

# Dispatches

October 2006

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## Notice of 2006 HSAS Annual Convention

**Who:** Although all HSAS members are welcome to attend, only delegates are permitted to vote. (*For a list of delegates, please refer to page 3*).

**What:** 34th HSAS Annual Convention

**Where:** Hilton Garden Inn Hotel at 1st Avenue and 22nd Street East, Saskatoon

**When:** 1:00 p.m., Saturday, November 18, 2006

**Why:**

1. Find out what your union has been up to over the past year and what challenges we face in the coming months.
2. Hear our guest speaker, Dr. Michael Rachlis. Dr. Rachlis is a leading Canadian health policy analyst. He has authored three best sellers about Canada's healthcare system. His most recent book "*Prescription for Excellence: How Innovation is Saving Canada's Health Care System*" highlights new ideas that are coming forward to revitalize Canada's public health care system and provides evidence based research to demonstrate how health care is delivered in a most effective, efficient manner.



## Convention Agenda

<b>9:00 a.m. - Noon</b>	Delegate Orientation
<b>1:00—1:30</b>	Registration
<b>1:30 - 1:40 p.m.</b>	Introduction and Welcome by President Chris Driol
<b>1:40 - 3:15 p.m.</b>	Guest Speaker—Dr. Michael Rachlis
<b>3:15 - 3:30 p.m.</b>	Refreshment Break
<b>3:30 - 5:00 p.m.</b>	Business Meeting (see agenda below)
<b>5:00 - 6:00 p.m.</b>	Social to welcome new members to our union

## Business Meeting Agenda

1. Adoption of Agenda
2. Adoption of the November 19, 2005 Annual Convention Meeting Minutes
3. President's Annual Report
4. Executive Director's Annual Report
5. Committee Reports
  - (a) Finance—Presentation of Audited Financial Statements
  - (b) Negotiating
  - (c) Communication
  - (d) Education Fund
  - (e) Emergency Fund
  - (f) Grievance
  - (g) Charitable Donations
  - (h) Constitutional
  - (i) Annual Convention
  - (j) Regional Council Development
6. Announcement of results of mail in ballot for the Executive Council seats representing Social Workers.
7. Old Business
8. New Business
9. Resolutions
10. Adjournment

## Delegates to the HSAS Annual Convention

Any HSAS member is encouraged to attend the Annual Convention but only delegates are permitted to vote. Additionally, only delegates are entitled to expense reimbursement, wage replacement and the stipend.

Delegates to the HSAS Annual Convention include:

- (1) delegates elected by HSAS members from each Health Region and
- (2) Executive Council members elected by the members in the profession(s) they represent on a provincial basis.

### I. List of Delegates elected by HSAS Members in each Health Region.

<u>Health Region</u>	<u># of Seats Available</u>	<u>Name</u>	<u>Profession</u>
Cypress	2	no nominations received	
Five Hills	2	Dorothy Hicks Paul Silvester	Exercise Therapist Public Health Inspector
Heartland	2	no nominations received	
Keewatin Yatthé	1	no nominations received	
Mamawetan Churchill River	1	no nominations received	
Prairie North	2	Barb Beckman Craig Hillier	Assessor Coordinator Respiratory Therapist
Prince Albert Parkland	2	Tom Tilford	Assessor Coordinator
Regina Qu'Appelle	8	Gail Beggs-LaRiviere Marie Dancsok Roberta Ekberg Natalie Horejda Kateri Singer	Physical Therapist Assessor Coordinator Pharmacist Physical Therapist Paramedic
Saskatoon	9	Warren Chykowski Jeff Dmytrowich Michelle Dyck Bill Feldbruegge Barbara Harris Don Johannesson Ted Makeechak Alan Morrissette Tina Peyton	Respiratory Therapist Respiratory Therapist Health Educator Speech Language Pathologist Assessor Coordinator Addictions Counsellor Physical Therapist Addictions Counsellor Addictions Counsellor
Sun Country	2	Rosemary Henricksen Rod Watson	Health Educator Social Worker

<u>Health Region</u>	<u># of Seats Available</u>	<u>Name</u>	<u>Profession</u>
Sunrise	2	Maynard Ostafichuk	EMT

