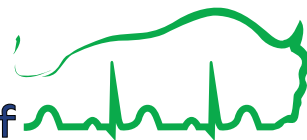


# NEWS

Manitoba Association of

# HEALTHCARE



June 2015

*Professionals*

## MAHCP Members Step Up and Lace Up!

by Shelley Kowalchuk, Physiotherapy Director

Manitobans of all ages broke out their running shoes to join the Lace Up for Diabetes Run - and MAHCP members were there to lend a hand for a worthy cause.

Almost 300 participants jogged, walked or raced to raise funds for research, education and CDA programs such as D-Camp, a camp for children with Type 1 Diabetes on May 25. MAHCP, as a silver supporter, was able to sponsor 15 of our members to join the race and also provided a dedicated cadre of volunteers to man the ever-popular food tent.

Andrea Kwasnicki, the regional director of CDA Manitoba, explained that with an estimated 116,000 people with diabetes in Manitoba, "these events are a great opportunity to get active while also making a real difference for people living with, or affected by diabetes in our community."

While our volunteers cut oranges, handed out bagels and worked the coffee urns, our MAHCP green T-shirts prompted a number of other participants to ask who we were, giving us an opportunity to explain who we are and our connection to CDA. The event raised almost \$25,000 but also raised awareness of diabetes, a disease that touches so many people in Manitoba.



"We have a close relationship with the Canadian Diabetes Association, we believe in the work they do and this was a way to show our appreciation," said MAHCP President Bob Moroz, who also volunteered along with his daughter Quinn.

"I thank all of our volunteers for their hard work, I know from my conversations with Canadian Diabetes Association officials that they love having MAHCP on board."

A big thanks to the volunteers and participants for coming out and making the day a great success - You look good in green!



Photos from the Lace Up for Team Diabetes event on May 24, 2015

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## Meeting Calendar

Visit the MAHCP Website Calendar for  
more meeting information:  
[www.mahcp.ca/forum/calendar.asp](http://www.mahcp.ca/forum/calendar.asp)



### June 10, 2015

- Executive Council Mtg  
101-1500 Notre Dame  
0845 to 1700 hours
- **General Staff Rep  
Mtg Cancelled**

### June 11 & 12, 2015

- Staff Rep Training  
Seminar - Level 1  
101-1500 Notre Dame  
1830 hours

### June 15 & 16, 2015

- Staff Rep Training  
Seminar - Level 2  
101-1500 Notre Dame  
1830 hours

### June 18, 2015

- HSC Staff Rep Mtg  
GC304, HSC  
1130 to 1300 hours

### June 25, 2015

- DSM HSC Staff Rep  
Mtg  
GC404, HSC  
1130 to 1300 hours

### July 1, 2015

- Canada Day  
MAHCP Office Closed

### July 8, 2015

- Executive Council Mtg  
101-1500 Notre Dame  
0845 to 1700 hours
- General Staff Rep Mtg  
101-1500 Notre Dame  
1830 hours

### August 3, 2015

- Stat Holiday  
MAHCP Office Closed

### September 7, 2015

- Labour Day  
MAHCP Office Closed

### September 9, 2015

- Executive Council Mtg  
101-1500 Notre Dame  
0845 to 1700 hours
- General Staff Rep Mtg  
101-1500 Notre Dame  
1830 hours

### September 16, 2015

- DSM HSC SRep Mtg  
GH304, HSC  
1130 to 1300 hours
- HSC Staff Rep Mtg  
GC303, HSC  
1130 to 1300 hours

### October, 2015

- National Occupational  
Therapist Month

### October 12, 2015

- Thanksgiving Day  
MAHCP Office Closed

### October 14, 2015

- Executive Council Mtg  
101-1500 Notre Dame  
0845 to 1700 hours

### • General Staff Rep Mtg Cancelled

### October 15, 2015

- HSC Staff Rep Mtg  
GH304, HSC  
1130 to 1300 hours

### October 15, 2015

- MAHCP Annual  
General Meeting

### October 18-23, 2015

- National Spiritual &  
Religious Care  
Week

### October 25-31, 2015

- National Respiratory  
Therapist Week

MAHCP News is published quarterly in March, June, September and December. Advertising will be entertained. For more information, please contact the Editor at 204-772-0425.

