

**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!

If you would you like to receive updates by email call Joan at 772-0425 or email joan@mahcp.ca. If you think you are supposed to be receiving email updates, but aren't, your email provider may be directing MAHCP email to your "junk" or "bulk" file folders. You may have to edit your settings.



**NEW!**

**MAHCP Staff  
Representatives**

Please Note the  
Call for Elections on  
page 6 of this issue.

MAHCP News is published quarterly in March, June, September and December. Advertising will be entertained. For more information, please contact the Editor at 772-0425. *Revenues from advertising will be used to supplement the MAHCP Professional Development Fund.*

**Lauren's Puzzle Corner**

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

**WORDS:** Agreement Resolution Communication  
Honour Roll Scholarship Professional  
Staff Rep Nomination Solidarity  
Transition

Contact: Lauren@mahcp.ca for the solution.

**Mark Your Calendar  
MAHCP 2008  
ANNUAL GENERAL MEETING**

**Thursday, October 16, 2008  
Clarion Hotel, Manitoba Room  
1445 Portage Avenue**

Teleconferencing will be arranged for Brandon, Burntwood and Nor-Man RHA's. To make a teleconferencing site request or for more information, please contact Wendy Despins, President at the MAHCP Office, 772-0425 or 1-800-315-3331, ext 213; or wendy@mahcp.ca. Sites will be announced once arrangements are confirmed.

101-1500 Notre Dame Avenue, Winnipeg, MB R3E 0P9  
Phone: 1-204-772-0425; 1-800-315-3331; Fax: 1-204-775-6829  
Email: info@mahcp.ca; Website: www.mahcp.ca



**NEWS** Manitoba Association of **HEALTHCARE**  
March 2008 *Professionals*

**HSC Child Life Specialists Triumph**

**The Child Life Specialists at the Health Sciences Centre have worked very diligently towards having their salary compensation reflect the work they do.** Their hard work and persistence met with success and they received an increase in salary in the autumn of 2007.

Child Life Specialists are a small, specialized group of members who provide a psychosocial service designed to meet the emotional and developmental needs of children in hospital, and to alleviate the stress and anxiety of hospitalization.

**The Child Life Specialists requested changes to their job description in November, 2005, to more accurately reflect the duties and responsibilities of their jobs.** The Manager of the Child Life Specialists and the Salary Administration department of Human Resources at the Health Sciences Centre then reviewed the suggested changes to the job descriptions. Eventually, these changes were agreed to and signed by the Manager.

When job descriptions are revised, the Employer is obligated

to forward a copy to the Association office. This did not happen in this case and in September, 2006, the department of Salary Administration at the Health Sciences Centre was asked to send the revised job description to the union office and to conduct a review of the salary scale. Supporting documentation compiled by the Staff Representative, Sherry Treichel, was sent along with this request to show that the Child Life Specialists were being vastly underpaid in comparison to their counterparts across the country.

When no response was forthcoming, a grievance was filed. **The patience of the Child Life Specialists was finally rewarded and in October of 2007 a wage scale 16% greater than what they were making (in addition to the negotiated increases at bargaining) was agreed upon.**

The practice at the Health Sciences Centre is that, in accordance with the Collective Agreement language on promotions, you would be placed on the new salary scale at a level that would provide a 5% increase. Then you would move up the salary scale with

your yearly increment. However, in the case of the Child Life Specialists, this request for a review originated from the Arbitrator's decision in Collective Bargaining in August, 2003.

Therefore, in October, 2007, on a "without prejudice or precedent" basis, the Centre agreed to place the Child Life Specialists on the new salary scale on a step-on-step, top-to-top basis retroactive to September, 2006.

Sherry Treichel, as the MAHCP Staff Representative in Child Life, has worked very diligently in representing her co-workers in this process and her hard work and dedication was pivotal to the success of the Child Life Specialists in obtaining their well-deserved increase. And all of the Child Life Specialists have been extremely patient, never losing faith that the union was moving forward on their behalf. The process of reclassification and salary review can be very time consuming and requires a lot of patience from the membership. **Congratulations to the Child Life Specialists on their well-deserved increase.**

**Inside This Issue**

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**Editor:** Wendy Despins, President  
wendy@mahcp.ca

**Enclosed with this Newsletter:**

- Executive Council and Staff Rep Nomination Forms
- Scholarship Fund Applications
- Call For Resolutions 2008 Form

