

Dispatches

October 2007

Inside this issue:

Convention Agenda	2
Business Meeting Agenda	2
Delegates to Convention	3
Resolutions to be Considered by the Annual Convention	5
Collective Bargaining in 1799	8
Executive Council Elections	8
President's Message	11
Communications Committee Report	11
Great BIG Contest	13
HSAS Ratifies Contract	14
PhD and Respiratory Therapist Market Supplement	14
Essential Services Law	15
Privatized Health Care?	16
Contract Implementation	16
New Transportation Rates	17
HSAS Supports Education	17
Roberta Ekberg Award	19
Attention Members in RQHR & SHR	19
Serve on a Committee !	20
Regional Council Development Committee (RCDC)	20
RCDC Retreat	21
New Labour Relations Officers	22
Executive Council	23
Executive Officers	24
Board of Governors	24
Committees	24
Saskatoon Staff	25
Regina Staff	26
Change of Information Form	27

Family Leave Insert

Notice of 2007 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: 35th HSAS Annual Convention

Where: Travelodge Hotel
4177 Albert Street South
Regina, SK

When: 12:30 p.m., Saturday, November 17, 2007

Why:

1. Find out what your union has been working on over the past year and what challenges we face in the coming months.
2. Hear our guest speakers:

Kerrie Strathy is Division Head for the University of Regina's Seniors' Education Centre. She is an adult educator by profession, having graduated from the Master of Continuing Education program at the University of Saskatchewan, holds degrees in Politics/Political Studies and a Certificate of

See Guest Speakers on Page 22

Convention Agenda

- 8:00 a.m. – 12:30 a.m. Delegate Orientation
- 12:30 p.m. – 12:35 p.m. Welcome to All Members
- 12:35 p.m. – 2:00 p.m. Guest - Kerrie Strathy
- 2:00 p.m. – 3:00 p.m. Guest - Jayne Clendening
- 3:00 p.m. – 3:15 p.m. Break
- 3:15 p.m. – 5:30 p.m. Business Meeting (See agenda below)
- 5:30 p.m. – 6:30 p.m. Social to Welcome new members



Business Meeting Agenda

1. Adoption of Agenda
2. Adoption of the November 18, 2006 Annual Convention Meeting Minutes
3. President's Annual Report
4. Committee Reports
 - (a) Finance - Presentation of Audited Financial Statements
 - (b) Provincial Negotiating
 - (c) Communications
 - (d) Education Fund
 - (e) Emergency Fund
 - (f) Grievance
 - (g) Charitable Donations / Professional Contributions
 - (h) Annual Convention
 - (i) Regional Council Development
 - (j) Constitutional
6. Announcement of results of mail in ballot for the Executive Council seats representing:
 - Addictions Counsellors / Therapists (1 seat)
 - Emergency Medical Technicians, Paramedics, Dispatchers (2 seats)
 - Social Workers (1 seat for a 1 year term)
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	Steve Cupples Elizabeth Wojnakowski	EMT-A EMT
Keewatin Yatthé	1	Megan Koski	EMT
Kelsey Trail	1	no nominations received	
Mamawetan Churchill River	1	no nominations received	
Prairie North	2	Craig Hillier	Respiratory Therapist
Prince Albert Parkland	2	Dwayne Cameron Joanne Schenn	Addictions Counsellor Social Worker
Regina Qu'Appelle	9	Jean Coleman Natalie Horejda Sheldon Hrynowsky Marcel Shevalier Ray Van de Vorst	Dietitian Physical Therapist Respiratory Therapist Addictions Counsellor Perfusionist

<u>Health Region</u>	<u># of Seats Available</u>	<u>Name</u>	<u>Profession</u>
Saskatoon	10	Warren Chykowski	Respiratory Therapist
		Edward Didur	EMT
		Jeff Dmytrowich	Respiratory Therapist
		Bill Feldbruegge	Speech Language Pathologist
		Karen Kinar	Respiratory Therapist
		Ted Makeechak	Physical Therapist
		Angie McConnell	Social Worker
		Tina Peyton	Addictions Counsellor
Sun Country	2	Lisa Johnson-Hallberg	Social Worker
		Rod Watson	Social Worker
Sunrise	2	Maynard Ostafichuk	EMT

II. HSAS Executive Council Members Serving As Convention Delegates

<u>Name</u>	<u>Profession</u>
Marion Blain	EMT-A
Nicole Bidwell	Pharmacist
Rupal Bonli	Psychologist
Scott Boucher	Dietitian
Glenda Brown	Assessor Coordinator
Cathy Dickson	Social Worker
Terry Dodds	Addictions Counsellor
Chris Driol	Mental Health Therapist
Peggy Forsberg	Physical Therapist
Debra Ginther	Assessor Coordinator
Ian Holton	EMT-A
Gail Beggs-LaRiviere	Physical Therapist
Debbie Morton	Respiratory Therapist
Mary Spurr	Occupational Therapist
Valerie Stopanski	Health Educator
Karen Wasylenko	Speech Language Pathologist

Reminder To Delegates - Orientation

President Chris Driol and the Annual Convention Committee 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.

