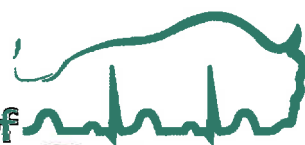


# NEWS



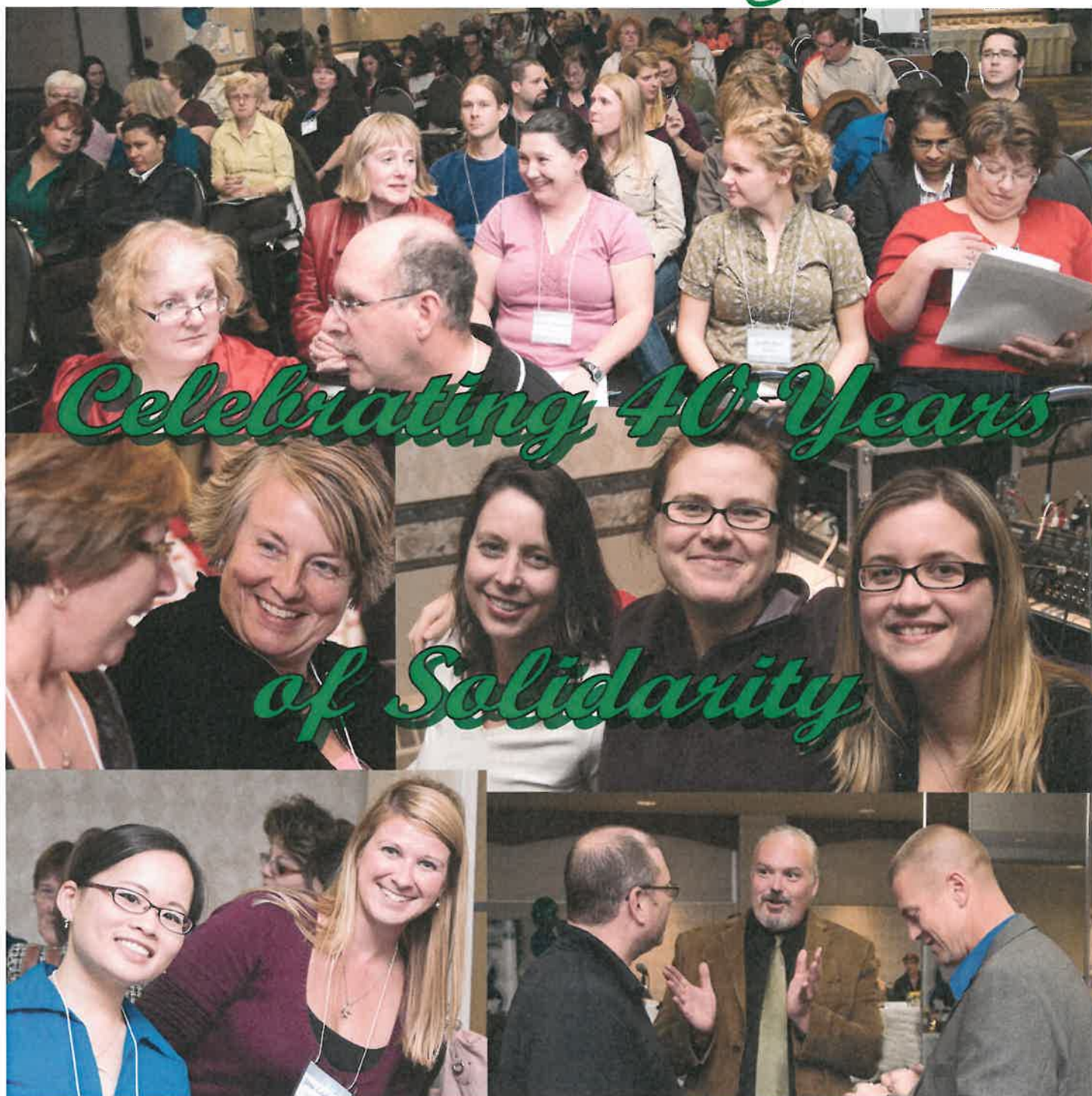
Manitoba Association of

# HEALTHCARE



December 2010

*Professionals*





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### Enclosed with this Newsletter:

- MAHCP Constitution

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**Production:**  
Joan Ewonchuk, Administrative Assistant



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MAHCP News is published quarterly in March, June, September and December. Advertising will be entertained. For more information, please contact the Editor at 772-0425. *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](http://www.mahcp.ca/forum/calendar.asp)

