

NEWS

Manitoba Association of
HEALTHCARE

September 2013

Professionals

MAHCP Joins the Run for Diabetes

by Shelley Kowalchuk

It was a lovely day for a run, and Manitobans came out in droves to join the 4th Annual Run for Diabetes – and MAHCP members were there. The Manitoba branch of the Canadian Diabetes Association (CDA) held their annual Run on Labour Day, September 2, 2013 to raise funds for Diabetes education, services and research - not to mention promoting a healthy and active lifestyle for all Manitobans. Currently over 100,000 Manitobans live with diabetes, and the disease is considered by many to be a growing epidemic in Manitoba and Canada.



Quinn and Rachel are the first people to have MAHCP face-painting!

As the healthcare union that is a proud supporter of CDA, a dedicated group of MAHCP members and their children volunteered their time to support the runners (some of which were members also!). They joined scores of volunteers who provided food, drink, prizes and encouragement for the over 450 participants.

The Run included a ½ marathon, 10K, 5K and a 3K Fun Run for children and families, providing a range of activities for participants. The MAHCP volunteers handed out food and drinks for the volunteers, participants and spectators. As Janelle Morissette, one of our MAHCP volunteers and Executive Council Winnipeg Region Director stated, "I had an awesome time volunteering this year. The weather was perfect, and it felt good to help out such a good cause!"



MAHCP members and kids celebrate Labour Day by giving back...from left to right, Janelle Morissette, Fedra Salias, Rudy Neibuhr, Mirei Belton, Bob Moroz, Quinn Moroz, Zana Anderson, Rachel Pedersen, Eric Anderson, Shelley Kowalchuk, & Bianca Maida.

"The Freedom Run for Diabetes Research was a great success. Money raised will help support the CDA's cutting edge diabetes research," says Kelvin Hollender, Community Engagement Coordinator (Manitoba/Nunavut) for the CDA. "We thank all participants and Cash Store Financial for making the Freedom Run for Diabetes possible and helping to make a difference for Canadians living with Diabetes."



Rudy, Mirei and Fedra taking a quick break from the fruit and juice table



Meeting Calendar

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

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September 1, 2013
• Labour Day Stat Holiday
MAHCP Office Closed

September 3, 2013
• Gamma-Dynacare Staff Rep Meeting
101-1500 Notre Dame
1800 hours

September 11, 2013
• Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

September 11, 2013
• General Staff Rep Meeting
101-1500 Notre Dame
1830 hours

September 18, 2013
• DSM HSC Staff Rep Mtg
NA235, Isabel Stewart
Bldg
1130 to 1300 hours

September 18, 2013
• HSC Staff Rep Meeting
GH304
1130 to 1300 hours

October 9, 2013
• Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

October 9, 2013
• General Staff Rep Meeting
Cancelled, please attend
the AGM

October 10, 2013
• **Annual General Meeting**
see back page for
information

October 14, 2013
• Thanksgiving Day Stat
Holiday
MAHCP Office Closed

October 17, 2013
• HSC Staff Rep Meeting
GH304
1130 to 1300 hours

October 31 - November 1, 2013
• Staff Rep Level I Training
101-1500 Notre Dame
0830 to 1630 hours

November 4-5, 2013
• Staff Rep Level II
Training
101-1500 Notre Dame
0830 to 1630 hours

November 11, 2013
• Remembrance Day Stat
Holiday
MAHCP Office Closed

November 13, 2013
• Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hours

November 13, 2013
• General Staff Rep Meeting
101-1500 Notre Dame
1830 hours

November 20, 2013
• HSC Staff Rep Meeting
GH304
1130 to 1300 hours

November 21, 2013
• DSM HSC Staff Rep Mtg
NA235, Isabel Stewart
Bldg
1130 to 1300 hours

December 3, 2013
• Gamma-Dynacare Staff
Rep Meeting
101-1500 Notre Dame
1800 hours

