



MAHCP vows to fight on despite injunction decision

Bernice Pontanilla,
Communications Officer

Manitoba unions representing public sector workers are vowing to fight on after a Court of Queen's Bench judge dismissed their request for an injunction to the Pallister government's wage-mandating Bill 28.

Hearings for the injunction to Bill 28: The Public Services Sustainability Act (PSSA), took place on May 29 and 30, 2018, with lawyers for the Partnership to Defend Public Services – made up of dozens of unions including MAHCP – squaring off with lawyers representing the Pallister government.

Bill 28 would impose a four-year wage cap for all unionized public-sector workers of zero increases in years one and two, 0.75% in year three and 1% in year four.

On July 20, Justice James Edmond made public his decision, stating that "In balancing the three-stage test for granting an interlocutory injunction and/or a stay or suspension of the PSSA pending a full trial to determine the constitutionality of the legislation, I am not satisfied that an injunction or stay should be granted. I find that there is a serious question to be tried and that there is a prospect that the plaintiffs will



suffer irreparable harm if no injunction or stay is granted. However, in assessing the relative risks of harm to the parties from granting or withholding interlocutory relief, the balance of convenience and the public interest weigh heavily against granting an injunction or a stay in this case."

In other words, Justice Edmond preferred not to wade into the debate over this bill's constitutionality and therefore did not grant the injunction.

More favourably, Justice Edmond did state that the case on the constitutionality of the law "will proceed on an expedited basis" and lawyers should come to the Aug. 31 case conference "ready to schedule the trial at that time."

MAHCP President Bob Moroz said that while the decision is

disappointing, "we will continue to stand shoulder-to-shoulder with our fellow unions in the fight to challenge the constitutionality of this law."

Jake Giesbrecht, MAHCP's Legal Counsel, said interim injunctions are difficult to obtain and hardly ever granted by the courts, so it's not surprising that the PDPS was not successful in this case.

"However, in light of the aggressive actions taken by this government against unionized workers, it is incumbent on us to do everything at the union's disposal to strongly represent our membership," he added. "That is what unions in the health care sector did in pursuing the injunction. That representation will continue as this case proceeds to the trial."

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Meeting Calendar

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

September 3, 2018

- Labour Day
MAHCP Office Closed

September 6, 2018

- Member Advocate Mtg
101-1500 Notre Dame
1700 hours

September 12, 2018

- HSC MA & General Member Meeting
Ambassador A,
CanadaInns HSC
1130 to 1300 hours

September 12, 2018

- Executive Council Mtg
101-1500 Notre Dame

October 4, 2018

- Deadline for AGM
Pre-registration
1600 hours

October 8, 2018

- Thanksgiving Day
MAHCP Office Closed

October 11, 2018

- MAHCP AGM
Victoria Inn, Winnipeg
Registration 1630 hrs
Meeting 1800 hrs

October 12, 2018

- Executive Council Mtg
101-1500 Notre Dame

October 18, 2018

- HSC Member Advocate Meeting
GC306
1130 to 1300 hours

November 11, 2018

- Remembrance Day

November 12, 2018

- MAHCP Office Closed

November 14, 2018

- Executive Council Mtg
101-1500 Notre Dame

November 20, 2018

- Member Advocate Mtg
101-1500 Notre Dame
1700 hours

December 12, 2018

- Executive Council Mtg
101-1500 Notre Dame

December 25, 2018

- Christmas Day
MAHCP Office Closed

December 26, 2018

- Boxing Day
MAHCP Office Closed

January 1, 2018

- New Year's Day
MAHCP Office Closed

MAHCP News is published quarterly in March, June, September and December. Advertising will be entertained. For more information, please contact the Editor at (204) 772-0425.

Revenues from advertising will be used to supplement the MAHCP Professional Development Fund.

We're now on Twitter:



@MAHCP_MB

Stay in the loop!

In order to keep our database current, **please keep us informed of any information changes** including home and email addresses and your name. Don't forget to update your address with your employer too!



If you know of a retiree, please let us know. Call 204-772-0425 or email info@mahcp.ca

Bill 29 likely to increase need for MAHCP member participation

It has been a very difficult year for many members in our union, with the major changes in the Winnipeg Regional Health Authority, and the Pallister government's Bill 28 and Bill 29.