## December 27 & 28, 2010

- Stat Holidays
- MAHCP Office Closed

## January 3, 2011

- Stat Holiday
- MAHCP Office Closed

## January 5, 2011

- CCMB Staff Rep Meeting
- Gimli Room, CCMB
- 1200 hours

## January 11, 2011

- Seven Oaks Staff Rep Mtg
- Seven Oaks Cafeteria
- 1200 hours

## January 12, 2011

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

## January 12, 2011

- General Staff Rep Meeting
- Cancelled**

## January 17, 2011

- AHCW Staff Rep Meeting
- Golden Terrace Restaurant
- 1200 hours

## January 19, 2011

- HSC Staff Rep Meeting
- NA227, Isabel Stewart Bldg
- 1130 to 1300 hours

## January 20, 2011

- SEH Staff Rep Meeting
- Smitty's, Steinbach
- 1200 hours

## January 26, 2011

- SMD Bargaining Proposal Meeting
- MAHCP Office, 1500 Notre Dame
- 1730 hours

## February 1, 2011

- Brandon Clinic Bargaining Meeting
- Victoria Inn, Brandon
- 1730 hours

## February 8, 2011

- Seven Oaks Staff Rep Mtg
- Seven Oaks Cafeteria
- 1200 hours

## February 9, 2011

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

## February 9, 2011

- General Staff Rep Meeting
- 101-1500 Notre Dame Ave.

1830 hours

## February 17, 2011

- HSC Staff Rep Meeting
- NA227, Isabel Stewart Bldg
- 1130 to 1300 hours

## February 17, 2011

- SEH Staff Rep Meeting
- Smitty's, Steinbach
- 1200 hours

## February 21, 2011

- Louis Riel Day
- MAHCP Office Closed

## March 8, 2011

- Seven Oaks Staff Rep Mtg
- Seven Oaks Cafeteria
- 1200 hours

## March 9, 2011

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

## March 9, 2011

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

## March 16, 2011

- HSC Staff Rep Meeting
- NA227, Isabel Stewart Bldg
- 1130 to 1300 hours

## March 17, 2011

- SEH Staff Rep Meeting
- Smitty's, Steinbach
- 1200 hours

## March 21, 2011

- AHCW Staff Rep Meeting
- Golden Terrace Restaurant
- 1200 hours

## 2011 STAFF REP TRAINING DATES

### June 2 & 3 and 6 & 7, 2011

- Staff Rep Training Levels 1 & 2

### November 3 & 4 and 7 & 8, 2011

- Staff Rep Training Levels 1 & 2

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



# Bargaining Update

## Non-Central Table

### Aboriginal Health & Wellness Centre

The current AHCWC collective agreement expires on March 31, 2011. We are now in the preparation stage of bargaining and are putting our proposals together and preparing our strategies. Your Bargaining team is Jesse Turner, Karen Chenier and Daphne Lafreniere

### Brandon Clinic

There will be a meeting for all Brandon Clinic members on Thursday, February 1st at 5:30pm at the Victoria Inn, Brandon, to discuss proposals.

### Gamma-Dynacare Medical Laboratories

This collective agreement expires on March 31, 2011. Notice to bargain will be given to the Employer in the early New Year.

### Jocelyn House

Notice to bargain has been sent to the Employer. The collective agreement expires on January 31, 2011.

### Manitoba Clinic

The Manitoba Clinic members have ratified a new 3 year collective agreement which provides for the following:

- 2011 – 2% increase in wages
- 2012 – 2% increase in wages
- 2013 – 2% increase in wages

As well, the current \$500.00 per year Health Spending Account will increase 100% to \$1000.00 per year over the life of the Collective Agreement.

### Society for Manitobans with Disabilities

There will be a meeting with all SMD members on Wednesday, January 26th at 5:00pm at the MAHCP Office to discuss proposals.

### Winnipeg Clinic

We are in discussions with the Winnipeg Clinic regarding a new agreement.

## Central Table

The bargaining committee has met with the Employer seventeen times since bargaining began in late September 2010.

The committee has been working through an extensive document of non-monetary proposals and will be continuing to do so into the New Year. This proposal document is a combination of the proposals from both parties and is over thirty pages double sided.

The non-monetary proposal package tabled by the Employer involves vacation language, standardization of language across collective agreements, weekend work, overtime accumulation, and flextime.

There is also a sizeable monetary proposal package on the table that will be dealt with following the completion of non-monetary.

In addition to these two sizeable proposal packages, there are three new collective agreements to be worked out and local table proposals that are site and region specific to be dealt with as well.

Overall, there is an enormous amount to do, and in order to facilitate this we have a month's worth of working days booked between the start of the New Year and the beginning of April.

The bargaining committee is working hard to move the process along however, realistically, it is safe to assume that we will likely be at the bargaining table well past April of 2011.

## 2010 MAHCP Honour Roll Inductee



President, Wendy Despina, MLT, and Birgit Molinski, MLT

It was with pleasure that Bob Bulloch Chair of Communications Committee introduced the recipient of the 2010 Honour Roll.

Birgit Molinski works for DSM at the Health Sciences Centre, and has been active with the union as a Staff Representative.

