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MAHCP NEWS

JUNE 2004

President's Report Tom Walus

As usual the past couple of months have been far from "normal". The Executive Council and staff have been extremely busy with membership needs and bargaining issues.

After 4 long months of searching, MAHCP has hired a new Executive Director, but before I announce who it is I have a number of people to thank. I would like to thank the selection committee: Wendy Despins (Lab Director), Al Saydak (Radiology Director), Alf Price (Mental Health Director), Gary Cavanagh (Vice President) and Michael Kleiman (South Eastman RHA Director) for their hard work and sacrifice in the difficult task of selecting a new Executive Director. I would be remiss if I did not thank the staff from the consulting firm Meyers, Norris and Penny (MNP): Leslie Dornan, Greg Lamothe and especially Sheila Bayda. MNP maintained a professional approach in all of our dealings. We would not have been able to find our new Executive Director without their expertise. Their research and knowledge is second to none! Thanks!

We had 23 candidates apply from across the country. These were reduced to 9 and further interviews resulted in a short list of 5. One candidate withdrew because of personal reasons before the final interviews. Two hour interviews were conducted with the final 4. From those the selection committee made their recommendation to the board of directors. The interview process involved phone interviews, several face to face interviews, 1/2 hour presentations by the candidates, followed by more than 15 oral questions and lastly comprehensive reference checks. We are very confident in the process as it was extensive and intensive

I would now like to announce our new Executive Director . . . Charlie Sitwell. You can find his biography on page 3. All of the final candidates were impressive, but Charlie had that something extra special

and unique. We are confident that Charlie will take our organization to new successes. We will be organizing meetings in the near future for members to meet Charlie. Please make him feel welcome.

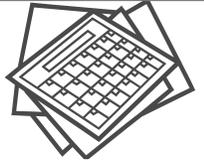
One area that we are continuing to work hard at is improving communication. We are working out the "glitches" in the "Ask the President" forum. I am working hard to respond within the stated timelines, but know that this can be a problem. Please be patient with this new initiative. We are working out a system of "triaging" the questions, that is, some questions are more grievances and workplace issues and need to be directed to a Labour Relations Officer. Other questions require follow up and some research. I have also received questions where the person has not identified themselves. Please remember that the questions are confidential. I feel that the question forum is a valuable communication tool, let's make it work.

Many issues have been raised by members and some of those will be answered in future issues of the newsletter. At this time I will address one of those questions here. One question came from a Brandon member, a new union member, wondering what a union is all about. Briefly, you, the members are the union. From the members a board of directors is elected which directs the union.

Being in a union, members work together to improve conditions at the workplace. Workplace improvements are gained by working with your co-workers and through the process of collective bargaining, which concludes with a legally binding collective agreement between the union and the employer. Without a union, you are a lone voice. Being part of MAHCP makes you part of a larger group, giving you a stronger, collective voice. Negotiated collective agreements set mechanisms to deal with day-to-day problems and concerns in the workplace. MAHCP shares your goals for a safe and equitable workplace. The union also advocates on your behalf to the government,

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MAHCP Executive

The MAHCP Executive consists of the following elected membership:

President- Tom Walus

HSC Microbiology

Vice President - Gary Cavanagh

Brandon RHA Pharmacy

CTS- Margret Thomas

Physiotherapy

Dietitian - Susin Cadman

Brandon RHA

Laboratory- Wendy Despins

SBGH

Orthopedic Technology -

Randy Buschau HSC

Pharmacist - Bob Bulloch

HSC

Pharmacy Tech- Brenda Loll

Brandon RHA

Physiotherapy - Joelle Fillion Kopp

HSC

Radiology - Alan Saydak

HSC

Respiratory- Michael Bachynsky

SBGH

Nor-man RHA - Bernie Krawchuk

Resource Coordinator

SouthEastman RHA -

Michael Kleiman Sonographer

Winnipeg RHA - Gerald Besyk

SBGH
Laboratory Technologist

Calendar of Events

June 2004

- Second Call for Resolutions to Constitution & Bylaws
- Second Call for Nominations for new Executive Council