## II. HSAS Executive Council Members Serving As Convention Delegates

<u>Health Region</u>	<u>Name</u>	<u>Profession</u>
Saskatoon	Terry Dodds	Addictions Counsellor
	Angie McConnell	Social Worker
	Karen Wasylenko	Speech Language Pathologist
	Glenda Brown	Assessor Coordinator
	Debra Ginther	Assessor Coordinator
	Debbie Morton	Respiratory Therapist
	Anne Robins	Recreation Therapist
	Rupal Bonli	Psychologist
	Chris Driol	Mental Health Therapist
Regina	Peggy Forsberg	Physical Therapist
	Nicole Bidwell	Pharmacist
	Mary Spurr	Occupational Therapist
	Scott Boucher	Dietitian
Heartland	Ian Holton	EMT-A
	Valerie Stopanski	Health Educator
Prairie North	Marion Blain	EMT
Prince Albert Parkland	Cathy Dickson	Social Worker

### *Reminder To Delegates - Orientation*

*President Chris Driol and Labour Relations Officer Jim Jeffery will conduct the delegate orientation and will be mailing each delegate a package of information prior to the convention. Delegates are encouraged to read the material prior to attending orientation.*

## **Resolution To Be Considered By 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 14, 2006.

One (1) resolution was received June 15, 2006 which resolved that:

**“The position of President of HSAS be designated as a full time paid union leave position for the period of December 20, 2006 to November 20, 2007.”**

This resolution was submitted by ten (10) HSAS members employed at Calder Centre in the Saskatoon Health Region.

In reviewing the resolution the Constitutional Committee had legal counsel, Lynn Hnatick, determine if it violated HSAS's Constitution and By-Laws. Her assessment is as follows:

There are two issues relating to whether the resolution violates the Association's constitution and bylaws. Firstly, section 15.5 of the bylaws says that each member of Executive Council shall serve as such without remuneration. On its face, it appears as though this resolution would violate this provision of the bylaws as the resolution indicates that the President is to receive full time pay. However, the resolution also refers to this being a union leave position. In reality the Association would request a leave of absence from the Employer for union business, the President would continue to be paid by his Employer during such leave of absence and the Association would reimburse the Employer in accordance with the Collective Agreement. This is not direct remuneration from the Association. It is a reimbursement contemplated by both the bylaws and the collective agreement. In our view, therefore, this resolution does not violate the remuneration provisions of the bylaws.

The second issue, however, is whether this resolution violates the budgetary provisions of the bylaws. The bylaws contemplate that the budget and any special appropriations for the Association shall be approved by Executive Council and ratified by the Board of Governors. In our view, this is a clearly a budgetary item. Therefore, the most that the members could do at the Annual Convention is to request that the Executive Council consider this budgetary item.

If you wish to proceed with submitting this resolution to the Annual Convention, we would recommend that the resolution be amended to read as follows:

**“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 leave of absence.”**

At their September 18, 2006 meeting, Executive Council approved Lynn Hnatick's amended resolution

## **Executive Council Elections**

Seven (7) Executive Council seats are up for election for the term November 2006 to November 2008. Additionally, we have one (1) seat open for a one (1) year term - November 2006 to November 2007.

Requests for nominations were mailed to members impacted by the vacancies at the beginning of September 2006. The deadline for nominations was September 29, 2006.

## I. Acclaimed Seats

<u>Professional / Composite Group</u>	<u># of Vacant Seats</u>	<u>Incumbent / Health Region</u>	<u>Member Acclaimed / Health Region</u>
Speech Language Pathologists, Audiologists, Orthotists, Music Therapists	1	Karen Wasylenko Speech Lang. Pathologist	Karen Wasylenko Speech Lang. Pathologist
Physical Therapists, Prosthetists, Orthotists, Exercise/Conditioning Therapists	2	Peggy Forsberg Physical Therapist Regina Qu'Appelle  Vacant	Peggy Forsberg Physical Therapist Regina Qu'Appelle  Gail Beggs-LaRiviere Physical Therapist Regina Qu-Appelle (Term 2006—2007)
Dental Hygienists/Therapists Health Educators, Infection Control Practitioners, Public Health Inspectors	1	Val Stopanski Health Educator Heartland	Val Stopanski Health Educator Heartland
Psychologists, Psychometricians	1	Rupal Bonli Psychologist, Ph.D Saskatoon	Rupal Bonli Psychologist, Ph.D Saskatoon
Dietitians, Nutritionists	1	Scott Boucher Dietitian Regina Qu'Appelle	Scott Boucher Dietitian Regian Qu'Appelle
Occupational Therapists	1	Mary Spurr Occupational Therapist Regina Qu'Appelle	Mary Spurr Occupational Therapist Regina Qu'Appelle

