

# NEWS

Manitoba Association of

# HEALTHCARE

June 2016

*Professionals*

## New strategies on the horizon

Bob Moroz, MAHCP President

As I write this article, I find myself wondering what my theme should be.

I have received countless emails and phone calls from members regarding the time it has and is taking for the Employer to implement our negotiated salary increases. I would like to repeat that we continue to take every opportunity to push the WRHA and other Employers to get these increases into the hands of our members as soon as possible.

In fact during my last conversation with the Labour Relations Secretariat I insisted that the WRHA communicate with their own employees and answer the questions I have been posing to them on your behalf. I understand that such a communication has been made.

This has been a terribly frustrating time for all of us. I have learned a great deal from this entire process and we are already discussing strategies to ensure that this delay does not occur in future bargaining rounds.

I would also like to let members know that during all of the meetings and conversations I have had with members I really have been listening. The feedback we get is the way to determine what we are doing well and where we need to improve.

This was the first time we used electronic voting to ratify a collective agreement. We have had a great deal of positive feedback but we certainly heard some concerns. The idea is always to share as much information as possible while also providing an opportunity for every member to participate.



MAHCP President Bob Moroz at the Day of Mourning march on April 28, 2016.

Photo by Bernice Pontanilla

It was also made quite clear that there was a certain amount of confusion regarding how we vote according to our Manitoba Labour Board certificate and not as an entire membership. We will commit to doing a better job of communicating with and educating members about how this works before we begin the next round of bargaining.

Your Executive Council has been discussing ways to continue to improve the service we provide for our members.

### New training

To that end, our Labour Relations Officers have been working very hard and proposing a new Staff Representative program. The council is considering this plan right now but we are excited that our training program has been refreshed, updated and strengthened.

I truly believe that it will definitely allow our staff reps to be better able to represent you in the workplace. The first class of staff reps will

experience this new training later this month.

Executive Council has begun the process of self evaluation in terms of our ability to represent and give voice to each and every member.

We are just beginning these discussions but it is absolutely my goal to have an Executive Council that truly has the ability to represent and communicate with every member regardless of where you are and what you do.

Finally, I would like to point out to our members that our Labour Relations Officers and all staff work very hard on our behalf. The environment in which they work is extremely difficult given that they depend on the Employers' willingness and ability to quickly resolve issues.

Please keep in mind that while I understand that frustrations can run high, this is their workplace and they have the right to safe and respectful workplace.

I hope you all have a very pleasant and safe summer.

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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 3 and 4, 2016

- MAHCP Conquer-Oars participate in the Canadian Cancer Society's River City Dragon Boat Race at Lake Shirley, aka Manitoba Water Ski & Wakeboard Park. Come cheer them on!

### June 13 to 15, 2016

- Staff Rep Training program, spots have already been filled

### June 23, 2016

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

### June 27, 2016

- Staff Rep Nomination Forms deadline

### July 1, 2016

- Canada Day MAHCP Office Closed

### July 13, 2016

- Executive Council Meeting
- General Staff Rep Meeting 101-1500 Notre Dame 1830 hours

### July 22, 2016

- Deadline for the MAHCP scholarships and Monique Wally scholarship. For more information on how to apply, visit mahcp.ca.

### August 1, 2016

- Civic Holiday MAHCP Office Closed

### September 5, 2016

- Civic Holiday MAHCP Office Closed

### September 14, 2016

- Executive Council Meeting

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

### September 21, 2016

- HSC Staff Rep and General membership Meeting NA105, HSC 1130 to 1300 hours

### October 10, 2016

- Thanksgiving MAHCP Office Closed

### October 13, 2016

- Staff Rep Conference, location TBD
- Annual General Meeting, location TBD

**Bring your collective agreement to all member meetings.**



## Happy Canada Day!

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 and **send us your home email address**. Don't forget to update your address with your employer too!

