

NEWS

Manitoba Association of

HEALTHCARE

June 2009

Professionals

Support Your 2010 Bargaining Committee!



Your 2010 Bargaining Committee Needs You! It is quick and easy and will only take a couple of minutes of your time. Our survey can be completed in one of three ways:

1. **Survey Monkey:**
 - a. If your e-mail is on file with the Association office, an invitation to participate in the survey will have been sent to you. Click the link; fill it in – quick and easy.
 - b. If you do not have your email on file with the Association office, you can get a link to the survey from the Association web page at www.mahcp.ca; look for the “Bargaining Survey” link.
2. If you do not have web access, please use the form enclosed with the newsletter.

Manually collating surveys takes many hours, so if you have a choice, please use Survey Monkey.

You will be providing important data and information that will strengthen and support your Bargaining team on issues during negotiations. Thank you for your support.

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Editor: Wendy Despins, President
wendy@mahcp.ca

Enclosed with this Newsletter:

- Executive Council Nomination Form
- Staff Rep Nomination Form
- Call for Resolutions Form
- Scholarship Application Forms
- Central Bargaining Committee Nomination Form
- Central Table Bargaining Survey

Meeting Calendar

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



June 9, 2009

- Seven Oaks Staff Rep Mtg
Hospital Cafeteria
1200 hours

June 10, 2009

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

June 10, 2009

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

June 15, 2009

- AHCW Staff Rep Meeting
Golden Terrace Restaurant
1200 hours

June 18, 2009

- HSC Staff Rep Mtg
FE019 Chown Room, CSB
1130 hours

June 18 & 19, 2009

- Staff Rep Training Level 1
101-1500 Notre Dame Ave.
0830 hrs to 1630 hrs

June 22 & 23, 2009

- Staff Rep Training Level 2
101-1500 Notre Dame Ave.
0830 hrs to 1630 hrs

June 25, 2009

- SERHA Staff Rep Meeting
Smitty's Steinbach
1200 hours

July 8, 2009

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

July 8, 2009

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

July 14, 2009

- Seven Oaks Staff Rep Mtg
Hospital Cafeteria
1200 hours

July 20, 2009

- AHCW Staff Rep Meeting
Golden Terrace Restaurant
1200 hours

July 23, 2009

- SERHA Staff Rep Meeting
Smitty's Steinbach
1200 hours

September 8, 2009

- Seven Oaks Staff Rep Mtg
Boston Pizza
1200 hours

September 9, 2009

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

September 9, 2009

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

September 16, 2009

- HSC Staff Rep Mtg
RR125, Rehab Building
1130 hours

September 21, 2009

- AHCW Staff Rep Meeting
Marigold's Restaurant
1200 hours

September 24, 2009

- SERHA Staff Rep Meeting
Smitty's Steinbach
1200 hours

October 13, 2009

- Seven Oaks Staff Rep Mtg
Boston Pizza
1200 hours

October 14, 2009

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

October 14, 2009

- General Staff Rep Meeting
Cancelled - Please attend
the AGM

October 15, 2009

- Annual General Meeting
Clarion Hotel
Registration at 1730 hrs
Meeting at 1800 hrs
Reception at 2000 hrs
Meeting Room TBA

October 19, 2009

- AHCW Staff Rep Meeting
Marigold's Restaurant
1200 hours

October 22, 2009

- HSC Staff Rep Mtg
FE019 Chown Room, CSB
1130 hours

October 22, 2009

- SERHA Staff Rep Meeting
Smitty's Steinbach
1200 hours

2008-09 Executive Council

Officers

President

Wendy Despina,
DSM - SBGH, Laboratory

Vice President

Al Harlow
DSM - Concordia Hospital
Laboratory

Treasurer

Chad Harris, CCMB
Medical Devices

Secretary

Bob Bulloch, HSC
Pharmacist

Directors

Audiology

Leanne Gardiner,
Brandon RHA

Community Therapy Services

Margrét Thomas,
Physiotherapist

Laboratory

Janet Fairbairn, CCMB

Mental Health

Kathy Yonda, Brandon
RHA

Nuclear Medicine

Shelagh Parken, HSC

Occupational Therapy

Adele Spence, DLC

Orthopedic Technology

John Reith, HSC

Physiotherapy

Shelley Kowalchuk, HSC

Radiology

Michael Kleiman, HSC

Recreation

Zana Anderson, DLC

Respiratory

Michael Bachynsky, SBGH

Burntwood RHA

Tanya Burnside,
Pharmacy Technician

Winnipeg RHA

Jason Linklater, HSC,
Orthopedic Technology

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

Staff Assignments

Lee Manning

Executive Director
lee@mahcp.ca

Janet Beaudry

Executive Assistant
janet@mahcp.ca

Lauren Shier

Secretary/Receptionist/Clerk
lauren@mahcp.ca

Joan Ewonchuk

Administrative Assistant
joan@mahcp.ca

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

Call for Nominations for Central Bargaining Table Committee 2010

We are currently preparing for negotiations 2010. The pre-negotiation process is underway and has included planned meetings with the membership by the Committee Chair and Chief Negotiator to solicit



proposals for the Central Table. Proposals will also be solicited through a proposal form which is available on the website, from Staff Representatives and through the mail.

In addition to this, the LRO's are reviewing grievances and language disputes, by occurrence, to establish trends and to develop proposals out of those trends. The strategy for the development of the bargaining team is being prepared, a part of which is this initial request for nominations from the membership. Additionally, Staff Representatives will be utilized as a conduit for communications between the membership and the bargaining team.

The Central Bargaining Committee shall consist of equal parts of:

- a) The Executive Council; and
- b) The general membership. Preference is given to those with experience (eg. current Staff Representative, Executive Council member within the last 5 years, or previous Negotiations Committee member).

The general membership may nominate candidates, who are members in good standing, for a position on the Bargaining Committee. This must be accompanied by two supporting signatures, who are also of members in good standing of the Association. Final selection of the Central Bargaining Committee will be made by the Committee Chairperson and the Chief Negotiator as per the "Central Bargaining Committee Policy, January 15, 2005".

Nominations may be sent to the Association office by fax or mail.

The deadline for nominations is Friday, July 31, 2009 at 1600 hours. **(Nomination Form is enclosed with this newsletter mail-out.)**



President's Report

I hope this photo piqued your curiosity. This was our view through the windshield as Lee and I recently travelled for approximately 8 ½ hours between The Pas, Flin Flon and Thompson. Lee Manning, the executive director and I are midway through our tour of member meetings. The tour concludes on June 18th at the Victoria General Hospital. 2010 bargaining is the primary focus of the meetings, and we are highlighting a couple of key items. As already noted on page 1, we are asking for a strong response from membership on the pre-bargaining survey.

