

**Inside this issue:**

<i>Market Supplement Update</i>	2
<i>Executive Council Highlights</i>	3
<i>34<sup>th</sup> HSAS Annual Convention</i>	4
<i>Annual Convention Minutes</i>	5
<i>HSAS Supports SGEU Job Action</i>	9
<i>Marketing of Group Life, Core Dental, Extended Health and Enhanced Dental Plan</i>	10
<i>Notice to Members Taking An Approved Unpaid Leave of Absence</i>	10
<i>Seniority Appeals</i>	11
<i>Upcoming Events</i>	12
<i>Canadian Health Professionals Secretariat (CHPS)</i>	14
<i>Executive Council</i>	15
<i>Executive Officers</i>	16
<i>Board of Governors</i>	16
<i>Committees</i>	16
<i>Saskatoon Staff</i>	17
<i>Regina Staff</i>	18



## Negotiating Committee Update

Your Negotiating Committee has been working diligently to prepare our bargaining proposals and have served notice on SAHO to commence negotiations for a new Collective Agreement.

Your Executive Council has approved our proposals and a document detailing our position will be mailed to our members this spring. It is our hope that the Employer representatives will be willing to enter into serious negotiations so that we can reach an agreement in a timely manner.

Wages, benefits, working conditions and the classification system are of primary importance to our members and it is our intent to present these issues strongly at the bargaining table in order to impress upon the Employer that our members deserve a fair deal.

We wish to thank the hundreds of members who participated actively in this process to date through phone calls, e-mails, letters, Bargaining Surveys and attending province wide meetings last October.

We will continue to actively communicate with the membership throughout bargaining with mailouts, the website ([www.hsa-sk.com](http://www.hsa-sk.com)), and the "Dispatches" as it is only through your ongoing backing and solidarity that we will be able to achieve a fair settlement.

Thank you for your continuing support.

HSAS Provincial Negotiating Committee

Nicole Bidwell  
Sumana Dasgupta (Staff)  
Chris Driol (Chair)  
Debra Ginther

Jim Jeffery (Staff)  
Deb Morton  
Marcel Shevalier  
Mary Spurr

## **Market Supplement Update**

### **Pharmacists**

HSAS appealed to Adjudicator Beth Bilson over the May 2006 SAHO Provincial Market Supplement Committee's decision not to increase the current supplement for Pharmacists.

In her October 16, 2006 decision, Ms. Bilson agreed with HSAS that an additional market supplement was warranted for this group retroactive to the date of SAHO's May 2006 report.

As a result, HSAS and SAHO are meeting to negotiate the quantum of the additional market supplement. Failure to reach agreement will result in the parties appearing before Ms. Bilson for a decision.

### **Public Health Inspectors**

The December 19, 2005 SAHO Provincial Market Supplement Committee report on PHIs recommended no increase to their current market supplement. HSAS appealed this decision before Adjudicator Bilson on April 11, 2006, and was successful.

As a result of the appeal, SAHO and HSAS commenced bargaining over the quantum of the supplement. HSAS PHI's voted to reject SAHO's last offer of a 6.59% increase. As a result, an adjudication hearing before Beth Bilson was held November 24, 2006 to determine the increase.

In her December 14, 2006 decision Ms. Bilson decided that SAHO's proposal of a 6.59% market supplement should be accepted.

### **Speech Language Pathologists**

In their November 1, 2006 report the SAHO Market Supplement Review Committee recommended no market supplement for this group. The report was mailed to all HSAS SLP's along with a request for information to rebut the report's findings. Unfortunately, there was insufficient evidence to mount an appeal.

### **Infection Control Practitioners**

The December 19, 2006 SAHO Provincial Market Supplement Review Committee report recommended this group continue to follow the Nurse B rate of pay contained in the current SUN/SAHO Collective Agreement.

HSAS has accepted the recommendation.

### **Respiratory Therapists, Dental Therapists, Occupational Therapists**

The SAHO Provincial Market Supplement Review Committee issued reports in October 2006 recommending no increase to the current market supplements for these groups.

Although SAHO issued the reports in October, HSAS did not receive them until January 18, 2007. HSAS members impacted by these reports will be forwarded a copy and requested to provide evidence to rebut the reports.

### **Paramedics and Physical Therapists**

Reports on these groups from the SAHO Provincial Market Supplement Review Committee are expected in the coming weeks.

## Market Supplement Update Continued

### Ph.D. Psychologists

The January 2007 SAHO Provincial Market Supplement Review Committee report recommended no market supplement for this group.

As a result, the report was mailed to all HSAS Ph.D. Psychologists along with a request for information to rebut the report's findings.

### Orthotists and Prosthetists

The October 2006 SAHO Provincial Market Supplement Review Committee report recommended an additional Market Supplement for both professions.

As a result HSAS and SAHO will be meeting to negotiate the amount of the increase. If the parties are unable to reach consensus either party may refer the matter to Adjudicator Bilson for a decision.

