

NEWS

Manitoba Association of

HEALTHCARE

December 2018

Professionals



MAHCP President Bob Moroz listens to a member's question during a meeting at Canad Inns on Sept. 12, 2018. We're planning more meetings over the coming months. Events will be added to the calendar at mahcp.ca. Please visit our website often.

Complications related to Bill 29 abound

It feels like the only thing I have written about over the past year or so is about Bills 28 and 29. Well, this month isn't much different.

MAHCP is a member of the **Partnership to Defend Public Services**, which has taken the Pallister government's Bill 28 to court. Trial dates for this Constitutional Challenge have been set for Nov. 18 – Dec. 5, 2019.

As you recall, Bill 29 is the Health Sector Bargaining Unit Review Act. I have had numerous conversations with members over the past few weeks, so let me go back to the beginning if I can. The original reason for the bill was that there were supposedly far too many collective agreements in Health Care in Manitoba. The original text of the Bill indicated that there can only be one bargaining agent per sector, per Employer. That meant at the time that each

of the Regional Health Authorities would only have one union within each sector. The Sectors laid out by the act are:

- Nurses
- Physicians
- Medical Residents
- Physician and Clinical Assistants
- Professional/Technical/Paramedical
- Facility Support
- Community Support

That is a total of seven sectors. At the time of the bill, if there were five RHAs as the employers, that would have resulted in no more than 35 collective agreements.

However, the introduction of **Shared Health** has drastically complicated the matter. We now have a sixth Employer. And the complications don't end there. Government has amended the original act so that all Provincial

entities will be considered under one umbrella for the purposes of this Bill. We know that services like EMS, the former Diagnostic Services Manitoba, most of Diagnostic Imaging in Winnipeg, and virtually all of Health Sciences Centre will be part of Shared Health. CancerCare Manitoba will remain a separate Employer, but we believe will be forced into the same collective agreement as Shared Health members.

MAHCP, along with the other unions who make up the Manitoba Council of Health Care Unions have been meeting over the past number of months with the appointed Commissioner as well as the Provincial Health Labour Relations Services (PHLRS). Consensus has been reached on issues like voter eligibility. Broadly

continued on page 3

Inside This Issue

Ask the President	3
Meet Garrett Finck	3
Win with MAHCP!	5
AGM 2018 Photos	6
AGM Prize Winners	7
Farewell interview with LRO Walter McDowell	8
Member Retirees	9
Member Advocate Program	9
Nominations Deadline	10
MAHCP Executive Council	11
MAHCP Staff Assignments	11

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Joan Ewonchuk



Meeting Calendar

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

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

December 31, 2018

- Deadline for Video
Contest

January 1, 2018

- New Year's Day
MAHCP Office Closed

January 8, 2019

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hrs

February 13, 2018

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hrs

February 18, 2019

- Louis Riel Day
MAHCP Office Closed

March 13, 2019

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hrs

April 11, 2018

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hrs

April 16, 2019

- Member Advocate Mtg
101-1500 Notre Dame
1700 hours

April 19, 2019

- Good Friday
MAHCP Office Closed

April 22, 2019

- Easter Monday
MAHCP Office Closed

May 8, 2019

- Executive Council Mtg
101-1500 Notre Dame
0845 to 1700 hrs

May 20, 2019

- Victoria Day
MAHCP Office Closed

July 1, 2019

- Canada Day
MAHCP Office Closed
1830 hours

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

Help us keep you informed!

In order to keep our database current, please let us know 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

Complications related to Bill 29 about

(cont'd from page 1)

speaking, it won't matter if a member is on any type of leave – as long as there is a relationship with the Employer, you will have vote in this process.

There are many items still outstanding, such as some of the Sector definitions being proposed by the PHLRS (ie which professions fall under Professional/ Technical/ Paramedical). Where we can agree, we will and where we cannot, we can make our case directly to the Commissioner. That work is ongoing right now.

We anticipate the votes will occur in **the spring of 2019** and that it will most likely be an electronic vote.

MAHCP will be launching our newest campaign shortly after the new year. We will be holding numerous information meetings across the province, please stay tuned.