December 11, 2013
• Executive Council
Meeting
101-1500 Notre Dame
0845 to 1700 hours

December 11, 2013
• General Staff Rep Meeting
101-1500 Notre Dame
1830 hours

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



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MAHCP News is published quarterly in March, June, September and December. Advertising will be entertained. For more information, please contact the Editor at 772-0425. *Revenues from advertising will be used to supplement the MAHCP Professional Development Fund.*

**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. **Don't forget to update your address with your employer too!**

Call 204-772-0425 or email joan@mahcp.ca

President's Message

by Bob Moroz, RTT
President, MAHCP

With the end of summer approaching, I was hoping to have an inspirational message for you. With that in mind, I would like to tell you about a group of members that we have been working with over the summer.

In late June of this year, I was made aware of the intention of the Society for Manitobans with Disabilities to lay off a number of their professional staff. Included on that list were Occupational Therapists, Physiotherapists and Speech-Language Pathologists. After speaking with Gary Nelson, the Labour Relations Officer for SMD we arranged a meeting with all of the members from that facility. My expectation was that I would be hearing how awful and unjust it was for them to be losing their jobs, certainly a natural reaction.

What I heard from them couldn't have been further from my assumption. Every single one of them, including those who were on the list to be laid off, had as their first thought: "What is going to happen to my kids?" Those of you who work with children, especially pre-school age, will know that early intervention is absolutely critical during the most important years in human development. These members are terrified. The crisis that is facing those who are about to have their employment ended or interrupted is obvious. In the face of that, the concerns that I heard from them was that more children than ever will enter school without ever having had the benefit of their interventions. How can we let that happen?

What about those who remain employed? Do you think they complained about the increased caseload that was coming their way? You guessed it. They are quite literally devastated that they will not be able to get to all of the children and families that so desperately need their unique skills.

We were able to arrange an urgent meeting with officials from the Ministry of Family Services and in attendance were 3 members from SMD, one from each of the professions affected. I literally sat in awe of these professionals as they spoke. They painted a passionate, sincere and highly intelligent case about how all of this will affect the children who need them.

It is said that true character shows most clearly in a time of crisis. This is a crisis situation and I want to thank those members at SMD for showing me what their true character is all about. I wanted to share this story with you so we can all see what true caring and professionalism looks like.

I hope that by the time you are reading this article, that a solution has been found. We continue to publicly pressure the employer and government to correct this outrageous error in judgment.



Bob Moroz, President

The Case for Going GREEN

Today's modern organizations are constantly being challenged to become more green and cost efficient. I am sure many of the MAHCP membership have already experienced the effects of going "green" to reduce the impact of using manufactured goods on the environment, and to reduce costs. "Green Committees" are now common place in countless organizations.

Many professional journals and publications have already taken the green approach and are being published electronically. A Google search on "the benefits of going paperless for journals and newsletters" displayed over 113,000 results.

Paper, printer maintenance, postage, ink, labor costs, and office storage space, consume the valuable resources of time and money for the MAHCP. The costs of producing a newsletter continue to spiral upwards.

In order to reduce costs and maximize efficiency, the MAHCP Management Committee has decided to take the progressive step to go green, and provide our

membership with electronic access to our newsletter. This should result in a substantial cost saving for our organization, freeing up funds for other valued MAHCP projects (as well as saving a few trees). On behalf of the Management Committee we hope this initiative meets with your approval and understanding.

We are anticipating sending out fewer hard-copy newsletters with this issue. Staff reps will be sent more copies to share with co-workers and all MAHCP members who have sent us their emails will receive an electronic copy.

We encourage you to contact us with your comments and observations about this new endeavour. You can send your comments to the newsletter editor via the office at joan@mahcp.ca.