In January 2009, the Association began a project that was designed to take Staff Representatives to the next level. Involving months of one-on-one training, it has since proven its worth, and is continuing to be expanded upon.

For her pioneering efforts in successfully launching this initiative, and for the generous gift of her time, we are honoured to thank Birgit.

## How Well Do You Know Your Collective Agreement?

**Question:** What is the Employer's obligation to accommodate an injured or ill employee under the collective agreement?

**Answer:**

### Relevant Articles:

**Article 5:** Salaries (Entire article)

#### **Article 614:**

The Employer and the Association are committed to reasonable accommodation in a manner that respects the dignity and privacy of the employee.

Reasonable accommodation is the shared responsibility of the employees, the Employer and the Association.

Where a need has been identified the parties will meet to investigate and identify the feasibility of accommodation that is substantial, meaningful and reasonable to the point of undue hardship.

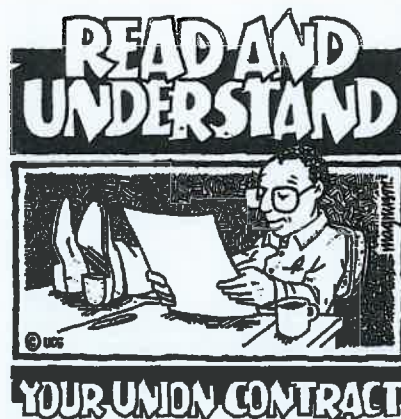
Where necessary relevant provisions of the collective agreement may, by mutual agreement between the Association and the Employer be waived.

#### **Article 2505:**

An employee who is demoted due to a reason other than unsatisfactory performance shall continue to be paid her current basic salary until the rate for the classification to which she was demoted exceeds her current rate. The application of this provision as it relates to the layoff/recall procedure shall be limited to a three year period from the date the employee assumes a position in a lower paid classification or until the salary scale of the lower position reaches her level of salary, whichever comes first.

#### MAHCP's Position:

The right to red-circling under article 2505 is applicable in situations where an employee is offered and accepts a lower paid position due to their inability to perform the duties of their original classification on the basis of a characteristic for which the Human Rights Code provides protection. Furthermore, in that the red-circling is caused for reasons other than a layoff/recall, there is no 3 year limitation to the red-circling.



Although "Demotion" is not defined within the agreement, "Promotion" is defined as "a change to of employment from one classification to another classification with a higher rate of pay within the bargaining unit" and that simple meaning to the word "Demotion" was the converse of "Promotion". Therefore denying a disabled individual the rights to red-circling under article 2505 would violate the agreement and be in contravention of the Code.

Recently an Arbitrator agreed with our interpretation on this matter.

*The Arbitrator determined "that the word 'Demotion' as it is understood in arbitral law and as it is used in Article 2505 of the agreement does not apply to an employee being offered a lower paid classification in compliance with the employer's obligation to accommodate to the point of undue hardship..... However, it was also the Arbitrator's view that where a collective agreement contains rate protection that is applicable in the case of a non-disciplinary or 'pure' demotion (which occurs when an employee is incapable in a non-culpatory way of performing core duties of a higher position), it is a violation of the Code for that protection not to apply to persons who are incapable of performing the core duties of their position or classification due to a disability or other protected characteristic."*

*"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."*



# President's Remarks

Hello Everyone, as many of you know our Annual General Meeting in October was a celebration of MAHCP'S 40th anniversary. We again had record-breaking attendance with just shy of 250 members in attendance. Many of the members in attendance are regulars and it was wonderful to see each of you, I look forward to seeing you each year. What was also very exciting to me was to see the large number of members who were attending for the first time. Several of you contacted me after the AGM to say how much you enjoyed it and that you would be returning next year. That is so exciting to hear. As always, we take the many suggestions from the membership AGM evaluation forms and implement the ideas in subsequent years. The satellite site in South Eastman was a welcome addition to the teleconference locations.

Memorabilia and historical facts served as a backdrop for the meeting. It was fun to see

everyone enjoying the copy of our first contract included in the registration kits. Contrasting that 16-page contract with our current collective agreements really speaks to where we have come from. It was interesting listening to the buzz as people found interesting statistics in that original agreement.

And of course the vast number of wonderful door prizes. Thank you to all of the local businesses who help to make our Annual General Meetings such special events.

I look forward to seeing you all again next year. Speaking of next year, I wish you all the best over the holiday season and may 2011 be all that you hope for and more.

And as always I welcome hearing from you.

In solidarity  
Wendy



Wendy Despina, MLT  
President



December 10, 2010

December 10 was International Human Rights Day. It celebrates the anniversary of the adoption of the Universal Declaration of Human Rights. In our busy lives it may be something that we have not given much thought to, and yet the need for its very creation tells us that the rights contained within the 30 articles are something that we should not take for granted.

