

Busy Season for MAHCP Bargaining and Staff Changes



**by Bob Moroz
MAHCP President**

It has been an eventful fall for MAHCP. Central table bargaining is in full swing, as are a number of non-central tables. We enjoyed another successful Annual General Meeting where it was announced that I have been re-elected to the position of President. I would like to take a moment to thank all of the

members who did in fact return a ballot. I will repeat that it is a true honour to be the leader of such a fantastic group of caring, dedicated, and severely over-worked membership.

This year's AGM also produced a record attendance, so 'way to go' all of you who were there. We held another Telephone Town Hall which is described in this edition.

We are also happy to have announced the hiring of a new Labour Relations Officer. Cheryl Beal is a former EMS member and returns to us bringing a very in-depth knowledge of our association and the issues we face. To make our staffing complement very clear to our members, a little background is in order. In 2012, Executive Council approved the creation of one additional Labour Relations Officer position. At that same time, a second position was approved to provide us with some succession planning.

We were aware that we were likely to see at least two retirements within the next 2-3 years so it made very good sense to bring an extra LRO aboard to make sure we were running effectively when those retirements occurred.

Well, both of those retirements have now occurred and we find ourselves in a position of going from a complement of six LROs down to five. In a time where MAHCP is pursuing the strategic goal of improving the member service experience, I am very happy to announce that Executive Council has approved the continuation of the sixth Labour Relations Officer position, which is in the process of being filled as I write this.

Of course with two new LROs coming on board, the operations side of MAHCP will be making some alterations to the staff assignment portfolios to once again ensure that we are providing the best member service possible. An announcement will be made as soon as the new portfolios are finalized.

Finally, you may recall that in the 2014-2015 budget presented at the AGM, the Executive Council had also approved funding for a new position that was not necessarily a Labour Relations Officer. After a fairly lengthy discussion period, keeping in mind our second major strategic goal of improving communications, it has been decided that we will hire a full time communications position.

Our goal is to have this person be completely dedicated to the day to day communication needs of MAHCP. This would include things like website content, social media presence, media relations, government and public relations. In more basic terms, this person will be very involved in all MAHCP activities with the ever present mission of "who needs to know this and how do we get that information to them?"

I am going to guess right now that some members may be asking themselves how we can afford these staffing changes. The answer is primarily due to two factors. Over the past two years, we have seen a surplus of revenue over expenses. At the 2013 Annual General Meeting, a resolution was passed by members which reduced the minimum number of Executive Council meetings from ten per year to six. That has resulted in a significant decrease in our governance costs.

This in turn has allowed us to allocate an even larger portion of our resources to direct member services (ie: staffing, professional development fund, etc.). Executive Council is to be commended for their dedication to their role as we are functioning very well, albeit much more financially efficient.

On behalf of the Executive Council and staff of MAHCP, I would like to wish you all the very best this holiday season.

