



Manitoba Association of  
Health Care Professionals



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# MAHCP NEWS

DECEMBER 2004

## President's Report Wendy Despins

About a year or so ago a comment made to me by a fellow union member gave me pause. This individual was frustrated and was questioning "What has the Union ever done for me?" I was taken aback, realized that it was rhetorical and we moved on to other things. However, since that time I have given it much thought as I was curious by the differences in our point of view. I began to look at our different life experiences, and realized that I have worked in both unionized and non-unionized environments. My work life has spanned a period of time that has seen many changes (changes in our society, changes in labour laws, changes in working conditions, changes in social funding and changes in expectancies). Whereas the individual who has worked in only one environment, an environment with an already longstanding union and with a negotiated collective agreement, where processes and systems are in place that appear to have no comprehen-



sible relevance to someone beginning their career and where they do not perceive to have any input, would have an entirely different point of view. So I can understand how without something to compare to, or without some historical information someone might not appreciate the impact and the importance of unions. They might not understand the significant contribution that unions have made to work life in Canada, nor the impact the unions have had on social reform. Unions are an integral part of our culture and have helped to shape the society that we live in today. It has been shown that countries that are highly unionized have a higher standard of living.

As I have been mulling this over I have had many conversations with people in as many different roles, centering around the question "What has the Union ever done for me?" I

had remembered that when Mr. Gauthier first joined St. Boniface Hospital as President and CEO he shared a story with us at the Joint Union Management Council. Upon his arrival here in Winnipeg, someone asked him how he liked working in a facility that was unionized. His response was that he preferred it and went on to explain why. In a recent conversation with him I asked him his views explaining that I had been pondering the question, "what has the union done for me?" Mr. Gauthier shared with me that "a unionized environment provides us with structure, if we didn't have this organizational set up, what would we have? We would need to organize something, as a manager we could not talk to 4000 employees individually; we could not negotiate with them individually. As managers and unions we are both here with union representatives to see that the job gets done while taking into account working conditions."

A friend of mine, a retired Organizational Development Consultant for the Federal Government, commented that

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## MAHCP Executive Council

The MAHCP Executive consists of the following elected membership:

**President– Wendy Despins**  
SBGH Laboratory

**Vice President - Al Saydak**  
HSC Radiology

**CTS- Margrét Thomas**  
Physiotherapy

**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- Joelle Fillion Kopp**  
HSC

**Radiation Therapist - Paul Norman**  
CCMB

**Respiratory Therapist - Leon Wagner**  
HSC

**Burntwood RHA - Tanya Burnside**  
Pharmacy Technician

**South Eastman RHA - Michael Kleiman** Sonographer

**Winnipeg RHA - Allan Harlow**  
Concordia Hospital Laboratory

## Calendar of Events



### December 6, 2004

- SBGH General Drop-In Meeting  
Room NG034, 1200 to 1400 hrs  
Barb Johnson, LRO

### December 8, 2004

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

### December 9, 2004

- Misericordia Health Centre Member-  
ship Drop-In Meeting  
Room 362, 1200 to 1330 hrs  
Barb Johnson, LRO

### December 15, 2004

- Deer Lodge Centre Staff Rep Mtg  
North Pavilion Room 2,  
1200 - 1300 hrs  
Ken Swan, LRO
- HSC Staff Rep Meeting  
RR2, Rehab Hospital Auditorium  
1200 to 1300 hrs  
Michele Eger, LRO
- MAHCP Highlights of 2004  
Royal Oak Inn, Brandon  
1900 to 2100 hrs  
Karen Noga, Barb Johnson  
Wendy Despins, Al Saydak

### December 16, 2004

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

### January 11, 2005

- SBGH General Membership Mtg  
Room N057  
1200 to 1400 hrs  
Barb Johnson, LRO

### January 14, 15, 16, 2005

- Executive Council Summit  
Off-Site

### January (TBA), 2005

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

### February 9, 2005

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

### March 9, 2005

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

### April 13, 2004

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

## Staff Assignments

**Barb Johnson, Acting Executive Director** (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, Breast Health 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), Aboriginal Health & Wellness Centre, Concordia Hospital, Tissue Bank Manitoba, Burntwood RHA, Nor-Man RHA