## II. Contested Seats

<u>Professional / Composite Group</u>	<u># of Vacant Seats</u>	<u>Incumbent / Health Region</u>	<u>Member Acclaimed / Health Region</u>
Social Workers	1	Angie McConnell BSW Saskatoon	Greg Grant MSW Cypress  Gwen Miller BSW Five Hills

Ballots and candidate profiles have been mailed to members represented by this seat. In order to be counted, ballots must be received in the HSAS Saskatoon office no later than 5:00 p.m., Wednesday, November 15, 2006.

The successful candidate will be announced at the Annual Convention and in the next edition of our newsletter, *Dispatches*. Additionally, we will post the name of the successful candidate on our web site at [www.hsa-sk.com](http://www.hsa-sk.com) on November 20, 2006.

### III. No Nominations

<u>Professional / Composite Group</u>	<u># of Vacant Seats</u>	<u>Incumbent / Health Region</u>
Recreation Therapists, Mental Health Therapists	1	Anne Robins Recreation Therapist Saskatoon

As a result of no nominations being received for this seat, Executive Council has requested any HSAS member in these professions who is interested in representing their colleagues, call Chris Driol, HSAS President at 955-0841 or toll-free at 1-888-565-3399. Upon receiving an expression of interest, a request for nominations will again be mailed out.

## Executive Council Meeting Highlights

### June 14, 2006

- Council passed a motion put forward by the Finance Committee to adopt a revised Investment Policy Statement. The revised policy ensures members' money is invested in relatively risk free instruments.
- Council approved a request for a donation by the Canadian Centre For Policy Alternatives. The \$500 provided by HSAS will assist in covering the cost for a study that will examine the extent of health care privatization in Saskatchewan.

### September 18, 2006 Meeting

- Council approved a request from HSAS members in Prairie North Health Region to form an HSAS Regional Council. Their inaugural meeting was held September 20, 2006.
- Council passed a motion to not participate on the NDP government's Health Workforce Steering Committee. Some of the rationale for this decision was as follows:
  1. The NDP government uses committees such as these to give the appearance of action when in fact they are established to slow things down.
  2. If the government has additional money available for the retention/recruitment of HSAS health care professionals they should sit down with HSAS to either bargain new initiatives or properly fund the initiatives already bargained that are under funded, i.e. Market Supplement Program.
  3. If the government was serious about retention/recruitment of HSAS health care professionals why was HSAS never consulted prior to the establishment of the committee and why was HSAS initially excluded from membership on the committee?

*Note - The Saskatchewan Union of Nurses has also refused to participate in this government initiative.*

## President's Message

I hope everyone had an enjoyable summer and took a well deserved break from your work of providing high quality, professional healthcare services to the residents of Saskatchewan.

Your HSAS elected representatives and staff have been continuing in their efforts to advocate on your behalf and to raise the public's awareness of the important role you play in maintaining and improving the health and well being of our province.



Over the last months, I have had the privilege of attending the inaugural meeting of the Prairie North Health Region HSAS Regional Council as well as a series of meetings with members in Sun Country Health Region organized by the HSAS Regional Council there. I have greatly appreciated the opportunity to listen to your concerns first hand and want to thank all the members who came out to these meetings.

Your Executive Council and its' sub-committees have been meeting regularly and we are working hard to ensure that HSAS is prepared for bargaining next spring as well as attending to the ongoing governance of our Association.

I encourage all of our membership to make full use of our resources. Asking questions of your Regional Council representatives regarding matters in the local workplaces and calling and asking your Labour Relations staff questions if you have concerns regarding application of the Collective Agreement.

