



Members - Know your “Overpayment” rights

MAHCP has filed two grievances

Bernice Pontanilla
Communications Officer

A rise in “Overpayment” letters has prompted the Manitoba Association of Health Care Professionals to remind members of their rights, should they receive such a letter from their employer.

As of the end of October, MAHCP had received close to 300 overpayment letters, many of which the MAHCP and its Labour Relations Officers (LROs) are contesting due to timelines.

Some of these requests for repayment by the employer go back as far as 2012 – more than four years ago. The majority of the overpayment letters have been sent to members who work for the Winnipeg Regional Health Authority.

Our LROs would like to take this opportunity to remind MAHCP members of the importance of knowing their collectively bargained rights. In fact, the Memorandum of Understanding (MOU) on “Overpayments” in each Central Table agreement addresses this issue:

Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period that does not extend further back than twelve (12) months from date of discovery, provided:

- a) *Once the error was discovered, notice and a detailed breakdown of the error is given by the Employer*



Some Employer requests for repayment go back as far as 2012. Photo by Bernice Pontanilla

to the affected employee and the Association as soon as practicable;

- b) *The proposed recovery is made in as fair and reasonable a manner as possible; and,*

- c) *The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made unless otherwise agreed between the Employer and the employee.*

“We have filed two grievances on behalf of the MAHCP membership regarding these letters,” said Bob Moroz, President of MAHCP.

“If we are aware of your overpayment and it falls outside of the parameters negotiated in the collective agreement, you will be receiving notice from us that your alleged overpayment will be included in grievances filed with the Employer.”

Moroz added that members who have questions regarding an overpayment letter they have

received, or who believe their LRO may not be aware of an overpayment letter affecting them, should please contact the office at 204-772-0425 or send an email to their LRO.

Vacation requests reminder

With the end of the vacation year fast approaching, MAHCP reminds members under the Central Table collective agreements to be sure to submit requests to utilize your outstanding vacation as soon as possible. You may carry over three (3) vacation days to the following year provided you let your employer know, in writing, at least sixty (60) days prior to the end of the current vacation year (Article 18).

Also please note that the employer is obligated to ensure that each employee has either Christmas or New Year’s off (Article 21).

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

We're now on Twitter:



@MAHCP_MB



Meeting Calendar

Visit the MAHCP Website Calendar for more meeting information:
www.mahcp.ca/forum/calendar.asp

December 25, 2016

- Christmas Day

December 26, 2016

- Boxing Day Stat
MAHCP Office Closed

December 27, 2016

- Christmas Day Stat
MAHCP Office Closed

January 1, 2017

- New Year's Day

January 2, 2017

- New Year's Day Stat
MAHCP Office Closed

January 11, 2017

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

January 17, 2017

- Member Advocate Mtg
101-1500 Notre Dame
1700 hours

January 18, 2017

- HSC Member Adv Mtg
TBD, HSC
1130 to 1300 hrs

February 16, 2017

- HSC Member Adv Mtg
TBD, HSC
1130 to 1300 hrs

February 20, 2017

- Louis Riel Day
MAHCP Office Closed

March 8, 2017

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

March 15, 2017

- HSC Member Adv Mtg
TBD, HSC
1130 to 1300 hrs

April 11, 2017

- Member Advocate Mtg
101-1500 Notre Dame
1700 hours

April 14, 2017

- Good Friday
MAHCP Office Closed

April 17, 2017

- Easter Monday
MAHCP Office Closed

April 20, 2017

- HSC Member Adv Mtg
TBD, HSC
1130 to 1300 hrs

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





MAHCP President Bob Moroz, along with Executive Council member Michael Kleiman, walked with striking UMFA members at the University of Manitoba's Bannatyne Campus on Nov. 9, 2016.

Task of assigning LRO portfolios completed

There have been several changes among our Labour Relations staff over the past number of months.

I am sure that most members are aware of the passing of Scott McLaren this past October. Scott was a very accomplished and dedicated advocate for his members and the Labour community. His absence continues to be felt here at MAHCP.