Resolutions 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, 2007.

NON-SUBSTANTIVE CHANGES

Current	Proposed
<p>9.3(a) The Constitution and By-Laws: The Board of Governors shall provide guidance and counsel to the Executive Council on all such constitutional matters brought before the Executive Council and shall vote on all constitutional matters in accordance with Section 18.1 hereof.</p> <p>10.2 Duties Unless otherwise direct by the Executive Council, the duties of the committees shall be deemed advisory.</p> <p>ARTICLE 18—CONSTITUTIONAL AND BY-LAW AMENDMENTS (c)The delegates at such Annual Convention may, by two-thirds (2/3) majority, accept or reject the constitutional resolution in accordance with paragraph 18.1(b) hereof....</p>	<p>9.3(a) The Constitution and By-Laws: The Board of Governors shall provide guidance and counsel to the Executive Council on all such constitutional matters brought before the Executive Council and shall vote on all constitutional matters in accordance with Section 18 (b) hereof.</p> <p>10.2 Duties Unless otherwise directeded by the Executive Council, the duties of the committees shall be deemed advisory.</p> <p>ARTICLE 18—CONSTITUTIONAL AND BY-LAW AMENDMENTS (c)The delegates at such Annual Convention may, by two-thirds (2/3) majority, accept or reject the constitutional resolution in accordance with paragraph 18.1(b)-18(b) hereof....</p>

SUBSTANTIVE CHANGES

Current	Proposed
<p>ARTICLE 3 - OBJECTS OF THE ASSOCIATION</p> <p>(g) To ensure patient safety, participate in the creation of an Essential Services Committee in the event of a legal strike.</p>	<p>ARTICLE 3 - OBJECTS OF THE ASSOCIATION</p> <p>(g) To <i>create a Strike Services Committee</i> ensure patient safety, participate in the creation of an Essential Services Committee in the event of a legal strike.</p>

Rationale:

- 1). *Safe patient care, in reality, cannot be ensured in our current health care system due to lack of adequate funding, staffing and technology.*

- 2). *Safe patient care is not the sole responsibility of the Union. It is a shared responsibility with the Employers.*
- 3). *The Employers have also used the word “safe” to indicate, in their view point, our liability for patient care during strike action. It has been used in an attempt to intimidate the Union and manipulate the amount of service provided by the Union.*

Current

Proposed

3.4 Delegate Status, Attendance And Voting

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(f) The Executive Director shall provide sufficient notice to the members within each Health Region of the candidates for delegates for such region prior to the meeting for which such delegates are to attend to allow the members of such region to vote for such delegates. Voting for delegates shall be by mail-in ballot, as contemplated in these By-laws.

(a) For the purposes of these By-laws, the term “delegate” shall refer to a delegate duly elected or deemed to be elected as such in accordance with these By-laws and, if any duly elected delegate is not available to act as a delegate in accordance with these By-laws, the term “delegate” shall include the first available alternate duly elected as such in accordance with these By-laws, unless the context requires otherwise.

All following articles will be renumbered.

~~(f)~~*(g)* The Executive Director shall provide sufficient notice to the members within each Health Region of the candidates for delegates for such region prior to the meeting for which such delegates are to attend to allow the members of such region to vote for such delegates. Voting for delegates shall be by mail-in ballot, as contemplated in these By-laws. *Any nominee (s) not elected as a delegate shall stand as an alternate in order of the greatest number of votes received.*

Rationale: *To allow for the utilization of alternates as delegates, when the delegate is unable to attend the Annual Convention.*

Current

Proposed

4.4 (b) Each active Member shall be eligible for nomination and election as President of the Association by all Members of the Association.

4.4(b) Each active Member *who has completed at least one (1) full two (2) year term on Executive Council at any time* shall be eligible for nomination and election as President of the Association by all Members of the Association. *Nominees do not have to be but may be current members of Executive Council.*

Rationale: *To ensure that the best interests of the Association's members are met:*

The nominee for President should possess a strong working knowledge of Executive Council before leading the Association.

The nominee for President should have demonstrated a significant level of commitment to HSAS members prior to becoming President.

Current

Proposed

6.2 Election of Vice-President, Secretary And Treasurer

(b) The Vice-President, Secretary and Treasurer shall be elected by a majority vote of the Executive Council at the first Executive Council meeting following the Annual Convention.