## Meeting Calendar

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



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| <p><b>April 8, 2008</b></p> <ul style="list-style-type: none"> <li>Seven Oaks Staff Rep Mtg Sorrento's Restaurant 1200 hrs to 1300 hrs</li> </ul> <p><b>April 9, 2008</b></p> <ul style="list-style-type: none"> <li>Executive Council Meeting 101-1500 Notre Dame Ave 0845 hrs to 1700 hrs</li> </ul> <p><b>April 9, 2008</b></p> <ul style="list-style-type: none"> <li>General Staff Rep Meeting 101-1500 Notre Dame Ave. 1830 hours</li> </ul> <p><b>April 21, 2008</b></p> <ul style="list-style-type: none"> <li>AHWC Staff Rep Meeting Golden Terrace Restaurant 1200 hrs to 1300 hrs</li> </ul> <p><b>April 24, 2008</b></p> <ul style="list-style-type: none"> <li>SERHA Staff Rep Meeting Smitty's - Steinbach 1200 hrs to 1300 hrs</li> </ul> <p><b>April 28, 2008</b></p> <ul style="list-style-type: none"> <li>National Day of Mourning <i>Remembering Lives Lost or Injured in the Workplace</i></li> </ul> <p><b>April 17, 2008</b></p> <ul style="list-style-type: none"> <li>SBGH Staff Rep Meeting L1304, Pathology Conf Rm 1200 hrs to 1300 hrs</li> </ul> <p><b>May 13, 2008</b></p> <ul style="list-style-type: none"> <li>Seven Oaks Staff Rep Mtg Sorrento's Restaurant 1200 hrs to 1300 hrs</li> </ul> <p><b>May 14, 2008</b></p> <ul style="list-style-type: none"> <li>Executive Council Meeting 101-1500 Notre Dame Ave 0845 hrs to 1700 hrs</li> </ul> | <p><b>May 14, 2008</b></p> <ul style="list-style-type: none"> <li>General Staff Rep Meeting 101-1500 Notre Dame Ave. 1830 hours</li> </ul> <p><b>May 15, 2008</b></p> <ul style="list-style-type: none"> <li>SBGH Staff Rep Meeting L1304, Pathology Conf Rm 1200 hrs to 1300 hrs</li> </ul> <p><b>May 19, 2008</b></p> <ul style="list-style-type: none"> <li>AHWC Staff Rep Meeting Golden Terrace Restaurant 1200 hrs to 1300 hrs</li> </ul> <p><b>May 22, 2008</b></p> <ul style="list-style-type: none"> <li>SERHA Staff Rep Meeting Smitty's - Steinbach 1200 hrs to 1300 hrs</li> </ul> <p><b>June 10, 2008</b></p> <ul style="list-style-type: none"> <li>Seven Oaks Staff Rep Mtg Sorrento's Restaurant 1200 hrs to 1300 hrs</li> </ul> <p><b>June 11, 2008</b></p> <ul style="list-style-type: none"> <li>Executive Council Meeting 101-1500 Notre Dame Ave 0845 hrs to 1700 hrs</li> </ul> <p><b>June 11, 2008</b></p> <ul style="list-style-type: none"> <li>General Staff Rep Meeting 101-1500 Notre Dame Ave. 1830 hours</li> </ul> <p><b>June 16, 2008</b></p> <ul style="list-style-type: none"> <li>AHWC Staff Rep Meeting Golden Terrace Restaurant 1200 hrs to 1300 hrs</li> </ul> <p><b>June 19, 2008</b></p> <ul style="list-style-type: none"> <li>SBGH Staff Rep Meeting L1304, Pathology Conf Rm 1200 hrs to 1300 hrs</li> </ul> | <p><b>June 26, 2008</b></p> <ul style="list-style-type: none"> <li>SERHA Staff Rep Meeting Smitty's - Steinbach 1200 hrs to 1300 hrs</li> </ul> <p><b>June 27, 2008</b></p> <ul style="list-style-type: none"> <li>Deadline for Executive Council and Staff Rep Nominations; as well as Resolutions submissions.</li> </ul> <p><b>July 9, 2008</b></p> <ul style="list-style-type: none"> <li>Executive Council Meeting 101-1500 Notre Dame Ave 0845 hrs to 1700 hrs</li> </ul> <p><b>July 9, 2008</b></p> <ul style="list-style-type: none"> <li>General Staff Rep Meeting 101-1500 Notre Dame Ave. 1830 hours</li> </ul> <p><b>July 27, 2008</b></p> <ul style="list-style-type: none"> <li>Deadline for MAHCP and Monique Wally Memorial Scholarship Fund Applications</li> </ul> <p><b>August 13, 2008</b></p> <ul style="list-style-type: none"> <li>Executive Council Meeting 101-1500 Notre Dame Ave 0845 hrs to 1700 hrs</li> </ul> <p><b>August 13, 2008</b></p> <ul style="list-style-type: none"> <li>General Staff Rep Meeting 101-1500 Notre Dame Ave. 1830 hours</li> </ul> <p><b>October 16, 2008</b></p> <ul style="list-style-type: none"> <li>2008 Annual General Mtg Clarion Hotel, MB Room Time TBA</li> </ul> |
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## Executive Council

