

NEWS

Manitoba Association of
HEALTHCARE



March 2014

Professionals

GET READY, SET . . . TYPE!

by Shelley Kowalchuk, Physiotherapy Director



Last newsletter, Radiology Director Michael Kleiman wrote a Call to Action - asking members to get ready to take part in a letter-writing campaign. We want to have provincial government leaders hear from us directly about our frustration with funding for healthcare's front-line workers and the lack of improvement of our steadily out-of-touch wages.

Our current Collective Agreement will be at an end on March 31, 2014 so it's time to get your pen or keyboard out. In this article you will find pointers for a successful letter-writing campaign, and addresses of MLAs to send those letters to. Also, inside this newsletter you will find an insert of a form letter that you can use as is, or simply use it as a format for your own letter.



7 STEPS TO WRITING AN EFFECTIVE LETTER

- 1) First of all, I have to state that the most effective letter that will catch someone's eye, is an original letter. Though we are providing a form letter for you to send, it's always better to have something you have written in your own words and from your own experiences. But - a form letter is pretty good too.
- 2) An effective letter should be written in clear language; it's best not to make it too long. The best letters get to the point quickly because people don't take a lot of time to read letters. It's a bit like writing chart notes!

- 3) You should have a concise explanation of your issues. Also, try not to use medical terminology that the recipient may not be familiar with. Keep it simple and straightforward.
- 4) Explain what you want the recipient (usually government officials) to do about the problem, laying out the specific actions you want him or her to take to solve this problem.

5) If you are writing an original letter, then you can choose to send it by mail or by email. Email is obviously the fastest way to get your message out. If you decide to handwrite your letter please make sure it's legible.

6) Keep in mind that facts work better than emotions. Be more specific than..."this

needs to change because the situation is bad".

- 7) Don't forget to write your name, address and contact information on the letter, email and/or envelope so that the recipient can get back to you, either to ask questions or to discuss the issues.

These pointers are a good starting point - but you might be wondering 'what should I write about?' There are a number of issues that you can discuss: 1) low wages 2) the impact of low wages on your profession and healthcare in our province in general 3) the inability to fill vacancies due to low wages. You know your area best, so feel free to write from your experiences.

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Revenues from advertising will be used to supplement the MAHCP Professional Development Fund.

Meeting Calendar

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

March 12, 2014

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

1130 to 1300 hours

May 14, 2014

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

July 9, 2014

- General Staff Rep Meeting
101-1500 Notre Dame
1830 hours

March 12, 2014

- General Staff Rep Meeting
Cancelled

May 14, 2014

- General Staff Rep Meeting
101-1500 Notre Dame
1830 hours

August 4, 2014

- Stat Holiday
MAHCP Office Closed



March 19, 2014

- HSC Staff Rep Meeting
GH404
1130 to 1300 hours

May 19, 2014

- Victoria Day
MAHCP Office Closed

September 1, 2014

- Labour Day
MAHCP Office Closed

March 20, 2014

- DSM HSC Staff Rep Mtg
GH304
1130 to 1300 hours

May 21, 2014

- HSC Staff Rep Meeting
GH304
1130 to 1300 hours

September 10, 2014

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

April 17, 2014

- HSC Staff Rep Meeting
GH304
1130 to 1300 hours

June 11, 2014

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

September 10, 2014

- General Staff Rep Meeting
101-1500 Notre Dame
1830 hours

April 18, 2014

- Good Friday
MAHCP Office Closed

June 11, 2014

- General Staff Rep Meeting
101-1500 Notre Dame
1830 hours

Mark Your Calendar!

**MAHCP
Annual General
Meeting
October 9, 2014**

April 21, 2014

- Easter Stat Holiday
MAHCP Office Closed

July 1, 2014

- Canada Day
MAHCP Office Closed

**Bring your
collective
agreement to
all member
meetings.**

May 7, 2014

- DSM HSC Staff Rep Mtg
NA227, Isabel Stewart

July 9, 2014

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

**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. **Don't forget to update your address with your employer too!**

Call 204-772-0425 or email info@mahcp.ca

A Call to Action Update

by Michael Kleiman, Radiology Director



I thought I would update members on a small initiative I did as a member at large.

I arranged a meeting with my MLA James Allum and was able to meet with him for one hour at his constituency office on Osborne Street. We discussed a number of issues in health care that I thought were pressing.