Add: *(i) When there are more than two nominees for the positions of Vice-President, Secretary or Treasurer and a majority vote is not achieved, then the nominee with the least number of votes will be removed from the election. Voting shall continue until a majority vote is achieved.*

Rationale: *To successfully elect people in these offices with a majority vote. When there are more than two nominees, it was recommended by the lawyers that the practice and procedure be set out in the By-Laws.*

Current

Proposed

10.1 Committees

(b) The Executive Council may appoint any member of the Board of Governors to a committee established by the Executive Council with full voting powers.

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(b) The Executive Council may appoint any member of the Board of Governors to a committee established by the Executive Council. ~~with full voting powers.~~ *Any member of the Board of Governors will have full voting powers, with the exception of the Finance and Constitutional Committees where they would serve as an ex-officio member.*

Rationale: *Provisions already exist in the By-Laws for the Board of Governors to have a vote on Budgetary 15.2 and Constitutional 18 (b) matters.*

Executive Council recommends acceptance of all the above constitutional and by-law amendments.

Collective Bargaining in 1799

In early August 1799 the voyageurs who worked for the Hudson Bay Company at Cumberland House, in what is now northeastern Saskatchewan, went out on strike.



They were the canoe men who moved tonnes of trade goods and furs over the rivers and portages of the Canadian wilderness.

The fur trade voyageurs were often ordered to paddle all day long in all kinds of weather, eat rations that were scarcely fit for livestock and accept a wage that, once deductions had been made, barely amounted to anything.

So when the aristocrats who managed the Hudson Bay Company commanded the men to take heavily loaded freight canoes to Beaver River, near the present-day site of Meadow Lake Saskatchewan, the Indian, Metis, Scottish and French Canadian voyageurs refused, unless they got a raise.

On August 30 the Bay Company fired the strikers, and withheld their back pay.

In a spirit of solidarity the strikers went en masse across the river to the rival North West Company, and worked for the competition.

And they took the Bay's canoes with them.

Executive Council Elections

Nine (9) Executive Council seats and the HSAS President seat are up for election for the term November 2007 to November 2009.

Requests for nominations were mailed to members impacted by the vacancies at the beginning of September 2006. The deadline for nominations was September 28, 2007. Ballots must be received by November 8th.

I. Acclaimed Seats

<u>Professional / Composite Group</u>	<u># of Vacant Seats</u>	<u>Incumbent / Health Region</u>	<u>Member Acclaimed / Health Region</u>
President	1	Chris Driol Saskatoon	Chris Driol Saskatoon
Social Workers	1	Cathy Dickson Social Worker Prince Albert Parkland	Cathy Dickson Social Worker Prince Albert Parkland
Assessor/Coordinators	2	Debra Ginther Assessor/Coordinator Saskatoon	Debra Ginther Assessor/Coordinator Saskatoon

<u>Professional / Composite Group</u>	<u># of Vacant Seats</u>	<u>Incumbent / Health Region</u>	<u>Member Acclaimed / Health Region</u>
Respiratory Therapists, Perfusionists	1	Debbie Morton Respiratory Therapist Saskatoon	Debbie Morton Respiratory Therapist Saskatoon
Physical Therapists, Prosthetists, Orthotists, Exercise/Conditioning Therapists	1	Gail Beggs-LaRiviere Physical Therapist Regina Qu'Appelle	Sheila Dickie Physical Therapist Regina Qu'Appelle

II. Contested Seats

<u>Professional / Composite Group</u>	<u># of Vacant Seats</u>	<u>Incumbent / Health Region</u>	<u>Member Nominated / Health Region</u>
Addictions Counsellors/ Therapists	1	Terry Dodds Addictions Counsellor Saskatoon	Dave Tillusz Addictions Counsellor Sunrise Marcel Shevalier Addictions Counsellor Regina Qu'Appelle
Emergency Medical Technicians, Dispatchers, Paramedics	2	Ian Holton EMT-A Heartland Marion Blain EMT-A Prairie North	Marion Blain EMT-A Prairie North William Fischer EMT-P Regina Qu'Appelle Ian Holton EMT-A Heartland Darcy McKay EMT-P Regina Qu'Appelle Maynard Ostafichuk EMT Sunrise

Ballots and candidate profiles have been mailed to members represented by these seats. In order to be counted, ballots must be received in the HSAS Saskatoon office no later than 5:00

p.m., Thursday, November 8, 2007.

The successful candidates will be announced at the Annual Convention and in the spring edition of our newsletter, *Dispatches*. Additionally, we will post the names of the successful candidates on our web site at www.hsa-sk.com on November 19, 2007.

III. No Nominations

<u>Professional / Composite Group</u>	<u># of Vacant Seats</u>	<u>Incumbent / Health Region</u>	
Assessor/Coordinators	1	Glenda Brown Assessor/Coordinator Saskatoon	Incumbent has not reapplied. If no nominations received, the seat remains empty.
Pharmacists	1	Nicole Bidwell Pharmacist Regina Qu'Appelle	Incumbent has not reapplied. If no nominations received, the seat remains empty.

