

NEWS

Manitoba Association of

HEALTHCARE

December 2012

Professionals

Message from our New President

Bob Moroz, RTT

My name is Bob Moroz and this past summer, I was elected President of MAHCP. I have been a Radiation Therapist at CancerCare Manitoba since 1995. I have been a Staff Rep and Senior Staff Rep with MAHCP for approximately the last eight years and I have been a member of the Executive Council for the past five years.

Let me start with the election. I would like to thank each member for taking the time to read the election package and returning your ballot. We all have busy lives for a huge variety of reasons and I know as well as anyone how a piece of mail can sit on a desk when there are so many other things demanding our time and attention.

The Telephone Town Hall was the first step toward giving you the chance to be more involved.

MAHCP has undergone an in-depth Communications Strategy Review over the past eight months or so. We hired a firm called Strategic Communications to conduct the research through member and public surveys, focus groups and interviews. One of the things that you told us is that you like information to come from us in the form of email. With that in mind, I sent a copy of the research report to all members for whom we have a personal email address on file. In that report we also informed you of our first Telephone Town Hall which I will describe a little later.

What we are hearing from members is that many of you did not receive the report. At this point, I hope you can sense where I am going with this. I am committed to providing more information to as many members as possible, but I really need to know where to send the information!

Please send an email to info@mahcp.ca with your name, current phone number and personal email address if you did not receive the report on November 22 or a phone call on November 27 and 28 because your contact information is clearly not updated on our database.

Our next step is to hold a review of MAHCP priorities which will see the Executive Council and staff participate in a two day strategic planning session in January 2013. Our intention is to define practical goals for the future and measurable objectives for the next 1-2 years.

Based on a written strategic plan that will be circulated to all MAHCP members, we will finalize our communications plan defining goals, objectives and timelines for implementation. What that means is that we are trying to respond to what members are telling us and that we will share with you our plans to meet the needs that have been identified.

The Telephone Town Hall was the first step toward giving you the chance to be more involved. Many unions from across the country have told us that this type of communication is wildly popular as a way to increase member engagement and at least



Bob Moroz, RTT

partially satisfy the need for information.

The feedback we have received from members who did participate is mostly positive and they are looking forward to future events like this. Of course, with this being our first such phone call, it did not occur without its share of challenges.

The idea behind this town hall is to allow members to ask questions directly to the speakers so they can be answered during the same call. It is very much like a radio talk show in that respect. I would love to hear your opinion on whether we continue to hold these Telephone Town Halls.

Our agreements don't expire until March 2014, but now is the time to start getting involved. Proposals for bargaining are due March 1, 2013!

Finally, central table bargaining is coming up fast. Our agreements

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Enclosed with this Newsletter:

