

# Dispatches

February 2005

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## **Bargaining Update #5**

At their January 13, 2005 meeting, Executive Council passed the following motion unanimously:

That the Bargaining Committee conduct informational meetings around the province followed by a strike vote with the timing to be determined by Executive Council.

As a result of this motion, your Bargaining Committee will be conducting informational meetings around the province commencing sometime in March 2005.

An information package, along with a schedule of meetings will be mailed to each member's home in the coming weeks.

Bargaining dates with SAHO have been scheduled for February 22, 23 and 24, 2005 in Saskatoon. We will keep you informed of any developments.

Please feel free to contact the Chair of the Bargaining Committee, Chris Driol at: [driolc@shaw.ca](mailto:driolc@shaw.ca) with your comments and/or concerns.

Note: Please ensure you read Bargaining Update #4 which was mailed to members' homes at the end of 2004.

## **Promoting High Quality Health Care Workplaces: Learning from Saskatchewan**

In early December, more than 4000 letters were mailed to current employees working in the health care sector,

inviting them to participate in a research project. The letters of invitation were distributed to those identified in a random sample drawn from the database of the Saskatchewan Association of Health Organizations in accordance with confidentiality and privacy legislation in effect in the Province of Saskatchewan.

The purpose of this project is to determine whether there have been changes in Saskatchewan health care workplaces to ensure they become high quality workplaces. There are eight research documents that have explored this subject in recent years, providing details on how to improve workplaces. High quality workplaces are known to improve retention and attraction of health care practitioners and to improve health outcomes for patients. The research aim is to discover whether these documents have made a difference. The 11-member Research Team is led by Dr. Marlene Smadu, Associate Dean, College of Nursing, University of Saskatchewan.

If you received a letter of invitation to complete the web-based survey, we encourage you to provide your input. All information provided is confidential and anonymous. It is the intention of this project to utilize the data provided by participants in the survey in aggregate form only. The research team hopes to identify what facilitates change in the workplace and what obstructs those changes. And it is not possible to determine that without the input of people working in the health care sector.

If participants do not have access to a computer, it is possible to request a paper copy of the survey by contacting a toll free number 1-866-888-5640 Option #4. However, CommunityNet has provided computer access in every educational institution, health care facility, library and government office in 366 communities throughout Saskatchewan. Participants may be able to access the web-based survey using CommunityNet sites. If you have any questions about the survey or the research project, please contact Jane Fahlman, Research Co-ordinator at a toll free number 1-866-440-4479 or Dr. Marlene Smadu, Project Principal Investigator, at (306) 798-1084.

- Submitted by Jane Fahlman, Research Co-ordinator

## **Pension and Benefit Update**

### **A. Extended Health and Enhanced Dental Plan**

The projections recently received indicate the funding for the HSAS Extended Health and Enhanced Dental Plan is sufficient to keep our current level of benefits in place until sometime in 2007.

However, the Provider Unions (SEIU, CUPE, SGEU [healthcare sector] and RWDSU) have been running deficits for sometime now. If it wasn't for government providing these unions three (3) million dollars from the Career Adjustment Fund, they would have experienced reductions in benefit levels October 1, 2004. This funding is due to run out March 31, 2005. As a result, these unions are facing benefit reductions April 1, 2005. In an attempt to avert this, the Provider Unions are meeting at a common table with SAHO to see if they can negotiate their way out of this.

We will keep you informed of any developments in this area.

**B. Saskatchewan Healthcare Employees Pension Plan (SHEPP)**

The actuarial valuation of SHEPP was conducted as of December 31, 2002, and revealed that the Plan had the following:

- An unfunded liability of \$74 million on a going concern basis.
- A funding shortfall of \$14 million in the current service cost.
- No solvency deficiency on a plan termination basis.

To comply with the funding requirements of the SHEPP Trust Agreement and the Saskatchewan *Pension Benefits Act*, the Board of Trustees increased the rate of member and employer contributions on January 1, 2004.