As a result of no nominations being received for these seats, Executive Council has requested any HSAS member in these professions who is interested in representing their colleagues, call Chris Driol, HSAS President at 955-4560 or toll-free at 1-888-565-3399. Upon receiving an expression of interest, a request for nominations will again be mailed out.

IV. Other Nominations and Elections

As a result of an expression of interest for the vacant seat representing Recreation Therapists, and Mental Health Therapists, a request for nominations has been sent out to this group. Nominations must be received no later than 5:00 p.m., Thursday, November 1st.

<u>Professional / Composite Group</u>	<u># of Vacant Seats</u>	<u>Incumbent / Health Region</u>	
Recreation Therapists, Mental Health Therapists	1	Vacant	- Note that this is a one (1) year term ending November 2008

Gwen Miller Moyse tendered her resignation for the seat representing Social Workers for the term ending November 2008. Therefore, we have one (1) seat open for this one year term. Deadline for nominations for this seat was October 18th. Ballots must be received by November 15th.

<u>Professional / Composite Group</u>	<u># of Vacant Seats</u>	<u>Incumbent / Health Region</u>	
Social Workers	1	Gwen Miller Moyse Five Hills	- Note that this is a one (1) year term ending November 2008

President's Message



The last few months have been a time of great changes and challenges for our Association. The efforts of your staff, Executive Council and Committees in doing the hard work (*at all hours of the day and night*) necessary to achieve a new Collective Agreement are definitely worthy of all our thanks. A special note of thanks is extended to our former Executive Director of 19 years, Tim Slattery, who left HSAS in June of this year. His efforts to help us create the HSAS that we are today will continue to assist us as we move ahead. We wish Tim all the best in his future endeavours.

While we did not achieve success in all our goals during this round of bargaining, we are confident that the new contract will carry us through the next 1 1/2 years. The ongoing work of representing our Members' interests, administration of the Collective Agreement (*please be sure to read, discuss and implement the information on the "Family Leave" Pamphlet inserted in this Dispatches*) and raising the public profile of the HSAS professions, will continue over this fall and winter.

While elected representatives at the provincial and local level and HSAS staff continue their hard work on your behalf, it is vital that the membership continue their support of these efforts. The members of HSAS are truly becoming "the spunky union" and I want to extend my personal thanks for your support during our achievements of the past months and the challenges that lie ahead.

Best Regards - In Solidarity,
Chris Driol
President of HSAS

Communications Committee Report

By all accounts, the Communications Committee worked extremely hard over the spring and summer months. We realized during the weeks leading up to and the one week of job action that the important activities that sustain the labour movement and involve members may be collective bargaining and organizing. However, it is through regular, consistent and hard-hitting communications that they are achieved.

Communication is the heart and soul of organizing during job action. Beginning on June 25th, the Communications Committee began informing our members of what the members of the bargaining and job action committee were thinking and doing. We began to write regular updates for our members as well as regular media releases that appeared on the website. On June 28th, after negative information had been printed in the press, we started pub-

lishing our version of the events leading up to the strike action. When we started to drive home our key concerns, i.e., vacancy rates and retaining valued employees, not only did we feel the public began to show its support but our members began to get involved. Prior to asking members to email us with their concerns about a number of important issues, many of them felt that they didn't understand the issues. In one member's words, "I would support the cause if I knew exactly what the cause was". Your Communications Committee heard that plea for information and responded with publishing the most frequently asked questions about a strike. Following that, members were solicited for information and experiences they had about: 1) Workload issues, 2) Waitlists, 3) Incentives to retain our experienced members and 4) Continued Education and Professional Development.

It didn't take long before the emails started pouring in. It took hours to respond to and print these emails, but we felt it was well worth it. Hundreds of members responded with positive comments about the invitation to share stories. One member wrote, "Thank you for giving us a voice". We had created a forum for members to express frustrations that they could not normally express openly in the workplace. Members were surprised about the disparities throughout the province in workload, incentives, professional development funds, etc. Many of you expressed your appreciation for the work our negotiating committee, as well as others, were doing on their behalf and this served to further motivate the 1% of us who were off the job. The media also kept abreast of the emails that we were publishing, and their news articles started to incorporate more of the information our members were providing. All the time, HSAS had committed to no further job escalation during the strike as long as the conciliation talks continued. We were repeatedly giving the message that our "spunky little union" was not prepared to back down and accept anything that was less than fair for its members. In the end, we achieved a fair deal for our members in a fashion that kept 99% of our membership on the job and created a feeling of solidarity for our membership.

