

# NEWS

Manitoba Association of  
**HEALTHCARE**

September 2015

*Professionals*

## On bargaining, AGM and the federal election

by Bob Moroz, MAHCP President

It remains a very busy time for all of us here at MAHCP.

We have, as you know, a number of issues with our bargaining tables. We are preparing for our annual general meeting in October and of course there is some Canadian politics happening now and over the next few months that will have a significant impact on us as health professionals.

There has been a lot of information about the lack of Central Table bargaining as well as the lack of progress at the Society for Manitobans with Disabilities table. By the time you are reading this, I believe you will have heard about our Executive Council's decision to hold strike votes for Central Table members in mid-September. To reiterate, the timing of that was carefully considered in order to provide the maximum impact and support for our bargaining committee. My hope is that CT members will make their voices heard loud and clear via this strike vote. I cannot stress enough the importance of a strong strike mandate, not only for the morale of your committee members, but also as a message to the employer.

Our annual general meeting will be held on October 15 and details can



MAHCP President Bob Moroz walked shoulder-to-shoulder with MGEU members during a rally to improve home care on August 6, 2015

be found on the back page of this edition. While we have a relatively light meeting planned in terms of resolutions, I suspect there will be a lot of members who would like to discuss the bargaining process, or more specifically the lack thereof. I encourage all of our members to try to attend this AGM as it does promise to be a lively affair. Just like last year, we will be encouraging members to rise to the microphones during the new business portion of the agenda and ask questions. And there are always great door prizes!



In terms of the political landscape, I know I don't have to remind anyone reading this article that we are looking at two absolutely critical

elections happening this fall and next spring. I will restate once again that it is not my place to try to influence you on who you should be voting for in either of the elections. What I will continue to do is to urge you to learn about the issues being discussed in the media and ask your local candidates where they stand on those issues. If you don't see an issue being discussed (like health care for example), you have the right to demand those answers from those who seek your support. Above all else, please take the time to cast your ballot. This is certainly looking like the most important elections for this generation of workers in Manitoba and Canada.

I hope to see you all at the AGM in October.

## Inside This Issue

Federal Election	3
Diabetes Today	4
Media outreach seeing success	5
Scholarship Winners	6
CALM conference impressive, insightful	8
MAHCP Conquer-Oars	9
Collective Agreement Question	10
Member Retirees	10
MAHCP Executive Council	11
MAHCP Staff Assignments	11

**Editor:** Shelley Kowalchuk  
Physiotherapy Director  
Bernice Pontanilla

**Layout & Design:**  
Joan Ewonchuk  
Shelley Kowalchuk  
Bernice Pontanilla

**Production:**  
Joan Ewonchuk  
Administrative Assistant



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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)



### September 7, 2015

- Labour Day  
MAHCP Office Closed

### September 9, 2015

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

### September 9, 2015

- General Staff Rep Mtg  
101-1500 Notre Dame  
1830 hours

### September 11, 2015

- Deadline for Vice-President Election  
1600 hrs

### September 25, 2015

- HSC General Membership Meeting  
NA105, HSC  
1130 to 1300 hrs

### October 12, 2015

- Thanksgiving Day  
MAHCP Office Closed

### October 14, 2015

- General Staff Rep Mtg  
Canceled please attend the AGM



### October 15, 2015

- Annual General Mtg  
Holiday Inn, Airport West  
1700 to 2200 hrs

### October 16, 2015

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

### November 11, 2015

- Remembrance Day  
MAHCP Office Closed

### November 18, 2015

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

### November 18, 2015

- General Staff Rep Mtg  
101-1500 Notre Dame  
1830 hours

### November 18, 2015

- HSC Staff Rep Meeting  
GC303, HSC  
1130 to 1300 hrs

### December 25, 2015

- Christmas Day  
MAHCP Office Closed

### December 28, 2015

- Boxing Day Stat  
MAHCP Office Closed

## Stay in the loop!

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

If you know of a retiree, please let us know.