In Solidarity,
Michael Bachynsky
Treasurer, Chair MAHCP Management Committee



2013 Scholarship Award Recipients

by Shelley Kowalchuk
Chair of Communication Committee

Each year MAHCP awards scholarships to children of members who are entering their first year of post-secondary education. As part of this competition, each student submits an essay – “The Benefits of Being a Union Member” for the MAHCP scholarships and “Why Enter Into A Healthcare Profession?” for the Monique Wally scholarship.

Why do our applicants write essays based on these topics? Since we are a union, we are hoping to expose the next generation, our children, to the ideals that support unionism – especially since we print these essays around Labour Day! They may not know much about the labour movement before they apply, but, with their research they can learn how the labour movement began and how all Canadians benefit from strong unions. This same rationale goes into the essay topic about Healthcare Professionals – these students who are planning to go into a healthcare field have a chance to explore the reasons that healthcare is a great work choice.

Each year we receive numerous deserving applicants and this year was no exception. We on the Communications Committee are always impressed with the scope of extra-curricular activities these students take part in, as well as maintaining excellent grade point averages. We would like to commend all the students who applied, for their hard work and dedication. It is unfortunate that not everyone can receive a scholarship, but their work ethic speaks to their success in the future.

MAHCP SCHOLARSHIP WINNERS:

- Alana Lamont, daughter of Debra Lamont, Health Sciences Centre
- Deborah Chan, daughter of Ashley Chan, Health Sciences Centre
- Krista Aitken, daughter of Barbara Aitken, St. Boniface Hospital
- Carly Rapinchuk, daughter of Brenda Rapinchuk, Misericordia Health Centre
- Kaitlyn Brown, daughter of Heather Martin-Brown, Society for Manitobans with Disabilities

MONIQUE WALLY SCHOLARSHIP WINNER:

- Carly Rapinchuk, daughter of Brenda Rapinchuk, St. Boniface Hospital

Excerpts from Student Essays “Why Join a Union”

“Unions in their progression alongside society over the years have become well-known for the numerous advantages they provide to workers. While member benefits can be of monetary or social value, the greatest thing a union offers its members is assurance that their voices will be heard and the promise that through solidarity their requests can be achieved.” – *Alana Lamont, MAHCP winner*

“Unlike non-union positions where the worker must ‘grin and bear it’, union members are given an opportunity to make their workplaces safer. Members must also be given a legitimate reason for disciplinary action or termination unlike the ‘here today, gone tomorrow’ jobs of non-union members.” – *Deborah Chan, MAHCP winner*

“Not only do unions benefit you personally, but they also help the economy. Unions have helped the middle class. With higher wages to more people and better job security, people feel free to buy more...This stimulates the economy allowing it to grow as well as to stabilize it.” - *Carly Rapinchuk, MAHCP winner*

“If there was a union at my first job it would have greatly benefitted me and the other employees. A union would have given me the information about what I was entitled to on the job. A union would negotiate increases in salary instead of each employee being at the mercy of a manager who had limited authority.” - *Kaitlyn Brown, MAHCP winner*

Why Join A Union?

by Krista Aitken
MAHCP Winner

In today’s world, the lives of Canadian workers have improved substantially through the opportunity to join labour unions. Unions act as the voice of workers by arbitrating disputes, ensuring good working conditions and developing fair and equitable wages on behalf of the employees.

The advent of unions brought balance to the relationship between company management and workers.

Before labour unions, each worker had to negotiate their compensation individually and there was no one to represent concerns over working conditions. This presented a great disparity in power and influence heavily in favour of management. In many cases, workers had few options other than to accept low wages and poor working conditions. Unions brought the power of the workers as a whole to the negotiations by aligning their mutual interests. Union’s are more capable of negotiating wages and benefits because an organized group of workers have a lot more leverage

than individuals. As a result, wages increased and working conditions greatly improved.