As we head into the next year, the Communications Committee will work hard to ensure that both internal and external communications continue to flow. Our goal over the next six months or so is to highlight the professions we serve and continue to make the public aware that health care consists of more than doctors and nurses. We will also begin a review of our involvement in the MADD Signs of Summer Campaign. The next year promises to be an exciting one, albeit a little less hectic than the last one. We continue to welcome your comments and questions over the year and will plan to print them if you wish. For those of you who missed the stories during June and July, you can still access them on the website under the link "Bargaining Update".

In solidarity,

Rupal Bonli, Ph.D.
Chair of the HSAS Communications Committee

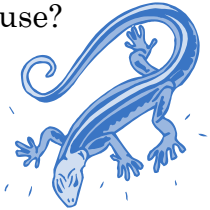
Great Big Contest !!!



The Best Looking Pet Owned by an HSAS Member Contest



Do you have a cute critter at your house?
A puppy that's adorable?
An old dog with obvious character?
A cat with movie star good looks?
A handsome hamster?
Does the Robert Redford of gerbils live with you?



Then take a photograph of your pet and send it to:

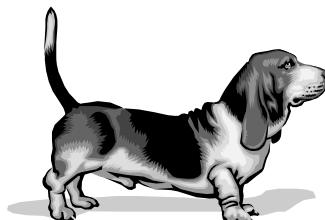
Health Sciences Association of Saskatchewan
#180 – 1230 Blackfoot Drive
Regina, SK S4S 7G4.

Or e-mail the picture to: hsasregina@sasktel.net

Include your name and the pet's name!

We'll get a highly qualified, impartial, non-biased and hopefully incorruptible panel of judges to identify the best of the bunch.

There will be prizes, such as a union thermos, a labour history book, a key chain or an HSAS knickknack. AND your pet's picture will very likely appear in an upcoming issue of the union newsletter.



Health Sciences Membership Ratifies New Two Year Contract

By a wide margin the membership of the Health Sciences Association of Saskatchewan has ratified the tentative collective agreement bargained this past summer with the employer – the Saskatchewan Association of Health Organizations (SAHO).

Ninety-eight per cent of the union members who voted endorsed the deal with a ‘yes’ marked on their mail-in ballots. Just under sixty per cent of HSAS members eligible to vote sent in ballots.

At a dozen informational meetings held across the province in August negotiating committee members explained the tentative deal and answered questions from the hundreds of union members who attended.

The meetings were relatively tame affairs without any loud objections being voiced to the changes in contract language and new wage rates.

HSAS president Chris Driol said he had hoped to get to more communities but the short time allotted for ratification didn’t allow that.

The new HSAS-SAHO contract will run for two years. It will be retroactive to April 1, 2007 and last until March 31, 2009.

Driol noted that bargaining this year was marked by a much more aggressive approach from SAHO negotiators. Concessions were vigorously proposed in a number of areas, such as capping the amount the employer pays for professional fees.

The strong 75 per cent strike vote was key in backing the bosses down in their demands for give-backs and Chris Driol said, “the union’s bargaining team felt they didn’t leave anything at the table. We felt the union got the best deal that was available, so we didn’t hesitate to recommend it to the membership”.

See details of the new collective agreement together with implementation dates on page 16.

Ph.d. Psychologists And Respiratory Therapists Who Have Been Approved For A Market Supplement

HSAS will be pushing forward on your behalf to negotiate the amount of your market supplement. While the new contract may be factored into any final decision, HSAS will be making every effort to ensure that the market supplement that you will receive will address your professions needs. Call Kevin Glass, LRO in Saskatoon or Chris, Driol, President, if you have any questions.

An Essential Services Law In Health Care, A VERY BAD IDEA

Some politicians have called recently for the enactment of an “essential services” law covering Saskatchewan health care workers. Such a law would very likely outlaw work stoppages and possibly other actions such as a union imposed ban on overtime and any “work to rule” activities by workers.

Saskatchewan has had an essential services law before from the fall of 1966 until mid-1971.

The statute was named the Essential Services Act and was passed by the Liberal Administration of Premier Ross Thatcher two and a half years into that government’s first term.

Section 3 of the Act bestowed the right to end a strike on the Lieutenant Governor in Council (that is to say the cabinet) NOT the legislature as a whole, which is how strikes or lock outs have been ended before and after this Act was in place. The legislature now has to be in session, or called into special session, and a back to work Bill passed. The Thatcher legislation put this substantial power in the hands of cabinet (and knowing what we do about the premier of that day it is fair to say that Ross the Boss would have been making the decision).

In Section 3(b) of the Essential Services Act hospital services anywhere in the province were specifically covered and in the definitions section hospital services are defined fairly broadly. Slow-downs or “other concerted activity” are treated similarly to strikes.

When cabinet decided that “a state of emergency exists” or “that life, health or property could be in serious jeopardy” the cabinet was empowered to make a proclamation establishing a three person arbitration panel “to settle the matters in dispute” . The chairperson of the panel had to be a judge.