To that end, the portfolios for our Labour Relations officers have been altered and the new assignments can be found on page 11 of this edition, as well as on our web page.

We have made some changes to our Bargaining Proposal form, which is now available on our website. Additionally, we are in the process of

planning a series of pre-bargaining meetings across all of our sites and regions, so please look out for those announcements coming out likely early in the New Year.

In this edition, you will also read about the name change from Staff Representative to Member Advocate that was adopted at this past Annual General Meeting. We remain excited regarding this renewed emphasis on our workplace representatives. The training we are providing has been completely refreshed and the feedback from those who have received this new training has been tremendously positive.

Also in this edition, you will read about the continuing issue of those members within the WRHA and SAP

payroll system (Page 1). Members who have been informed that they have been over-paid are having certain demands placed on them regarding re-payment. Please read and share this article and make sure that you contact your Labour Relations Officer if you have received or receive this letter in the future.

On behalf of our Executive Council and staff, I'd like to take a moment to wish everyone a safe and happy holiday season. While the holidays are usually a time for rest, many of our members throughout Manitoba will continue to be hard at work. Thank you for everything you do.

In Solidarity,
Bob Moroz
MAHCP President



Join the 2017 MAHCP Conquer-Oars!

MAHCP is planning to enter two squads into the 2017 edition of the Canadian Cancer Society's River City Dragon Boat fest, taking place June 2 & 3, 2017.

If you're interested in participating, please send an email to MAHCPdragonboat@gmail.com. Thanks!

Getting to know MAHCP's new Vice President

I would like to introduce myself as your Vice President and chair of the Governance Committee for the upcoming year.

I am a Pharmacy Assistant at the Thompson General Hospital located in the Northern Health Region. I started at the hospital in 2002 after working in retail pharmacies for five years. I am born and raised in Thompson and love northern living. I enjoy the long summer nights and brace for our winters. I usually try and get a quick 4km in after work with my cross-country skis in hand during the winter months I love having the northern lights as my back drop on while on my deck. I am a homeowner and enjoy tackling new projects and really enjoy learning new things. My trusted companion, Tucker, is usually by my side and did make a few appearances during bargaining in 2010.

I left Thompson to obtain my Bachelor of Science Degree from the University of Manitoba, but I returned home with a new adventure in mind; I love to golf and was granted many opportunities to represent Manitoba in many tournaments across Canada. I took that love and passion to the next level and continued my learning to become a member of Golf PGA of Canada as a Golf Professional. My summers are spent teaching the next generations of golfers. I also obtained my Business Administration from University College of the North in the process of becoming a golf professional.

I have served on Executive Council for over a decade and had the honour of being selected to the Bargaining Committee for the past two rounds of bargaining. I have been on the Governance committee for the past six years and have learned a great deal about how important our policies and Constitution are to our organization. We need to review our policies and Constitution on a regular basis to ensure they reflect the needs and goals of the membership.

I am also a Member Advocate (formerly called Staff Representative) and have learned a lot in my eight years in dealing with members' issues and getting a better understanding and appreciation for all the jobs our members provide throughout the health care system.

I started getting involved in the union by simply going out to meetings, asking questions and listening to others. After a year I was asked by some members if I would consider sitting on council as a rep from the north. I accepted the challenge and started my journey with MAHCP. When I renewed my term; I also signed up to become a Staff Representative (now Member Advocate) as I felt I we needed more reps around my work site.



Tanya Burnside, recently selected as MAHCP Vice President until next year's scheduled election, seen with her pup, Tucker, and out for a day of skiing near Thompson.

Photos courtesy of Tanya Burnside

After this year's AGM, the role of Vice President was vacant. I let my name stand for consideration as VP as I felt the experience I have gained over the past 10 years in my various roles would serve well for Executive Council and MAHCP as a whole.

I am looking forward to a busy and productive year with my fellow Governance Committee members: Renee Friesen, Jason Linklater, Lesa Nordick, and Arlene Boychuk.

