

# NEWS

Manitoba Association of  
**HEALTHCARE**

December 2015

*Professionals*



MAHCP President Bob Moroz receives a plaque from Andrea Kwasnicki, regional director for Manitoba and Nunavut, at the Canadian Diabetes Association's Best Banting Gala on Nov. 14, 2015. Photo by Bernice Pontanilla

## CDA honours MAHCP at Gala

Bernice Pontanilla, Communications Officer

The great partnership between the Manitoba Association of Health Care Professionals and the Canadian Diabetes Association reached a new peak on Nov. 14, when MAHCP was presented as evening honoree at the CDA's Seventh Annual Best Banting Gala.

"MAHCP is thrilled to have been chosen as the 2015 honoree at the 2015 CDA Best Banting Gala," said President Bob Moroz, who was given the opportunity to address those in attendance at the gala, which took place at the Club Regent Event Centre.

"It was my great privilege to accept this award on behalf of all members and staff of MAHCP."

Moroz said the well-attended event provided some excellent entertainment, but more importantly it provided the opportunity to mingle with other people

and organizations who so proudly support the CDA here in Manitoba.

"In other words, what events like this mean is that MAHCP is continuing to raise its profile in the community, and that, of course, is one of our core functions as your union."

Andrea Kwasnicki, the CDA's regional director for Manitoba and Nunavut, introduced Moroz and said the two organizations had "obvious commonalities and vested interests" when they joined forces in June of 2009.

"Over the past six years, MAHCP has been the pillar of support in the work that we do at CDA both financial and otherwise, and when I say otherwise I want to recognize the work of MAHCP for their physical engagement within the organization through volunteerism," she said.

### Excerpt from Bob's speech:

The fact is that we have about 116,000 Manitobans who live with diabetes each and every day.

A good number of these Manitobans will be able to live long, healthy lives managing their diabetes, however, many others will need more from our health-care system.

And our MAHCP members will be there for them.

We'll also be there for the many events put on by the Canadian Diabetes Association.

Our members and staff who volunteer for these events invariably describe the experience as a wonderful way to spend the day and to help support a tremendous cause.

I had the very good fortune to be invited to visit D-camp this past August with my daughter (who loves volunteering for CDA events by the way). What I witnessed that day was such an awesome environment for children living with diabetes.

There were games and activities, plenty of noise and laughter, just as you would expect from a bunch of kids at summer camp. What truly hit me was how meals were done. Blood sugars were checked, meals were planned and carefully balanced.

My daughter told me on the way home that she noticed that for a change, we were the ones who were "different." And that to me is what makes these D-camps so incredible and deserving of as much support organizations like ours and all of the people in this room can offer.

Tonight I, as president of the Manitoba Association of Health Care Professionals, would like to thank all of the supporters of the CDA for their continuing contributions and work to make the lives of Manitobans living with diabetes better.

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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)

### December 25, 2015

- Christmas Day  
MAHCP Office Closed

### December 28, 2015

- Boxing Day Stat  
MAHCP Office Closed

### January 1, 2016

- New Year  
MAHCP Office Closed

### January 12, 2016

- Executive Council Mtg

### January 20, 2016

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

### February 15, 2016

- Louis Riel Day  
MAHCP Office Closed

### February 18, 2016

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

### March 9, 2016

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

### March 9, 2016

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

### March 16, 2016

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

### March 25, 2016

- Good Friday  
MAHCP Office Closed

### March 28, 2016

- Easter Monday  
MAHCP Office Closed

### April 21, 2016

- HSC Staff Rep Mtg  
GH404, HSC  
1130 to 1300 hrs

### May 11, 2016

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

### May 11, 2016

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

### May 23, 2016

- Victoria Day  
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)

# President's Message

## Bob Moroz

Another Annual General Meeting has come and gone. I have written already that I believe it was a tremendous event, full of positive energy.

This, of course, is despite the fact that we have been forced into a situation by the employer to go to a large percentage of our members for strike mandates.

I believe it was a great evening because of that strength shown by our members to provide our bargaining committees with the support they need to get fair collective agreements at the bargaining table. I once again congratulate the members for showing the employer that it is time we are given the respect we deserve as Health Care Professionals in Manitoba.

