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We're on the Web!
www.mahcp.ca

President's Report Tom Walus

As my two year term as MAHCP President rapidly comes to an end, I am filled with mixed emotions. My term has seen many highs, lows, sadness and laughter. However, through it all, never did I regret making the commitment to serve the members of MAHCP.

Two years ago I never thought that our union could make me grow as a person. I have experienced more in my two years as President than in any other time in my life. I have been shown how critical and vital every single one of us is to the health care of Manitobans. Our strength is our diversity. We are over 160 different health care occupations that are all unique and special; and each one brings education, training, skill, care and compassion to all that we serve.

The past two years have been a watershed for the association. The last round of collective bargaining, mediation and arbitration was quite literally brutal! Very few people were happy with the outcome and very few people were happy with the process. We learned that the membership wants more of the decision making in their hands. The strategic planning session in January 2004 was a direct result of the membership telling us that we must change. We must communicate better with each and every member. With communication being one of our top priorities we improved the newsletter, website and 1-800 number. The association has also increased the number of meetings with membership.

Since January 2004 the union has seen more changes than can ever be remembered. The most significant



change was the departure of Ron Wally, Executive Director. After 23 years of leading MAHCP to be one of the best health care unions in Manitoba, if not Canada, Ron decided to retire. Ron's life was MAHCP and he took the Association to heights where we were told that we could not go. Through personal tragedies Ron never lost his dedication to better the workplaces and lives of MAHCP members.

With Ron's retirement we had to find a new Executive Director. After an intensive and extensive search we hired Charlie Sitwell. His experience, knowledge and enthusiasm are welcomed and we know that Charlie will be an awesome addition to our MAHCP family. Welcome Charlie!

January 2004 was a critical time for our union. Bargaining unit votes were held in the Brandon Regional Health Authority (BRHA), Westman Lab and Burntwood Regional Health Authority. The union kept the BRHA and Burntwood, but lost Westman Lab to MGEU. The votes were a wake up call for the Association. Members were dissatisfied and wanted change. We are working harder to listen to the membership.

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MAHCP Executive

The MAHCP Executive consists of the following elected membership:

President- Tom Walus

HSC Microbiology

Vice President - Wendy Despins

SBGH Laboratory

CTS- Margrét Thomas

Physiotherapy

Dietitian - Susin Cadman

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

Nor-Man RHA - Bernie Krawchuk

Resource Coordinator

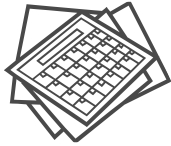
South Eastman RHA -

Michael Kleiman Sonographer

Winnipeg RHA - Gerald Besyk SBGH

Laboratory Technologist

Calendar of Events



August 31, 2004

- Winners of Bursaries are notified.

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

September 15, 2004

- Annual General Meeting Packages Mailed Out

October 13, 2004

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

October 14, 2004

- **Annual General Meeting**
Clarion Hotel, Manitoba Room
1445 Portage Ave, Winnipeg
Registration at 1730 hrs

December 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

January (TBA), 2005

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

January (TBA), 2005

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

February 9, 2005

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

Staff Assignments

Charlie Sitwell, (Executive Director)

Ken Swan, (LRO) Health Sciences Centre, Deer Lodge Centre, Breast Health Centre, Community Therapy Services, Manitoba Clinic, Winnipeg Clinic

Barb Johnson, (LRO) St. Boniface General Hospital, Central Medical Labs, Jocelyn House, Misericordia Health Centre, South Eastman RHA

Michele Eger, (LRO) Health Sciences Centre, Aboriginal Health & Wellness Centre, Concordia Hospital, Tissue Bank Manitoba, Burntwood RHA, Nor-Man RHA

Karen Noga, (LRO) Victoria General, Brandon RHA, Brandon Clinic, Seven Oaks General Hospital, Centre Taché Centre, Society for Manitobans with Disabilities, Rehabilitation Centre for Children, CancerCare Manitoba

Executive Director's Report

Charlie Sitwell

I am truly pleased to have joined the team of MAHCP. The staff and Executive Council has been very eager and supportive.

The role of your Executive Director covers six major categories:

1. Facilitate Executive Council activities;
2. Guide administrative affairs;
3. Manage human resources;
4. Negotiate collective agreements;
5. Serve members and lobby on their behalf;
6. Build stakeholder relations (further relations with other groups and organizations who have an impact on MAHCP members: this may include government, other unions, National Union of Public and General Workers (NUPGE), just to name a few.)