*Revenues from advertising will be used to supplement the MAHCP Professional Development Fund.*

## Moving? Name Change? Retiring? New MAHCP Member? Please let us know!!

In order to keep our database current, please keep us informed of any information changes including addresses and names. **Don't forget to update your address with your employer too!**

Call 204-772-0425 or email [info@mahcp.ca](mailto:info@mahcp.ca)



# President's Message

by Bob Moroz

Once again, I am very pleased to state that this spring has been another very busy time for us here at your union, MAHCP, and not completely for negative reasons. I would like to first let you know that our Labour Relations Officer's portfolio assignments have now been finalized. Please have a look at page 11 of this edition of MAHCP News for the details. It is my belief and hope that members will have already realized a difference in "member service." As the LROs continue to settle into their new sites and regions and become familiar with their new members I am confident that this will improve even further. We truly do have a very hard working group of Labour Relations Professionals on our staff. They are very, very busy dealing with the continuing and baffling strategies of some employers who insist on picking fights where there really is no need. The work they do is almost exclusively conflict management, and I hope our members realize how hard they work for you.

In the last issue, I also mentioned that we were in the process of finalizing the details regarding our Communications Officer. I am very pleased to let you know that Bernice Pontanilla began her position here at MAHCP in mid-April. Bernice has proven very early on that we made a wise choice for this important piece of our communication strategy. With her background in journalism and organized labour, we have already seen our profile raised by having media such as CBC and the Metro pick up and quote our press releases. I think I can safely say that I and the rest of your Executive Council are very excited about the skills Bernice will bring to increase our members' contribution to health care in Manitoba.

In terms of bargaining updates, a recent issue of Bargaining Beats has been distributed and I invite you to read the email that was sent in mid-May or take a look at our website or Facebook page for the full version. We've included a snippet on page 5 of this newsletter. The main highlights are that Gamma Dynacare (now Dynacare) has ratified a four-year agreement. Aboriginal Health and Wellness is inching closer to a tentative agreement. Society for Manitobans with Disabilities was at last report waiting to discuss monetary proposals, pending a funding confirmation from the Ministry of Family Services. At the central table, we continue to discuss monetary proposals and are still waiting for confirmation of the elusive dollar mandate from the Government. So clearly we have been hard at work trying to get these agreements done. I know how frustrated our members are becoming, having to work so long with expired agreements. I would like to thank you for your



Bob with Kelly Lambkin, manager of public programs and services, Manitoba/Nunavut region, for the Canadian Diabetes Association at the Lace Up for Team Diabetes event on May 24, 2015.

continued patience and I would like to assure you that we continue to work hard to fight off concessions and make improvements to your collective agreements and working conditions.

I hope you will have seen various updates on some of the activities MAHCP has been involved in. We recently had a terrific volunteer and participant involvement in the Canadian Diabetes Association's Lace up with Team Diabetes event. We have also entered a team in the Canadian Cancer Society's Dragon Boat races being held June 5 and 6. The purpose of these events is to both promote and support the important work these organizations do, but also to highlight and inform the public about the work that our members do every single day.

Did you also know that MAHCP is pleased to sponsor events put on by our members' professional organizations? Whether it is a small Annual General meeting or hosting a Provincial/ National/ International conference, please contact the office to enquire about the possibility of sponsorship. We believe that by improving relationships with our professional bodies or colleges, we can continue to increase the visibility of our membership.

Finally, I would like to once again urge members to take the time to pay some attention to the political world we live in. We are approaching election season with the Federal election in October and our Provincial election happening next April. If we all make an effort to have conversations with candidates, let them know that we expect accountability and a renewed commitment to issues like Health Care, we can make a difference. Democracy works if people vote. It works even better when informed people vote, so please make your votes count.