The major issue that I personally have is the SAP Payroll disputes that have arisen since its implementation at HSC and Deer Lodge Center on April 13/2012. Mr. Allum listened attentively and asked a few questions and said he would "send it up the food chain to the civil service" and see what came back from them.

A few days later I received a phone message to call a researcher in the Minister of Health's office to discuss the issues and learn about my perspective on the subject.

What was interesting is that she had done her homework and had read my original article in the newsletter. I was able to provide my talking points on the issues and then she asked some specific questions on the subject matter. She said she would follow up with me in a few weeks which she did.

When she replied back, she said the WRHA SAP Project is addressing the issues of SAP Payroll by hiring 7 new staff members. This information was passed on to my contact from the Minister of Health's office to me, and it was provided by Dave Leschasin the new Vice President of Human Resources of the WRHA.

I would like to point out to all members that it is almost 2 years since the inception of this flawed system. I feel that the problems should have been corrected before the roll out which would have decreased the stress and frustration that has occurred to our members. This feels like it could be another article for another day.

The theme here is that my MLA listened to my concerns and responded to those concerns. To date the information passed on to us has not solved the numerous problems with the SAP payroll system. There are ongoing frequent grievances still in the system. Hopefully with the recent changes in the WRHA upper management, they may finally address and fix some of these long standing issues and correct the systematic problems of this hopeless payroll system before it goes region wide.

This just brings me back to my original article's message.

"A Call to Action"

We need to continue the pressure, write the letters, have the meetings, and make this an ongoing political issue! Please help us in this continuing initiative!!

The Problems With SAP

The SAP payroll system at HSC and Deer Lodge Center has remained a bone of contention for MAHCP and its members. An agreement between the employer and MAHCP was reached in October 2013 as to how the employer would recoup any overpayments to employees as well as other issues such as shift premiums and responsibility pay. Unfortunately, this agreement has not been followed and grievances have been filed. The agreement included:

- * Each individual would receive written notice of their specific overpayment and could have a meeting with the employer to get a breakdown of how it would be repaid, with possible modifications of this process.
- * The employer would endeavour to affect/reconcile know retro underpayments and retro overpayments in the same payroll period.
- * Overpayments would be collected on the basis of \$75 per pay period (pro-rated based on EFT) unless the employee agreed to a change of amount of repayment.
- * In the case of underpayments, employees could request more information and a detailed breakdown.



While SAP is in place only at HSC and Deer Lodge, our members at other facilities should be aware of the ongoing issues - and the fact that other facilities will soon be paid through SAP in the near future.

Find Us On Facebook!

Trying to find information about union activity, meetings or just want to know what's happening with bargaining? MAHCP now has another way to get information to you - you can visit us on Facebook!

There are many ways to find our Facebook page - most members will have been contacted via email and provided with a link. Also you can just search for MAHCP and check out the information posted there. There will be pictures of activities MAHCP is a part of, website links, and links to our newsletter and Bargaining Beats. 

MAHCP Member Rocks!



From left... Ruth Wiebe, Nancy Scammel, Karen Sheldon, Pat Malanchuk

Congratulations to Nancy Scammel, one of our staff reps at Gamma Dynacare Medical Labs! Nancy's curling team recently won the Manitoba Women's Masters Championship, and will be representing Manitoba at the Nationals at the end of March.

The Manitoba Women's Master Championship team is skipped by Pat Malanchuk who curls out of the St. Vital Curling Club in Winnipeg. Playing third is Karen Sheldon, who is Nancy's sister. Nancy plays second and Ruth Wiebe is playing lead. (Ruth holds the record for the most appearances at The Provincial Masters Women's Championship.)

Nancy joined the team this year but has been curling since she was a child. Encouraged by her mother, an avid curler, she and her siblings all took up curling early in life. She has continued to curl since then and does so at two clubs, the Granite (with sister and team-mate Karen) and at the Charleswood with her brother.

Nancy stated, "Many curlers only dream of representing their province in a national championship. I feel so fortunate to have been part of a team that has accomplished this dream. Our team is committed to represent Manitoba to the best of our ability and will thoroughly enjoy our week at Nationals."

The Canadian Women and Men's Championship both run from March 31 to April 6 2014 in Coaldale, Alberta. We all wish Nancy and her team the best – good luck at the Nationals!