- MAHCP Constitution
- Central Table Bargaining Proposal Form

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Meeting Calendar

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

December 12, 2012

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

December 12, 2012

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

December 17, 2012

- AHWC Staff Rep Meeting
Golden Terrace Restaurant
1200 hours

December 20, 2012

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

December 25, 2012

- Christmas Day
MAHCP Office Closed

December 26, 2012

- Boxing Day Stat
MAHCP Office Closed

January 1, 2013

- New Year Day Stat
MAHCP Office Closed

January 2, 2013

- CCMB Staff Rep Meeting
CCMB - Rm TBD.
1200 hours

January 8, 2013

- Seven Oaks Staff Rep Mtg
Seven Oaks Cafeteria
1200 hours

January 10 & 11, 2013

- Strategic Planning Mtg
Executive Council
0845 to 1700 hours

January 10, 2013

- General Staff Rep Mtg
Cancelled

January 12, 2013

- Executive Council Mtg
0845 to 1700 hours

January 16, 2013

- HSC Staff Rep Meeting
GH304
1130 to 1300 hours

January 17, 2013

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

January 21, 2013

- AHWC Staff Rep Meeting
Golden Terrace Restaurant
1200 hours

January 23, 2013

- DSM HSC Staff Rep Mtg
NA201, Isabel Stewart Bld
1130 to 1300 hours

February 6, 2013

- CCMB Staff Rep Meeting
CCMB - Rm TBD.
1200 hours

February 12, 2013

- Seven Oaks Staff Rep Mtg
Seven Oaks Cafeteria
1200 hours

February 13, 2013

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

February 13, 2013

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

February 18, 2013

- Louis Riel Day
MAHCP Office Closed

February 21, 2013

- HSC Staff Rep Meeting
GH304
1130 to 1300 hours

February 21, 2013

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

March 5, 2013

- Gamma-Dynacare Staff
Rep Meeting
101-1500 Notre Dame
1800 to 1930 hours

March 12, 2013

- Seven Oaks Staff Rep Mtg
Seven Oaks Cafeteria
1200 hours

March 13, 2013

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

March 13, 2013

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

March 14, 2013

- DSM HSC Staff Rep Mtg
NA201, Isabel Stewart Bld
1130 to 1300 hours

March 14 & 15, 2013

- Mel Myers Labour
Conference

March 18, 2013

- AHWC Staff Rep Meeting
Golden Terrace Restaurant
1200 hours

March 20, 2013

- HSC Staff Rep Meeting
GH304
1130 to 1300 hours

March 21, 2013

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

March 29, 2013

- Good Friday
MAHCP Office Closed

April 1, 2013

- Easter Monday
MAHCP Office Closed

April 9, 2013

- Seven Oaks Staff Rep Mtg
Seven Oaks Cafeteria
1200 hours

April 10, 2013

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

April 10, 2013

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

April 15, 2013

- AHWC Staff Rep Meeting
Golden Terrace Restaurant
1200 hours

April 18, 2013

- HSC Staff Rep Meeting
GH304
1130 to 1300 hours

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

Farewell to our President

This summer, MAHCP president Wendy Despins decided to step down from her position of president, leaving the post open for a new president-elect. With this act, she will be finishing a career in MAHCP that spans almost 40 years.

Wendy has been a union activist since the 1970's and has held many elected positions in MAHCP; staff representative, bargaining team member, union secretary, vice-president and multiple terms of president when it was not a full-time position. She became MAHCP's first full-time president and has held this post for eight years.

As president, she saw a need to improve the governance and accountability in the union and provided opportunities for the Union and Executive Council to become more responsive to members while strengthening the bylaws and the constitution the union abides by. Accountability and service to members were always uppermost in her mind. She also took MAHCP to a more national stage with the Canadian Health Professionals Secretariat (an organisation of healthcare unions) and brought that national perspective back to Manitoba.



Wendy Despins and Judy Wasylycia-Leis

Wendy has always been a tireless fighter for MAHCP but has also become well known in sister unions across Canada as an excellent spokesperson for healthcare unions and unionism in general. Under her direction, our union has become larger and stronger than ever before. She logged many hours, contacting members, lobbying government and ensuring members were represented as well as possible. Her breadth of knowledge was developed over years of work in our union, and she will be passing this on to our new president.

Thank you Wendy for all your hard work and dedication; we wish you all the best!

Message from the President

continued from page 1

don't expire until March 2014, but now is the time to start getting involved. Proposals for bargaining are due March 1, 2013! Many of us have made the mistake of waiting too long without realizing that the process is well underway at least one year prior to the end of the agreement. This is the part where I keep repeating myself to make sure as many of you are aware of what is happening. You can find a bargaining proposal form on our website. For those who have agreements that are not negotiated at the central table, this form can

be used as well, but the timing is different depending on the expiration of your agreement.

To finish off, I want to thank the members of MAHCP for giving me the chance to be the leader of this organization for the next two years.

I want to take a moment to repeat what I wrote to you as I was running for the office of President. You have told us that you want to know more about what is happening. I made a commitment to improve our ability to get you the information that you need and I plan on meeting that commitment.

During my address at the end of the Annual General Meeting I asked you for your help and I meant

it. I need to hear from you about the things you wish to hear from me and the rest of the Executive Council. I need you to check the website once in a while, read the newsletter and read the emails that I intend to send out.

These things don't take a lot of time and can really go a long way in improving the two-way communication that we all agree is one of the most important aspects of feeling like you are an important part of the Manitoba Association of Health Care Professionals.

In Solidarity,
Bob Moroz, RTT
President, MAHCP

Hostess Tries to Have Its Twinkie and Eat It Too

By Shelley Kowalchuk



Shelley Kowalchuk

Who ever thought Twinkies could be so controversial?

As I write this, Hostess, the company that brought you Twinkies, Wonder Bread and Ring-Dings has succumbed to bankruptcy. It will soon be winding down its business and closing doors – and of course who do people blame? The unions.

Unions are easy to blame. We who are union members are plainly a bunch of socialist tree-huggers and it's our own bloody fault collectively when businesses go bust. Union members ask for too much money; they demand crazy benefits and pensions, and the right to collectively bargain in a fair and balanced manner. It's enough to make a CEO cry.

