



# MAHCP NEWS

December 2003

Manitoba Association  
of Health Care  
Professionals



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## Central Table Wage Increases

The vast majority of our membership are finally seeing wage increases on their paycheques as a result of the Central Table Arbitration. The staff at the union office are answering many calls about the increases.

The pay scales were forwarded to the office for us to double check. We quickly discovered that this would be a lengthy, time-consuming project, especially for the larger employers. Therefore MAHCP requested that the rates as sent to the office be applied. In the meantime, the Labour Relations Officers are double-checking the figures and forwarding corrections to the WRHA.

If YOU notice a discrepancy or have any questions about your increase, you may either phone the office or send your LRO an email.

As this is being written, there is no agreement yet on placement on salary scale. There is a meeting scheduled on Monday, December 15th, to discuss the placement issue. It seems that most of the placements were placed step-on-step, but there is an issue about those people who have been at top of scale for some time. MAHCP believes that if you have been at top of scale for more

than one year, you should be placed in the appropriate step if the new pay scale is longer. Those people still waiting for standardization results will only see the basic increase until that time that we receive the arbitrator's ruling.



## EXECUTIVE DIRECTOR TO RETIRE

After 22 years as Executive Director of the Manitoba Association of Health Care Professionals, Mr. Ron Wally has decided to retire. Ron started 22 years ago as Executive Director of The Manitoba Paramedical Association with a membership of under one thou-

sand. Under Ron's direction the Association has grown to represent about thirty-five hundred health care professionals working in the province of Manitoba.

Mr. Ron Wally's absence will most definitely be felt.

Ron has provided a six month notice to enable the Executive to find his successor. More information will be provided to membership in due course.

## MAHCP Executive Board

The MAHCP Executive consists of the following elected membership:

**President - Tom Walus**

HSC Microbiology

**Vice President - Gary Cavanagh**

Brandon RHA Pharmacy

**CTS- Margret Thomas**

Physiotherapy

**Dietitian- Susin Cadman**

Brandon RHA

**Laboratory - Wendy Despina SBGH**

**Mental Health - Alf Price**

Brandon RHA

**Nuc. Medicine - Donna McDonald**

SBGH

**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

**SouthEastman RHA -**

**Michael Kleiman** Sonographer

**WINNIPEG RHA - Gerald Besyk**

Laboratory Technologist



## DSM

In October 2003, the Association was invited to participate on the DSM Board, the only organization represented outside of the RHA's, The Assistant & Deputy Minister of Health.

To date, the Board is essentially dealing with the overall operational structure of DSM, the LIS and RIS Systems and policies such as purchasing, conflict of interest, etc.

The business plan of DSM is somewhat short on details regarding diagnostic imaging and the board has authorized the creation of a Planning Committee which will include one representative from rural/northern Manitoba chosen by the Association.

The Association Executive has approved the creation of an Ad

Hoc Committee to advise its representative on the DSM Board.

This Ad Hoc Advisory Committee will have Executive participation from Lab and X-Ray, as well as membership participation.

Since there currently is no board representation from Brandon and Burntwood, volunteers are requested.

There will be more on DSM in January 2004, Newsletter.

"The Association Executive has approved the creation of an Ad Hoc Committee to advise its representative on the DSM Board."

## Brandon Meeting

The December Executive meeting was held in Brandon Afterwards, a General Meeting was held in response to requests at the Annual General Meeting.

The Executive addressed questions regarding Negotiations, Arbitration and the method in which the Central Table proceeded from negotiations to arbitration. Dissatisfaction was expressed at the inability to act

on the Strike Vote, the decision to go to Arbitration, as well as communication and MAHCP staff issues. The Executive have taken these concerns very seriously and is looking at improvements to address them.

Meanwhile, Westman Lab has been encouraged to elect a member to sit on the Executive Board to participate in union decision making.





## MAHCP EXECUTIVE AND STAFF WISHES EVERYONE A SAFE AND HAPPY NEW YEAR.



### Advertising

Over the past few years, membership have requested that the Association get more action in promoting its membership. The Association has done some advertising in various publications, such as some radio spots and of course, pro-

vided financial support to the various societies such as MSMLT, MAMRT and MACT.

Recently, the Association has been approached by MSMLT to co-sponsor a series of T.V. spots, utilizing a top notch

production developed by the Saskatchewan Lab Society. Stay tuned for development.



### Office Changes

Joan Ewanchuk, will be joining our team as Administrative Assistant on January 5, 2004.

Joan has considerable experience in front office administration, development and managing computer data bases, and in newsletter construction. More on Joan later.

### 2004 Executive Meeting Dates

#### *Suggested Meeting Dates*

January 16, 2004

March 10, 2004

May 12, 2004

July 14, 2004

September 8, 2004

November 10, 2004

February 11, 2004

April 14, 2004

June 9, 2004

August 11, 2004

October 13, 2004

## Arbitration Update

As you know, we are all still waiting for the Arbitrator's ruling on a number of outstanding standardization issues.