For further information on market supplements, please contact LRO Kevin Glass in the Saskatoon office at (306) 955-5712 or toll free at 1-888-565-3399.

## Executive Council Highlights

For those of you unable to attend the **HSAS Annual General Meeting**, held on November 18<sup>th</sup> in Saskatoon, you missed a great opportunity to visit with your colleagues, learn how your union works to improve your work experience, and to listen to a dynamic speaker. Dr. Michael Rachlis, one of Canada's foremost experts on health policy, spent a few hours with us and provided strong evidence that Medicare is still the health care system of choice in Canada. He demonstrated that at this time in history, we need to use prevention and innovation to advance the system in the manner that Tommy Douglas had envisioned all along. Dr. Rachlis highlighted innovative programs throughout the country that are helping to address wait lists and provide a more streamlined and user-friendly system. The comments that I heard from those in attendance were very positive and suggested strongly to the AGM organizing committee that our members want to hear speakers that not only spur thought and discussion but impassion us to continue doing the work that we do in a publicly funded system.



Since the AGM in November, Executive Council has met twice and worked diligently to assemble new working committees and advance the agenda of the union. In addition to the ongoing work of the committees, the members of Executive Council have been actively involved in meeting with members of the Department of Health, attending meetings of the Health Quality Council, learning more about pension planning at a national level and sitting at the table with officials of various health districts to discuss their strategic planning. As an Executive Council this fits with our commitment to make HSAS more visible to the public and more integrally involved in the planning of provision of health care services in this province.

At a committee level, it is important to recognize the outstanding work and dedication of many members. As chair of the **Finance Committee**, Karen Wasylenko has worked diligently to ensure that the books are in order and that we are staying within the projected budget. In the auditor's report for the year ending September, 2006, the finance committee was applauded for improving not only the accounting system but also the overall financial situation of the union. This committee,

## Executive Council Meeting Highlights (Continued)

which has worked hard to ensure that our union is “fiscally responsible” to its membership, will serve us well as we enter a new bargaining year.

Another exciting development within our Executive Council is a revival, if you will, of the **Regional Council Committee**. Cathy Dickson who chairs the committee has organized further training and enhancement of Regional Councils so that HSAS has a larger presence throughout the province. The **Communications Committee** has also been very active and many of you will see an increased presence in the media of important issues affecting our members and the people that we serve.

The members of **Executive Committee** have taken on the challenging job of examining the roles and responsibilities of the HSAS President, the Executive Director, the Labour Relations Officers, the Administrator and the staff in both the Saskatoon and Regina office. Last, but not least, my hats off to the hard working members of our **Negotiating Committee**, who have met many times to guarantee that we have a good package as we head into our bargaining meetings in the next few months. We all look forward to a busy and challenging year.

Rupal Bonli

## 34<sup>th</sup> HSAS Annual Convention

Our 34<sup>th</sup> Annual Convention was held on Saturday, November 18, 2006 at the Hilton Garden Inn Hotel in Saskatoon.

A delegate orientation was held the morning of the 18<sup>th</sup>. Although any HSAS member may attend the Annual Convention only delegates are permitted to vote.

Delegates are made up of:

- 1). Those elected by HSAS members in each Health Region; and
- 2). Executive Council members.

There were potentially 33 delegates that could have been elected by HSAS members in the Health Regions; however, only 22 were elected and of those 19 attended the Convention. All of the 17 Executive Council member attended as delegates. Additionally, 15 of the general membership along with 2 guests; namely, the President and Executive Director of our sister union in Manitoba were in attendance (The Manitoba Association of Health Care Professionals).

The meeting opened with our guest speaker Dr. Rachlis speaking on how Canadians are fixing our health system with prevention and innovation.

The Business Meeting commenced at the conclusion of Dr. Rachlis’s talk and was chaired by President Chris Driol. Following presentations of the various reports results of Executive Council elections were announced.

A resolution for Executive Council to consider permitting the President to take a leave of absence from his full time job and be paid full time by the Union for the period December 20, 2006 to November 20, 2007 engendered lively discussion.

Prior to adjournment Natalie Horejda was announced as the recipient of the 2006 Roberta Ekberg award.

A social was held at the conclusion of the meeting to welcome new members to HSAS.