Until the next actuarial valuation is completed, the exact financial position of the plan cannot be determined. However, investment earnings were strong in 2003 (13.9%) and in 2004 (10% preliminary), plan demographics and economic factors such as inflation remain consistent with actuarial assumptions. These indicators along with the additional contributions by members and employers suggest that the financial health of SHEPP is improving.

The Board of Trustees monitors the situation regularly and will take the required action to ensure SHEPP remains financially strong and is able to deliver the pension promise. If you would like additional information, please contact SHEPP at 1-866-394-4440.

**Grievance Corner**

**Article 8.01 No Discipline Without Cause**

A Health Sciences Association of Saskatchewan member was terminated by their employer in early 2004. The employer alleged that the member's e-mail communication to his manager was threatening and warranted termination. The Union believed that the termination was unjust, based upon the evidence introduced by the employer and the employment record of the member, and pursued the matter to arbitration. The parties ultimately agreed to utilize the arbitrator as a mediator and the Union was successful in mediating the return to employment of our member, just before Christmas 2004.

Many thanks to LRO Jim Jeffery and HSAS counsel Neil McLeod for their hard work in resolving this matter.

**NOTE:**

E-mail can be a convenient and expeditious form of communicating, but the message being put forward can easily be misconstrued. E-mail is a two-dimensional form of communication and as such, lends itself to possible misunderstanding. Remember to treat this form of correspondence with your employer with care.



## **Article 21.01 Classifications**

The employer denied the union's request to reclassify five (5) Rehabilitation Coordinators working in the FIT/Kinetic/Tertiary Outreach programs in Saskatoon to a higher pay level. The union claimed that both experiential requirements and job duties had changed since the position was created in 1996. Additionally, the union claimed these positions were comparable with the higher paid classification Physical Therapist Senior and Regina-based Rehabilitation Coordinators.

Unfortunately, the arbitrator agreed with the employer's submission that the job has not evolved in any substantive way and that the original 1996 job description accurately reflected the position's duties and responsibilities. The arbitrator concluded his decision by stating the Assessor/Coordinator job remains the acceptable comparator and that the appropriate rate of pay for the Rehabilitation Coordinator is the baccalaureate level.

## **Continuing Education Fund**

The Continuing Education Fund was established at the October 1990 Annual General Meeting with the purpose of promoting continuing education in areas directly related to one's present position.

A lottery system is used to select applicants with five (5) names drawn on October 1st and five names on May 15th of each year. Successful applicants are eligible for a maximum of \$500.00.



It is the position of HSAS that the responsibility for assuming costs associated with continuing job related education resides with the employer. To ensure our fund is not treated as a primary source, **the Education Fund Committee requires members to apply to their employer or other sources prior to making application to the HSAS Education Fund. Failure to do so will result in the disqualification of the applicant.**

HSAS members interested in applying for funding can obtain application forms from the HSAS office in Saskatoon or Regina. Alternatively, you may download a copy of the application form from our website ([www.hsa-sk.com](http://www.hsa-sk.com)). To be considered for the May draw, completed applications must be sent to the Education Committee in the Saskatoon office no later than May 14, 2005.



I like long walks, especially when they are taken by people who annoy me.  
-- Noel Coward

## **Crestvue Ambulance Negotiations - Yorkton**

In 2003, HSAS organized approximately 15 employees at a private ambulance service in Yorkton. Negotiations between HSAS and the owner over the past year have resulted in agreement over most non-monetary items but monetary issues remain outstanding.

The parties agreed to submit their impasse to mediation in November 2004 but to no avail. As a result, in the coming weeks, HSAS will be conducting a strike vote.

One of our goals for these negotiations is to bring their wages in line with what HSAS EMS workers currently receive. Presently, a Crestvue Ambulance EMT, regardless of their years of service, makes \$16.93 an hour; whereas, the HSAS contract requires an EMT, after five (5) full-time years on the job to be paid \$22.029 per hour. The starting hourly rate for HSAS public sector EMTs is \$18.100.