In December of 1948 the United Nations General Assembly adopted and proclaimed the Universal Declaration of Human Rights. "The recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world." This opening statement of the preamble sets the tone of the document and has become a universal standard for defending and promoting human rights.

Article 23 speaks to standards of employment including "Everyone has the right to form and to join trade unions for the protection of his interests." Labour rights are human rights!

During our 40 year history much of the work done by our union has had human rights and our labour rights as its core priorities. This has included promotion of equity in the workplace, promotion of economic rights and benefits, and safe and discrimination free workplaces.

As Canadians we can be proud of the fact that one of the principle drafters of the document was Canadian John Peters Humphrey and yet one of the first acts of our current federal government was to close the Canadian Human Rights Commission offices in three provincial capital cities across the country. More of these trends are detailed in the article on page 14. These changes and reductions serve to underscore the importance that labour rights and human rights still need to be defended, protected and improved if we are to achieve the vision of "... freedom, justice and peace in the world."

For more information about the Declaration of Human Rights, please visit [www.un.org/en/documents/udhr/index.shtml](http://www.un.org/en/documents/udhr/index.shtml) and [wiipedia.org/wiki/Human\\_Rights\\_Day](http://wiipedia.org/wiki/Human_Rights_Day)

Mahatma Gandhi  
once said,

*"You must be the  
change you want to  
see in the world."*

# MAHCP Member Receives Award from Manitoba Council on Aging

It's not why she does the job, but for Lesa Nordick, it is still a nice feather in the cap. Lesa is a Regional Community Health Developer working with the NOR-MAN Regional Health Authority's Primary Health Care Seniors Team in The Pas, MB. The Community Health Developer has spent 15 years working with seniors and was recently recognized by the Government of Manitoba, and the Manitoba Council on Aging at an awards ceremony at the Manitoba Legislative Building on Thursday October 28th, 2010.

The Manitoba Council on Aging is an advisory body to the Minister of Healthy Living, Youth and Seniors. The Council ensures that a senior's perspective is reflected in government programs and policies that relate to seniors. The Council is responsible for; providing the Minister with information and advice about the aging process and its implications for all age groups in Manitoba, programs, services, policies and legislation that relate to the aging process and the needs and interests of older Manitobans, and promoting awareness and understanding of the aging process and its implications for all age groups in Manitoba.

Annually, the Manitoba Council on Aging presents awards to Manitobans for their dedicated service to seniors and to our great province. The Manitoba Council on Aging Recognition Awards are offered in two categories: awards for individuals, of any age who have made extraordinary contributions to seniors, and awards for seniors who have made extraordinary contributions to the community. Lesa was selected to receive an award this year in the category of an individual of any age who has made an extraordinary contribution to seniors.

In her efforts to serve seniors Lesa has been involved in the development of a caregiver network and has actively encouraged communities in the NRHA to become more Age Friendly. Lesa is not your standard sit behind the desk do-gooder. Rather, given the vast expanse of the NOR-MAN Regional Health Authority Lesa takes to the road often. Based out of The Pas, she travels to other communities including Grand Rapids, Easterville and Snow Lake, while also spending one day a week in Flin Flon. In addition through her role with the NRHA Lesa has managed to procure grant funding for several programs and projects, including Social Outings For Seniors, helping those seniors who are at risk of being socially isolated, National Addictions Awareness Week funding to assist in educating seniors on how to reduce their risks associated with addictions, and Movements That



Nancy Allen, Minister of Education; Lesa Nordick; Jean-Yves Rochon, Manitoba Council on Aging

Matter exercise program – a seated exercise program that promotes active living for seniors at any age or ability. Lesa is also a member of the Age Friendly committee in The Pas and assists with the prevention and education in the community of elder abuse, including assisting in developing an elder abuse resource guide. Lesa has assisted with bringing in ERIK Kits (Emergency Response Information Kits), has developed presentations on various topics of interest to seniors and assisted with the development of the Supports To Seniors in Group Living program as well as Supportive Housing.

In October 2009 Lesa attended the National Home Care Conference with her manager and was a presenter at the conference providing information to other professionals that provide services to seniors. As a presenter at the national conference Lesa brought positive national recognition to the NRHA and Seniors Team in Primary Health Care, and helped to raise national awareness regarding improved community services for seniors.

Provincially Lesa has partnered and networked with The Manitoba Society for The Prevention of Abuse of Older Adults, Manitoba Society for Seniors, Age and Opportunity and the Seniors and Healthy Aging Secretariat.

"I have worked with many partners, local businesses and organizations to achieve all of this. I value all the people and organizations that have assisted me to bring so many wonderful programs and projects for seniors to our region."

The award was presented to Lesa by the chairperson of the Manitoba Council on Aging, Jean-Yves Rochon, and stepping in for the Minister of Healthy Living, Youth and Seniors Jim Rondeau was Minister of Education Nancy Allan.



