



The KEY

Moving Forward by Pulling Together!

*City of Winnipeg * Riverview Health Centre * Winnipeg Regional Health Authority * Assiniboine Park Conservancy*

Volume 5 Issue 3

October 2011

Presidents Pen

**AGM Information
C.A. Insider**

**Service Kudos!
Feature Word**

**Photo Contest
At-The-Table**

**Mission Statement
My Two-Cents**

Page 1

Page 2

Page 3

Page 4

Presidents Pen

As we enter another operating year for the Association we find ourselves preparing for the Annual General Meeting. At the office all the usual preparations are in place including a substantial member package for all to review and our annual audit. The audit process is no small undertaking for our staff and this year added a new wrinkle for us, but thanks to all that were involved and saw it through to completion. Great work in a short time frame!

This also means that our current collective agreement with the City of Winnipeg will expire and negotiations will start. Our negotiating team is gathering member input and preparing our proposal. Please send us your input and questions so our team can be informed for those discussions. As in the past we cannot predict the time required to reach an agreement that we can bring to the membership for consideration, but our team will communicate milestones and progress as much as practical.

At the Board we are continuing to try and improve how we conduct our business. To this end we are defining roles for Board and staff to ensure we are effectively meeting our objectives. We have made revisions to our constitution and operating language to improve clarity. We are also planning ourselves for succession of board and staff members to ensure knowledge transfer and work activities do not suffer. Board members are also working to review and improve our communications including our newsletter and website. If you have any ideas or comments I know they would appreciate hearing them.

We are also trying to develop internal guidance documents to improve our understanding and rationale for the activities we participate in. We feel this will help ensure our constancy of purpose and our performance in these activities. Our staff and board members are busy and we have several competing requirements for time and resources so we need to ensure we are working towards the same goal.

That is all pretty formal stuff for a newsletter, I do apologize but that happens this time of year. On a lighter side, by the time you read this newsletter it will most likely be November. Hopefully the snow is late and kind, but we will be fast approaching the Christmas season and all its good times. Please enjoy it with family and friends and have a safe and happy holidays.

Thank you for your support and the opportunity to serve our membership.

Andrew Weremy, WAPSO President

Mark Your Calendar

WAPSO ANNUAL GENERAL MEETING!

DATE: Wednesday, November 16, 2011
 TIME: 5:00 pm
 LOCATION: Red River College Downtown Campus
 311-160 Princess Street, Wpg. Mb.
 Multi-Purpose Room #P107

C.A. Insider Did You Know

City of Winnipeg Agreement

Article 14-2 Bereavement Leave

An employee who has completed six (6) months of service with the City shall, at his or her request, be granted up to three (3) working days of leave with pay for purposes of making arrangements for, or attending a funeral in the event of death of a member of his or her immediate family. For purposes of this Article, immediate family shall mean wife, husband, child, brother, sister, sister-in-law, brother-in-law, father, mother, father-in-law, mother-in-law, daughter-in-law, son-in-law, grandparents, grandparents-in-law, or grandchild. This period of absence will not be deducted from his or her accumulated sick pay credits.

RHC Agreement

Article XV. 2. Bereavement Leave

An employee who has completed 6 months of service with the Centre, shall, at his request be granted up to *four* (4) working days leave with pay for purposes of making arrangements for or attending a funeral in the event of death of a member of his immediate family. For purposes of this Article, immediate family shall mean: *spouse*, child, brother, sister, sister-in-law, brother-in-law, father, mother, father-in-law, mother-in-law, daughter-in-law, son-in-law, grandparents, grandparent-in-law, or grandchild.

WRHA Agreement

Article 16.01 Bereavement Leave

Bereavement leave of up to four (4) working days without loss of pay shall be granted in the event of the death of a spouse, live-in partner, child, step-child, parent, step-parent, sibling, step-sibling, father-in-law, mother-in-law, grandparent, grandparent-in-law, grandchild, brother-in-law, sister-in-law, son-in-law, former legal guardian, fiancé and any other relative who resides in the same household.

Unless other arrangements have been made, such days may be taken only in the period which extends from the date of notification of death up to and including the day of the following funeral proceedings. One (1) bereavement leave day may be retained for use in the case where actual interment or cremation is at a later date. Additional bereavement leave may be granted where travel is required, or in exceptional circumstances.