The most important benefit of union membership is representation. Unionized workers are represented to the employer by the union. Through a process called collective bargaining, the union assigns a representative to meet with the employer, discuss terms and reach an agreement on fair and equitable treatment for its members.¹ Without a union, wages, benefits, hours, overtime pay and seniority are

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Federal Government's Amazing Race

... to the Beach? By Shelley Kowalchuk, Physiotherapy Director



Shelley Kowalchuk

Summer may be over for us but it didn't last long enough for someone. Prime Minister Steven Harper has decided once again that he is going to prorogue parliament. MPs were supposed to go back to work in September, but Harper said August 19th that his government had accomplished everything they had to do. So, might as well not go into work, they're done!

Passed enough bills, talked enough, can't think of anything else to do except hang out in the park and catch some rays.

Maybe this explains the Omnibus Bills that the Conservatives have been ramming down Canadian's throats over the last few years. The most recent one had two very large bills, C-38 and C-45, along with major amendments to environmental protection, First Nations legislation, foreign ownership restrictions, changes to CSIS, and raising the retirement age for some federal pensions. To name a few. Well, that was their agenda, in a nutshell. Of course, with a Conservative majority in parliament, debate was short and swift and the Bill was passed.

Then what's left to do? Well apparently, not much. As a result they will be in the House of Commons 20 less days this year. Hey, they say, we're saving the tax payers lots of money! (Of course that begs the question; if they're working less, can we pay them less?)

Ah for the life of an MP. One guy feels he's had enough and they all get to go home. Imagine if we who work in health care got to do that. I think I've treated enough people this year; I'm taking September off – is anyone else with me?

I suppose Harper figures that third time's a charm – it will be his third time cancelling or proroguing parliament and it worked so well before. He was in danger of losing a confidence motion which would have ended his government and led to an election – so...prorogue parliament! Voila – no more confidence motion. He was tired of questions over the treatment of Afgan detainees – so...prorogue parliament! Scandals forgotten. It works so well, that the first thing I wondered was – what on earth is he avoiding this time?

Proroguing parliament kills any legislation or debate

that is still being discussed. It's a nifty way to just shut up those pesky Opposition MPs that keep exercising their democratic right to question the government. This is very annoying to our Steven who has been very successful in shutting up his own MPs. So what is getting under Steven Harper's skin this time?

Is it the Senate scandal? Senators Pamela Wallin, and Mike Duffy are a big embarrassment to the government and Harper does not enjoy being grilled about the government's knowledge about these Senators' fudging of cushy expense accounts over the last few years. Not to mention Harper's own chief of staff Nigel Wright's attempt to bail out Mike Duffy's improper expenses. I'm sure Steven Harper is hoping we were all out of the country on vacation for the last few months, or at least preoccupied with who was eliminated from Amazing Race Canada.

Well, my attention span is a limited too, but I do seem to remember they promised Canadians they would (1) have transparency in government (2) reduce patronage appointments, and (3) have an elected senate.

Instead we have (a) more secrecy in government and quashing of democratic debate in parliament (b) an increase in patronage, especially in the (c) non-elected senate.

Once parliament is prorogued, the Conservatives will bide their time until Canadian's short attention span will be caught by some other hot topic. Too bad the Royal baby was already born – that would have been perfect. Are any of the Kardashian's due?



A Busy Weekend in The Pas

Breakfast with the Experts

by Lesa Nordick, Northern RHA Director



The team that brought Breakfast with the Experts to The Pas (from left to right): Laura MacLean, Marianne Curran, Lesa Nordick, Ainsley Hiebert and Russell Thorne.

On June 8, MAHCP, in collaboration with the Canadian Diabetes Association (CDA) sponsored a free event, Breakfast With the Experts. Because of our member's connections with diabetics in the community, MAHCP felt this was an ideal opportunity to provide an information session along with healthy menu ideas. The morning included two sessions on healthy eating and physical activity recommendations for those with Type 2 diabetes.

Laura MacLean, registered dietitian with the Regional Diabetes Program in The Pas, presented healthy eating guidelines. Russell Thorne, a Certified Exercise Physiologist who produces manuals and videos on exercise, provided exercise ideas for participants.