Until then, I'd like to wish our members, staff and board a happy holiday season.

In solidarity,

Bob Moroz
MAHCP President

Ask the President

The MAHCP newsletter has added a new feature titled 'Ask the President' to provide members with answers to any questions they may want to ask. If you'd like a question answered, please fill out the 'Ask the President' form at the mahcp.ca website under member services and forms. These first two questions came out of the MAHCP AGM held on Oct. 11, 2018.

Thanks!



Question 1: Which organizations does MAHCP belong to that require financial contributions:

- **CHPS- Canadian Healthcare Professionals Secretariat.**
1% of MAHCP revenue
- **Manitoba Council of Health Care Unions.**
\$2 per MAHCP member
- **Partnership to Defend Public Services.**
Multi-union legal challenge to Bill 28 – The Public Services Sustainability Act. The original decision to participate was not considered in that year's budget, but subsequent budgets have and will take this into consideration. There is a per-capita total cost of approximately \$9 per MAHCP member
- **1919 Winnipeg General Strike events.**
MAHCP is a major sponsor of events. This was considered a sensible investment by the Directors of Executive Council and therefore the decision was made to contribute funds that were not originally budgeted. One-time cost of \$25,000
- **Manitoba Health Coalition (corporate membership).**
\$2 per MAHCP member

Question 2: Can the Defence Fund be used for anything besides strike pay?

The two-year temporary dues increase was approved by members at the 2010 MAHCP Annual General Meeting. The dues increase concluded in 2012.

The fund was for the purpose of both strike pay and "any other threat to the organization," as referenced in the materials distributed at the time.

In the view of MAHCP's Executive Council, Bill 29 has presented a clear threat to the organization. Incidentally, the funds used for the advertising campaign last spring were less than half of what we have earned in interest on the Defence Fund since 2010.

The next round of the campaign will be taking advantage of a financial surplus we have grown over the past number of years and will not touch the Defence Fund's original member contributions.

From MA to LRO, meet Garrett Finck

This past September, MAHCP proudly welcomed its newest Labour Relations Officer, Garrett Finck, and he's no stranger to our union.

Garrett worked for 18 years in a private lab and spent 12 of those years as a Member Advocate (formerly known as Staff Rep).

As an MA, he was directly involved with the bargaining committee that negotiated three consecutive collective agreements with Dynacare, the most recent one completed in the summer of 2018 using interest-based bargaining.

"Since joining MAHCP as an LRO, I have enjoyed assisting our members and having the opportunity to learn as much as I can about labour relations," Garrett said, adding that he greatly identifies with MAHCP's new slogan: Our Members. Your Health. Every Day.

Among Garrett's favourite activities are riding his motorcycle, cooking, doing renovations and building projects, and watching sports such as CFL football and hockey.



DON'T FORGET!



**MANITOBA ASSOCIATION OF
HEALTH CARE PROFESSIONALS**

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UNION SAVINGS



Win with MAHCP! Video, sticker contests heating up this winter

MAHCP members, there's one month left to get your videos in for the chance to win wonderful cash prizes!

The submissions deadline for the **MAHCP Video Contest** is Dec. 31, 2018. This contest's goal is sharing with the public the important work that our members do every day.

The prizes for this contest are spectacular: First prize is \$1,500, Second prize is \$1,000 and Third prize is \$500. Please visit mahcp.ca/videocontest for more information on the rules.

Once the video submissions' deadline of 11:59 p.m. on Dec. 31, 2018, has passed, we will post the videos to our Facebook page and they will be judged on the number of "likes" received.

We welcome submissions from individual members or groups of members. Please keep in mind that if you are doing a group video and yours happens to win, it is the responsibility of the main submitter of the video to disperse the funds as the group sees fit.

To kick this video contest off,

MAHCP staff recorded a comical video of their own that was shared at the AGM and can be viewed on our Facebook page for the next while.

MAHCP's second contest taking place right now is the **Window Sticker Contest**.