Our goals for the upcoming year include:

- reviewing all our policies and getting a mechanism in place so the membership can have access to them; this is a huge undertaking and will take some time but the Governance committee during our first meeting committed to getting this task completed;
- review the constitution and ensure it is meeting MAHCP needs and bring forward any changes to next year's AGM;
- review the nomination and election process;
- continue the discussion with council with regards to the council's composition

It is going to be a busy year as Executive Council begins to prepare for our next round of bargaining, move forward and build from our retreat in May with the intent of bringing forth changes in regards to the council's composition.

continued on page 5

Collective Agreement Question

Question: If I have a verbal or written warning on my employee file, how do I go about having it removed?

New language was agreed upon and added this past round of bargaining which states:

3008 An employee subject to disciplinary action shall, after four (4) years from the date the disciplinary measure was initiated request in writing that her record be cleared of that disciplinary action, provided the Employee has not accumulated any additional disciplinary actions. The Employer shall confirm in writing to the employee that such documentation has been removed.

Please note: The above clause is 3009 in the DSM agreement. Please check your CA to see if it includes this clause and for its correct number.

“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.”

New VP *continued from page 4*

I would like to encourage all members to get involved and it starts as simple as I did; get out to meetings, check the website or our Facebook page for the newest information; make sure we have your email address (personal) so you can receive information as well. Find out who your Member Advocate is and if you don't have one maybe consider becoming one, but most of all – get involved!!



I look forward to serving as your Vice President over the next year and should any member wish to contact myself; please do so at TanyaB@mahcp.ca.

In solidarity,
Tanya Burnside
MAHCP Vice President

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AGM 2016

Photos by Bernice Pontanilla



AGM 2016



MAHCP AGM Door Prize Winners

Raquel Vicente
Babylyn Zozobrado
Anastasia Alberg
Rachiel Langit
Erin Flynn
Maria Mykytiuk
Lesa Nordick
Bob Jonuk
Carmale Houle
Nathan Poysti
Crystal Musto
Barb Lyons
Jackie Jobin
Kathy Ladd
Tara Fillion
Ashley Currie
Barb Robinson
Dawn Kidder
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Leanne Wills
Janelle Morissette
Carol Crowe
Joanne Vandale
Kori Kagan
Anthony Villanueva
Tanya Burnside
Arabelle Guevarra
Lissa Kochie
Joe Giese

Pre-Registration Draw:

Anthony Villanueva

Evaluation Form Draw:

Carmale Houle





While this was the second class under the newly revamped training program, it was the first under the new “Member Advocates” name.

Photo by Bernice Pontanilla

What’s in a name? An introduction to Member Advocates

Marcy Ervick, MAHCP Labour Relations Officer

If you attended the AGM in October or heard the buzz, you may have heard there has been a change of name at MAHCP.

Our once-named Staff Representative has had its name changed. This change came as a result of the MAHCP democratic process where a majority at the AGM in October voted in favour of changing the name.

There were many reasons to change the Staff Rep name and just as many reasons to keep the name. The process wasn't as simple as holding one vote; each step of the process included a democratic voting component utilized to come to a final decision. Tasks included creating a new name, the resolution and motion drafting, Executive Council review for concurrence, putting the motion forward for membership to vote on – it was a lengthy journey.

The end result was that the MAHCP members had their

voice heard when they voted in favour to change the name. As we say good bye to the Staff Representative name, we find 40+ newly trained advocates, each having participated in a training program implemented earlier this year, and ready to represent the members of MAHCP.

So, what’s in the name you ask?

Before answering, one should understand the importance of finding the right name for an amazing group of people.

In examining various names, discussion circulated around what the role actually is. That discussion led to the following: the foundation and crux of this union is its members. It is the members that the union represents at meetings, at bargaining and numerous other labour events. Many would say it is fitting to have the word “Member” in the name.

Now, building on the foundation of “Member” and looking at what a union does for its members came an answer that lies in every

facet of labour relations: the union “Advocates” for its members’ rights.

