

DISPATCHES

MARCH 2001

PROVINCIAL BARGAINING COMMENCES

The current HSAS/SAHO provincial contract expires March 31, 2001. Since both parties wanted negotiations to begin in a timely manner members from both the HSAS and SAHO bargaining teams met for the first time on February 12, 2001. Further meetings have been scheduled up until the end of June.

Natalie Horejda is chairing the Bargaining Team this time around. Natalie is a Physical Therapist with Home Care in Regina Health District. She is a past President of Health Sciences Association of Saskatchewan and has served on the Bargaining Team for several rounds. Also on the Bargaining Team are Stan Dimnik, HSAS President and a Social Worker in Saskatoon Health District; Monica Lawrence who works in Regina Health District and represents Pharmacists on Executive Council; and Leo Champigny, a Mental Health Therapist in South Central Health District who is a past member of Executive Council as well as a veteran of many rounds of bargaining. HSAS

staff members on the team are Greg Deren and Kevin Glass. Thirty-four (34) meetings were held throughout the province, as part of preparation for bargaining, giving all members a chance to have input into this round. As well, a bargaining survey was circulated in the fall of 2000. The response by members to this survey was excellent.

Member priorities that emerged from this process included recruitment and retention, and issues around professionalism. Specific proposals that were given the most weight included the provision of an extra salary step to reward long-term employees, and the full payment of professional and licensing fees. Other areas of major concern include hours of work, expenses while travelling and benefit and pension concerns that are common to all of the union.

As bargaining progresses we will endeavor to provide you with regular updates.

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CHANGES TO THE TAXATION OF TRAVEL EXPENSES

Effective January 1, 2001, when an employee receives a monthly allowance in addition to a per kilometre allowance for driving his/her own vehicle for work, the entire amount received will be taxable. This is a decision by the Federal Government - it is not something in which Health Sciences Association or the employer has any say.

All related expenses can be claimed against income, so it is important to be keeping track of those expenses. The amount that you can claim against your annual income is:

$$\frac{\text{kilometres driven for work}}{\text{total kilometres}} \times \text{total expenses}$$

Total expenses include:

- Operating expenses - fuel, maintenance and repair, insurance
- Capital Cost Allowance - this is to be calculated at 30% of the declining balance
- Interest on car loan

The cost of leasing a vehicle that you use in the course of your work is also deductible.

Allowable costs include any GST and Provincial Sales Tax. Revenue Canada does not consider driving between work and home as kilometres driven for the employer.

Expenses are deductible only when they are reasonable and supported by receipts. You should have a record of

all your trips, with information about date and purpose. You must also have a record of the odometer reading at the beginning and end of the year, or whenever you acquire or dispose of a vehicle. The more detailed your records and the better the quality of receipts you have, the better position you are in to survive any audit or other challenge to your claim.

There are, of course, many exceptions and other complications. For example, the rules provide for:

- Different formulae if you drive your vehicle frequently but for short trips
- Upper limits on the amount you can claim for capital costs or interest
- What happens when you have an accident
- What happens when you sell your car.

Please note that HSAS staff are not experts in interpreting Revenue Canada provisions. The above is provided only for general information for your assistance. Any questions should be directed to your taxation office. In particular, we recommend you obtain copies of T4044(E), *Employment Expenses*, and for more detailed advice, *Interpretation Bulletin IT-552R*.

Every effort will be made in this round of bargaining to create options which will minimize the effects on members of this change.

2000 HSAS ANNUAL CONVENTION

The twenty-eighth (28) Annual Convention of HSAS was held Saturday, November 25, 2000 at the Saskatoon Inn.

The meeting opened with a presentation by Frank Enns, from the firm Sanderson Securities, speaking on the SAHO defined benefit pension plan.

The business meeting was chaired by President, Stan Dimnik. Highlights of the business meeting included a presentation by the HSAS/SAHO Job Evaluation

Committee and approval of an amendment to Article 7.1 of the HSAS By-Laws.

Upon adjournment of the business meeting:

- 1). A draw was made for two (2) \$100.00 door prizes. The winners were Monica Lawrence and Brenda Sousa.
- 2). A social was held to welcome new members to the union.