After the seminar, a healthy home-made breakfast was provided using recipes provided by Laura MacLean, who modified the recipes to make them a healthier option. Participants went away with more knowledge, a healthy breakfast, recipes and bags with information provided by MAHCP.

Laura MacLean
and
Russell Thorne



..... with MAHCP



From Left to Right: Tamara Stevens, Joanne Wyman, Shannon Osmond, Charles Gregoire, Deidre Harvey, Iesa Nordick

MAHCP members lend a Helping Hand at the JDRF Walk in The Pas

The Manitoba Association of Health Care Professionals (MAHCP) members in The Pas were busy on Sunday June 09th volunteering with a local fundraiser for the Juvenile Diabetes Research Foundation (JDRF) Walk. This was the 4th annual walk organized by local volunteers in The Pas, and MAHCP's first time helping out.

The JDRF Walk to Cure Diabetes is a fun-filled charity walk held in locations all around the world. The Walk raises funds for the millions of people living with and affected by Type 1 Diabetes (T1D). Participants, walking alone or in teams, raise money for JDRF—the largest nongovernmental funder of T1D research. Any walker can tell you that the Walk is fun, celebratory, and incredibly rewarding. And it's an easy way to become part of the global movement to cure, treat, and prevent T1D.

Type 1 diabetes occurs when the pancreas is unable to produce insulin. People living with type 1 diabetes must rely on the daily delivery of insulin to survive. To date, there is no proven way to prevent type 1 diabetes. Today more than 300,000 Canadians live with Type 1 Diabetes and it's growing at a rate of 3-5% per year, attacking young people - notably in kids under the age of 14.

Thanks to the efforts of organizations like JDRF and researchers around the world, Type 1 Diabetes is

manageable. Insulin and other interventions are letting kids and adults live healthier lives today while work is done to find a cure. MAHCP is committed to supporting healthy communities. It's a way we can "Give Where We Live".

Six members from MAHCP came out to help with various tasks at this year's event, allowing family and friends affected by Juvenile Diabetes to fully participate in the walk and not worry about the jobs back at the start line that needed to be completed.

"We wanted to lend a hand and support the families and children affected by this Chronic Disease" said Iesa Nordick, Northern Region Director with MAHCP. "The MAHCP members I asked to volunteer for this event didn't hesitate when I personally approached them to volunteer. They jumped in and helped to make this a very successful event, while supporting the fundraising effort to search for a cure...I was very proud to be an MAHCP member and see my fellow union members helping out." This event locally rose close to \$10,000.00.

On behalf of "Team MAHCP", we were honored and excited to walk with these families. Together, we are making, and will continue to make, great strides toward curing diabetes.

Restructuring Votes Leads to Controversy

By Jake Giesbrecht, MAHCP Legal Counsel



Jacob Giesbrecht
LLP

The Provincial Government decided in 2012 to restructure the health care regions in Manitoba by reducing the number of Health Care Authorities from 11 to 5. This resulted in the co-mingling of a number of bargaining units represented by different unions. The Manitoba Labour Board was charged with the responsibility of organizing the change in representation of the unionized employees affected by the restructuring. The Board spent the fall and winter of 2012 organizing votes among employees in the affected unions to ascertain their wishes as to which union each employee wanted to belong.

On May 3, 2013 the Board issued certificates appointing the unions who were successful in the votes to be the official bargaining agents for the appropriate bargaining units in the new health regions.

MAHCP challenged the fairness of the process the Board used in organizing the restructuring votes. MAHCP was the certified bargaining agent for the technical/professional paramedical employees bargaining unit of the former Brandon and South Eastman regions. MGEU was the certified bargaining agent for the technical/professional paramedical employees' bargaining unit of the former Parkland, Assiniboine and Central regions.