Our first venture into the world of electronic voting proved to be a huge success. I have heard a lot of positive comments on how this process provided our members with the ability to become involved in decisions that shape our union and I am quite sure we will be expanding the use of this excellent tool. As another reminder, we need your personal email address in our database, not your work email.

At the AGM, we talked about the need for us to re-examine, re-build and strengthen the role of our staff representatives. Our labour relations staff has been working on a plan to do just that and I anticipate it will be presented to Executive Council very soon.

We also presented in very clear terms the challenges that all unions in Health Care in Manitoba are facing. Despite our best efforts, issues in the workplace seem to no longer be able to be resolved in any kind of reasonable timeframe.

This is adding workload onto our Labour Relations Officers at a tremendous rate. As was announced at the annual meeting, Executive Council has approved the hiring of an additional Labour Relations Officer and we hope to have that person in place very soon.

Some of the things I would like to share with you now relate directly to how your union is doing in terms of advocating on your behalf, not only in the workplace, but with the public and with government.

I was pleased to be invited by the Manitoba Federation of Labour (MFL) to attend the MFL/NDP Caucus Labour Liaison Meeting. I was invited to speak about the length of time that public sector (specifically health) bargaining takes.



MAHCP admin assistant Joan Ewonchuk and President Bob Moroz take a moment for a photo just after sending out the emails for our organization's first electronic vote on Sept. 18, 2015.  
Photo by Bernice Pontanilla

I also was able to remind the Caucus that the very same members who will be hopefully voting on a tentative agreement are the very same members who are facing management styles and issues that have no place anywhere, never mind in Health Care.

Some of you may be aware that I have been named Chair of the Manitoba Council of Health Care Unions. This is a group of all of the unions who have anything to do with Health in Manitoba and can be a very strong voice. My goal is to help to better coordinate and use that collective strength in order to ensure all health employees are treated with respect and dignity.

I had the pleasure to attend the Government of Manitoba's Throne speech on November 16.

In that speech the Government has pledged a number of strategic investment in such things as eliminating wait lists for childcare spaces, enhancing home care without introducing user fees, introducing paid leave to support the victims of domestic violence and to support a brand new state of the art CancerCare Manitoba building. The speech also indicated the governments renewed commitment to resist the privatization of key services.

It promises to be an interesting time leading up to the provincial election on April 19, 2016. We need to continue to hold the government accountable and to ensure that they do not neglect the most important strategic investment we have here in Manitoba; the women and men who work every day in public service, specifically those of us in Health Care.

*And finally, on behalf of MAHCP staff and executive council, I wish you all a happy holidays with your loved ones.*



# New vice-president ready to 'step up to the plate'

Bernice Pontanilla, Communications Officer

*This fall, Janet Fairbairn was elected vice-president of the Manitoba Association of Health Care Professionals. Get to know Janet in the Q&A below:*

**Q: Can you please tell me a bit about yourself?**

A: I am a Senior Medical Licensed Laboratory Technologist at CancerCare Manitoba, and have worked there for the last 21, out of my 32-year career, as a lab technologist. I have been a member of MAHCP for at least 22 years. It is an interesting story as we were not always unionized at CancerCare Manitoba in the lab. One day our Human Resource Department contacted Ron Wally, who was the previous Executive Director of MAHCP and asked him to sign our employees up for the union, as they could no longer protect us from the changes coming to our organization. This is a true story.

My interests include many hobbies seen on Pinterest, such as wood burning, glass cutting, glass etching, wood working projects on my scroll saw, and recently, I found myself interested in making things from used pallets or reclaimed wood.

Four years ago I had the opportunity to travel to Mexico for a wedding. I had never done that before, and now I am hooked as my friends and I have gone back every year since to various parts of this tropical paradise.

**Q: What is it about your union activism that you enjoy most?**

A: I love reading about the history of labour, and try to share my knowledge of the heroic men and woman called Trail Blazers, who have gone through great sacrifices to leave a lasting legacy for union members to enjoy for years to come. I have written articles for the newsletter or just speak to members about how lucky we are to be able to belong to a union. In some parts of the world Trade Unions are illegal, and union leaders are often met with death by torture or by bullets at close range.