# Greetings from the Communications corner

Bernice Pontanilla, MAHCP Communications Officer



It's been a whirlwind seven weeks as the first communications officer for the Manitoba Association of Health Care Professionals, but I'm not complaining nor am I taking my foot off the accelerator.

My first month included a meeting with the Minister of Health, oversaw the press releases for a pair of important budgets, federal and provincial, attended the Rotary Career Symposium, and in the midst of all of that, gotten to know the wonderful staff and members of the MAHCP. I've been as busy as I was in my former journalism career, which has been great!

One of the things I've quickly learned is that the challenges facing our members are huge and, frankly, not enough citizens in our province know about them to effectively demand better of our political leaders.

I feel proud to be part of the team that will work on educating the public on the hard work, the caring and the compassion our members deliver on a daily basis, but my labour won't only be focused externally. I have as a goal the improvement of our internal communications as a union – such as the newsletter, emails and social media – so that every member can boast of being well-informed.

And if there's one aspect of journalism that I bring with me into my new role, it's that desire for feedback. Please drop me a line with your ideas, suggestions, questions or concerns at [bernice@mahcp.ca](mailto:bernice@mahcp.ca).



## MAHCP members meet with Health Minister

Bob Moroz, MAHCP President

Two MAHCP members attended a meeting with Sharon Blady, Minister of Health for the Province of Manitoba on Tuesday, April 14. The members were Kyle Eckhardt, EIT, and Alexandra Smirnos-North, recreation coordinator at Health Sciences Centre.

Both Alexandra and Kyle did a fantastic job explaining what they do, the obstacles they face and smart suggestions for Manitoba's health-care system. Minister Blady listened attentively to both presenters and asked questions, as did Karen Herd, Deputy Minister of Health, Healthy Living and Seniors.

Alexandra was the first to present, her topic being Therapeutic Recreation Acute Care. She gave examples of the broad types of injuries they work with, from spinal cord to adult/adolescent/child mental health disorders. Alexandra clearly brought home the message that non-competitive salaries in her field are hurting Manitoba's health-care system because there's high turnover as her colleagues seek better-paying positions in other provinces.

In his presentation on Regional Clinical Engineers, Kyle Eckhardt said he and his colleagues manage about 60,000 devices within the WRHA and its sites valued at \$300 million. These engineers are not front-line staff, but



From left, Kyle Eckhardt, Alexandra Smirnos-North, Health Minister Sharon Blady and MAHCP President Bob Moroz

do the back-end work to support the front line. Kyle did an outstanding job informing the Minister and Deputy Minister that there are devices not being used to their full technological capacity.

I would like to give a big thanks to Alexandra and Kyle on their excellent presentations. It is my sincere belief that both the Minister and Deputy Minister took a wealth of new knowledge with them and more insight into the vital work being done by MAHCP members.

# First Dragon Boat race for MAHCP members

Bernice Pontanilla, MAHCP Communications Officer

Arrrrrr, these paddlers are ready to conquer all Dragon Boats!

This year marks the inaugural entry of the Manitoba Association of Health Care Professionals into the River City Dragon Boat Festival.

At the printing of this newsletter, about two dozen members had been practicing on the river for the event, which takes place on June 5 and 6.

Cheryl Beal, Labour Relations Officer, said just after the team's second practice on Monday, May 25 (see photos), that the warm weather and calm waters made for perfect practice conditions for the "mighty MAHCP Conquer-Oars!"

"As our team joins together in the fight against cancer, what a great reminder of what can be accomplished when we work together in solidarity," added Beal.

The 2015 River City Dragon Boat Festival, which is a fundraiser for the Canadian Cancer Society, takes place at the Manitoba Water Ski & Wakeboard Park, also known as Lake Shirley, on Murdock Road on the eastern border of Winnipeg.

According to the Canadian Cancer Society, the 2014 festival "drew more than 1400 participants from 60 teams and raised vital funds to support the fight against ALL cancers through research and programs that support Manitobans on a cancer journey."