**Karen Noga**, (LRO) - karen@mahcp.ca: Victoria General, Brandon RHA, Brandon Clinic, Seven Oaks General Hospital, Centre Taché Centre, Society for Manitobans with Disabilities, Rehabilitation Centre for Children, CancerCare Manitoba

**President's Report continued from Page 1**

when he enters a manufacturing firm that is unionized versus one that is non-unionized, the differences are readily apparent, that it is as basic and as vital as the quality of air. He went on to say that he is thankful to be living in a country and a society that has had such a strong union influence.

Another point of view came from a fellow board member who grew up in a family where being a union member was the norm, and in a time when there was no national health care coverage. Half of the family income went to providing the medical needs of one family member, and the family experienced tremendous relief when her father's union successfully negotiated health care coverage.

"What has the Union ever done for me?" I have come to realize that the answer to this question is complex, spans generations, and that to attempt to answer it here in any sort of comprehensive way would not be possible. I believe that many, many things that we take for granted in our workplaces are there because of unions. When I begin to look through any collective agreement and see the benefits that are there, knowing that there are people in the world who don't enjoy those same benefits, I begin to know "what the union has done for me": pension plans, hours of work, salaries, paid breaks, maternity leaves, overtime rates, call back pay, standby pay, income protection, bereavement and compassionate leave, pre-retirement leave, annual vacation, occupational classifications, and so much more.

Pondering this question has reinforced my belief in our need for education: education about unions for our membership, staff representatives, board of directors, and for the people that we interact with and have dealings with. It is one of my objectives in the next two years to look at and to develop more union-oriented educational opportunities for staff and membership.

In future issues I am hoping to include some historical information, to provide background and to increase general knowledge and understanding of the union, its mandate and its processes.

Wishing each and everyone a safe, healthy and happy holiday season and all the best for each of you in the New Year.

Warmest regards,  
Wendy Despins, President



## Introducing MAHCP's Newest LRO Armand Roy

The Executive Council and Staff are pleased to announce that **Armand Roy** will be joining the MAHCP Team starting January 3, 2005. Armand has been involved in the Labour movement for over 20 years. He was local President for Local 669 of CUPE and also held the positions of National Vice President of the Broadcast Division of CUPE.



When the unions of CBC were reduced Armand became a member of the CEP and sat on the National Executive Board of CEP's CBC component.

Armand was also a founding member of the National Alternative Media Committee that was made up of several unions, the Council of Canadians and the Friends of Canadian Broadcasting. He sat on the Saskatchewan Federation of Labour Jurisdiction Committee and Political Action Committee.

For the past seven years Armand has been consulting for many labour organizations.

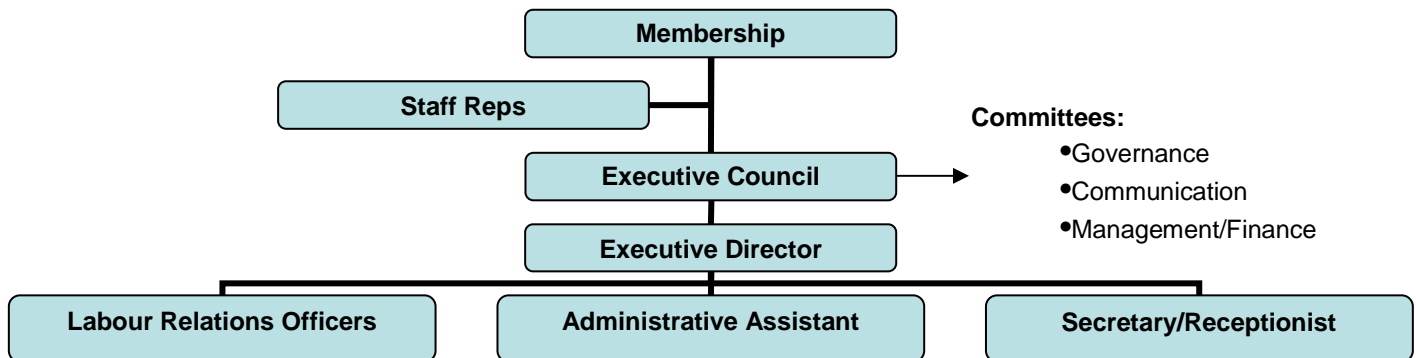
As a fine artist Armand recently had national coverage on the CBC French program L'Accent and is a member of the Pan-Canadian bilingual art group known as Art X 9.