We are also asking members to use the recently developed "Bargaining Proposal Form". The form can be found on our MACHP website and a copy has been included with the newsletter. We know that the workplace is an ever changing environment. Likewise the demographic of the membership is changing with shifting priorities and different values. Our multigenerational membership now spans as many as four different generations, all with different needs and goals. We want to capture those differences recognizing that what is important and appropriate for someone at the entry level of their career is vastly different from someone at the twilight end of their career. Both of these initiatives are vehicles designed and intended for you the membership to have an opportunity to identify what is important to you and to provide us with good solid data to support your position. Working together we can rise to the challenges before us.



In Solidarity
Wendy Despins
President MAHCP

Psychological Harassment

by Walter McDowell, LRO

Employers and Unions ought to know that complaints of harassment must be investigated promptly, thoroughly and fairly, however we have experience to the contrary.

It is obvious to observers and painfully obvious to our members and others that experience personal harassment, that there is for the most part, a systemic lack of understanding and competencies to deal with issues of harassment when it occurs. Many people who are targets of personal harassment feel unsupported by the current systems in the workplace. There also appears to be a general lack of understanding of the obligations that all the stakeholders have.

One of the major items that is lacking is a standardized approach to dealing with Respectful Workplace Policy complaints, and complaints of psychological harassment or bullying.

The investigative process is a key part of the policy that is not dealt with in a uniform way throughout the system. The individuals charged with the responsibility of investigating these types of respectful workplace complaints need to have specific competencies and expertise tailored to these investigations.

There is one fundamental notion that needs to be understood by Government, Employers and Employees when it comes to this topic. The major premise behind personal harassment/psychological harassment (bullying) is that it is a workplace safety and health issue and all issues of bullying can result in the risk of impairment of people's physical, mental and emotional health in the workplace.

I believe that it is time that our government provide some

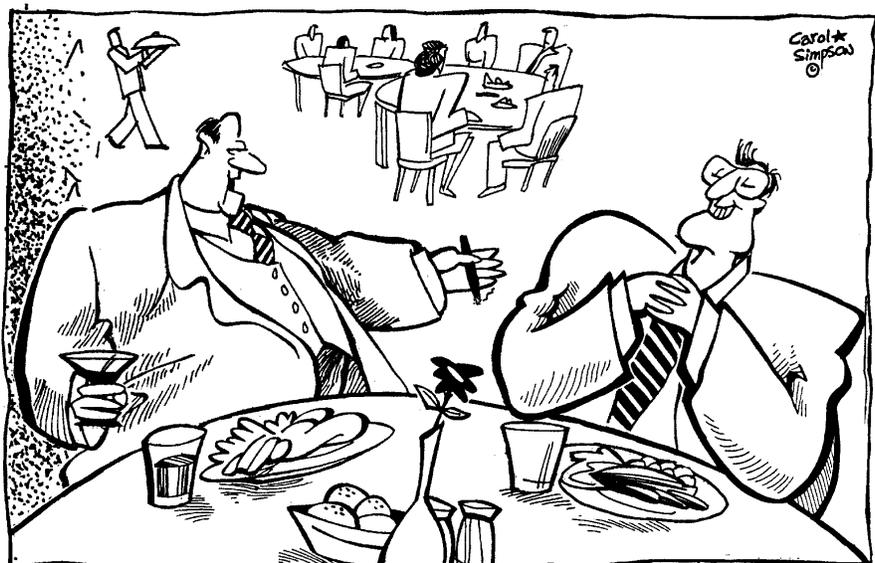
leadership as it has in the past with improvement of our workplace safety and health laws to include psychological harassment as part of the workplace safety and health act. The current laws in place are not focused on the specific issues related to this type of insidious form of harassment, which is not based on any of the prohibited grounds contained in Human Rights legislation.

If bullying or psychological harassment was against the law, the same as other workplace health and safety infractions, then the incidents, conditions and the behaviours that characterize the cause and effects of bullying would be controlled and managed in the workplace. Other hazards or unsafe conditions are currently managed by employers and workplace safety and health committees through legislation and regulation. Regulation usually includes elements of a safety program such as prevention, development of policy, dealing with complaints and investigation.

In the not too distant past, the Manitoba Government seeing a need for improvement to Workplace Safety, focused on the high accident statistics and enacted further legislation to deal with the accident rates. Now, through improved legislation and regulations, the statistics are showing that the concerted effort between WCB and WPS&H department, real positive change is happening in workplaces throughout the Province.

A very big part of any change is education and understanding of the toxic behaviours, toxic workplace environment and the toxic impact, not only to the health of individuals, but the loss of human productivity, due to stress, depression, physical illness, lost time (sick days) and the associated employment costs. The frequency and severity of incidents that could be characterized as bullying are currently left undetected and unmeasured in most workplaces.

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"Our management strategy is unrelenting psychological abuse without resorting to cheap racial or sexual harassment."

Bullying cont'd from page 4

There was a time that Sexual Harassment was relatively unknown to the general workforce as an issue because it did not have legislation to direct employers to provide the necessary policy and procedures to address and prevent such occurrences. Once these laws and regulations were established, employers put in place such measures as to educate and address incidences as they occurred. This has had a net reduction in overall incidences and just as importantly, a higher level of awareness.

Sexual harassment has now come to be something that everyone has a good grasp on insofar as knowing what it is when it presents and knowing what to do about it when it occurs. The employer, employees and everyone in the workplace has had an opportunity to learn about the topic and be vigilant towards any manifestation of it in the workplace. We know what it is and how to deal with it as a result. We need to ask our Government why we can't employ the same to bullying in the workplace, and treat it in the same fashion.

Just as we know that changes to the Workplace Safety and Health Act and regulatory changes made to WCB in Manitoba have made significant improvements in many workplaces, there is still more we all can do to improve the work environment so that employees can define, know how to report, investigate, prevent and educate around the notion of Psychological Harassment.

Legislation on psychological harassment changes the way employers, unions and arbitrators deal with issues raised by harassing behaviour in the workplace, just

like legislation did for sexual harassment.

Specific legislation and access to workers' compensation, act as an incentive for education, training, policy implementation and prevention practices. They are also a necessary ingredient towards positive healthy change in the workplace.

The Government of Quebec was the first in North America to enact such progressive legislation, followed by the previous Saskatchewan Government. In Saskatchewan it is clearly defined:

Personal Harassment

The second category relates to personal harassment, which is not based on any of the prohibited grounds.