As a quick reminder, Bill 28 is the wage austerity bill and Bill 29 is the reduction in bargaining units, which could result in representation votes.

Despite these challenges, I have been continually impressed by the professionalism and dedication of our members to the people of Manitoba. As your President, I thank you for the dedication that you have shown to your patients and colleagues.

Over the summer, we have been given a trickle of information on Phase 2 of the WRHA's changes and have been asking for much

more. As we receive information, we will pass it along to you, our members.

We have included an update on Bill 28 on the frontpage of this newsletter. While the Partnership to Defend Public Services lost the injunction, we as a member of that Partnership strongly believe in challenging the constitutionality of the bill.

In the coming months, plans surrounding Bill 29: The Health Sector Bargaining Unit Review Act should be made clearer. As of the writing of this article, we at MAHCP have met with Robert Pruden, who

was appointed Commissioner for Bill 29. So far, there are no firm plans around a vote in the Prof/Tech sector in Winnipeg nor in the rural areas.

However, in the event that this does happen, we need your help.

You will likely receive requests to complete **surveys**, attend **meetings** or **share information** with your colleagues. It is my hope that you will participate, for the good of our union.

In Solidarity,
Bob Moroz
MAHCP President

Update on Parental Leave

MAHCP is happy to announce that there has been a new entitlement added to Parental Leave benefits that became effective recently. This new benefit is in the form of legislation that allows for an extended parental leave. This new legislation has been implemented between bargaining sessions which means that the details of how it impacts members, or their benefits, has yet to be negotiated into current collective agreements. If you are a member that is utilizing this benefit and you have questions or concerns regarding your rights, please contact your Labour Relations Officer.



President Bob Moroz speaks during an appreciation barbecue supper that MAHCP held for Member Advocates, Executive Council and staff at the office on June 13, 2018.



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 **UNION SAVINGS**

MAHCP celebrates second year participating in Pride

by Karen Sklavenitis
MAHCP Secretary and Communications Committee
Chair

This past June 3rd, a group of our MAHCP members and staff came out to support unity and diversity and marched together with thousands of Winnipeggers in the city's 31st annual Pride Winnipeg Parade.

Along the parade route, we handed out swag that consisted of lip balm and hand sanitizer that was well received and very popular. We wanted to distribute items relating to health care.

It was a very windy day, but that didn't put a damper on everyone's enthusiasm! This was our second participation in the Pride Winnipeg Parade and we're aiming to join the festivities in 2019 as well.

Our goal remains the same: we would love to have more of our members join us for all our social action events, such as Lace Up for Diabetes and Pride.

We encourage you come out, pick up an MAHCP T-shirt, meet some of your fellow members, and have a great time.

Pride Winnipeg Parade photos by Bernice Pontanilla



Well-rounded applicants vie for MAHCP scholarships

The competition for MAHCP scholarships this year was intense. Some students' resumes and essays stood out immediately from the rest, as they were well-researched and written.

Our Communications Committee members felt the candidates were presented with a valuable learning opportunity when they answered the question, "What are the benefits of belonging to a Union?" And we observed more than one student conclude with the statement that they hope to be represented by a union one day.

There were eight \$400 MAHCP Scholarships to be awarded for students who are entering their first year of a full-time post-secondary education, university or community college, in any field of study.

As for the Monique Wally Memorial Scholarships, which are for students entering their first year of an allied health profession, there were three \$400 scholarships available.

For 2018, we received 12 applications for the MAHCP Scholarships, and two for the Monique Wally Memorial Scholarships, which were not successful because the applicants weren't entering directly into a health field.



As is tradition, we asked the applicants to write a brief essay on "The benefits of being a union member" for the MAHCP Scholarship entries and, for the Monique Wally Scholarships, "Why enter into an allied health profession?" Here in this newsletter, you'll see excerpts from the essays.

The Committee felt that, overall, the applications were very well done. We had a lot of very strong, well-rounded candidates this year and we know they will all do very well in their future endeavours. Congratulations to all the applicants!