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



# Part 2: How to return to work

Marcy Ervick  
Labour Relations Officer

*In the March 2016 newsletter, which is available at mahcp.ca, we discussed what the process is when you are injured or ill and need to be off work indefinitely. In this newsletter we will discuss what to expect when you are recovered enough to come back to work.*

In this article we are referring to return to work meetings. So, first to clarify differences between the two types of meetings:

A **Return to Work** meeting is a meeting held to bring you back to work after a period of time away which involves modifications to your duties and/or hours of work.

An **Accommodation Meeting** is not always related to RTW meetings. Meaning a permanent accommodation may be needed as a result of an injury or illness as identified after participating in a RTW program or an accommodation meeting can be used to permanently accommodate a family status.

Most Collective Agreements state that once you have been off for more than one week you must provide at least 48 hours notice of your ability to return to work. If you are required to have restrictions to your work then you will need to provide a medical note stating what your restrictions are. Your return to work date and any restrictions needed is determined by your medical provider in consultation with you, meaning it should never be a surprise that you are capable of returning to work or need certain restrictions. If you are returning to work and have no restrictions then a note should not be required.

A word of caution to our members, please read all documentation thoroughly, and call your union with your questions prior to filling out the forms. Many employers ask to contact your medical provider for medical documentation to state your restrictions and when you can return to work. This is very risky as your other personal health information

in your file can be shared with your employer. MAHCP advises you to contact your Labour Relations Officer (LRO) prior to signing any agreement for the employer to speak directly to your health care providers.

These employer forms may contain permissions that impact your PHIA or FIPPA. For example, on the top of the DSM Workplace Accommodation Request for Medical Information, it asks the employee to fill out the top portion of this form. By filling out this form you are authorizing your employer to communicate directly with your medical provider. This is your personal health information and members need to be aware of the consequences of signing this type of blanket permission. This information can and often does get taken out of context and used in fashions the Union doesn't support.

## Protect your rights

If your employer requires medical information from your medical provider, you have the right to ask the employer to outline their questions, and you then bring those questions with you to your doctor, discuss the questions and answer them in a fashion that doesn't violate your PHIA and FIPPA rights. Using this process will protect your rights but will also provide the employer with the information they need to provide you a safe work environment. Prior to signing any medical release please contact your LRO as they will advise you of your rights and responsibilities in the process so you make an informed decision.

In most Collective Agreements, there is Article 2508, which states "Health examinations required by the Employer shall be provided by the Employer and shall be at the expense of the Employer." MAHCP interprets this to mean that the employer is responsible for paying for any testing, or forms that they want from your medical/treatment providers, whether it is the first or last, if the employer requires you to provide a medical form that costs



you, then the employer shall reimburse this. If not, please contact your LRO.

## Roles at Return to Work Meetings

Each of us at the Return to Work (RTW) table has a responsibility in this process as below. The first and main goal of any return to work is to return the member to their pre-injury position. This is the one forum where the employer, union and insurer should all be on the same page with regards to returning the employee to a safe work environment.

You will be asked to bring in monthly progress updates while in the RTW program. This is to ensure there is progress and to address issues that are preventing progress. These forms often have costs and as stated this should be paid for by the employer or insurer, depending on who is requesting it.

**OESH** – Schedules and chairs the meeting. OESH houses any medical you have submitted to them, medical restrictions and helps the group problem solve any issues that may be occurring with the RTW by providing support to management, employee and HR. The OESH worker is not your personal worker, they represent the employer and as such you should only provide authorization to have the employer contact your medical provider only after you have spoken to your LRO and feel you are informed enough to provide that consent.

**HEB/WCB/MPI/INS** – (These participants are not always present at RTW meetings. They can and often do just send your restrictions to the OESH worker to implement.)

*Article continues on Page 4*

Article continued from Page 3

This will be your case manager from HEB/WCB/MPI or other insurer. They ensure the employer is minding your restrictions, provides updates to the group as you progress in the return to work, and provides us details of any permanent accommodations that may be required. They will communicate with your doctors and treatment providers and provide the information to the group. There are times when there is no Insurance provider as the injury/illness was not a covered injury/illness.