## Minutes of the 2006 Annual Convention

**Saturday, November 18, 2006**

**Hilton Garden Inn**

**Saskatoon, Saskatchewan**

### Delegates Present:

Gail Beggs-LaRiviere	Regina Qu'Appelle Health Region	
Nicole Bidwell	Regina Qu'Appelle Health Region	(Executive Council Member)
Marion Blain	Prairie North Health Region	(Executive Council Member)
Rupal Bonli	Saskatoon Health Region	(Executive Council Member)
Scott Boucher	Regina Qu'Appelle Health Region	(Executive Council Member)
Glenda Brown	Saskatoon Health Region	(Executive Council Member)
Warren Chykowski	Saskatoon Health Region	
Cathy Dickson	Prince Albert Parkland Health Region	(Executive Council Member)
Jeff Dmytrowich	Saskatoon Health Region	
Terry Dodds	Saskatoon Health Region	(Executive Council Member)
Chris Driol	Saskatoon Health Region	(Executive Council Member)
Michelle Dyck	Saskatoon Health Region	
Roberta Ekberg	Regina Qu'Appelle Health Region	
Bill Feldbruegge	Saskatoon Health Region	
Peggy Forsberg	Regina Qu'Appelle Health Region	(Executive Council Member)
Debra Ginther	Saskatoon Health Region	(Executive Council Member)
Barbara Harris	Saskatoon Health Region	
Rosemary Henrickson	Sun Country Health Region	
Dot Hicks	Five Hills Health Region	
Craig Hillier	Prairie North Health Region	
Ian Holton	Heartland Health Region	(Executive Council Member)
Natalie Horejda	Regina Qu'Appelle Health Region	
Don Johannesson	Saskatoon Health Region	
Ted Makeechak	Saskatoon Health Region	
Angie McConnell	Saskatoon Health Region	(Executive Council Member)
Alan Morrissette	Saskatoon Health Region	
Deb Morton	Saskatoon Health Region	(Executive Council Member)
Maynard Ostafichuk	Sunrise Health Region	
Tina Peyton	Saskatoon Health Region	
Anne Robins	Saskatoon Health Region	(Executive Council Member)
Paul Silvester	Five Hills Health Region	
Mary Spurr	Regina Qu'Appelle Health Region	(Executive Council Member)
Valerie Stopanski	Heartland Health Region	(Executive Council Member)
Tom Tilford	Prince Albert Parkland Health Region	
Karen Wasylenko	Saskatoon Health Region	(Executive Council Member)
Rod Watson	Sun Country Health Region	

## Minutes of the 2006 Annual Convention (Continued)

### Delegates Absent:

Barb Beckman                      Prairie North Health Region

### Delegates Withdrawn:

Marie Dancsok                      Regina Qu'Appelle Health Region

Kateri Singer                        Regina Qu'Appelle Health Region

Thirty-six (36) voting delegates present. Quorum established as per Article 3.5 of By-Laws.

President Chris Driol called the meeting order at 3:50 p.m.

### **1. Adoption of Agenda**

Motion to adopt the agenda as presented.

Chris Driol / Deb Morton

Motion Carried

### **2. Adoption of November 19, 2005 Annual Convention Meeting Minutes**

**Amendment: (a)** Nicole Bridwell should read Nicole Bidwell on page 1 of the minutes

**Amendment: (b)** The header on every page should read Regina, SK not Saskatoon, SK

Motion to adopt the minutes of the November 19, 2005 Annual Convention as amended.

Chris Driol / Craig Hillier

Motion Carried

### **3. President's Annual Report**

The President's report was made available to members upon the commencement of the meeting.

Chris Driol presented his report.

Chris Driol / Rupal Bonli

Motion Carried

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

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

Scott Boucher / Marion Blain

Motion Carried

### **5. Committee Reports**

#### (a) Finance Committee

The Audited Financial Statements and the Emergency Fund Audited Financial Statements were made available to members upon the commencement of the meeting. Treasurer Karen Wasylenko presented the reports.

## Minutes of the 2006 Annual Convention (Continued)

### 5. Committee Reports

#### (a) Finance Committee (Continued)

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

Karen Wasylenko / Roberta Ekberg

Motion Carried

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

Karen Wasylenko / Ted Makeechak

Motion Carried

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

Karen Wasylenko / Peggy Forsberg

Motion Carried

#### (b) Negotiating Committee

The Negotiating Committee report was made available to members upon the commencement of the meeting. Chris Driol presented the report.

**Amendment: (a)** Sumana Dasgputa should read Sumana Dasgputa

Motion to accept negotiating Committee report as circulated and presented.

Chris Driol / Deb Morton

Motion Carried

#### (c) Education Fund Committee

The Education Fund Committee report was made available to members upon the commencement of the meeting. Chris Driol presented the report.

**Additions: (a)** The recipient of the Ron Current Award went to Elska Walton

**Additions: (b)** The Education Fund has increased the number of eligible recipients to fifteen (15) on October 1 and fifteen (15) on May 15 of each year.

#### (c) Education Fund Committee (Continued)

Motion to accept the Education Committee report as circulated and presented.

Ted Makeechak / Deb Morton

Motion Carried

#### (d) Communication Committee

The Communication Committee report was made available to members upon the commencement of the meeting. Chris Driol presented the report.

Motion to accept the Communication Committee report as circulated and presented.

Rupal Bonli / Ian Holton

Motion Carried

#### (e) Emergency Fund Committee

The Emergency Fund Committee report was made available to members upon the commencement of the meeting. Chris Driol presented the report.

Motion to accept the Emergency Fund Committee report as circulated and presented.

Terry Dodds / Anne Robins

Motion Carried

## Minutes of the 2006 Annual Convention (Continued)

### 5. Committee Reports (Continued)

#### (f) Grievance Committee

The Grievance Committee report was made available to members upon the commencement of the meeting. Chris Driol presented the report.