The Board determined that a single bargaining unit was created with the merger of the Brandon, Parkland and Assiniboine regions into one region called Prairie Mountain Health (PMH). The Board determined that a single bargaining unit was created with the merger of Central and South Eastman regions into a new region called Southern Health (Southern). These health regions cover an area of many thousands of square kilometers in the south and western part of the Province of Manitoba. The regions are largely rural. The only effective means of communicating directly with employees in these regions is by telephone, post or possibly email.

Prior to the representation vote, MGEU represented approximately 2/3 of technical/paramedical employees affected by the representation vote in the PMH and Southern regions. By virtue of MGEU's position as bargaining agent, it had the personal contact information and the classification descriptions of 2/3 of the voting constituency. MAHCP represented the remaining 1/3 paramedical/technical employees affected by the representation vote. By virtue of MAHCP's position as bargaining agent, it had the personal contact information and the classification descriptions of only 1/3 of the voting constituency.

How can there be democratic fairness in a process where one candidate has the ability to communicate with 2/3 of the constituent voters and another candidate cannot communicate with 2/3 of the constituent voters?

The Board directed the employer to provide a list of names, classifications and addresses of all voting employees in the new bargaining unit to the Board. The Board provided copies of this list to MAHCP and MGEU but the classifications and addresses of all affected employees were obliterated from the list. The Board directed that MAHCP and MGEU would be provided with the names of the voting employees but not the addresses of the voting employees.



The Board directed that the representation vote should be conducted by mail-in ballot. It is rare that a mail-in ballot is called. Most bargaining unit votes are conducted by in person balloting.

The Board refused a request made by both MAHCP and MGEU for a hearing to determine the issue of whether the addresses of the affected employees should be disclosed to MAHCP and MGEU. The Board also refused a request made by both MAHCP and MGEU that the representation vote be conducted by in-person voting.

After the vote was conducted the Board asked MAHCP and MGEU to sign a fair vote certificate. MAHCP refused to sign the fair vote certificate and provided written reasons why not. The Board refused to conduct a hearing to address MAHCP's reasons for not signing a fair vote certificate.

In spite of MAHCP's objection to the fairness of the vote and without conducting an oral hearing into the matter, the Board counted the votes it deemed eligible for counting. The outcome of the vote was that MGEU received approximately 2/3 of the ballots cast and MAHCP received approximately 1/3 of the ballots cast.

The employees who voted for MAHCP in the representation vote were deprived of the bargaining agent of their choice as a result of the process. The election of new bargaining agents was conducted under the authority of The Labour Relations Act of Manitoba.

In other elections in Canada authorized by statute such as elections to Parliament, elections to the Legislature of any of the Provinces and Territories, municipal elections and school trustee elections there are specific provisions in each of the governing statutes that require the competing representatives to be provided with the names and addresses of the constituents who will be electing them to their representative positions. A representative must be able to communicate with his constituency; this is integral to the democratic process. How can there be democratic fairness in a process where one candidate has the ability to communicate with 2/3 of the constituent voters and another candidate cannot communicate with 2/3 of the constituent voters?

MAHCP is challenging the Board's conduct of the vote on the basis that it has compromised the

democratic process and deprived MAHCP and its members of the ability to communicate with the voting constituency which is a violation of MAHCP's freedom of speech as guaranteed under 2(b) of the Charter. The Board's conduct of the vote has also deprived the voting constituency, the employees, of the opportunity to be contacted and informed of the rights, benefits and detriments of the union that stands for election as their bargaining agent.

In addition to the violation of its freedom to speak, MAHCP takes the position that that the Board's conduct of the vote has deprived the employees who voted for MAHCP of the candidate of their choice without a democratically held election. Without a democratically held election, these employees were deprived of their right to freedom of association as guaranteed under the Charter.

A number of the employees who voted in this process sat as directors on the Executive Council of MAHCP until the order of the Board on May 3, 2013. These directors each voted for MAHCP. Each of these directors were denied their membership in the association of their choice. Each are also deprived of their directorship on the Executive Council of MAHCP.