It is sometimes referred to as "bullying". This includes any inappropriate conduct, comment, display, action or gesture by a person that:

- *adversely affects a worker's psychological or physical well being; and,*
- *the perpetrator knows or ought to reasonably know would cause the worker to be humiliated or intimidated.*

Personal harassment must involve repeated conduct or a single, serious incident that causes a lasting harmful effect on the worker.

Personal harassment may include:

- *Verbal or written abuse or threats*
- *Insulting, derogatory or degrading comments, jokes or gestures*
- *Personal ridicule or malicious gossip*
- *Unjustifiable interference with another's work or work sabotage*
- *Refusing to work or co-operate*

with others

- *Interference with or vandalizing personal property*

All incidents of inappropriate conduct should be appropriately addressed to ensure that the workplace remains respectful and free of harassment.

In Manitoba a private members bill tabled draft legislation that passed first reading in the Manitoba Legislature in October of 2007, unfortunately the legislation has not been enacted, nor is any legislation being contemplated insofar as we are aware.

Legislation in itself does not guarantee adequate implementation, however it is the foundation of what is to be the first step in getting towards an even healthier workplace.

Psychological Harassment makes people sick. This issue will not go away for any of us if we keep ignoring it or are unaware of the fact that it happens and is still happening in many workplaces.

We all know or ought to know that it is everyone's responsibility for workplace safety under our current laws.

The question is what are Governments, Regulating Agencies, Employers, Unions and Union members as well as Citizens going to do about it?

Psychological Harassment, Sexual Harassment and Racism hurt everyone. We have addressed two of these issues in a systematic way, let us all make a concerted effort to address the third one too.

It is now a time for action on this Workplace Safety Issue!

Mel Myers Labour Conference 2009

We need education to enter our professions and usually we need more education to move through the various tiers in our professions – but how do we learn about our rights while at work?



Shelley Kowalchuk

Staff reps and Labour Relations Officers can help us with this, but how and where do they get their knowledge?

Labour education in Manitoba can take a few forms, but one of the best forums is the Mel Myers Labour Conference. Now in its eighth year, this conference is hosted by the law firm of Myers Weinberg, which specializes in labour law here in Winnipeg. I was fortunate to be one of eight staff reps from MAHCP that was selected to attend this year's conference, held March 12 & 13, 2009.

Attendees at the conference came from all types of unions in Manitoba; from health care unions such as ours, to the postal workers, transit workers, and Safeway employees. This provided a variety of perspectives, though all would agree, we were there to hear about how to better understand labour issues and take this knowledge back to serve our members better.

Plenary sessions ranged from "The Plight of Migrant Workers" to listening to how arbitrators think (from the arbitrators' perspective). There was also a thought-provoking talk from clinical psychologist Dr. A. Herscovitch and Dr. Lindy Lee, director of the Addictions Unit at HSC regarding reintegrating addicts back into the workplace. The Migrant Worker talk, by organizer Tom Hesse of UFCW, discussed a high-profile case in Alberta that took ten years of organizing to be successful. The perseverance displayed by the organizers and the workers involved were impressive, and made me realize how lucky we are to not have to fight to even have a union represent us.

There were a number of break-out sessions that were available;

Bargaining in Tough Times, Key Issues in Workers Compensation, Bullying – Towards a Respectful Workplace, STRIKE!, Grievance Investigation, Duty to Accommodate, and Attendance Management – Know Your Rights. Unfortunately, we couldn't pick them all, since all promised to be touching on important issues. Likewise, there isn't space to discuss all of them, so I'll mention the three that left the biggest impressions on me.

How could one pass up "Bargaining in Tough Times"? Professor Dr. Robert Chernomas gave us a more global perspective, while Mike Bell, an economist from the Manitoba Teacher's Society gave a more pragmatic view.

Chernomas argued that basically the rich are getting richer (and I don't think that anyone there would argue with him) and unfortunately he had a lot of statistics to prove his point. He also pointed out that real wealth accumulation has not grown nearly as much as 'finance', which has grown extraordinarily – but what is actually produced?

Bell, on the other hand, gave participants information as to what is happening economically in Manitoba, as opposed to the Canadian experience. He stated a number of times that "Manitoba is not Canada", meaning that the impact of the economic downturn in Canada is not the reality in Manitoba. He felt that the economy in 2009 would be 'sub-par' but would rebound in 2010. This contrasts with predictions that the Canadian GDP is expected to decrease in 2009, and unemployment may be 2 points higher than Manitoba. He also pointed out that we are not in a recession in Manitoba and that the economic growth resembles the inflation and unemployment rates in 2001 and was even "a long way from 1991 performance". The take home message was that we have seen similar slow downs in the recent past, and wage settlements were still acceptable, e.g. during 2001 – 2002 public wage settlements were between 2.5 and 4% per year. Though the media predicts doom and gloom scenarios globally, groups going into bargaining need to remind

the employers that "Manitoba is not Canada".

STRIKE! This was a lively session with lawyer Garth Smorang as moderator, labour lawyer John Harvie and retired director of CAW Dale Paterson discussing tactics used while preparing for a strike, limits on striking (and how you can push those limits), what does bargaining in good faith mean, what is an injunction, and when to return to the bargaining table. It was an inspiring talk, with some good stories, and tips on how to organize a successful picket-line. Having never been on strike myself, it was an eye-opener as to how much organization (from porta-potties to being respectful to the police) was needed, and I left the session fired up and ready to rent a trailer (for strike headquarters) when the need might arise.

Finally, Attendance Management – Know Your Rights: this topic was very interesting, and it provided a lot of insight into how Attendance Management Programs (AMPs) are created. Legally, these programs must be:

- 1) consistent with the Collective Agreement
- 2) not unreasonable,
- 3) clear and unequivocal,
- 4) brought to the employees' attention before the company acts on them,
- 5) If discharge is a consequence of breaching rules employees must be forewarned, and
- 6) it must be consistently enforced.

Culpable absences are the only absences that should attract disciplinary measures (e.g. such as excessive lateness, false explanation for absences or no reason given). Non-culpable absences such as verified sick leave and medical appointments can only attract counseling measures, not discipline.

Other discussions centred around pattern absences (being away on Fridays all the time), whether absences due to disability could lead to discipline, and the employers duty to accommodate. Also, workers should know that even if you have accumulated sick time, if you have excessive absences, one can still be dismissed. The employer must provide documentation that there have been

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written warnings provided, and prove that there is excessive absenteeism (greater than the department average) and can infer that the absenteeism will continue. Even if a person can prove a disability, and the employer can prove they have tried to accommodate but now continuing to try to accommodate would be an 'undue hardship', that worker can be let go.