## Staff Representative Conference 2010



Ainsley Hebert from The Pas was this year's lucky door prize winner!



# MAHCP Executive Council 2010 - 2011



**From Left to Right:**

**Back Row:** David Veronesi, Jennifer Moyer, Chad Harris, John Reith, Bob Moroz, Michael Kleiman, Al Harlow, Bob Bulloch

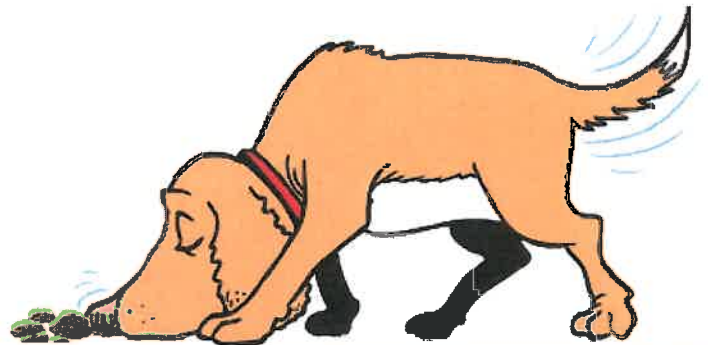
**Middle Row:** Clara Collier, Janet Fairbairn, Wendy Despina, Shelley Kowalchuk, Zana Anderson

**Front Row:** Kathy Yonda, Colleen Bemister, Margrét Thomas, Daphne Lafreniere, Adele Spence, Tanya Burnside

## ...FACTS...

### AGM Facts Contest Winners

1. Yvonne Gulakow - South Eastman
2. Virginia Leifso - Flin Flon
3. Karen Larocque - Brandon
4. Allison Loney - Thompson
5. Karen Chenier - Winnipeg
6. Marcia Glenn - The Pas





# MAHCP 40th Annual General Meeting

## October 14, 2010



***Record Breaking Attendance***



***Members Stand Solidly Behind their Bargaining Team***







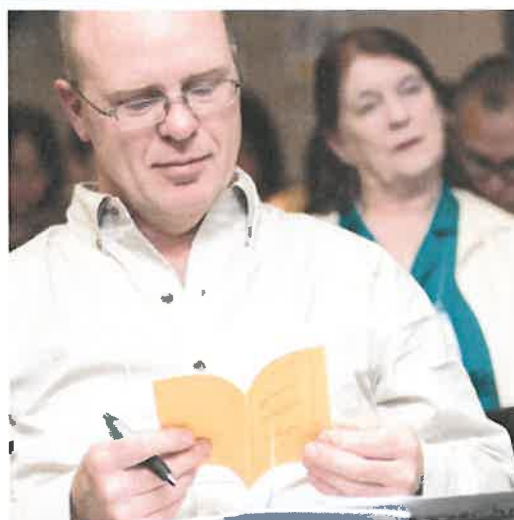
## AGM Prize Winners



- Shelagh Parken, \$500 GC, Advance Electronics
- Karen Larocque, \$500 GC, Advance Electronics
- Luis Martinez, Cordless Lawn Mower, Connexion Industries
- Donna Carter, Blower Vacuum, Connexion Industries
- Gail Rowley, Auto Car Starter, Options Plus
- Murray MacKay, Auto Car Starter, Options Plus
- Gino Greco, Sobey's \$25 GC (Cambrian Credit Union), Pashmina (Boutique La Femme)
- Augustine Ziffle, \$300 GC, Boutique La Femme
- Eric Cowdrey, Pashmina & Throw Blanket, Boutique La Femme
- Shelley Wright, Tough Duck Work Wear Bag, Richlu Mfg
- Margaret Kwok, 1 Night Theme Suite, Clarion Hotel
- Leslie Gello, 18 Piece Wine Set, Maloway & Eliason
- Wanda Raison, \$200 GC, MDI Agencies
- Cherie Murie, 1 Night Stay, Victoria Inn - Brandon
- Al Saydak, \$100 GC Oasis Spa, Inkster Christie Hughes
- Diane Smyth, \$100 GC Oasis Spa, Inkster Christie Hughes
- Lynn Lambert, \$100 GC Oasis Spa, Inkster Christie Hughes
- Nora Wiltshire, \$100 GC Oasis Spa, Inkster Christie Hughes
- Leanne Gardiner, \$100 GC Oasis Spa, Inkster Christie Hughes
- Nadine Sharpe, CoolPix S620 Nikon Camera with Case, Tripod, 8GB Memory Card & \$60 GC, Photo Central
- Jonathan Fine, Samsung Notebook PC, Bridgeport Office Solutions
- Pam Singh, Cyber Acoustics Amplified Speaker System, Clear Concepts
- Janice Saurette, Round Trip for 2 Anywhere in Manitoba, Calm Air
- Zanada Archer, Star Quilt, Four Directions Trading
- Wayne Mather, Mug, Bag, Box, Native Art, Four Directions Trading
- Joyce Fernandez, Clock, Padfolio, Hair Ties, Four Directions Trading
- Allison Laney, Moccasins, Bear Pot, Lanyard, Four Directions Trading
- Amanda Asher, Fishing Package, Fishing Hole