WHO AM I?

Did you know that MAHCP represents over 160 different professions? We have a varied group of medical occupational groups and you may not know all of them. This is another chapter in our series Who Are We?

1. I hang around a joint.
2. I expect my best effort from you.
3. There are some good moments at work.
4. Resistance is never futile.

(answer on page 7)



President's Message

by Bob Moroz, RTT
President, MAHCP

As you are aware, our central table Collective Agreements are set to expire on March 31, 2014. MAHCP has been very busy over the last year preparing for this round of bargaining. The Bargaining Committee has been struck and has been very hard at work examining your proposals, going through the vetting process and creating our final proposal document.

As usual, we are expecting this round of bargaining to be a difficult one. We are aware of what has been happening with other unions and their collective agreement negotiations. We are also aware the financial picture in Manitoba is quite bleak. It's quite difficult to read a newspaper without being bombarded by that fact.

However, we are also keenly aware that health care professionals in Manitoba are among the lowest paid in the entire country. We are also aware that staff shortages are having a significant impact on our members and their working conditions.

Our healthcare system in Manitoba is absolutely dependent on the work we do. It can no longer be acceptable that the work we do is so undervalued that people will leave their professions, move to other provinces or never enter certain professions in the first place. All of this can only lead to the further erosion and destruction of the quality care our members are so eager to deliver.

I have repeatedly stated that you as a member will be better informed as the bargaining progresses. We have taken a number of steps to share as much information as possible. We have begun to publish a regular update called "Bargaining Beats." It will show up in your personal email and I encourage you to share it with as many members as you can. You can follow me on Twitter @MorozBob.

As I write this, the Communications Committee of Executive Council is set to launch a Facebook page. As always, our website is also there to provide you with

information at mahcp.ca. We are also planning on holding another Telephone Town Hall either this spring or very early summer to provide an update on where we are in the process.

These communications strategies are of course intended to be for all MAHCP members, not just those covered by central table agreements. Those of you who fall under non-central agreements can find the same type of information as it becomes available. If you are not sure if your agreement is central or non-central, see mahcp.ca> member services> collective agreements.

We all understand how frustrating this entire bargaining exercise can be for members; it takes a long time. Unfortunately that is a fact that we have very little control over. We have, however, learned a lot from previous experience and will be taking definitive action to make sure that we do not have a repeat of the process that has led us to the end of this agreement without having a final proofed version. That will not happen again.

Like I said, this round of bargaining will not be easy. It never is. But we know what our members have been telling us, what you have been telling us. As we prepare to go to the table, we want you to know that we are fighting for what is important to you. We are fighting for what is important for all Manitobans. A group of ten people around a table is not going to win that fight on their own. We need the support of our members; we need to show that our strength is in fact in our members. We need to show that there is no health care without us.



Bob Moroz

Manitoba Association of HEALTHCARE Professionals

BARGAINING BEATS

Issue 2 - March 2014

- Future Bargaining Beats Issues:**
 - June 2014 -
 - Central Table Bargaining Update
 - Committee Member Profiles
 - Local Table Updates

Where can you find up to date bargaining information?

- Bargaining Beats
- Quarterly Newsletter
- Twitter: @morozbob
- MAHCP Website
- Union Bulletin Boards at Work
- Telephone Town Hall - TBD
- Bargainingbeats@mahcp.ca

Central Table Update

The Bargaining Committee met February 26, 27, and 28. The committee continues to fine tune the proposals submitted by members and staff into one proposal package that will be submitted to the employer at the commencement of bargaining.

Local Table Updates

MANITOBA CLINIC - Agreement signed on December 18, 2013 in effect until December 31, 2016.

JOCELYN HOUSE - Currently in discussion and making positive headway on non-monetary items. Monetary items are awaiting funding letter from the WRHA.

GAMMA DYNACARE MEDICAL LABS - Letter of intent sent. Awaiting confirmation of dates for April and May.

ABORIGINAL HEALTH & WELLNESS CENTRE - The Bargaining Committee has been struck, looking at bargaining dates in May or June, watch the Bargaining Beats for more updates.

SOCIETY FOR MANITOBIANS WITH DISABILITIES, BRANDON CLINIC, GDM, BRANDON AND WINNIPEG CLINIC - Letter of intent sent in February 2014. Once bargaining dates are obtained members will be notified.

