

## PLEASE POST



### MAHCP NEWS BULLETIN

April 2002

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### WRHA BARGAINING UNIT RESTRUCTURING

As predicted in the January newsletter. The vote to determine who will represent the Technical/Professional/Paramedical. (T/P/P) group has begun.

There have been informational sessions for MAHCP members **only**, at WRHA facilities involved in the bargaining unit restructuring.

Of these facilities, Yes/No votes have been held at Seven Oaks and Concordia to determine if non union members would vote in the facility vote for bargaining agent determination. Prior to the vote informational sessions were held for non-union employees at these facilities. The results of these votes are not known at time of printing as some classifications are in dispute and the ballots were sealed until the Labour Board makes a determination about these classifications. Once the Labour Board makes it's determination the votes in all facilities where a union has not been declared will begin.

Also MAHCP has been declared bargaining agent at Deer Lodge Center and Victoria Hospital. Because M.A.H.C.P has more than 80% of the Technical/Professional/Paramedical. (T/P/P) group, union and non-union, in each facility.

At this time no union has been declared bargaining agent at the remaining hospitals consequently a vote to determine who will represent them as bargaining agent will take place. The union with the simple majority (50 %+ ) will be declared the bargaining agent. If more than two (2) Unions are on the ballot in a facility it may require more than one vote to decide who represents you. This means all current M.A.H.C.P. members will be eligible to vote to determine who will represent them. The outcome of the Yes/No vote at Seven Oaks and Concordia will determine if non-unionized employees will be included in the restructuring vote at those facilities.

Only unions that have current membership within the Technical/Professional/Paramedical. (T/P/P) group in your facility will be on the ballot.

It is expected the votes in all facilities will be concluded sometime in May 2002. Dates for votes have not been decided by the Labour Board. The Labour Board has said that votes will be conducted in the smaller facilities first, finishing with the larger facilities.

M.A.H.C.P. presently represents over 65% of the unionized Technical/Professional/Paramedical (T/P/P) group in the Winnipeg Regional Health Authority.

***VISIT OUR WEBSITE FOR CURRENT UPDATES ON THE VOTE***

[www.mahcp.ca](http://www.mahcp.ca)

### M.A.H.C.P. SPECIALIZES IN YOU AND YOUR ISSUES.

#### ***IF THERE IS A M.N.U. STRIKE***

- ❖ You are expected to report to work
- ❖ You are expected to perform **only** your normal duties
- ❖ You do **not** perform the duties of a striking employee

Have questions????? ---- call the office 772 0425. 1-800 315 3331

### **NEED TO CONTACT US?**

**PLEASE CALL 772-0425 or TOLL FREE 1-800-315-3331**

E-mail [info@mahcp.ca](mailto:info@mahcp.ca)

Info line anywhere in Manitoba 1-800-315-3331

## **BARGAINING**

- Collective Bargaining is an ongoing event for MAHCP
- Jocelyn House - Bargaining is ongoing.
- Deer Lodge Centre - Bargaining to begin in the near future.
- Brandon Clinic - Bargaining completed – contracts to be signed soon
- South Eastman RHA. - Agreement reached – details under discussion

## **RECRUITMENT AND RETENTION**

- Part one of the R&R is complete. Those groups impacted by the R&R fund should have their increases and Retro Pay.

**—► IF YOU HAVE NOT RECEIVED YOUR INCREASES OR RETRO PAY CALL YOUR HUMAN RESOURCE DEPARTMENT.**

**OR**

**CALL YOUR UNION @ 772 0425 or 1 800 315 3331**

### **MATERNITY LEAVE TOP UP – PLAN “B”- FOR PART TIME EMPLOYEES**

Part time employees who wish to receive the top up for plan B maternity leave should apply to the employer as per the Collective Agreement. If your application is refused (which it will be) contact the Union office to update our records and the Manitoba Human Rights Commission to file a complaint. This matter is pending adjudication by the Commission from complaints filed in the past by members who have been denied the benefits.

**HUMAN RIGHTS COMMISSION**  
**7-175 HARGRAVE STREET**  
**WINNIPEG, MANITOBA**  
**R3C-3R8**

**BY PHONE: 1-204-945-3007**

**Any questions call Ken at the office**

## **MEMBERSHIP BENEFITS**

The Association has established discount programs with Garrioch Insurance (Reduced Home Insurance Rates), Independent Jewelers (10% off). The Association is continuing its relationship with American Income Life (fully unionized), which provides free life insurance to the members and their families. Soon, the Association will be mailing out application forms for the Union Benefits Master Card Program through the Bank of Montreal. The MAHCP Master Card will provide some unique features at reduced rates which some of our members may find attractive.

The Association continues to offer a legal assistance program through Doug Bedford, Tupper & Adams (Wpg) and Jake Janzen, Roy Johnston & Co. (Brandon). Should you require more details on any of the above programs, or would like to suggest an area we should explore, give us a call.



**MOVING? NAME CHANGE?**

**PLEASE LET US KNOW!**

Please keep us informed of any changes by contacting Heather at the MAHCP office (772-0425). Please call collect if long distance charges apply.