Our Annual Convention is fast approaching and I look forward to meeting with the Delegates. I hope that other members will also choose to attend to join with us in setting our course for the future and celebrating our accomplishments of the past year.

In solidarity,  
Chris Driol  
President

## Market Supplement Update

### Pharmacists

The SAHO Provincial Market Supplement Committee's last report on Pharmacists recommended no increase to their current market supplement. HSAS appealed this decision at an adjudication hearing held before Beth Bilson on September 13, 2006.

No decision has been received to date.

### Public Health Inspectors (PHIs)

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 have recently voted to reject SAHO's last offer of a 6.59% increase. As a result, an adjudication hearing before Beth Bilson will be scheduled to determine the increase..

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

## Negotiating Committee Update

Your Negotiating Committee has been hard at work evaluating information from members and staff, meeting with members to hear their concerns, doing the vital work of reviewing the Collective Agreement and the necessary research to prepare for the bargaining of a new Collective Agreement. Our contract expires March 31, 2007 and we hope to enter into talks with SAHO early in the spring.

Many thanks to the members who phoned, emailed, wrote letters, returned their Bargaining Surveys and attended the membership meetings held during the month of October. It is only through the active participation of the membership that the Negotiating Committee can ensure that your needs and concerns are brought forward to the bargaining table in an effective manner.

Over the winter, your Negotiating Committee will prepare bargaining proposals to be presented in the spring. It is clear that wage and benefit issues, as well as working conditions, are of primary concern to our members and we will need to forcefully present these matters in such a way that the employer validates and addresses these issues in a meaningful manner.

We will engage in ongoing communication with the membership throughout bargaining with mailouts, the website [www.hsa-sk.com](http://www.hsa-sk.com) and the "Dispatches" in order to keep you informed of developments. We express our appreciation for your continued support.

### Negotiating Committee

Chris Driol, Sumana Dasgupta, Debra Ginther, Jim Jeffery, Debbie Morton, Marcel Shevalier, Mary Spurr, Nicole Bidwell

## Transportation Rate Increase

Effective October 1, 2006, the new per kilometer Transportation Rate for travel south of the 54th parallel is forty point one zero (\$0.4010). For travel north of the 54th parallel, the new per kilometer rate is forty-five point one zero (\$0.4510).

## HSAS Supports Education

### A. Silver Anniversary Scholarship Awards

Every year HSAS awards six (6) \$500.00 scholarships to a spouse or dependent of an HSAS member enrolled in full-time studies at a post-secondary educational institution leading to a degree, diploma or certificate in an area of study represented by HSAS. Three scholarships are awarded to HSAS applicants employed by Saskatoon and Regina Health Regions and three to applicants employed by the other Health Regions.

These scholarships were established in 1997 to mark the 25th anniversary of our union.

Completed applications must be received in the Saskatoon HSAS office no later than August 15 each year.

From a total of seven (7) eligible applicants, the following were selected:

<u>HSAS Member</u>	<u>Profession/ Health Region</u>	<u>Spouse/ Dependent</u>	<u>Area of Study/ Institution</u>
Lynn Corbett	Psychologist Saskatoon	Jordon Mills	BSW University of Regina
Karlee Grigg	Occupational Therapist Regina Qu'Appelle	Geoffrey Mitchell	BSc Physical Therapy University of Saskatchewan
Fiona O'Connor	Social Worker Regina Qu'Appelle	Erin O'Connor	BSW University of Regina
Carol Prete	Social Worker Prince Albert Parkland	Brandon Prete	BSc Pharmacy University of Saskatchewan
Janice Smith	EMT Cypress	Amy Smith	BSc Pharmacy University of Saskatchewan

### **B. 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 ten (10) names drawn on October 1st and ten (10) 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.