The goal of this contest is to increase our visibility day-to-day among our fellow Winnipeggers around the city, Manitobans beyond the Perimeter and beyond the southern half of the province.

Please place this sticker in a safe, unobtrusive part of your vehicle's window, take a selfie of yourself (or ask a friend to snap a pic) with the sticker visible, and send it to mahcpcontest@mahcp.ca for your chance to win a gift card.

There will be stickers available at upcoming site meetings with MAHCP President Bob Moroz and Labour Relations Officers. Please visit our website mahcp.ca often to view our calendar, which is located right on the home page. Events will be added as meeting rooms are booked.

In addition, members can pick up window stickers at the MAHCP office located at 101-1500 Notre Dame Ave. from Monday to Friday, between 8:30 a.m. and 4:30 p.m.

This is an ongoing contest, which means there will be several chances to win a gift card – at least one per month.

We'll keep it going as long as we're receiving new pictures.

Thanks and good luck, everyone!



MAHCP President Bob Moroz takes a selfie in the style of the MAHCP Window Sticker contest, which is on now!

AGM 2018

Photos by David Lipnowski
and Bernice Pontanilla



AGM 2018



MAHCP AGM Prize Winners

Union Savings Draw:

Temesgen Weldentensaie

Icebreaker:

Sherry Treichel

CALM Flight Pre-Registration Draw:

Lori Marlow

Evaluation Form Draw:

Christina Graham

Door Prizes:

Here are a few of the door prize winners:

Sandra Pawluk
Zana Anderson
Rinnalyn Reantazo
Tania Pelletier
Leanne Janzen
Kandy Lucy
Catharine Bromilow
Michael Kleiman
Hazel Abril
Lisa Vokrii
Ed Hordienko
Leanne Wills

Congratulations to all of the winners!



Farewell interview with LRO Walter McDowell

On Oct. 31, Labour Relations Officer Walter McDowell retired after more than a decade with MAHCP. In this newsletter, we chat with Walter about his time at MAHCP and what he's looking forward to in retirement. We thank you for your years of service, Walter!

1- How long did you work for MAHCP? What did you enjoy most?

I first was introduced to MAHCP in 2005 to develop and deliver training for members in leadership positions (staff representatives) and moved into an LRO role thereafter. I love most working with my colleagues to represent the interests of our members and advocate for workplace justice for individuals in the healthcare environment. In the end, it is about helping people who are vulnerable to a sometimes-indifferent employer or an unfair situation that needs a voice and a way forward. There is a great deal of satisfaction when we can make a difference in representing people's rights towards a fairer workplace. I will miss that, but also have confidence that the current team that has a wide variety of talent is well equipped to carry on.

2- In your years here, how do you think the field of labour relations has evolved?

Labour Relations between employers and unions reflect those rights provided in Labour Legislation. We also need a jurisdiction that recognizes and upholds certain rights under our Canadian Constitution. Certain rights have been eroded, ignored and violated in other provinces and past federal governments.



Walter McDowell, who recently retired as an MAHCP LRO, leads the 'O Canada' anthem singing at the MAHCP AGM on Oct. 11, 2018.

There has been some progress in the world of Human Rights as it pertains to employment law and individual rights. However, there is an argument to be made that the trend in Labour Relations in Provincial Healthcare has devolved: devolved from an attitude of working with unions to fairly administer the collective agreements, now to the point that the day-to-day administration has become increasingly adversarial and partisan towards reduction in resources at the expense of service/delivery cuts to Manitobans. Stonewalling has almost become the norm with an end to any meaningful dialogue between the parties. One could characterize this devolution as kind of a "cold war" between the government-controlled employer and the bargaining agent relationship, all to the detriment of our precious public health care for our families.

To be successful in this new environment there needs to be a steady increase in the leadership

capacity of our organization and members, inclusive of the Labour movement towards the goal of solidarity. True solidarity breeds a stronger democracy and a better way of life for all.

Leadership = Influence.

Leadership is simply showing up – physically showing up, not just showing up on social media. We start by influencing those around us to influence those around them to seek the truth and speak it to power and act upon it. By "showing up" we invoke change. We need to show up, we need change!