Combined together, what emerged is an amazing new name for an amazing group of peers that have taken on the responsibility to advocate for their members in the workplace.

The result is that anytime a member has a union question, or requires support from the union, the newly trained and named Member Advocates will be there for our MAHCP members.

Check your union boards for the names of your MAHCP Member Advocates.

Dates for the Member Advocates meetings in 2017:

- January 17
- April 11
- September 12
- November 7

Transgender inclusivity and health care

Bernice Pontanilla, Communications Officer

Creating an affirming and transgender inclusive environment in health care is a goal that has yet to be fully achieved, and education is crucial to achieving it, said Dr. Reece Malone, a certified sexologist and sexuality educator.

Malone, who also serves as the Education Program Coordinator at the Rainbow Resource Centre, led a workshop entitled 'Transgender Inclusive Healthcare' at the 2016 MAHCP Staff Rep Conference on Oct. 13.

During the workshop, Malone provided staff reps (which MAHCP voted to rename Member Advocates) with the correct Trans/Transgender terminology intended to "provide an initial foundation of understanding."

Malone said it is important that all those who work in health care be able to differentiate between sex and gendered language, and use language appropriately in their workplaces and social settings.

Studies consistently indicate that optimal health outcomes requires person/patient-centered health care provision, Malone said in an interview with MAHCP, adding that social determinants of health that include social and systemic barriers have negatively impacted the health of LGBT2SQ+ disproportionately than heterosexual counterparts.

"LGBT2SQ+ individuals and their families represent a significant number of individuals, however, many can't disclose their identity and thus we as health care providers lose out on all the factors that negatively impact health and well-being," Malone said.

"By providing inclusive care, we can better understand an individual's life circumstances and thus provide more appropriate care, connect individuals to social supports, and create a better therapeutic alliance with our patients. There's also an economic advantage of truly understanding our patients."

It is with this understanding, Malone added, that health care professionals can provide better care to their transgender patients, especially taking into account the vulnerable setting that is health care.

While these terms may make some professionals uncomfortable, it is important to learn because words can have a powerful impact on very personal conversations.



Dr. Reece Malone leads a workshop entitled 'Transgender Inclusive Healthcare' at the 2016 MAHCP Staff Rep Conference on Oct. 13, 2016.

Photo by Bernice Pontanilla

To that end, the Rainbow Resource Centre is offering a session on April 4, 2017, specifically geared towards health care professionals.

"Professionals will gain a better understanding of human sexuality variance, the social and systemic factors that impact health and well-being, and from a systems perspective ways to provide more inclusive care," added Malone.

"The session will include broadening professional administrative capacity and direct patient care. Participants will leave with more nuanced and practical ways to deliver person/patient-centered care."

Inclusive LGBT2SQ+ Healthcare Environments

Date: April 4, 2017

Time: 9 a.m. – 3:30 p.m.

Location: Rainbow Resource Centre, 170 Scott St.

This session is limited to 30 participants. To register, contact info@rainbowresourcecentre.org or call 204-474-0212 ext. 201.

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.

- **Debbie DeBrouwere**, Social Worker, St. Boniface Hospital
- **Sheelagh Smith**, Dietitian, Health Action Centre
- **Monelle Collette**, Lab Technologist DSM St. Boniface Hospital
- **Susan Dwilow**, Lab Technologist, DSM Health Sciences Centre
- **Brenda Corkal**, Nuc Med Technologist, Victoria General Hospital
- **Marlene Smith**, Physiotherapist, Deer Lodge Centre
- **Samuel Findlay**, Autopsy Technical Assistant, 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.

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Forms are available on our website at www.mahcp.ca

Congratulations Corner

Congratulations to **Tara Fillion**, the winner of the inaugural AGM Selfie Contest, who took home a \$50 pre-paid credit card! For this year's AGM, the MAHCP Communications Committee wanted to introduce a contest that would bring together members for a fun activity, and would also include our satellite locations in Thompson, The Pas, Flin Flon and Snow Lake. All members had to do to enter the contest was snap a selfie of themselves alone or with colleagues enjoying the AGM and share it on our Facebook page or on Twitter with the hashtag #2016MAHCPagm. This contest proved to be a great success and we plan on bringing it back for 2017. Thanks to all members who participated in the AGM Selfie Contest!