For the October 1, 2006 draw, we had 25 applicants. Those chosen were:

<u>Name</u>	<u>Profession</u>	<u>Health Region</u>
Patrick Falastein	Recreation Therapist	Saskatoon
Josephine Susan Johnston	Health Educator	Cypress
Bonnie Kane	Social Worker	Prairie North
Kyra Kane	Physical Therapist	Regina Qu'Appelle
Lynette Kolodziejak	Pharmacst	Saskatoon
Karrie Malainey-Rambridge	Occupational Therapist	Saskatoon
Wanchun Song	Occupational Therapist	Regina Qu'Appelle
Dana Thome	Physical Therapist	Five Hills
Andrew West	Respiratory Therapist	Regina Qu'Appelle

Note: Application forms for both the Silver Anniversary Scholarships and Continuing Education Fund can be obtained from the Saskatoon HSAS office or downloaded from our website at [www.hsa-sk.com](http://www.hsa-sk.com).

## **Roberta Ekberg Award**

To recognize Roberta Ekberg's contributions and commitment to Health Sciences Association of Saskatchewan, a yearly award of \$500.00 was established at the 2003 HSAS Annual Convention.

The \$500.00 can be awarded to any HSAS member active in the union, HSAS staff or HSAS legal counsel who has demonstrated a commitment to furthering and promoting the goals and interests of HSAS.

At their September 18, 2006 meeting, Executive Council selected Natalie Horejda to receive the award for 2006.



Natalie Horejda

Since becoming an HSAS member in 1995, Natalie has served the union as President, Executive Council Member and Board of Governor. Additionally, she has served as a member and chairperson of various committees.

***Congratulations Natalie !!***

## **Attention HSAS Members Interested in Serving On Committees**

HSAS Committee Chairpersons will be looking to fill member-at-large vacancies for the term December 2006 to November 2007. If selected to serve on a committee, the union will pay your expenses and ensure that you do not lose wages as a result of participating. Additionally, if you attend a Committee meeting on a vacation day, bank day or scheduled day of rest, you will be reimbursed \$50.00 per day for meetings up to 4 hours and \$75.00 for meetings in excess of 4 hours.

If you are interested in serving on one of the following committees, please write, fax or e-mail the President with which committee you are interested in, no later than November 30, 2006.

Mail: Health Sciences Association of Saskatchewan  
#42—1736 Quebec Avenue  
Saskatoon, SK S7K 1V9  
E-Mail: president.hsas@sasktel.net  
Fax: (306) 955-3396

1. **Communication**—ensure HSAS members are kept informed about their union.
2. **Finance**—advise Executive Council and members on matters pertaining to the Union's finances and to propose the HSAS budget for the forthcoming year.
3. **Grievance**—ensure that all HSAS members are represented in a fair, consistent and reasonable manner. Hear appeals from members who disagree with the Labour Relations staff not to advance a grievance to arbitration.
4. **Annual Convention**—make arrangements for the Annual Convention within the budget as established by Executive Council.

## Communication Committee

Chair                    Rupal Bonli  
Members                Ian Holton, Natalaie Horejda, Mary Spurr  
HSAS Staff             Tim Slattery, Jim Jeffery, Charlene Hebert

Your Communication Committee has been involved in various projects to build public awareness around:

1. The essential services HSAS professionals provide;
2. Retention/recruitment concerns facing many HSAS members; and
3. How shortcomings in the public health system are directly related to the shortage of HSAS professionals.

The committee's initiatives include:

1. A newspaper ad placed in both the *Regina Leader-Post* and *Saskatoon Star Phoenix* expressing concern over the lack of services for autistic children and their families.
2. Serving as a major sponsor for Persephone Theatre Company's production of "*Strike*"; a play about the 1919 Winnipeg General Strike.
3. Developing a partnership with Mothers Against Drunk Driving (MADD) to launch the "Signs of Summer" campaign in 2007.
4. More newspaper ads to be launched soon.

### **\*\*\* Volunteers Required \*\*\***

Any HSAS member interested in working on the MADD "Signs of Summer" campaign are encouraged to contact President Chris Driol:

Mail:                    Health Sciences Association of Saskatchewan  
                              #42—1736 Quebec Avenue  
                              Saskatoon, SK                    S7K 1V9

E-Mail:                president.hsas@sasktel.net

Fax:                    (306) 955-3396

Phone:                Toll-free 1-888-565-3399  
                              Direct    955-0841

## Grievance Corner



### I. Termination Grievance

The union filed a grievance over a Health Region's termination of an HSAS EMS employee.