June 9, 2004

- Executive Council Meeting
101-1500 Notre Dame Ave.
0845 hrs to 1700 hrs
- Retirement function for
Ron Wally, Executive Director
Victoria Inn, Winnipeg
1800 to 2300 hours

June 16, 2004

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

July 13, 2004

- Brandon Membership Meeting
Victoria Inn, 1800 to 2100 hours

July 14, 2004

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

July 23, 2004

- Deadline for Bursary applications

July 30, 2004

- Deadline for Honour Roll Nominations

August 6, 2004

- Deadline for Executive Council Nominations
- Deadline for Call for Resolutions to Constitution & Bylaws

August 11, 2004

August 11, 2004

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

August 17, 2004

- Brandon Membership Meeting
Victoria Inn, 1800 to 2100 hours

August 20, 2004

- Annual General Meeting Packages
Mailed Out

August 31, 2004

- **Winners of Bursaries are notified.**

September 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

October 13, 2004

- Executive Council Meeting
101-1500 Notre Dame Ave.
0845 hrs to 1700 hrs
- **Annual General Meeting**
Time and Place TBA

November 10, 2004

- Executive Council Meeting
101-1500 Notre Dame Ave.

Staff Assignments

Charlie Sitwell, (Executive Director)

Ken Swan, (LRO) HSC, Deer Lodge Centre, & Breast Health Centre

Barb Johnson, (LRO) St. Boniface, Central Medical Labs, Jocelyn House, Misericordia

Michele Eger, (LRO) HSC, Aboriginal Health & Wellness Centre, Concordia, Tissue Bank MB

**Introducing
MAHCP's New
Executive Director
Mr. Charlie
Sitwell**



Born in Austria, Charlie came to Saskatchewan at an early age.

He graduated from the University of Saskatchewan with a BA in Biology and Psychology and did a year and a half of an undergraduate Administration Degree. He then went to the University of Toronto where he received a graduate degree in Health Care Administration.

After his BA, he started his career in health care as a Psychiatric Social Worker in Weyburn, Saskatchewan and a Social Service Worker in Swift Current.

He worked for Sears for two years, and then returned to Weyburn as Director of Human Resources for a long term care and a psychiatric facility. He bargained the local contract and was on the provincial bargaining team for 101 hospitals.

After graduating from Toronto, he moved to Nova Scotia where he helped integrate two facilities and subsequently took over a facility that was under government trusteeship.

Charlie bargained and was involved in bargaining over a 15 year period, sat on and subsequently chaired the provincial Labour Relations Committee, during a period of a provincial strike and Industrial Inquiry Commission. He has restructured several organizations, has served on many boards and committees including the board and executive of the Canadian College of Health Service Executives and the Board and Executive of the Nova Scotia Association of Health Care Organizations.

Charlie was the CEO of the Northeast Region of British Columbia. After six regions were dissolved, he bought a motel.

Charlie moved to Winnipeg in April of 2003 and accepted a position of Executive Director in rural Manitoba.

Charlie is particularly sensitive to the needs of the members and the board and is anxious to meet the membership. He will start a provincial tour to meet the membership starting September.



**Brandon RHA
General Membership Meetings**

Mark Your Calendars!!

In response to requests from membership in Brandon, Karen Noga will be available on the following dates to meet with the general membership:

June 2, 2004
1800 to 2100 hrs
Royal Oak Inn

July 13, 2004
1800 to 2100 hrs
Victoria Inn

August 17, 2004
1800 to 2100 hrs
Victoria Inn

Please contact Karen at 1-800-315-3331, (press 0#) or email her at karen@mahcp.ca if you have questions regarding the above meetings or any other issues.