Motion to accept the Grievance Committee report as circulated and presented.

Ian Holton / Rosemary Henrickson

Motion Carried

#### (g) Regional Council Development Committee

The Regional Council Development Committee report was made available to members upon the commencement of the meeting. Chris Driol presented the report.

Motion to accept the Regional Council Development Committee report as circulated and presented.

Cathy Dickson / Tom Tilford

Motion Carried

#### (h) Charitable Donation Committee

The Charitable Donations Committee report was made available to members upon the commencement of the meeting. Chris Driol presented the report.

Motion to accept the Charitable Donations Committee report as circulated and presented.

Scott Boucher / Angie McConnell

Motion Carried

#### (i) Constitutional Committee

Chris Driol made the announcement that as a result of the reports not being distributed prior to the Annual General Meeting and in accordance with Article 3.3 of the HSAS By-Laws, the resolution pertaining to changes being made to the current Constitution from the Constitutional Committee report can not be brought forward at this Annual General Meeting. They will have to be presented at the next Annual General Meeting in 2007 or at a special meeting.

#### (i) Constitutional Committee (Continued)

**Amendment:** (a) To discuss item #9 on the Agenda - Members Resolutions

Members Resolutions

One resolution was received. (This is a resolution for Executive Council to consider)

That the Executive Council consider a resolution to:

(a) Approve a leave of absence for the President for the period of December 20, 2006 to November 20, 2007 to attend to union business; and

(b) Reimburse the Employer in accordance with the Collective Agreement for such a leave of absence.

Note: This resolution was amended based on advice from legal counsel.

Chris Driol dismissed himself as Chair and Angie McConnell acted as Chair for the discussion regarding the resolution from the membership. Angie McConnell presented the resolution. Nicole Bidwell, Angie McConnell and Karen Wasylenko answered questions from the floor.

Motion to accept the resolution.

Nicole Bidwell / Rod Watson

Motion Carried

## **Minutes of the 2006 Annual Convention (Continued)**

(i) Constitutional Committee (Continued)

The Constitutional Committee report was made available to members upon the commencement of the meeting. Chris Driol presented the report.

Motion to accept the Constitutional Committee report as circulated and presented.

Nicole Bidwell / Natalie Horejda

Motion Carried.

(j) Annual Convention Committee

No report presented.

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

Social Workers - Gwen Miller Moyse

The remaining Executive Council seats were acclaimed for:

Speech Language Pathologists, Audiologists, Orthoptists, Music Therapists - Karen Wasylenko  
Physical Therapists, Prothetists, Orthotists, Exercise/Conditioning Therapists - Peggy Forsberg  
and Gail Beggs-LaRiviere

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

Psychologists, Psychometricians - Rupal Bonli

Dietitans, Nutritionists - Scott Boucher

Occupational Therapists - Mary Spurr

Recreation Therapists, Mental Health Therapists - Seat vacant

### **7. Old Business**

None

### **8. New Business**

Roberta Ekberg Award

Roberta Ekberg and Mary Spurr presented the 2006 Roberta Ekberg Award to Natalie Horejda.

### **9. Members Resolutions**

Discussed with #5 (I) of agenda.

### **10. Adjournment**

Door prizes were drawn and included five (5) copies of Dr. Rachlis's book, and one (1) grand prize consisting of one (1) copy of Dr. Rachlis's book, one (1) HSAS briefcase and one (1) HSAS thermos.

Motion that the Annual Convention be adjourned.

Scott Boucher / Craig Hillier

Motion Carried

Adjournment time: 6:10 p.m.

## **HSAS Supports SGEU Job Action For A Fair Contract**

HSAS donated eight thousand dollars (\$8,000.00) to SGEU to assist them during their strike.

For those of you who weren't around in 2002, SGEU provided HSAS a \$100,000 interest free loan during our job action.

## **Marketing Of Group Life, Core Dental, Extended Health and Enhanced Dental Plan**

In September 2006, SAHO sent out a Request For Proposals (RFP) requesting proposals from insurance companies for the above noted plans. A selection committee comprised of representatives from employers and unions was formed. Tim Slattery served as HSAS's representative.

### **Results Of The Search**

Seven (7) benefit carriers responded to the RFP. The proposals were reviewed in detail by the Selection Committee utilizing pre-defined selection criteria. As a result of this process, four (4) companies were eliminated. The three (3) remaining companies made finalist presentations in December 2006. Additionally, a sub-committee of three Selection Committee members visited the three (3) companies in January 2007. The findings of the on-site visits were presented to the Selection Committee February 7, 2007.

As a result of the selection process and subject to successful contract and underwriting agreements being signed Great West Life will be retained as our insurer.

### **Impact of Marketing Exercise**

- ⇒ Annual savings of hundreds of thousands of dollars without changes to the Plans.
- ⇒ In the coming months Great West Life will provide access to a health risk tool which allows employees to develop a personalized action plan to change or modify behaviours that may be affecting their health. Additionally, employees will have access to Great West Life's Health and Wellness site.