The Health Region alleges the HSAS EMS employee provided assistance to a patient that was outside an EMS worker's scope of practice and therefore has just cause. The union argues our member was directed by a physician to perform the intervention and therefore was only following a bonafide directive.

Note: The care given resulted in no harm to the patient.

#### Outcome

The grievance was settled to the satisfaction of the grievor prior to the arbitration.

Because this grievance was not arbitrated, the arbitrator was not able to consider the evidence and provide the parties with guidance for the future. As a result, this grievance raises many question that remain unanswered.

For example:

- What should a health professional do when requested by a physician to perform a function that is outside their scope of practice?
- Are there life and death situations where performing a function outside your scope of practices is okay?
- If you refuse an order by a physician/manager/supervisor to perform a function outside your scope of practice are you subject to discipline?

We hope to provide HSAS members guidance in dealing with these issues in future editions of the "Dispatches."

### II. Reclassification Grievance

The union filed a grievance over a Health Region's refusal to reclassify two (2) Health Educators to the Senior Level based on the three (3) year experiential requirement contained in the now expired November 2003 Senior Letter of Understanding.

The grievance eventually ended up at an arbitration hearing held May 10 and 11, 2006 before arbitrator Phil Johnson.

#### **Key Element At Arbitration**

The only job description on file for these two (2) positions was the one in effect at the time these positions were devolved from government in the late 1990's. As a result, the union was relying on the three (3) year experiential requirement contained in the job description. The Health Region was claiming the document on file was not a job description and further that the Health Region no longer saw the need to require three (3) years experience for these positions.

#### Decision

In his October 3, 2006 decision, arbitrator Phil Johnson decided the following:

The grievance is allowed. Under the provisions of the November 18, 2003 Letter of Understanding, the grievors occupied a position requiring a minimum of three (3) years relevant experience. The effective job description at that time was the combined PSC Health Educator 2 class specification and the 1993 PSC In-Scope Position Description Form completed by the grievors as part of the Dental Health Educator group reclassification at that time.

The senior designation applies to the Dental Health Educator positions occupied by the grievors. The positions were senior effective November 18, 2003, with the appropriate classification being Health Educator II. The grievors' compensation is to be adjusted accordingly, as per the Collective Agreement.

The employer revised the job description May 2005, removing the three-year experience requirement, and thus removing the senior designation for the Dental Health Educators. Under the terms of the Collective Agreement, the May 2005 job description revision to the experiential requirement amounts to a reclassification (Article 1.18). Of course, all relevant provisions of the Collective Agreement apply to this transaction as well.

## **Regional Councils**

Upon approval of Executive Council, the HSAS By-Laws provide for members in each Health Region to organize themselves into an HSAS Regional Council. Regional Councils serve as the eyes and ears of the union.

Active Regional Councils and their Chairpersons are as follows:

Sunrise—Tamara Dobmeier  
Five Hills—Dot Hicks  
Prairie North—Rick Felix (acting)  
Prince Albert Parkland—vacant  
Sun Country—Rod Watson

## **Regional Council News**

### **Five Hills**

The Five Hills Health Region's HSAS Regional Council held its Annual Meeting on Monday, September 25, 2006. We had a buffet lunch catered at the Union Hospital in Moose Jaw. Twenty-seven members attended as well as Mario Kijkowski, our LRO, and a Dietetic Intern. "Regional Councils - Who Benefits?" was presented on PowerPoint. Elections were held and Dot Hicks was acclaimed as Chairperson, Katherine Brisbin as Vice-chair and Paul Silvester as Secretary-Treasurer. Colette Beaubien, Adrien Gaucher, Shirley LaPointe, Gwen Miller-Moyse and Sharla Williams have accepted positions as members-at-large.

Our Regional Council has representation on the Region's Occupational Health and Safety Committee, the Representative Workforce Committee and the Employee Lifestyles Committee and one of our members attends every General Orientation to welcome new HSAS members, and keep the Regional Council informed. We also send a representative to the Region's Long Service Awards to congratulate the HSAS members who are being honoured.

Our Council had four meetings in the 2005/2006 fiscal year, the Annual Meeting in September/05, a

meeting in December, March and June and an Executive meeting in May. As Chairperson, I am very proud of our Regional Council.