**Q: Why did you decide to run for vice-president?**

A: My choice to run for vice-president was an easy one. I believe in this union and care very deeply about the members. Now more than ever union members are facing adversity in their jobs and I felt it was time for me to step up to the plate, in an attempt to help the



Janet Fairbairn (centre) the new vice-president of the Manitoba Association of Health Care Professionals, is seen here with members Bob Bulloch and Janice Hodgson. Photo by David Lipnowski

president and the rest of the executive council represent the members of MAHCP.

**Q: Now that you've been elected vice-president, what are some of the goals you've set for yourself during your term?**

A: My main goal is to aid the President Bob Moroz, in any way he requires me to. The other main goal I have is to try and find a way to raise our profile. I have talked to many members and they have given up, telling me it will never happen. I refuse to accept that. If this was accomplished, it would blaze the trail for our members to be recognized as the integral health care professionals that they are.

**Q: In your election bio, you mentioned the profiles in the public that doctors and nurses have and your desire to see MAHCP members recognized more. What suggestions do you have on how that can be achieved?**

A: We need advertising, advertising, advertising, but it is expensive. The public needs to know for example that the first three things ordered in Emergency are: Lab, X-ray, and EKG. If that did not exist how could we even start providing quality healthcare? Then after the patient is diagnosed, it is the members of MAHCP that rehabilitate them to meet their physical and emotional needs. We take care of the elderly as well, which could be the public's parents, by providing recreational needs. We need to touch people's hearts with these kinds of realities, and help them realize that if there were no other health care professionals other than doctors and nurses, diagnosis and recovery would be unattainable.

**Q: Is there anything else you'd like to mention?**

A: I would just like to mention that if anybody would like to comment or asks questions about the union, to please stop me in the hallway or when you see me. If I cannot answer at the moment I will get back to you. I want to thank the members for giving me this opportunity to represent you.

## New chair has big plans for MAHCP communications

Jodi Kent, Communications Committee Chair

I would like to introduce myself as the new Communications Committee Chair and MAHCP Secretary, my name is Jodi Kent.

I am Senior EEG technologist at St. Boniface General Hospital, and have worked at both SBGH and Health Sciences Centre. I've been an EEG technologist since 2011 and have been on the MAHCP Executive Council since 2012.

I'm looking forward to the upcoming year and working with my fellow committee members – Lesa Nordick, Michael Thibert, Victoria Fabris, Michael Kleiman, Albert Ratt and Karen Sklavenitis – and our Communications Officer Bernice Pontanilla at ways to better engage and inform our members.

We have some big plans for our communications strategy this coming year.

We're looking at revamping our MAHCP documents, pamphlets and posters – even our quarterly newsletter will be scrutinized by the committee. Our committee is also responsible for the scholarship, Honour Roll, membership and Staff Reps, as well as the website and “1-800” phone number.



New Communications Committee Chair Jodi Kent is pictured at the recent CDA Best Banting Gala (see page 1) with Hypnotist Sailesh Jiawan and MAHCP Executive Board member James Stevenson. Photo by Bernice Pontanilla

If you have any ideas that you'd like to submit to the Communications Committee, feel free to send us an email via our Communications Officer at [bernice@mahcp.ca](mailto:bernice@mahcp.ca).

Thanks and Happy Holidays!



## Duty to accommodate the “hot button” issue at Labour Law Review

Jake Giesbrecht, Legal Counsel

Attendance was high and diverse at the 21st Annual Manitoba Labour Law Review took place over two days in Winnipeg on Nov. 4 and 5, 2015.

There were approximately 200 labour professionals from across Manitoba in attendance.

There were labour relations officers from big unions and little unions, human resources personnel from the public and private sector and labour lawyers from both union and employer side.

The panel of presenters included some of the very best labour experts in Manitoba and they were all very well-received.

Among other important issues discussed, the “hot button” issue at this year's event was the duty

to accommodate and how it impacts the labour community in Manitoba and right across Canada.

Employment has long been recognized as vital sphere of involvement in order for anyone to participate in society in a meaningful way.

For too long individuals who have a disabilities have been excluded from full participation in employment.

