

Arbitrator sides with MAHCP in Overpayments dispute

Bernice Pontanilla
Communications Officer

MAHCP notched an important legal victory in the ongoing Overpayments issue affecting hundreds of members.

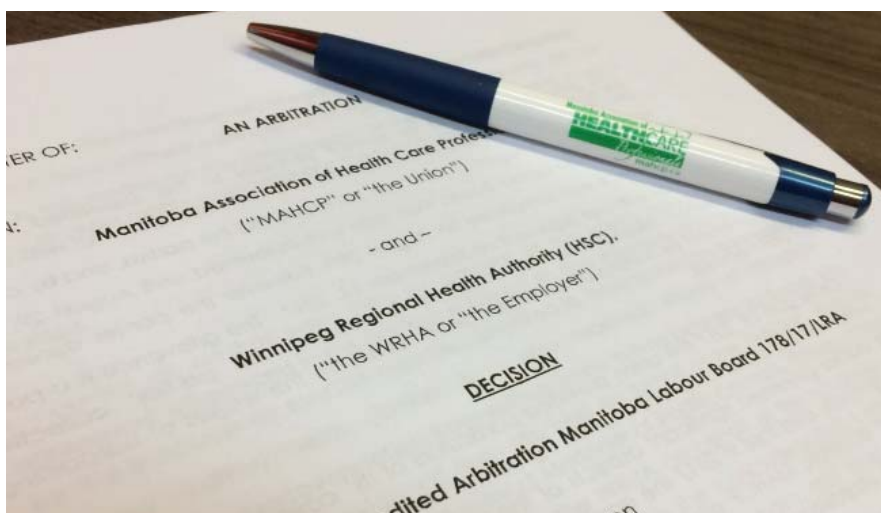
On Oct. 2, 2017, Arbitrator Kristin Gibson delivered her expedited arbitration decision on the policy grievance regarding Overpayments, in her words “allowing the grievance,” meaning she sided with MAHCP.

“I direct that the practice of unilateral deduction must cease and any unilateral overpayments that have been recovered (where there has been no agreement or third party determination that monies have been overpaid in error) must be returned to the affected employees pending such determination,” Arbitrator Gibson wrote in her decision.

Jake Giesbrecht, MAHCP’s legal counsel, said that as of last month, the Employer has stopped making unilateral deductions on the paycheques of those members that are currently employed by the WRHA’s HSC Site (while the policy grievance was filed for all sites, it was the HSC grievance that went to arbitration).

However, this has not completely resolved the situation.

“All the other WRHA employers are not following the findings of the arbitrator in this case even though



the decision is based on an interpretation of identical language that MAHCP has in the collective agreements with these employers,” added Giesbrecht.

“MAHCP is now having to expend its resources to have this language reinterpreted for all the other WRHA employers by another arbitrator.”

As a quick recap, MAHCP has argued that our collective agreement language requires that it first be determined if the overpayment did occur and, second, to work out a repayment schedule, if applicable. The collective agreement also states that notice and a detailed breakdown of the error are to be provided to the affected employee and the Association (MAHCP) as soon as practicable. We remain

in dispute with the Employer over the interpretation of “as soon as practicable.”

In a statement to the CBC sent in October, MAHCP President Bob Moroz said that “MAHCP’s position is that when an overpayment occurs in good faith and the employer follows the collective agreement, the member is obligated to repay the overpayment over the same time period over which the overpayment occurred.”

“The process being used by the WRHA now seems to be that they only wish to speak of repayment schedules, not the validity of the claim of overpayment,” he added.

“We continue to work with the Employer to resolve this issue in a fair manner under the terms of the collective agreement.”

