 0P9
Phone: **1-204-772-0425**
MAHCP Info Line Wpg **1-800-315-3331**
MAHCP Info Line outside Wpg **1-800-315-3331**
E-Mail: info@mahcp.ca

RETENTION & RECRUITMENT FUND AND STANDARDIZATION FUND

A joint Committee of Management and the Association completed a most difficult task prior to Christmas 2001. The Standardization fund was intended to equalize or standardize wages within MAHCP for a number of occupations. The Retention & Recruitment fund was intended to enhance salaries in a number of occupations so that Manitoba salaries were more competitive with other provinces. The goal was to come as close as possible to the mid point.

The final agreement reached (please check your new Collective Agreement) was costed out on the basis of the information provided by the Employers, since they managed payroll and personnel. The costing formula of each position was done TOP RATE TO TOP RATE. The difference between the old rate and the new rate, with allowances made for the previously negotiated general increases, was multiplied by 12 months and deducted from the funds. Each Employer was provided with sufficient funding through this formula to pay for experience. If they have not done so, then you should enquire as to why they have not done so. Please remember that the Employer is the one who pays the salaries not the Association.

Employees who were employed as of June 1, 2001, should receive Retroactive pay from the date indicated in the memorandum of understanding with the new rates contained in the Collective Agreement booklet. If you worked for one or more of the MAHCP Facilities, other than the one you are at currently, prior to June 1, 2001; you should request Retroactivity from your previous employer in writing. Anyone who has transferred to a Regional Health Authority or a MB Hospital or CTS is eligible for back pay for the time they worked for an MAHCP Facility providing it falls within the time frames as outlined in the memorandum attached to the Collective Agreement.

We all hope that the new rates, back pay and benefits will all be adjusted and paid out correctly. However, we are realists and recognize that errors and omissions will occur. Please bring them to the attention of your supervisor. If that fails, please let your Staff Rep know or contact your Labour Relations Officer.

MOVING? NAME CHANGE? PLEASE LET US KNOW!

Please keep us informed of any changes by contacting Heather at the MAHCP office (772-0425). Please call collect if long distance charges apply.

NEED TO CONTACT US?

PLEASE CALL (204) 772-0425 or TOLL FREE 1-800-315-3331

e-mail: info@mahcp.ca

Info line anywhere in Manitoba 1-800-315-3331

DIAGNOSTIC SERVICES MANAGEMENT (D.S.M.)

The DSM proposal for Lab and X-Ray is still being considered by Government but to date, no decision has been made. The computer system vendors have presented their demonstrations to the RHAM Inc, the DSM Steering Committee, and to any Technologists (Lab & X-Ray) who could get away. The list is being shortened.

The smaller group of vendors will be required to provide further information on their systems before a preferred bidder will be selected.

There have been many comments made that DSM is dead. Though none of us know exactly what and when decisions will be made, there will be changes made that will radically alter how services will be delivered. If any of you hear or know of anything that may impact on your work area please let your Labour Relation Officer or Executive Member know so that we may investigate.

CALL FOR STAFF REPRESENTATIVE NOMINATIONS

- NOMINATIONS FOR STAFF REPRESENTATIVE POSITION WILL BE ACCEPTED UNTIL FEB. 8TH 2002 1600HRS
- CURRENT STAFF REPS WHO WISH TO CONTINUE MUST BE NOMINATED AT THIS TIME
- AS PER THE CONSTITUTION, STAFF REPS ARE ELECTED FOR A TWO YEAR TERM
- NOMINATION FORMS ARE AVAILABLE FROM THE MAHCP OFFICE, AND COMPLETED FORMS MAY BE MAILED OR FAXED INTO THE OFFICE, ATTENTION: STEPHEN DRAWBRIDGE, PAST PRESIDENT.
- EACH BARGAINING UNIT IS ENTITLED TO ELECT ONE REP PER 25 MEMBERS OR PORTION THEREOF. ONLY, MEMBERS ARE ELIGIBLE TO SERVE, TO NOMINATE, TO SECOND OR TO VOTE.
- TRAINING WILL BE MADE AVAILABLE TO NEW REPS DURING THE YEAR
- IF YOU ARE INTERESTED AND WOULD LIKE MORE INFORMATION, PLEASE CALL THE OFFICE.

MATERNITY LEAVE TOP UP - PLAN "B"- FOR PART TIME EMPLOYEES

Part time employees who wish to receive the top up for plan B maternity leave should apply to the employer as per the collective agreement. If your application is refused (which it will be) contact the Union office to update our records and the Manitoba Human Rights Commission to file a complaint. This matter is pending adjudication by the Commission from complaints filed in the past by members who have been denied the benefits.

MANITOBA JUSTICE HUMAN RIGHTS COMMISSION

7-175 HARGRAVE STREET
WINNIPEG, MANITOBA
R3C-3R8

BY PHONE: 1-204-945-3007

ANY QUESTIONS CALL KEN SWAN AT THE OFFICE

MAHCP EXECUTIVE COUNCIL 2001-2002 OFFICERS:

PRESIDENT	Wendy Despina	SBGH
VICE PRESIDENT	Tom Walus	HSC
TREASURER	Allan Harlow	CONCORDIA
PAST PRESIDENT	Stephen Drawbridge	HSC
SECRETARY	Roberta Popoff	VGH
HEPP REP	Ken Swan	MAHCP

DIRECTORS:

CANCER CARE Mb	Chad Harris	CCMb
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CARDIOLOGY	Parminder Singh	SBGH
CTS	Margaret Thomas	CTS
DIETITIAN	Susan Cadman	Brandon RHA
EMERG MED SERV.	Lori-Lynn Bilitsky	Flin Flon Hospital
HOME CARE		
CASE COORD	Yvette Cyr	South Eastman RHA
LABORATORY	Gerald Besyk	SBGH
NUC. MEDICINE	Donna McDonald	SBGH
OCCUP. THERAPY	Carol Zimmerman	HSC
PHARMACISTS	Gary Cavanagh	Brandon RHA
PHARM TECHS	Joanne Vandale	Deer Lodge Centre
PHYSIOTHERAPY	Eleanore Chestley	SBGH
RADIOLOGY	Alison Harman	GRACE
RESPIRATORY	Michael Bachynsky	SBGH
SONOGRAPHY	Michael Kleiman	South Eastman RHA

REGIONAL DIRECTORS:

BURNTWOOD	Gail Cadigan	Thompson Hospital
NOR-MAN	Bernie Krawchuk	The Pas Provincial Bldg.
SE RHA	Lisa Strong	South Eastman RHA
WINNIPEG	Luis Martinez	HSC

STAFF ASSIGNMENTS

RON WALLY:	Executive Director Community Therapy Services (C.T.S.)
KEN SWAN:	Health Sciences Centre (H.S.C.). Deer Lodge Centre Seven Oaks Centre
BARB JOHNSON	St. Boniface General Hospital Central Medical Labs. Jocelyn House Inc. Misericordia Hospital
MICHELE EGER	Grace Hospital Concordia Hospital South Eastman R.H.A. Aboriginal Health & Wellness Centre
KAREN NOGA	Victoria General Hospital Brandon R.H.A.

Brandon Clinic
Westman Laboratories

BOB YOUNG

Cancer Care Manitoba
Manitoba Clinic
Winnipeg Clinic
Nor-Man R.H.A.
Burntwood R.H.A.

WRHA BARGAINING UNIT RESTRUCTURING

We expect that votes will be happening in the very near future to determine who will represent the Technical - Professional employee's in the Winnipeg Hospitals. The Manitoba Labour Board appears near making a decision as to how and when this will occur. It appears likely at this time that Unions who represent 80% of a newly described Bargaining Unit within a facility will be declared the Bargaining Agent.

The Technical / Professional Paramedical Units and one Nursing Unit at Deer Lodge Centre will probably be the only ones involved in the votes. Only Unions who currently represent employees within the Bargaining Unit at a facility will have the right to be on the ballot.

The Association currently represents 1305 employees, out of a total of 2581, of which 580 are currently Non-Union. (Numbers supplied by the employer to the Manitoba Labour Board)

The association has held meetings with a number of Non-Union groups over the past few months and is planning to hold informational meetings with our membership, once more details are known. Many of our members have helped in providing contacts and participating in the meetings with new prospective members, it is much appreciated. If you would like to help or know someone who is interested in joining or learning more about the Association please call Michele Eger or Ron Wally or your Labour Relations Officer. We've got lots to do and can use all the help we can get.

COLLECTIVE AGREEMENTS

Collective Agreements for Central Table participants are being mailed out as we receive them from the printer. All of our Agreements are printed in a Union shop, even though the Union bug may be missing from the document. We have a few Management stragglers who have not returned a signed master Collective Agreement. If your colleagues are getting their agreements and you are not, please let your Staff Rep or Labour Relations Officer know. Maybe your address changed or you forgot to mail in your membership card. Everyone covered by a Collective Agreement is entitled to a Collective Agreement, so please; let us know so that one can be sent out.

The Employee Assistant Program (EAP) has been extended to cover all of the Regional Health Authorities in the province as of January 1, 2002. Blue Cross is the carrier and they are working on developing or contracting appropriate services as close to your home base as is reasonably practical. The service is strictly confidential, neither Union nor Employer knows unless you tell them. Stay tuned. We are considering the establishment of a small MAHCP EAP committee. If you are interested please let us know.

BARGAINING

Collective Bargaining is an on going event for MAHCP.

Jocelyn House: Bargaining is about to begin.

South Eastman RHA Emergency: Medical personnel (EMTS, EMRS) have been referred to Mr. Dewey Merrett as per our Collective Agreement for resolution of a small list of issues, including payment for a call back for casual employees.

Deer Lodge Centre: The Technical professional paramedical unit vote at Deer Lodge was held during Central Table. The Association won the vote and as was the case in Rule and Northern Manitoba, the Association's new members continued to be covered by two (2) of their old agreements until their expiry dates in March or April 2002.

Unit meetings will be held shortly to prepare for Bargaining.

Aboriginal Health and Wellness: Recently ratified a 2 yr agreement, containing improvements in language regarding travel and parking reimbursement, the addition of Louis Reil day as a paid holiday and substantial wage increases on

signing, plus 2% increase in 2003.

Manitoba Clinic: Recently ratified a 1yr agreement, containing improvements to licensing fee reimbursement and a 5% wage increase.

MEMBERSHIP BENEFITS

The Association has established discount programs with Garrioch Insurance (Reduced Home Insurance Rates), Independent Jewelers (10% off). The Association is continuing its relationship with American Income Life (fully unionized), which provides free life insurance to the members and their families. Soon, the Association will be mailing out application forms for the Union Benefits Master Card Program through the Bank of Montreal. The MAHCP Master Card will provide some unique features at reduced rates which some of our members may find attractive.

The Association continues to offer a legal assistance program through Doug Bedford, Tupper & Adams (Wpg) and Jake Janzen , Roy Johnston & Co. (Brandon). 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.