### Officers

#### President

**Wendy Despina,**  
SBGH Laboratory

#### Vice President

**Allan Harlow**  
Concordia Hospital Lab  
**Chad Harris,** CCMB  
Machinist

#### Treasurer

**Bob Bulloch,** HSC  
Pharmacist

#### Secretary

### Directors

#### Community Therapy

**Margrét Thomas,**  
Physiotherapist

#### Services

**Tom Walus,** DSM

#### Laboratory

**Kathy Yonda,** Brandon  
RHA

#### Mental Health

#### Nuclear Medicine

**Shelagh Parken,** HSC

#### Occupational Therapy

**Adele Spence,** DLC

#### Orthopedic Technology

**John Reith,** HSC

#### Pharmacy Technician

**Cindy Dziadek,** Concordia

#### Physiotherapy

**Shelley Kowalchuk,** HSC

#### Radiology

**Janice Smith,** Concordia

#### Radiation Therapy

**Jenn Moyer,** CCMB

#### Recreation

**Zana Anderson,** DLC

#### Burntwood RHA

**Tanya Burnside,**

#### Winnipeg RHA

Pharmacy Technician

**Jason Linklater,** HSC,

Orthopedic Technology

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

## Staff Assignments

**Lee Manning**  
Executive Director  
lee@mahcp.ca

**Janet Beaudry**  
Executive Assistant  
janet@mahcp.ca

**Lauren Shier**  
Secretary/Receptionist/Clerk  
lauren@mahcp.ca

**Joan Ewonchuk**  
Administrative Assistant  
joan@mahcp.ca

**Walter McDowell,** LRO: St. Boniface General Hospital, Central Medical Labs, Jocelyn House, Misericordia Health Centre, walter@mahcp.ca

**Ken Swan,** LRO: Health Sciences Centre (Lab, Diagnostic Imaging, Pharmacy, EEG, Sleep Lab), Deer Lodge Centre, Community Therapy Services, Winnipeg Clinic  
ken@mahcp.ca

**Michele Eger,** LRO: Health Sciences Centre (all other HSC Members not included under Ken's listing), Concordia Hospital, Tissue Bank Manitoba, Manitoba Clinic, Critical Care Transport Team  
michele@mahcp.ca

**Gary Nelson,** LRO: Victoria General Hospital, Brandon RHA, Brandon Clinic, Centre Taché Centre, Society for Manitobans with Disabilities, Rehabilitation Centre for Children, CancerCare Manitoba  
gary@mahcp.ca

**Armand Roy,** LRO: Seven Oaks General Hospital, Breast Health Centre, Aboriginal Health & Wellness Centre, Nor-Man RHA, Burntwood RHA, South Eastman RHA  
armand@mahcp.ca

## DSM Update

DSM is now in what it refers to as Phase 4 of its plan to take over the lab responsibilities of the various sites that MAHCP represents. Prior to having our members become employees of DSM, they have decided to employ their own payroll system "QHR".

Some of the sites affected are already on a "QHR" payroll system which will aid DSM in the integration of payroll for the members in the Norman, Burntwood and South Eastman regions.

Prior to the Change of Employer (DSM) in these regions, the sites in Winnipeg will go on to this payroll system. The estimated timing is "early spring", with the rural and northern regions becoming DSM employees in the summer or early fall.

We continue to meet with DSM to offer our input regarding how the transfer of our members to DSM can be accomplished in the least amount of issues and remain available to work with DSM to communicate to our members what can be expected in terms of the process of the transfer prior to the transfer occurring.

## HEBP Update

HEBP's January 31, 2008 "Plan Facts" contained an article regarding Disability & Rehabilitation. The article stated: "**Sick pay must not be paid beyond the 119 day Elimination Period**". The Association's position is and always has been that members are obligated to apply for the Disability & Rehabilitation Plan (D&R), and that if a claim for D&R is accepted, to members can only be paid income protection (sick pay) during the 119 Elimination Period. If a claim for D&R is not accepted, then the member is entitled to use income protection to the extent to which (s)he has accumulated

them in accordance with the collective agreement.

With respect to the "Plan Facts" statement that where a member, who does not have enough sick pay to cover the Elimination Period, must pay the whole cost of the D&R and other premiums, the collective agreement states: "**The Employer will contribute to a maximum of two point three percent (2.3%) of base salary to fund the Provincial Disability and Rehabilitation Plan.**" The "Provincial Disability and Rehabilitation Plan" is the HEBP Disability and Rehabilitation Plan. There is nothing in the collective agreement that states a member is required to pay for the cost.

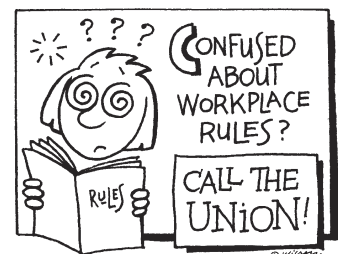
**HEBP DOES NOT DETERMINE HOW YOUR COLLECTIVE AGREEMENT IS INTERPRETED.**

## How Well Do You Know Your Collective Agreement?

**Question:** A grievance has been filed. The Employer begins to call Members to meetings to find out what they know about the substance of the grievance. The Members may be called by the Employer to testify at the Arbitration on behalf of the Employer. Is the member required to speak to the Employer?