## Looking Back . . .



***Members looking at the first  
MAHCP Collective Agreement  
with the Manitoba Hospital  
Association Inc. from 1969.***



**Jacob Giesbrecht**

## Helpful Legal Information for MAHCP Members

### Where Can You Exercise Your Human Rights?

by Jacob Giesbrecht  
of Inkster Christie Hughes, LLP

One of the things we are all aware of in a Democratic society is our rights. We have due process rights so that we can't be arrested, charged or convicted for an act without being given a fair opportunity to defend ourselves. As union members we have collective agreements that provide us with certain rights in the conduct of our employment. What about our Human Rights? How do we access our Human rights in the workplace in Manitoba? This article will discuss the various legal forums for an employee to exercise their human rights.

Not every act of violence or negligence against an employee is a violation of her human rights. The Human Rights Code provides that every person in Manitoba has the right not be discriminated against for certain listed characteristics.

These characteristics are:

- (a) ancestry, including colour and perceived race;
- (b) nationality or national origin;
- (c) ethnic background or origin;
- (d) religion or creed, or religious belief, religious association or religious activity;
- (e) age;
- (f) sex, including pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;
- (g) gender-determined characteristics or circumstances other than those included in clause (f);
- (h) sexual orientation;
- (i) marital or family status;
- (j) source of income;
- (k) political belief, political association or political activity;
- (l) physical or mental disability or related characteristics or circumstances, including reliance on a dog guide or other animal assistant, a wheelchair, or any other remedial appliance or device.

Unless the violation of your rights relates to one of these characteristics, it is not a human rights issue. Once you have determined that the basis for the violation is discrimination for a listed characteristic where can you register

your complaint? In Court, through a grievance process? or at the Human Rights Commission?

Recently a non-unionized employee in Manitoba brought an action in Court against her employer for a violation of her human rights. In that case the employee had an eye condition that impaired her vision. This qualifies as a characteristic under the Code at (l).

When the employee in this case was diagnosed with a permanent disability, the employer terminated her employment. The employer claimed the termination was as a result of a corporate restructuring. Since there was no union to represent her interest, the employee was not able to grieve the dismissal and violation of human rights. The employee first made a complaint to the Human Rights Commission and an investigation was commenced. Not satisfied with this, and also feeling that the Commission was limited in what it could award as a remedy, the employee also filed a law suit through the Court of Queen's Bench claiming wrongful dismissal and violation of human rights.



The employer brought a motion to have the employee's claim struck because it was already being dealt with by the commission. The Court had to determine whether it could hear a law suit that incorporated a human rights violation as part of its claim. The court determined that it would be a limit to an employee's rights if they could not sue for wrongful dismissal for violation of human rights. The Court said that "a significant consideration is the fact that a complaint brought under the Code is controlled by the Commission, not the complainant." The Court made note of the fact that in its process, the Commission determines: "Whether a complaint will be accepted, the nature and pace of the investigation, whether the matter will proceed to a hearing before an adjudicator, and conduct

*continued on page 13*



of the hearing". A law suit affords an employee with a greater variety of remedies and potentially greater amounts of money in damage for violation of their human rights and for wrongful dismissal.

The Court refused to strike the employee's claim in this case, confirming that an employee can bring an action against an employer for wrongful dismissal thereby committing a violation of her human rights. The Court did however, stay the law suit pending the results of the Human Rights Commission's investigation. The Court won't allow an employee to have two actions proceeding against an employer one through the Court process and the other through the Commission at the same time regarding the same issue.

The situation is quite different in a unionized workplace. In a recent arbitration the employee filed a grievance and made a complaint to the Human Rights Commission at the same time. The employer did not argue that the arbitrator did not have the jurisdiction to decide a human rights complaint. It is accepted that an arbitrator does have that jurisdiction. The employer argued instead that the employee was not entitled to bring two actions against it concurrently. It argued that the grievance with respect to the human rights violation should be stayed pending the investigation and adjudication process by the Commission.

The arbitrator determined that he had concurrent jurisdiction to hear the matter and allowed the arbitration to proceed without consideration as to the continuing action of the Human Rights Commission.

Where an employee in a unionized or non-unionized workplace feels they have had their human rights violated they don't have to resort to court or the grievance process. They can simply call the Manitoba Human Rights commission and make a complaint and allow the Commission to investigate and determine the issue on their behalf.

