

Would you like to receive information electronically? If so, email joan@mahcp.ca and don't forget to visit the MAHCP website www.mahcp.ca.

How Well Do You Know Your Collective Agreement?

A general question will be posed in every MAHCP newsletter. One correct entry will be drawn each issue and the recipient will receive a gift.

Question: If you are on vacation when a general holiday occurs, is it a vacation day or a paid general holiday?

Send your response to: CA Contest, 101-1500 Notre Dame Ave, Winnipeg, MB R3E 0P9; fax 775-6829; or email joan@mahcp.ca with "CA Contest" in the subject line. Good Luck!!

The winner of the last contest was Rob Krezanski of Health Sciences Centre who correctly answered that "You can go home early occasionally under special circumstances (if your supervisor OK's it) for the amount of time you put in during your lunch break only. If you work through your coffee breaks, no time can be claimed."



Farewell to an old friend.



Happy Canada Day!!

Moving? Name Change? New MAHCP Member? Please let us know!!



In order to keep our database current, please keep us informed of any address changes. Please do not assume that your Employer will automatically pass this information on to MAHCP.

If you have not been receiving regular mail-outs or have a change of information, please 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.

Manitoba Association of Health Care Professionals



101-1500 Notre Dame Ave.
Winnipeg, MB R3E 0P9

Phone: 772-0425 or
1-800-315-3331
Fax: 775-6829
Email: info@mahcp.ca

Editor: Wendy Despins,
President

We're on the Web!
www.mahcp.ca

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MAHCP NEWS

JUNE 2005

Presenting MAHCP's New Logo

Congratulations to Armand Roy for his winning submission to the MAHCP Logo Contest. There were several creative designs submitted to the contest and the Communications Committee would like to thank all those who took the time to create and send in their designs. The MAHCP Executive Council would also like to thank the Communications Committee for their role in choosing the winning logo. And so . . . without further ado let us introduce our new look!



MAHCP is now in the process of hiring a marketing firm to coordinate the roll-out of the new logo, purchasing of new promotional products and the development of a marketing strategy.

Publications Agreement # 40923004

Please return undeliverable to:

MAHCP
101—1500 Notre Dame Ave.
Winnipeg, MB R3E 0P9
Email: info@mahcp.ca

MAHCP Executive Council

The MAHCP Executive consists of the following elected membership:

President— Wendy Despins,
SBGH Laboratory

Vice President - Al Saydak
HSC Radiology

Treasurer - South Eastman RHA
Michael Kleiman, Sonographer

CTS- Margrét Thomas, Physiotherapist

Dietitian - Susin Cadman, Brandon RHA

Laboratory - Gerald Besyk, SBGH

Nor-Man RHA - Bernie Krawchuk
Resource Coordinator

Orthopedic Technology - Randy Buschau
HSC

Pharmacist - Bob Bulloch, HSC

Pharmacy Technician - Cindy Dziadek
Concordia Hospital

Physiotherapy - Shelley Kowalchuk, HSC
(*Joelle Fillion Kopp on Mat LOA*)

Radiation Therapist - Paul Norman, CCMB

Burntwood RHA - Tanya Burnside
Pharmacy Technician

Winnipeg RHA - Allan Harlow
Concordia Hospital Laboratory

Meeting Calendar

Visit the MAHCP Website Calendar for more meeting information—www.mahcp.ca/pages/calendar.htm

June 6, 2005

- HSC General Meeting
RR227, Bring Your Lunch
1100 to 1200 & 1200 to 1300

June 8, 2005

- Executive Council Meeting
101-1500 Notre Dame Ave.
0845 hrs to 1700 hrs
- General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

June 9, 2005

- DLC General Meeting
Auditorium, Bring Your Lunch
1100 to 1200 & 1200 to 1300

June 15, 2005

- HSC Staff Rep Meeting
NA001, Isabel Stewart Bldg
1130 to 1300 hrs
Michele Eger/Ken Swan, LRO