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

# Federal Election

## Ask your candidates about health care

by Bernice Pontanilla, Communications Officer

While the summer may be cooling down across Canada, the federal election is heating up with what is looking to be a close three-way race.

As a non-partisan union, the Manitoba Association of Health Care Professionals will not be endorsing a federal political party. However, we do believe that there are important issues whose outcomes heavily depend on the result of the October 19 election.

Top of mind for us at MAHCP is Medicare. As candidates come to your door looking for support, it is our hope that you will ask them what their party's plans are for our health care system.

In an editorial in the August issue of the Canadian Medical Association Journal, deputy editor Dr. Matthew Stanbrook calls on health care to become an election issue.

Dr. Stanbrook states that over the last decade, "the federal government has walked away from collaborating with the provinces through the Council of the Federation and declined to renew the First Ministers' Accord on Health Care; dithered on public health measures of glaringly obvious benefit, such as tobacco control and asbestos elimination; ignored and disbanded expert advisory panels on health issues; weakened the authority of the public health agency; muzzled scientists; eliminated the long form census, the best source of information on regional disparities relevant to health; and eroded research support, while increasingly tying what remains to business interests rather than health benefits."

"Too often, at election time, we neglect our health care concerns and let economic fears dominate how we vote. This must change, immediately. CMAJ calls on all Canadian to make sure that health care is a key issue in the upcoming federal election," Dr. Stanbrook added.

"CMAJ expects all federal political parties to articulate clear, effective, thoughtful policy platforms on health, and advises all Canadians to keep the health policies of their candidates' parties in mind when casting their ballots. Otherwise, we will continue to lack solutions for our urgent health care problems."

Here are a couple more points to ponder, from the Press Progress website:

### Canada Health Accord

The 10-year health accord between the federal and provincial governments lapsed in 2014, after the Stephen Harper Conservative government didn't enter into any negotiations with the provinces to renew it. When the accord was signed in 2004 under then Prime Minister Paul Martin, \$41 billion was committed to the provinces in exchange for improved primary care and reduced wait times.

### New formula for health transfers

Should no change in leadership occur in the upcoming election, the federal health transfer formula will change drastically for the 2016-17 financial year. In 2011, the Harper government stated that the annual growth rate for these transfers would be tied to nominal GDP growth,

which basically means the transfer will go down to around 3% from 6%. The Canadian Health Coalition (CHC) has estimated that this could mean cuts to the health transfers to the provinces and territories to the tune of \$36 billion over 10 years (2017-2027).

There are critics who dispute the CHC's number, but the fact remains that there **WILL** be a cut to the health transfer cash for the provinces, including us in Manitoba, if the transfer formula is altered. The offloading of this responsibility to the provincial governments also means that our health-care system will continue to be de-standardized across the provinces and territories. This was not the goal when our publicly funded universal health insurance system was set up in the mid-1960s, and it can only spell disaster for health care patients and staff.

To read the full Press Progress article, visit [www.pressprogress.ca/en/post/five-ways-government-has-put-medicare-life-support](http://www.pressprogress.ca/en/post/five-ways-government-has-put-medicare-life-support).





# DIABETES TODAY

✕ *Mark your calendar for these upcoming learning events*

## Webcast #1:

### DIABETES GADGETS AND GIZMOS: HELPING PATIENTS *SELECT, START AND SUCCEED* WITH DIABETES DEVICES

**Date:** Tuesday, September 22, 2015

**Time:** 7:00 PM (CST)

**Speaker:** Lori Berard, CDE

*Nurse Manager, WRHA Health Sciences Centre, Winnipeg Diabetes Research Group  
Faculty Member, University of Manitoba, Department of Medicine, Section of Endocrinology*

**After attending this session, participants will be able to:**

- Recognize the role that diabetes devices play in enhancing patient self-management
- Compare and contrast available diabetes devices and explain key features and benefits
- Select the most suitable devices to individualize diabetes care based on patient characteristics and management goals