**MAIL-IN BALLOT RESULTS FOR VACANT EXECUTIVE COUNCIL SEATS
ANNOUNCED AT THE ANNUAL CONVENTION**

<u>Professional/Composite Group</u>	<u>Number of Seats</u>	<u>Successful Candidate/Health District</u>
Social Workers	1	Stan Dimnik, Social Worker Saskatoon Health District
Speech Language Pathologists, Audiologists, Orthoptists and Music Therapists	1	Laura Carney, Speech Language Pathologist Saskatoon Health District
Physical Therapists, Prosthetists, Orthotists and Exercise/Conditioning Therapists	1	JoAnn Walker, Physical Therapist Saskatoon Health District
Public Health Inspectors and Infection Control Practitioners	1	Terry Gibson, Public Health Inspector Saskatoon Health District
Occupational Therapists	1	Mary Wilson, Occupational Therapist Regina Health District
Mental Health Therapists and Recreation Therapists	1	Les Hurlburt, Mental Health Therapist Battlefords Health District
Psychologists and Psychometricians	1	Dawn Phillips, Psychologist Saskatoon Health District
Dental Hygienists/Therapists, Dietitians, Health Educators and Nutritionists	1	Bernadette LeBoeuf, Health Educator Battlefords Health District

We have enclosed, as an insert, the amendment (approved at the Annual Convention) to Article 7.1 of the HSAS By-Laws. Please insert this amendment into your HSAS Constitution and By-Laws booklet.

For comparison purposes we have included the wording of the old Article 7.1:

7.1 President

The President shall be elected by the members of the Executive Council and shall hold office for one year or for a lesser period of time at the pleasure of Executive Council. The President may continue in office for not more than three years. It shall be the duty of the President to preside at all Executive Council Meetings and to perform such duties at meetings as custom and parliamentary usage require.

MEET THE HEALTH SUPPORT PRACTITIONERS

In this edition we have requested Moira Remnan, a Psychometrist and Terry Gibson, a Public Health Inspector, to tell us about their professions.

What on earth is a Psychometrist?

That is a standard question, which follows the “what do you do?” question. Essentially, a Psychometrist administers standardized psychological tests. These tests are chosen by a Psychologist to assess cognitive functioning, personality traits, emotional states, and academic achievement. The Psychometrist plays an important role as an assistant to the Psychologist, particularly because a battery of tests can take most of one or more days to administer.

A Psychometrist is responsible for accurately scoring tests and comparing a patient’s score to established norms for the tests. This needs to be done carefully as the results are used for diagnosis and scientific research. Because of the close attention to detail required to accomplish these tasks, it is helpful to be slightly obsessive-compulsive.

The Psychometrist also records observations of the patient’s behavior during testing because there may be a number of reasons why test performance is poor, such as impaired vision, anxiety or fatigue.

Psychometrists also need to develop rapport with the clients and motivate them to perform to the best of their ability on a number of tasks that may be very tiring and sometimes discouraging.

A Psychometrist requires a Bachelor’s or Master’s Degree in Psychology or in a related area and intensive training in administration of specific tests. A Psychologist or Neuropsychologist provides this training.

Personally, I very much enjoy my work as a Psychometrist, in spite of the frequent repetition of some of the tests. The clients offer pleasant variety to the work. It is satisfying to be a part of a “detective” team when a diagnosis is sought.

Moira Remnen is employed at Saskatoon’s Royal University Hospital in the Department of Clinical Health Psychology.

The Public Health Inspector

Our human existence requires essential life support conditions such as air, water, food and shelter, which in turn support our basic activities that include the home, work, recreation and transportation. These activities generate wastes and residues in the form of solids, liquids and gases and the interaction of these conditions and activities can create environmental hazards in the form of biological, chemical, physical, psychological and sociological hazards.

Public health inspection encompasses a wide range of environmental health services and programs that are intended to address, prevent, identify and abate environmental hazards within the community. The major emphasis is placed on prevention and education.

The Public Health Inspectors’ objectives are to reduce the number of environmental hazards and the incidence of communicable disease, particularly illness related to food, water and vectors responsible for the spread of illness.