For instance, let's look at the Bakery Confectionary, Tobacco Workers and Grain Millers International Union (aka the Baker's Union) that represented the people who work for Hostess. The story didn't begin with the owners throwing up their hands in the air and stating "I can't work with these greedy unions – I'm closing it down". What you probably didn't hear is that Hostess went through two bankruptcies since 2004. When Hostess couldn't make ends meet, they went to their workers. As a result, Hostess union members provided assistance to their employers through hundreds of millions of givebacks.

Wages, then pension and healthcare benefits were cut during that first bankruptcy. A wage that started at \$48,000 went down to \$34,000. Then in November of this year, the company tried to demand more wage concessions, to reduce that wage again by up to 34 percent.

Adding insult to injury, the current CEO recently asked the bankruptcy court to pay out \$1.75 million in bonuses to Hostess managers.

While the Baker's Union was making concessions, unfortunately, over those same eight years, management continued to create more debt by making unwise investments (they were fond of hedge funds – need I say more?), while boosting their own salaries and bonuses. In the eleventh hour, Hostess management wanted more wage concessions; unsurprisingly, this time the union voted NOT to accept the final offer. I mean, McDonald's pays about the same.

So Hostess decided to dissolve the company. Adding insult to injury, the current CEO recently asked the bankruptcy court to pay out \$1.75 million in bonuses to Hostess managers. Well, why should they suffer?

What can we learn from this? The Twinkie is not the only one under attack.

The Twinkie Debacle illustrates a theme that has played out many times and many ways both in the United States and our own fair

country. Unions and collective bargaining are being undermined in concerted and creative ways.

Unionized workers in private and public organisations continue to be asked to take less money, give up more benefits, accept pension reductions because we live in a weakened economy. The federal government's back-to-work legislation for companies such as Air Canada and Canada Post corrupts the collective bargaining process time and again.

Many provinces across Canada see the success the Feds have had in subverting the bargaining process and have tried their hand at it as well. Alberta labour unions now have to counter right-wing lobbyist Koch brothers (the folks that financially supported the American Tea Party and were major Republican supporters in the last U.S. election). The Ontario provincial government

Used to be, when the government wanted to stop their citizens organizing into unions, they sent in a bunch of goons to intimidate the organizers and their members.

brought in Bill 115 which gives the provincial government the power to stop strikes and lock-outs and impose their own agreement, if it doesn't like the negotiated one between union and school boards.

This kind of attack on labour unions is reminiscent of the tactics used in recent years in the U.S., in such states as Wisconsin and Indiana; unfortunately our federal government and their provincial friends, who have been accused of American-style politicking, have no problem with U.S.-made union-busting as well.

Used to be, when the government wanted to stop their citizens organizing into unions, they sent in a bunch of goons to intimidate the organizers and their members.

Today, everyone is much more civilized. Governments create new laws that limit unions' operations, or they make it difficult to join unions altogether. They use back-to-work



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MAHCP Members Run with the Canadian Diabetes Association

By Shelley Kowalchuk

The annual CDA Run and Walk for Diabetes was once again held on the September long weekend in Assiniboine Park in Winnipeg, and MAHCP members were there!

The three year old Run has grown each year, with Manitobans from all walks of life enjoying the last days of summer by raising money for research, education and Diabetes services – all while getting a bit more fit. As a supporter of the CDA for the last three years MAHCP has continued to grow its assistance for the CDA Run and this year was no exception.

The 2012 Run had approximately 650 participants, 135 volunteers and raised close to \$60,000. Participants had a choice to enter a half marathon, 10k run, 3k family walk and a kid's fun run. The half marathon is now an officially recognized course and many participants were aiming to better their times from last year.

MAHCP sponsored a number of members by covering registration costs, and also supplied a few volunteers.

Joyce Fernandes, a Child Life Specialist from Health Sciences Centre was one of our participants. She said, "This was the second time my children and I participated in the CDA run and we have enjoyed it on both occasions. The children get a medal for participating in the kids' fun run but this year they also received a shirt which made them feel even more involved. I appreciate the size of the event (not too big and not too small) and the timing in early September as it's not too hot or too cold."



Some volunteers from MAHCP - Shelley Kowalchuk, Zana Anderson, Janelle Morissette and Colleen Bemister



"Participating in the event was definitely worthwhile and I would recommend joining the run or walk or even volunteering at the event. It was a lot of fun," she added.

Monique Martin, a physiotherapist at Health Science Centre also agreed that the CDA had picked a good season for a run. "I thought that the run was a great route at the perfect time of year. It's nice to be able to train in the summer heat and it makes it seem easier when, by race day the weather is cool in the morning."

"I really appreciate that the union sponsored a few of us to give us the opportunity to train and fundraise for the Canadian Diabetes Association. It's an

important cause specifically to me as my dad has Type 1 insulin-dependant Diabetes," she added.