*Paddles up, MAHCP Conquer-Oars! We're very proud of the whole team!*



## Bargaining in brief (to the end of May)

### Central Table Update:

Progress is being made on the hundreds of collective agreement proposals that fall into the monetary category. The Central Table Bargaining Committee has met more than a dozen times since February's Bargaining Beats update. While there has been some progress made on these monetary items, the committee has not arrived at salaries yet. The Central Table Bargaining Committee has 10 dates set up in June for negotiations. MAHCP thanks each and every member for their patience throughout this process, and a big thanks to our bargaining committee members

for their continued hard work and dedication.

### Local Table Updates:

#### ABORIGINAL HEALTH & WELLNESS CENTRE

Negotiations ongoing, are discussing monetary issues.

#### BRANDON CLINIC

Agreement reached and ratified. It's a three-year agreement from April 1, 2014, to March 31, 2016, with 3% increase in the first year, 2.5% per each subsequent year.

#### GAMMA-DYNACARE MEDICAL LABS

The company has rebranded itself as Dynacare and now includes the

Brandon lab in the current collective agreement, which has been ratified. It's a four-year agreement, with 3% in the first year, 2.5% the second year, and a 1.5% increase in years three and four.

#### SOCIETY FOR MANITOBANS WITH DISABILITIES

Bargaining committee has been in non-monetary discussions since negotiations began in March. Discussions are moving along amicably at this point.

#### WINNIPEG CLINIC

Pending.

*\*For the full Bargaining Beats update, please visit [mahcp.ca](http://mahcp.ca)*

# Another successful year at Rotary Career Symposium

High school students were given guidance on health care careers at the Rotary Career Symposium from MAHCP members in April.

The symposium, which took place April 21 and 22 at the RBC Convention Centre Winnipeg, saw hundreds – if not thousands – of students visit the different booths. MAHCP thanks its members who devoted hours of their time to man that booth over the two days!

Once again the jelly bean contest proved popular, with dozens of students entering the contest. Melissa Bosko provided the closest guess to the correct number of jelly beans in the jar. Bob Moroz, MAHCP president, awarded Melissa a \$50 iTunes gift card for her acumen.



## Call for suggestions...

Have you manned the MAHCP booth at the Rotary Career Symposium over the years? As part of MAHCP's ongoing goal of improving internal and external communications, we're looking for ideas on how to enhance the booth, so if you have any, please email Communications Officer Bernice Pontanilla at [bernice@mahcp.ca](mailto:bernice@mahcp.ca). Thank you!

MAHCP members James Stevenson, Kori Kagan and Michael Kleiman at the Rotary Career Symposium booth; and MAHCP President Bob Moroz with student Melissa Bosko, who won the jelly bean contest at the event in April.



# President, executive director attend B.C.'s Health Sciences Association conference

MAHCP President Bob Moroz travelled to Vancouver, B.C., along with executive director Lee Manning for the Health Sciences Association of British Columbia (HSABC) convention April 30-May 2, 2015. The HSABC represents more than 16,000 health care professionals at upwards of 250 facilities.

Here is an excerpt of Bob's report:

The HSABC convention was well-attended, lively and informative. The recurring theme throughout the conference was the raiding of Registered Psychiatric Nurses by BCNU, however, the vast majority of these nurses are electing to stay with HSABC. A number of resolutions were debated on how to handle the BCNU tactics including going to media and crossing their picket lines. These resolutions were defeated as HSA decided to stay on the high road.

The guest speakers were superb: Irene Lanzinger, the first

woman to be elected president of the BC Federation of Labour; Hassan Yussuf, the first person of colour to be elected president of the Canadian Labour Congress; and Larry Brown, secretary treasurer of NUPGE. They all had different styles, but were good. Larry's speech has some frightening elements when it came to the political and legal landscapes of Canada, but there was also some good news - such as the constitutional right to association/ strike upheld by Supreme Court of Canada and others - for a change.