Public Health Inspectors are skilled in human relations and communications. An inspector requires a specialized knowledge and plays many roles: a technician, an investigator, a mediator and an educator. The application of these skills, combined with a diversified knowledge base, encourages compliance with public health regulations and standards. In addition to enforcing regulations, statutes and bylaws, the Public Health Inspector is responsible for assessing particular circumstances and gives direction and advice on how to solve environmental health problems. Insect and rodent control, indoor air quality, water analysis and treatment, food control, sewage disposal, housing standards and institutional sanitation are some areas in which inspectors provide information and guidance. The Public Health Inspector accomplishes the above through his/her involvement in the following programs: Housing and Public Accommodation, Injury Prevention, Water, Air Quality, Food Safety and Soil Contamination. An inspector is also involved in Disease Investigation, public education (safe food handling courses and swimming



pool courses) and Land Use Referrals.

Education:

- Requires successful completion of a four-year university degree program in Environmental Health.
- Must submit three written reports after six months of field training to the Board of Certification of the Canadian Institute of Public Health Inspectors (CIPHI).
- Must successfully compete a written exam and pass a two-hour oral exam to be certified with CIPHI.

Regulatory Application:

Enforcement Authority

Corrective actions include seizing, confiscating, impounding, closing a business, declaring a situation/premise a nuisance, evicting people from dangerous premises, restricting or revoking a license/permit, stopping a food transport vehicle and requiring the submission of building specifications for approval prior to construction and/or business operation.

Regulatory Knowledge

Required knowledge of *The Public Health Act* and many Regulations including: Bakeshop Regulations, Barber and Beauty Culture Regulations, Care of the Dead Regulations, Communicable Disease Regulations, Itinerant Use Accommodation Regulations, Milk and Milk Products Regulations, Plumbing and Drainage Regulations, Public

Eating Establishment Regulations, Sanitation Regulations (includes slaughter houses, food processors) Shoreland Pollution Control Regulations, Swimming Pool Regulations and Tourist Accommodation Regulations. Public Health enforcement is referenced in more than twenty other sources of legislation, including Building Standards, Spill Control, Pest Control Products and Emergency Planning Acts.

The Public Health Inspector is also involved in many other partnerships, including liaising between health district, industry, health and government (provincial, federal, municipal-rural and urban).

Public Health Inspectors require a broad knowledge base, touching on almost all aspects of our daily lives. If you have any questions, please contact a Public Health Inspector.

Terry Gibson is a Public Health Inspector employed by the Saskatoon Health District. Terry also serves as the representative for Public Health Inspectors and Infection Control Practitioners on the HSAS Executive Council.

References:
 Sask Health PHI document
 Northern Health Services - PHI document
 Bob Stone - PHI paper

Be Careful What You Eat - Dangerous Food

A dietitian was once addressing a large audience in Chicago.

"The material we put into our stomachs is enough to have killed most of us sitting here, years ago."

"Red meat is awful. Soft drinks erode your stomach lining. Chinese food loaded with MSG. Vegetables can be disastrous, and none of us realizes the long-term harm caused by the germs in our drinking water."

"But there is one thing that is the most dangerous of all and we all have, or will eat it."

"Can anyone here tell me what food it is that causes the most grief and suffering for years after eating it?"

A 75 year old man in the front row stood up and said, "Wedding cake."



HSAS MEETS KEN FYKE

In June 2000 Roy Romanow announced the creation of a Commission on Medicare headed by health consultant Ken Fyke. The Commission's mandate is to identify challenges facing medicare, outline potential solutions and engage the public and health care providers in a discussion of new ideas.

On January 10, 2001 HSAS Executive Council members Kateri Buckmeyer, Stan Dimnik, Monica Lawrence, Greg Marin and JoAnn Walker along with Board of Governors Ted Makeechak and Executive Director Tim Slattery met with Mr. Fyke to share our views on the following five (5) challenges facing medicare:

- 1). Everyday Services. Will health services be there when I need them?
- 2). Specialized Care. How can everyone get timely, high quality diagnosis and treatment, no matter where they live?
- 3). Making Things Fair. Does the health care system work for everyone?
- 4). Getting Results. How do we know we are making the right choices?
- 5). Paying The Bills. How much should we spend and how do we pay?