Second Call For Nominations MAHCP Executive Council 2004-05

Nominations for the 2004-05 Executive Council are due at the MAHCP Office, 101-1500 Notre Dame Avenue, Winnipeg, MB R3E 0P9 on or before August 6, 2004 at 1600 hours. 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 (ie. same occupational group, same geographic health region), and must include signature of acceptance of the eligible nominee.

The Executive Council of MAHCP monitors the business affairs of the Association, and plans policy and sets direction for the Executive Director to follow. The Constitution permits representation from each geographic 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 two years remaining in the existing term of office:

Officers:

President

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

Occupational Group Directors:

Laboratory	Pharmacist
Orthopedic Technology	Physiotherapy

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

Officers:

Vice-President (president elect)

Regional Directors:

Brandon	Burntwood
NorMan	South EastMan
Winnipeg	

Employee Interest Group Directors:

Aboriginal Health & Wellness Centre Clinics	CancerCare Manitoba Community Therapy Services
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Occupational Group Directors:

Audiology	Cardiology	Child Life Specialist
Dietitian	Electroencephalography	Emergency Medical Services
Home Care Coordinator	Mental Health	Midwifery
Nuclear Medicine	Occupational Therapy	Pastoral/Spiritual Care/Chaplain
Pharmacy Technicians	Psychologist	Radiation Therapy
Radiology	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 MAHCP OFFICE – 101 – 1500 Notre Dame Avenue, Winnipeg, MB R3E 0P9, or via e-mail, info@mahcp.ca, or feel free to use the Information Line. Our toll free number is 1-800-315-3331. Messages can be left at that number as well. They are checked daily Monday thru Friday, 8:30 am to 4:30 pm.

Labour Relations Report

By Michele Eger, LRO

(Michele Eger is the Labour Relations Officer for the Health Sciences Centre, Aboriginal Health & Wellness Centre, Concordia Hospital and Tissue Bank Manitoba)

There are several different grievances which are being filed by MAHCP members across the Winnipeg Regional Health Authority regarding issues that have never been a problem in the past.

One of these Grievances is regarding the Banking of Overtime, or Time Off in Lieu of General Holidays. We believe this may be a regional directive and so we would like to bring this issue to your attention.

Members are being told they may no longer bank overtime or lieu time, but they must be paid out as they are worked. This is indeed contrary to the Collective Agreement for our Members who bargain at the Central Table. This is a long held, common practice which is spelt out in Article 806 (805 CTS) which states:

"If mutually agreed upon, an employee may be granted paid time off equivalent to and in lieu of the overtime payment to which she would otherwise be entitled."

The right to bank General Holidays is covered under Article 1401b, which states:

"Upon request, an employee may be permitted to retain up to 3 days of her regular vacation or banked time, or a combination thereof, to

a maximum of 3 days, for the purpose of taking such time off for personal reasons such as religious observance or special occasion, as long as adequate notice is given to accommodate scheduling."

MAHCP has been informed by Human Resource Personnel that this is just a change in practice and they have the right to make this change. It is our position that we have just emerged from a round of negotiations, and if the Employers wanted to change a practice, the bargaining table was the place to do it.

If they had informed MAHCP of their intent to change this long held practice and by doing so, restrict the rights of our members, we would have bargained with that in mind and would have proposed different wording to provide our members with the same rights previously held.

So, if you have recently been made aware of this change of practice and your rights are being denied, please contact your Labour Relations Officer or your Staff Rep.

Also, if you notice something at the workplace, or you hear something which might affect your working conditions now or sometime in the future, you should give your Labour Relations Officer a phone call. Some of my Members say: "Oh, I didn't want to bother you!" But please do; because the earlier we find out about something, the better the chance there is to affect the outcome, hopefully in the favour of the MAHCP Membership.

Do You Have a Question or Suggestion for the President?

Visit www.mahcp.ca/pages/contactus.htm for more information on how to contact the President of MAHCP.