**Management:** This should include your immediate supervisor or manager. It should not include Charge Tech, CSL, etc. The manager is at the table in order to provide input as to alternate duties you can do within the restrictions in the department, to ensure that you are supported while returning, and problem solve any issues that occur during the RTW program so we may address them to increase the

chance of success. The manager is also responsible for filtering your restrictions down to the department so that co-workers have the ability to support you through the process.

**Union's Role:** To ensure the employer is following the collective agreement with regards to your rights, and waive job postings if there is a determination that you need a permanent accommodation into another position. The LRO does not 'come up' with restrictions or duties for you to do. We are only present to ensure your rights are adhered to and the necessary steps to waive postings if needed.

Those are the mandatory participants of RTW meetings, however due to complexities there may be other participants, for instance:

**Human Resources:** Usually not at all RTW meetings with the exception of HSC. They may be at your meeting if your Return to Work program is resulting in a permanent accommodation. HR is needed at this point as they will draft a letter stating that you have a

permanent accommodations and this letter shall be placed on your personnel file. Alternatively, if you have been away from the workplace for more than 2 years the employer may send you a letter stating they are releasing you from your position, this only means that they are posting your position as a permanent position not indefinite. The employer will still owe you a position when you are ready to return but it may not be the same position you held prior to the leave. If this occurs HR will need to be at the meetings with you and your LRO.

**Rehab Assistance** – OT/PT/MD may be present either on behalf of the employer doing 'Job Demands Analysis,' or Functional Capacity Evaluations, or they may be present to support the worker directly, providing insight to your abilities.

**Outside Union Reps** – If there is a requirement to be accommodated into a job not in MAHCP then the other union is brought in to discuss how to successfully implement the change.

## Exclusive discounts for Union Members & their families!



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# It's a new political day at the Manitoba Legislature

Shelley Kowalchuk  
Physiotherapy Director

I've been thinking of proverbs lately, especially since the recent provincial election. Not to anyone's surprise (except, perhaps, for the ex-Liberal Leader Rana Bokhari), the Legislature is now Tory blue, and the phrase 'Be careful of what you wish for, for you may get it,' is on my mind.

The government has appointed their new ministers, a first step that most politically-minded folk look to, to get a sense of what is in store for the next four years.

Many ministers come from an economic, financial background... but none of them are the finance minister. There was only one MLA who did have any health care background, Myrna Driedger, but the job for which she was most qualified was given to someone else, and Driedger will be the new Speaker in the Legislature.

If Premier Brian Pallister is trying to keep Manitobans guessing, he's doing a good job. He has trimmed the number of cabinet ministers down by 30%, and decommissioned five major departments - such as housing, children and youth, immigration, and labour, and added them as extras onto other ministers' portfolios.

It's still early days in the new Pallister government, so we will have to see how he implements his vision of tax cuts while not impacting services, but here are some things to think about:

**1)** 'There are no sacred cows' - his phrase that was repeated through the campaign can mean a few things. Medicare has been considered a sacred cow; so does this mean that he will revisit privatization of certain aspects of health care? This could mean closure of some health services that Manitobans receive currently,



Premier Brian Pallister in a photograph from 2013.

Photo by Bernice Pontanilla

and this could directly impact health care jobs.

Though he has been asked repeatedly, he has side-stepped questions about his commitment to the public health care system. We have been told that health care will not be touched. However, health care makes up at least a third of the provincial budget, and they will likely be tempted to look at this big-budget item when reducing the deficit.

**2)** Decreasing the PST back to 7%, a favourite talking point of the Conservative government, will eliminate approximately \$300 million from provincial coffers, but he plans to find even more efficiencies when he does a 'value-for-money' (VFM) audit in the government. This is supposed to create savings in the tens of millions. But remember - audits can be expensive. However, that's only if the PST is actually reduced - and at this writing, there has been no mention of it in the throne speech.