Human rights are integral in a free and democratic society. The Human Rights Code is not perfect in addressing all violations as human

rights violations. Where there is a violation, the avenues to address the investigation is threefold, through the Commission itself, through the grievance process in unionized shops and through the Courts in non-union shops.

### **Choosing the Attorney**

As you know, Inkster Christie Hughes LLP offers a legal assistance program to the members of MAHCP. Under this plan you receive reduced rates on a number of specific legal matters such as the purchase or sale of a home, Wills, Powers of Attorney, Health Care Directives, separation agreements, divorces as well as a reduction on general legal rates.

*This paper is intended as an introduction to the topic and not as legal advice. If you require specific advice with respect to your situation, you should contact a lawyer.*

This series of articles will continue in future editions of the MAHCP News. If there is a topic that you would be interested in, please contact Wendy at 772-0425.

## **MAHCP LEGAL ASSISTANCE PLAN**

### **Membership does have its privileges**

MAHCP members receive reduced legal fees on house purchases, sales and mortgages as well as Wills, Powers of Attorney and Health Care Directives under the MAHCP Legal Assistance Plan.

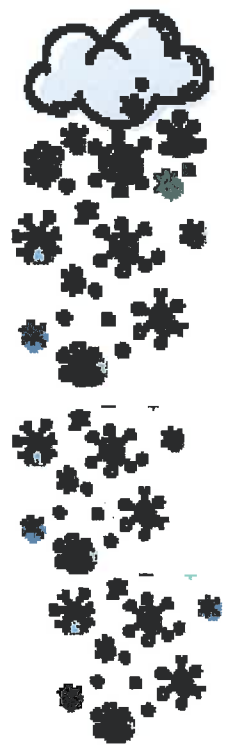
Discounts also apply to family law matters and members benefit from a 20% reduction in other legal fees.

**For more information, please  
contact:**

**Jacob Giesbrecht at  
Inkster Christie Hughes LLP  
at 947-6801**

**"The most powerful tool we have for changing our environment  
is our ability to change ourselves."**

**Stephanie Matthews-Simonton**



## 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.

- **Eric Cowdrey**, Radiation Protection Officer, CCMB
- **Brenda Smith**, Recreation Therapist, Brandon RHA
- **Pat Ozechowski**, Clinical Dietitian, HSC
- **Patrice Turenne**, Physiotherapist, CTS
- **Kirk Inman**, Anesthesia Technologist, Misericordia
- **Shirley Gagnon**, Radiology Technologist, Burntwood RHA
- **Jacquelyn Cormier**, Laboratory Technologist, DSM SBH
- **Jan Loïselle**, Laboratory Technologist, DSM SBH
- **Eleanore Chestley**, Physiotherapist, SBH

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

## Associate Membership Status Available for Retirees

Article 5 of our MACHP Constitution provides for our retired members to hold an associate membership and to continue to be part of MAHCP. A nominal annual fee of \$10.00 has been established by the Executive Council.

Please be aware that this option is available to you or your co-workers who have already retired. This will keep you on the mailing list for the newsletter as well as affording you opportunity to participate in programs.

## Harper Government Attacks Human Rights

PSAC/CALM

The Harper government has decided to close Canadian Human Right Commission (CHRC) offices in Vancouver, Toronto and Halifax.

These three offices received 70 percent of all signed complaints to the CHRC in 2008.

The Public Service Alliance of Canada maintains that closure will make it substantially harder for individuals from marginalized groups to launch human rights complaints.

For PSAC president John Gordon, the closures indicate a strategy by the Conservative government to destabilize human rights organizations and women's groups in Canada.

"When the Conservatives took power in 2006, one of their first moves was to abolish the Court Challenges Program and close Status of Women Canada offices across the country," Gordon says. "Women's groups were denied government funding if they engaged in research or advocacy work, and equality-seeking groups lost the ability to fund Charter of Rights challenges. The government has also cancelled funding to notable NGOs such as KAIROS, and appointed ultra-conservative partisan board members to Rights & Democracy - manufacturing a massive crisis within the organization. The closure of CHRC offices is another example of this outrageous trend."





## 20010-11 Executive Council

### Officers

<b>President</b>	<b>Wendy Despins,</b> DSM - SBH, Laboratory
<b>Vice President</b>	<b>Al Harlow</b> DSM - Concordia Hospital Laboratory
<b>Treasurer</b>	<b>Chad Harris,</b> CCMB Medical Devices
<b>Secretary</b>	<b>Bob Bulloch,</b> HSC Pharmacist