The presenters at this year's law review all expressed that in one form or another, employers, unions and individual employees all play an important part the changes that are occurring in the labour community as a result of the duty to accommodate those with disabilities.





# AGM 2015

Photos by David Lipnowski



# Dignity and respect highlighted at Staff Rep Conference

Shelley Kowalchuk, Physiotherapy Director

Staff Reps in MAHCP are the eyes and ears of the union – so what better way to train those eyes and ears than to educate them about something all members want, hence the title “Dignity and Respect in the Health Care Environment.”

The Staff Rep Conference held on Oct. 15, the day of the MAHCP AGM, provided a comprehensive overview of the origins of Respectful Workplace policies here in Manitoba and larger issues of dignity in other environments. The topic was broad, and was applied in a number of areas, from the Winnipeg Boldness Project, EAP to the concept many of us have heard on TV – that “We Are All Treaty People.”

The beginnings of the Respectful Workplace Policies were reviewed by grievance investigator, John Van Massenhoven. Van Massenhoven explained that prior to 2006 there were only codes of conduct in various facilities. The Respectful Workplace policies that exist now were created so that we would have one uniform policy throughout health care. Other RHAs have since adopted these policies.



Treaty Commissioner Jaime Wilson addresses the Staff Rep Conference on Oct. 15.  
Photos by Bernice Pontanilla



Staff Reps participate in a break-out session

Mental health is another aspect of dignity in the workplace; both EAP director Ian Altman and MAHCP’s legal counsel Jake Giesbrecht explained the need for good mental health, and why it should be protected in the workplace. The break-out session discussing ways that employees could be harassed (and what to do about it) was animated, and brought out many interesting (and amusing) examples.

The day culminated in a brief bargaining overview by Executive Director Lee Manning, giving all Staff Reps a lot of information to digest and bring home to their fellow members.

The Winnipeg Boldness Project was presented by project director, Diane Roussin. Roussin, a social worker, explained the project as a six-year early childhood development strategy for Point Douglas children. The project is unique as it combines community wisdom of elders as well as promoting education in the early years and onward.

Manitoba Treaty Commissioner Jaime Wilson provided thought-provoking discussion by comparing Aboriginal treaties to the first ‘collective agreement’; except that the treaties have no time limits! His explanation of how treaties were negotiated gave many participants a new perspective on the need to teach this in schools in Canada today.





# Canadians give federal Liberals majority

Bernice Pontanilla,  
Communications Officer

What was expected to be a three-way race in the federal election last month ended up as an historic win for Justin Trudeau and his Liberal Party.

On Oct. 19, Canadians elected a Liberal majority government, with 184 Liberal MPs, 99 Conservative MPs, 44 NDP MPs, 10 Bloc Quebecois MPs and one Green Party MP.

During the election, the Liberals promised in their platform to “make home care more available, prescription drugs more affordable, and mental health care more accessible.” They also pledged to negotiate a new Health Accord with the provincial and territorial governments, “including a long-term agreement on funding.”

As for home care, the Liberals had in their platform an immediate commitment of \$3 billion over the next four years towards the delivery of more and better home care services. And while the Liberals did not promise a national pharmacare program like the NDP, they did pledge to join the provinces and territories in buying drugs in bulk, which should translate into reduced costs.

## New Minister of Health

On Nov. 4, Prime Minister Trudeau unveiled his cabinet, which includes two from Winnipeg, Jim Carr as Minister of Natural



Canada's new Prime Minister Justin Trudeau during a stop in Winnipeg on Feb. 1, 2013.  
Photo by Bernice Pontanilla

Resources, and MaryAnn Mihychuk as Minister of Employment, Workforce Development and Labour.

Trudeau also named Dr. Jane Philpott, who won in the riding of Markham-Stouffville, as the new Minister of Health.

Before her election win, Philpott was a family physician at Markham Stouffville Hospital for more than 15 years, including service as chief or the department of family medicine from 2008 to 2014. She's also an associate professor in the University of Toronto's Department of Family & Community Medicine.

Philpott earned her medicine degree at the University of Western Ontario and spent nearly a decade in the West- African nation of Niger where she practiced general medicine and helped develop a

training program for health workers who work in the villages.