**3)** Changing union certification rules is a regressive attempt to make joining a union more difficult. Our current system, which requires

a 65% majority of workers, is considered to be the most stringent in Canada. It's a clear majority yet the Conservative government has deemed this not enough - they will make these same employees undergo a second vote; these tactics usually allow employers time to pressure those workers to vote against unionizing, through bullying or intimidation. Yes, we in MAHCP are already part of a union; but it speaks to the mind-set of our new government.

**4)** Knowing this, I think it isn't too much of a stretch to question how our next bargaining cycle will play out. There's no Labour minister anymore, so that leaves Finance Minister Cameron Friesen and Health Minister Kelvin Goertzen.

Goertzen will have a huge learning curve to go along with an arguably massive portfolio. What might give people pause is that Goertzen's background is in law and business, so he may default to basing decisions on pure economics. Should the choices in health care be reduced to only dollars and cents?

Looks like we will indeed be living in interesting times.

# MAHCP reaches out to students, laces up for worthy cause

Jodi Kent  
Secretary/Communications Comm Chair

MAHCP had great success at the 2016 edition of the Rotary Career Symposium, which took place May 2-4 at the RBC Convention Centre.

In the months leading up to the Symposium, members of MAHCP's communications committee came up with decorative additions to our booth, including adding a smart television that looped our commercials, a new banner listing our professions, and new tablecloths. With these changes, the MAHCP booth this year was up to par with the rest of the booths.

Hundreds of students approached our booth asking about jobs and a new handout we created listing 'Careers in Demand' along with salary scales opened up quite a few eyes and a lot more questions were asked.

There were also many career

counselors coming up to our booths asking specifically for the new sheets. As always the jelly bean contest was a big hit and helped draw kids into the booth. Thanks to the volunteers who manned this year's booth! We'd like to see some new faces next year.

## CALM Conference

The 2016 Canadian Association of Labour Media conference, which was held this year in Quebec City, was a bit overwhelming. This was my first time attending the conference and I went with only a small amount of knowledge. However, I walked away with some really interesting ideas and cool new tools for addressing member issues.

In total, I attended five seminars, including: writing punchy headlines; how commas can embrace your inner writer; effectively working with

reporters; data, data, data; and communications and campaigns.

## Lace up for Diabetes

It was an early morning start on Sunday, May 15, for MAHCP volunteers, who were up with the birds helping prep for the food for the runners and walkers who participated in the 2016 Canadian Diabetes Association's Lace Up for Diabetes event. A lot of laughs and fun was had. Thank you to all who took time on their weekend to help such a worthy cause!

## Looking for volunteers

If you are interested in volunteering at one of our events please let us know. The MAHCP's Communications Committee is aiming to create a group of members on whom we could count to volunteer at our events. Thanks!



LEFT: Once again this year, there was a healthy contingent of MAHCP members who ran or walked the Lace Up for Diabetes route during the May 15 event.

A big THANK YOU to all who participated in the race and those who helped serve in the food tent.

Photo courtesy of Canadian Diabetes Association

RIGHT: MAHCP President, board members James Stevenson and Renee Friesen, and Secretary Jodi Kent chat in the food tent with a couple of participants of the Canadian Diabetes Association's Lace Up for Diabetes event on May 15, 2016.

Photo by Bernice Pontanilla





Michael Thibert (left), Jodi Kent and James Stevenson of the MAHCP board at the 2016 Rotary Career Symposium.

Photo by Bernice Pontanilla



Victoria Fabris (centre) and Chad Harris of the MAHCP board answer a student's question during the 2016 Rotary Symposium.

Photo by Bernice Pontanilla



MAHCP board members (from left) Karen Sklavenitis, Jodi Kent, Bob Moroz, Margret Thomas and Janet Fairbairn take a moment from serving participants at the CDA's Lace Up for Diabetes event on May 15 for a quick pic.

Photo by Bernice Pontanilla



Mike Palacek, President of the Canadian Union of Postal Workers, addresses CALM 2016.

Photo by Bernice Pontanilla



Municipal workers gathered at the Quebec City convention centre on May 12 (at the same time CALM was taking place) to demand the provincial government allow their unions of bargain without interference.