We will keep you informed of any developments.

## **Upcoming Events**

### **Meeting of Executive Council**

The next HSAS Executive Council meeting will be held Wednesday, February 10, 2005 in Davidson.

### **Provincial Bargaining with SAHO**

Bargaining with SAHO will resume February 22, 23 and 24, 2005 in Saskatoon.

### **Election of Delegates to the 2005 HSAS Annual Convention**

The HSAS Constitutional Committee is currently working on establishing a procedure for the election of delegates from each Health Region. Although any HSAS member may attend the Annual Convention, only elected delegates will be entitled to vote.

The goal is to have delegates in place prior to July 2005.

### **HSAS Annual Convention**

The Thirty-third (33rd) HSAS Annual Convention will be held Saturday, November 19th at the Hotel Saskatchewan in Regina.

### **Resolutions**

In order for resolutions from the membership to be considered at the Annual Convention:

1. Each resolution must be submitted by ten (10) active members of the union and
2. Each resolution must be received by the secretary of the union at the Saskatoon HSAS office no later than September 15, 2005.

## Thirty-Second (32nd) Annual Convention

Our 2004 Annual convention was held Saturday, November 20, 2004 at the Delta Bessborough Hotel in Saskatoon. Thirty-nine (39) members from eight (8) Health Regions were in attendance.

The meeting opened with our guest speaker, Bob Dewar, Director, Policy, Planning and Administration for the Manitoba Government Employees' Union (MGEU) speaking on MGEU's experience with governance.

The business portion of the convention was chaired by President Chris Driol. Attendees received reports from the President, Executive Director and various HSAS committees.

The majority of the business meeting was taken up by the Constitution Committee who presented an amended HSAS Constitution and By-Laws for approval.

Upon adjournment of the convention:

1. A draw was made for two (2) \$100.00 door prizes. The winners were Natalie Horejda, a Physical Therapist from Regina and Lesley Magnus a Speech and Language Pathologist from Saskatoon, and
2. A social was held to welcome new members to our union.

## Minutes of the Thirty-Second (32nd) Annual Convention

President Chris Driol called the meeting to order at 1:30 pm.

Motion to delay the start of the meeting for 30 minutes in order to establish quorum as per Article 3.2(a) of the Constitution.

Motion to proceed without 10% of the membership present and that the members present constitute quorum.

Terry Gibson / Katherine Brisbin

Motion Carried

### 1. Adoption of Agenda

Motion to adopt the agenda.

Tanis Sibley / Alan Morrissette

Motion Carried

### 2. Adoption of November 22, 2003 Annual Convention Meeting Minutes

Motion to adopt the minutes of the November 22, 2003 Annual Convention as circulated.

Terry Gibson / Katherine Brisbin

Motion Carried

**3. President's Annual Report**

The President's report was made available to members prior to the commencement of the meeting. Chris presented his report.

Motion to accept the President's Annual Report as circulated and presented.

Chris Driol / Murray Wotherspoon

Motion Carried

**4. Executive Director's Annual Report**

The Executive Director's report was made available to members prior to the commencement of the meeting. Tim presented his report.

Motion to accept the Executive Director's Annual Report as circulated and presented.

Laura Carney / Ian Holton

Motion Carried

**5. Committee Reports**

(a) Finance Committee

The Audited Financial Statements were made available to members prior to the commencement of the meeting. Treasurer Warren Chykowski presented the reports.

Motion to accept the General Audited Financial Statement as circulated and presented.

Warren Chykowski / Terry Dodds

Motion Carried

Motion to accept the Emergency Fund Audited Financial Statement as circulated and presented.

Warren Chykowski / Tanis Sibley

Motion Carried

Motion to continue to use Glen Dean as the HSAS Auditor.

Warren Chykowski / Victoria Jurgens

Motion Carried

(b-g) Charitable Donations, Communications, Education Fund, Emergency Fund, Grievance and Provincial Negotiations Committee

The Committees' reports were made available to members prior to the commencement of the meeting. Chris presented the Committees' reports.