The debates on the resolutions at HSABC was very educational. Organizations like the HSA debate a huge number of policy/position statements, which I believe the MAHCP needs to do more of. It was also absolutely fascinating to see the committee work that got done. Equality and Social Action, Education, Occupational H&S, Political Action,

Women's Committee (who used some very powerful videos to highlight the need for such activism) in addition to the regular Finance, Resolutions, Elections. I would love to see someone in our Council endorse the idea of a Women's Committee, which would be required if we were to join NUPGE as a full component.

The networking, which takes place at these events, was tremendously valuable. Each time Lee or I had the chance to chat with another union president, official or national labour leader is an opportunity to make ourselves better known. These conventions further convince me that the way forward for MAHCP is to become more involved in the Labour movement both provincially and nationally.

*\*For the full version of Bob's report, please visit [mahcp.ca](http://mahcp.ca)*

# Labour Conference Educates the Masses

By Shelley Kowalchuk, Physiotherapy Director

Our professions always promote the importance of education and this is also the case for those of us who act as staff reps for our union. One of the best opportunities for labour education is the Mel Myers Labour Conference, which was held earlier this year on March 19-20. MAHCP sent our Labour Relations Officers and a group of staff reps were chosen to attend.

The conference, which has been hosted by the law firm of Myers Weinberg for 14 years, is well-known in labour circles for the variety of interesting labour topics. This year was no exception – sessions dealt with a variety of topics such as attendance management, contracting out, human rights in the workplace, the fit/unfit employee, and mock discipline meetings.

The first day started with a thought-provoking talk about ‘Why Politics Matter?’ by Peter J. Barnacle, an expert in International Law and lawyer for the Saskatchewan Federation of Labour, and Kevin

Rebeck, president of the Manitoba Federation of Labour. If we in Manitoba thought we were working in a not-so-friendly labour environment, we felt much better after hearing about the tales of labour woe in Saskatchewan from Peter. Kevin Rebeck also cautioned people in the audience to recognize that while we do not have a perfect union environment in Manitoba – we have to remember our hard-fought gains could be easily lost with other political parties in place.

While there were many sessions that merit, one that stood out for me was the session of the fit/unfit employee. There is a trend in many industries in Canada, even in Manitoba, where employers try to normalize “pre-employment screening” and “initial baseline and yearly medical surveillance screening” to allow for early identification of medical problems.

The subtext is that this would allow employers to not hire people if they had medical problems or

to force mandatory testing for employees who may have medical issues or addiction issues later in their employment. It’s a slippery slope and these kind of tests have been known to be done for frivolous reasons.

The presenters explained that while this testing has been justified by employers saying it makes the workplace safer, studies do not support that claim. Legal cases have sprung up across the country, and most have supported workers’ rights and privacy but unfortunately pre-employment screening is growing both in Manitoba and Canada. It is certainly something workers need to be wary of.

Sessions such as this, and the conference as a whole, reminded me and the other attendees that while we have many rights fought for by our unions, there are still many opportunities to lose those same rights. We need to continue to educate ourselves so we can protect our members’ rights.

## MAHCP in special Metro Winnipeg edition

The Manitoba Association of Health Care Professionals was featured in Metro Winnipeg on Monday, May 25, 2015, in a special section on careers in health care. President Bob Moroz was interviewed for an article where he urged young people interested in health care to look beyond medicine and nursing. In addition, the ad recognized the hard work of our members each and every day. MAHCP has as a goal increasing its visibility in the greater community and this special section was a perfect vehicle towards that goal. A pdf version of the page with the article and ad is available for viewing on the mahcp.ca website.



Manitoba Association of  
**HEALTHCARE**  
*Professionals*

Day in and day out, through their tireless work in hospitals, laboratories and anywhere else they are needed, our members prove that they are the pillars of Manitoba's health care system.

**MAHCP.CA**

# See How Our Union Works from The Inside

## Join the MAHCP Executive Council 2015-17

### Second Call for Nominations

Nominations for the 2015-2017 Executive Council are due at the MAHCP office, 101-1500 Notre Dame Avenue, Winnipeg, Manitoba, R3E 0P9 on or before 1600 hours on June 26, 2015.