Inside This Issue

President's Message	3
Health care forum	4
AGM 2017 Photos	6
AGM Prize Winners	7
MAHCP launches new campaigns	8
Nominations deadlines	9
Manitoba Health Coalition	9
Member Retirees	10
WRHA/EAP Workshops	10
MAHCP Executive Council	11
MAHCP Staff Assignments	11

Editor: Bernice Pontanilla

Layout & Design:
Bernice Pontanilla
Joan Ewonchuk

Production:
Joan Ewonchuk



Meeting Calendar

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

December 13, 2017

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

December 25, 2017

- Christmas Day
MAHCP Office Closed

December 26, 2017

- Boxing Day
MAHCP Office Closed

January 1, 2018

- New Year's Day
MAHCP Office Closed

January 9, 2018

- Member Advocate Mtg
101-1500 Notre Dame
1700 hours

January 10, 2018

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

February 14, 2018

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

February 19, 2018

- Louis Riel Day
MAHCP Office Closed

March 13, 2018

- Member Advocate Mtg
101-1500 Notre Dame
1700 hours

March 14, 2018

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

March 30, 2018

- Good Friday
MAHCP Office Closed

April 2, 2018

- Easter Monday
MAHCP Office Closed

April 11, 2018

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

May 9, 2018

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

May 21, 2018

- Victoria Day
MAHCP Office Closed

MAHCP News is published quarterly in March, June, September and December. Advertising will be entertained. For more information, please contact the Editor at (204) 772-0425.

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

We're now on Twitter:



@MAHCP_MB

Stay in the loop!

In order to keep our database current, **please keep us informed of any information changes** including home and email addresses and your name. Don't forget to update your address with your employer too!

If you know of a retiree, please let us know. Call 204-772-0425 or email info@mahcp.ca



Dealing with fallout after broken health care commitment

The last six months have been among the most challenging for our Allied Health members in recent memory.

We have written extensively on the changes occurring within the WRHA in the past and all of those changes are now becoming a stark reality for many of our members.

We know that many of our members are finding themselves out of work, even after the WRHA originally committed to having a job available for “anyone who wants one.” I was doubtful then, and, quite frankly, disgusted that the WRHA continues to refuse to acknowledge this broken commitment.

As we know, the amalgamations of Emergency Departments along with clinical services and closures of Urgent Care Centres were all part of Phase 1 of the “Healing the Health System” initiative and the outright deletion of outpatient therapies is part of the “Manage to Budget” initiative.

Well, Phase 2 is rapidly approaching, and we are bracing for even more cuts.

We know that Phase 2 affects the Concordia and Seven Oaks Hospitals. What we don’t know, despite repeated demands for answers, is what else may be included in the Manage to Budget initiative.

All of these changes have led to an enormous amount of work for our already hard-working Labour Relations staff and our Executive Director. The hours they have put into implementing the Labour Adjustment Strategies is remarkable.

No one ever wants to have a member out of work, but it is important here to remind members that this is the Employer’s decision and that MAHCP’s role is to ensure



MAHCP President Bob Moroz (right) and Labour Relations Officer Walter McDowell at the unveiling of the 1919 Winnipeg General Strike Monument at the corner of Lily Street and Market Avenue on Nov. 2, 2017.

that the members’ rights are protected to the best of our ability.

We continue to strongly advocate for the services our Allied Health Members provide, both with the public and with Government. In this issue you will find articles on a couple of grassroots campaigns that are ongoing, including the green ribbon pins and the postcard campaign.

We are also launching one of the largest public campaigns in many years that will highlight the crucial contributions our members provide to Manitobans. Our messages will be seen on billboards, online, and in movie theatres across the province.

Allied Health continues to face challenges across the country in terms of expanding the public’s understanding of who we are, what we do, and why we should care. These campaigns are part of the continuing efforts of MAHCP to have Manitobans realize our role in their health care.

As the holiday season draws near, it is my hope that all of you can find the time to be with friends and family and enjoy the celebrations and observations that you hold dear.

Please remember: We are Allied Health. We are MAHCP.

In solidarity,
Bob Moroz, MAHCP President

MAHCP invited to forum on Pallister cuts to health care

The 'Exploring the Impacts of Pallister's Cutbacks in Health Care' forum took place on Sunday, Nov. 19, 2017, was hosted by MLA Dr. Jon Gerrard and included the participation of MAHCP Executive Council member Shelley Kowalchuk. Below is Shelley's presentation:

I am a physiotherapist, and I work at Health Sciences Centre. I'm here to discuss how cuts to outpatient physio services will be affecting Manitobans. It's not that we're worried about our jobs – although many have lost their jobs. We're worried about our patients – those people who visit outpatient departments all over Winnipeg.