*This program has been reviewed by the College of Family Physicians of Canada and is awaiting final accreditation by the College's Provincial Chapter.*

## Webémissions #2 :

### ACCESSOIRES ET TECHNOLOGIE AU SERVICE DU DIABÉTIQUE : AIDER LES PATIENTS À *CHOISIR, SE FAMILIARISER ET RÉUSSIR* AVEC LES DISPOSITIFS POUR LE DIABÈTE

**Date :** jeudi 24 septembre 2015

**Heure :** 11 h 15 HNC

**Conférencier :** D<sup>r</sup> Pierre Filteau, médecin de famille

**À la fin du programme, les participants pourront :**

- Reconnaître que les dispositifs pour le diabète contribuent à rehausser sa prise en charge par les patients
- Comparer et différencier les dispositifs disponibles et en expliquer les caractéristiques et les avantages
- Choisir les dispositifs les mieux adaptés pour individualiser les soins du diabète en fonction des caractéristiques du patient et des buts du traitement

*Ce programme a fait l'objet d'une évaluation par le Collège des médecins de famille du Canada et est en attente de l'accréditation finale du Collège québécois des médecins de famille.*

## Webcast #3:

### LEARNING FROM DAWN2: IMPROVEMENTS IN DIABETES SELF-MANAGEMENT

**Date:** Tuesday, October 6, 2015

**Time:** 6:30 PM (CST)

**Speaker:** Dr. Michael Vallis, Ph.D., R. Psych

*Registered Health Psychologist - Capital Health, Halifax  
Associate Professor in Family Medicine and Psychiatry and Adjunct Professor in Psychology and Health and Human Performance, Dalhousie University*

**After attending this session, participants will be able to:**

- Become familiar with the essential characteristics that facilitate a "collaborating and empowering" patient-provider relationship
- Become familiar with specific communication skills to promote patient-generated motivation to change
- Develop an understanding of diabetes distress, psychological insulin resistance, and fear of hypoglycemia
- Become familiar with the Diabetes Attitudes Wishes and Needs (DAWN2) project and how it can contribute to improvements in diabetes self-management

*This session is not accredited by the CFPC.*

FALL 2015 ▾

#### September

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

#### October

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

To confirm your attendance, please register at the following link:

[www.diabetesCME.ca](http://www.diabetesCME.ca)

Register today! Space is limited.

All programs were supported in part by an educational grant from Novo Nordisk Canada Inc.



# MAHCP's media outreach seeing success

by Bernice Pontanilla  
Communications Officer

One of the recommendations out of the 2012 Membership and Public Opinion Research Report to Members was to strengthen your MAHCP's external communications, and we've been hard at work doing just that.

We've had major successes over the summer, including a column penned by President Bob Moroz in favour of the Manitoba government's PTSD legislation that made the comment section of the Winnipeg Free Press and, more recently, Bob was quoted in a story about home care featured on Page 3 of the Winnipeg Sun.

Bob's PTSD column also proved to be a success for MAHCP's Facebook page, as a post with the link to the article reached more than 2,000 people and received 41 engagements. If you're on Facebook and haven't yet "liked" our page, I encourage you to do so – just search for MAHCP and the page will pop up.

We're confident that this is only the beginning of numerous instances when MAHCP will be featured in the media. Only by engaging the public can we come closer to achieving our goal of building the public profile of health care professionals in our province.

An excerpt of Bob's column:

*"The employer bears the obligation to provide a safe workplace. Just as safety harnesses and eye-wash stations are the employers' duty in order to minimize the risk of worker injury, so is the psychological safety of their employees while at work. ... I give a ton of credit to those first responders and others who have worked so hard to get the presumption passed, and I applaud the government and WCB for seeing PTSD for what it is and making the process much more caring for any worker struggling to go to work every day. Some may say that we knew the job when we took it. That is correct, we did. Some exposure to trauma and human suffering is a part of the job. That does not make it any easier and we can't always "suck it up." PTSD is not a sign of weakness, it is an injury.*

Photos of MAHCP President Bob Moroz's column in the Winnipeg Free Press on July 3 of this year (above) and his comments on home care in the Winnipeg Sun on August 7, 2015



# Congrats 2015 scholarship applicants

by Shelley Kowalchuk,  
Communications Chair

Each year MAHCP awards scholarships to children of MAHCP members who are entering their first year of post-secondary education, or first year of an allied health profession. As part of this competition, each student submits an essay – ‘The Benefits of Being a Union Member’ for the MAHCP Scholarships and ‘Why Enter a Healthcare Profession’, for the Monique Wally Scholarship.