MAHCP has asked that the Board review its decision to issue the certificates on the basis of the voting process that it chose to use. If the Board does not review that process, the only recourse is to challenge the constitutionality of that process through the Courts.

MAHCP receives Award

As many of you know, MAHCP has been a proud supporter of the Canadian Diabetes Association for the last 4 years. When we took on this partnership, it was our desire to align ourselves with a reputable organization that would allow us to engage our membership in volunteer opportunities as well as have a positive impact on the people of Manitoba. This past year, MAHCP was awarded the "Outstanding Corporate Award" for our contributions to the Canadian Diabetes Association, both financial and volunteer support of many of their fundraising events. It has been a very positive relationship and we are grateful to have been recognized for our contributions. Chad Harris very kindly attended the event and accepted the award on behalf of all MAHCP members.

MAHCP Wins Award for Outstanding Journalism!

Shelley Kowalchuk, Physiotherapy Director and Newsletter editor has received an award from the Canadian Association of Labour Media! Her article, "Hostess tries to Have its Twinkie and Eat it Too" (December, 2012) earned her the 2013 Morden Lazarus Prize for best editorial, column or opinion piece. This terrific article can be found on our website at mahcp.ca in the newsletter archive section. Way to go Shelley!

* iPad Email Contest *



The Communications Committee wishes to thank everyone who has sent in their email addresses to MAHCP in response to our iPad contest.

There is still time to enter. Cutoff is midnight on 30 September 2012. The result of the draw will be announced at the AGM.

Why Join A Union

continued from page 4

subject to favouritism. In collective bargaining, the union is able to negotiate the contract with the employer and can ensure that the employee's best interests are included. The union has processes to ensure that the workers' rights are upheld.

Many compensation surveys have demonstrated that the wages of unionized workers are substantially higher than those of non-unionized workers. A study in 2000 by the Canadian Policy Research Networks showed that the average unionized worker earned \$20.06 per hour while the average non-unionized worker earned \$17.03, an overall union wage premium of 12.5%².

Non-unionized workers who feel they have been treated unfairly at work must either face management, risking their jobs, or simply deal with mistreatment. On the other hand, union members have official routes available for resolving workplace issues. One such option is arbitration. Much like in a court hearing, the union member and employer go before an arbiter and both sides present their reasons for disagreement³. Since the arbiter is entirely impartial, the matter of contention is dealt with fairly and the final resolution

becomes legally binding for both parties.

If a union member feels that the terms of a collective bargaining agreement have been broken, another solution is to file a grievance. The grievance process is similar to that of arbitration, except that the arbiter specifically examines whether the collective bargaining agreement has been violated⁴. Through either method, the problem is resolved through a legally binding, impartial process. Non-unionized workers must struggle to appeal to the appropriate management for their complaints to be heard. Management is under no obligation to respond or to consider the employee's interests.

In a 1999 study on unionization and benefits, Statistics Canada found a distinct contrast between benefits coverage rates of non-unionized workers and their unionized counterparts. The study showed that 45% of non-unionized workers had extended medical plans, 43% had dental plans and 41% had life/disability insurance plans. However, union members were almost twice as likely to have coverage with 84%, 76% and 78% respectively. This difference clearly illustrates some of the financial benefits of union membership. The gap in pension coverage is far greater, with nearly 80% of union

members covered, versus only 27% for non-unionized employees.⁵

Being a union member provides workers with distinct advantages over non-unionized workers. Not only does it increase salary and employment benefits as well as improve working conditions, also it creates a structured work setting in which employees can feel at ease about their job security. Unions create an equitable partnership between employees and employers that benefits both parties.

¹ Roy 3

² CPRN - EKOS Changing Employment Relationships Survey (2000)

³ Arbitration - Union Grievances

⁴ Arbitration - Union Grievances

⁵ Akyeampong 1

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How Well Do You Know Your Collective Agreement?