Members can expect to receive monthly communication updates from one of the sources above. Please ensure your contact information is correct. Contact the MAHCP office to make changes info@mahcp.ca or 204-772-0425.

See How Our Union Works from The Inside

Join the MAHCP Executive Council 2014-16



Allan Harlow
Vice-President

Nominations for the 2014-15 Executive Council are due at the MAHCP Office, 101-1500 Notre Dame Ave., Winnipeg, MB. R3E 0P9 on or before 1600 hours, June 27, 2014. Please send your nomination form 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 Executive Council positions which have the **current term of office ending in October 2014**. Nominations will be accepted for **two year terms** in the following positions:

Officers:

President

Regional Directors:

Winnipeg Region

Employee Interest Group Directors:

Clinics
Community Therapy Services
Jocelyn House
Society for Manitobans with Disabilities

Occupational Directors:

Child Life Specialist
Dietitian
EEG
EMS
Food Services Supervisor
Laboratory Scientists
Mental Health
Nuclear Medicine
Occupational Therapy
Orthopedic Technology
Pharmacy Assistant
Radiology
Respiratory Therapy
Social Work
Sonography
Speech Language Pathology

(N.B. Should any members believe that a particular occupational group is eligible for a seat on the Council under the Constitution, 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 can be obtained by calling the MAHCP office or downloading from our website, www.mahcp.ca.

In Solidarity,
Allan Harlow
Chair - Nominations Committee

Call for Staff Representative Nominations

All those with nominations in by June 28, 2013 have 1 year left on their term and will expire at the end of the 2015 AGM.

All those who were nominated for 2 year terms in 2012 and those Staff Reps who have been appointed since the June 28, 2013 deadline will have their term expire at the end of the 2014 Annual General Meeting.

You will have to be re-nominated by this year's deadline to qualify for a 2 year term.

Deadline for nominations for the 2 year term is June 27, 2014 @ 1600 hours

In Solidarity,
Allan Harlow
Chair - Nominations Committee



Union Bulletin Boards Spotted at Workplaces

Can you spot your Union Bulletin Board?

Bulletin Boards are a great place to post and disseminate union information for your co-workers. We try to use these union bulletin boards to post communications to you, our members and they are one of the ways members can find out what is happening in the union. Unfortunately, at times this medium has not been used to the fullest - and we are hoping to change this.

You may have seen these bulletin boards in your building or department. They are a few of the winners of our Bulletin Board contest, and you can see there is a variety of things posted, but all is relevant to our members.

Our Bulletin Board contest has had a great start and we are hoping you can send in your bulletin board pic for a free coffee card too!

To enter our contest, simply take a picture of the board, and send it to us with the location (room number, building and street address) so we can confirm where it is. Then email that information to newsletter@mahcp.ca, along with your phone number.

Don't have a union bulletin board in your area? You should! According to our collective agreement, the Employer agrees to provide bulletin board space for use by the Association in each department where members of the bargaining unit are employed.

If you don't have a bulletin board, management is obliged to provide one for you in your department. Any member can request this - it does not have to be a staff rep. Once you have your bulletin board, snap that and let us know where it is. We will have some union material sent to you that you can post - and keep members up-to-date!

Who Am I?

Answer: I am an Isokinetic Technician



Members of the Legislative Assembly - Electoral Division List

All mailing addresses are:

Legislative Building, 450 Broadway, Winnipeg, MB R3C 0V8

CONSTITUENCY	MEMBER	PARTY	ROOM	PHONE	FAX	EMAIL
Agassiz	BRIESE, Stuart	PC	227	945-4698	945-5921	stu.briese@leg.gov.mb.ca
Arthur-Virden	PIWNIUK, Doyle	PC	227	945-4975	945-1284	doyle.piwniuk@leg.gov.mb.ca
Assiniboia	RONDEAU, Jim	NDP	234	945-3710	948-2005	jim.rondeau@leg.gov.mb.ca
Brandon East	CALDWELL, Drew	NDP	234	945-3710	948-2005	drew.caldwell@leg.gov.mb.ca
Brandon West	HELWER, Reg	PC	227	945-8165	942-6613	reg.helwer@leg.gov.mb.ca
Burrows	WIGHT, Melanie	NDP	234	945-3710	948-2005	melanie.wight@leg.gov.mb.ca
Charleswood	DRIEDGER, Myrna	PC	227	945-3280	948-2092	myrna.driedger@leg.gov.mb.ca
Concordia	WIEBE, Matt	NDP	234	945-3710	948-2005	matt.wiebe@leg.gov.mb.ca
Dauphin	STRUTHERS, Hon. Stan	NDP	301	945-3788	945-1383	minmg@leg.gov.mb.ca
Dawson Trail	LEMIEUX, Hon. Ron	NDP	118	945-3729	945-5223	mintourism@leg.gov.mb.ca
Elmwood	MALOWAY, Jim	NDP	234	945-3710	948-2005	jim.maloway@leg.gov.mb.ca
Emerson	GRAYDON, Cliff	PC	227	945-5639	942-6613	cliff.graydon@leg.gov.mb.ca
Flin Flon	PETTERSEN, Clarence	NDP	234	945-3710	948-2005	clarence.pettersen@leg.gov.mb.ca
Fort Garry-Riverview	ALLUM, Hon. James	NDP	168	945-3720	945-1291	minedu@leg.gov.mb.ca
Fort Richmond	IRVIN-ROSS, Hon. Kerri	NDP	357	945-4173	945-5149	minfs@leg.gov.mb.ca
Fort Rouge	HOWARD, Hon. Jennifer	NDP	103	945-3952	945-6057	minfin@leg.gov.mb.ca
Fort Whyte	PALLISTER, Brian	PC	172	945-3593	945-1299	brian.pallister@leg.gov.mb.ca
Gimli	BJORNSON, Hon. Peter	NDP	358	945-6190	945-1491	minhcd@leg.gov.mb.ca
Interlake	NEVAKSHONOFF, Thomas	NDP	234	945-3710	948-2005	tom.nevakhonoff@leg.gov.mb.ca
Kewatinook	ROBINSON, Hon. Eric	NDP	344	945-3719	945-8374	minna@leg.gov.mb.ca
Kildonan	CHOMIAK, Hon. David	NDP	317	945-5356	948-2692	minmmr@leg.gov.mb.ca
Kirkfield Park	BLADY, Hon. Sharon	NDP	310	945-1373	948-2703	minhliv@leg.gov.mb.ca
La Verendrye	SMOOK, Dennis	PC	227	945-4339	942-6613	dennis.smook@leg.gov.mb.ca
Lac du Bonnet	EWASKO, Wayne	PC	227	945-8989	942-6613	wayne.ewasko@leg.gov.mb.ca
Lakeside	EICHLER, Ralph	PC	227	945-0541	948-2092	ralph.eichler@leg.gov.mb.ca
Logan	MARCELINO, Hon. Florina	NDP	343	945-8020	948-7700	minml@leg.gov.mb.ca
Midland	PEDERSEN, Blaine	PC	227	945-7909	942-6613	blaine.pedersen@leg.gov.mb.ca
Minto	SWAN, Hon. Andrew	NDP	104	945-3728	945-2517	minjus@leg.gov.mb.ca
Morden-Winkler	FRIESEN, Cameron	PC	227	945-4469	948-2092	cameron.friesen@leg.gov.mb.ca
Morris	MARTIN, Shannon	PC	227	945-3525	945-1284	shannon.martin@leg.gov.mb.ca
Point Douglas	CHIEF, Hon. Kevin	NDP	314	945-1133	948-2519	mincyo@leg.gov.mb.ca
Portage la Prairie	WISHART, Ian	PC	227	945-8088	942-6613	ian.wishart@leg.gov.mb.ca
Radisson	JHA, Bidhu	NDP	234	945-3710	948-2005	bidhu.jha@leg.gov.mb.ca
Riding Mountain	ROWAT, Leanne	PC	227	945-0258	945-5921	leanne.rowat@leg.gov.mb.ca
Riel	MELNICK, Christine	IND				christine.melnick@leg.gov.mb.ca
River East	MITCHELSON, Bonnie	PC	227	945-0008	948-2092	bonnie.mitchelson@leg.gov.mb.ca
River Heights	GERRARD, Hon. Jon	LIB	167	945-5194	948-3220	jon.gerrard@leg.gov.mb.ca
Rossmere	BRAUN, Hon. Erna	NDP	162	945-4079	945-8312	minlabim@leg.gov.mb.ca
Seine River	OSWALD, Hon. Theresa	NDP	333	945-0067	945-4882	minjob@leg.gov.mb.ca
Selkirk	DEWAR, Gregory	NDP	234	945-3710	948-2005	greg.dewar@leg.gov.mb.ca
Southdale	SELBY, Hon. Erin	NDP	302	945-3731	945-0441	minhlt@leg.gov.mb.ca
Spruce Woods	CULLEN, Cliff	PC	227	945-5083	945-5921	cliff.cullen@leg.gov.mb.ca
St. Boniface	SELINGER, Hon. Gregory F.	NDP	204	945-3714	949-1484	premier@leg.gov.mb.ca
St. James	CROTHERS, Deanne	NDP	234	945-3710	948-2005	deanne.crothers@leg.gov.mb.ca
St. Johns	MACKINTOSH, Hon. Gord	NDP	330	945-3730	945-3586	minconws@leg.gov.mb.ca
St. Norbert	GAUDREAU, Dave	NDP	234	945-3710	948-2005	dave.gaudreau@leg.gov.mb.ca
St. Paul	SCHULER, Ron	PC	227	945-4321	942-6613	ron.schuler@leg.gov.mb.ca
St. Vital	ALLAN, Nancy	NDP	234	945-3710	948-2005	nancy.allan@leg.gov.mb.ca
Steinbach	GOERTZEN, Kelvin	PC	227	945-0231	948-2092	kelvin.goertzen@leg.gov.mb.ca
Swan River	KOSTYSHYN, Hon. Ron	NDP	165	945-3722	945-3470	minagr@leg.gov.mb.ca
The Maples	SARAN, Mohinder	NDP	234	945-3710	948-2005	mohinder.saran@leg.gov.mb.ca
The Pas	WHITEHEAD, Frank	NDP	234	945-3710	948-2005	frank.whitehead@leg.gov.mb.ca
Thompson	ASHTON, Hon. Steve	NDP	203	945-3723	945-7610	minmit@leg.gov.mb.ca
Transcona	REID, Hon. Daryl	NDP	244	945-3706	945-1443	daryl.reid@leg.gov.mb.ca
Tuxedo	STEFANSON, Heather	PC	227	945-0827	945-5921	heather.stefanson@leg.gov.mb.ca
Tyndall Park	MARCELINO, Ted	NDP	234	945-3710	948-2005	ted.marcelino@leg.gov.mb.ca
Wolseley	ALTEMEYER, Rob	NDP	234	945-3710	948-2005	rob.altemeyer@leg.gov.mb.ca