June 15, 2005

- HSC On-Site LRO Meetings
NA227, Isabel Stewart Bldg
1300 to 1600 hrs
Please call to book a meeting
in advance or drop in.
Michele Eger/Ken Swan, LRO

June 16, 2005

- HSC General Meeting
RR227, Bring Your Lunch
1100 to 1200 & 1200 to 1300

June 17, 2005

- SBGH Staff Rep Meeting
L1304 Pathology Conf Room
Main Fir Towards Lab Tower
1200 to 1300 hrs
Barb Johnson, LRO

July 13, 2005

- Executive Council Meeting
101-1500 Notre Dame Ave.
0845 hrs to 1700 hrs
- General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

July 14, 2005

- SBGH Staff Rep Meeting
L1304 Pathology Conf Room
Main Fir Towards Lab Tower
1200 to 1300 hrs
Barb Johnson, LRO

July 21, 2005

- HSC Staff Rep Meeting
RR227, Rehab Auditorium
1130 to 1300 hrs
Michele Eger/Ken Swan, LRO

July 21, 2005

- HSC On-Site LRO Meetings
NA227, Isabel Stewart Bldg
1300 to 1600 hrs
Please call to book a meeting
in advance or drop in.
Michele Eger/Ken Swan, LRO

July 22, 2005

- Deadline for Bursary Fund applications

July 29, 2005

- Deadline for Central Bargaining Committee Nominations
- Deadline for Honour Roll Nominations

August 5, 2005

- Deadline for Executive Council

Bring your Collective Agreement to all member meetings

Nominations

- Deadline for Resolutions Proposals

August 10, 2005

- Executive Council Meeting
101-1500 Notre Dame Ave.
0845 hrs to 1700 hrs
- General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

August 17, 2005

- HSC Staff Rep Meeting
RR227, Rehab Auditorium
1130 to 1300 hrs
Michele Eger/Ken Swan, LRO

August 17, 2005

- HSC On-Site LRO Meetings
NA227, Isabel Stewart Bldg
1300 to 1600 hrs
Please call to book a meeting
in advance or drop in.
Michele Eger/Ken Swan, LRO

September 14, 2005

- Executive Council Meeting
101-1500 Notre Dame Ave.
0845 hrs to 1700 hrs
- General Staff Rep Meeting
101-1500 Notre Dame Ave.
1830 hours

Staff Rep Training Seminars

1. June 10 & 11, 2005
 2. June 17 & 18, 2005
 3. June 24 & 25, 2005
- Contact Heather for more information at 772-0425.

Member Feedback

Good morning Wendy,

I just couldn't let time go by before I commented on the Staff Rep meeting last night. I was truly impressed with Armand's portion of the meeting. It encouraged interaction between people who up until now have only nodded or smiled at each other and stimulated a new found interest in different perspectives relating to the C.A. Kudos to Armand, even though we did run late.

Gail Smith, Staff Rep
Breast Health Centre

Just a quick note to let you know how much I enjoyed the article by Armand Roy in the April 2005 MAHCP newsletter!

While I recognize that everyone's interests and needs vary, and that details of meetings are of significance, it was a delight to finally come across an article that outlined the push-pull relationship that the majority of people have with their union (until they become ill, or are otherwise in need of the unions). To deny the existence of this is unhelpful, as is the resentment of it. This article left me feeling much more satisfied as it entered into a few areas of debate and, in the process validated their presence.

Such a welcome addition to the usual "Rah! Rah!" union cheerleading was highly appreciated. I hope to continue to hear (and read) more such realistic dialogue.

Thanks Again!