Question: My Employer has told me that I have to remain available to return to work during my unpaid meal break. Am I entitled to be paid?

Answer: Unpaid meal breaks are your own time. You are entitled to leave the facility if you choose. If you are told that you are to carry a pager, remain in the facility, or remain available to return to work during an unpaid meal break, the time is not your own. You are entitled to be paid at overtime rates for the break.

"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."

2012-13 Executive Council

Officers

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Recreation	Zana Anderson, DLC
Social Work	Sylvie Theriault, HSC
Spiritual Care	Michael Thibert, St. Boniface Hospital
Burntwood RHA	Tanya Burnside, Pharmacy Technician
Northern RHA	Lesla Nordick, Community Health Developer
Winipeg Region	Janelle Morissette, DSM-HSC, Laboratory

Staff Assignments

Lee Manning
Executive Director
lee@mahcp.ca

Janet Beaudry
Executive Assistant
janet@mahcp.ca

Joan Ewonchuk
Administrative Assistant
joan@mahcp.ca

Cathy Langit
Administrative Assistant
cathy@mahcp.ca

Jacob Giesbrecht
Legal Counsel
jake@mahcp.ca

Rachiel Langit
Secretary/Receptionist
rachiel@mahcp.ca

Michele Eger, LRO:
michele@mahcp.ca

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, Breast Health
Centre

Walter McDowell, LRO:
walter@mahcp.ca

DSM - St. Boniface Hospital, DSM -
Misericordia Health Centre, Gamma-
Dynacare Medical Labs, Seven Oaks
General Hospital, Aboriginal Health
& Wellness Centre

Birgit Molinski, LRO:
birgit@mahcp.ca

Currently providing support to HSC
and will be assuming HSC portfolio
duties.

Gary Nelson, LRO:
gary@mahcp.ca

Victoria General Hospital, Brandon
Clinic, Society for Manitobans with
Disabilities, Actionmarguerite,
Rehabilitation Centre for Children,
CancerCare Manitoba, Northern
Region, DSM Southern Region

Ken Swan, LRO:
ken@mahcp.ca

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

Phone: 204-772-0425 or 1-800-315-3331 (toll free)
Fax: 204-775-6829

Mark Your Calendar for

MAHCP's Annual General Meeting

October 10, 2013

Holiday Inn
Airport West

2520 Portage Avenue,
Winnipeg

Registration at 5:00 pm
Meeting 6:00 to 8:00 pm

Please pre-register with the form
included with your AGM package mail
out or call 204-772-0425.

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.

- **Merv Pichlyk**, Pharmacist, Seven Oaks General Hospital
- **Douglas Howe**, Radiology Technologist, Health Sciences Centre
- **Ron Neufeld**, Physiotherapist, Community Therapy Services
- **Ron DeBrouwere**, Radiology Technologist, St. Boniface Hospital

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

Are you missing out on an opportunity?

Have you overlooked the MAHCP Professional Development Fund?

Since its inception in 2007 the MAHCP Professional Development Fund has been well utilized by the membership. Over \$15,000.00 has been awarded to members to support them in their profession. This fund is available to qualifying members for professional development relevant to their work or to take courses related to union education.

The maximum frequency of eligibility is once every two years. Successful candidates are required to pay the full amount of registration, and will be reimbursed upon submission of receipt, along with information about the course and an explanation of the relevance of the course to their profession. Maximum award will be \$250.00.

The application form can be obtained either from the MAHCP website or the MAHCP office. Completed application forms and supporting information should be sent to: MAHCP 101-1500 Notre Dame Ave. Winnipeg MB R3E 0P9 or fax to 1-204-775-6829.



101-1500 Notre Dame Avenue, Winnipeg, MB R3E 0P9
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Email: info@mahcp.ca; Website: www.mahcp.ca