"The race was well organized and well marked with good race kits! Thanks to MAHCP and Canadian Diabetes Association for putting together a fantastic race!"

After the Run, participants and volunteers enjoyed entertainment, (healthy) food and the medal ceremonies, knowing that their involvement was supporting a good cause. It was a great way to end the summer. We hope that we can entice more members to join us next year – watch for details in the spring.



MAHCP Staff Long Service Awards

MAHCP LRO Ken Swan was honoured for his many years of service at the AGM by President Wendy Despins. Ken has been a part of MAHCP for 30 years in a variety of roles and his experience has been invaluable to the organization. Congratulations Ken!

Also, congratulations go to Executive Assistant Janet Beaudry who received a long service award for her 5 years of work for MAHCP. Janet is an integral part of the team in the office, and as assistant to the President and Executive Director. Thank you Janet!

Twinkies *cont'd from page 4*

legislation arbitrarily and cite dire consequences if any union actually decides to do a job action. Air Canada going on strike? My God, how will all those Canadians get to Mexico for a holiday! Emergency, indeed.

Union-busting circa 2012 is now couched in terms that most right-thinking people would agree with – we all have to do with less; we need to continue belt-tightening; therefore, we can't continue to spend on (fill in the blank with your job). No one would argue with that, right?

Well, tell that to the Baker's Union. They took so many wage cuts until they themselves were cut out completely. So who did Hostess CEO Greg Rayburn blame for Hostess' demise? It wasn't bad management. It wasn't bad investments. It wasn't even bad food. No, the culprits were bloated, soft, and lacking in substance.

I think it was the Twinkie.

http://www.salon.com/2012/11/20/vulture_capitalism_not_unions_killed_twinkies/
<http://www.globalnews.ca/opening+unions+books+-+transparency+or+unconstitutional/6442741253/story.html>
<http://www.transportworkers.org/node/25>
<http://canadarealnews.wordpress.com/2010/03/28/virtual-union-busting-the-future-of-labour-relations-in-canada/>
<http://www.theepochtimes.com/n2/canada/union-fears-anti-labour-tactics-coming-to-canada-53760.html>



* iPad Email Contest *



Congratulations to the winner of our iPad contest, Michele Checkowski, pictured here with President-elect Bob Moroz. Michele, a physiotherapist at Concordia Hospital had supplied her email address to MAHCP and received her iPad right after the AGM. Because of the great response from members, we would like to urge members to send in their email addresses if they haven't yet. We plan to have another draw for an iPad in the new year!

WE STAND CORRECTED

In our last issue the **Cytotechnologist** career profile contained two errors. The Diagnostic Cytology program is actually offered through DSM and is held at Health Sciences Centre, not at Red River College as was written. Also, while the program will be affiliated with the Michener Institute at a later date, students will not be attending the Michener Institute.

MAHCP Executive Council 2012-13



Back Row: Gale Rowley, Michael Kleiman, Michael Bachynsky, Jessie McNeill, Jodi Kent, Colleen Bemister, Bob Bulloch, Shelley Kowalchuk, Janelle Morissette

Front Row: Vanessa Hamilton, Ann Patton, Janet Fairbairn, Margrét Thomas, Bob Moroz, Zana Anderson, Lesa Nordick, Tanya Burnside, Al Harlow, John Reith

Missing: Sylvie Thériault, Paulette Sherb, Leanne Gardiner, Christina Taitley, Sherry Lussier



A little goes a long way...please give to the CDA when you fill up! Just cut out the card below; then when you fill up at a Red River Co-op Gas station present this membership number. The rebate will be forwarded to the Canadian Diabetes Association to help in the fight against diabetes. The card below applies to Red River Co-ops; for Heritage Co-op, the Co-op number is 63111.

Who Are We?

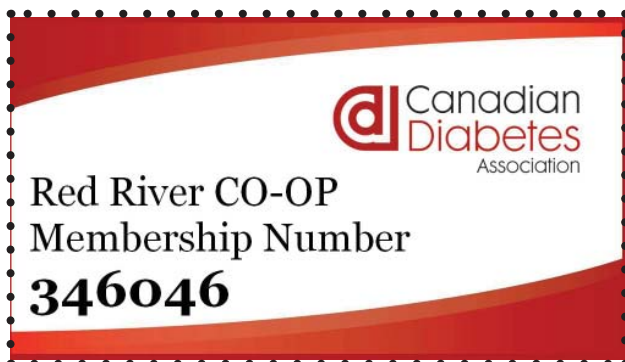
Did you know that MAHCP represents over 160 different professions? We have a varied group of medical occupational groups and you may not know all of them. This issue we are starting a new series called **"Who Are We?"**

1. We are an integral part of the Manitoba Blood Marrow Transplant Program.
2. We are involved with cryogenics.
3. We ensure cell quality.
4. We give new life.