Some of the major recommendations made by HSAS to Mr. Fyke are as follows:

- Establish regional hospitals offering the full range of diagnostic and basic surgical services.
- Establish Health Centres in communities without hospitals staffed by multi-disciplinary teams of health care professionals.
- Ensure mental health services are enhanced and available throughout the province.
- Establish a series of full time road and air ambulance centres around the province.
- Establish a home care program that offers a consistent and standard array of services throughout the province.
- Province requires a recruitment/retention strategy for all health care professionals.
- Extend medicare to include prescription drugs, dental care, emergency medical and home care services.
- Stop the privatization of our health care system.
- Special needs of the poor, the elderly and our aboriginal population must be addressed.
- When they make decisions, ensure government and health district management are accountable.

It is expected Mr. Fyke will be releasing his report sometime in March/April 2001.

HSAS PROVIDES SUPPORT TO RETAIL WHOLESALE AND DEPARTMENT STORE MEMBERS ON STRIKE

At its December 12, 2000 meeting Executive Council passed a motion to provide each of the striking workers at the Imperial 400 in Saskatoon with a cash gift of \$25.00 to both make their Christmas a little brighter and demonstrate HSAS support for their struggle.

REPORT FROM SASKATOON DISTRICT COUNCIL - TERRY DODDS

In January 2000 the HSAS Executive Council received a written request from Terry Dodds (HSAS member - Saskatoon District Health) for permission, as per the HSAS Constitution and By-Laws, Article 5 - District Councils, to form a Saskatoon District Council of HSAS. An inaugural meeting of District Council was held in May 2000. At that time a set of interim executive officers for District Council were elected. The "Terms of Reference" for Council were drafted and presented to Executive Council in October 2000 for approval. The Executive Council voted to accept the "Terms of Reference" and for the first time in the history of HSAS a District Council was struck.

A call for election of Executive Officers to the District Council was put out to all HSAS members within Saskatoon District Health in November 2000 with elections held at a meeting in December 2000. The elected officers of Saskatoon District Council are as follows:

- Chairperson - Bill Wright, Public Health Inspector
- Vice-Chairperson - Terry Gibson, Public Health Inspector
- Secretary/Treasurer - Candina Cheetham, Respiratory Therapist

- Four Members-At-Large:
 - Wally Roth, Social Worker
 - Elinor Keter, Social Worker
 - Terry Dodds, Addiction Counsellor
 - Wes Laroque, Respiratory Therapist

Saskatoon District Council meets at 7:00 p.m. on the second Thursday of every month at Saskatoon City Hospital 2nd Floor Boardroom. Meetings are open to all HSAS members within Saskatoon District Health and guests [other health district HSAS members and HSAS employees (guests have no voting status)].

Saskatoon District Council encourages fellow members in the other 31 health districts to start their own District Councils. If anyone needs assistance in setting up a council we would be happy to provide you a copy of our "Terms of Reference". Please contact:

Bill Wright	655-4142
Wes Laroque	655-8355
Terry Dodds	655-4108

ATTENTION HSAS MEMBERS WHO WERE DEVOLVED FROM GOVERNMENT

In the coming months the six (6) health care unions will be meeting with government to negotiate improvements to the Public Service Superannuation Defined Benefit Plan also known as the Formula Plan.

To ensure we have an accurate list of participants please call Tim Slattery at 955-4560 or toll free at 1-888-565-3399 if you belong to this plan.

HSAS WINS STRIKE VOTE

In March 2000 HSAS was certified by the Labour Relations Board as the bargaining agent for the previously non-union employees of a privately owned ambulance service in La Ronge.

Since our certification HSAS has been negotiating with the owner for a first contract. Unfortunately, talks broke down and HSAS took a strike vote in January 2001.

We are pleased to announce that over 75% of the employees voting, voted in favor of a strike.

We will keep you informed of any developments over this struggle.