READY, SET . . . TYPE!

continued from page 1

COMPOSING A LETTER TO YOUR MLA

Your Name & Address (PLEASE DO NOT FORGET THIS!)

Date

The Honorable _____
Legislative Building, 450 Broadway
Winnipeg, Manitoba R3C 0V8
Dear _____

1. The first paragraph of the letter should contain your purpose for writing the letter. You can tell your MLA about your working conditions or the impact of wage restraint on you and your profession.
2. Include information that supports your position and how the issue affects you personally. Anecdotal evidence is a very effective and persuasive lobbying tool.
3. Offer your expertise if it is relevant.
4. Use simple language (within reason). Staff workers in government offices are not experts on all issues. An example: the term "kidney doctor" may be more understandable than "nephrologist."
5. Always ask the MLA for something. This can be support for your issue.
6. Always thank the MLA for something. You can thank them for their time, their effort or for their support of legislation.
7. Be courteous, to the point, and try to keep the letter to one page.

Sincerely,
Your signature
Your printed name

If you are still unsure of how to start, that form letter I mentioned earlier is inside; you can sign it (please print your name and address also) and send to your MLA. You can find MLA addresses on page 8 of this newsletter. Postage is free - so make your voice heard!

HONOUR ROLL

The Honour Roll is an honour given to MAHCP members who have devoted a generous amount of time in service of the union. This could be done as a member of Executive Council, or while serving on any other committees, such as EAP, HEPP, or Workplace Health and Safety.

The honour roll also can include individuals who have helped to organize groups to join the Association. Typically, inductees have already retired or are close to retirement, and their nomination should have the support of their colleagues.

Deadline for submissions will be accepted up to the end of July 2014, for announcement at the October Annual General Meeting. Please send your submissions to:

MAHCP Executive Council Secretary
c/o MAHCP Honour Roll
101-1500 Notre Dame Ave.
Winnipeg MB R3E 0P9



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.