**Answer:** No. While an Employer generally has a right to communicate with its Employees (Members), a Member is under no obligation to speak to the Employer in this situation. The grievance is a dispute between the Employer and the Association about the membership rights under the Collective Agreement. It is outside the normal Employer - Employee relationship for communications

"The information contained in this question is meant to be a general rule and should not be considered exhaustive in terms of contemplating every contingency in every work environment. Any questions that members may have regarding their particular situation should be directed to their Labour Relations Officer for clarification."



## MAHCP Member Retirees

We are counting on you . . .

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 1-800-315-3331.

MAHCP would like to congratulate all members who have recently retired. We wish each and every one of you all the best on your retirement.

- **Susan Dolinski,** Social Worker, HSC
- **Jolene Patterson,** Radiology Technologist, BRHA
- **Keith LaRue,** Lab Technologist, SBGH
- **Marlene Kondrat,** Radiology Technologist, SBGH

Our sincere apologies for anyone that has not been included in this list, we know that there are many more retirees out there.

## International Women's Day

International Women's Day is honoured on March 8th of each year and has evolved into a week of activities which began this year on March 2nd. Over the course of the last couple of years I have written several articles that are related to labour and human rights from a historical perspective. These stories and events are part of our history; these events have had a profound impact on our society, our culture and our way of life.

And now as I think about the celebration of the 100th International Women's Day, I wonder that despite its 100 year history, it was only 31 years ago that the United Nations General Assembly adopted a resolution to proclaim the day. I wonder about levels of awareness, levels of commitment and understanding. **International Women's Day is about the struggle for equality, justice, peace and development. It is intended to celebrate the advancement of women's rights and to review the outstanding challenges and barriers.**

March 8th, 2008 thousands of Canadian Citizens gathered on Parliament Hill to take part in the celebrations. In his statement to those congregated, Prime Minister Stephen Harper said Canada's efforts to provide women with the various tools and opportunities they need to achieve their full potential is in line with the 2008 International theme of "strong women, strong world". And yet . . . **shortly after assuming office his government cut more than 40% (\$5 million) of the operating budget from the Status of Women Canada.** This resulted in the closure of 12 out of 16 regional offices responsible for promoting women's economic, social, political and legal equality. This government also cancelled the Early Learning and Child Care agreements and abandoned the planned universal childcare system.

**Elsewhere in the world there are countries that have not yet declared a "Women as Persons Act"; countries where women are still chattel.** There are countries where it is illegal for women



Wendy Despina, President

to drive cars, where women cannot own or rent their own housing. Access to education varies and may be restricted to males only. Advocates and activists for women's rights and human rights may be detained, arrested, tortured or murdered.

In Canada women's equality and human rights are protected by the Canadian Charter of Rights and Freedoms and the Canadian Human Rights Act. The Canadian Constitution is the supreme law governing our country and the Charter is part of it, thus providing a framework for which all provincial, federal and territorial laws must comply.

The struggle for women's rights, children's rights, and human rights seems never ending and I wonder why. The status of women has advanced. There has been progress, there have been changes and yet we still must be mindful of the erosions that can occur without our watchfulness. We must add our voices in support of women's rights. We must also educate those coming up behind.

I was recently asked to participate in Winnipeg's first annual Women Career Mentors dinner. Career women were paired with young women graduating from high school. The evening was highlighted with speeches by women who had made a variety of successful career choices. The evening was inspiring and motivating. It was inspiring to see all of these successful accomplished women and to hear them describe the challenges and the victories they faced along the way. It was also inspiring to witness these young women learning and hearing about

the possibilities, the choices for them and their future.

And so in closing I would like to share a verse from a poem written by James Oppenheim in 1912 and still relevant today.

*"As we come marching, marching, we  
bring the greater days  
The rising of the women means the,  
rising of the race  
No more the drudge and idler that toil  
where one reposes  
But a sharing of life's glories, Bread  
and Roses, Bread and Roses"*

If you wish to review the previous articles, they can be found at the MAHCP website ([www.mahcp.ca](http://www.mahcp.ca)) under News/Bulletin Archives. The titles include: The International Day of Mourning - March 2006; Labour Day - September 2006; and Women as Persons Act - December 2006.

**STRONG WOMEN, STRONG WORLD**  
INTERNATIONAL WOMEN'S DAY, MARCH 8, 2008



### A woman's work...

CCPA Monitor/CALM  
Women account for 70 percent of people who live in poverty.  
Women work two thirds of the world's working hours, produce half the world's food, and yet earn only 10 per cent of the world's income and own less than one per cent of the world's property.

## Non-Central Table Bargaining Update

**Aboriginal Health & Wellness Centre:** The Association and the Employer will be meeting over the process and schedule for bargaining on March 18, 2008.

**Brandon Clinic:** The collective agreement is in effect until July 31, 2010.

**Central Medical Labs:** General Membership Meeting for Bargaining April 8, 7:30 pm, MAHCP Office.

**Community Therapy Services:** Bargaining dates are set for March 7, 14 and 28.

**Jocelyn House:** Initial exchange of proposals took place on March 11. Bargaining dates are scheduled for March 19 & 20.