For those classifications, you will only receive the basic increase at this time. Any other standardization increases will be applied later.

Some employers have indicated that retroactive pay cheques should be in



the near future.

Please remember that the evening, night and weekend premiums are all effective April 1, 2003. So any retro pay should have those amounts included for any applicable shift differential.

The remuneration for standby has increased to two (2) hours pay for each eight (8) hour period or a pro rata payment for any portion

thereof. This is effective August 21st, 2003. Again retro pay should include the above for all applicable on-call after August 21st.

It is our understanding that the employers are compiling lists of those people affected by the Mediator's Report regarding Plan B to part-time employees. We are all anxious to get this matter settled. It seems we finally might be getting close to receiving compensation for this long-standing inequity.

## Negotiations Update

As most of us know, the Central Table has just finished a nasty round of bargaining, culminating in arbitration. The following is the list of other bargaining units that have just finished, just started, are preparing for or are in the middle of their negotiations:

- Aboriginal Health and Wellness Centre: have been negotiating since May. This group is comprised of social workers, nurses, community health workers, mentors, liaison workers, receptionist, program coordinators, teachers assistants and others. They hope to be finished by Christmas.
- Brandon Clinic: have just started bargaining for the Radiology and Laboratory Technologists.
- Central Medical Lab: The Lab Technologists and Technicians here will not be negotiating until March of 2005.
- Community Therapy Services: Started bargaining for the occupational and physiotherapists shortly after the Central Table finished;
- Jocelyn House: The Hospice care workers, nurses, office assistant, clerks and housekeeper will not

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be in bargaining until Jan. 31, 2005;

- Manitoba Clinic: The Cardiology Technologists have ratified a new collective agreement.
- Winnipeg Clinic: has just ratified a new collective agreement with our Lab and Radiology Technologists.



# Happy Holidays To all MAHCP Members



## STAFF ASSIGNMENTS

<b><u>Ron Wally</u></b>	(Executive Director)
<b><u>Ken Swan</u></b>	(LRO) HSC, Deer Lodge Centre, & Breast Health Centre
<b><u>Barb Johnson</u></b>	(LRO) St. Boniface, Central Medical Labs, Jocelyn House, Misericordia
<b><u>Michele Eger</u></b>	(LRO) HSC, Aboriginal Health & Wellness Centre, Concordia, Tissue Bank MB
<b><u>Karen Noga</u></b>	(LRO) Victoria General, Brandon RHA, Brandon Clinic, Westman Labs, Seven Oaks, Centre Tache Centre
<b><u>Bob Young</u></b>	(LRO) Cancer Care MB, Nor-Man RHA, Burntwood RHA, Manitoba Clinic, Winnipeg Clinic, South Eastman RHA, Community Therapy Services

Rehabilitation Centre for Children has been recently certified by MAHCP.

## Staff Rep Training

The Executive and the Staff have been in the process of planning the next Staff Rep Training Seminars. They will most likely occur sometime in January or February and the exact place and time has yet to be finalized. There is a possibility more than one session will have to be held due to the

interest that has been expressed. Once the pay scales have been double checked and the Collective Agreements have been printed, there has been some discussion about holding sessions per facility to go over the new Collective Agreement to familiarize the staff reps, especially those newly

represented by MAHCP, with the terms and conditions contained in the Collective Agreements.

**There is a possibility more than one session will have to be held due to the interest .....**

## Legal Assistance Program

MAHCP has provided a Legal Assistance Program for its members that is administered by two different law firms, one in Winnipeg and one in Brandon:

**Inkster Christie Hughes**  
700 - 444 St. Mary Ave. Wpg, MB  
947-6801

Inkster, Christie, Hughes is a full service law firm. We have been offering counsel to clients since the inception of the firm in 1896 under the firm name Craig and Ross. We thank you

for selecting us to provide this service to your members.

**Roy Johnston & Company**  
363 - 10th St. Brandon MB  
(204)727-0761

All members and immediate families are eligible to participate in the legal assistance program. Members are to be given reduced rates for pur-

chases or sales of single family homes, mortgages for single family homes, wills, etc.

Please phone the office for more information or phone the law offices directly. When phoning the law firms, identify yourself as a member of MAHCP and it is always a good idea to double check the fees that will be charged to make sure there is no misunderstanding. We have had many favourable reports concerning the legal assistance plans and hope you are pleased with the service.



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Dedicated to Manitoba's Allied  
Health Professionals

We're on the Web!  
[www.mahcp.ca](http://www.mahcp.ca)



### MOVING? NAME CHANGE? PLEASE LET US KNOW!

Please keep us informed of any changes by  
contacting Heather at the MAHCP office  
(772-0425) or 1-800-315-3331, press "0" to  
talk with someone during office hours  
(8:30-4:30pm).



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# Manitoba Association of Health Care Professionals