February 8, 2001 Executive Council Meeting L to R: Bill Wright, representing Public Health Inspectors (replacing Terry Gibson); Ron Thurlow, representing Addiction Counsellors/Therapists; President Stan Dimnik, representing Social Workers and Mary Wilson, representing Occupational Therapists.



February 8, 2001 Executive Council Meeting L to R: Ted Makeechak, Board of Governors and Secretary/Treasurer JoAnn Walker, representing Physical Therapists, Prosthetists, Orthotists and Exercise/Conditioning Therapists.

JOB EVALUATION

We have enclosed issue #5 of the HSAS/SAHO job evaluation newsletter along with a job profile. Questionnaires will be available through your Human Resources Department commencing mid March 2001.

Once questionnaires are completed another joint HSAS/SAHO committee of eight (8) will meet to begin the task of evaluating and rating each job based on completed questionnaires. This Committee will be known as the HSAS/SAHO Joint Job Evaluation Committee.

To date nine (9) HSAS members have volunteered to serve on this Committee. Our four (4) representatives will be chosen April 15, 2001 by a committee made up Executive Officers and Board of Governors.

VOLUNTEERS REQUIRED

A. Joint Union/Employer Health Sector Advisory Committee

This committee meets four (4) times per year in either Regina or Saskatoon. Its purpose is to advise and make recommendations to SAHO on issues, concerns and matters of interest to the health care sector as it relates to the establishment and maintenance of an Occupational Health and Safety Program and support services.

The Committee is made up of an equal number of union and employer representatives. We need one (1) Health Sciences Association of Saskatchewan member to sit on the Committee.

Those involved on the Committee will have their normal wages covered as well as travel, meal and accommodation expenses.

Many thanks to Patti Markham for her dedication in serving as the HSAS representative on this Committee.

B. Grievance Committee

The major responsibility of this Committee is to ensure the arbitration option is chosen in a fair and consistent manner.

Established in 1988 the Committee is made up of three (3) Executive Council Members, two (2) members at large and a Labour Relations Officer. We have a vacancy for one (1) member at large position.

If you are interested in serving on either the Joint HSAS/ Employer Health Sector Advisory or HSAS Grievance Committees please call Tim Slattery at 955-4560 or toll free at 1-888-565-3399.

So far today, I am doing all right. I have not gossiped, lost my temper, been greedy, grumpy, nasty, selfish or self indulgent. I have not whined, cursed or eaten any chocolate. However, I am going to get out of bed in a few minutes, Lord, and I will need a lot more help after that.

UPDATE ON DISCUSSIONS OVER GOVERNANCE OF THE SAHO PENSION PLAN

Since 1996 the six health care unions (HSAS, SUN, CUPE, SGEU, RWDSU and SEIU) have been meeting with SAHO/ government to change the governance of the pension plan to one of joint trusteeship. Although some progress has been made toward our goal, after five (5) years we are still not there.

To pressure both government and SAHO to move to joint trusteeship and ensure the plan is adequately funded all six (6) unions distributed petitions among their memberships.

Thank you to all HSAS:

- 1). Contact persons who assisted in distributing the petitions and
- 2). Members who signed them.

The unions will be meeting in the coming weeks to discuss when and where the petitions will be presented.

Note: During the petition campaign there were questions from several members on whether increased employee contributions necessarily meant improved benefits?

Answer: During union/SAHO discussions around joint trusteeship the unions have taken the position (developed with the assistance of an actuary) that both the future:

- 1). Of pension benefit improvements and
- 2). Health of the plan is contingent on increasing employee and employer premiums.



February 8, 2001 Executive Council Meeting L to R: Monica Lawrence, representing Pharmacists and Kateri Buckmeyer, representing EMTs, EMT-As and Paramedics.

HSAS MEMBER NAMED REGINA HEALTH DISTRICT EMS EMPLOYEE OF THE YEAR

In December 2000 Kateri Buckmeyer was selected by her peers as the EMS employee of the year.

Kateri is a Paramedic employed by the Regina Health District. She also serves as one of two HSAS Executive Council members representing EMTs, EMT-As and Paramedics.

Those in the running for this honour are evaluated on the following qualities:

- Provides client-centered services based on human need and with respect to human dignity, unrestricted by

consideration of nationality, race, age, sex, or social status.