Respectfully submitted,  
Dot Hicks  
Chairperson

## **Regional Council Development Committee (RCDC)**

It is with great pleasure that we welcome a new Regional Council in the Prairie North Health Region. On September 20, 2006 Chris Driol and I travelled to St. Walberg for their inaugural meeting. Prairie North is the fifth Health Region to establish a Regional Council. Five Hills, Sun Country, Sunrise and Prince Albert Parkland have had active Regional Councils for several years.

One of the main purposes of Regional Councils is to improve communications among the HSAS members and to provide a regional link to the Labour Relations Officers.

During the last round of negotiations the Regional Council played a positive role in keeping the members informed with accurate, up-to-date information. Since we are entering into negotiations in 2007 this would be a great time to get more involved in your Regional Council or to form a new Regional Council in your Health Region.

All you need to do is gather a group of HSAS members from your region together and let me know when and where you will be meeting. A representative from the Regional Council Development Committee (RCDC) will gladly attend and provide information on the mandate, roles and responsibilities of Regional Councils. You will continue to have support and guidance from the RCDC throughout the process and beyond.

We look forward to hearing from you.

Cathy Dickson  
Chair of the RCDC  
cdickson@sasktel.net  
Telephone: 764-2087 (Home)



**The Prairie North Regional Council Interim Executive** (from left to right)  
Betsy Brown, Vice-chair,  
Rick Felix, Chair,  
Lynzie Rindero, Secretary/Treasurer



## Executive Council

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>Angie McConnell</b> Saskatoon Health Region	sw1.hsas@sasktel.net	Nov. 2006
		<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 Pathologists, Audiologists, Orthoptists, Music Therapists	1	<b>Karen Wasylenko</b> Saskatoon Health Region (Speech & Language Pathologist)	slp.hsas@sasktel.net	Nov. 2006
Respiratory Therapists, Perfusionists	1	<b>Debbie Morton</b> Saskatoon Health Region (Respiratory Therapist)	respiratory.hsas@sasktel.net	Nov. 2007
Emergency Medical Technicians, Dispatchers, 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. 2006
		<b>Vacant</b>		Nov. 2007
Public Health Inspectors, Infection Control Practitioners, Dental Hygienists/ Therapists and Health Educators	1	<b>Valerie Stopanski</b> Heartland Health Region (Health Educator)	phi.hsas@sasktel.net	Nov. 2006
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. 2006
Recreation Therapists, Mental Health Therapists	1	<b>Anne Robins</b> Saskatoon Health Region (Recreation Therapist)	mt.hsas@sasktel.net	Nov. 2006
Psychologists, Psychometrists	1	<b>Rupal Bonli</b> Saskatoon Health Region (Psychologist)	psy.hsas@sasktel.net	Nov. 2006
Dietitians, Nutritionists,	1	<b>Scott Boucher</b> Regina Qu'Appelle Health Region (Dietitian)	diet.hsas@sasktel.net	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 - president.hsas@sasktel.net  
Mental Health Therapist

### Vice-President

Angie McConnell - sw1.hsas@sasktel.net  
Social Worker

### Treasurer

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

### 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

### 2006 Annual Convention

Rupal Bonli (Chair)  
Glenda Brown

### Charitable Donations / Professional Contributions

Scott Boucher  
Peggy Forsberg

### Communications

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

### Education

Joylene Braaksma - staff  
Terry Dodds  
Ted Makeechak

### Emergency Fund

Terry Dodds  
Debbie Morton  
Tim Slattery - staff

### Constitutional

Nicole Bidwell  
Debra Ginther  
Ian Holton  
Natalie Horejda  
Mary Spurr

### Finance

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

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

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

### Grievance

Ian Holton (Chair)  
Debbie Morton  
Anne Robins  
Valerie Stopanski (Executive  
Council Alternate)

### Regional Council Development

Cathy Dickson (Chair)  
Tamara Dobmeier  
Chris Driol  
Terry Dodds  
Dot Hicks  
Ian Holton  
Rod Watson

### Ad Hoc Committees

#### Essential Services

To be determined

#### Job Action

To be determined

## 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



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)**