Following her return to Canada, Philpott founded a charity called Give a Day to World AIDS, which has raised \$4 million towards those affected by HIV/AIDS in Africa.

## Negotiating a Health Accord

The CBC reported on Nov. 7 that Philpott will be quickly contacting her provincial and territorial counterparts to discuss a new Health Accord, which the Harper government let lapse in 2014.

Philpott also told the CBC that she would be attending a health ministers meeting that is planned for January.





# Liberals promise many things, Canadians wait for change

Shelley Kowalchuk, Physiotherapy Director

We're finally getting used to calling him Prime Minister Trudeau, but that little bit of *deja vu* is not the only change Canadians will be experiencing with the election of a Liberal government.

Stephen Harper once famously said "you won't recognize Canada once I get through with it." He was right; over the past decade, Canadians were definitely not recognizing the Canada they grew up in. They were seeing a shift to the right, forced on the country by the Conservative party, that was slowly eroding health care, climate protections, freedom of information and assembly – and the last election showed that Canadians wanted their centrist, fair-minded country back.

With the Liberals winning a majority, now they will have a chance to undo some of the damage that has been done to our institutions in the last ten years. Justin Trudeau made a lot of promises, some that grabbed the attention of the media (they are very excited about legalizing pot, and it was the top story for a week) and others that weren't as exciting.

There's a long list, but here are some highlights of what we can hope to see in the next year.

Yes, it's my personal choices of what I feel are the most important things the Feds need to work on in the next 12 months. Spoiler alert – legalizing pot is not on the list. So let's optimistically call it...

## Trudeau's Top 10

1) Improving funding for Health Care by negotiating a new Health Care Accord. The Harper government had been strangling health care over the last decade by funding less and less and then wondered why there were long wait lists, sicker Canadians and overworked health care professionals.

Trudeau has promised to create a new Health Accord, increase funding to home care immediately and look at ways to decrease the cost of drugs by bulk-buying. It's not universal Pharmacare, but it's a start.

2) Bill C-51, the anti-terrorism bill, needs to be scrapped. Trudeau has pledged to change it, though voting for it in the first place was controversial. Why vote for something, just to change it when re-elected? The Bill was roundly criticized, even by CSIS, for the potential of curtailing Canadians' civil rights; for example for attending peaceful protests.

3) Tax Changes. The middle class (those making between \$89k to \$44,700) will be getting a small tax break while those making over \$200K will be paying 33%. It's the start of tax fairness - but they should consider also what the NDP suggested; increasing corporate taxes to levels in line with other G7 countries, since we are one of the lowest. Why does Walmart need a tax break, exactly?

4) A public inquiry into murdered and missing Indigenous women and girls. This needs to be done; and the Liberals have committed to doing this. Let's hope it actually happens.

5) Climate Change reform. Our country used to be taken seriously dealing with this difficult problem, and though some provinces have been trying to come up with their own plan, there needs to be federal coordination and some actual work in meeting emissions and carbon targets. Sure, it's great we're getting warmer winters here in Manitoba, but I think we're the only ones who are benefitting from climate change.

6) A Return to Believing in Science Again. Since being elected, the Harper government had restricted scientists from communicating their research to other scientists, the media or the public, especially as it related to climate change. Scientists were forced to get permission from senior bureaucrats before they spoke to reporters about any research no matter how benign (one scientist was not allowed to talk about his research into flooding in Northern Canada which happened 13,000 years ago).

7) The Long Form Census needs to be reinstated. Economists of all political stripes lamented the scrapping of the census - without the data, it was almost impossible to create economic policy based on the needs of the population. This is really a no-brainer. Who can argue with the need for good data?

8) The Syrian refugee crisis needs Canada. Especially in the aftermath of the terrorism attack in Paris, which may cause a backlash against Muslim Syrians, Canada needs to remain committed to taking in refugees.

9) Electoral Reform. Many people may not really see the need to bring in this reform, and I would need more space to explain why more and more politicians (those who win and those who lose), and other poli-sci wonks feel our system isn't just. But you can get a good overview here <http://rabble.ca/news/2011/04/conservatives-play-phony-percentages-first-past-post>.