It was also stressed that workers must keep their personal information and their health information private, and indeed have the right to do so. One should never sign anything allowing release of all personal medical information to the employer, and the employer does not have the right to know any particular medical diagnosis. The session provided a lot of important information for workers and brought the message that people have to be aware of their rights.

Overall, that last thought symbolizes the many topics discussed at this conference. We should know our rights – and with the help of our union, and conferences such as these, we can educate ourselves on how to do that.

by Shelley Kowalchuk
Physiotherapy Director, Executive
Council and Staff Rep, HSC

I would highly recommend anyone involved in the union to attend this

conference, represented by the legal firm of Myers Weinberg. Relevant topics, knowledgeable speakers, and little-to-no legal jargon made for an excellent gathering of between 300-350 attendees. They provided straight talk on real work issues that affect all workers at any job site in any industry. My only regrets were that one couldn't attend all the sessions, since they were offered simultaneously in adjoining rooms, but it was still excellent. Two thumbs up!

Rob Krezanski
Staff Rep
HSC Adult Ultrasound

I had the fortunate opportunity to attend the 8th annual Mel Myers labour conference here in Winnipeg, on March 12 & 13. This was my first time attending such a conference.

By attending the labour conference I was able to gain insightful knowledge into how Workers Compensation operates. There was much discussion on how to submit a claim and the process of appealing their rulings.

I think everyone would agree that it was two days packed with a great deal of information to absorb. The session on "Bullying and Harassment in the work place" was very enlightening and informative. This is something that is going on in many of our workplaces, and is a very difficult issue to deal with.

Other sessions that I attended covered "Attendance Management: Know your Members' Rights" and "Grievance Investigation and Preparation for Arbitration". I found this last one especially useful, because as a staff rep I am called upon to help my fellow co-workers file grievances. This can sometimes be very frightening for a member, but I was given many scenarios to help guide me thru the process.

The plenary sessions provided some general information with regards to the plight of migrant workers under Canadian Law. An army of guest workers is coming. Are they being treated fairly and equitably? No! Why are we letting this happen? What can we do? It made me realise the necessity of labour unions and their fight for all of us.

I am grateful for MAHCP for sponsoring me to attend the conference. It was useful in augmenting my Staff Rep training.

Respectfully submitted
Marcia Tait, Staff Rep
DSM- SBGH site
Pathology lab

Attending my first labour conference was quite an experience. I was amazed by the number of people that filled the room and the range of occupations and industries that people were there representing. I had

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Call for Resolutions

The Manitoba Association of Health Care Professionals is accepting resolutions for change(s) and/or additions to:

- Constitution and Bylaws
- Standing Rules
- Policy Papers

Resolutions must be specific and must be typed or in legible handwriting. The resolution must be moved and seconded by Members of the Association. The mover of the motion must attend the Annual General Meeting on October 15, 2009, to speak to the motion

as written. A telephone number should be included should clarification be required. A copy of the resolution form will be available in the newsletter, or may be obtained by calling the office (772-0425), or by downloading from the website (www.mahcp.ca).

Please forward all motions to the MAHCP office, to the attention of Al Harlow, Vice-President. **Motions are due at the MAHCP office prior to 1600 hours June 26, 2009.**

In solidarity,
Allan Harlow, Vice-President
Chair - Governance Committee

Call for Nominations MAHCP Executive Council 2009-10

Nominations for the 2008-09 Executive Council are due at the MAHCP Office, 101-1500 Notre Dame Ave., Winnipeg, MB. R3E 0P9 on or before 1600 hours Friday, June 26, 2009. Please send to the attention of the Nominating Committee.

In order to be valid, a nomination must be signed by two eligible members of the Association (i.e. same occupational group, same geographical health region), and must include signature of acceptance of the eligible nominee.

The Executive Council of MAHCP monitors the business affairs of the Association, plans policy, and sets direction for the Executive Director to follow. The Constitution permits representation from each geographical health region, each occupational group with ten or more members, and each special interest group.

The following represents the current Executive Council positions, which have **one year** remaining in the existing term of office:

Officers:

President

Regional Directors:

Winnipeg RHA

Employee Interest Group Directors:

Community Therapy Services

Occupational Group Directors:

Mental Health

Nuclear Medicine

Occupational Therapy

Radiology

Nominations will be accepted for the following vacancies on the Executive Council for a full **two year** term of office:

Officers:

Vice-President

Regional Directors:

Burntwood RHA

Brandon RHA

Nor-Man RHA

South Eastman RHA

Employee Interest Group Directors:

Aboriginal Health & Wellness Centre Clinics

Jocelyn House

Society for MBs with Disabilities

Occupational Group Directors:

Audiology

Cardiology

Child Life Specialist

Dietitian

Electroencephalography

EEG

EMS

Food Service Supervisor

Home Care Coordinator

Laboratory

Medical Physics

Midwife

MRI

Orthopedics

Pastoral/Spiritual Care/Chaplain

Pharmacist

Pharmacy Technician

Physiotherapy

Psychologist

Radiation Therapy

Recreation

Resource/Utilization Coordinator

Respiratory Therapy

Social Work

Sonographer

Speech Language Pathology

(N.B. Should any members believe that a particular occupational group constitutes ten or more members, but is not listed herein, please forward a duly completed nomination for consideration by the Executive Council).

Any inquiries regarding the nomination/election process can be directed to the MAHCP office via mail, phone 1-204-772-0425, e-mail info@mahcp.ca, Fax 1-204-775-6829, or by our toll free number 1-800-315-3331.

A nomination form has been included in this newsletter and can also be obtained by calling the MAHCP office or downloading from our website, www.mahcp.ca.

In Solidarity,

Adele Spence

Chair - Nominations Committee



Adele Spence

Call for Staff Representative Nominations

All terms for Staff Representatives are for two (2) years beginning at the end of the Annual General Meeting in October. When required the Executive Council may appoint Staff Representatives if a vacancy occurs during the term or if nominations come in after the deadline date. These appointments end at the next Annual General meeting.

All those Staff Representatives who had their nominations in by the June 27, 2008 deadline still have one (1) year left in their term. These terms will end at the end of the 2010 Annual General Meeting.

The terms of those Staff Representatives who have been appointed by the Executive Council since June 27, 2008 will expire at the end of the 2009 Annual General Meeting. You will need to be re-nominated by this year's deadline in order to qualify for a two (2) term.

If an election is required they will be held according to the Constitution.