Photo by Bernice Pontanilla

## Listen, Think, Act! Reflections from the Mel Myers Labour Conference

*This past March, a group of MAHCP staff and members participated in the Mel Myers Labour Conference and were asked to submit a report on what they learned. The following is an excerpt from the report prepared by Mei-Ling Noonan-Mah, a physiotherapist at Concordia Hospital. Thank you Mei-Ling!*

I am an introvert by nature. I don't like large gatherings. Small talk is not my thing. So when I was invited by MAHCP to attend the 2016 Mel Myers Labour Conference, I was hesitant. But the idea that someone believed in me, was empowering. And so, armed with my commitment to new learning and sense of duty, off I went.

Knowledge, empowerment and activism were recurring themes that resonated with me over the course of the conference.

I attended four seminars to learn more about how to better serve in my role as Staff Rep. They were: Unions 101, That's Offside! Or is it?; Employer Conduct and Unfair Labour Practices; Assisting Members with Workers Compensation Claims; and Strategic Communication with the Employer.

Paul Moist, past national president of CUPE, spoke of the past, present

and future of unionism. He discussed how the trade union movement has been a driver for change over the course of history. In example after example, he discussed how in the past, people in general very strongly believed that a better life was linked to the trade union movement.

Shahina Siddiqui, president of the Islamic Social Services Association, spoke of the personal and systematic racism that people who are Muslim are facing in Canada today. She reminded us that despite collective promises of "this will never happen again" (in reference to the internment of people during the Second World War, Chinese head tax, treatment of Jewish refugees), these same injustices are being placed upon people of Muslim descent today.

### Treaties

A panel discussion on the union engagement of Indigenous Peoples, including Cathy Woods, MGEU Aboriginal Liaison Specialist; David Sauer, president of the Winnipeg Labour Council; and Leah Gazan of the faculty of education at the University of Winnipeg, relayed the significance of and some of the challenges in convincing people who are Indigenous to become unionized.

The similarities between treaties and collective bargaining agreements were identified. Both are contracts between two groups and when that agreement is disrespected, the disadvantaged group will grieve, rise up and form partnerships in an attempt to resolve the dispute. According to the panel, because of the mistreatment of Indigenous people over the course of history, including the incomplete fulfillment of treaty agreements, Residential Schools and the continued exploitation of Indigenous people, their land and their resources by unionized and non-unionized groups, trust has been lost.

I have never thought of myself as an activist until now. But I am realizing that a person does not need to be at a rally or on a megaphone to be an activist. An activist can be anybody who is an active participant for positive change. An activist is someone who has become informed and is using that knowledge to realize that change is needed and change is possible. An activist is someone who has changed their approach to positively reflect another person or group.

So I ask... what do you think needs to change? And more importantly, what will you do?

## Congratulations corner



Photo courtesy of Nancy Scammell

MAHCP would like to praise a couple of our members for their recent achievements...

First up is **Nancy Scammell**, who was part of the "Team Toba" that travelled to Nova Scotia for the 2016 Masters Curling Championship and took home the bronze medal! Second Scammell (pictured left alongside teammates Skip Pat Malanchuk, Third Karen Sheldon and Lead Ruth Wiebe), said "it was an incredible week, with outstanding hospitality and days packed with competition, sightseeing and camaraderie. We so appreciate all the support we received from family, friends and co-workers back in Manitoba, including all that donated to our fundraiser."

Congratulations to MAHCP member **Susan Mortimer**, who was honoured as the recipient of the 2015 Joe Lee Memorial Fund Award. This award is presented to a health care team member who best exemplifies Dr. Joe Lee's humanistic approach to patient care. Lee, who died suddenly in 2002, practiced in Anesthesia and Critical Care in Winnipeg from 1969 onwards and was also active in the Manitoba Respiratory Home Support Program and the Manitoba Air Ambulance Program (Lifeflight).



# Join the MAHCP Executive Council, see how our union works from the inside

Nominations for the 2016-2018 Executive Council are due at the MAHCP office, 101-1500 Notre Dame Avenue, Winnipeg, Manitoba, R3E 0P9 on or before 1600 hours on June 24, 2016.