(answer on page 14)

Did you know...

If you are aged 40 or older, you are at risk for type 2 diabetes and should be tested at least every three years.



MAHCP's 42nd Annual General Meeting



MAHCP's new president-elect Bob Moroz was announced at the AGM on October 11, 2012. Bob was successful over St. Boniface lab member Tom Walus and takes over the post of president from Wendy Despina, MAHCP president for the last eight years. In his remarks Bob outlined the ideas he envisions during his upcoming presidency and thanked Wendy for her hard work and dedication over the past years. He stated she had always had the members' best interest at heart in all her activities as president, and he thanked her for this.

In her final President's speech, Wendy talked about her experiences with MAHCP and in general, the value of unions today. Though many feel that unions are no longer necessary, she stated that in the current political climate, unions have an even bigger fight ahead for their members. She pointed out that even as our members continue to benefit from such things as maternity leave top-up, overtime pay and shift differentials, all union members needed to be aware of the continued attacks on unions. She pointed out that countries, including Canada, have benefited from the role unions play, but we have to stay united and strong to ensure this continues.

As an example, Wendy recalled how taking part in a strike with colleagues and having others joining in support of their case was a morale booster. It was this solidarity, standing together which made everyone stronger. She asked all members to celebrate the value of unions by continuing to stand solidly with each other.





AGM Prize Winners

- Janet Bernardino - Sweatshirt, Travel Mug, etc (Awards & More)
- Laura Lyne Turner - Sweater, Backpack, Water Bottle (MAHCP)
- Grace Murray - Sweater, Backpack, Water Bottle (MAHCP)
- Ian Greaves - Sweater, Backpack, Water Bottle (MAHCP)
- Judy Cote - Sweater, Backpack, Water Bottle (MAHCP)
- Sharon Deminiac - Halloween Gift Basket (Anonymous Member Donor)
- Joyce Fernandes - Christmas Gift Basket (Anonymous Member Donor)
- Michael Smyth - Wine Gift Basket (Anonymous Member Donor)
- Patrick Moseley-Williams - Coffee Gift Basket (Anonymous Member Donor)
- Sherri Pinkerton - Movie Night Gift Basket (Anonymous Member Donor)
- Val Cousineau - Coffee Gift Basket (Gourmet Coffee)
- Renee Friesen - Gourmet Gift Basket (Catering Thyme)
- Deborah Willits - Toad Hall Gift Cert (Allied Properties)
- Michael Bachynsky - Toad Hall Gift Cert (Allied Properties)
- Colleen Bemister - 3-Tiered Gift Basket (Maloway & Eliason)
- Sue Murray - Massage/Sauna Gift Cert (P. Johnson RMT/Natural Essentials)
- Veronica Reimer - Massage/Sauna Gift Cert (P. Johnson RMT/Natural Essentials)
- Catherine Mitchell - Massage/Sauna Gift Cert (P. Johnson RMT/Natural Essentials)
- Cathy Langit - Massage/Sauna Gift Cert (P. Johnson RMT/Natural Essentials)
- Bob Jonuk - Dinner for Two & Chocolates (Holiday Inn Airport West/Morden's Chocolates)
- Maurice Bernardino - Dinner for Two & Chocolates (Holiday Inn Airport West/Morden's Chocolates)
- Shannon MacLaren - Dinner for Two & Chocolates (Holiday Inn Airport West/Morden's Chocolates)
- Lynn Sylvestre - Dinner for Two & Chocolates (Holiday Inn Airport West/Morden's Chocolates)
- Clayton Carriere - Dinner for Two (Beaujeana's French Table)
- Michael Kleiman - Dinner for Two (Beaujeana's French Table)
- Tammy Toutant - Fuji Camera (Bridgeport Office Solutions)
- Sherry Treichel - 1 Night Stay Basket (Victoria Inn, Morden's Chocolates, Natural Essentials)
- Janet Belog - Theme Room Basket (Clarion Hotel, Morden's Chocolates, Natural Essentials)
- Ainsley Hebert - 1 Night Stay Basket (Rooyal Oak Inn, Morden's Chocolates)
- Lisa Kendrick - Hair Products Basket (The Hive Hair Company)
- Diane Smyth - Hair Products Basket (The Hive Hair Company)
- Lauren Dewar - Hercules Speakers (Clear Concepts)
- Guy Phillippot - Hercules Speakers (Clear Concepts)
- Joan Ewonchuk - Digital Camera (Photo Central)
- Kathy Tighe - Digital Camera (Photo Central)
- Stacey Schmitz - Men's Bulova Watch (Independent Jewellers)
- Janelle Morissette - Women's Bulova Watch (Independent Jewellers)
- Armand Roy - Remote Car Starter (Options Plus)
- Mike Thibert - Remote Car Starter (Options Plus)
- Victoria Fabris - Ten Spa Gift Cert (StratCom)
- Linda Sidorow - \$150 Gift Cert, Pashmina, Shirt (La Femme Boutique)
- Michele Eger - \$150 Gift Cert, Pashmina, Shirt (La Femme Boutique)
- Vanessa Hamilton - Husqvarna Leaf Blower (Connexion Industries)
- Shelley Kowalchuk - Husqvarna Lawn Mower (Connexion Industries)
- Shauna Rutherford - Husqvarna Weed Trimmer (Connexion Industries)
- Diane Jandrasics - Husqvarna Chainsaw (Connexion Industries)
- Crystal Folmes - \$500 Gift Certificate (Advance Electronics)
- Randi Bourke - Tickets for 2 to fly anywhere in Manitoba (Calm Air)