Motion to accept the Committees' reports as circulated and presented.

Chris Driol / Laura Carney

Motion Carried

(h) Constitutional Committee

The proposed amended Constitution was made available to members prior to the commencement of the meeting. JoAnn Walker presented.

Motion: Whereas the HSAS Constitutional Committee, Executive Council and Board of Governors have approved the proposed amended HSAS Constitution and By-Laws;

Therefore be it resolved that:

1. The current Constitution and By-Laws last amended November 25, 2003 be rescinded and
2. The proposed new Constitution and By-Laws presented this day be approved in their entirety.

JoAnn Walker / Rod Watson  
Motion Carried

**6. Results of Mail-in-Ballots for Vacant Executive Council Seats**

Speech Language Pathologists, Audiologists, Orthoptists, Music Therapists  
- Karen Wasylenko

The remaining vacant Executive Council Seats were acclaimed for:

Mental Health Therapists, Recreation Therapists  
- Anne Robins

Occupational Therapists  
- Mary Wilson

Public Health Inspectors, Infection Control Practitioners, Health Educators, Dental Hygienists/Therapists  
- Valerie Stopanski

Physical Therapists, Prosthetists, Orthotists, Exercise/Conditioning Therapists  
- JoAnn Walker

Psychologists, Psychometricians  
- Rupal Bonli

Social Workers  
- Angie McConnell

Nominations will be sent out for the Dietitians, Nutritionists Seat.

**7. Old Business**

None

**8. New Business**

Motion that the Health Sciences Association of Saskatchewan support workers' right to choose their union affiliation under Section 3 of the Trade Union Act.  
Debbie Matties / Tanis Sibley  
Motion Carried

**9. Members Resolutions**

None received.

**10. Adjournment**

Motion that the Annual Convention be adjourned.  
Lesley Magnus / Rod Watson

Adjournment time: 5:03 p.m.

**11. Lottery to Select Winners of Cash Prizes**

The winners were:  
1. Natalie Horejda  
2. Lesley Magnus



**HSAS Member Recognized for Excellence in his Profession**

HSAS member Paul Benson, a social worker at St. Paul's Hospital in Saskatoon, received a Saskatchewan Healthcare Excellence Award on January 15, 2005 at a gala banquet and awards ceremony held at the Saskatchewan Centre of the Arts in Regina.

Paul was recognized for the many innovative programs he has developed to assist people deal with their grief after losing a loved one.

The Saskatchewan Healthcare Excellence Awards (SHEA), presented by Group Medical Services, honour the hard work of individuals or teams nominated by colleagues and members of the public. The awards provide a venue to promote successes in healthcare provision in Saskatchewan.

Congratulations Paul !

## Executive Council

Executive Council is the governing body that conducts the business of the union between Annual Conventions.