Sincerely,
Susan Peterman
Seven Oaks General Hospital

Hi there,

I just read "What Our Union Did For Me" in the April newsletter. This is exactly the kind of thing that the public, the government, the hospital administrators that sit down and negotiate with us (You know, the ones who say they have nothing left to give to us be-

cause they just gave it all to the nurses and doctors) need to be aware of. Actually, even our fellow employees at the facilities need to know this too. We are always complaining that we are an invisible group! People don't realize that this fellow's experience is not an isolated incident. This happens everyday. Many times, every single day. We as a group touch so many people's lives every single day.

Thanks for printing it. More of this kind of story needs to find its way to the general public too, not just at negotiation time, but all the time.

Cindy Unger
Victoria General Hospital

Keep those comments/questions coming!

Wanted: Member Photographs



We welcome photographic submissions of our members in the workplace. There can not be any identifiable patient information or patients, and our subjects would need to sign a MAHCP model release. Contact Wendy Despins at 772-0425 for more information.

Honour Roll and Bursary Nominations Reminder

MAHCP will be offering additional educational bursaries for the 05/06 year. This is provided by the Canadian Union Advantage Benefit Programs for our continued participation in, and promotion of the "Union Affinity Credit Card Program Winter 04/05.

The deadlines for nominations for the Bursary Funds (July 22, 2005) and Honour Roll (July 29, 2005) are fast approaching!

Refer to the April 2005 newsletter or the MAHCP website (www.mahcp.ca Member Services) for more information or contact the MAHCP Office at 772-0425/1-800-315-3331.

Staff Assignments

Lee Manning - Executive Director - lee@mahcp.ca

Barb Johnson, (LRO) - barb@mahcp.ca: St. Boniface General Hospital, Central Medical Labs, Jocelyn House, Misericordia Health Centre, South Eastman RHA

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

Michele Eger, (LRO) - michele@mahcp.ca: Health Sciences Centre (all other HSC Members not included under Ken's listing), Concordia Hospital, Tissue Bank Manitoba

Karen Noga, (LRO) - karen@mahcp.ca: Victoria General, Brandon RHA, Brandon Clinic, Centre Taché Centre, Society for Manitobans with Disabilities, 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

Heather Pappin, (Secretary/Receptionist) - heather@mahcp.ca

Joan Ewonchuk, (Administrative Assistant) - joan@mahcp.ca

CENTRAL BARGAINING 2006 QUESTIONNAIRE

Name _____ Site _____

Position _____ Discipline _____

What issues do you want addressed at bargaining? Please provide examples/rationale for each issue selected.

1. Wages (eg. shift premiums, OT rates)

2. Working conditions (eg. bullying, harassment, workload, hours of work)

3. Collective agreement changes/issues (please provide Article #)

4. Other

What issues would you be willing to strike for?

Are you interested in having an active role in the bargaining process? See page 9 for a Nomination Form.

This form can be mailed to the President, MAHCP, 101-1500 Notre Dame Ave, Winnipeg, MB R3E 0P9 or faxed to 775-6829. **Deadline date for return of this form is August 15, 2005.**

“Manitoba’s Largest Independent Health Care Union”

Bargaining Update

Community Therapy Services
On May 13, 2005, the Bargaining Committee met with the Employer (CTS) with the assistance of a Conciliation Officer. The following information was received:

1. At this time, the WRHA is the largest single source of revenue for CTS, accounting for more than one half;
2. CTS has incurred a deficit in excess of \$250,000 created in the 2003-04 and 2004-05 budget years by unresolved funding issues with the WRHA. The WRHA has been funding CTS based on the Agency's 2002-03 budget and there have been no increases since then;
3. At this time, there are no funding issues with the other RHA's with whom CTS has service agreements;
4. The WRHA has indicated that they are prepared to adjust service funding for the 2005-06 years, however the actual level of that adjustment is not yet known;
5. In CTS discussions with the WRHA, it was made clear by the WRHA that any collective agreement wage offer made by CTS may not be covered.

The Bargaining Committee requested clarification on #5, given that an offer of any wage increase would create a larger deficit. CTS indicated that the WRHA had suggested that an option would be to reduce staff in order to fund any offer. At this time, the CTS Board of Directors is not considering taking any action to reduce staff positions other than through attrition.