**Manitoba Clinic:** Manitoba Clinic's one year agreement starting January 1, 2008 provides for a 3% increase for our membership.

**Winnipeg Clinic:** The collective agreement for the period of April 1, 2007 to Mar 31, 2010 is being prepared for signing.

### Member Comment:

Dear Wendy, Lee and the Negotiating Team,  
Thank you for the latest successful round of negotiations on our behalf. We can't even imagine how difficult a job you all had, but please know how grateful we are in the Cytogenetics Lab. Congratulations on a job well done, and may 2008 be another wonderful year!  
Regards, Evelyn Harrison



## Central Table Bargaining Update

We are in the final stages of dealing with Central Table Bargaining issues, some discussions still have to occur regarding salary scales at the larger sites and we have met with the Employer the week of February 19th to address them. As of March 6th, we have not had a response regarding the issue of salary scales at several sites.

Outside of these wage scale discrepancies at these particular sites, the compiling and printing of the Collective Agreements is underway. Once the Collective Agreements have been proofed, the next step is the printing of originals for signing.

For our central table there are 120 originals to be signed with a total of 3,200 signatures per bargaining team member and employer. This is approximately 132 person hours for our team alone.



120 originals prepared for signatures.



Each tab represents a page for signing.

## MAHCP Participates in Public Forum

The controversial and emotionally-charged Michael Moore film SiCKO provided a springboard for discussion at a recently-held public discussion on medicare, hosted by federal NDP Health Critic Judy Wasylycia-Leis, MP. The invited panelists, Wendy Despina, President of the Manitoba Association of Health Care Professionals (MAHCP), and Women's Health Clinic Advocacy Coordinator Madeline Boscoe provided their perspectives on medicare and health care in general, following the film.

President Despina stressed the importance of staying true to the original vision of medicare - regaining what has been lost, defending what we currently have and expanding to what it could be. She also stressed the importance of not being distracted by the 'wait times'.

Under the Canada Health Act all Canadians are provided with **equal access to care based on need, not wealth, nor privilege, nor status**. We have all seen erosions to health care and there are those who promote a for profit two tier health care system. 'wait times' are often referenced as an indicator or justification to explore that option. While a discussion of medicare cannot be held in isolation of 'wait times' we need to be

sure that it is not used as an excuse for privatization.

The Manitoba Association of Health Care Professionals is a Union representing **3400 people in 160 occupational groups who provide diagnostic, therapeutic and psycho/social care to Manitobans** and we believe that we can make a valued contribution to help "eliminate the wait" while advocating for and defending for medicare.

Health care professionals have a significant impact on the delivery and access of health care to Manitobans. The members of MAHCP are part of the solution; we have begun the process of capturing ideas from our membership and we need to be included in the formal discussions about the wait time issue. **MAHCP members bring a wealth of knowledge experience, ideas and suggestions to the 'wait times' issues.**

Despina identified several areas amongst the MAHCP membership where staffing levels and workload issues have a direct relationship to the issue of wait times.

**"We need to urge our governments both provincial and federal to expand medicare into phase II, to develop an**

**overall NATIONAL health care program as well as a comprehensive national human resource strategy for health care,"** Despina concluded.

Both speakers acknowledged the importance of forums like this one, as well as the involvement of the general public, in the preservation and improvement of the delivery of health care services. In response, a very engaged audience participated in a general discussion following the guest speakers' remarks. The general consensus in the packed hall was that medicare needs to be advocated for, critical shortages in health care occupations need to be addressed and that we need to focus expansion of services to include pharmaceuticals.

### More women than men in Canadian unions

#### Focus/OFL/CALM

For the first time women now outnumber men in the Canadian union ranks.

According to Statistics Canada, between January and June 2007 there were 2,248,000 women represented by unions compared to 2,237,200 men.

In response, unions are now pushing women's concerns to the top of their agendas - concerns like workplace fairness, pay equity, child care and pensions.

## Welcome New MAHCP Staff



Gary Nelson

We again find ourselves in the position of welcoming a new staff person to MAHCP. Gary Nelson joined our team as a Labour Relations Officer (LRO) in mid December. Gary comes to the MAHCP with almost 30 years of experience in the labour relations field, most of which has been representing the interests of people employed in health care. Gary has

previously worked as a Labour Relations Officer for both the United Food and Commercial Workers Union and the Manitoba Nurses' Union. In 2002 Gary left Canada to take a position with the Massachusetts Nurses Association as its Director of Labour Relations for the state of Maine. He has also worked for the University of Manitoba as a Labour Relations Officer and most recently he was a Board Officer with the Manitoba Labour Board.