Representing	Seat	Elected	How to Contact	Term Ends
Addictions Counsellors/ Therapists	1	<b>Terry Dodds</b> Saskatoon Health Region	(306) 655-4108 (work)	Nov. 2005
Social Workers	2	<b>Angie McConnell</b> Saskatoon Health Region	(306) 652-0556 (home)	Nov. 2006
		<b>Rick Felix</b> Prairie North Health Region	(306) 446-6555 (work)	Nov. 2005
Assessor/Coordinators	2	<b>Debbie Matties</b> Regina Qu'Appelle Health Region	(306) 766-7825 (work)	Nov. 2005
		<b>Tanis Sibley</b> Heartland Health Region	tanis.sibley@hrha.sk.ca (work)	Nov. 2005
Speech & Language Pathologists, Audiologists, Orthoptists, Music Therapists	1	<b>Karen Wasylenko</b> Saskatoon Health Region (Speech & Language Pathologist)	(306) 655-4159 (work)	Nov. 2006
Respiratory Therapists, Perfusionists	1	<b>Warren Chykowski</b> Saskatoon Health Region (Respiratory Therapist)	wac36@hotmail.com	Nov. 2005
Emergency Medical Technicians, Dispatchers, Paramedics	2	<b>Ian Holton</b> Heartland Health Region (EMT-A)	ian.holton@sasktel.net	Nov. 2005
		<b>Kateri Singer</b> Regina Qu'Appelle Health Region (Paramedic)	KgSinger@accesscomm.ca	Nov. 2005
Physical Therapists, Prosthetists, Orthotists, Exercise/Conditioning Therapists	2	<b>JoAnn Walker</b> Saskatoon Health Region (Physical Therapist)		Nov. 2006
		<b>Bonnie Yake</b> Regina Qu'Appelle Health Region (Physical Therapist)	(306) 781-4065 (home)	Nov. 2005
Public Health Inspectors, Infection Control Practitioners, Dental Hygienists/ Therapists and Health Educators	1	<b>Valerie Stopanski</b> Heartland Health Region (Health Educator)	Valerie.Stopanski@hrha.sk.ca (work)	Nov. 2006
Pharmacists	1	<b>Nicole Bidwell</b> Regina Qu'Appelle Health Region		Nov. 2005
Occupational Therapists	1	<b>Mary Wilson</b> Regina Qu'Appelle Health Region	maryspurr@accesscomm.ca (home)	Nov. 2006
Recreation Therapists, Mental Health Therapists	1	<b>Anne Robins</b> Saskatoon Health Region (Recreation Therapist)	anne.robins@saskatoonhealthregion.ca (work)	Nov. 2006
Psychologists, Psychometritians	1	<b>Rupal Bonli</b> Saskatoon Health Region (Psychologist)	rupal.bonli@saskatoonhealthregion.ca (work)	Nov. 2006
Dietitians, Nutritionists,	1	<b>Scott Boucher</b> Regina Qu'Appelle Health Region (Dietitian)	scboucher@sasktel.net (home)	Nov. 2006

*Messages for Executive Council members may also be left at either of the HSAS offices.*

## Executive Officers

The **Executive Officers** are elected from and by Executive Council for a one (1) year term except the President, who is elected for a two (2) year term by the general membership.

**President**

Chris Driol  
Addictions Counsellor

**Treasurer**

Warren Chykowski  
Respiratory Therapist

**Vice-President**

Kateri Singer  
Paramedic

**Secretary**

Mary Wilson  
Occupational Therapist

## Board of Governors

The **Board of Governors** provide guidance and counsel to Executive Council on all matters regarding administration of the Union. Any member having served at least four (4) years on Executive Council, at least two (2) of which as an officer, shall be eligible for election to the Board of Governors for a seven year term. The current Governors are:

Ted Makeechak  
Physical Therapist

Natalie Horejda  
Physical Therapist

## Committees

**2005 Annual Convention**

Nicole Bidwell  
Natalie Horejda  
Kateri Singer  
Mary Wilson  
Bonnie Yake

**Charitable Donations / Professional Contributions**

Angie McConnell (Co-Chair)  
Anne Robins (Co-Chair)

**Communications**

Rupal Bonli  
Rick Felix  
Charlene Hebert - staff  
Natalie Horejda  
Jim Jeffery - staff  
Tanis Sibley  
Tim Slattery - staff  
Jo Ann Walker (Chair)

Members-at-Large (2) (Vacant)

**Constitutional**

Ian Holton  
Natalie Horejda  
Tanis Sibley  
Valerie Stopanski  
JoAnn Walker (Chair)  
Karen Wasylenko  
Mary Wilson

**Education**

Ian Holton  
Ted Makeechak (Chair)  
Lynn Regier - staff

**Emergency Fund**

Kateri Singer  
Tim Slattery - staff  
Bonnie Yake (Chair)

**Finance**

Warren Chykowski (Chair)  
Lynn Regier - staff  
Tim Slattery - staff  
Tanis Sibley