The WRHA has suggested that should CTS choose to reduce services, the WRHA's preference would be to reduce physiotherapy

services in personal care homes.

The Bargaining Committee has not received a wage proposal as of yet. The Committee will ask for an offer shortly after this update has been released in order to give members time to receive it.



Other Bargaining News

- Bargaining for the **Society for Manitobans with Disabilities** first collective agreement continues to slowly progress.
- The **Jocelyn House** collective agreement which runs from February 1, 2005 to January 31, 2008 is in the process of getting signed by the Employer and MAHCP. Once that is completed, they will be printed and distributed.
- The **Rehabilitation Centre for Children** collective agreements are at the Labour Relations Secretariat office awaiting signing off. Once they have completed the signing process, the collective agreements will be printed and distributed.
- The first bargaining meeting for the **Central Medical Laboratories** was held on May 11, 2005. Proposals were reviewed by both sides. No new meeting date has been set at this time.
- Bargaining for the **Aboriginal Health & Wellness Centre** will begin in early June 2005.

Summary of the DSM Board of Directors Meeting

By Lee Manning
DSM Board Member

A meeting was held on Thursday April 14 2005 at 1:30 pm. At the meeting the Board approved a number of Executive Limitations, Governance Process and Board-CEO Relationship policies.

An evaluation process for the CEO of DSM is being developed by the executive committee.

Notice of two motions was presented to the Board, one concerning the Cadham Provincial Lab, and the other concerning Union participation with the process of evaluating the DSM model in Winnipeg.

There was a presentation made on the progress of the staff transfers. DSM is meeting with the RHA's and sites to finalize the transfer agreements of Management staff.

An auditor was appointed for DSM for a three year term, starting with the 04/05 fiscal year and ending with the 06/07 fiscal year. The DSM Finance and Governance Committees required additional members. A letter is to be sent to all the Board members requesting volunteers for these committees.

Update on Wage Standardization and Market Adjustment meetings

Our next scheduled meeting with this committee is May 31, 2005.

We are cautiously optimistic that we will be able to complete the market adjustment for Mental Health Workers and Home Care Case coordinators at this time. In addition, the Employer plans to bring employer expertise on Recreation Therapists role, expectations and education for the purpose of standardization. We will be bringing information received from our members to make our case for standardization to the highest rate.

President's Report By Wendy Despina

The Executive Director and I have been traveling, holding informational meetings with our membership throughout the province. We have been reviewing the activities of this past year, highlighting current initiatives and looking at future plans, as well as inviting feedback and discussion from members. To date we have been throughout the NorMan, Burntwood, and Brandon Regions and have begun the urban sites and South Eastman Region. Our intention is to complete meetings at the five urban hospitals, Deer Lodge Centre and Misericordia Health Centre, by mid to late June, completing meetings for our sites that are part of the central table negotiations.

With many other initiatives under way the Executive Council and I have been very active during this first half of the year. Having completed another strategic planning retreat, we came away with much accomplished.

We developed cleaner more defined roles for many of the MAHCP positions, such as the President, the Executive Director, and the Executive Council members. Through this process we also had an opportunity to devote time to board education and to develop a greater understanding of our role in governance, and the Executive Director's role in operations. It was the Executive Council's first opportunity to work with our new Executive Director, Mr. Lee Manning and his first opportunity to be immersed with and in MAHCP.

The most recent initiative from the board is the creation of an Oversight Committee. The mandate of this committee is to develop performance appraisal tools, terms of reference, and scope of committee. Ultimately it will sit in oversight of the Executive Director, and any volunteer member, or committee within MAHCP.

The Communications Committee had been working towards the selection of



a new look for MAHCP, beginning with a new logo, researching promotional items, and updating of the Staff Representative Role description, which is now completed.

The Governance Committee has been researching and reviewing materials for Constitutional Reform and also working on general Association policies.