In order to be valid, a nomination must be signed by MAHCP members in good standing, who are members of the same geographical region, occupational and/or special interest group that the position presents. The nomination must also include the signature of acceptance of the eligible nominee.

The Executive Council of MAHCP monitors the business affairs of the Association, plans policy, and sets direction for the Executive Director to follow. The Constitution permits representation from each geographical health region, each occupational group with ten or more members, and each special interest group.

Should any member believe that a particular occupational group is eligible for a seat on the

Council under the Constitution, please forward a duly completed nomination for consideration by the Executive Council. Nominations will be accepted for two year terms.

The following board members are finishing the 1st year of a 2 year term as of the 2015 Annual General Meeting and will continue to sit on the Executive Council 2015-2016:

**President:** Bob Moroz  
**Aboriginal Health & Wellness Centre:** Albert Ratt  
**Clinics:** Sherry Lussier  
**Community Therapy Services:** Margrét Thomas  
**EEG:** Jodi Kent  
**Nuclear Medicine:** Shelagh Parken  
**Radiology:** Michael Kleiman  
**Respiratory:** Victoria Fabris  
**Social Work:** Renée Friesen  
**Spiritual Care:** Micheal Thibert  
**Winnipeg Region:** Janelle Morrisette

The following board members are finishing the 2nd year of a 2 year term as of the 2015 Annual General Meeting:

**Vice President:** Al Harlow  
**Pharmacy:** Bob Bulloch  
**Medical Physics CCMB:** Chad Harris  
**Physiotherapy:** Shelley Kowalchuk  
**Cardiology:** Colleen Bemister  
**Laboratory:** James Stevenson  
**Recreation:** Zana Anderson  
**Northern Health Region East:** Tanya Burnside  
**Northern Health Region West:** Lesa Nordick

Any inquiries regarding the nomination/election process can be directed to the MAHCP office via mail, phone 1-204-772-0425, e-mail (info@mahcp.ca), fax 204-775-6829, or by our toll free number 1-800-315-3331.

A nomination form can be obtained by calling the MAHCP office or downloading from our website, [www.mahcp.ca](http://www.mahcp.ca).

In Solidarity,  
Margrét Thomas  
Chair-Nominations Committee

### Second Call for Staff Representative Nominations

All those with nominations in by June 27, 2014 have 1 year left on their term which will expire at the end of the 2016 Annual General Meeting.

All those who were nominated for 2 year terms in 2013 and those Staff Reps who have been appointed since the June 27, 2014 deadline will have their term expire at the end of the 2015 Annual General Meeting. You will have to be re-nominated by this year's deadline to qualify for a 2 year term.

Deadline for nominations for the 2 year term is June 26, 2015 @ 1600 hours. Nomination forms for Staff Reps are also available on our website, [www.mahcp.ca](http://www.mahcp.ca)

In Solidarity,  
Margrét Thomas  
Chair - Nominations Committee





# HONOUR ROLL

The Honour Roll is an honour given to MAHCP members who have devoted a generous amount of time in service of the union. This could be done as a member of Executive Council, or while serving on any other committees, such as EAP, HEPP, or Workplace Health and Safety.



The Honour Roll also can include individuals who have helped to organize groups to join the Association. Typically, inductees have already retired or are close to retirement, and their nomination should have the support of their colleagues.

**Deadline for submissions will be accepted up to the end of July 2015**, for announcement at the October Annual General Meeting. Please send your submissions to:

MAHCP Executive Council Secretary  
c/o MAHCP Honour Roll  
101-1500 Notre Dame Ave.  
Winnipeg MB R3E 0P9

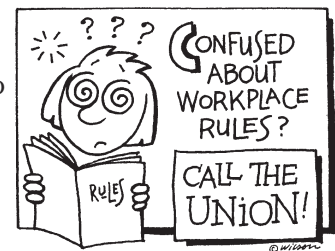
## Collective Agreement Question

You are told by your employer that someone has made a complaint regarding your conduct in the workplace.