Tara Fillion (left) is presented with a \$50 gift card by MAHCP Secretary Jodi Kent.



President Bob Moroz presents Labour Relations Officer Walter McDowell with the Long Service Award at the MAHCP AGM on Oct. 13, 2016.

A big thank you to **Walter McDowell** for his decade of service, dedication and commitment to MAHCP! During the 46th MAHCP Annual General Meeting in October, Walter was presented with the MAHCP Long Service Award. We appreciate everything you do for our union, Walter, from representing members to negotiating collective agreements, to leading us in our national anthem 'O Canada' at AGM!

Congratulations to MAHCP member **Heather Jenkins**, of the Physiotherapy Child Health Program at Health Sciences Centre, who was presented with the Dr. George Karpati national award at the Winnipeg Muscular Dystrophy Walk on Sept. 24. Heather was recognized for her work as a clinical physiotherapist, researcher and patient advocate. Well done!

Two more congrats are in order for occupational therapists and MAHCP members **Diane Stanley and Katie Kitchen!** Diane is the recipient of the Mentorship/Education Award, while Katie is the recipient of the Advancing the Profession Award, both of these Excellence awards are from the Manitoba Society of Occupational Therapists. Diane was recognized for her highly specialized role of OT in feeding and for her mentoring of fellow and student occupational therapists. Katie has presented her work on the role of OT within trauma at national as well as international conferences. Kudos to you both!

We're so proud to announce that Chad Harris, MAHCP's Treasurer and Chief Design Technologist at CancerCare Manitoba, was recently presented with an Innovation Award from CancerCare Manitoba for his work on the 3D Printer Team. Congratulations Chad!

2016-17 Executive Council

Officers

President	Robert Moroz CCMB, Radiation Therapist
Vice President	Tanya Burnside Northern Region - East, Pharmacy Assistant
Treasurer	Chad Harris CCMB, Medical Physics
Secretary	Jodi Kent SBH, EEG

Directors

Aboriginal Health & Wellness	Cheryl Francisco Administrative Assistant
Cardiology	Karen Sklavenitis, St. Boniface Hospital
Clinic	Sherry Lussier, Dynacare Laboratory Technologist
Laboratory	James Stevenson, DSM St. Boniface Hospital
Orthopedic Technology	Jason Linklater, Health Sciences Centre
Radiology	Michael Kleiman, HSC
Recreation	Erin Flynn, HSC
Respiratory	Victoria Fabris, WRHA - Corporate Program
Social Work	Renee Friesen, HSC
Spiritual Care	Michael Thibert, St. Boniface Hospital

Regional Directors

Northern RHA - West	Lesla Nordick, Community Health Developer
Winnipeg Region	Arlene Boychuk, DSM HSC

Staff Assignments

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Michele Eger, LRO: (michele@mahcp.ca)
Concordia Hospital, Rehabilitation Centre for Children, St. Boniface Hospital

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

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

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

Jodi Molinski, LRO: (jodi@mahcp.ca)
Breast Health Centre, Community Therapy Services, Deer Lodge Centre, Diagnostic Services Manitoba - *Northern Regional Health Authority & Southern Health-Santé Sud*, Misericordia Health Centre, 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*

Deb Stewart, LRO: (deb@mahcp.ca)
CancerCare Manitoba - *Winnipeg & Brandon*
Health Sciences Centre – *Anesthesia, Audiology & Speech Language Pathology, Child Health, Child Protection Centre, Dental, Diabetes Education, Mental Health, Nutrition & Food Services, Pediatric Sleep Apnea, Pulmonary Function Lab, Recreation, Respiratory Therapy, Social Work*

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



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