- **Helen Iglenic**, Laboratory Technologist, CancerCare Manitoba
- **Alice Maksymowicz**, Laboratory Technologist, St. Boniface Hospital
- **Garry Robinson**, Social Worker, Health Sciences Centre
- **Lorraine Myk**, Pharmacist, Deer Lodge Centre
- **Linda Campbell**, Radiology Technologist, Health Sciences Centre
- **Annette Dumais**, MRI Technologist, St. Boniface Hospital
- **Libby Crust**, Sonographer, St. Boniface Hospital
- **Joan Richardson**, Sonographer, St. Boniface Hospital

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

Call for Resolutions

The Manitoba Association of Health Care Professionals is accepting resolutions 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. The resolution must be moved and seconded by Members of the Association. The mover of the resolution must attend the Annual General Meeting in October 2014 to speak to the resolution as written. A telephone number should be included should clarification be required. A copy of the resolution form will be available in the June newsletter, or may be obtained by calling the office (204-772-0425), or by downloading from the website (www.mahcp.ca).

Please forward all resolutions to the MAHCP office, to the attention of Al Harlow. **Resolutions are due at the MAHCP office prior to 1600 hours June 27, 2014.**

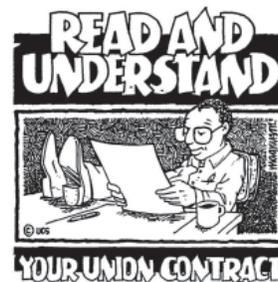
In solidarity,
Al Harlow
Chair - Nominations Committee

How well do you know your Collective Agreement?

By Michele Eger, Labour Relations Officer

QUESTION: What does the Employer have to do if they are planning to change something that might eliminate my present job classification?

ANSWER: It will be incumbent upon the Employer to notify the Association, in writing, at least ninety (90) days prior to any alteration in the delivery of health care and/or in the current complement of employees covered by the provisions of this Collective Agreement. There will be meetings between the Employer and MAHCP to discuss any potential changes to employment. In the event of the deletion of an occupied position, as much notice as possible shall be given to the incumbent. Other articles and provisions would come into play if the change involves technological change and/or the employer sub-contracting work.



This language is only for the Central Table contracts and not necessarily for non-Central Table.

“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.”



There are a few months left before the end of the school year, so we are inviting MAHCP members to view the criteria for union scholarships. There are two scholarships which are open to the children of members: the MAHCP scholarships and the Monique Wally Scholarship.

The MAHCP SCHOLARSHIP applies to students who are entering their first year of full-time post-secondary education, whether it is University or Community College in any field of study.

The MONIQUE WALLY SCHOLARSHIP is open to those who are intending to enter their first year of an allied health profession.

There are five \$400 MAHCP Scholarships available, and three \$400 Monique Wally Scholarships available.

Please check our website at http://mahcp.ca/htmlfiles/MEMBER_SERVICES/scholarships.asp for the explanation of criteria for both scholarships. In this link, you will also find further links to application forms, and a list of past recipients. If you cannot download the application form, please contact the MAHCP office at (204) 772-0425. We will also be including a hard copy of the scholarship applications in our June newsletter.

The deadline for both scholarships will be no later than 1600 hours on July 25th, 2014. Submissions should be sent to:

Communications Committee Chair
MAHCP Scholarship Fund
101-1500 Notre Dame Ave.
Winnipeg, MB. R3E 0P9

Successful candidates will be notified by mail at the end of August.



2013-14 Executive Council

Officers

President	Robert Moroz CCMB, Radiation Therapist
Vice President	Al Harlow DSM - Concordia Hospital Laboratory
Treasurer	Chad Harris CancerCare Manitoba Medical Physics
Secretary	Shelley Kowalchuk Health Sciences Centre Physiotherapist