## **Attention HSAS Members Taking An Approved Unpaid Leave of Absence Greater Than Thirty (30) Days**

HSAS members contributing to the Saskatchewan Healthcare Employees' Pension Plan (SHEPP) and paying premiums to the Saskatchewan Association of Health Organizations (SAHO) General Disability Plan should be aware of the following when taking an approved unpaid leave of absence greater than thirty (30) days:

### **Re: Pension Plan**

Upon completion of their leave, members have the option of converting unpaid time away from work to pensionable service by paying the pension plan the amount required to deem it pensionable service. The amount of pensionable service is important in determining when a member qualifies for an unreduced pension. In SHEPP this occurs when a member's age plus years of pensionable service equal 80.

For further information on this please call SHEPP toll free at 1-866-394-4440.

### **Re: Disability Plan**

Should members' choose to have disability plan coverage during their approved leave of absence they must apply for such coverage prior to the leave commencing.

## **Attention HSAS Members Taking An Approved Unpaid Leave of Absence Greater Than Thirty (30) Days (Continued)**

In the event members choose to purchase such coverage and become disabled during the leave they won't be entitled to disability benefits until 119 calendar days after their scheduled date of return to work.

During this 119 days qualifying period members can access their accumulated sick leave. If a member does not have sufficient sick leave to cover them for this period she can apply to Employment Insurance for a sick benefit.

For further information on this please call SAHO toll free at 1-866-278-2301.

### **Seniority Appeals**

#### **I. Appealing Seniority Earned In 2006**

The current HSAS Collective Agreement (Article 10.05) requires employers to post a seniority list by February 1, 2007. This list is to include seniority earned up to and including December 2006. Members have 30 days from the date the list is posted to appeal their 2006 seniority. Please contact your HSAS Labour Relations Officer and your employer's Human Resources Department if you wish to appeal your 2006 seniority.

#### **II. One Time Only Seniority Appeals**

In 2006 HSAS members had, on a one time basis only, an opportunity to appeal their seniority going back to when their service last commenced. This one time appeal was open for 90 days after February 1, 2006.

We have recently been advised by legal counsel that this one time only appeal window should be reopened for any HSAS member who was on an approved disability leave of absence after January 1, 1999.

As a result, any HSAS member who was on an approved disability leave of absence after January 1, 1999, and did not accrue seniority during their leave, should contact Tim Slattery, no later than April 30, 2007, in the HSAS Saskatoon office (306) 955-4560, toll free 1-888-565-3399, email [slatteryt.hsas@sasktel.net](mailto:slatteryt.hsas@sasktel.net), by fax (306) 955-3396, in order for their appeal to be considered.

An honest seven-year-old admitted calmly to her parents that Billy Brown had kissed her after class.

"How did that happen?", gasped her mother.

It wasn't easy," admitted the young lady, "but three girls helped me catch him."

## Upcoming Events

### I. Meeting of HSAS Executive Council April 3, 2007 in Davidson

### II. HSAS 35<sup>th</sup> Annual Convention

Where: Travelodge Hotel in Regina (4177 Albert Street)

When: Saturday, November 17, 2007

#### (a) Resolutions To Be Considered At The Annual Convention

In order for resolutions from the membership to be considered at the Annual Convention, the following conditions must be met:

- (i) each resolution must be submitted by ten (10) active members of the union and
- (ii) each resolution must be received by the secretary of the union at the Saskatoon HSAS office no later than September 13, 2007.

#### (b) Delegates To The Annual Convention

Any HSAS member may attend the Annual Convention but only elected delegates will be entitled to vote.

HSAS members in each Health Region can elect delegates to the Annual Convention based on one (1) delegate for every 100 members or portion thereof in their Health Region. Information on delegate nominations will be mailed to each HSAS member's home in May 2007. Here is a breakdown of the number of delegates each Health Region may send to the Annual Convention based on a 2006 member count. Allotted delegate numbers may change based on a 2007 member count.

<u>Health Region</u>	<u>Allotted Delegates</u>	<u>Health Region</u>	<u>Allotted Delegates</u>
Cypress	1	Prairie North	2
Five Hills	2	Prince Albert	
Heartland	2	Parkland	2
Keewatin Yatthé	1	Regina Qu'Appelle	8
Kelsey Trail	1	Saskatoon	9
Mamawetan		Sun Country	2
Churchill River	1	Sunrise	2

### III. Continuing Education Fund

This Fund was established for the purpose of promoting continuing education in areas directly related to one's present position.

A lottery system is used to select fifteen (15) applicants on October 1 and fifteen (15) on May 15 of each year to receive up to \$500.00 each.

### IV. 25<sup>th</sup> Silver Anniversary Scholarship Award

Each year, HSAS awards six (6) \$500.00 scholarships to an HSAS member's spouse or dependent who is enrolled in full time studies at a post-secondary educational institution leading to a degree, diploma or certificate in an area of study currently represented by HSAS. Completed applications must be received in the Saskatoon office no later than August 15<sup>th</sup> each year.