My calendar is filling up quickly with a variety of issues. Amongst many important issues is the Diagnostic Services of Manitoba Board (where MAHCP is represented), HEPP and a variety of committees and issues which will have a significant impact on our members.

Within that schedule, I want to maintain a priority for meeting members. I have attended a staff meeting in Steinbach, a Staff rep. meeting in Winnipeg, and several individual meetings. I have also visited two departments at Health Sciences Centre and CancerCare Manitoba.

In September, I will be travelling to Nor-Man and Burntwood, and am making plans for Brandon. I look forward to having the opportunity to meet many of our members in those areas. I hope that many of you will make the upcoming AGM a priority on your calendar. Your participation is **essential**.

Together, we can make MAHCP a dynamic and responsive organization.

If any groups or individuals would like to meet with me, please call or email me

Bob Young, LRO Resignation

As many of you know, Bob Young has resigned from MAHCP, his last day of work being Friday, July 23, 2004. The membership that Bob represented was CancerCare MB, Nor-Man RHA, Burntwood RHA, South Eastman RHA, Manitoba Clinic, Winnipeg Clinic and Community Therapy Services. Please see the "Staff Assignments" on page 2 to find your new LRO. Good luck in your new position Bob!

Executive Council Announcement

It is with regret that we inform you that **Gary Cavanagh**, Vice-President of MAHCP has resigned effective July 5, 2004. As per the Constitution, the Executive Council has appointed a replacement at the July 29th meeting. Wendy Despina was appointed to complete the term of Vice-President and in October will assume the

What's New on the MAHCP Website?

- Members can now access the following **forms** on-line:
 - Expense Claim
 - Grievance
 - Executive Council Nominations
 - Staff Rep Nominations
- The most recent **Collective Agreements** are also now available on-line.

To access the above, go to **www.mahcp.ca** and click on the Member Services tab.

A **Calendar of Events** will also be available soon. Visit the site often to see what's new!

If you have any suggestions or comments regarding the website, please email

Fond Remembrances, Tearful Goodbyes, and an Evening of Laughter — Honouring Ron Wally

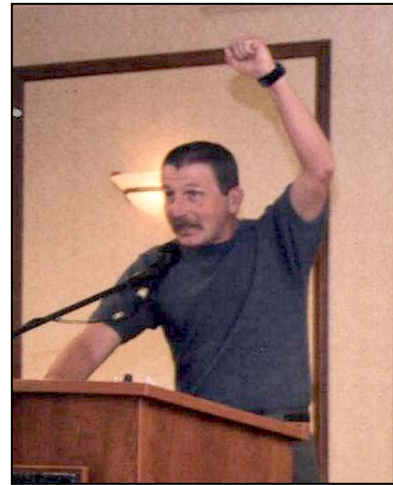


Left to Right: Gloria O'Rourke, Tom Walus, Ron Wally and

There were approximately 175 attendees at Ron Wally's retirement celebration on Wednesday, June 9, 2004 at the Victoria Inn in Winnipeg. There were several presentations made to Ron by his colleagues/members. Tim Robson, a Recreation Therapist from Seven Oaks gave a presentation on his memories from the last Central Bargaining session (see below). Donations on behalf of the Monique Wally Memorial Bursary Fund have totaled an incredible \$8,160! Thank you to all who generously donated to this worthy fund. Please call the MAHCP Office at 772-0425

"Your Leader is Gone" By Tim Robson

Some time ago Ron gave me a call
 'Twas 2002 in the middle of the fall.
 "Come with me to the bargaining table.
 I know you can do it, I know you are able."
 Well, Ron led our team with the changes we sought
 He's Burl Ives on a mission, was the impression
 I got.
 The management team had a leader named Doug
 They were all dressed up and looked real
 smug.
 "Let's talk about money". Ron Wally would say,
 "In abeyance, in abeyance. Some other day."
 Week after week we worked on our issues
 Sometimes we agreed and sometimes we used
 tissues.
 One day Doug says "I'm not trying to be funny
 I'm opening the purse, it's time to talk money.
 Now let's have a look . . . what do I see?
 Just a wee bit of cash, I see Three-Three and
 Three.
 There isn't much else I can see in our purses
 We have given it all to the docs and the
 nurses."