Directors

Aboriginal Health	Kerri Smith, Community Health Worker
Cardiology	Colleen Bemister, Health Sciences Centre
Clinic	Sherry Lussier, Gamma-Dynacare Medical Labs, Laboratory Technologist
Community Therapy Services	Margrét Thomas, Physiotherapist
EEG	Jodi Kent, St. Boniface Hospital
Laboratory	James Stevenson, DSM St. Boniface Hospital
Occupational Therapy	Ann Patton, Health Sciences Centre
Orthopedic Technology	John Reith, Health Sciences Centre
Pharmacist	Bob Bulloch, HSC
Radiology	Michael Kleiman, HSC
Recreation	Zana Anderson, DLC
Respiratory	Michael Bachynsky, St. Boniface Hospital
Social Work	Sylvie Theriault, HSC
Spiritual Care	Michael Thibert, St. Boniface Hospital
Burntwood RHA	Tanya Burnside, Pharmacy Technician
Northern RHA	Lesa Nordick, Community Health Developer
Winnipeg Region	Janelle Morissette, DSM-HSC, Laboratory

Staff Assignments

Lee Manning
Executive Director
lee@mahcp.ca

Janet Beaudry
Executive Assistant
janet@mahcp.ca

Joan Ewonchuk
Administrative Assistant
joan@mahcp.ca

Cathy Langit
Administrative Assistant
cathy@mahcp.ca

Jacob Giesbrecht
Legal Counsel
jake@mahcp.ca

Rachiel Langit
Secretary/Receptionist
rachiel@mahcp.ca

Michele Eger, LRO:
michele@mahcp.ca

Health Sciences Centre (all other HSC Members not included under Ken's listing), Concordia Hospital, Manitoba Clinic, WRHA Corporate Program

Marcy Ervick, LRO:
marcy@mahcp.ca

St. Boniface Hospital (non-DSM), Misericordia Health Centre (non-DSM), Jocelyn House, Breast Health Centre

Walter McDowell, LRO:
walter@mahcp.ca

DSM - St. Boniface Hospital, DSM - Misericordia Health Centre, Gamma-Dynacare Medical Labs, Seven Oaks General Hospital, Aboriginal Health & Wellness Centre

Birgit Molinski, LRO:
birgit@mahcp.ca

Currently providing support to HSC and will be assuming HSC portfolio duties.

Gary Nelson, LRO:
gary@mahcp.ca

Victoria General Hospital, Brandon Clinic, Society for Manitobans with Disabilities, Actionmarguerite, Rehabilitation Centre for Children, CancerCare Manitoba, Northern Region, DSM Southern Region

Ken Swan, LRO:
ken@mahcp.ca

Health Sciences Centre (Lab, Diagnostic Imaging, Pharmacy, EEG, Sleep Lab), Deer Lodge Centre, Community Therapy Services, Winnipeg Clinic

Phone: 204-772-0425 or 1-800-315-3331 (toll free)
Fax: 204-775-6829

UNION BULLETIN BOARD

Would you like to be popular and gain friends?

Tired of going to meetings of your profession
empty-handed?



If you wish to represent the union at your next professional meeting, you may be able to bring some union promotional material to your next meeting, and may even be eligible to receive a donation for your AGM.

Contact President Bob Moroz at bobm@mahcp.ca regarding requests for donations, and contact Joan at joan@mahcp.ca with requests for promotional material.

Seniority Lists

Seniority Lists for all sites have been distributed and should be posted on your MAHCP bulletin board or available through your staff rep.

We'd like to remind all members to review their seniority information for any omissions or errors. If your seniority list is not posted or if you have noticed errors, please call your Labour Relations Officer at 772-0425.

Are you missing out on an opportunity?

Have you overlooked the MAHCP Professional Development Fund?

Since its inception in 2007 the MAHCP Professional Development Fund has been well utilized by the membership. Over \$15,000.00 has been awarded to members to support them in their profession. This fund is available to qualifying members for professional development relevant to their work or to take courses related to union education.

The maximum frequency of eligibility is once every two years. Successful candidates are required to pay the full amount of registration, and will be reimbursed upon submission of receipt, along with information about the course and an explanation of the relevance of the course to their profession. Maximum award will be \$250.00.

The application form can be obtained either from the MAHCP website or the MAHCP office. Completed application forms and supporting information should be sent to: MAHCP 101-1500 Notre Dame Ave. Winnipeg MB R3E 0P9 or fax to 1-204-775-6829.

MAHCP CONSTITUTION

The updated 2013 Constitutions are now available for viewing or download on the MAHCP website (<http://mahcp.ca/?p=1272>).

If you prefer a hard copy of the Constitution please contact the MAHCP office at 204-772-0425 or email info@mahcp.ca with your request.



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