In addition to his activism in the labour movement,

Gary has also been elected to four terms as a school trustee on his local school board, the Seine River School Division. Gary lives just outside of Winnipeg in the community of La Salle where he and his wife, Sharon, are working at becoming empty nesters despite the protests of two of their three grown children. When not working, Gary and Sharon love to travel, get out camping and listen to live music in small venues. Welcome Gary!



Janet Beaudry

MAHCP welcomes Janet Beaudry into the position of Executive Assistant. Janet comes to MAHCP with a strong organizational background, and a well developed work ethic. Her fresh outlook brings a new perspective to our team, and she has proven to be an asset when accepting new challenges. Janet repeatedly demonstrates her desire not

only to get the job done, but to do it to the best of her abilities. Her enthusiasm is infectious and she is looking forward to meeting and working with all members of MAHCP. Welcome to the Team, Janet!

## From the Desk of the Labour Relations Officers

### Harassment in the Workplace

by Walter McDowell  
Labour Relations Officer

The following article is the second in a series of articles on workplace harassment. The first article can be found on the MAHCP website in the March 2007 newsletter.

**The issue of psychological harassment ("bullying") is one of the forms of harassment in the workplace that is now being recognized by some Canadian legislators as an issue that needs to be addressed.** To date the most progressive legislation dealing with this issue in North America has been in Quebec.

In the Central Table (sites governed by Regional Health Authorities) MAHCP Collective agreement [Article 26: Non-Discrimination](#) outlines the rules by which employers must deal with abusive situations.

#### 2603

*No form of employee abuse will be condoned in the workplace.*

*The parties will work together in resolving such problems as they arise. When such situations arise, employees will report them as soon as possible. Any employee who believes a situation may become or has become abusive shall report this to the immediate supervisor. The Employer shall notify the Association as soon as possible after the receipt of the report. Every reasonable effort will be made to rectify the abusive situation to the mutual satisfaction for the parties. Situations involving abuse shall be treated in a confidential manner by the Employer, the Association and the employee(s).*

Psychological Harassment is a work related health issue as well as a human rights issue. Manitoba employers have legislated responsibility to address this issue when it arises in the workplace, under the Workplace Health and Safety

Act. There is Provincial respectful workplace legislation and many employers have supporting workplace policies.

As workers, we all have certain expectations as to our employment relationship. We as employees give our services in exchange for pay, in addition to our pay we also expect, and the law requires that we work in an environment that is safe and healthy.

The Employer has the obligation to give clear direction to the Employee on its expectations regarding the performance of the required work and the Employee should be given the independence to carry out the set tasks free from "unreasonable interference".

It is important to note that this type of harassment can continue over a long period of time. It is often not detected by other people and when it is, the witness may sometimes just turn a blind eye. As these negative actions can occur with regularity and to some extent, predictably, something even more insidious occurs. In many cases, the anticipation of the next bout of harassment becomes oppressive in and of itself and can cause physical illness as well as emotional trauma.

It is important that we all watch for the signs of bullying and report it whenever it occurs. Some abusers don't even know they are abusing. Their beliefs and experiences at the workplace are often inadvertently rewarded and reinforced by the organization.

**Management may not be recognizing the signs or specific behaviours; some of which may include rudeness, constant criticism, demanding unrealistic expectations, denial of benefits, being snubbed, undermined or ridiculed to name a few.** With that said, the employer has a legal obligation to address this behaviour.

Employees may even choose to leave the workplace as a result of these types of harassing behaviours.

The bully's supervisors or managers are generally not witnesses to the pattern of unhealthy and abusive methods that the bully may employ. When the bully

is in a supervisory role s(he) seldom likes to empower the targets of the bullying. The bully can manipulate to create problems, then solve these same problems, often to reward those in their favour and to punish those who challenge their authority.

### What can we do about Psychological Harassment?

As individuals we need to look at this as a workplace health issue because it makes employees sick. Psychological Harassment is not any different than other forms of abuse and harassment. Employees in the workplace need to know what it is and they need to speak up and speak out about it.

**The employer is accountable to provide a safe and healthy workplace. If you feel you have been a target of a bully start documenting the bullying. Contact your LRO immediately.**

If the employer ignores the signs of harassing/bullying behaviour then this may be a breach of the Labour Relations Act of Manitoba, Workplace Safety and Health Act and the Human Rights legislation as well as the collective agreement.

**As union members there is a need to learn more about this issue in the workplace and share this information with each other openly. We also need to call it for what it is. Bullying.**

### A Gross Murder Rate [The Guild Reporter/CWA/CALM](#)

A Gross is 12 dozen, which just happens to be the number of trade unionists murdered for defending workers' rights in 2006.

An annual survey published by the International Trade Union Confederation details 144 deaths and more than 800 incidents of beatings or torture, nearly 5,000 arrests and more than 8,000 dismissals of workers due to their trade union activities, as well as 484 new cases of trade unionists held in government detention.