Karen Sklavenitis
Scholarships Chair

Winners of the 2018 MAHCP Scholarships

Avril Brown, daughter of Heather Martin-Brown, Society for Manitobans with Disabilities

Kelsie Keith, daughter of Teresa Keith, St. Boniface Hospital

Ralph Paguio, son of Anna Paguio, Health Sciences Centre

Brenna Rempel, daughter of Hali Rempel, Victoria General Hospital

Riggs Joscel Balita, son of Jocelyn Balita, Health Sciences Centre

Calleigh Gingras, daughter of Kimberly Gingras, Community Therapy Services

Claire Spriggs, daughter of Elizabeth Spriggs, Diagnostic Services

Llorne Alejandro-Yarema, son of Llorra Alejandro-Yarema, Dynacare Labs

Winners of the 2018 Monique Wally Scholarships

No successful applicants



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Corporate Program for Manitoba Association of Health Care Professionals

The benefits of being a union member

Excerpts from the essays of MAHCP Scholarship winners

“When I learned about the 1919 Winnipeg General Strike as a student, it opened my eyes to how important it is to be part of a union. Workers over a hundred years ago banded together to protect their unjust wages and working conditions; opening doors for their descendants to be treated fairly and equitably in a safe work environment. It is thanks to the right of workers to join a union, and the right to pursue better working conditions through the union, that unions have demonstrated their importance in Canada and throughout the world.” – *Avril Brown, daughter of Heather Martin-Brown, SMD*

“A union plays a large role in workplace health and safety. Workers have a right to work in a safe environment and the union has the ability to help the workers achieve this. Workplace training is vital in creating a safe work environment. Unions help to identify the need for training and ensure that workers possess the skills to work safely. Safe workers feel supported and increase work productivity and quality due to higher morale and increased confidence in the workplace and in the employer.” – *Kelsie Keith, daughter of Teresa Keith, St. B*

“Unions provide equality for people of different race, gender, education, age and between the workforce and their employers. Inequality has been a problem of society for a long time and equality in the workforce can take society a step closer to a more equitable future. Unions provide the benefit of higher wages to those of lower paid

areas. A union not only benefits its members but society as well.” – *Ralph Paguio, son of Anna Paguio, HSC*



“Furthermore, the union’s collective agreement lists the specific leaves of absences that employees are entitled to. These include maternity leave, sick leave, partner leave, and compassionate leave. This ensures the benefit of employees having a healthy work and home life balance, which promotes good mental health and decreases stress.” – *Brenna Rempel, daughter of Hali Rempel, VGH*

“In Manitoba alone, the fair wages and work hours that unions “negotiated delivered over \$30.2 million more every week into the provincial economy” (History of Labour in Canada). This money allows local businesses to flourish, allowing more jobs to be created, which in turn creates a larger tax base that supports community services and infrastructure projects.” – *Riggs Joscel Balita, son of Jocelyn Balita, HSC*

“As a young woman, I hear a lot of complaints online and on the news about the pay gap that people fight for. I was shocked the first time I heard about this and I remember asking my parents if females in their workplace suffer from this. They explained to me

that because they are unionized, this does not happen, which is a huge driving factor for me to be part of one. It shows that a union does not tolerate sexism, and that all employers should value their employees, no matter what gender works for them.” – *Calleigh Gingras, daughter of Kimberly Gingras, CTS*

“Unions are a critical component of the employment community. Unions represent a wide variety of career opportunities, across a large variety of sectors of the economy. Unions provide solid training programs for their members and opportunities for career advancement. As they say, power in numbers, unionized workplaces give employees power over the employer. They protect and ensure a better work environment compared to other workplaces that are not unionized.” – *Claire Spriggs, daughter of Elizabeth Spriggs, Diagnostic Services*

“Representation for the employee by the union is another benefit of being a union member. Unions are the reason why income inequality is not as pronounced. They are defenders of human rights and economic equality.” – *Llorne Alejandro-Yarema, son of Llorne Alejandro-Yarema, Dynacare*



Manitoba Health Coalition ready to defend our universal system

Bernice Pontanilla,
Communications Officer

The new Provincial Director of the Manitoba Health Coalition doesn't mince words when it comes to defending our province's health care system.

"You can't talk about Canada without mentioning our universal public health care system," said Brianne Goertzen, who visited the MAHCP office on July 11 and met with members of our Executive Council.

"I think that it does take public pressure and us coming together and mobilizing together... We wouldn't have universal public health care if it wasn't for everyday citizens pushing for it."

Goertzen, who is also a school board trustee with the River East Transcona School Division, said there are many reasons why she applied for the position of first-time Provincial Director, but one stands out.