3- What advice would you give fellow LROs, MAs and members?

Perseverance in the face of adversity. Do the right thing (in all ways) each day to achieve your goals. Teach others that solidarity is the most powerful tool but only can be harnessed with influence and activism.

continued on page 9

Farewell interview with Walter McDowell

(cont'd from page 8)

4- How have you been enjoying your retirement? Any plans?

With only about a month in this new reality, I've got too many plans currently that need prioritization and action. Freud said that there are two basic ingredients to happiness: love and work. I have love in abundance and I plan on working, but of a choice and pace that is entirely mine.

Thank you to MAHCP for providing me with happiness working with all the wonderful people doing important, meaningful work. Onward, there is much to do!

In Love and Solidarity, see you on the lawn of the Legislature sometime! Hopefully accompanied by about 10,000 more who care about quality health care as much as we do.

MAHCP MEMBER ADVOCATE PROGRAM

UPCOMING MEETINGS

Dates: 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.

MAHCP Member Retirees

If you are retiring or know of someone who is retiring, we would like to hear from you. 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.

- **Colleen Paulusma**, Dietitian, WRHA Corporate Program

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

Walter's thanks:

Our office staff have been nothing short of fantastic! Joanie, Janet, Cathy, Rachiel and Jenny, I love you all as family that has lovingly help this hapless soul function in today's office environment. Thank you, Bernice, for adding so much value to our MAHCP team since you came on board.

To my fellow LROs and Jake; keep fixing what you can and fighting the good fight.

To Lee Manning; Thanks....there are no words.....but an abundance of warm respect for your leadership, guidance and knowledge.

To Bob Moroz; Stay true, there is more for you to do. You are on the right path. Thank you for your leadership. You are giving voice to our members and continue to speak truth to power.

To the Board; Thank you for your dedication to what we do as an organization and for "showing up." As governing members, you have characterized the values of leadership for MAHCP.

We believe in Professional Development!

Would you like to gain new skills? If the answer is yes, apply today to our **Professional Development Fund.**

Forms are available on our website at www.mahcp.ca

Reminder: nominations deadline is in May of 2019

Nominations for the 2019-2020 Executive Council are due at the MAHCP office, 101-1500 Notre Dame Avenue, Winnipeg, Manitoba, R3E 0P9 on or before 1600 hours on the last working Friday in May 2019.

In order to be valid, a nomination must be signed by MAHCP members in good standing, who are members of the same geographical region, occupational and/or special interest group that the position presents. The nomination must also include the signature of acceptance of the eligible nominee. All nominations must have a biography submitted with their nomination forms.

The following board members are finishing the first year of a 2-year term as of the 2018 Annual General Meeting and will continue to sit on the Executive Council.

President – Bob Moroz
Radiology Director – Michael Kleiman
Winnipeg Region Director – Arlene Boychuk
Aboriginal Health & Wellness Director – Cheryl Francisco
Respiratory Therapist Director – Victoria Fabris

The following Executive Council Directors are finishing the second year of a 2-year term as of the 2018

Annual General Meeting and the positions are up for nomination:

Cardiology Director - Karen Sklavenitis
Vice President - Tanya Burnside
Northern Health (W) Director - Lesa Nordick
Orthopaedic Technology Director - Jason Linklater
Community Therapy Services Director - Margrét Thomas
Physiotherapy Director - Shelley Kowalchuk

Any inquiries regarding the nomination/election process can be directed to the MAHCP office via mail, phone (1-204-772-0425), e-mail (info@mahcp.ca), fax (1-204-775-6829), or by our toll-free number (1-800-315-3331).

A nomination form can be obtained by calling the MAHCP office or downloading from our website, www.mahcp.ca.

In Solidarity,

Michael Kleiman
Chair, Nominations
Committee



Important deadlines

Member Advocates

The Member Advocates nomination period starts March 1 and runs until 4 pm on May 31.

Executive Council

Nominations deadline is the last working Friday in May, which is May 31 for 2019. Please note that all Executive Council nominations must be accompanied by a biography.