## Helpful Legal Information for MAHCP Members

### Celebrate All Women, this International Women's Day

by Sharon Tod,  
of Inkster Christie Hughes, LLP

March 8th is International Women's Day. Hillary Clinton is a serious contender for the office of the President of the United States. (Canada is somewhat ahead of its neighbour to the south having already had a female Prime Minister but it is understandable if you forgot that fact since her term in office was shorter than most politicians' speeches.) MAHCP is a union whose membership is greater than 85% female. These random thoughts lend to this edition's article regarding the role women have played in unions.

Union organization was well ahead of the curve in Canada where women are concerned. Up until 1872 union activism was illegal in Canada because of criminal conspiracy in the restraint of trade laws. Once unions became legal it was not long until women were involved. It was as early as the 1880s that women were part of the Knights of Labour in Kingston, Ontario. In fact, strikes involving female mill workers took place in 1882 and 1887.

Yet, while women could belong to unions and vote on issues within the union, women were still a long way from being able to vote for the politicians who made the laws which affected their livelihood. The women of Manitoba were the first in Canada to be granted the right to vote. The amendment to the Manitoba Elections Act was proclaimed on January 28, 1916. The federal government passed similar legislation in 1918 but it was not until 1940 that the women of Quebec had the right to vote provincially.

However, women were still not considered "persons" under section 24 of the British North American Act. Accordingly, women were not allowed to be appointed to the Senate. This was an important issue because, at the time, the Senate approved divorces, among

other things. It was not until the matter was brought before the courts by Emily Murphy, Henrietta Muir Edwards, Louise McKinney, Irene Parlby and Nellie McClung that women were recognized as "persons" by the English Privy Council. It is unfortunate that most of us would likely be unable to name any of these pioneering women with the possible exception of Nellie McClung.

**In the time since the famous "persons case" there have been many gains and losses by women in the workplace.** According to Veterans Affairs Canada, out of a total population of 11 million, only about 600,000 women held permanent jobs at the start of World War II. During the war, that number doubled to 1.2 million. However, when the war ended most of those women were unceremoniously fired from their positions to make room for men.

Significant changes have happened since then. Approximately one-half of the labour force is female and now over 50% of all union members are women. As stated, that percentage is much higher among the MAHCP membership.

The presence of women in unions has driven what some have referred to as "women's issues" but, in fact, they are issues that benefit all members. Both legislation such as unemployment insurance laws and collective agreements started off with maternity benefits but those provisions have been extended to include fathers as well as mothers under paternity benefits.

**In addition, discrimination and harassment protection was largely driven by women to provide them protection in the workplace. However, harassment can be directed at men as well. The article in the MAHCP collective agreement protects against discrimination** on the basis of age, religion, race, colour, national origin, political or religious affiliation, marital status, place of residence, family relationships, physical handicap and union membership/activity as well.

The participation of women in unions has led to these, and other, improvements



for all workers. **On this International Women's Day let us celebrate that fact.**

*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 series of articles will continue in future editions of the MAHCP News. If there is a topic that you would be interested in, please contact Wendy at 772-0425.**

### MAHCP LEGAL ASSISTANCE PLAN

*Membership does have its privileges*

MAHCP members receive reduced legal fees on house purchases, sales and mortgages as well as Wills, Powers of Attorney and Health Care Directives under the MAHCP Legal Assistance Plan.

Discounts also apply to family law matters and members benefit from a 20% reduction in other legal fees.

**For more information, please contact:**

**SHARON TOD at Inkster  
Christie Hughes LLP at  
947-6801**

## Transfer Agreements

*This is the first in a series of articles to provide some background and insight into topics such as Transfer Agreements, Mobility Agreements and Portability.*

**Within recent history, agreements reached between the Employer and the MAHCP have become more prevalent regarding the Transfer of Employees (members) from one employer to another.**

These agreements are referred to as "Transfer Agreements" and are the responsibility of the Executive Director or a designate, usually a Labour Relations Officer (LRO). They are negotiated to ensure that the members (either a program or individual(s)) who are affected by the transfer are transferred to the new employer "whole", meaning that they do not lose anything as a result of the transfer.

This should not be construed to be a "gain" to the affected group either; the terms and conditions of the Collective Agreement continue to apply and if they apply differently to different people as a result of the transfer to the new Employer's structure, that is an acceptable occurrence. **These agreements are not an opening of the collective agreement for the purpose of bargaining changes. They are solely intended to ensure that the employee maintains what is already in place within their collective agreement.**

### Sending and Receiving Regions, Sites or Employers

The "Sending Employer" is the Employer that the member(s) used to work for, the "Receiving Employer" is the new employer taking over the responsibilities for the work and the members involved in that work.

It is the Receiving Employer that the MAHCP negotiates the Transfer Agreement with. A recent example would be Diagnostic Services of Manitoba.

A Transfer Agreement commonly consists of elements that describe:

- Who is to become the new Employer?
- What "guiding principals" will apply during the transfer, i.e. to incorporate existing structures, positions and staff into the new Employer's workplace?
- What Collective Agreements will apply to the transferred group?
- Which Union will the members be associated with?