To raise the profile of our membership within the public sector, Lee Manning (Executive Director) and I have been working on the selection of a marketing company to develop a strategy to market the image of MAHCP and our membership of 160 different Health Care Professionals who make up the largest component in Health Care.

In Canada of 1 million health care workers:

- 60,000 are physicians
- 300,000 are nurses
- 640,000 are other health care workers

As our professions have not had the public recognition they so richly deserve, in the course of our day to day business many of our members are often mistaken as nurses or physicians. Beginning with my presentation at our last AGM, "Who We Are and What We Do", I have been working towards raising our profile within the membership and in the public. My mandate is to provide MAHCP membership with a recognizable identity within the health care sector, with heightened public recognition. As I have traveled throughout the province meeting with members I have obtained permission to photograph our mem-

bers in the workplace doing what we do in health care. We are slowly building a comprehensive photo library of our membership. That library will provide us with images for use in presentations, for use on pamphlets, posters, reports and newsletters. I wish to extend a heartfelt thank you to all who have participated in the photographs. I look forward to the many of you I have yet to photograph.

In the fall Lee, Karen Noga (LRO) and I will do the circuit of the province once again with a pre-negotiations tour.

In the meantime we have had a meeting with Arlene Wilgosh, the Deputy Minister of Health and are scheduled to meet with Tim Sale, the Minister of Health to discuss shortage issues, recruitment and retention issues and to establish the government/union committee outlined in our collective agreements in the Memorandum of Understanding #5.

I have also participated in two national meetings of Canadian Health Professionals Secretariat, of which we are an affiliate. We meet to discuss our provincial issues, track national trends and to develop coordinated campaigns.

During the spring meeting we participated at the Canadian Labour Congress National Day of Mourning at Vincent Massey Park, in Ottawa. I laid a rose at the memorial in memory of a friend, colleague and fellow board member Monique Wally, and on behalf of our members injured or killed in this past year. Since the National Day of Mourning was established in 1984 over 17,000 Canadian workers have been killed in the workplace and 18,000,000 injured. Every day in Canada 3 people die in the workplace. These numbers are staggering and speak to our need for better and stronger workplace health and safety legislation. We also need to ensure that compliance is maintained. As workers we need to improve our knowledge of the legislation, and our awareness of good workplace health and safety practices. We need to get involved. We need to have our voices heard. We need safe working conditions.

NOMINATIONS FORM

Please check one or both of the following:

- CENTRAL BARGAINING COMMITTEE 2006
 EXECUTIVE COUNCIL 2005-06

Please print the following information.

DATE: _____

FACILITY: _____

DEPARTMENT: _____

AREA: _____

(Name) _____, being a member in good

standing with the Manitoba Association of Health Care Professionals is hereby

nominated: to sit on the Central Bargaining Committee 2006
 for the position of _____ on the Executive Council.

Nominated By: _____ (please print) _____ (signature)

Seconded By: _____ (please print) _____ (signature)

I Accept this Nomination: _____ (nominee's signature)

Nominations can be mailed to the MAHCP, 101-1500 Notre Dame Ave, Winnipeg, MB R3E 0P9 or faxed to 775-6829. **Closing date for Executive Council nominations is August 5, 2005. Closing date for Central Bargaining Committee nominations is July 29, 2005.**

"Manitoba's Largest Independent Health Care Union"

Nominations And Resolutions

Hello, Brothers and Sisters!!!
Hope you have your summer plans ready to go.

This is your second call for Executive Council positions via the newsletter. The following positions are becoming vacant this year on the present Executive Council. They are: Regional Directors: Brandon, Burntwood, and NorMan; and Occupational Directors: Laboratory, Orthopedic Technologist, Pharmacist, Pharmacy Technician, and Physiotherapy.