Application forms for the Continuing Education Draw and 25<sup>th</sup> Silver Anniversary Scholarship Draw can be obtained from the Saskatoon HSAS office or by visiting our website at [www.hsa-sk.com](http://www.hsa-sk.com) under Forms and downloads.

**Upcoming Events (Continued)**

***Regional Council Development Committee***

Invites you to join us for a

**Retreat/Workshop**

Saturday, April 21/07 - 10:00 a.m.

to

Sunday April 22/07 - 10:00 a.m.

**At Cedar Lodge**

(Blackstrap, just south of Saskatoon)

If you belong to an active Regional Council or if you are interested in establishing a Regional Council in your area, this event is designed with you in mind!

This is a day to meet new people, share ideas, learn and be refreshed and motivated in your work with Regional Council.

We invite:

**Three** HSAS members from each active Regional Council

**Two** HSAS members from each Region with no active Regional Council

Email Cathy at [sw2.hsas@sasktel.net](mailto:sw2.hsas@sasktel.net) or call her at 764-2087 to register.

Deadline for registration is April 1, 2007.

**We hope to see you there!**

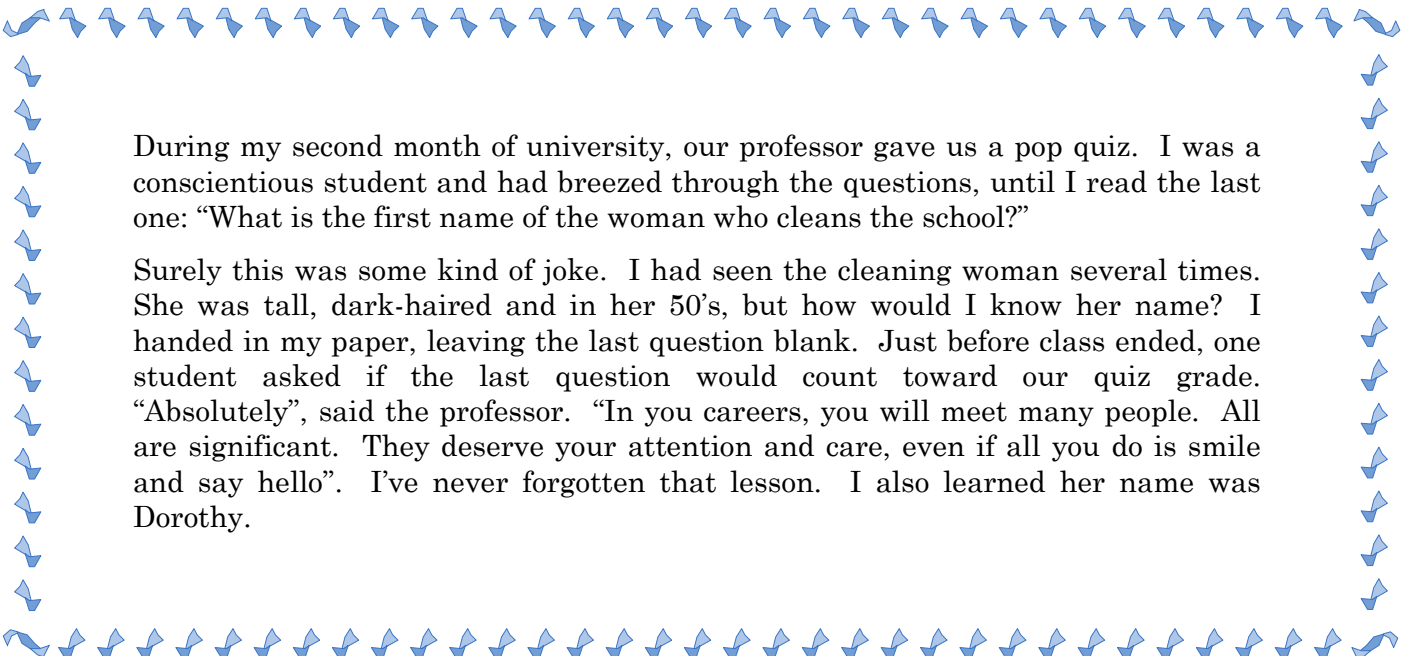
## Canadian Health Professionals Secretariat

The Canadian Health Professionals Secretariat (CHPS) was formed by the National Union of Public and General Employees (NUPGE) to raise the profile of health care professionals and to work cooperatively to advocate for the interests of our co-workers across Canada. HSAS has been a member of CHPS since its inception as an independent union, not affiliated with NUPGE, and meets with the representatives of other unions which represent over 60,000 health care professionals to share ideas and initiate action in order to better represent our members.

Kevin Glass and Chris Driol represented HSAS at the CHPS semi-annual meeting held in Ottawa on October 26 - 27, 2007. We conducted a wide-ranging discussion of issues including Collective Bargaining trends, worker health and safety issues, public health issues, health policy advocacy campaigns, as well as pension and benefits trends from across the country and internationally.