For a comprehensive list of the areas that are eligible to have a Staff Representative, please go to the web site (www.mahcp.ca). If you do not have access to a computer a list can be sent to you.

Your nomination must be received at the Association office by 1600 hours on Friday June 26, 2009.

In Solidarity,
Adele Spence

Chair – Nominations Committee

MAHCP Scholarship Fund

MAHCP Executive will award up to five (5) - \$400, scholarships annually. Scholarships are open to children of MAHCP members entering their first years of full-time post-secondary education. E.g.: University or Community College, etc.



Eligibility:

Consideration will be given to candidates (students) who must submit the following information:

1. A copy of their final High School transcript of marks.
2. A letter of recommendation from one of the following (teacher, employer, counselor, or supervisor).
3. A brief letter or resume outlining activities such as volunteer work, community work, or extracurricular activities.
4. A 500 word essay on the benefits of being a union member.
5. Their intended course of study and their letter of acceptance to a Post Secondary program must also be included.
6. Candidates should include their parent(s)/ guardian(s) full name and place of employment.
7. Applications must be complete in full, otherwise they will not be considered.

Process:

Deadline submission of application (available on-line or through MAHCP Office) no later than 1600 hours on July 25th to:

Bob Bulloch - Chairperson
MAHCP Scholarship Fund
101-1500 Notre Dame Avenue
Winnipeg, MB R3E 0P9

MAHCP Executive will notify all candidates by mail by the end of August.

MAHCP Monique Wally Memorial Scholarship Fund

The criteria for the Monique Wally Memorial Scholarship Fund is the same as the MAHCP Scholarship Fund, except for the following: one (1) - \$400 scholarship will be awarded annually to a resident of Manitoba entering their first year of full-time post-secondary education in an Allied Health Profession; and the topic of the 500 word essay is "why enter into an allied health profession?".

Call for Honour Roll Nominations

Eligibility:

The intent to publicly acknowledge the contribution of a Manitoba Association of Health Care Professionals member who has enabled the Association to grow and prosper.

This includes individuals who have given a generous amount of time serving as an elected officer on the Executive or one of many committees such as EAP, HEPP, Workplace Health and Safety.

It also includes individuals who have helped organize or were instrumental in organizing groups to join the Association.

Normally, individuals who have retired or are close to retirement and who have the general support of their colleagues would be considered.

Process:

Deadline for submissions will be no later than the end of July.

To: Bob Bulloch, Secretary
Chairperson, MAHCP Honour Roll
101-1500 Notre Dame Avenue
Winnipeg, MB R3E 0P9

Criteria:

A member in good standing:

- Who has served in an elected position on the Executive for at least two terms; and/or
- Who has served as a representative of the Association on Committees such as collective bargaining, EAP, Workplace Health and Safety; and/or
- Who has in a major way assisted in organizing new units for the Association; and/or
- Who has actively promoted the Association to others; and/or
- A member who has retired or is close to retirement; and/or
- A member who is generally recognized as a positive influence on behalf of the Association by their peers.

Helpful Legal Information for MAHCP Members

The Rule of Estoppel

by Jacob Giesbrecht
of Inkster Christie Hughes, LLP



There is a recent development in the arbitral jurisprudence that may be unjustly depriving certain members of benefits under the collective agreement. The rule of estoppel is being used more and more by labour arbitrators in deciding disputes over the interpretation of the collective agreement. The rule can operate in a situation where, even though the union is successful in arguing the correct method of interpreting the collective agreement, the arbitrator can apply the rule of estoppel so as to prohibit the union and its members from being able to rely on the correct interpretation.

The rule of estoppel is based on a change to the terms of a contract. It has a number of parts. Arbitrators in Manitoba have recently decided the rule may be imposed where a union knew or should have known about how the employer was administering a term of the collective agreement. The courts of law adopt a 6 part test to determine if the terms of a contract have been changed by the conduct of the parties. They are:

- (1) There must be a promise by someone in the union (or the employer);
- (2) The promise must be clear and unequivocal;
- (3) The other side must have changed her position as a result of the promise
- (4) There must be a real legal relationship between the parties;
- (5) The legal relationship must be affected by the promise;
- (6) The one making the promise must have intended to affect the legal contract in place.

The new application of the rule of estoppel in the Manitoba cases has misinterpreted these legal requirements and has applied estoppel even when the union did not know about the misapplication of the collective

agreement. When the rule is imposed, the arbitrator makes a determination that the benefit should be provided but for the rule of estoppel and, in essence, suspends the correct interpretation of the agreement until it expires.

The MAHCP is fighting hard against this application of the rule. It has taken the employer to task in a number of instances where the rule was invoked to preserve a long standing practice determined by an arbitrator to be in violation of the collective agreement.

The rule should not be imposed where there is simply silence on the part of the union in the face of an employer's method of calculating a benefit. Uninformed silence is not a clear and "clear and unequivocal" promise as required by the law. It is not intended to affect the application of the collective agreement, the terms of the legal relationship between the parties. The employer should have the onus, where it wants the rule of estoppel to apply, to prove these elements in a case. Estoppel should require that a representation be made by one party (the union) with the intention that it be relied on by the employer so as to change the legal relationship. There is no jurisprudence supporting a distinctly different application of the estoppel remedy in the labour arbitration arena than that which is used in the courts of law. The remedy has developed through the common law and its regulation is subject to the order of the jurisdictional court of Queen's Bench in the Province of Manitoba.

This application of the law of estoppel works a basic unfairness to a

union in this context. The collective bargaining relationship works on the basis that the employer will administer the terms of the collective agreement and the union will act in a role much like a firefighter, recognizing problems where members make complaints as to the employer's inappropriate or unfair methods of applying the agreement. The employer will never, or only in the rarest cases, interpret a provision of the collective agreement contrary to their interest. They will only do that which they are obliged to do by the terms of the collective agreement and nothing more. If there is an ambiguity in the language, the employer will adopt that interpretation that favours them. In the face of the differing roles of the employer and the union, there is no obligation on the union to analyze every administrative decision of the employer to determine that the collective agreement is being strictly followed. The union's obligation is only to fully and actively represent its membership when a member comes forward with a legitimate complaint.

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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**

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That is where the union needs help from the membership. Often, the reason an incorrect administrative practice is allowed to go unchecked for so long is that the members, if they question a practice are told by the employer that everything is alright, that the employer is administering the terms of the agreement properly even when it is not. It is at that stage that the employee can do one of two things, accept the explanation of the employer or clarify the issue with a union representative. If the employee accepts the word of the employer in this instance, the rule of estoppel should not be invoked because you are entitled to believe the employer when he tells you something. The rule will only be invoked where the union, not the employee, is made aware of the incorrect practice.