10) Repeal Bill C-377. OK here's one for unions everywhere (I think the Liberals can throw us a bone). This Bill was created to force unions to disclose all financial transactions over \$5,000, financial scrutiny that is not being focused on any other entity in Canada. It has been criticized roundly as unconstitutional and undemocratic, at least two good reasons to get rid of it. There are big changes afoot in Canada, as the last few weeks have shown. Canadians have made it clear they want a change in the face of government. Let's hope they get it.

## Congratulations, and good luck



Darlene Quinn (left) and Debbie Reeves, radiology technologists at Flin Flon General Hospital, open the retirement gifts they received this past September from the Manitoba Association of Health Care Professionals. Both Darlene and Debbie had 25-plus years of service. MAHCP wishes them and all new retirees the best as they set off on new adventures!



## Collective Agreement Question

**Q.** I have been away from work for 6 months, receiving Workers Compensation benefits. I am now back on payroll. Do I now only get half the vacation for next year, because I was away on WCB?

**A.** No, the Collective Agreement for all Central Table bargaining units states that you continue to accrue paid vacation for a period of one year from the date of your first compensable absence from work, as follows:

1510 Employees on Workers' Compensation will continue to accrue paid vacation for a period of one (1) year from the date of the first absence from work, related to the occurrence of the compensable injury or illness.

*"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.

- **Cathy Leclair**, Lab Technologist, DSM St. Boniface Hospital
- **Mary Hinam**, Lab Technologist, DSM St. Boniface Hospital
- **Darlene Quinn**, Radiology Technologist, DSM Flin Flon Hospital
- **Debbie Reeves**, Radiology Technologist, DSM Flin Flon Hospital
- **Susan Hacko**, Lab Technologist, DSM Health Sciences Centre
- **Lynn Sylvestre**, Lab Technologist, DSM St. Boniface Hospital
- **Sherry Playford**, Medical Lab Assistant, DSM Snow Lake MNU
- **Brenda Ritsema**, 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.

## 2015-16 Executive Council

### Officers

<b>President</b>	<b>Robert Moroz</b> CCMB, Radiation Therapist
<b>Vice President</b>	<b>Janet Fairbairn</b> CCMB Laboratory Technologist
<b>Treasurer</b>	<b>Chad Harris</b> CCMB, Medical Physics
<b>Secretary</b>	<b>Jodi Kent</b> SBH, EEG

### Directors

<b>Aboriginal Health &amp; Wellness</b>	<b>Albert Ratt,</b> Support Worker
<b>Cardiology</b>	<b>Karen Sklavenitis,</b> St. Boniface Hospital
<b>Clinic</b>	<b>Sherry Lussier,</b> Dynacare Laboratory Technologist
<b>Community Therapy Services</b>	<b>Margrét Thomas,</b> Physiotherapist
<b>Laboratory</b>	<b>James Stevenson,</b> DSM St. Boniface Hospital
<b>Nuclear Medicine</b>	<b>Shelagh Parken,</b> St. Boniface Hospital
<b>Physiotherapy</b>	<b>Shelley Kowalchuk,</b> Health Sciences Centre
<b>Orthopedic Technology</b>	<b>Jason Linklater,</b> Health Sciences Centre
<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

## Staff Assignments

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**Cathy Langit**  
Administrative Assistant  
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**Michele Eger, LRO:** (michele@mahcp.ca)  
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**Walter McDowell, LRO:** (walter@mahcp.ca)  
Aboriginal Health & Wellness Centre, Brandon Clinic, Dynacare – *Winnipeg and Brandon*, Seven Oaks General Hospital & 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

**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*

**Phone: 204-772-0425 or 1-800-315-3331 (toll free)**  
**Fax: 204-775-6829**



# UNION BULLETIN BOARD

## Christmas Word Search

- |              |              |
|--------------|--------------|
| Carols       | Manger       |
| Cookies      | Mistletoe    |
| Eggnog       | Peace        |
| Family       | Reindeer     |
| Friends      | Season       |
| Goodwill     | Silent Night |
| Jingle Bells | Tree         |
| Joy          | Turkey       |
| Lights       | Wreath       |

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

*Seasons Greetings from  
the Executive Council and Staff of MAHCP*

## 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



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