The government and the WRHA have said there is still going to be outpatient physio in Winnipeg. But they aren't giving you the whole truth. The access to physio is going to be extremely narrow. If you look at the criteria – it's a short list of extremely specific conditions. Seventeen conditions. It's not a lot. The list of conditions that WON'T be seen by physio is much, much longer. The people who fit the criteria are a small, select group and if you had any therapy before, odds are you won't ever again.

It's hard to understand why the WHRA chose certain conditions over others. For instance, knee and hip replacements won't receive physiotherapy. But we will see those knee replacements that FAIL. So people can't get therapy for the first surgery but, once those surgeries need to be re-done, THEN they get access to physio.

Our health minister, Kelvin Goertzen, stated a few weeks ago, in the Free Press, that patients get significant post-op physio as inpatients. I don't really



MAHCP Executive Board member Shelley Kowalchuk with forum host MLA Dr. Jon Gerrard (above). They were joined on the panel by Judy Walker, an advocate for people with disabilities, and Alex Arenson, who has spoken out against the closure of the Corydon Primary Care Clinic (photo below).

Photos by Bernice Pontanilla

knows how physio works in an acute care setting. You do not get significant physio as an inpatient. Acute care physios have to see so many patients, with few resources and even less time. People are discharged with just enough mobility to just get home safely.

As an example, those with knee replacements stay in the hospital for five days after surgery. That's the goal for each discharge. That means these folks can get out of bed with help, walk down the hallway with a walker and maybe do a step with help. Or they're using a wheelchair. There's a big difference between that and what we all needed to do to get to this forum today. The difference between what happens as an inpatient and our normal abilities, is brought about by outpatient physio.

We aim for safe discharges as quickly as possible, but that does not mean that these patients are in any

continued on page 5



Forum on cuts to health care

cont'd from page 4

way ready to rejoin their lives. It's just the beginning. And to stop these patients' therapy just as they are starting their recovery – well, it makes no sense, morally or financially.

The government answers our objections by saying that all these patients can just go get private physio. They think that Manitobans have enough coverage to pay for physio after complex injuries. But here's some facts: (1) 85% of patients that came to HSC last year had no private health insurance. (2) Of the 15% that did have it – well, private physio costs about \$60 or more per session, so an average coverage of \$350 would only provide five or six sessions of physio. (3) Unfortunately, most people who attend hospital-based physio, need much more than that. Some people have physio for months. Private physio is out of reach for many people when it gets to

hundreds of dollars. They can't afford it, so they won't get it.

The biggest group that won't be seen, and the people we have seen up to know, are those with chronic diseases, like arthritis, and diabetes. Older, chronic injuries. People who are falling at home. Now, the government knows we have a lot of people with chronic conditions. And they want to have less people going to our emergency rooms. But I can tell you that these people have been coming to outpatient physiotherapy just so they can stay mobile enough to stay at home. They cannot afford private physio. So what will happen to them? They are going to fail at home – and then they will go to Emergency and stay in the hospital until they can manage at home. So the money that was 'saved' by getting rid of outpatient departments will be completely eaten up by new hospital admissions.

And the human costs will be much, much more.

MAHCP MEMBER ADVOCATE PROGRAM

UPCOMING MEETINGS

Dates: January 9, 2018
March 13, 2018
June 12, 2018
September 11, 2018
Place: MAHCP Office
101-1500 Notre Dame Ave
Winnipeg
Time: 5PM to 8PM

Teleconferencing available for Rural Member Advocates.

Please remember to bring your padfolio and any new signed membership cards.

Pizza, salad and refreshments

*MAHCP members, please be advised that you can submit questions and/or concerns to Member Advocates for discussion at these meetings.

Attention MAHCP Members

Union Savings has got you covered this holiday season!