Member-at-Large  
Jeff Dmytrovich

**Grievance**

Ian Holton (Chair)  
Anne Robins  
Kateri Singer

Executive Council Alternate  
Tanis Sibley

Members-at-Large [2]  
1. Anne Marie Edmonds  
2. Vacant

Member-at-Large Alternate  
[Vacant]

**Negotiating**

Chris Driol (Chair)  
Ian Holton  
Mario Kijkowski - staff  
Robert Shaw  
Tim Slattery - staff  
Mary Wilson

**Regional Council Development**

Debbie Matties (Chair)  
Terry Dodds  
Ian Holton



## Regional Councils

Upon approval of Executive Council the HSAS By-Laws provides for members in each Health Region to organize themselves into an HSAS Regional Council. Once established, Regional Councils can act on matters of local concerns. Active Regional Councils are as follows:

- Sunrise Regional Council - Tamara Dobmieier (Chair)
- Five Hills Regional Council - Katherine Brisbin (Chair)
- Keewatin Yatthé Regional Council—Virgil Paul (Acting Chair)
- Prince Albert Parkland Regional Council - Ruby Lafayette (Chair)
- Saskatoon Regional Council - Candi Thompson (Chair)
- Sun Country Regional Council—Rod Watson (Chair)

Note: If members in other regions are interested in forming a Regional Council, please contact Debbie Matties - Chair of the Regional Council Development Committee. Debbie can be contacted at (306) 766-7825 or:

Regina Mental Health Clinic  
3rd Floor, 2110 Hamilton Street  
Regina, SK S4P 2E3

## Regional Council Update

HSAS conducted a training / orientation session in Saskatoon November 18 to November 20 for members involved in either an established Regional Council or in establishing a Regional Council.

Twenty-eight (28) members attended from eight (8) Health Regions. Participants heard presentations on:

1. HSAS history, structure and governance
2. Role of Regional Councils, including:
  - (i) orientation of newly hired HSAS members
  - (ii) establishing contacts in worksites
  - (iii) ensuring HSAS representation on OH&S and union / management committee
  - (iv) communicating with members, LROs and Executive Council
  - (v) financial reporting
  - (vi) compliance with privacy regulations.
3. Meeting Procedures

4. Grievance Process
5. Overview of pension and benefit plans
6. Occupational Health and Safety
7. Labour Legislation

Our thanks to presenters Bob Sass (Occupational Health and Safety), Larry Kowalchuk (Labour Legislation) Brad Garvey (Pension), Kay Robertson (Meeting Procedures) and Alana Shearer Kleefeld (Benefit Plans) for sharing their knowledge with the group.

Additionally, we thank the following for making this session the success it was:

- Regional Council Development Committee members Terry Dodds (Chair), Debbie Matties and Mary Wilson
- Murray Wotherspoon
- Chris Driol
- Al Shalansky
- Kevin Glass
- Tim Slattery

## **HSAS Regional Council News**

### **Five Hills**

The Five Hills Regional Council has invited SAHO to make a presentation at their February meeting on the HSAS benefit plans (life, disability, extended health and enhanced dental).

HSAS members are encouraged to check their next e-mail for the date, time and location of this SAHO presentation.

If members have any questions regarding the Five Hills Regional Council, they may contact the Chairperson, Katherine Brisbin at 691-6517.

### **Did I Read That Sign Right?**

Notice in a health food shop window: CLOSED DUE TO ILLNESS

Spotted in a safari park: ELEPHANTS PLEASE STAY IN YOUR CAR

In an office: TOILET OUT OF ORDER..... PLEASE USE FLOOR BELOW

Notice in a farmer's field: THE FARMER ALLOWS WALKERS TO CROSS THE FIELD FOR FREE, BUT THE BULL CHARGES.