4th Annual Staff Rep Conference October 11, 2012

This year's Staff Rep Conference was held on October 11 at the Holiday Inn Airport West, prior to the Annual General Meeting. Twenty two Staff Reps from around the province were given the opportunity to learn about diverse topics such as Return To Work issues, Accommodation in the Workplace, Meeting with Management and what the Direct Service model of a union looks like.

The conference is open to all Staff Reps who have completed both levels of Staff Rep Training. The goal of the annual conference is to provide a fuller view of issues that may have been touched on during Training sessions, and other items of interest to union reps. Traditionally the conference has been held the day of the AGM to coincide with members travelling in to the AGM.

At this year's Conference, the Return To Work session discussed what the process is and what Staff Rep's roles and responsibilities are in this process. Different scenarios were presented and Staff Reps were asked to express what they would do in these situations.

In Accommodation in the Workplace, Staff Reps were given information on how to assist a member who has a mental disability and when accommodation would be indicated. Examples of various types of accommodation were also presented.

In Dealing With Management, Staff Reps were given guidance in how to gather information and understanding a members' rights with regard to allegation and complaints.



Staff Reps have always found the conference to be thought-provoking and it has led to several discussions about issues in the workplace.

For any Staff Reps who are interested in taking part in next year's Conference, please contact your LRO or President Bob Moroz by June next year. Be reminded that Staff Reps need to have Staff Rep Training Levels I and II to be eligible and there are limited spaces so not all who apply can be invited to attend. The Training sessions are offered in June and November of each year. Please contact Cathy Langit at the MAHCP office for further details at (204) 772-0425.



Questionable References



Jacob Giesbrecht
LLP

Health care professionals are goal oriented individuals with a passion for excellence. Many strive for that career that fulfills everything they thought it would be when they were going to school. Sometimes that means being a little selective. Not every position is created equal. Even if the work is great, sometimes the management structure isn't in place to provide a happy and productive work environment. Sometimes interpersonal problems turn an otherwise great workplace into a place of dread.

Most of the MAHCP collective agreements provide mobility rights for its members to help facilitate the move from facility to facility. Seniority, service and accrued benefits can be transferred with employment in many cases. This makes it easier for MAHCP members to seek out the position in their field of health care that most suits their wants and needs.

One of the drawbacks to finding another position with another employer is the reference check that invariably follows a successful interview process. If the previous or current employer is not happy that their valued employee is leaving, what will they say about that employee when the call comes for a verbal or written reference? What if the reason for the new job is specifically to get away from a "bad" manager? Or the manager and the departing employee have had a personality conflict?

The best thing to do if a person knows they are going to get a bad reference, if possible, is don't provide the contact information to the employer. That may be practically impossible because there has only been one significant employer that can provide a reference as to the type and quality of work being sought. If the potential employer asks why the employee hasn't put their former employer as a reference, take the opportunity to explain, with all possible sensitivity, what it was about the previous workplace that made you seek out a fresh start.

If a bad reference is made, can anything be done? Usually a reference is a phone call with an attendant form that asks specific questions about the

performance of the prospective employee. The person providing the reference leaves no documentary evidence of the reference but the person receiving the reference has a written record of what was said.