## Executive Director Search

Mr. Charlie Sitwell is no longer working at MAHCP and we have begun a search for a new Executive Director. Meyers Norris Penny is assisting with this search as part of the original contract to satisfactorily fill this position.

In the interim Barb Johnson is Acting Executive Director in addition to her Labour Relations duties.

# MAHCP ORGANIZATIONAL CHART



#### Committees and Boards on which MAHCP participates:

- Diagnostic Services of Manitoba (DSM)
- ABC Steering Committee, WRHA (Achieving Benchmarks through Collaboration)
- Manitoba Workplace Safety and Health
- Market Adjustment Fund
- Health Employees Benefits Plan/Health Employees Pension Plan (HEBP/HEPP)
- Employee Assistance Program (EAP) – Manitoba Blue Cross

September 13, 2004

## 2004 Honour Roll Recipients

Four MAHCP members were added to the MAHCP Honour Roll at the AGM on October 14, 2004.

- **Maureen Ayres:** Maureen has been actively involved in MAHCP for over 15 years in various capacities including Staff Rep, Pharmacy Tech Director on the Board, two terms as President and has been involved in 6 sets of negotiations.
- **Wendy Despins:** Involved with MAHCP for over 25 years with several terms as Laboratory Director, Wendy is now on her third term as President. She also led the campaign for urban regionalization votes and led the campaign against the MGEU application for decertification of January 2004 in Brandon and Burntwood RHA's.
- **Allan Harlow:** Allan has been actively involved with MAHCP for over 20 years starting as a Staff Rep and then held the position of Treasurer on the Board for 19 years. He has also participated in every central bargaining negotiations table since 1979.
- **Michael Kleiman:** Michael has been involved with MAHCP since moving back to Manitoba in 2000. Michael has been on the Board as Diagnostic Medical Sonographer Director, South-Eastman RHA Director and is currently the Treasurer.

All four recipients have made huge contributions to the Association in the form of time, energy, leadership and a commitment to the mission of MAHCP, which is to advance and preserve the economic and social well-being of our members while promoting the highest standards of health care.

## Maternity Plan B For Part-Timers

The struggle to achieve Plan B for part timers has been going on for some time with MAHCP. The issue of the top up to 93% of salary for part timers was at the bargaining table in 1999 and at that time it was decided by both parties to "jointly apply to the Human Rights Commission for adjudication ". The Association had also been advising members who were part timers that they should put in a formal complaint to the Human Rights Commission. As things seemed to be progressing very slowly at the Commission, the Association again tabled the proposal at Bargaining 2003. The Arbitrator ruled in MAHCP's favour and granted Plan B to it's members. However Vince Ready did not specify as to how it should be applied (based on actual hours worked or based on equivalent full time hire status). After lengthy discussion it was agreed by both parties that:

- “(a) all top-ups for part time staff that commenced maternity leave prior to the application of the new collective agreement (April 1, 2003) and subsequent to January 1, 1998 would be paid based on the employee's EFT;
- (b) all top-ups for part time staff that commence subsequent to the application of the new language would be based on average earnings up to the maximum top-up benefit that would be received by a full time equivalent; and
- (c) the calculation of top-up for full time staff will remain based on their EFT/annual salary.”

Any part timer who believes they may have been entitled to Plan B and did not make application to their Employer, ought to do so.

If these individuals are being denied or questioning the process or the amounts owed them, kindly call the Association office to speak to their respective Labour Relations Officer.

## NUPGE Affiliation

The National Union of Public General Employees (NUPGE) is Canada's second largest union and is a union of unions. The National Office is in Nepean, Ontario and each component union enjoys services, support and solidarity. It has many educational programs, can provide local support and at the same time lobby government at a National level.