Long Service Recognition - Congratulations !

(July 1 - October 31)

City of Winnipeg: 10Yr- L. Fisher, T. Sims, K. Zurek, T. Schirlie, R. Klassen, S. Tessier, C. Evanson, M. Bunkowsky 15Yr- R. Deighton, G. Labossiere, K. Cumming, K. Stone 20 Yr- B. Danowski, D. Ruchkall, Wm. Doering, S. Atkinson, D. Robert, K. Gembey, S. Leung 25Yr- S. Caputo, C. Stubbs, R. Walstra, K. Borland, E. Cuddy, C. Orr, K. Funk, J. Smalley, D. Bell 30Yr- D. Shaw, G. Swanson, V. Friesen, C. Walters, T. Chan, D. Sulymka, M. Rogeau 35Yr- C. Kowal, D. Gibson, S. Saunders.

WRHA: 5 Yr- K. Cowley Zimmer, D. Sale, K. Douglas, E. Hydesmith 10Yr- J. Kilgour, D. Dolhun 20 Yr- K. Hastie, 30 Yr- J. Roch

Riverview Health Centre: None

Assiniboine Park Conservancy: None

Feature Word

ABERRANT

departing from an accepted standard

Summer Fun Photo Contest !

Submit your best summer photo and you could WIN!

1st Prize: A One Night Stay at the Fort Garry Hotel

2nd Prize: Golf Prize Pack

3rd Prize: Restaurant Gift Certificate

Send your photo to the WAPSO Office (address/email on back page) no later than November 25, 2011

The Winning Photo's will be featured in the next Key Publication and on our website !

AT THE TABLE: Bargaining at-a-glance

City of Winnipeg - C.A. effective October 12, 2008 - **October 11, 2011**; Bargaining notice has been filed.

Riverview Health Centre - C.A. effective April 1, 2008 - March 31, 2010 ; Negotiations still ongoing.

Winnipeg Regional Health Authority - C.A. effective May 6, 2009 - March 31, 2014

Assiniboine Park Conservancy - Agreement effective to **October 11, 2011** ; Bargaining notice has been filed.

Winnipeg Association of
Public Service Officers

Mailing Address:

WAPSO
2705 - 83 Garry Street
Winnipeg, MB
R3C 4J9

Phone: 204-925-4120

Fax: 204-925-4128

vverity@wapso.ca

Mission and Value Statements

The mission of WAPSO is to **proactively** represent its members to their employers regarding all matters of compensation, benefits, working conditions and other employment issues.

WAPSO is dedicated to the principles of:

- **effectiveness as a bargaining agent**
- **economic security** for its members
- **employment security** for its members
- **quality of work life** for its members

We are On-line !

Visit us at

www.wapso.ca

My Two-Cents

In an earlier issue of *The Key* (Vo. 4 Iss. 3) I added my two-cents on the topic of Leadership. I expressed my personal belief that *leadership is a part of everyones life*; that we need to *lead where we are*, and that *mentorship, whether a formalized program or a naturally formed relationship, is an important training tool to grow ones leadership*. I also identified four key leadership characteristics, *authenticity, trust, humility and respect*.

As I study to develop my own leadership I came across a website that has a wealth of information on: Concepts of Leadership, Factors of Leadership, Total Leadership, Important Keys to Effective Leadership, Principles and Attributes of Leadership, and the Process of Great Leadership. There is also a next steps link to Leadership Models that is very interesting. It is worth the read!

This is the website link <http://www.nwlink.com/~donclark/leader/leadcon.html> should you want to check out the information in more detail.

On the same site you will find the following which I personally believe are some of the **'Most Important Words'**,

- The 6 most important words, **"I admit I made a mistake."**
- The 5 most important words, **"You did a good job!"**
- The 4 most important words, **"What is your opinion?"**
- The 3 most important words, **"If you please."**
- The 2 most important words, **"Thank-you"**
- The **least** important word: **" I "**

I hope you find a nugget that propels you on in your pursuit of **Great Leadership!**

Audrey Henschell, Executive Assistant