ELECTRONICS



FASHION &
JEWELLRY



HOME &
KITCHEN



MAHCP
CREDIT CARDS



CAR
RENTALS



HOTELS



ORLANDO
DISCOUNTS



TRAVEL
INSURANCE

Visit unionsavings.ca to join in the savings today!



UNION SAVINGS

Find out more: 1-800-418-2990 / unionsavings@unionsavings.ca



UnionSavingsCanada



@UnionSavings

AGM 2017

Photos by David Lipnowski
and Bernice Pontanilla



AGM 2017



MAHCP AGM Prize Winners

Member Advocate Union Board Awareness Campaign:

Sarah Niyo

Scavenger Hunt:

Raquel Vicente

CALM Flight Pre-Registration Draw:

Arabelle Guevarra

Evaluation Form Draw:

Sheila Kornago

Door Prizes:

Here are a few of the door prize winners:

Janet Fairbairn
Ron Monahan
Cheryl Francisco
Marcia Tait
Erin Flynn
Margrét Thomas
Sharon Deminiac
Judiel Santos
Jason Linklater
Sara Niyo
Lesa Nordick

Congratulations to all of the winners!



MAHCP launches new campaigns

Bernice Pontanilla,
Communications Officer

Amid the biggest changes to ever hit Manitoba's health care system, MAHCP launched two campaigns aimed at Health Minister Kelvin Goertzen, the public and our members.

The goal of the two campaigns is to raise the awareness of MAHCP and encourage conversations about the controversial changes in the delivery of our health care.

Over the summer, MAHCP had 1,000 postcards directed at Goertzen printed. They came in two styles: one with a PC Party of Manitoba tweet and written alongside 'The question is simple... You promised to reduce wait times... but at what cost?'

The second style included the PC's graphic 'Healing our health care system' along with the message 'The question is simple... You promised to "protect front-line services and the jobs of the workers who deliver them" ... are you?'

On the back of the postcards: 'Health Minister Goertzen, as a citizen of Manitoba, I am writing to express my concern about the recently announced changes to our health care system. Premier Brian Pallister promised to "protect front-line services and the jobs of the workers who deliver them." We are holding your government accountable to that promise and we call on you to take the necessary action to reverse the cuts to services and jobs, which, if implemented, will negatively impact Manitobans.'

The postcards were rolled out in late September and, by November, there were not more than a handful left. MAHCP members, members' family and friends, retirees, and citizens from all walks of life signed the cards, including from northern Manitoba!



At the MAHCP AGM on Oct. 12, 2017, President Bob Moroz unveiled the postcard and ribbon-pin card campaigns.

Photo by David Lipnowski



The postcards that formed the campaign aimed at Manitoba Health Minister Kelvin Goertzen.

The second campaign is aimed at MAHCP members and the public, and centers around a green ribbon-pin placed on a card that emphasizes the crucial role of MAHCP members in our provincial health care system.

The card states: 'We are MAHCP. We are Allied Health. We are proud of the work we do providing emergency aid, diagnostics, rehabilitation/therapeutic, and community support. Please wear your pin proudly, and if patients or colleagues ask you about the meaning of the pin, our hope

is that you'll let them know that doctors and nurses could not deliver the patient care they do without Allied Health professionals, such as members of the Manitoba Association of Health Care Professionals... such as YOU.'

The pins were unveiled and given out to all who attended the MAHCP AGM this past October and have since been slowly given out by our Member Advocates. It is our goal to get them out to as many members as possible over the winter.

Nominations deadline pushed up to May of 2018

Nominations for the 2018-2019 Executive Council are due at the MAHCP office, 101-1500 Notre Dame Avenue, Winnipeg, Manitoba, R3E 0P9 on or before 1600 hours on the last working Friday in May 2018.

In order to be valid, a nomination must be signed by MAHCP members in good standing, who are members of the same geographical region, occupational and/or special interest group that the position presents. The nomination must also include the signature of acceptance of the eligible nominee. All nominations must have a biography submitted with their nomination forms.