"I come from a working-class background, I know what it is to struggle," she said, adding that she was raised with the worry that 'if there's something wrong that's not covered under the provincial plan, we're screwed.'

"Part of the reason why I love what I do is because I can go home at night and look at my son and look at my husband, and say 'You know what? I did good today, I'm helping people.'

This new coalition, which falls under the Canadian Health Coalition, is a long time coming, but very necessary due to recent cuts and



Brianne Goertzen, Provincial Director of the Manitoba Health Coalition, visited our MAHCP office on July 11, 2018, and addressed members of our Executive Council, including President Bob Moroz.

Photo by Bernice Pontanilla

moves toward privatized health care in Manitoba.

"I hope that meeting me here today and listening to where I come from, that you have confidence that you made the right decision to move the Manitoba Health Coalition forward," Goertzen added.

MAHCP is one of the Coalition's founding members and President

Bob Moroz was part of the hiring committee that ended up choosing Goertzen.

"There's a lot of passion in this province for what the health coalition is trying to accomplish," said Moroz. "Manitoba was the last province in the country that did not have a health coalition, so we're thrilled that it's become a reality and to have Brianne leading it."

What is it?

A health coalition is a non-partisan, broad-based collection of organizations and individuals, united to advocate for the preservation and improvement of our public health care system.

Typically, many organizations and individuals are represented, including community groups, not-for-profits, charities, seniors' groups, scholars, labour organizations, professional organizations, religious groups and more.

What is its purpose?

The goal is to create an avenue for anyone interested in enhancing public health care to join something larger, be heard, and have real influence with decision makers. This is sometimes done through the organization of rallies, town halls, campaigns and other events.

Find the Manitoba Health Coalition here:

Facebook: @MBHealthCoalition
Twitter: @MBHealth2018
Instagram: mbhealthcoalition



MAHCP President Bob Moroz and NDP MP Daniel Blaikie at the 1919 Strike monument on Friday, June 8, 2018.

Local MP tables motion recognizing 1919 Winnipeg General Strike

MAHCP President Bob Moroz attended a press conference this past June with NDP MP Daniel Blaikie where Blaikie announced the tabling of his motion commemorating the 100th anniversary of the 1919 Winnipeg General Strike.

In his comments, Blaikie, who represents Elmwood-Transcona, said that the Strike, which lasted just over a month and gained international attention, showed “the power that workers have when they stand together to demand fair treatment.”

“It continues to be an inspiration to me and all those in the labour movement who are pushing back against the attacks on working people by right-wing governments across Canada,” added Blaikie, who held his press conference at the 1919 Strike monument at the corner of Market Avenue and Lily Street.

“I am proud to stand with Winnipeg’s labour leaders to call for the official commemoration of this event by the Parliament of Canada.”

Earlier this year, MAHCP’s Executive Council voted in favour of providing funding to the planned events commemorating the Strike in May and June of 2019.

MP Daniel Blaikie’s M-195 motion:

That the House: (a) recognize the significant historical contribution of the Winnipeg General Strike in 1919 to the struggle for social and economic justice in Canada; (b) recognize the formative influence of the Winnipeg General Strike on important Canadian political leaders like J.S. Woodsworth, former leader of the Cooperative Commonwealth Federation, and T.C. Douglas, former leader of the NDP, as well as many thousands of working people across Canada; (c) affirm its commitment to free and fair collective bargaining; and (d) commemorate the 100th anniversary of the Winnipeg General Strike as an important historical event in the development of Canada.

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MAHCP Member Retirees

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.

- **Rhonda Neufeld**, Physiotherapist, Concordia Hospital
- **Suzanne Zwingerman**, Physiotherapist, Concordia Hospital
- **Diane Rawluck**, Occupational Therapist, Deer Lodge Centre
- **Diane Marr**, Pharmacy Assistant, Health Sciences Centre
- **Gerald Van Munster**, Pharmacy Assistant, St Boniface Hospital
- **Lisa Burns**, Sonographer, HSC
- **Cathy Cowan**, Sonographer, HSC
- **Sylvia Marusyk**, Occupational Therapist, Seven Oaks Hospital
- **Lori Baril**, Lab Technician, Dynacare
- **Ray Saurette**, Pediatric Cardiovascular Pulmonary Technologist, HSC

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

HSC Retirees Association

For those who have spent all or part of their careers at HSC, stay in touch! We meet four times a year.

