

AUTUMN 2015

Negotiations wrap, look ahead for 2016

by Sandi Carew Flemming, CEO

First off, a big thank you to all of our members who mobilized quickly to vote for our new agreement. We had an amazing response rate of 325 residents, or 56% of our members! An on-line vote looks to be the way to reach most members and we'll likely use that again in the future.

Although it was not ideal to have to vote so quickly under the pressure of possible legislation, this is the same agreement that our team had tentatively agreed upon and we had planned on recommending to our members. With the first two zeros behind us, we can look forward to an increase coming July 1, 2016, and before we know it, plans for another round of negotiations in the works.

The new agreements are being prepared for signing and should be ready for electronic distribution early in the new year. As soon as the final product is ready, we'll be sure to add it to our website. If you have any questions in the meantime, please contact me anytime.



With negotiations behind us, and soon to be another calendar year behind us, I am looking forward to the many activities we have planned for 2016. There will of course be our many wellness events,

such as a movie night coming in January. We are also looking forward to hosting another Living Library event for medical students (and we'll be looking for lots of resident volunteers!). We will also be reviving our Resident Awareness Week, set for February 15-19th.

We are well underway into our Three-year Strategic Plan which was developed last year. Some new directions for us include more work in the areas of public promotion and community awareness/participation. So far this year we have participated in the Pride Parade, stepped up our activity on social media, and have plans for more activity during Resident Awareness Week.

I am looking forward to another great year ahead. Have a safe and happy holiday season!

INSIDE...

BENEFITS INFO

How do I file a Healthcare Spending Account claim?

PAGE 2



PHOTO CONTEST

Check out the winner from our photo contest

PAGE 3



Maritime Resident Doctors Holiday Office Hours

Please note that our office will close at noon on Wednesday, Dec. 23, and remain closed until Monday, Jan. 4.

Merry Christmas & Happy Holidays from Maritime Resident Doctors

The Ins and Outs: Healthcare Spending Account

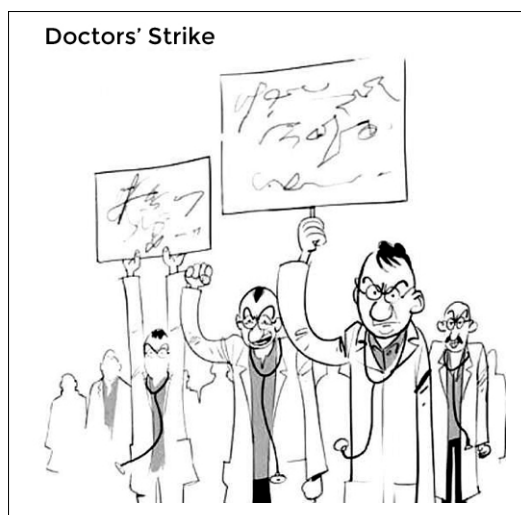
Your Manulife group benefit plan includes a \$100 Healthcare Spending Account per residency year. This account provides you with the flexibility to cover unexpected health and/or dental expenses our benefit plan may not cover.

If you'd like to submit an expense, or any left over unpaid expense from a claim, you just need to claim the unpaid portion on your next expense claim form. For more information, visit www.manulife.ca/groupbenefits or contact Leanne@mardocs.ca

How to submit a claim to your healthcare spending account (HCSA), follow these steps:

1. Download the EHC claim form from www.mardocs.ca
2. Complete the health or dental claim form, fill in your HCSA contract number (#100533) in the area indicated. Without this number, your claim payment may be delayed.
3. Check the HCSA box on the form. Manulife cannot release any funds from your HCSA unless you check this box and sign the form.
4. If the claim is for a dependent, remember that when you sign the form, you're legally stating that the dependent is eligible to use your HCSA.
5. Submit the completed form and any supporting documents (photocopies of receipts, etc.). The reimbursement received is based on the funds available in your HCSA and will be explained on the accompanying statement from Manulife.

The best medicine: Have a laugh



Accessing your Employee & Family Assistance Program (EFAP)

In our fast-paced world, you may find it challenging to take care of yourself while balancing your responsibilities at work with your obligations at home. In addition to counselling, your Employee and Family Assistance Program (EFAP) can help by offering you timely, professional assistance and support to manage all of life's stages and complexities.

This can include family support services (daycare programs, caregiver support groups, etc.), financial support services (debt management, budgeting, etc.), legal support services (tenancy issues, estate planning, etc.), nutrition support services (stress resiliency, boosting energy) and lots more.

workhealthlife.com

The EFAP website, workhealthlife.com, provides you and your family with anytime, anywhere access to professional counselling, information and resources to help resolve challenges you face.

Key site features and functionality

- Instant, confidential and secure access to EFAP services and counselling
- Direct access to EFAP online programs for stress, relationships, fitness and more
- Helpful articles and videos on a wide range of work, health and life topics
- Employee Orientation videos to introduce the benefits of and range of concerns that your EFAP can help resolve
- Annual wellness calendar and archives of newsletters and mental health microsites

My EAP App

Gain immediate, confidential and secure access to your EFAP on your mobile device. Available worldwide in three languages and across all major mobile platforms, our My EAP app is your 'always-on' mobile support tool. Use it for:

- Counselling
- Booking a service
- Assessing your stress, relationship and finances
- Mobile-friendly versions of your EFAP online programs
- Insightful articles and videos

My Maritimes Photo Contest

In the previous issue of **MaRdocs** we launched our **My Maritimes Photo Contest**.