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 10 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 2-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 2016-2017:

**Vice President:** Janet Fairbairn

**Medical Physics CCMB:** Chad Harris

**Physiotherapy:**

Shelley Kowalchuk

**Cardiology:** Karen Sklavenitis

**Laboratory:** James Stevenson

**Recreation:** Zana Anderson (retired)

**Spiritual Care:** Michael Thibert

**Northern Health Region**

**East:** Tanya Burnside

**Northern Health Region**

**West:** Lesa Nordick

The following board members are finishing the 2nd year of a 2 year term as of the 2015 Annual General Meeting **and the positions are up for nomination:**

**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

**Winnipeg Region:**

Janelle Morrisette

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 (1-204-775-6829), 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,

James Stevenson

Chair-Nominations Committee

## 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 2016 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 under Member Services/Forms.

Please forward all resolutions to the MAHCP office, to the attention of Janet Fairbairn. **Resolutions are due at the MAHCP office prior to 1600 hours June 24, 2016.**

In solidarity,  
Janet Fairbairn, Vice-President  
Chair - Governance Committee

## Second call for Staff Rep Nominations

All those with nominations in by June 27, 2015 have 1 year left on their term which will expire at the end of the 2017 Annual General Meeting.

All those who were nominated for 2 year terms in 2014 and those Staff Reps who have been appointed since the June 27, 2015 deadline will have their term expire at the end of the 2016 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 24, 2016 at 1600 hours.

Nomination forms for Staff Reps are also available on our website, [www.mahcp.ca](http://www.mahcp.ca)

In Solidarity,

James Stevenson

Chair - Nominations 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 22, 2016. Submissions should be faxed 204-775-6829 or 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, let us know so we can send you your MAHCP Retiree gift. Neither the Employers nor HEPP provide us with that information so we are counting on you. Please contact us through email, phone, fax, through your staff representative, board member, or through the MAHCP web site.

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.

- **Janice Saurette**, HSC, Radiology Tech Gen Duty
- **Colleen Bemister**, HSC, Cardiology Tech Charge

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

## 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.

**Submissions will be accepted to the end of July 2016**, 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

## 2015-16 Executive Council

### Officers

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

### Directors

|   |   |
|---|---|
| <b>Aboriginal Health &amp; Wellness</b> | <b>Albert Ratt,</b><br>Support Worker                         |
| <b>Cardiology</b>                       | <b>Karen Sklavenitis,</b><br>St. Boniface Hospital            |
| <b>Clinic</b>                           | <b>Sherry Lussier,</b><br>Dynacare<br>Laboratory Technologist |
| <b>Community Therapy Services</b>       | <b>Margrét Thomas,</b><br>Physiotherapist                     |
| <b>Laboratory</b>                       | <b>James Stevenson,</b><br>DSM St. Boniface Hospital          |
| <b>Nuclear Medicine</b>                 | <b>Shelagh Parken,</b><br>St. Boniface Hospital               |
| <b>Physiotherapy</b>                    | <b>Shelley Kowalchuk,</b><br>Health Sciences Centre           |
| <b>Orthopedic Technology</b>            | <b>Jason Linklater,</b><br>Health Sciences Centre             |
| <b>Radiology</b>                        | <b>Michael Kleiman,</b> HSC                                   |
| <b>Recreation</b>                       | <b>Zana Anderson</b> (retired)                                |
| <b>Respiratory</b>                      | <b>Victoria Fabris,</b><br>WRHA - Corporate Program           |
| <b>Social Work</b>                      | <b>Renée Friesen,</b> HSC                                     |
| <b>Spiritual Care</b>                   | <b>Michael Thibert,</b><br>St. Boniface Hospital              |

### Regional Directors

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

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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)  
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**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  
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Earlier this year we reached our goal of 500 likes, which meant one lucky follower would be chosen to receive a gift card. Congratulations to **Adeena Manness**, the recipient of a \$50 gift card for The Keg! And a big thank you to all who follow our page!



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