The union had to order its members back to work. If the union didn’t satisfy the provincial cabinet that a sincere effort had been made to get striking members back on the job the union could be decertified and remain so for at least one year .

Fines of \$1,000 a day could be levied on individual union officials refusing to comply with a back to work proclamation.

An injunction could be ordered if “it appears that any person, trade union or association of persons is acting or is likely to act in violation of any provision of this Act” !!

The Crown was bound by this Act so it applied across the public sector.

The Act received Royal Assent on September 8, 1966. It remained in force until repealed by the Blakeney Government in mid-1971.

**Essential Services law in health care will handicap
our ability to bargain collectively on your behalf.**

Sask. Party Says It Has No Privatization Plans for Health Care

With a provincial election in the offing – perhaps as early as this November – the politicians are going at one another like rival troops of howler monkeys.

In the last week of August the New Democrats accused the Saskatchewan Party of planning to privatize portions of the health care system. The Sask Party says it's not so.

Cabinet minister Pat Atkinson said Sask Party leader Brad Wall has advocated an efficiency review of the system, a process undertaken by British Columbia's Liberal government just prior to privatizing a number of health care support services.

Atkinson claims Wall has unannounced intentions to outsource health care services to private companies. According to Atkinson the services could include home care, laundry, cleaning and hospital food.

Dan D'Autremont, Opposition MLA for Cannington, said the NDP is engaged in pre-election fear mongering.

D'Autremont said these allegations are "all about the big scare the NDP run in health care every election," He also said. "We fully support publicly funded and publicly administered health care."

D'Autremont noted that his party believes the health care system could be more efficient, but doesn't intend to follow the direction taken in British Columbia.

"The B.C. experience has shown that it doesn't work. It doesn't save any money. It doesn't provide efficiencies," D'Autremont said.

The Cannington MLA then took his turn at slamming the NDP, saying voters should be more concerned about the long health-care waiting lists for surgery and treatment.

Contract Implementation

Health Sciences Association members will be interested not just in the changes made to our collective agreement in the last round of bargaining, but also in knowing when these changes take effect.

For the wage adjustments, an increase of 4 per cent will be applied as of April 1, 2007. Retroactive pay will then be owed for the period from April 1 to September 15 and paid to employees on November 30. As of September 16 the new pay rates will be fully implemented and reflected on pay stubs.

On October 1, 2007 a classification adjustment of 2.5 per cent will be added to the pay of people at the top step of the contract. This is a recruitment and retention measure aimed at attracting and keeping experienced staff in this province. Two thirds of HSAS members are

at the top step of the pay schedule.

On April 1, 2008 another across the board wage increase of 4 per cent will take effect. As with the other wage adjustments this increase will apply to the education portion of the employees pay and not on any market supplement which is being paid.

Employees on staff as of July 10th 2007 (the date the tentative agreement was reached) will be entitled to what the media has called a signing bonus, but what would more appropriately be referred to as a service recognition payment.

This will amount to a maximum of \$1,000 if the employee had been on staff full-time for the previous year. The payment will be prorated for those with less than full-time hours. Standard deductions will come off this payment, but it will not be pensionable. The signing bonus will be paid to HSAS members on November 2.

With the new contract now being signed by both parties the bottom step in the wage schedule will disappear. Those employees currently at the first step will move to step two. The five remaining steps will be renumbered 1 to 5.

The accumulation of sick leave will change from a day and a quarter (1¼) per month to a day and a half (1½). This will take effect September 1, 2007.

Other changes which take effect when the new contract is signed are an increase in the employer's contribution to the Long Term Disability Income Plan from 50% to 54% and an increase to 7% in employer and employee contributions for those workers belonging to the Public Employees Pension Plan.

Transportation Rate Increase

Effective October 1, 2007, the new kilometer Transportation Rate for travel south of the 54th parallel is forty-one point one zero (\$0.4110). For travel north of the 54th parallel, the new per kilometer rate is forty-six point one zero (\$0.4610).

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 six (6) applications received, two (2) of the applications did not meet the draw guidelines and were not entered in the draw.