### Directors

<b>Aboriginal Health &amp; Wellness Centre</b>	<b>Daphne Lafreniere</b> Residential Health Support Worker
<b>Cardiology</b>	<b>Colleen Bemister,</b> Misericordia Health Centre
<b>Community Therapy Services</b>	<b>Margrét Thomas,</b> Physiotherapist
<b>Laboratory</b>	<b>Janet Fairbairn,</b> CCMB
<b>Mental Health</b>	<b>Kathy Yonda,</b> Brandon RHA
<b>Nuclear Medicine</b>	<b>David Veronesi,</b> HSC
<b>Occupational Therapy</b>	<b>Adele Spence,</b> DLC
<b>Orthopedic Technology</b>	<b>John Reith,</b> HSC
<b>Physiotherapy</b>	<b>Shelley Kowalchuk,</b> HSC
<b>Radiation Therapy</b>	<b>Robert Moroz,</b> CCMB
<b>Radiology</b>	<b>Michael Kleiman,</b> HSC
<b>Recreation</b>	<b>Zana Anderson,</b> DLC
<b>Respiratory</b>	<b>Clara Collier,</b> Concordia Hospital
<b>Burntwood RHA</b>	<b>Tanya Burnside,</b> Pharmacy Technician
<b>Winnipeg RHA</b>	<b>Jennifer Moyer,</b> CCMB Radiation Therapist

## 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**  
Secretary/Receptionist/Clerk  
cathy@mahcp.ca

**Linda Pondy**  
Data Entry Clerk  
linda@mahcp.ca

**Milcah Abril**  
Secretary/Receptionist/Clerk  
milcah@mahcp.ca

**Walter McDowell, LRO:** St. Boniface Hospital, Misericordia Health Centre, Gamma-Dynacare Medical Labs, Jocelyn House  
walter@mahcp.ca

**Ken Swan, LRO:** Health Sciences Centre (Lab, Diagnostic Imaging, Pharmacy, EEG), Deer Lodge Centre, Community Therapy Services, Winnipeg Clinic  
ken@mahcp.ca

**Michele Eger, LRO:** Health Sciences Centre (all other HSC Members not included under Ken's listing), Concordia Hospital, Tissue Bank Manitoba, Manitoba Clinic, Critical Care Transport Team, Health Action Centre  
michele@mahcp.ca

**Gary Nelson, LRO:** Victoria General Hospital, Brandon RHA, Brandon Clinic, Centre Taché Centre, Society for Manitobans with Disabilities, Rehabilitation Centre for Children, CancerCare Manitoba  
gary@mahcp.ca

**Armand Roy, LRO:** Seven Oaks General Hospital, Breast Health Centre, Aboriginal Health & Wellness Centre, Nor-Man RHA, Burntwood RHA, South Eastman Health  
armand@mahcp.ca

## MAHCP Staff Long Term Recognition Awards

Ken Swan - 28 years

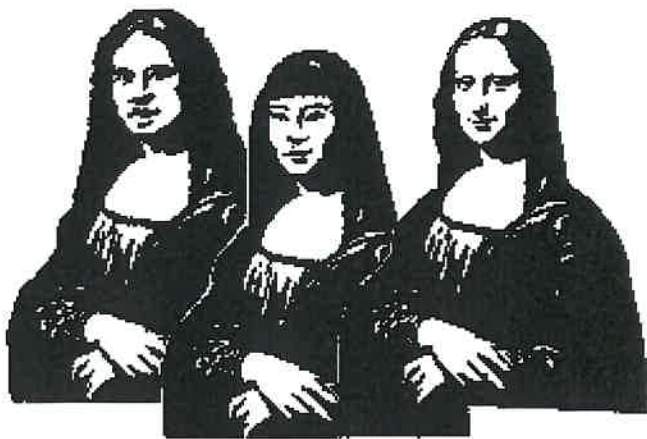
Michele Eger - 11 years

Joan Ewonchuk - 6 years

Armand Roy - 5 years

To the right is Ken Swan receiving his award from Wendy Despins, President at the 2010 AGM on October 14, 2010.





## INTERNATIONAL WOMEN'S DAY

March 8, 2011



### Word Search

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

Celebrate  
Fireplace  
Holidays

Eggnog  
Icicle  
Skiing

Family  
Gift Giving  
Snowman

Fruitcake  
Hot Chocolate  
Turkey

## Dementia Care 2011

*Alzheimer Society*  
MANITOBA  
Dementia Care & Brain Health

The Alzheimer Society of Manitoba is pleased to announce its upcoming conference Dementia Care 2011, March 7 & 8, 2011 in Winnipeg, MB. Please contact the Alzheimer Society at 943-6622 or 1-800-378-6699 for more information.

**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. Do not assume that your Employer will automatically pass this information on to MAHCP. 772-0425 or joan@mahcp.ca



### SAVE THE TREES!!

If you would like to receive this newsletter and other information by email only or in addition to your paper copy, please contact joan@mahcp.ca.

If you think you are supposed to be receiving email updates, but aren't, your email provider may be directing MAHCP email to your "junk" or "bulk" file folders. You may have to edit your settings.



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