The employee does not hear what is said about them. They don't even know if a bad reference is given until they are told by the prospective employer or until they are rejected for the applied for position. Usually the employee is left guessing why they weren't the successful applicant when their qualifications and interview process went well.

What is an employee's recourse when a bad reference is given? They may have the ability to demand the document created by the prospective employer when receiving the reference from the previous employer. See the sidebar for specifics in how The Personal Investigations Act of Manitoba provides employees some recourse if this happens (next page).



The provisions in the Act, taken together, provide the right for an employee who is denied employment by a bad report to try to get to the bottom of what was said about them by a reference.

First, before a potential employer calls a reference they must be authorized to do so by the employee. This sounds simple and straightforward but is complicated by the employment application form that often requests authorization to contact previous employers in your work history. The employee should read the terms of the employment application form carefully if they don't want to authorize the prospective employer to contact previous employers.

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The Personal Investigations Act of Manitoba has several definitions and clauses which protect an employee from malicious bad references. Keep in mind:

"personal investigation" means any inquiry by any person to obtain factual or investigative information from any source other than the subject with a view to entering into or amending an agreement with the subject for credit, insurance, employment or tenancy, whether the information is transmitted immediately in a personal report or compiled in a personal file;

"personal report" means any report, whether written or oral, of information obtained from others in the course of making a personal investigation;

Consent required

3(1) No person shall conduct, or cause to be conducted, a personal investigation
(a) without the consent of the subject of the investigation, provided in accordance with the regulations;

Subject to be advised of refusal of benefit

6 Where a personal investigation has been conducted and the subject is subsequently denied a benefit, in whole or in part, the user shall, within 10 days from the date of the denial, advise the subject in writing of the denial and the right of the subject to be advised as to any information obtained through the investigation, in accordance with section 7.

Information to be furnished to subject

7(1) When a subject is notified of a denial, in whole
or in part, of an application for a benefit, the subject has the right at any time within 30 days after the notification is given under section 6 to be informed by the user

(a) of the name and address of any personal reporting agency from which information was obtained;
(b) as to the source and detail of all factual information obtained elsewhere than from a personal reporting agency;
(c) as to the nature of all investigative information obtained elsewhere than from a personal reporting agency; and
(d) as to his or her right to protest any information contained in the personal report or the personal file and the manner in which a protest may be made.

Questionable References

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Next, if the prospective employer is given authority and receives a reference that results in the rejection of the employment application, that employer has to provide the employee written notice of the rejection of employment and that the employee has the right to information that was obtained during the "investigation" of their references. This step is often not followed but an employee refused a job can insist on receiving such notice. It's the law.

Once the notice of denial of employment is received by the employee, she has thirty days to demand that the prospective employer provide a description "as to the nature of all investigative information obtained" during the course of the reference check. She also has the right to protest the information that was provided if it was unfair or untrue.

Once the information regarding the bad reference is obtained by the employee, there may be the opportunity to sue the previous employer for slander if what they have said is not true and causes damage to the employee's employment opportunities.

Health care professionals experience many exceptional demands from the types of careers they have chosen. They also have the right to demand that they be treated professionally and fairly. Ensuring that employers provide fair and accurate references as to the qualities they bring to their careers is one way to achieve the work environment that they work so hard for. MAHCP strives to support each member's desire for a happy and worthwhile workplace.

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 Shelley at 772-0425.

Did you know...

Type 2 diabetes is managed through physical activity and meal planning and may require medications and/or insulin.

MAHCP Member Retirees

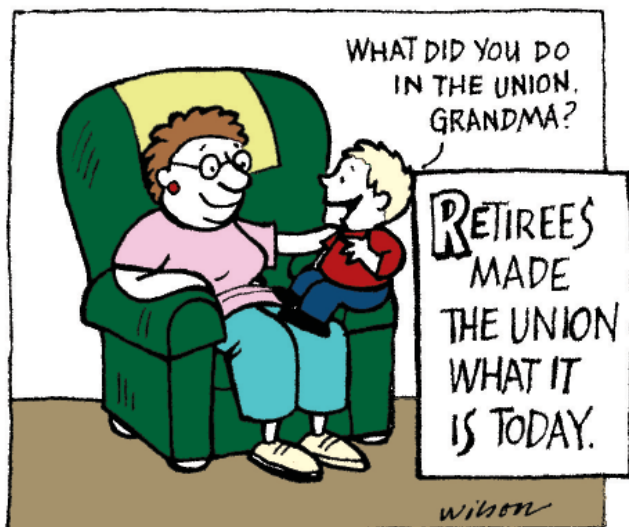
We are counting on you . . .

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.