The rule should not be applied where the union remains silent due to lack of knowledge of the issue. This imposes an unfair obligation on the union to suspiciously analyze every aspect of the employer's administration of the collective agreement. This would place the onus on the union to be all knowing and if it is not become aware of an inappropriate remedy for some time, the arbitration process would not help them. The union then must wait for the pressure packed intensity of collective bargaining to deal with any issues of interpretation because even where they are absolutely right in their position before the arbitrator and the arbitrator agrees with the union, the arbitrator can say, because of estoppel, "I can't help you. Deal with it yourselves at collective bargaining."

It is for these reasons that the MAHCP has devoted a lot of time and energy to correcting the application of the rule of estoppel in Manitoba so that this basic unfairness does not deprive its members of the benefits they are entitled to under the collective agreement.

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the fortune to sit at a table with a group of seasoned union leaders who patiently answered all my questions, even the very naïve ones like "Is that a 'union' thing to call each other Brothers and Sisters?" with respect and didn't make me feel uncomfortable at all!

The thing that stood out for me the most was the sense of passion and cohesiveness that most people shared regarding their union position and beliefs. The stories that people shared either in a group or individual setting reinforced my understanding of the need for a unionized environment in the workforce and helped me get a better understanding of my overall role as a staff representative, and how to work with my colleagues to problem-solve towards a better working environment. Being new to this role, and to the union mentality and understanding, I think it was another great introduction to the system and while many of my questions were answered, it also generated on-going questions that I continue to seek answers for and learn from and keeps this whole experience interesting!

Stacie Karlowsky
Staff Rep, HSC, Social Work

On March 12 and 13 I attended the Mel Myers conference in Winnipeg. Our union, the MAHCP had sponsored me, a handful of other staff reps and our Labour Relations Officers to attend.

The conference was well attended, with many staff reps and LRO's from a large number of unions. I enjoyed hearing in panel discussions that, no matter what union or industry, we all deal with similar problems when it comes to employers versus employees. I also learned from the lawyers presenting that there are many legalities involved in writing and interpreting contracts.

In a session titled "STRIKE" I learned that according to the Labour Relations Act the membership cannot go on strike while the collective agreement is in effect. If the membership does go on strike, this action is called a "Wildcat strike". It is illegal and involves very

serious monetary and legal consequences for the membership and its union.

In a session titled "Bargaining in Tough Times" we were told that this is a time to bargain with caution. It would be best to address non-monetary issues such as: addressing workload issues or improved benefits. The speakers also advised that ideally we should negotiate short-term contracts of about 2 years, 3 at most, because the economy might have improved by then.

I attended the session "Bullying – Towards a respectful workplace". Did you know that the most likely people to be bullied are people who are high achievers, very efficient, have superior social skills and are generally better looking? They are perceived as a threat to the person bullying them. The Human Rights code deals with harassment but in a very restrictive manner. Many types of harassment don't fall within the definitions set out in the Code and therefore it cannot be applied. Bullying, especially between two members of the same union, is a very difficult issue for unions to deal with, and often the union is advised to let the employer deal with the issue first because by law it is his responsibility. However, if there is a deficiency in the investigation by the employer then the union can file a grievance. Most people, who are being bullied, resign, get fired or are transferred.

In the workshop "Grievance Investigation and Preparation for Arbitration" the attendees heard from an arbitrator and a lawyer about the legal aspects of filing a grievance and following it through to arbitration. The process is very involved and the better prepared the union and the grievor the chances of delays and unexpected outcomes will be reduced.

These are just a few highlights of the many interesting things I learned and will be able to apply in my role as a Staff rep. I spoke with many interesting people and heard from some fascinating presenters who are very dedicated to the labour movement. The conference was a great success and I thank my union, the MAHCP for making it possible for me to attend.

Birgit Molinski
Staff Rep, DSM HSC Site, Hematology

A Benefit of Attending an AGM

by Susan Cote, Radiology Technologist, HSC

“And the winner of 2 air fare tickets for 2 anywhere Calm Air flies in Manitoba is Susan Cote.” Those were the words spoken by Lee Manning at MAHCP’s AGM last October. Needless to say I was very excited. I didn’t know where Calm Air flies in Manitoba, but soon found out one of the destinations was Churchill.

On April 6th, my husband, Bryan and I took off into the bluest Manitoba sky on a 2 hour and 40 minute flight to Churchill. The temperature in Churchill was -4 and we left -8 behind in Winnipeg. We soon found out that we were the only 2 guests in the Seaport Inn Hotel, but that the dining room would be open for breakfast between 8 and 9 for the 2 of us to have breakfast. We also found out that for the time we were there we were the only 2 “tourists” in town. So everywhere we went, people knew who we were, and the friendliness and hospitality shown to us was awesome.

In April, there are no polar bears and no beluga whales to see. But the town itself kept us busy enough. We checked out all the stores and gift shops, were given carrots to feed to the 2 town horses, visited the fantastic Eskimo museum, and the town complex which houses the school, daycare, town library, at least 3 large indoor play structures, a hockey/skating rink, swimming pool movie theatre as well as being connected to the hospital and health centre.

I met Fran, the X-ray technologist who is currently there temporarily until the RHA finds someone permanent. If any x-ray tech wants more info about working there, even temporarily, like 7-10 days per month, contact me at susanprs@gatewest.net.



There are no cell phone towers in Churchill. I was told this as I was trying to send a text message to home. There is no newspaper there either, so local events are put on a TV channel. You find out about jobs available, arrival of the dentist, when the next fresh fruit and vegetables will be arriving, sales stores are having and when the Legion has Bingo. Bingo was Tuesday at 7 pm, so my husband & I wandered over to play. We were set up with Bingo papers, and because we did not have a clue what to do with all these sheets of papers we were directed to sit by Lenore, the lady in the grey sweater. Lenore is the longest

living permanent resident oldest permanent resident. receptionist working at Also playing at our the x-ray tech, and the town doctor. We played Bingo for over 2 hours, but were not lucky enough

in Churchill, and She is a medical the health centre. table was Fran,



Susan and Bryan Cote and friend

to win a game. My luck changed at the end when I won a door prize, a large bone in ham!

So here we are at 10 pm in Churchill, the polar bear capital of the world, leaving a Legion hall and walking back to our hotel with a big ham in a plastic bag. We were assured that we would be OK because there are no polar bears around at this time of the year. But we walked quickly, looking all around us for any sign of movement.