For more information, email hscretireeswpg@gmail.com; visit us on Facebook at HSC Retirees Winnipeg; or call Grace 204-254-1032.

Provincial Member Advocate Program Meetings

Date: September 6, 2018
November 20, 2018
February 12, 2019
April 16, 2019
June 18, 2019

Place: MAHCP Office
101-1500 Notre Dame Ave, Winnipeg

Time: 5PM to 8PM

Teleconferencing available for Rural Member Advocates.

Please remember to bring your padfolio and any new signed membership cards.

Pizza, salad and refreshments

*MAHCP members, please be advised that you can submit questions and/or concerns to Member Advocates for discussion at these meetings.

Member Advocate Conference - October 11, 2018

Victoria Inn, Winnipeg
1808 Wellington Ave, Winnipeg

Member Advocate Training - October 15-17, 2018

MAHCP Office
101-1500 Notre Dame Ave, Winnipeg

Associate Membership Status Available for Retirees

Article 5 of our MACHP Constitution provides for our retired members to hold an associate membership and to continue to be part of MAHCP. A nominal annual fee of \$10.00 has been established by the Executive Council.

Please be aware that this option is available to you or your co-workers who have already retired. This will keep you on the mailing list for the newsletter as well as affording you opportunity to participate in programs.

2017-18 Executive Council

Officers

President	Robert Moroz CCMB, Radiation Therapist
Vice President	Tanya Burnside Northern Region - East, Pharmacy Assistant
Treasurer	Vacant
Secretary	Karen Sklavenitis SBH, Cardiology

Directors

Aboriginal Health & Wellness	Cheryl Francisco Activity Worker
Clinic	Sherry Lussier, Dynacare Laboratory Technologist
Community Therapy Services	Margrét Thomas, Physiotherapist
Orthopedic Technology	Jason Linklater, Health Sciences Centre
Physiotherapy	Shelley Kowalchuk, HSC
Radiology	Michael Kleiman, HSC
Respiratory	Victoria Fabris, WRHA - Corporate Program

Regional Directors

Northern RHA - West	Lesla Nordick, Community Health Developer
Winnipeg Region	Arlene Boychuk, DSM HSC

Staff Assignments

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Jenny Malubag
Secretary
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Labour Relations Officers:

Michele Eger, LRO: (michele@mahcp.ca)
Concordia Hospital & Pharmacy, Rehabilitation Centre for Children, St. Boniface Hospital, Misericordia Health Centre

Walter McDowell, LRO: (walter@mahcp.ca)
Aboriginal Health & Wellness Centre, Brandon Clinic, Canadian Blood Services, CancerCare Manitoba, Dynacare – *Winnipeg and Brandon*, Seven Oaks General Hospital & Pharmacy

Marcyia Ervick, LRO: (marcyia@mahcp.ca)
Actionmarguerite (Saint Boniface), Jocelyn House, Manitoba Clinic, Northern Regional Health Authority, Society for Manitobans with Disabilities (SMD), Victoria General Hospital & Pharmacy, Winnipeg Clinic

Birgit Molinski, LRO: (birgit@mahcp.ca)
Diagnostic Services Manitoba - Winnipeg

Cheryl Beal, LRO: (cherylb@mahcp.ca)
Health Sciences Centre

Angie Boehm, LRO: (angie@mahcp.ca)
Deer Lodge Centre & Pharmacy, Health Sciences Centre Pharmacy, Riverview Health Centre Pharmacy

Chelsea Kaufmann, LRO: Breast Health Centre, Community Therapy Services, , WRHA Corporate Program - *Access Downtown, Critical Care Transport Team, Clinical Engineering, Home Care, Nutrition/FS/Family Med, Occupational Environmental Safety & Health, Tissue Bank, Breast Health Centre*, Diagnostic Services Manitoba - Rural

Nathan Laser, LRO: In training, portfolio to be determined.

To speak with an LRO:
Phone: 204-772-0425 or 1-800-315-3331 (toll free)

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**Join us October 11 at the
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Pre-register before Oct 4 to be eligible
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Registration starts at 4:30 pm, Meeting at 6 pm with refreshments at 8 pm

Call the MAHCP office at (204) 772-0425 or email info@mahcp.ca for more information and to pre-register. *Please bring your AGM booklet to the meeting.*



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