Since passing the resolution to affiliate with the National Union of Public General Employees (NUPGE) at the MAHCP AGM, National President Jim Clancy held separate meetings with MAHCP and MGEU to develop a protocol agreement/ code of conduct.

Subsequent to that MAHCP met with MGEU; in attendance were Wendy Despina, Alan Saydak, Charlie Sitwell and Peter Olfert, Bill Comstock and Bob Dewar. Wendy and Peter signed the Protocol Agreement. The agreement was then sent to NUPGE for signing and has been returned and is filed with each of the three parties.

Follow-up meetings have been held with MGEU to foster a positive working relationship and therefore achieve a stronger voice for healthcare professionals in Manitoba. James Clancy extended his congratulations, "I want to congratulate you on this positive step that, under your leadership, has come to fruition. The Principles agreed to by the parties in the Protocol will enhance our working relationships and ultimately benefit all of our respective members."

*MAHCP Executive and Staff  
Wishes Everyone a Safe and  
Happy New Year*



## MAHCP Career Profile Orthopedic Technologist

By Randy Buschau,  
Registered Orthopedic  
Technologist  
Health Sciences Centre

Currently, MAHCP represents 15 Registered Orthopedic Technologist and 4 Orthopedic Technician positions at the Health Sciences Centre, St. Boniface General Hospital, Seven Oaks General Hospital, Brandon General Hospital and Misericordia Health Centre.

The difference between Orthopedic Technologists and Technicians is that Technicians are Technologists in training and are expected to complete the educational requirements of orthopedic technology.

Orthopedic Technologists work in the cast rooms, wards and Emergency departments of these facilities and provide a very specialized and valuable service to Manitoba patients. We are responsible for the care of adults and children with various orthopedic injuries and Manitoba technologists see approximately *45,000 patients per year*. Duties may include:

- Application, removal and changing of all types of casts
- Application of traction for immobilization – including unstable cervical fractures
- Application of various types of splints and braces
- Assisting in the setting of bones before casting or application of traction
- Triage of clinical cases to determine the urgency of care
- Responsible for large yearly budgets and expenses
- Care of patients with ongoing orthopedic and vascular wounds
- Education of medical and nursing students
- Provision of service to Neurology, Plastic and Orthopedic surgeons
- Members of the trauma team responsible for stabilizing fractures of all accident victims

Orthopedic Technologists have a governing body called the Canadian Society of Orthopedic Technologists (CSOT). Registration in this group is a mandatory condition of employment in all Manitoba facilities. The requirements for becoming eligible to write the CSOT registration exams are:

- Complete grade 12 education
- University based Human Anatomy and Physiology course
- 1000 hours training under the guidance of a Registered Technologist and the Orthopedic Surgeon.

Upon completion of the training period, a written examination is required with a passing grade of 70%. Six months after the completion of the written exam, an oral and practical exam is conducted. Continuing education points are required yearly to maintain certification

Registered Orthopedic Technologists are an essential component of an integrated orthopedic patient care system in Manitoba, and, as attested to in writing by surgeons and other professional colleagues, our health care system cannot function effectively without our services.

Recruitment and retention continues to be a growing concern and directly affects the care of Manitobans. Like all of you, what we really want is the recognition that comes with respect.

As a member of the **Blue Cross Healthcare Employees Employee Assistance Program** you and your family have access to confidential and professional counselling services. Coverage includes, counselling related to marital and family problems, addictions, career, and financial issues, as well as emotional, behavioral and psychological problems. The Regional Health Authority EAP is a one program, multi-site model. Call 786-8880 or toll-free 1-800-590-5553 and be promptly connected with a qualified and experienced professional. Please visit our web site at [www.mb.bluecross.ca](http://www.mb.bluecross.ca) for more details about services available for healthcare employees.

Do You Have a Question or  
Suggestion for the  
MAHCP President?

Visit [www.mahcp.ca/pages/contactus.htm](http://www.mahcp.ca/pages/contactus.htm) for more information on how to contact the President of MAHCP, call the MAHCP office to have a copy mailed or faxed to you.