## Saskatoon HSAS Staff

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S7K 1V9

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[slatteryt.hsas@sasktel.net](mailto:slatteryt.hsas@sasktel.net)

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[glassk.hsas@sasktel.net](mailto:glassk.hsas@sasktel.net)

Al Shalansky  
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Lynn Regier  
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Colette Duffee  
Secretary/Receptionist  
[hsasstoon@sasktel.net](mailto:hsasstoon@sasktel.net)

Crystal Larson  
Secretary/Receptionist  
[larsonc.hsas@sasktel.net](mailto:larsonc.hsas@sasktel.net)

## Saskatoon Labour Relations Officers' Assignments

We encourage members' concerns and questions be directed to the staff person assigned to their Regional Health Authority/Worksite.

**Kevin Glass**  
**Phone:** 955-5712  
**E-mail Address:** [glassk.hsas@sasktel.net](mailto:glassk.hsas@sasktel.net)  
**Toll-Free:** 1-888-565-3399

Heartland  
Keewatin Yatthé  
La Ronge EMS  
Mamawetan Churchill River  
Prairie North  
Saskatoon

- Idylwyld Health Centre - Public Health Services
- Kinsmen Centre
- McKerracher
- Parkridge
- Royal University Hospital
- Sherbrooke
- Stensrud Lodge
- Youth Services

**Al Shalansky**  
**Phone:** 955-3454  
**E-mail Address:** [shalanskyal.hsas@sasktel.net](mailto:shalanskyal.hsas@sasktel.net)  
**Toll-Free:** 1-888-565-3399

Kelsey Trail  
Prince Albert Parkland  
Saskatoon

- Calder Centre
- Idylwyld Health Centre - Client/Patient Access Services
- Nurses Alumnae Wing
- Saskatoon City Hospital
- St. Paul's Hospital
- Sturdy Stone
- rural areas

## Regina HSAS Staff

#180 - 1230 Blackfoot Drive  
Regina, SK  
S4S 7G4

Phone: (306) 585-7751  
Toll-Free: 1-877-889-4727  
Fax: (306) 585-7750  
E-mail: [hsasregina@sasktel.net](mailto:hsasregina@sasktel.net)

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Labour Relations Officer  
[jefferyj.hsas@sasktel.net](mailto:jefferyj.hsas@sasktel.net)

Mario Kijkowski  
Labour Relations Officer  
[mario.hsas@sasktel.net](mailto:mario.hsas@sasktel.net)

Charlene Hebert  
Secretary/Receptionist  
[hsasregina@sasktel.net](mailto:hsasregina@sasktel.net)

## Regina Labour Relations Officers' Assignments

We encourage members' concerns and questions be directed to the staff person assigned to their Regional Health Authority/Worksite.

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Toll-Free: 1-877-889-4727

**Mario Kijkowski**  
Phone: 585-7754  
E-mail Address: [mario.hsas@sasktel.net](mailto:mario.hsas@sasktel.net)  
Toll-Free: 1-877-889-4727

Cypress  
Regina Qu'Appelle

- Alcohol and Drug Services
- Community Health Centres
- Hearing Aid Plan
- Mental Health Clinics
- Public Health Services
- Wascana Rehabilitation Centre

Sun Country

Crestvue Ambulance Services  
Five Hills  
Kilbach's Ambulance Services Ltd.  
Regina Qu'Appelle

- Cupar and District Nursing Home
- Emergency Medical Services
- Extendicare
- Home Care/SWADD
- Lumsden and District Heritage Home
- Pasqua Hospital
- Regina General Hospital
- Regina Lutheran Home
- Regina Pioneer Village
- Santa Maria Senior Citizens Home

Sunrise

*Visit us on the Web at [www.hsa-sk.com](http://www.hsa-sk.com) !*





Please return all Canadian undeliverable addresses to:

#42 - 1736 Quebec Avenue  
Saskatoon, SK  
S7K 1V9

Email: [larsonc.hsas@sasktel.net](mailto:larsonc.hsas@sasktel.net)



*Note: If any of your colleagues express concern about not receiving their newsletter, please have them call the Saskatoon Office.*

*Dispatches is published for the information of members of the Health Sciences Association of Saskatchewan.*

**Check out our Web Site !**

**[www.hsa-sk.com](http://www.hsa-sk.com)**