When we awoke Wednesday morning, we could hear the wind howling, and see the near white out conditions outside. What a drastic change from yesterday when the sun was shining and snow was melting. My first thought was would our flight be cancelled? When we arrived at the airport, the Calm Air clerks greeted us by name and asked if we had packed the ham in our checked luggage or in our carry on! All 3 of the clerks had been at Bingo last night! The flight did leave 30 minutes late and we took off in a white out. Ten minutes into the flight we came out of the clouds and saw that familiar blue Manitoba sky.

I have attended nearly all the AGM’s since coming back into X-ray several years ago. I also was a staff rep and attended the monthly staff rep meetings faithfully for a few years. **Attendance at an AGM is not mandatory. But it does give the MAHCP member a chance to see who else in your work place is part of your Association, who the people are that work daily to improve your benefits, salary and working conditions, the chance to eat some yummy food at the meeting, and perhaps to win a great door prize. I will for sure be at the AGM this fall. Will you?**

Rotary Career Symposium March 11 - 12, 2009

FUN AND JELLYBEANS

For the second year in a row, MAHCP had the privilege of attending the Rotary Career Symposium at the Winnipeg Convention Centre to promote our 160 professions as careers to Winnipeg high school students. The exuberant teens rushed around to the various displays, searching for their life's calling and free stuff. Some had already focused on a career choice and were busy obtaining more information. Most were confused and hoping to discover the best paying, most wonderful job in the world with a six to twelve month training period. All were surprised at the many choices available in the field of allied health care.

This year, we had added a jellybean-counting contest to our display. The prize was the jar of jellybeans (yeah!) and a \$25 gift certificate for McNally Robinson (oh, that's OK). It was fascinating watching the various approaches the teens took

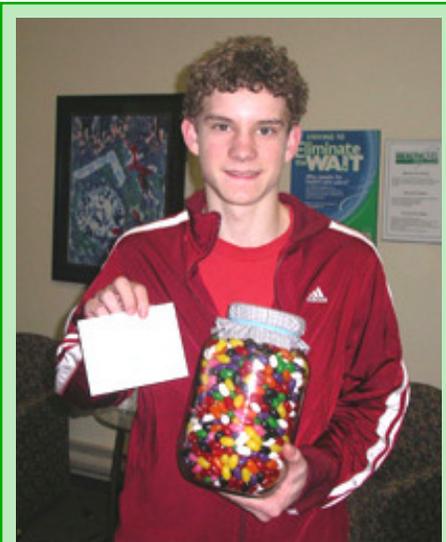
in counting the jellybeans. They varied from using structured mathematical equations to wild crazy guesses. There was collaboration and individual work. There were loud heated arguments and long polite discussions. Flash forward and these students were using some of the same skills and approaches our members use in their workplaces. Although, thanks to unions, we no longer get paid in jellybeans.

Now admittedly, there were times when some of our representatives behind the table wished that the members of the armed forces nearby would share their flak jackets. But this continues to be an experience to be enjoyed. The students once again infected us with their optimism; made us grateful that we had made the difficult career choice many years ago; and allowed us the opportunity to share information about allied health care professionals in Manitoba. It was also a wonderful feeling to realize that our union is becoming strong enough to begin to provide outreach services to the community. We are all looking forward to next year.

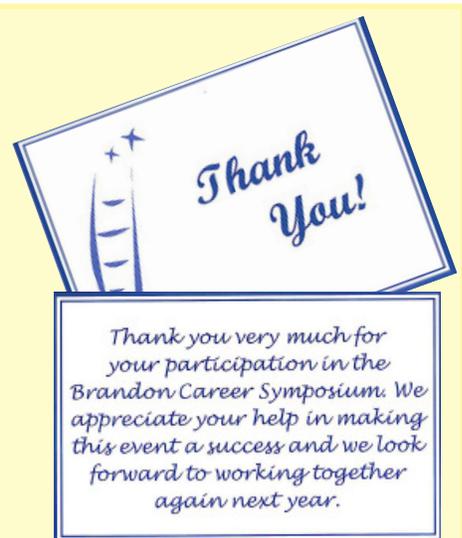
Adele Spence
Occupational Director
Executive Council



From left to right: Adele Spence, Chad Harris, Janet Fairbairn



Jacob Miller is the winner of the MAHCP Jelly Bean Count. His guess of 1,648 was only two away from the 1,650 total count. Congratulations to Jacob! We hope he enjoyed his \$25.00 gift certificate to McNally Robinson and the jelly beans.



"Thank you very much for your participation in the 2009 Rotary Career Symposium. Thanks to your involvement, this year's event was very successful, with a total of 179 exhibiting organizations and 11,786 registered attendees. Every year this event becomes more successful and new ideas are always explored to improve and expand!"

Roy Vallance, Chair
Rotary Career Symposium 2009

Arbitrator Rules Casual Employment Counts for Vacation Accrual

by Gary Nelson, LRO

Recently an arbitrator determined that the way the Employer calculates a member's length of employment for the purposes of their accrual of vacation entitlement was being done improperly. Through an enquiry of one of our members, regarding her entitlement for the "Bonus Week" of vacation detailed within article 11.05, the Union became aware that the Employer was improperly interpreting what an employee's length of employment was. This award will have a positive impact for most of our members who would have been employed at some time with the employer in a casual capacity. This is what happened.

Jackie Plaisier is an EMTB who was initially employed by the NorMan Regional Health Authority (NorMan RHA) on July 12, 1988 as a casual Nurse's Aide. Over the years Ms. Plaisier was employed in a number of positions within the NorMan RHA on a casual and/or part-time basis. On May 30, 1999 her employment status changed from casual to part-time, when she secured a part-time EMS position and has maintained her part-time status as an EMS since then.

In the summer of 2008 the Employer informed Ms. Plaisier that it would be presenting her with a twenty year employment/service award for her service with the NorMan RHA. When informed of this, she enquired about the "Bonus Week" of vacation that article 11.05 provides for in an employee's 20th year of employment. The Employer informed Ms. Plaisier that she did not qualify for the Bonus Week as it only considered an employee's length of employment from the last date they secured a part-time or full-time position in the bargaining unit and for her, that date was May 30, 1999. Even though the Employer was recognizing her as a twenty year employee; Ms. Plaisier was informed her entitlement for the "Bonus week" of vacation would not be due until May 30, 2019. Ms. Plaisier didn't see the logic in the Employer's explanation so she contacted her Labour Relations Officer and a grievance was initiated challenging the NorMan RHA's denial of the vacation entitlements, both

the regular annual accrual and the bonus week.