TO RECEIVE INFORMATION ELECTRONICALLY . . . EMAIL JOAN@MAHCP.CA.



MAHCP members may be eligible for a discount at Shapes. We need to determine the number of members that are interested no later than July 2nd, 2004.

Please email info@mahcp.ca or call 772-0425 if you are interested.

Unpaid Overtime Hurts in the Long Run

By Ron Ohmhart

(Excerpts reprinted with permission from Health Sciences Association of BC)

You can't get something for nothing. It's a common cliché. We've all heard it. Most of us have said it. But in the caring professions, there are few who live it.

Over the past several months, as funding sources are attacked and contract rights are tested more and more by employers looking to meet a bottom line imposed by the government, the pressures at work are on the increase. There are fewer staff doing the same or an increased workload. Contract rights health care workers fought for decades to win have been taken away.

Members put in that extra 15 or 20 minutes a day, just to finish up a job or because they are with a family member who needs their support. You can't just walk out on a family meeting, or leave a patient's bedside because the clock says your time is up. So you stay – 5, 10 or 20 minutes through your scheduled breaks, or past your shift end. And you don't put in for the overtime you worked.

Working that unreported 15-20 minutes a day adds up – to more than a week a year of donated time. That's time you donate to your employer without ever getting compensated for it.

And in the long run, it's not helping anyone working in the health care system. Because of shortages in your department, you may stay a few extra minutes. The work gets done. Employers don't acknowledge that you're missing your breaks and staying late or coming in early to keep up with the workload. They look at the department, see the work is being done, and pronounce that the EFT allocation is appropriate.

Why should you give that to an employer who is working in overdrive to meet the government's unrealistic goals at your expense?

With all the pressure the government and employers put on dedicated health professionals every day, there is less and less good will among those health care providers.

As much as you are dedicated to your professions and your vital contribution to the health care system, there is only so far you can be pushed.

Unpaid overtime is subsidizing our health care system. Your employer is counting on your professional commitment to the work you do to allow the system to continue to function.

We need to send a strong message to all employers that the health care system works because of the contributions each and every member of the health care team makes. Those contributions must be valued. Every time you work through your lunch or other scheduled break without being compensated, you are devaluing the contribution you make to our health care system.

The first step to making employers aware of the personal contributions health care professionals make every day in the workplace is to publicize the extra time you work to get the job done.

In some facilities, members track their overtime contributions as a tool to let the employer know that without those extra 15 minutes here and there the work won't get done. In many cases, the departments don't have an overtime budget. Every minute of overtime worked is a donation to the employer. Continue making these donations anonymously, and the employer will never know how short-staffed your department is. Track the overtime worked and you make a compelling case for additional staff. Members continually complain of the increasing workload, yet often when the union goes to investigate there are no records of a problem existing. We need facts to win grievances, and overtime records are the best possible facts available.

Our health care system has always depended on the people delivering the care to work. You are an important member of the team. It's time you made sure your employer knows exactly what contributions you make.

Second Call for Resolutions

The Manitoba Association of Health Care Professionals is accepting proposals 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 hand-writing and must be moved and seconded by a Member of the Association. The mover of the proposal should attend the Annual General Meeting which will be held in October 2004, to speak to the proposal as written.

Please forward all proposals to the MAHCP office, to the attention of Gary Cavanagh, Vice-President.

Resolutions are due at the MAHCP office prior to Friday, August 6, 2004 at 1600 hours.

MAHCP Career Profile

AUDIOLOGIST

By Diana Dinon,

Pediatric Audiologist, HSC

Currently, the MAHCP represents 11.1 EFT Audiology positions. This includes the Winnipeg Regional Health Authority (WRHA) (HSC – 4.8 EFT, St. Boniface – 2.0 EFT), the Burntwood Regional Health Authority (BURHA) (1.0 EFT), the South Eastman Health/Sante Sud-Est Inc. (SHE/SSE) Regional Health Authority (1.0 EFT – with 0.4 EFT contracted to North Eastman Health Association Inc. (NEHA)), the Brandon Regional Health Authority (BRHA) (1.3 EFT) and the NorMan Regional Health Authority (NMRHA) (1.0 EFT).