Why do they write on these topics? Since we are a union, we want the next generation to be exposed to the ideals of unionism, and what better way to learn about it than to research and write about it? We are hoping that through this, they can appreciate the struggles of those that came before all of us, and can see the importance that unions continue to hold in society today.

By the same token, through the Monique Wally scholarship, we wish to encourage those young adults considering their career choices to think about the rewards of working in a health profession.

In the past few years, we have received so much interest in the MAHCP scholarships that we decided to increase the number of awards from five to eight. So for the first time, we have eight very deserving recipients for the MAHCP scholarships. Unfortunately, we had no applicants for the Monique Wally scholarship, so we still have a total of eight winners.

Each year we have many deserving applicants, with stellar grade point averages and extra-curricular activities that astound us. We would like to acknowledge all of the students’ hard work and dedication. We cannot give scholarships to each and every one, but their strong work ethic leaves no doubt in my mind that they will all find success in the future.

# The Benefits of Being a Union Member

by Benjamin Shewchuk, son of Warren Shewchuk

Nearly 30% of Canadian workers belong to unions. Unions include a wide range of workers from professionals such as nurses and teachers to skilled labourers such as electricians and machinists. Although many Canadians enjoy the advantage of union membership, in recent years unions have received increasing criticism. More specifically, private media commonly perpetuate the myth that unions are an economic hindrance to the concept of “growth” through higher wages and inefficient workers. This bias unfortunately reaches the ears and eyes of a large number of the public. What is vastly under-represented however, are the benefits that unions provide not only for its members, but for all Canadians.

Labour unions have their origins in the social movements of the Industrial Revolution. In the 19th century many abuses of workers were committed by industrialists as cheap labour flooded cities to meet growing labour needs. Early unions challenged employers and governments to promote laws and policies that helped these ordinary workers. Child labour laws, and what we now know as the “5 day week” are basic rights that resulted, and that we all enjoy today.

The modern labour union is defined as “an organized association of workers, often in a trade or profession, formed to protect and further their rights and interests.” Therefore by its very nature, a union provides strength in numbers. This

strength is most salient in cases of contract negotiations, and the right to strike. Contracts that are negotiated with the employer are legally binding. From the negotiated contract members can expect many benefits including increased wages, health coverage and pensions.

Increased wages are probably considered the most obvious benefit of a union today. Since the 1970’s the wage gap in Canada has varied between 10 and 25% in favour of unionized employees. This disparity increases competition within the industry for skilled labour and result in increased wages for all workers. Increased wages have a “trickle down” effect. Higher wages provide workers with greater purchasing power stimulating local business. The more an employee is paid, the more likely that wages will be spent on homes, vehicles, clothing and other commercial products. Increased wages also result in ultimately providing governments with a larger tax base. Government tax revenue is spent on services such as health care, roads and infrastructure.

Other benefits negotiated by unions such as health coverage and pensions not only benefit workers, but society as a whole. Increased health coverage such as dental and physiotherapy mean healthier families and lessen the burden on the health care system. Similarly pensions mean union members are much less of a financial liability on their children and communities when they retire.