In addition to the positions stated above, there are many others available. As the MAHCP Constitution, Article 701 a) reads: *One (1) Director will be nominated and elected by each professional group, occupational, or employee interest group as determined by Executive Council of which at least ten (10) individuals are members of the Association. The Directors will be nominated and elected by persons of the same occupational, or employee interest groups.* Also see the April 2005 Newsletter for a listing of the larger Occupational Group Director positions that are presently vacant. You can find the archived Newsletters on the MAHCP website at <http://www.mahcp.ca/pages/newsarchived.htm>.

Represent Your Professional Group

This will undoubtedly make the Executive Council larger, but more beneficial to the Association because each Executive Council member is an expert in his or her field of practice and can bring insight from that profession. Not only does each Board Member represent their own occupational or employee interest group at Board meetings, they also embody the Association as a whole, when making decisions. It is important that your professional group is represented.

What is expected when you become a Member of the Board is that you attend Executive Board meetings, which are held once a month (the second Wednesday of the month, all day), as well as sit as a member of a committee as determined by the President, (based upon your experience and interests). Such committees include: Finance, Constitution, Communications, AGM, etc.

Call for Resolutions

Also, if you would like to submit new resolutions or changes to existing ones that address: Constitution and Bylaws, Standing Rules, or Policy Papers, please forward them to the office. Resolutions must be specific, be typed or in legible handwriting, and must be moved and seconded by a member in good standing of the Association.



Both Nominations and Resolutions are due at the MAHCP office on or before Friday, August 5, 2005 at 1600 hours. Please use the nomination form on the opposite side of this page; pick one up at the MAHCP Office at 101-1500 Notre Dame Avenue, or download from our website at www.mahcp.ca. If you have any inquires please call the office 772-0425.

So, become an Executive Board member, and help shape the Association and it's future. You will not be alone. Everyone works together for the benefit of all.

Once again, have a wonderful and safe holiday this summer.

In solidarity
Al Saydak, Vice President



© CALM

MAHCP Career Profile

Pharmacy Technician

By Cindy Dziadek
Concordia Hospital

Pharmacy Technicians are responsible for performing the technical functions necessary for the general day to day operations of the department. Technicians prepare medications and participate in the overall distribution of medication and inventory management within the hospital.

Responsibilities include:

- Using computer generated Pyxis reports, refills, loads, unloads and maintains medication in Pyxis medstations on the nursing units.
- Pyxis is a system that automates the distribution, management and control of medications within the hospital located in patient-care areas.
- Prepackage unit dose/unit of use medications using a variety if unit dose packaging methods and techniques.
- Check the completeness



and accuracy of work performed by co-workers.

- Monitors assigned nursing unit ward stocks, including regular stock replacement, checking for and retrieval of expired or unusable pharmaceuticals and reporting deficiencies.
- Prepares a variety of parenteral injectables that include epidurals, anti-neoplastics drugs, nutritional products, potassium product and miscellaneous unit of use dosage forms by means of aseptic technique.
- Performs inventory management functions of the department including ordering, requisitioning, receipt, storage and distribution of drugs and supplies. Manages the disposal of outdated or unwanted drugs. Assists in the preparation and maintenance of financial and

inventory control records and reports. Liaises with the WRHA Logistic Services.

- Gathers records and compiles workload and other statistics for departmental records.
- Orients, trains and supervised students and new technicians including assessing competencies of Pharmacy Technician students.

Qualifications:

- ◆ Graduate of a recognized Pharmacy Technician Program
- ◆ Recent hospital pharmacy experience
- ◆ Experience with automated unit dose distribution system
- ◆ Knowledge of computer systems
- ◆ Good interpersonal, communication and organizational skills
- ◆ Ability to work with minimal supervision

Pharmacy Technicians have a very important role in the Pharmacy Department and work closely with Pharmacists to provide the best service and care to patients. The role of Pharmacy Techs has greatly expanded and will continue to grow over the coming years.

SOME MAHCP PHARMACY TECHNICIANS AROUND THE PROVINCE