The main body of the Transfer Agreement usually contains:

- Who the Transfer Agreement applies to (members).
- When the Transfer is to occur.
- Who the Employer will be and they are usually named as the "Successor" Employer, therefore making them subject under law to honor the terms and conditions of the current Collective Agreement, all Memorandums and Letters of Agreement.

Then the Transfer Agreement typically addresses the issues of:

- Seniority, rates of pay, pension and benefits, income protection, pre-retirement leave, vacation entitlement, vacation banks and accruals, banked time, probation increments, leaves of absents and continuing education
- Worksite location, responsibility and hours of work.
- Carry-over of grievances to the new Employer and "Leaves" re: maternity, personal or illnesses etc. are addressed.

Those documents are then signed by the Executive Director or designate and both of the Sending and Receiving Employers.

Prior to the member becoming an Employee of the new Employer they must sever their employment with the previous Employer. A Record of Employment is issued and a letter of offer is given to the member to sign, to show their acceptance of employment with the new Employer. Upon acceptance, the member becomes an Employee of the new Employer.

Occasionally there is a payroll disruption going from one Employer to another as they may have a different designated pay week.

If there are topics that you would be interested in seeing an article about please, feel free to contact us.

**Lee Manning  
Executive Director**

## 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 handwriting and must be moved and seconded by a Member of the Association. The mover of the proposal should attend the Annual General Meeting on October 16, 2008, to speak to

the proposal as written. A telephone number should be included should clarification be required. A copy of the resolution form will be available in the newsletter, or may be obtained by calling the office (772-0425), or by downloading from the website (www.mahcp.ca).

Please forward all proposals to the MAHCP office, to the attention of Al Harlow, Vice-President. **Resolutions are due at the MAHCP office prior to 1600 hours June 27, 2008.**

In solidarity,  
Al Harlow BSc MLT  
Vice-President

## Call for Nominations MAHCP Executive Council 2008-09

Nominations for the 2008-09 Executive Council are due at the MAHCP Office, 101-1500 Notre Dame Ave., Winnipeg, MB. R3E 0P9 on or before 1600 hours June 27, 2008. 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 (i.e. same occupational group, same geographical health region), and must include signature of acceptance of the eligible nominee.

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

### Officers:

Vice-President

### Regional Directors:

Burntwood RHA

### Occupational Group Directors:

Laboratory

Medical Physics

Orthopedics

Pharmacy Technician

Physiotherapy

Radiation Therapy

Recreation

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

### Officers:

President

### Regional Directors:

Brandon RHA

Nor-Man RHA

South Eastman RHA

Winnipeg RHA

### Employee Interest Group Directors:

Aboriginal Health & Wellness Centre Clinics

Community Therapy Services

Jocelyn House

Society for MBs with Disabilities

### Occupational Group Directors:

Audiology

Cardiology

Child Life Specialist

Dietitian

Electroencephalography

EEG

EMS

Food Service Supervisor

Home Care Coordinator

Mental Health

Midwife

MRI

Nuclear Medicine

Occupational Therapy

Pastoral/Spiritual Care/Chaplain

Pharmacist

Psychologist

Radiology

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 the MAHCP office via mail, phone 1-204-772-0425, e-mail info@mahcp.ca, Fax 1-204-775-6829, or by our toll free number 1-800-315-3331.

**A nomination form has been included in this newsletter and can also be obtained by calling the MAHCP office or downloading from our website, www.mahcp.ca.**

In Solidarity,  
Al Harlow BSc MLT  
Vice-President



Al Harlow, Vice-President

## Call for Staff Representative Nominations

Due to the Constitutional changes passed at the Annual General Meeting in October 2007 all Staff Representatives will have to be re-nominated this year.

All terms for Staff Representatives are two (2) years beginning at the end of the Annual General Meeting on October 2008. (When required, if a vacancy occurs during a term, an appointment may be made by the Executive Council.)

If elections are required they will be held in accordance with the Constitution.

For a comprehensive list of the areas eligible to have a Staff Representative please go to the website (www.mahcp.ca). If you do not have access to a computer a list can be sent to you.

Your nomination must be received at the Association office by 1600 hours on Friday June 27 2008.

In Solidarity,

Allan Harlow, Chair  
Nomination Committee

## MAHCP Scholarship Fund

MAHCP Executive will award up to five (5) - \$400, scholarships annually. Scholarships 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 extracurricular 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. Applications must be complete in full, otherwise they will not be considered.

### Process:

Deadline submission of application (available on-line or through MAHCP Office) no later than 1600 hours on July 25th to:

Chairperson  
MAHCP Scholarship Fund  
101-1500 Notre Dame Avenue  
Winnipeg, MB R3E 0P9

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

## MAHCP Monique Wally Memorial Scholarship Fund

The criteria for the Monique Wally Memorial Scholarship Fund is the same as the MAHCP Scholarship Fund, except for the following: one (1) - \$400 scholarship 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 Honour Roll Nominations

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

### Criteria:

A member in good standing:

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