Of particular note at this meeting was the fact that contract negotiations from across Canada over the last year have resulted in significant improvements in compensation for health care professionals. Employers appear to be coming to terms with the high demand and recruitment and retention problems associated with maintaining a skilled health care professional workforce. This information will be useful to HSAS in presenting the needs of our members to SAHO in our bargaining efforts which will commence this spring. Also of interest at this meeting was information presented regarding Pandemic Planning, Health Care Wait Times, Workload Measurement and the National Pharmaceutical Strategy as unions from across the country play an active role in representing the interests of their members and working cooperatively to raise public awareness of these important issues.

It was clear that health care professionals throughout Canada share the challenges currently faced by our members. Our ongoing involvement in CHPS is proving valuable in keeping us up to date on current trends as well as proven strategies used by other unions in their efforts. This will assist us in continuing to improve our work to better represent the members of HSAS.



During my second month of university, our professor gave us a pop quiz. I was a conscientious student and had breezed through the questions, until I read the last one: "What is the first name of the woman who cleans the school?"

Surely this was some kind of joke. I had seen the cleaning woman several times. She was tall, dark-haired and in her 50's, but how would I know her name? I handed in my paper, leaving the last question blank. Just before class ended, one student asked if the last question would count toward our quiz grade. "Absolutely", said the professor. "In you careers, you will meet many people. All are significant. They deserve your attention and care, even if all you do is smile and say hello". I've never forgotten that lesson. I also learned her name was Dorothy.

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

Representing	Seats	Elected	E-mail Address	Term Ends
Addictions Counsellors/ Therapists	1	<b>Terry Dodds</b> Saskatoon Health Region	addictions.hsas@sasktel.net	Nov. 2007
Social Workers	2	<b>Gwen Miller Moyse</b> Five Hills Health Region	sw1.hsas@sasktel.net	Nov. 2008
		<b>Cathy Dickson</b> Prince Albert Parkland Health Region	sw2.hsas@sasktel.net	Nov. 2007
Assessor/Coordinators	2	<b>Glenda Brown</b> Saskatoon Health Region	assessor1.hsas@sasktel.net	Nov. 2007
		<b>Debra Ginther</b> Saskatoon Health Region	assessor2.hsas@sasktel.net	Nov. 2007
Speech & Language Pa- thologists, Audiologists, Orthoptists, Music Therapists	1	<b>Karen Wasylenko</b> Saskatoon Health Region (Speech & Language Pathologist)	slp.hsas@sasktel.net	Nov. 2008
Respiratory Therapists, Perfusionists	1	<b>Debbie Morton</b> Saskatoon Health Region (Respiratory Therapist)	respiratory.hsas@sasktel.net	Nov. 2007
Emergency Medical Technicians, Dispatch- ers, Paramedics	2	<b>Ian Holton</b> Heartland Health Region (EMT-A)	ems1.hsas@sasktel.net	Nov. 2007
		<b>Marian Blain</b> Prairie North Health Region (Emergency Medical Technician)	ems2.hsas@sasktel.net	Nov. 2007
Physical Therapists, Prosthetists, Orthotists, Exercise/Conditioning Therapists	2	<b>Peggy Forsberg</b> Regina Qu'Appelle Health Region (Physical Therapist)	pt1.hsas@sasktel.net	Nov. 2008
		<b>Gail Beggs-LaRiviere</b> Regina Qu'Appelle Health Region (Physical Therapist)	pt2.hsas@sasktel.net	Nov. 2007
Public Health Inspec- tors, Infection Control Practitioners, Dental Hygienists/Therapists and Health Educators	1	<b>Valerie Stopanski</b> Heartland Health Region (Health Educator)	phi.hsas@sasktel.net	Nov. 2008
Pharmacists	1	<b>Nicole Bidwell</b> Regina Qu'Appelle Health Region	pharm.hsas@sasktel.net	Nov. 2007
Occupational Therapists	1	<b>Mary Spurr</b> Regina Qu'Appelle Health Region	ot.hsas@sasktel.net	Nov. 2008
Recreation Therapists, Mental Health Thera- pists	1	<b>Vacant</b>		Nov. 2008
Psychologists, Psycho- metritians	1	<b>Rupal Bonli</b> Saskatoon Health Region (Psychologist)	psy.hsas@sasktel.net	Nov. 2008
Dietitians, Nutritionists,	1	<b>Scott Boucher</b> Regina Qu'Appelle Health Region (Dietitian)	diet.hsas@sasktel.net	Nov. 2008

*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 - president.hsas@sasktel.net  
Mental Health Therapist

### Treasurer

Karen Wasylenko - slp.hsas@sasktel.net  
Speech & Language Pathologist

### Vice-President

Scott Boucher - diet.hsas@sasktel.net  
Dietitian

### Secretary

Mary Spurr - ot.hsas@sasktel.net  
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 were as an officer, shall be eligible for election to the Board of Governors for a seven year term. The current Governors are:

Warren Chykowski  
Respiratory Therapist  
gov4.hsas@sasktel.net

Natalie Horejda  
Physical Therapist  
gov1.hsas@sasktel.net

Ted Makeechak  
Physical Therapist  
gov2.hsas@sasktel.net

## Committees

### 2007 Annual Convention

Peggy Forsberg (Chair)  
Scott Boucher  
Gail Beggs-LaRiviere

### Charitable Donations / Professional Contributions

Scott Boucher  
Peggy Forsberg

### Communications

Rupal Bonli (Chair)  
Nicole Bidwell  
Charlene Hebert - staff  
Ian Holton  
Natalie Horejda  
Jim Jeffery - staff  
Tim Slattery - staff

### Constitutional

Gail Beggs-LaRiviere (Chair)  
Marion Blain  
Debra Ginther  
Debbie Morton  
Mary Spurr

### Education Fund

Glenda Brown  
Joylene Braaksma- staff  
Ted Makeechak

### Provincial Negotiating (Current contract expires March 31, 2007)

Nicole Bidwell  
Sumana Dasgupta - staff  
Chris Driol (Chair)  
Debra Ginther  
Jim Jeffery - staff  
Debbie Morton  
Marcel Shevalier  
Mary Spurr

### Emergency Fund

Gail Beggs-LaRiviere  
Terry Dodds  
Tim Slattery - staff

### Finance

Joylene Braaksma - staff  
Glenda Brown  
Warren Chykowski  
Jeff Dmytrowich  
Ted Makeechak  
Tim Slattery - staff  
Karen Wasylenko (Chair)

### Regional Council Development

Marion Blain  
Joylene Braaksma - staff  
Cathy Dickson (Chair)  
Tamara Dobmeier  
Dot Hicks  
Gwen Miller Moyses  
Lynzie Rindero  
Rod Watson

### Grievance

Debbie Morton (Chair)  
Terry Dodds  
Debra Ginther  
Maynard Ostafichuk  
Anne Robins  
Angie McConnell (Member At  
Large Alternate)

### Ad Hoc Committees

#### Essential Services

Warren Chykowski (Chair)

#### Job Action

Karen Wasylenko (Chair)

## Saskatoon HSAS Staff

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

Phone: (306) 955-3399  
Toll-Free: 1-888-565-3399  
Fax: (306) 955-3396  
E-mail: [hsasstoon@sasktel.net](mailto:hsasstoon@sasktel.net)

Tim Slattery  
Executive Director  
[slatteryt.hsas@sasktel.net](mailto:slatteryt.hsas@sasktel.net)

Joylene Braaksma  
Administrator  
[joylene.hsas@sasktel.net](mailto:joylene.hsas@sasktel.net)

Kevin Glass  
Labour Relations Officer  
[glassk.hsas@sasktel.net](mailto:glassk.hsas@sasktel.net)

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

Sumana Dasgupta  
Labour Relations Officer  
[dasguptas.hsas@sasktel.net](mailto:dasguptas.hsas@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

**Sumana Dasgupta**  
**Phone:** 955-3454  
**E-mail Address:** [dasguptas.hsas@sasktel.net](mailto:dasguptas.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

Kelsey Trail  
Prince Albert Parkland  
Saskatoon

- Calder Centre
- Idylwyld Health Centre - Client/Patient Access Services
- Larson House
- Mental Health 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)

Jim Jeffery  
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.

**Jim Jeffery**  
**Phone:** 585-7753  
**E-mail Address:** [jefferyj.hsas@sasktel.net](mailto:jefferyj.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

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

Crestvue Ambulance Services  
Five Hills  
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

## Change of Information Form

**Please keep us informed so we can keep *YOU* informed!**

If you change your name, address, telephone number, work site, etc., please share this information with us so we can keep our database current. Please complete the information below and forward it to the Saskatoon HSAS office. The address and fax number are as follows:

**Health Sciences Association of Saskatchewan  
#42 - 1736 Quebec Avenue  
Saskatoon, Saskatchewan  
S7K 1V9**

**Fax: (306) 955-3396**

Please call the Saskatoon office, toll free 1-888-565-3399 or directly (306) 955-3399 if you have any questions. Thank you.

**Name of Regional Health Authority**

\_\_\_\_\_

Example: Heartland Health Region

**Member Name** \_\_\_\_\_

**Previous Name (if changed)** \_\_\_\_\_

**Home Address** \_\_\_\_\_

**Home Phone Number** \_\_\_\_\_

**Home Email Address** \_\_\_\_\_

**Place of Employment** \_\_\_\_\_

**Work Phone Number** \_\_\_\_\_

**Work Fax Number** \_\_\_\_\_

**Work Email Address** \_\_\_\_\_

**Status** \_\_\_\_\_

**Classification** \_\_\_\_\_

**Job Group** \_\_\_\_\_

**Date Changes In Effect** \_\_\_\_\_



*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)**