*continued on page 7*



## Winners of the 2015 MAHCP Scholarships

- Adrian Ferens, son of Halyna Ferens, Health Sciences Centre
- Daniel Preun, son of Sherri Preun, Seven Oaks General Hospital
- Natasha Desgagnés, daughter of Monica Desgagnés, Community Therapy Services
- Sarah Hoffman, daughter of Sun Hoffman, Health Sciences Centre
- Benjamin Shewchuk, son of Warren Shewchuk, Health Sciences Centre
- Emily Unger, Daughter of Cindy Unger, Victoria General Hospital
- Rodell Salonga, son of Elizabeth Salonga, Health Sciences Centre
- Samantha Nixon, daughter of Jody Nixon, St. Boniface Hospital

## Monique Wally Memorial Scholarship

There were no applicants for the Monique Wally Memorial Scholarship this year.

## Benefits of Being a Union Member

*cont'd from page 6*

Finally, unions offer members “job security” by bringing the rule of law and the rights that go with them in the workplace. In many cases these are Canadian laws which unions have helped to create. These benefits include safe working conditions and protection from discrimination whether sexual, racial or otherwise.

The importance of union membership is as relevant today as it has ever been. Unions in Canada, while promoting benefits for its members have contributed to the nation as a whole. Economically, increased union wages stimulate commerce and pay for government services. Socially, unions have encouraged laws and policy that contribute to Canada’s reputation as a fair and civil society. These are benefits of which all union members can be proud of!

## Voices of other scholarship candidates...

“Before the existence of unions, traditional labour involved hazardous working conditions, and demanded extremely long, debilitating hours from employees; most employees worked six days a week, for about ten to twelve hours per day...despite these calamitous conditions, employees did not dare voice their opinions and concerns to their employer, due to fear of losing their jobs.” - *Adrian Ferens, son of Halyna Ferens, Health Sciences Centre*

“I have lived in Winnipeg for all of my life, and have often been intrigued by the big photograph in downtown Winnipeg depicting the Winnipeg General Strike of 1919. This picture takes my mind back to a time when working conditions were much different from the way things are now. The working situation must have been deplorable to bond these people together and stand up to the employer, ultimately forming a Union. This was the beginning of the labour movement in Manitoba as well as in Canada.” - *Samantha Nixon, daughter of Jody Nixon, St. Boniface Hospital*

“Overall, unions aim to give David the tools to defend against Goliath. Unions achieve this by uniting workers, giving them a stronger voice, and protecting their rights.” - *Rodell Salonga, son of Elizabeth Salonga, Health Sciences Centre*

“A worker can ask for advice from their union and even representation from their union to act upon their behalf. The union can take the employer to task and ask for enforcement of the rules that are set out in the contract. Management tends to really pay attention to issues when the union gets involved. Thus they give workers a voice to hold management accountable.” - *Emily Unger, daughter of Cynthia Unger, Victoria General Hospital*

# CALM conference impressive, insightful

by Bernice Pontanilla

This year's Canadian Association of Labour Media conference, held in Victoria from June 18 to 20, was chock-full of advice on creating strong communication strategies, how to communicate better with members, tips for effective awareness campaigns and much, much more.

The conference exceeded my expectations from the moment my plane landed in Victoria. I arrived a day early in order to take advantage of the Staff Communicators' Day, which this year featured the creative, comic minds behind Sh\*t Harper Did. This trio did a great job at explaining how an injection of humour can positively affect communications campaigns.

The rest of the conference saw workshops, caucuses, and keynote addresses delivered by people involved in various projects, such as the battle against bad foreign trade agreements (Resisting the FIPA by Brenda Sayers) and progressive social change building (Strengthening our Movements with Kevin Millsip). They were all very, very insightful.

A highlight for me was attending the workshop with graphic facilitator and illustrator Sam Bradd, who promoted many visual ideas, including that of live graphic recording of meetings. This involves hiring a visual artist to sketch out – in real-time

– what gets said and done over the course of a meeting, with the result being a huge poster at the end of it that could be referred back to time and again.

As for caucuses, I attended Orange Wave in Alberta-Lessons Learned and heard from union members of that province how hard-fought the Alberta election earlier this year truly was. This was another positive aspect of the conference, the chance to learn from what others are doing across the country.