Ron cried out "we're through with the talkin'
 My people have voted, my people are walkin'.
 Get those pickets together and hold the line
 steady
 Nah!! Just kiddin', we're using Vince Ready."
 Now some got a lot and some got a little
 But some are still waiting - we're caught in
 the middle.
 Not long ago I tried to call Ron -
 "Your leader retired, Ron Wally is gone."
 So enjoy your retirement, don't worry about me
 'Cause I've got my little Point-Six and my
 Three-Three and Three.

President's Report

(continued from page 1)

Joan Ewonchuk was hired in January 2004 as Administrative Assistant. Joan came on in the middle of the votes. We thank Joan for staying on after an extremely stressful time. If you can survive that you can survive anything.

This year the MAHCP staff joined the Communications, Energy and Paperworks Union of Canada (CEP), Local No. 191. With that came bargaining with CEP for a staff contract. After three days of hard work, MAHCP and CEP had a tentative agreement. Shortly after that the MAHCP staff ratified a three year agreement. We look forward to working with CEP.

In June of this year, Bob Young, LRO left MAHCP for another union job. Bob will be missed, but not forgotten. Good luck Bob in your new career.

As President (along with board members) I constantly hear members asking, "What does the union do for me?" Well, to use an old saying, "It is not what the union does for you, but what do you do for the union?" It is always a struggle to find people to volunteer for the board, to be staff reps, to be on the bargaining committee, to serve on various committees and to get the MAHCP message out. Do not misunderstand me, I thank all the people that have given of themselves to make MAHCP successful, but we need more help! With that in mind, I am asking each and every member to participate in the Annual General Meeting (AGM) which will be held on October 14, 2004. If you do only one thing for your union please make it the AGM. The AGM is the memberships' opportunity to guide the future of the Association. This is your chance to make a difference.

No one can do anything by themselves, especially an organization as complex and diverse as MAHCP, so there are many people that I need to thank for their help.

First I would like to thank the staff of MAHCP— Ken, Barb, Michele, Karen, Joan, Heather and Bob for their teaching and pa-

Secondly, I would like to thank Ron Wally for his mentoring, but more importantly his friendship. Ron taught me more than I wanted to know! The health care system is a complex beast that is not easily tamed, but Ron made me believe that we can be leaders and set the standard. Thanks for the sacrifices to MAHCP.

Third, I would like to thank all the board and bargaining committee members that I have worked with. Thanks for doing all the work and being there at all times. We have come a long way and the future looks bright.

Next, I would like to thank all the members of MAHCP. You taught me that each person has a right to voice their opinion. You also taught me that we keep the health care system running no matter the shortages and funding cutbacks. Thanks for occasionally giving me a "slap on the head" when I wasn't "getting it"! Because of you we are the best health care professionals in all of Canada.

Now I must extend bouquets to my HSC microbiology family. During the past two years my co-workers have shown me patience and understanding through tough times. The countless hours on the phone. The many days, weeks and months away from the lab. The shifts and weekends that people covered for me. The days that I was moody and short tempered . . . you let me vent! Thanks for reminding me that we are here for the patients.

Finally, I would like to thank my friends and family for allowing me to put them in the "background" for awhile. There were many times when MAHCP consumed all my time and energy and I forgot the people that mean the most to me. Life is all about perspective and being grounded, but sometimes that perspective gets skewed and the ground shifts under our feet. Thanks for being my strength and foundation.

I hope that MAHCP is better now than it was two years ago. I know that I am a changed person and will always be a proud

HEPP UPDATE

Introduction:

We want to ensure you have timely information on the status of the HEPP Plan.

Background:

- HEPP includes approximately 40,000 active and retired health care employees:
 - Unionized employees (including MAHCP, MGEU, MNU, CUPE, SEIU, IUOE, PIPSC, PSAC, and UFCW)
 - Non –unionized employees
 - As well as management employees.
- Revenues from the plan have decreased due to market downturns in recent years. The high returns of previous years subsidized the true cost of benefits.
- To offset the reductions, the plan requires either a reduction in benefits or an increase in contributions of 1.85% from both the members and the employers (government).
- The contribution increase recommended by the HEPP Board of Trustees was approved by all union boards and all RHA's employers except St. Boniface General Hospital, and the WRHA (which represents Health Sciences Centre and Deer Lodge Centre).
- For further information on the background on this please see the HEPP website (www.hepp.mb.ca) or refer to your HEPP report.

Current Status:

No changes have yet been made to the Plan. A decision on what needs to be done must be made next year, by July 1, 2005.