Audiologists are independent, professional providers of primary hearing health care, who specialize in the prevention of hearing loss and in the identification, assessment, diagnosis, management, and treatment of hearing and balance disorders (Canadian Academy of Audiology). **Identification** includes participating in or overseeing screening programs to detect individuals with hearing impairment, from neonatal through geriatric ages. HSC, St. Boniface and Burntwood offer a High-Risk neonatal hearing-screening program. Brandon has recently implemented a Universal Newborn Hearing Screening (UNHS) program. **Assessment** of hearing includes the administration and interpretation of behavioral, electroacoustic, and electrophysiologic (adult and pediatric ABR) measures of the peripheral and central auditory systems. Audiologists are responsible for the interpretation of test results, including the determination of the site of lesion within the auditory system and/or the probable etiology of the impairment. Audiologists provide **counseling** regarding the degree and type of hearing loss present, the effects of the hearing loss on communication and psychosocial status in personal, social, educational and to vocational areas, as well as providing methods facilitate communication. **Management and treatment** includes the prescription, fitting, evaluation and verification of hearing aids; the provision of

speech language pathologists, and many other professionals, ie. social workers). This applies to pediatrics and adults, which can require very different strategies. Audiologists are involved in teaching clients, families, students, physicians, health care professionals (ie. nurses, homecare staff), teachers, special education resource staff, and community members regarding hearing, hearing loss prevention, hearing loss, the impact of hearing loss and methods for minimizing the negative impact of hearing loss. The audiologists within the MAHCP also provide **educational audiological services** to school age children with hearing impairments. This includes fitting and maintenance of FM systems, written educational recommendations, and consultations with teachers, administrators, and consultants of the Deaf and Hard of Hearing. Audiologists at HSC provide services to Nunavut, and the Audiologist in Burntwood provides services to Churchill RHA.

In Manitoba, Audiologists must hold a Masters or doctoral degree in Audiology, and must be registered by the Manitoba Speech and Hearing Association (MSHA) in order to practice. National registration and certification by the Canadian Association of Speech Language Pathologists and Audiologists (CASLPA) is also encouraged. Audiology is a growing profession which has a large technological component and advances rapidly with changing equipment and professional requirements.

Current research clearly indicates a growing need for audiological services due to an aging baby-boomer population, a move towards early identification and intervention, and a significant increase in the incidence of noise induced hearing loss.

HONOUR ROLL AND BURSARY NOMINATIONS REMINDER

The deadlines for nominations for the Bursary Funds (July 23rd) and Honour Roll

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



HAPPY CANADA DAY FROM THE EXECUTIVE COUNCIL AND STAFF OF MAHCP



Moving? Name Change? Please let us know!!

Please keep us informed of any changes by contacting Heather or Joan at the MAHCP office:

772-0425 or

1-800-315-3331

(press "0" to talk with someone during office



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: *How much Income Protection do you earn every month?*

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 **Ramona Schreiber**

Market Adjustment Fund Update

The first meeting for Allocation of the Market Adjustment Fund will take place on June 16, 2004. Barb Johnson and Karen Noga will be the MAHCP Representatives.

The Market Adjustment Fund contains:

April 1, 2004 \$ 400,000

Bargaining Update

The **Society for Manitobans with Disabilities (SMD)** and the **Rehabilitation Centre for Children** are in the early stages of drafting bargaining proposals. The first meeting with the Labour Secretariat to discuss bargaining for the Rehab Centre for Children will take place on June 15, 2004.

The **Brandon Clinic** has ratified their new Collective Agreement. This agreement will be signed off as of May 26th and hopefully the membership will receive their retroactive pay shortly thereafter.