The CALM conference was absolutely worth attending, kudos to the organizers for their selection of workshop facilitators and speakers!

*The Manitoba Association of Health Care Professionals is a member of the Canadian Association of Labour Media. CALM was founded in 1976 and provides training, news and online services for unions across the country.*

**Call out for an MAHCP member with artistic talent:**

*Illustrator Sam Bradd also suggested tapping into our membership to see if there's anyone with the talent to be a cartoonist and bring to life issues facing members in a more visual way, or to accompany any articles that are written. Are you that person? If so, please contact me at [bernice@mahcp.ca](mailto:bernice@mahcp.ca)*



Sam Bradd, with Unifor's Freelance Union, stands in front of a slide that pictured a labour history comic touching on the Winnipeg General Strike of 1919. Photos by Bernice Pontanilla

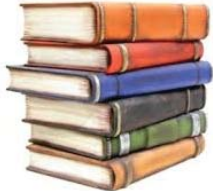


Brenda Sayers of the Hupacasath First Nation fought against a terrible free trade agreement and said it's important in any campaign to look for collaborators and supporters in other movements.

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Would you like to gain new skills? If the answer is yes, apply today to our **Professional Development Fund**, which was doubled last year to \$20,000!

Forms are available on our website at [mahcp.ca](http://mahcp.ca)





# MAHCP Conquer-Oars improved with each race

by Shelley Kowalchuk, Physiotherapy Director

We came, we saw, we conquered!

The MAHCP Conquer-Oars showed their stuff at the River City Dragon Boat races held on June 5 and 6. Our team had a mix of some experienced rowers and a lot of gung-ho neophytes, but we still managed to show what a bunch of health care workers can do when they put their minds (and backs) into it!

The Conquer-Oars had three races, and in each race we improved substantially; in our first race, we ended

up in fourth place out of four racers (hey, we were still afloat!); we achieved third out of four in our second race (in pouring rain to boot); and finally were triumphant when we were second out of four in our final race!

While our team should be proud of our hard work (and excellent rowing times), the real success was raising funds for the Cancer Society. Thanks to all of our rowers, supporters and the excellent fund-raising effort. Paddles Up!



The Conquer-Oars battled the elements as well as their competitors! Friday evening's race was during a beautiful setting of the sun, but Saturday morning's race was a soggy affair. By the afternoon on Saturday, the weather had settled somewhat down. (Pictures by Quinn Moroz and Bernice Pontanilla)

## Have You Seen Our Facebook Page?

You can find us at Manitoba Association of Health Care Professionals - a long handle, but once you get there, you will find a lot of interesting items, pictures of members and some union announcements (because we want to keep you informed).



We want to raise our profile with your colleagues and friends - so we are announcing another contest!

*Help us reach 500 likes on Facebook*

Help us reach 500 likes on Facebook - you have to like the actual page - and your name will get in a draw for a \$50 gift card at the place of your choice. To make this more effective, don't forget to like us and share something you have found interesting. You do not have to be a member to win the prize, so don't be shy - share!

# National award for MAHCP member Kyle Eckhardt

One of our own was recently honoured with an award from the Canadian Medical and Biological Engineering Society.

Kyle Eckhardt, an MAHCP member who works as a Regional Clinical Engineer, received in June the Society's Early Career Achievement Award, which recognizes young biomedical/clinical engineering professionals "who have demonstrated outstanding performance and achievement in the early stages of their career," according to the cmbes.ca website. This past April, Kyle was one of two MAHCP members who made presentations to the Manitoba Health Minister.

From all of us at MAHCP, congratulations Kyle!

\* \* \* \* \*

## Collective Agreement Question

**Q.** Am I still covered by the Collective Agreement since it expired on March 31st?

**A.** Yes, the current collective agreement remains in effect until a revised agreement is reached, or until the employer or union provide a two (2) week written notice stating otherwise. The Labour Relations Act furthers this position by protecting members' collective agreement rights for a year after expiry stating that a Collective Agreement is still in effect for 12 months unless there is agreement to change between the Union and Employer, or in the event the membership goes on strike or is locked out during that time period.