The following board members are finishing the first year of a 2-year term as of the 2017 Annual General Meeting and will continue to sit on the Executive Council 2017-2018:

Cardiology Director - Karen Sklavenitis
Vice President - Tanya Burnside
Medical Physics Director - Chad Harris
Northern Health (W) Director - Lesa Nordick
Orthopaedic Technology Director - Jason Linklater
Community Therapy Services Director - Margrét Thomas

Physiotherapy Director - Shelley Kowalchuk

The following Executive Council Directors are finishing the second year of a 2-year term as of the 2017 Annual General Meeting and the positions are up for nomination:

President – Bob Moroz
Radiology Director - Michael Kleiman
Winnipeg Region Director – Arlene Boychuk
Clinics Director - Sherry Lussier
Aboriginal Health & Wellness - Cheryl Francisco
Respiratory Therapist Director - Victoria Fabris

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,

Tanya Burnside
Vice-President
Chair-Nominations
Committee

Manitoba Health Coalition

MAHCP's Executive Council is pleased to be a founding organization in the establishment of a Manitoba Health Coalition.

What is a health coalition?

A health coalition is a non-partisan, broad-based collection of organizations and individuals, united to advocate for the preservation and improvement of our public health care system.

Typically, many organizations and individuals are represented, including community groups, not-for-profits, charities, seniors' groups, scholars, labour organizations, professional organizations, religious groups and more.

The goal is to create an avenue for anyone interested in enhancing public health care to join something larger, be heard, and have real influence with decision makers. This is sometimes done through the organization of rallies, town halls, campaigns and other events.

Every province in Canada has a health coalition, except Manitoba. Many of these coalitions have had success influencing public health care policy. Provincial health coalitions are affiliated with a national body, the Canadian Health Coalition (CHC).

With the recent cuts and moves toward privatized health care in Manitoba, the need for a united voice to speak out has never been more important.

What's next?

The CHC has been working with partners in Manitoba, including MAHCP, to establish a health coalition in Manitoba. When enough interested parties have agreed to participate and contribute, a board can be established, and the coalition will be launched.

MAHCP Member Retirees

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.

- **Leesa Gilmore**, Medical Laboratory Assistant, Dynacare
- **Donna Dansereau**, Physiotherapist, Victoria General Hospital
- **Melody Quinn**, Lab Technologist DSM Flin Flon
- **Karen de Groot**, Radiology Technologist, St Boniface Hospital
- **Kevin Lee**, Respiratory Therapist, Misericordia Health Centre
- **Edna Closs**, Respiratory Therapist, Health Sciences Centre
- **Florence Kraft**, Dietetic Technician, Health Sciences Centre
- **Zinta Akkerman**, Radiology Technologist, DSM Flin Flon
- **Bonny Fullard**, Polysomnography, Technician, Misericordia Health Centre
- **Sue Murray**, Sonographer, DSM Flin Flon

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

Important deadlines

Member Advocates

The Member Advocates nomination period starts March 1 and runs until 4 pm on May 31.

Executive Council

Nominations deadline is the last working Friday in May, which is May 25 for 2018. Please note that all Executive Council nominations must be accompanied by a biography.

Constitutional Resolutions

Deadline is the last working Friday in May, which for 2018 is May 25.

WRHA/EAP Workshops 2017/18

EAP Workshops are held throughout the year at various locations in the Winnipeg health region and are open to all staff (unless noted). The following sessions are currently scheduled:

December 8	Dementia Care Essentials - Communication with a person with dementia. Park Manor
December 8	Understanding Depression Pan Am Clinic
February 13	Emotional Intelligence in the Workplace Mount Carmel

Go to www.wrha.mb.ca/education/eap/php for details. **Registration is required** - call Employee Assistance Centre at 204-786-8880.

We believe in Professional Development!