- Holds in confidence all information of a confidential nature obtained in the course of his or her work, unless such information is required by a court of law.
- Promotes a high standard of care to all people by demonstrating compassion and a strong clinical knowledge and skill. Pursues learning, innovation and research.
- Assumes responsibility for individual professional actions and judgement. All relationships, decisions and actions are guided by honesty and fairness. Works harmoniously with and is respected by EMTs, Communications Officers, Paramedics, Nurses, Physicians and other members of the health care and public service team.
- Leads by example and works hard to further the EMS profession.

Congratulations Kateri!

Rules to Live Buy

- Follow your dream! Unless it's the one where you're at work in your underwear during a fire drill.
- Always take time to stop and smell the roses and sooner or later, you'll inhale a bee.
- If a motorist cuts you off, just turn the other cheek. Nothing gets the message across like a good mooning.
- It's always darkest before the dawn. So if you're going to steal the neighbor's newspaper, that's the time to do it.
- When I'm feeling down, I like to whistle. It makes the neighbor's dog run to the end of his chain and gag himself.

HSAS STAFF CHANGES



Donna Harris, an LRO in Saskatoon since June 1998, has requested and been granted a fifteen month leave commencing January 2001.

The union has hired Al Shalansky effective January 22, 2001 to assume Donna's Health District portfolio during her absence.

For those of you who have not had an opportunity to meet Al, here is an introduction.

Al has in excess of 25 years of labour relations and Human Resource experience. He was directly involved in the formation of and the early years of SUN, has worked for

Saskatchewan Department of Health, Sask Wheat Pool, the Public Service Commission and ICM Kalium. As he sometimes says, "there isn't much in labour relations that he hasn't done over his years in the business". Although Al's home base is in Regina he will be living and working in Saskatoon for the term. His family of three daughters is all grown up and one of which is a HSAS member in Regina.

Things You Don't Want to Hear During Surgery:

- Better save that. We'll need it for the autopsy.
- Someone call the janitor -- we're going to need a mop.
- Wait a minute, if this is his spleen, then what's that?
- Hand me that ... uh ... that uh ... thingie.
- Darn, there go the lights again.
- Oh no! I just lost my Rolex.
- That's cool! Now can you make his leg twitch?!
- Anyone see where I left that scalpel?
- Well folks, this will be an experiment for us all.
- Could you stop that thing from beating? It's throwing my concentration off.
- Sterile, schmerile. The floor's clean, right?
- What's this doing here?
- Ya know, there's big money in kidneys. Heck, the guy's got two of 'em.
- I wish I hadn't forgotten my glasses.
- I hate it when there's stuff missing in here.
- Everybody stand back! I lost my contact lens!
- Oops! Hey, has anyone ever survived 500 ml of this stuff before?
- What's this doing here?