We had a great response, with dozens of entries. With so many entries, and such a high quality on display, we had a difficult time choosing a winner. Nevertheless, contests have winners and we are pleased to announce that our winner is Dr. James Milne, PGY2 in Family Medicine (Cape Breton). His professional-grade photo of a canoe on the shore of Bras d'Or lake in picturesque Cape Breton is about as Maritime as it gets.

Furthermore, five random entries have won \$10 Starbucks gift cards. They are:

Stephanie Woodroffe (PGY5, Neurology), Crystal Zhou (PGY1, Psychiatry), Larry James (PGY5, General Surgery), Joanne Reid (PGY2, Family Medicine PEI) & Lindsay Vellacott (PGY2, Pediatrics).

We also used the contest as a great opportunity to launch a new Instagram account. We are located at Maritime_Resident_Doctors. Visit our page to see many other entries from the contest.



Photo Contest winner by Dr. James Milne (PGY2, Family Medicine)



Residency is tough. We would like to help.

The Healthy Resident Program was established by the Maritime Resident Doctors Benefits Trust Fund and is available to residency programs who would like to incorporate more mental health/wellness initiatives into their training.

Who Can Apply?

Residents can apply for funding on behalf of their program.

What Types Of Programs Are Eligible?

Priority will be given to programs that apply for funding to promote good mental health in the workplace.

How Can I Apply?

Visit www.MaritimeResidentDoctors.ca and fill out the online application.

In a survey of Canadian residents, almost a third (30%) reported having experienced a mental health issue.

A survey of Canadian physicians reported that over a quarter (26%) stated that their mental health made it difficult to work.

Depression is the number one common indication based on prescription drug costs for the Maritime Resident Doctors benefits plan.

14% of the Maritime Resident Doctors benefits plan drug costs are directly associated with depression.

Applications for 2016 grants open in January



Know Your Contract

Vacation and Holiday

by Sandi Carew Flemming, Maritime Resident Doctors CEO

Although we have a new agreement headed to print, very little language in the current agreement has changed. We've added in our new name, Nova Scotia Health Authority's new name, changed some of the arbitration process (for individual grievances), and a few other minor changes. Everything else remains the same.

To clarify some of our existing articles, this edition we are highlighting vacation:

ARTICLE 19: VACATION AND HOLIDAY

Article 19.02 states:

19.02

Residents shall be permitted to take vacation periods at times agreed upon by the Resident and their program director in consultation with the service in which the vacation will be taken. Vacation requests cannot be denied due to service requirements unless another Resident(s) has already been granted vacation for that time period.

This means it is your home Program that ultimately approves your vacation, looking out for your educational interests. It is done in consultation with the service you are on to ensure not all residents go on vacation at the same time on that service. If there are not enough residents on that service to provide full coverage, other sources of coverage must be sought out, as vacation cannot be denied solely for service requirements.

Also note, services are not permitted to have a blanket policy that does not allow vacation on their service. This puts added pressure on all other services to continuously be requested for vacation. Residents, with the approval of their own Program Director, determine which services are appropriate to request vacation.

If you have any questions always feel free to contact me at sandi@mardocs.ca

Maritime Resident Doctors Events



Apple Picking

On Sunday, Oct. 18, residents and their families braved cold temperatures and sporadic flurries for our Apple Picking Family Day at Noggins Farm in the Annapolis Valley.



Residents get vertical

On Thursday, Nov. 12, residents raced to the top during a fun evening of rock climbing at Ground Zero Climbing Gym in Dartmouth.



Christmas Events

As Christmas closed in, Maritime Resident Doctors celebrated the holiday season with a number of events, culminating with our Milk and Cookies with Santa (pictured below) for families on Saturday, Dec. 12, and our annual Holiday Cocktail Reception (pictured at left) at Lot Six in Halifax on Thursday, Dec. 17.

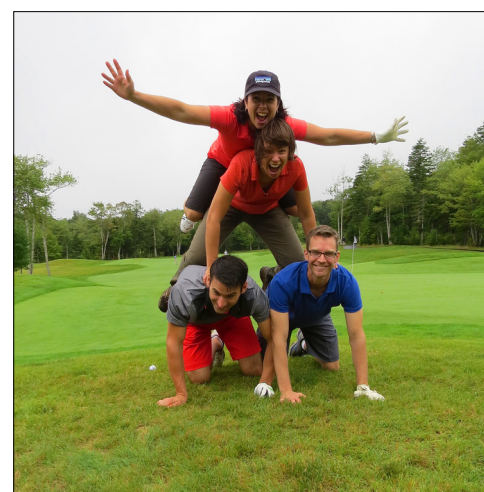
Earlier in the month, we also gave away 24 Fitbits through daily email draws during our 12 Days of Fitbit Giveaways contest.

Our Holiday events may be wrapped for 2015, but as always, the next great event is just around the corner. Stay tuned!



2015 Golf Challenge

On Sunday, Sept. 20, residents hit the links of Glen Arbour Golf Course in Hammonds Plains, NS, for our annual golf tournament.





Maritime Resident Doctors Staff Contacts

Sandi Carew Flemming
CEO
902.404.3597
sandi@mardocs.ca

Leanne Bryan
Manager, Health & Wellness
902.404.3594
leanne@mardocs.ca

Daniel Bonner
Manager, Communications
902.404.3596
daniel@mardocs.ca

Cristy Atwood
Financial Coordinator
902.404.3598
cristy@mardocs.ca

Verlie Tyson
Administrative Coordinator
902.404.3595
verlie@mardocs.ca

Offices

1150-5991 Spring Garden Road
Halifax, NS B3H 1Y6

(p) 902.404.3595
(f) 902.404.3599

www.MaritimeResidentDoctors.ca