**Q:** Do I have the right to know what the complaint is about and who is making the complaint?

**A:** Yes, you have the right to examine any allegations and who made the allegations in order to properly defend yourself.

You should contact your LRO in order to have representation in the matter.



*“The information contained in this question is meant to be a general rule and should not be considered exhaustive in terms of contemplating every contingency in every work environment. Any questions that members may have regarding their particular situation should be directed to their Labour Relations Officer for clarification.”*

## Second Call for Resolutions

MAHCP is accepting resolutions for change(s) and/or additions to:

- Constitution and Bylaws
- Standing Rules
- Policy Papers

Resolutions must be specific and must be typed or in legible handwriting. The resolution must be moved and seconded by Members of the Association. The mover of the resolution must attend the Annual General Meeting in October 2015 to speak to the resolution as written. A telephone number should be included should clarification be required. A copy of the resolution form may be obtained by calling the office 204-772-0425, or by downloading from the website (<http://mahcp.ca/wp-content/uploads/2015/03/Call-for-Res-Form-2015.pdf>).

Please forward all resolutions to the MAHCP office, to the attention of Al Harlow. **Resolutions are due at the MAHCP office prior to 1600 hours June 26, 2015.**

In solidarity,  
Al Harlow  
Chair - Governance Committee



There are a few months left before the end of the school year, so we are inviting MAHCP members to view the criteria for union scholarships. There are two scholarships which are open to the children of members: the MAHCP scholarships and the Monique Wally Scholarship.

**The MAHCP SCHOLARSHIP** applies to students who are entering their first year of full-time post-secondary education, whether it is University or Community College in any field of study.

**The MONIQUE WALLY SCHOLARSHIP** is open to those who are intending to enter their first year of an allied health profession.

Due to popular demand, we have increased the number of MAHCP scholarships to eight \$400 MAHCP Scholarships. There are again three \$400 Monique Wally Scholarships available.

Please check our website at [http://mahcp.ca/htmlfiles/MEMBER\\_SERVICES/scholarships.asp](http://mahcp.ca/htmlfiles/MEMBER_SERVICES/scholarships.asp) for the explanation of criteria for both scholarships. In this link, you will also find further links to application forms, and a list of past recipients. If you cannot download the application form, please contact the MAHCP office at 204-772-0425. We will also be including a hard copy of the scholarship applications in this newsletter.

The deadline for both scholarships will be no later than 1600 hours on July 24, 2015. Submissions should be sent to:

Communications Committee Chair  
MAHCP Scholarship Fund  
101-1500 Notre Dame Ave.  
Winnipeg, MB. R3E 0P9

**Successful candidates will be notified by mail at the end of August.**

## MAHCP Member Retirees



We are counting on you . . .

If you are retiring or know of someone who is retiring, we would like to hear from you. Neither the Employers nor HEPP provide us with that information so we are counting on you to let us know. You may contact us through email, phone, fax, through your staff representative, board member, on the website or 1-800-315-3331.

MAHCP would like to congratulate all members who have recently retired. We wish each and every one of you all the best on your retirement.

- **Val Cousineau**, Physiotherapist, Concordia Hospital
- **Arlene Stocki**, Physiotherapist, Health Sciences Centre
- **Terry Martin**, Physiotherapist, Health Sciences Centre
- **Lucy Maksymowich**, Lab Technologist, DSM St. Boniface Hospital

Our sincere apologies for anyone that has not been included in this list. We know that there are many more retirees out there.

### Associate Membership Status Available for Retirees

Article 5 of our MACHP Constitution provides for our retired members to hold an associate membership and to continue to be part of MAHCP. A nominal annual fee of \$10.00 has been established by the Executive Council.

Please be aware that this option is available to you or your co-workers who have already retired. This will keep you on the mailing list for the newsletter as well as affording you opportunity to participate in programs.