EXECUTIVE COUNCIL

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

PROFESSIONS	# OF SEATS	ELECTED AND ADDRESSES	TERM ENDS
Addiction Counsellors/Therapists	1	Ron Thurlow - Regina Health District Alcohol and Drug Services, 2 nd Floor, 2110 Hamilton Street Regina, SK S4P 2E3	November 2001
Social Workers	2	Stan Dimnik - Saskatoon Health District 8 th Floor, Saskatoon City Hospital, 701 Queen Street Saskatoon, SK S7K 0M7 Krista Whittard - Saskatoon Health District 4 th Floor, Community Mental Health, 715 Queen Street Saskatoon, SK S7K 4X4	November 2002 November 2001
Assessor/Coordinators	2	Cathy Spencer - Living Sky Health District Box 883 Watrous, SK S0K 4T0 Kathleen Malin - Moose Mountain Health District Redvers Health Centre, Box 321 Redvers, SK S0C 2H0	November 2001 November 2001
Speech Language Pathologists, Audiologists, Orthoptists, Music Therapists	1	Laura Carney , Speech Language Pathologist Saskatoon Health District Speech Language Pathology Department, Saskatoon City Hospital 701 Queen Street, Saskatoon, SK S7K 0M7	November 2002
Respiratory Therapists, Perfusionists	1	Mark Murray , Respiratory Therapist - Regina Health District Regina General Hospital, Respiratory Therapy Department 1440 - 14 th Avenue, Regina, SK S4P 0W5	November 2001
Emergency Medical Technicians, Paramedics	2	Kateri Buckmeyer , Paramedic - Regina Health District Emergency Medical Services, Box 3930 Regina, SK S4P 3R8 Greg Marin , Paramedic - Regina Health District Emergency Medical Services, Box 3930 Regina, SK S4P 3R8	November 2001 November 2001
Physical Therapists, Prosthetists, Orthotists, Exercise/Conditioning Therapists	2	Gail Beggs-LaRiviere , Physical Therapist - Regina Health District Extendicare Parkside, 4540 Rae Street Regina, SK S4S 3B4 JoAnn Walker , Physical Therapist - Saskatoon Health District Community Services, Royal University Hospital 103 Hospital Drive, Saskatoon, SK S7N 0W8	November 2001 November 2002
Public Health Inspectors, Infection Control Practitioners	1	Terry Gibson , Public Health Inspector - Saskatoon Health District Public Health Services, Idylwyld Health Centre #101 - 310 Idylwyld Drive North, Saskatoon, SK S7L 0Z2	November 2002
Pharmacists	1	Monica Lawrence - Regina Health District Pharmacy Department, Pasqua Hospital 4101 Dewdney Avenue, Regina, SK S4T 1A5	November 2001
Occupational Therapists	1	Mary Wilson - Regina Health District Occupational Therapy Department, Regina General Hospital 1440 - 14 th Avenue, Regina, SK S4P 0W8	November 2002
Recreation Therapists, Mental Health Therapists	1	Les Hurlburt , Mental Health Therapist, Battlefords Health District Saskatchewan Hospital Box 39, North Battleford, SK S9A 2X8	November 2002
Psychologists, Psychometricians	1	Dawn Phillips , Psychologist - Saskatoon Health District Ellis Hall, Royal University Hospital 103 Hospital Drive, Saskatoon, SK S7N 0W8	November 2002
Dietitians, Nutritionists, Dental Hygienists/ Therapists, Health Educators	1	Bernadette LeBoeuf , Health Educator - Battlefords Health District Northwest Health Facility, 711 Centre Street Meadow Lake, SK S9X 1E6	November 2002

EXECUTIVE OFFICERS

The **Executive Officers** are elected from and by Executive Council and, they are:

PRESIDENT	Stan Dimnik Social Worker
FIRST VICE PRESIDENT	Greg Marin Paramedic
SECRETARY/TREASURER	JoAnn Walker Physical 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 more than one full two year term on Executive Council and having held an Executive Officer position for at least two years is eligible for election to the Board of Governors for a seven year term. The current Governors are:

Roberta Ekberg
Pharmacist - Regina

Natalie Horejda
Physical Therapist - Regina

Ted Makeechak
Physical Therapist - Saskatoon

HEALTH SCIENCES ASSOCIATION OF SASKATCHEWAN COMMITTEES

COMMUNICATION COMMITTEE

Terry Dodds	Natalie Horejda
Kathleen Malin	Tim Slattery

EMERGENCY FUND COMMITTEE

Gail Beggs-LaRiviere	Ron Thurlow
Tim Slattery	

EDUCATION FUND COMMITTEE

Gail Beggs-LaRiviere	Les Hurlburt
Ted Makeechak	Cathy Spencer

FINANCE COMMITTEE

JoAnn Walker - Chairperson	
Terry Gibson	Ted Makeechak
Tim Slattery	

GRIEVANCE COMMITTEE

Monica Lawrence - Chairperson	
Terry Dodds	Greg Marin
Mark Murray	Dawn Phillips
Bill Wright	

ANNUAL CONVENTION COMMITTEE

Kateri Buckmeyer	Monica Lawrence
Greg Marin	Ron Thurlow

JOINT JOB EVALUATION STEERING COMMITTEE

Kateri Buckmeyer	Ruth Fafard
Julie Johnson	Ted Makeechak
Roger Piatt	

JOINT JOB EVALUATION COMMITTEE

Brenda Amdreas	Laralyn Leugner
Carla Manastyrski	Murray Potter
Dale Backlin - Alternate	