Would you like to gain new skills? If the answer is yes, apply today to our **Professional Development Fund.**

Forms are available on our website at www.mahcp.ca

2017-18 Executive Council

Officers

President	Robert Moroz CCMB, Radiation Therapist
Vice President	Tanya Burnside Northern Region - East, Pharmacy Assistant
Treasurer	Chad Harris CCMB, Medical Physics
Secretary	Karen Sklavenitis SBH, Cardiology

Directors

Aboriginal Health & Wellness	Cheryl Francisco Activity Worker
Clinic	Sherry Lussier, Dynacare Laboratory Technologist
Community Therapy Services	Margrét Thomas, Physiotherapist
Orthopedic Technology	Jason Linklater, Health Sciences Centre
Physiotherapy	Shelley Kowalchuk, HSC
Radiology	Michael Kleiman, HSC
Respiratory	Victoria Fabris, WRHA - Corporate Program

Regional Directors

Northern RHA - West	Lesla Nordick, Community Health Developer
Winnipeg Region	Arlene Boychuk, DSM HSC

Staff Assignments

Lee Manning
Executive Director
lee@mahcp.ca

Bernice Pontanilla
Communications Officer
bernice@mahcp.ca

Joan Ewonchuk
Administrative Assistant
joan@mahcp.ca

Rachiel Langit
Administrative Assistant
rachiel@mahcp.ca

Jacob Giesbrecht
Legal Counsel

Janet Beaudry
Administrative Supervisor
janet@mahcp.ca

Cathy Langit
Administrative Assistant
cathy@mahcp.ca

Jenny Malubag
Secretary
jenny@mahcp.ca

Labour Relations Officers:

Michele Eger, LRO: (michele@mahcp.ca)
Concordia Hospital & Pharmacy, Rehabilitation Centre for Children, St. Boniface Hospital, Misericordia Health Centre

Walter McDowell, LRO: (walter@mahcp.ca)
Aboriginal Health & Wellness Centre, Brandon Clinic, Canadian Blood Services, CancerCare Manitoba, Dynacare – *Winnipeg and Brandon*, Seven Oaks General Hospital & Pharmacy

Marcyia Ervick, LRO: (marcyia@mahcp.ca)
Actionmarguerite (Saint Boniface), Jocelyn House, Manitoba Clinic, Northern Regional Health Authority, Society for Manitobans with Disabilities (SMD), Victoria General Hospital & Pharmacy, Winnipeg Clinic

Birgit Molinski, LRO: (birgit@mahcp.ca)
Diagnostic Services Manitoba - Winnipeg

Cheryl Beal, LRO: (cherylb@mahcp.ca)
Health Sciences Centre

Angie Boehm, LRO: (angie@mahcp.ca)
Deer Lodge Centre & Pharmacy, Health Sciences Centre Pharmacy, Riverview Health Centre Pharmacy

Chelsea Kaufmann, LRO: Breast Health Centre, Community Therapy Services, , WRHA Corporate Program - *Access Downtown, Critical Care Transport Team, Clinical Engineering, Home Care, Nutrition/FS/Family Med, Occupational Environmental Safety & Health, Tissue Bank, Breast Health Centre*, Diagnostic Services Manitoba - Rural

To speak with an LRO:
Phone: 204-772-0425 or 1-800-315-3331 (toll free)

UNION BULLETIN BOARD

Celebrate the Season!

Bodhi Day	Gifts
Candles	Hanukkah
Celebrate	Holidays
Christmas	Kwanzaa
Diwali	Lights
Family	New Year
Festivus	Solstice
Friends	Tradition

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

*Seasons Greetings and Happy New Year
 from the Executive Council and Staff of MAHCP*



Help us reach 1,000 likes on Facebook

We have a new goal! Help us reach 1,000 likes on Facebook - you have to **LIKE** the actual page - and your name will get in a draw for a **\$100 gift card** at the place of your choice. Please share this page with your colleagues, friends in other unions and your loved ones. You do not have to be an MAHCP member to win the prize, we do a random selection, so don't be shy... share, share, share!

This fall, we reached our goal of 750 likes, which meant one lucky follower would be chosen to receive the gift card. Congratulations to Sam Kendall, the recipient of a \$75 pre-paid Visa gift card! And a big thank you to all who follow our page!



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