The successful applicants will each receive \$500.00. They are:

Member: Karen Palmer - Physical Therapist in the Regina Qu'Appelle Health Region
Student: Chelsea Palmer - SIAST/University of Saskatchewan - RN Program

Member: Michelle Sims - Social Worker in the Saskatoon Health Region
Student: Jillian Sims - University of Saskatchewan - BSc Pharmacy Program

Member: Rhonda Bartlett - EMT-A in Heartland Health Region
Student: Amy Bartlett - Lakeland College - Child and Youth Care

Member: Eleanore Petrie - Physical Therapist in Sunrise Health Region
Student: Amanda Petrie - University of Saskatchewan - Msc Physical Therapy Program

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 fifteen (15) names drawn on October 1st and fifteen (15) 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, 2007 draw, we had 18 applicants. Those chosen were:

<u>Name</u>	<u>Profession</u>	<u>Health Region</u>
Krista Barnett	Occupational Therapist	Five Hills
Leslie Beck	Physical Therapist	Regina Qu'Appelle
Nicole Bidwell	Pharmacist	Regina Qu'Appelle
Gerald Block	Psychologist	Saskatoon
Kyra Kane	Physical Therapist	Regina Qu'Appelle
Renee Knutson	Occupational Therapist	Saskatoon

<u>Name</u>	<u>Profession</u>	<u>Health Region</u>
Allison Marcil	Pharmacist	Regina Qu'Appelle
Graham Matsalla	Health Educator	Saskatoon
Juliet Sarjeant	Physical Therapist	Saskatoon
Nancy Stevens	Psychologist	Saskatoon
Doug Usher	Occupational Therapist	Saskatoon
Sharon Walker	Dietician	Regina Qu'Appelle
JoAnn Walker Johnston,	Physical Therapist	Saskatoon
Carolyn Chu	Nutritionist	Saskatoon
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.

Roberta Ekberg Award

To recognize Roberta Ekberg's contributions and commitment to the 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.

This year's recipient will be announced at the Annual Convention in Regina on November 17th.

Attention HSAS Members in RQHR and SHR

The RQHR Employee Giving Campaign will launch November 7, 2007 and end on November 28, 2007. HSAS Members will receive a package from the Health Region during this period and are encouraged to consider this choice to exercise their spirit of generosity. Many thanks to HSAS Member Peggy Forsberg for her work on the Steering Committee for this campaign.

The SHR United Way Campaign will run from October 9 to October 31, 2007. SHR is committed to supporting the "Future of Saskatoon's Children" which is a cause definitely worthy of HSAS Member support. As we perform the vital services we provide to the residents of Saskatoon and area we need to keep in mind how this work is supported and enhanced by United Way agencies. Terry Gibson, HSAS Member in Saskatoon has served on the Health Region's United Way Steering Committee for a number of years and gets a big compliment from all of us for his efforts.

Attention HSAS Members Interested in Serving On Committees

HSAS Committee Chairpersons will be looking to fill member-at-large vacancies for the term December 2007 to November 2008. 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 \$10.00 per hour for meeting and travel time.

If you are interested in serving on one of the following committees, please write, fax or e-mail the President with which committee(s) you are interested in, no later than November 30, 2007.

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. **Communications** - ensure HSAS members are kept informed about their union and that external communications raise the public profile of HSAS.
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.

Regional Council Development Committee (RCDC)

The Regional Council Development Committee's (RCDC) mandate is to promote the development of new Regional Councils in the province and to support and encourage the growth of the existing Regional Councils. Presently there are five Regional Councils throughout Saskatchewan – Five Hills, Sun Country, Sunrise, Prince Albert Parkland and Prairie North. Our committee's goal is to have Regional Councils established in every health region.

Why does your region need a Regional Council?

The most recent example of the usefulness of Regional Councils occurred during the last round of negotiations. For the Job Action Committee, communicating with the regions that had a Regional Council was so much easier as there were systems and contact people in place

prior to the job action. Making arrangements for strike action in those areas meant making one phone call to the Regional Council contact whereas contacting members in regions without Regional Councils was much more difficult and time consuming. Having information flow from the HSAS to one local source ensures accuracy and limits the opportunity for rumors and speculation to grow and fester.

As well, the level of communication between members in rural areas and the HSAS offices in Saskatoon and Regina flows much more freely from the regions with Regional Councils. Local representation is a key factor to open communication and empowerment. It seems that the more rural the region is the more isolated and out of the loop members begin to feel. By establishing Regional Councils in regions that are a good distance from the HSAS offices, members would have a central, local resource to get information and support.

If you would like more information about the role and responsibilities of Regional Councils or how to establish one in your region, please contact the HSAS office at 1-888-565-3399.

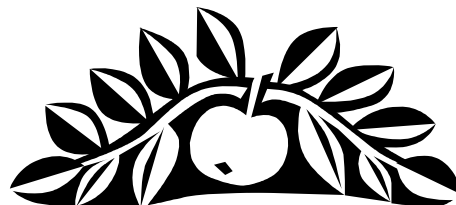
Regional Council Development Committee (RCDC) Retreat

September 21, 2007 the RCDC held their first ever retreat at Cedar Lodge on Blackstrap Lake. Thirteen HSAS members from eight different health regions and six RCDC members attended the one day retreat.