CONSTITUTIONAL COMMITTEE

Gail Beggs-LaRiviere	Stan Dimnik
Natalie Horejda	Kathleen Malin

BARGAINING COMMITTEE

Natalie Horejda - Chairperson	
Leo Champigny	Stan Dimnik
Monica Lawrence	Greg Deren
Kevin Glass	

JOINT UNION/EMPLOYER HEALTH SECTOR ADVISORY COMMITTEE

HSAS Representative	Bruce Sloan
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HEALTH SCIENCES ASSOCIATION OF SASKATCHEWAN STAFF

Saskatoon

Tim Slattery, Executive Director
Al Shalansky, Labour Relations Officer
Kevin Glass, Labour Relations Officer
Lynn Regier, Administrative Assistant
Crystal Larson, Secretary/Receptionist
Colette Duffee, Secretary/Receptionist

Regina

Greg Deren, Senior Labour Relations Officer
Mario Kijkowski, Labour Relations Officer
Charlene Hébert, Secretary/Receptionist

HEALTH DISTRICT ASSIGNMENTS

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

HEALTH DISTRICTS - LABOUR RELATIONS OFFICERS (SASKATOON)

KEVIN GLASS Phone Number 955-5712
 E-mail Address glassk.hsas@sk.sympatico.ca

Greenhead
 Keewatin Yathé
 Lloydminster
 Mamawetan Churchill River
 Midwest
 Northwest
 Prairie West
 Rolling Hills
 Saskatoon

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

South West
 Swift Current
 Twin Rivers

AL SHALANSKY Phone Number 955-3454
 E-mail Address shalanskyal.hsas@sk.sympatico.ca

Battlefords
 Central Plains
 Gabriel Springs
 North Central
 North East
 Parkland
 Pasquia
 Prince Albert
 Saskatoon

- Calder Centre
- Nurses Alumnae Wing
- Saskatoon City Hospital
- St. Paul's Hospital
- Sturdy Stone

HEALTH DISTRICTS - LABOUR RELATIONS OFFICERS (REGINA)

GREG DEREN Phone Number 585-7753
 E-mail Address dereng.hsas@sk.sympatico.ca

Moose Mountain
 Pipestone
 Regina

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

South Central
 South East
 Touchwood Qu'Appelle

MARIO KIJKOWSKI Phone Number 585-7754
 E-mail Address mario.hsas@sk.sympatico.ca

Assiniboine Valley
 East Central
 Living Sky
 Moose Jaw/Thunder Creek
 North Valley
 Regina

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

South Country

Have you changed your name, address, telephone number(s), place of employment, classification (II, III, Senior, M.A., etc.) or status (fulltime, part time, L.O.A., etc.)?

If you have, please let us know by clipping out the "Change of Information" form and forward it to the Saskatoon HSAS office at #42-1736 Quebec Avenue, Saskatoon, SK, S7K 1V9.

CHANGE OF INFORMATION FORM

HEALTH DISTRICT

MEMBER NAME

**PREVIOUS NAME
(IF CHANGED)**

HOME ADDRESS

HOME PHONE NO.

WORK PHONE NO.

**PLACE OF
EMPLOYMENT**

CLASSIFICATION

STATUS

DATE IN EFFECT

Health Sciences Association of Saskatchewan
#42 - 1736 Quebec Avenue
Saskatoon, Saskatchewan



SASKATCHEWAN

HEALTH SCIENCES ASSOCIATION OF SASKATCHEWAN

A Union of Health Care Professionals

Saskatoon Office:

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

Phone: 955-3399
Toll Free: 1-888-565-3399
Fax: 955-3396
E-mail: hsasstoon@sk.sympatico.ca

Regina Office:

#202 - 4401 Albert Street
Regina, Saskatchewan
S4S 6B6

Phone: 585-7751
Toll Free: 1-877-889-4727
Fax: 585-7750
E-mail: hsasregina@sk.sympatico.ca

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<http://www3.sk.sympatico.ca/hsas/>

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

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