Constitutional Resolutions

Deadline is the last working Friday in May, which for 2019 is May 31.

*Help us reach
1,000 likes on
Facebook*



We have a new goal! Help us reach 1,000 likes on Facebook - you have to **LIKE** the actual page - and your name will get in a draw for a **\$100 gift card** at the place of your choice. Please share this page with your colleagues, friends in other unions and your loved ones. You do not have to be an MAHCP member to win the prize, we do a random selection, so don't be shy... share, share, share!

This fall, we reached our goal of 750 likes, which meant one lucky follower would be chosen to receive the gift card. Congratulations to Sam Kendall, the recipient of a \$75 pre-paid Visa gift card! And a big thank you to all who follow our page!

2018-19 Executive Council

Officers

President	Robert Moroz CancerCare Manitoba, Radiation Therapist
Vice President	Tanya Burnside Northern Region - East, Pharmacy Assistant
Treasurer	Jason Linklater Health Sciences Centre, Orthopedic Technology
Secretary	Victoria Fabris WRHA - Corporate Program, Advanced Practice Respiratory Therapist

Directors

Aboriginal Health & Wellness	Cheryl Francisco Activity Worker
Community Therapy Services	Margrét Thomas Physiotherapist
Cardiology	Karen Sklavenitis St Boniface Hospital, Cardiology
Physiotherapy	Shelley Kowalchuk Health Sciences Centre
Radiology	Michael Kleiman Health Sciences Centre

Regional Directors

Northern RHA - West	Lesla Nordick Community Health Developer
Winnipeg Region	Arlene Boychuk Shared Health - Health Sciences Centre

Staff Assignments

Lee Manning Executive Director lee@mahcp.ca	Jacob Giesbrecht Legal Counsel
Bernice Pontanilla Communications Officer bernice@mahcp.ca	Janet Beaudry Administrative Supervisor janet@mahcp.ca
Joan Ewonchuk Administrative Assistant joan@mahcp.ca	Cathy Langit Administrative Assistant cathy@mahcp.ca
Rachiel Langit Administrative Assistant rachiel@mahcp.ca	Jenny Malubag Secretary jenny@mahcp.ca

Labour Relations Officers:

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

Nathan Laser, LRO: (nathan@mahcp.ca)
Canadian Blood Services, Concordia Hospital & Pharmacy,
Rehabilitation Centre for Children, St. Boniface Hospital,
Misericordia Health Centre

Marcy Ervick, LRO: (marcya@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)
Aboriginal Health & Wellness Centre, Deer Lodge Centre &
Pharmacy, Health Sciences Centre Pharmacy, Riverview Health
Centre Pharmacy, Seven Oaks General Hospital & Pharmacy

Chelsea Kaufmann, LRO: Brandon Clinic, Breast Health
Centre, CancerCare Manitoba, Community Therapy Services,
Dynacare – *Winnipeg and Brandon*, 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

Garrett Finck: (garrett@mahcp.ca)
In training, portfolio to be determined.

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

UNION BULLETIN BOARD

Winter Word Search

- | | |
|---------------|------------|
| Blizzard | Ringette |
| Boots | Scarf |
| Fireplace | Shovel |
| Frosty | Skating |
| Hibernate | Skis |
| Hockey | Sleighride |
| Hot Chocolate | Snowman |
| Mittens | Snowshoes |

R R S A S T O O B O O T S T D
 C E L I E L E M P F Z J C J W
 T T B S L E I G H R I D E W D
 A A S Q K K Z Z O A X P C D O
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 I H Q V D M H I B E R N A T E
 N Z X S E O H S W O N S V W N
 G P Z L R S O E O E R U D A A

*The Executive Council and Staff of MAHCP
 wish you Seasons Greetings
 and a Happy New Year*



Painting by Joan Ewonchuk



101-1500 Notre Dame Avenue, Winnipeg, MB R3E 0P9
 Phone: 1-204-772-0425; 1-800-315-3331; Fax: 1-204-775-6829
 Email: info@mahcp.ca; Website: www.mahcp.ca