The board of MAHCP has discussed this is-

sue at both their regular Executive July meeting and a July 29th Special Meeting.

On August 16, 2004, the Manitoba Council of Health Care Unions (of which MAHCP is a member and represents the unions noted above) met with Employer representatives and Lloyd Schreyer, representing the Compensation Committee of Cabinet.

The meeting was called for the purpose of considering the Government's offer to fund the employer contribution of 1.85% if contracts would be reopened and negotiated to 2008. The government position was that HEPP and Collective Bargaining be combined.

We also reviewed the report of the second actuarial review. While there were some differences, the recommendations would still be similar.

MAHCP's position, along with the other unions, differed from that of Government.

The unions agreed:

1. That their respective memberships did not want a reduction in benefits.
2. To negotiate jointly **on the rate of contribution only.**
3. We acknowledged that a contribution by the employer would be part of the employer's monetary package. (Indeed, it is not for the union to determine what management would put into their package.) The total package would be a matter of bargaining.
4. That such an agreement would be a "Memorandum of Understanding" appended to each collective agreement.
5. Any such change would require a ratification vote of the respective memberships.
6. Any other issues would be part of the

MAHCP BURSARY AWARD RECIPIENTS 2004

MAHCP awards five (5) four hundred (\$400.00) bursaries to graduating high school students. Candidates must be dependents of members and meet the criteria established by the Communication Committee.

There were five applicants for the MAHCP Bursary Fund this year and all were screened as per the MAHCP Bursary guidelines.

The 2004 recipients are:

Recipient

Kirstyn Humniski
Eric Wickstrom
Danielle Ann Robinson
Emmet Collins
Erica Grant

Parent

Jamie Humniski, HSC
Doris E.H. Wickstrom, HSC
Vicky Legassie, Brandon RHA
Helene Dusablon, South Eastman
Sandy Grant, SBGH

There were no applicants entering the allied health profession, therefore the Monique Wally Memorial Bursary Fund was not granted this year.

Brandon RHA General Membership Meetings

Mark Your Calendars!!

In response to requests from membership in Brandon, Karen Noga will be available on the following dates to meet with the general membership:

Dates: September 14, 2004
October 12, 2004
November 23, 2004

Time: 1800 to 2000 hrs

Place: Victoria Inn, Brandon

Please contact Karen at 1-800-315-3331, (press 203#) or email her at karen@mahcp.ca if you have questions regarding the above meetings or any other issues.

Burntwood RHA General Membership Meeting

September 20, 2004 - 1900 to 2000 hrs
Wine & Cheese Reception - 2000 to 2200 hrs
Mystery Lake Hotel, Thompson

* * * * *

Nor-Man RHA General Membership Meetings

September 21, 2004 - 1100 to 1330 hrs
Flin Flon General Hospital, 4th Floor Meeting Room
Lunch provided

September 21, 2004 - 1900 to 2000 hrs
Wine & Cheese Reception - 2000 to 2200 hrs
Kikiwak Inn, The Pas

Contact: Tom Walus at 1-800-315-3331, (press 215#) or email him at president@mahcp.ca if you have questions regarding the above meetings.

Would you like to receive information electronically? If so, email joan@mahcp.ca and don't forget to visit the MAHCP website www.mahcp.ca.

MAHCP ANNUAL GENERAL MEETING

**Clarion Hotel, Manitoba Room
1445 Portage Avenue
Thursday, October 14, 2004**

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

**Teleconferencing is being arranged for Brandon, Burntwood and Nor-Man RHA's.
Sites to be announced once arrangements confirmed.**

For more information contact Tom Walus at the MAHCP Office.

(PLEASE BRING YOUR AGM PACKAGE WITH YOU!)

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.

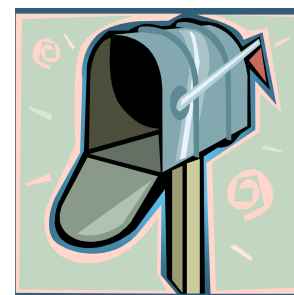
Question: What is your rate of pay when you work overtime on a Stat holiday?

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!!

The winner of the last contest was Sherry Seale from Nor-Man RHA who correctly answered that employees earn 1 1/4 days of Income Protection (sick time) every month.

Moving? Name Change? Please let us know!!

In order to keep our database current, please keep us informed of any address changes.



Contact Joan at the MAHCP office by calling 772-0425 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.