We gathered in the evening of September 20 to network and settle in to the lodge. The morning of September 21 was spent learning about the roles and responsibilities of Regional Councils, sharing growing pains and successes and discussing Family Leave issues. After a great lunch, we gathered to view the motivational FISH video and discuss a variety of Workplace Wellness issues. The day ended with a fish theme gift grab that everyone seemed to enjoy.

The retreat received great reviews and the members offered some excellent suggestions for what we hope will become an annual event. Please watch and listen for news of the next retreat to be held next fall. Don't miss the fun.

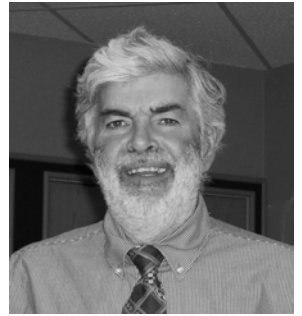
- Cathy Dickson
RCDC Chair



New Labour Relations Officers Join HSAS

Health Sciences southern office has a new Labour Relations Officer. Garnet Dishaw started work for the union in mid-August.

He has many years of experience in the labour movement, organizing workers, negotiating contracts, handling case work and grievances, teaching industrial relations classes at the post secondary level and serving as Director of Research and Communications with the Saskatchewan Federation of Labour for fourteen years.



Dishaw has also served as a shop steward, bargaining unit chairperson, picket line organizer and has sat on arbitration panels for several unions. He recently spent four years researching the history of trade unions in Saskatchewan. Work that he, author Jim Warren and former deputy minister of labour Hub Elkin turned into an award winning non-fiction book: *On the Side of the People – a history of labour in Saskatchewan*.



In the HSAS Saskatoon office, Kate Robinson joined us on October 9, 2007.

Kate comes to us with a B.Comm (with Distinction) majoring in Human Resources and several years experience in unionized working environments in the private sector and most recently with the Government of Alberta



Kate also has extensive experience in administering benefits and pensions for thousands of employees and this knowledge is sure to benefit the HSAS membership. She is very enthusiastic about her new job with HSAS.

Please join us in welcoming Kate to HSAS.

Guest Speakers (cont. from Page 1)

Administration. Kerrie volunteers on a number of Boards and Advisory Committees including the Saskatchewan Gerontology Association.

Jayne Clendening is an internationally certified Laughter Yoga Coach, Keynote Speaker and Therapeutic Clown. She has led laughter workshops, seminars and classes with corporations, schools, health organizations and with seniors in Saskatchewan, children in Zanzibar and people of all ages throughout Western Canada. Jayne is committed to pursuing wellness through laughter and play due to her own health challenges which included depression, malignant melanoma, and breast cancer.

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

Constitutional

Gail Beggs-LaRiviere (Chair)
Marion Blain
Debra Ginther
Ian Holton
Natalie Horejda
Debbie Morton
Mary Spurr

Education Fund

Glenda Brown
Ted Makeechak
Joylene Mora - staff

Provincial Negotiating

New Committee to be struck
December 2007.

Emergency Fund

Gail Beggs-LaRiviere
Terry Dodds

Finance

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

Regional Council

Development

Cathy Dickson (Chair)
Marion Blain
Tamara Dobmeier
Dot Hicks
Joylene Mora - staff
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)

*Interested in serving
on a Committee?*

*Please see page 20 for
more information*

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

Kevin Glass
Labour Relations Officer
glassk.hsas@sasktel.net

Joylene Mora
Administrator
joylene.hsas@sasktel.net

Kate Robinson
Labour Relations Officer
robinsonk.hsas@sasktel.net

Colette Duffee
Secretary/Receptionist
hsasstoon@sasktel.net

Crystal Larson
Secretary/Receptionist
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
Toll-Free: 1-888-565-3399

Kate Robinson
Phone: 955-3454
E-mail Address: robinsonk.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

Mario Kijkowski
Labour Relations Officer
mario.hsas@sasktel.net

Charlene Hebert
Secretary/Receptionist
hsasregina@sasktel.net

Garnet Dishaw
Labour Relations Officer
dishawg.hsas@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.

Garnet Dishaw

Phone: 585-7753
E-mail: dishawg.hsas@sasktel.net
Toll-Free: 1-877-889-4727

Cypress

Sun Country

Regina Qu'Appelle

- Alcohol and Drug Services
- Child and Youth
- Community Health Centres
- Hearing Aid Plan
- Healthline
- Mental Health Clinics
- Public Health Services
- Randall Kinship Centre
- Wascana Rehabilitation Centre

Mario Kijkowski

Phone: 585-7754
E-mail Address: mario.hsas@sasktel.net
Toll-Free: 1-877-889-4727

Crestvue Ambulance Services

Five Hills

Sunrise

Regina Qu'Appelle

- Al Ritchie Centre
- 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

Return:

Postage



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

Don't forget to visit us on the web !

www.hsa-sk.com



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.**