In response to the grievance the NorMan RHA argued that length of service is determined by seniority; Casual employees do not accrue seniority and by extension do not accrue service for consideration of length of employment for vacation purposes. It argued that Ms. Plaisier's length of service for vacation purposes only commenced May 30, 1999 the date she last secured a part-time or full-time position and that any service she may have had prior to that date was severed due to her employment in a casual status. The Employer further argued that its practice of tying length of service to seniority for vacation accumulation was a long standing practice of it, and all other Health Authorities in the Province. It further argued the Union had prejudiced itself by never challenged the Employer's practice and in so doing had created an estoppel (*a legal rule that prevents somebody from stating a position inconsistent with one previously stated, especially when the earlier representation has been relied upon by others from exercising its rights*).



The Union countered that "length of service" starts when an employee is first employed by the Employer, irrespective of their employment status or whether they were employed in the MAHCP bargaining unit; Ms. Plaisier was first employed on July 12, 1988; therefore that was when her length of service commenced. Although

Plaisier had numerous changes to her employment status over the years she had never severed her employment with the NorMan RHA. There had never been a break in her length of service. The Union also submitted that the language of the agreement was not ambiguous on this issue and couldn't support the Employer's interpretation that length of employment excluded casual employment.

The parties were unable to resolve the issue neither through the grievance process nor through mediation and it was referred to arbitration via the expedited arbitration process. Mr. Robert Simpson heard the matter, rendering his award on November 5, 2008. His award supported the Union's position when he determined as follows;

I find that the Employer's practice of excluding all casual service in calculating vacation entitlement or entitlement to the bonus week of vacation does not accord with Articles 1104 and 1105 of the Collective Agreement. Length of employment is the period of continuous employment with the Employer without regard to the nature of the employment status. The anniversary of employment relates to the date upon which the employee last became continuously employed with the Employer. To this extent the grievance is allowed.

Unfortunately, Mr. Simpson also determined that the Union was estopped from asserting its rights under Articles 1104 and 1105 until the termination of the Collective Agreement that being March 31, 2010.

Although pleased with the main thrust of Mr. Simpson's award the Union felt that he had improperly applied the principal of estoppel in this case; so on December 4, 2008, it filed a motion in the

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Court of Queen's Bench seeking to quash the estoppel aspect of Mr. Simpson's award. That matter will be heard on June 8, 2009.

As a result of information the Union acquired through this arbitration, further grievances were initiated challenging how Employers calculate pre-retirement leave for our members. Employers have been calculating that entitlement in the same fashion as they have been calculating vacation entitlement. Initially the NorMan RHA was not prepared to apply Mr. Simpson's assessment that the anniversary of employment relates to the date upon which the employee last became continuously employed with the Employer, included casual service; for the purposes of calculating pre-retirement leave; Accordingly the Union also referring the matter to arbitration. Interestingly, at the arbitration hearing, the counsel for the NorMan RHA indicated that it would not be arguing against Mr. Simpson's previous decision and would only argue the issue of estoppel. The grievance was heard by an arbitrator in March and April and his decision is expected shortly with the

only issue in dispute being whether the Union and its members shall now be entitled to its rights under the collective agreement or if it will be estopped from asserting its rights under the Collective Agreement until a later date.

What all this means for members is that very soon, and potentially retroactively to 2008 if the Court of Queen's bench supports our motion, all years of employment with the Employer, including casual service, must be calculated for the purposes of calculating vacation accruals and pre-retirement leave benefit. In Ms. Plaisier's situation it recognizes her twenty-one years of service for benefit calculation, thus increasing her annual vacation entitlement from four weeks to six weeks, rather than the employers previously incorrect calculation of only ten years of service. It also will provide for a number of additional days of pre-retirement leave payable to her upon her retirement.

We will keep you informed as to the progress of this issue and the Court proceedings as they develop. In the meantime if you have any questions with regard to the implications of these matters on you, contact your Labour relations Officer.

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.

- **Maureen Morin**, Pharmacist, HSC
- **Kathy Green**, Laboratory Technologist, DSM SBGH
- **Neena Thomas**, Cardiology Technologist, SBGH

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

H1N1 Flu Information

Manitoba Health and Healthy Living, Public Health Division provides health care providers access to information, guidelines, letters and forms related to H1N1 influenza. To access this information please check our website at: <http://www.gov.mb.ca/flu/index.html> and click on the Health Care Provider's link.

*Opportunities For Employment has New Pre-Employment Supports Available for Persons with a Disability * We understand the challenges!*

Do you have clients that are feeling unsure or unmotivated about working? job searching? training?

Have them visit us at **2nd Floor-352 Donald St. (at Ellice Ave.)** to explore their options without risk of losing their benefits.

If they are:

- 18 years of age or older & living in Winnipeg
- Receiving EIA disability benefits and/or
- Have an open file with the Vocational Rehabilitation program...

Let proven *Stages of Change* counselling methods support them.

- Planning Services available: We work *alongside* other agencies to best serve
- Call us at **925-3490** for more info or email us at: ofe4change@ofe.ca

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.

**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.

Is one of your co-workers **retiring** in the near future? Let us know so MAHCP can acknowledge them.

If you have not been receiving regular mail-outs or have a change of information, contact Joan at the MAHCP office by calling 772-0425, extension 201 or 1-800-315-3331 (press "0" to talk with someone during office hours of 8:30 am to 5:00 pm) or email joan@mahcp.ca. Thank you!

WORD SEARCH

O M B O F K Z H V W J R
 C K A G A R D E N S J E
 D H F E K Y K V B O C M
 A M I W R I P I C F A M
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| camping | fishing | gardens | golf |
| ice cream | picnic | sand castle | summer |
| sunburn | swimming | | |

EMAIL UPDATES

If you would you like to receive **updates by email**, 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.

SAVE THE TREES!! If you would like to receive this newsletter and other information by email only, please contact joan@mahcp.ca.

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.*

Mark Your Calendar

**MAHCP 2009
ANNUAL GENERAL MEETING**

Thursday, October 15, 2009

1800 to 2000 hrs

Reception at 2030 hrs

**Clarion Hotel, Manitoba Room
1445 Portage Avenue**

Please pre-register by calling the MAHCP Office with your name, address, phone numbers, employer and classification. Teleconferencing will be arranged for Brandon, Burntwood and NorMan RHA's. To make a request for a teleconference site, please contact Wendy Despina. Sites will be announced once arrangements are confirmed.

NOTE: In order to vote at the AGM, you must be a member in good standing having completed a Membership Application. If you're not sure if you have signed a Membership Application, please contact the MAHCP Office.



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 Email: info@mahcp.ca; **Website: www.mahcp.ca**