- **Rennie Effenbein**, Medical Lab Assistant, Gamma-Dynacare Medical Labs
- **Lloyd Leknes**, Respiratory Therapist, Seven Oaks General Hospital
- **Michelle Gosselin**, Cytology Technologist, Gamma-Dynacare Medical Labs
- **Helen Allwood**, Lab Technologist, DSM - HSC
- **Janice Beales**, Pharmacist, HSC
- **Debbie Bedford**, Lab Technologist, DSM - HSC
- **Kathy Romans**, Radiology Technologist, VGH

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



How Well Do You Know Your Collective Agreement?

Question: After I file a grievance, can my manager and I discuss the grievance and come to an understanding and resolve the grievance during this meeting?

Answer: No, after a grievance is filed, it must be resolved with the union:

Article 2310 Nothing contained in this Agreement shall preclude settlement of a dispute or grievance in any matter whatsoever by mutual agreement between the Association and the Employer.

"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."

DRAFT Central Table Collective Agreements are now available to view online at www.mahcp.ca

Collective Agreements

• • • • • **Who Are We?** (from page 7)

- **Answer:** We are the Cellular Therapy Laboratory Technologists at CancerCare Manitoba.

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.

2012-13 Executive Council

Officers

President	Robert Moroz CCMB, Radiation Therapist
Vice President	Al Harlow DSM - Concordia Hospital Laboratory
Treasurer	Michael Bachynsky St. Boniface Hospital Respiratory
Secretary	Gale Rowley Brandon RHA, Mental Health

Directors

Audiology	Leanne Gardiner, Brandon RHA, Audiologist
Cardiology	Colleen Bemister, Misericordia Health Centre
Clinic	Sherry Lussier, Gamma-Dynacare Medical Labs, Laboratory Technologist
Community Therapy Services	Margrét Thomas, Physiotherapist
Dietitian	Vanessa Hamilton, Brandon RHA
EEG	Jodi Kent, St. Boniface Hospital
EMS	Jessie McNeill, Southern RHA
Laboratory	Janet Fairbairn, CCMB
Medical Physics	Chad Harris, CCMB
Mental Health	Paulette Sherb, Brandon RHA, Mental Health Clinician
Occupational Therapy	Ann Patton, HSC
Orthopedic Technology	John Reith, HSC
Pharmacy Technician	Christina Taitley, Victoria General Hospital
Pharmacist	Bob Bulloch, HSC
Physiotherapy	Shelley Kowalchuk, Health Sciences Centre
Radiology	Michael Kleiman, HSC
Recreation	Zana Anderson, DLC
Social Work	Sylvie Theriault, HSC
Burntwood RHA	Tanya Burnside, Pharmacy Technician
Northern RHA	Lesla Nordick, Community Health Developer
Winnipeg Region	Janelle Morissette, DSM-HSC, Laboratory

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Rachiel Langit
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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

Walter McDowell, LRO:
walter@mahcp.ca

DSM - St. Boniface Hospital, DSM -
Misericordia Health Centre, Gamma-
Dynacare Medical Labs

Birgit Molinski, LRO:
birgit@mahcp.ca

Currently providing relief support
for all portfolios.

Gary Nelson, LRO:
gary@mahcp.ca

Victoria General Hospital, Brandon
RHA, Brandon Clinic, Society for
Manitobans with Disabilities,
Actionmarguerite, Rehabilitation
Centre for Children, CancerCare
Manitoba

Armand Roy, LRO:
armand@mahcp.ca

Seven Oaks General Hospital, Breast
Health Centre, Aboriginal Health &
Wellness Centre, Nor-Man RHA,
Burntwood RHA, South Eastman
Health

Ken Swan, LRO:
ken@mahcp.ca

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

Merry Christmas and Happy New Year!!

From the
Executive Council
and
Staff of MAHCP



**Send in Your
Email Address**

If you would like
to receive this
newsletter by email
only or in addition
to your paper copy,
please email

joan@mahcp.ca or visit the MAHCP website.

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.

**Don't forget to let us know if any of
your contact information changes!!**

WORD SEARCH

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

COMMUNICATION

Answer	contact	discuss	email
fax	inform	letter	newsletter
online	question	radio	talk
teleconference	telephone	text	TV

IMPORTANT

Send in Your Central Table Collective Bargaining Proposals

The Bargaining Team is now accepting proposals for Central Table Collective Bargaining 2014. Go to http://www.mahcp.ca/proposal_form.asp if you wish to send in an electronic proposal. If you require help in filling out the form, please contact Cathy at 204-772-0425 or 1-800-315-3331.

The deadline for submissions is Friday, March 1, 2013.



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