## 2014-15 Executive Council

### Officers

<b>President</b>	<b>Robert Moroz</b> CCMB, Radiation Therapist
<b>Vice President</b>	<b>Al Harlow</b> DSM - Concordia Hospital Laboratory
<b>Treasurer</b>	<b>Chad Harris</b> CancerCare Manitoba Medical Physics
<b>Secretary</b>	<b>Shelley Kowalchuk</b> Health Sciences Centre Physiotherapist

### Directors

<b>Aboriginal Health &amp; Wellness</b>	<b>Albert Ratt,</b> Support Worker
<b>Cardiology</b>	<b>Colleen Bemister,</b> Health Sciences Centre
<b>Clinic</b>	<b>Sherry Lussier,</b> Dynacare Laboratory Technologist
<b>Community Therapy Services</b>	<b>Margrét Thomas,</b> Physiotherapist
<b>EEG</b>	<b>Jodi Kent,</b> St. Boniface Hospital
<b>Laboratory</b>	<b>James Stevenson,</b> DSM St. Boniface Hospital
<b>Nuclear Medicine</b>	<b>Shelagh Parken,</b> St. Boniface Hospital
<b>Pharmacist</b>	<b>Bob Bulloch,</b> HSC
<b>Radiology</b>	<b>Michael Kleiman,</b> HSC
<b>Recreation</b>	<b>Zana Anderson,</b> DLC
<b>Respiratory</b>	<b>Victoria Fabris,</b> WRHA - Corporate Program
<b>Social Work</b>	<b>Renee Friesen,</b> HSC
<b>Spiritual Care</b>	<b>Michael Thibert,</b> St. Boniface Hospital

### Regional Directors

<b>Northern Health Region - East</b>	<b>Tanya Burnside,</b> Pharmacy Assistant
<b>Northern Health Region - West</b>	<b>Lesla Nordick,</b> Community Health Developer
<b>Winnipeg Region</b>	<b>Janelle Morissette,</b> DSM-HSC, Laboratory

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**Walter McDowell, LRO:** (walter@mahcp.ca)  
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**Birgit Molinski, LRO:** (birgit@mahcp.ca)  
Diagnostic Services Manitoba - Winnipeg Region & Laboratory Scientists

**Cheryl Beal, LRO:** (cheryl@mahcp.ca)  
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**Scott McLaren, LRO:** (scott@mahcp.ca)  
CancerCare Manitoba - Winnipeg & Brandon  
Health Sciences Centre – Anesthesia, Communication Disorders, Child Health, Critical Equipment, Dental, EEG/EMG, Genetics, Laboratory, Nutrition & Food Services, Occupational Therapy, Orthopedic Technology, Physiotherapy, Psychiatry, Psychology, Radiopharmacy, Recreation Therapy, Rehab Geriatrics, Social Work, Spiritual Care

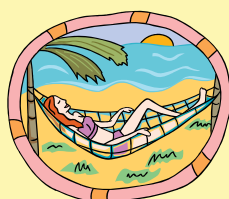
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# UNION BULLETIN BOARD

## Summer Word Search

bonfire  
camping  
cottage  
fishing  
hammock  
hiking  
lake  
marshmallows  
mosquito  
nature

relaxation  
road trip  
sailing  
sand castles  
volleyball



M E R I F N O B G U N I O N L T  
N A P N Z P A P N I U S S G L Q  
Y Y R C A C G N I P M A C Q A I  
J T E S H H E S H C A N M Q B N  
T Y L R H A M J S J H D R E Y R  
B G A O P M M Q I H C C K H E A  
D S X T N M A X F Q P A P G L J  
W I A I A O Y L F X L S A H L B  
Q W T U T C F H L J Y T J C O D  
S P I Q U K X L G O T L S A V T  
C M O S R P A N R O W E T E L Q  
D U N O E B I P C L Y S R B U K  
V B Y M C K C S A I L I N G B T  
Y S O L I D A R I T Y Q E C T I  
I Z B H H P I R T D A O R N Z T  
C G O Q C B D G K H T A D M E J

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