## HEPP Report

**Ken Swan**  
HEPP Board Trustee

The Audit Committee met November 8, 2004. Since the Enron and other scandals, Audit Committees for most businesses consist of independent individuals with no connection to the organization. As a result the Union and the Management Trustees each appointed an independent individual to the Audit Committee. They are Rubel & Husiak.

The report on investments was not as good as was hoped. While the investments themselves had positive returns, the rise of the Canadian dollar reduced the investments outside Canada. In some cases, the rise was so dramatic that the returns were wiped out or negative.

The Trustees discussed the possibility of changing the meeting format so that that they be held in conjunction with the HEBP board meetings. There is a majority of Trustees common to both boards. In addition, there are common topics for each board, such as the system update, and a considerable amount of the financial report. A legal opinion is being sought to determine whether a Pension Plan can have joint meetings with the Benefits Plan.

## MAHCP Technology Upgrades to Serve YOU Better

We are now using UnionWare software for our member database. This union-oriented software is used by many national and international unions and will aid in managing information as our membership grows.

MAHCP has also recently upgraded computer equipment and software so all computers are now compatible and networked. ClearConcepts, a Corporate Systems Consultant, has been contracted to provide computer/network support.

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## Collective Agreement Mail-Out Completed for Central Table

With the exception of Centre Taché Centre, all Collective Agreements from the 2003 Bargaining round have now been mailed out. If you have not received a copy, please contact Joan at 772-0425 or joan@mahcp.ca, as we may not have your correct mailing address on our database.

For those members who received a Membership Application card with their CA, please return your signed card as soon as possible. Please note that membership in the Union is a requirement of your employment and is also a requirement if you wish to participate in any Union activities.

## Legal Assistance Program

MAHCP has provided a Legal Assistance Program for its members that is administered by two different law firms, one in Winnipeg and one in Brandon:

**Inkster Christie Hughes**  
**700—444 St. Mary Ave.**  
**Wpg, MB**  
**947-6801**

Inkster, Christie, Hughes is a full service law firm. We have

been offering counsel to clients since the inception of the firm in 1896 under the firm name Craig and Ross. We thank you for selecting us to provide this service to your members.

**Roy Johnston & Company**  
**363—10th St. Brandon MB**  
**(204) 727-0761**

All members and immediate families are eligible to participate in the legal assistance program. Members are to be given reduced rates for purchases or sales of single family homes, mort-

gages for single family homes, wills, etc.

Please phone the Association office for more information or phone the law offices directly. When phoning the law firms, identify yourself as a member of MAHCP and it is always a good idea to double check the fees that will be charged to make sure there is no misunderstanding. We have had many favourable reports concerning the legal assistance plans and hope you are pleased with the service.

**Would you like to receive information electronically? If so, email [joan@mahcp.ca](mailto:joan@mahcp.ca) and don't forget to visit the MAHCP website [www.mahcp.ca](http://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 required to wear any special or protective clothing for work, do you have to pay for such clothing yourself?

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

The winner of the last contest was Sherry Seale of NorMan RHA who correctly answered that the rate of pay when working overtime on a Stat holiday is 2 1/2 times.

### Moving? Name Change? Please let us know!!

In order to keep our database current, please keep us informed of any address changes.

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](mailto:joan@mahcp.ca).

## NEW MAHCP LOGO CONTEST

This contest is open to MAHCP Members and Family.

The design should reflect the Health Care Professional Environment of MAHCP and is open to new **colour** options.

Submissions will be reviewed by the Executive Board and the winning submission will be awarded a prize.

**Deadline date for submission is December 31, 2004.**

Direct your submissions to the MAHCP Communication Committee, c/o Joan Ewonchuk, 101-1500 Notre Dame Ave, Winnipeg, MB R3E 0P9 or email [joan@mahcp.ca](mailto:joan@mahcp.ca).

### Did you know

Of 1 million health care workers:

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

### Publications Agreement # 40923004

Please return undeliverable to:

MAHCP

101—1500 Notre Dame Ave.

Winnipeg, MB R3E 0P9