**Article 3402** This Agreement shall be in full force and effect until March 31, 2014 and thereafter until a revised Collective Agreement is executed or this Agreement is terminated by two (2) weeks written notice by either party.

*"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."*

## MAHCP Member Retirees

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 web site 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.

- **John Letkeman**, Radiology Technologist, St. Boniface Hospital
- **Noreen Gnitzinger**, Dietitian, Health Sciences Centre
- **Laura Lyne Turner**, Cytotechnologist, DSM Health Sciences Centre
- **Diane Cote**, Radiology Technologist, Victoria General Hospital
- **Yvette Fiola**, Lab Technologist, DSM St. Boniface Hospital
- **Virginia Leifso**, Lab Technologist, DSM Northern RHA
- **Nora Wiltshire**, Cystology Technologist, DSM Health Sciences Centre



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

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

## Staff Assignments

**Lee Manning**  
Executive Director  
lee@mahcp.ca

**Bernice Pontanilla**  
Communications Officer  
bernice@mahcp.ca

**Joan Ewonchuk**  
Administrative Assistant  
joan@mahcp.ca

**Rachiel Langit**  
Administrative Assistant  
rachiel@mahcp.ca

**Jacob Giesbrecht**  
Legal Counsel  
jake@mahcp.ca

**Janet Beaudry**  
Administrative Supervisor  
janet@mahcp.ca

**Cathy Langit**  
Administrative Assistant  
cathy@mahcp.ca

**Michele Eger, LRO:** (michele@mahcp.ca)  
Concordia Hospital & Pharmacy, Deer Lodge Centre & Pharmacy, Health Sciences Centre Pharmacy, Manitoba Clinic, Misericordia Health Centre, Rehabilitation Centre for Children, Riverview Health Centre Pharmacy

**Marcy Ervick, LRO:** (marcy@mahcp.ca)  
Actionmarguerite (Saint Boniface), Jocelyn House, Northern Regional Health Authority, Society for Manitobans with Disabilities (SMD), St. Boniface Hospital, Victoria General Hospital and Pharmacy

**Walter McDowell, LRO:** (walter@mahcp.ca)  
Aboriginal Health & Wellness Centre, Brandon Clinic, Dynacare – Winnipeg and Brandon, Seven Oaks General Hospital & Pharmacy

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

**Cheryl Beal, LRO:** (cheryl@mahcp.ca)  
Community Therapy Services, Diagnostic Services Manitoba – Northern Regional Health Authority & Southern Health-Santé Sud, Health Sciences Centre – MRI, Nuclear Medicine, Radiology, Sonography, Cardiology/Stress Lab, Respiratory, WRHA Corporate Program – Access Downtown, Critical Care Transport Team, Clinical Engineering, Home Care, Nutrition/FS/Family Med, Occupational Environmental Safety & Health, Tissue Bank, Breast Health Centre, Winnipeg Clinic

**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

## WORD SEARCH ELECTIONS

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Candidates  
Coalition  
Election  
Federal  
Health care  
Medicare  
Vice-President  
Vote

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

Door Prize  
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**Pre-Register now for the  
2015 MAHCP AGM!**  
Join us October 15th at the  
**Holiday Inn Airport West**

Pre-  
Registration  
Prize Draw

Registration starts at 5pm, Meeting at 6pm with refreshments at 8pm

**Featuring Guest Speaker  
Kevin Rebeck, President, Manitoba Federation of Labour**

Call the MAHCP office at (204) 772-0425 or email [info@mahcp.ca](mailto:info@mahcp.ca)  
for more information and to pre-register.



101-1500 Notre Dame Avenue, Winnipeg, MB R3E 0P9  
Phone: 1-204-772-0425; 1-800-315-3331; Fax: 1-204-775-6829  
Email: [info@mahcp.ca](mailto:info@mahcp.ca); Website: [www.mahcp.ca](http://www.mahcp.ca)