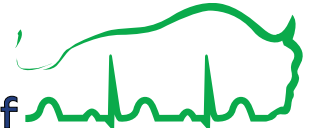


# NEWS

Manitoba Association of  
**HEALTHCARE**



March 2016

*Professionals*

## President's message on bargaining, ratification

Bob Moroz, MAHCP President

This round of bargaining has now concluded.

The majority of our Central Table members – 20 of 21 certificates – ratified a new collective agreement during a vote last month that saw a record turnout for MAHCP. We had members in one certificate, the WRHA Corporate Programs, whose vote ended in a tie. Over the last weekend in February, a re-vote was conducted and the result on Feb. 29, 2016, was acceptance of the new collective agreement.

Many members have requested a numerical breakdown of the results. Executive Council will discuss that very topic at our next meeting regarding the strategic value of releasing those numbers publicly. We need to weigh the pros and cons of having the employer have access to that information. However, as a summary, most certificates who voted in favor of this agreement did so with a clear majority. Diagnostic Services of Manitoba saw the narrowest

margin of acceptance and we will continue to use that information as we move forward and toward the next round of bargaining. The votes indicate a serious problem at DSM and the conversations and emails that occurred certainly reinforced that fact for us.

Members certainly provided a large amount of feedback in terms of how this ratification took place. While many members were positive about our use of electronic voting, there were numerous suggestions as to how it may have been done more effectively. Executive Council will be reviewing the entire process and continue to make changes and improvements to the process as we can clearly see that the participation rate in this vote was very high compared to previous rounds of bargaining.

I would like to address some of the questions and concerns around the communication around this ratification and bargaining process.

Our goal this time around, as I have stated many times before, was to ensure that you had as much information as possible in order for you to cast an informed ballot. We made sure that all proposed changes to the collective agreement were provided to you before you voted. We posted answers to the most common questions on our website in an attempt to clarify issues before the conclusion of the electronic voting period. There was also information shared that had less to do with the actual agreement and more to do with what the ramifications of a strike vote would be. I received feedback that some of this was perceived as an attempt to sway members from a strike vote. While that certainly was not the intent of that information, I understand that perception is often more important than intent. When faced with the option of sharing information or holding it back in case it is seen to be an attempt at influence, we chose to share the information as we knew it at the time.

Finally, I would like to once again thank all those involved in this long, frustrating process, beginning with the members who took the time to submit proposals, to the vetting and bargaining team, the strike readiness committee, and volunteers who agreed to work at the ratification meetings. As well, I am grateful to our Labour Relations staff, our Communications Officer for being our keys to getting information to and from our membership. A special thank you needs to go to our administrative staff who worked so very hard in our first foray into the use of electronic voting for collective agreement ratification.



MAHCP members on the Bargaining and Strike Readiness committees at the in-person meeting held at Canad Inns Polo Park on February 18, 2016: Front row – Colleen Bemister, Janelle Morissette, Jodi Kent and Janet Fairbairn; Back row – Michael Kleiman, Chad Harris, Al Harlow, Michael Thibert and Bob Moroz

*See more on this round of bargaining on pages 4 and 5...*

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**Editor:** Bernice Pontanilla  
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Joan Ewonchuk



## Meeting Calendar

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

### March 2016

- Child Life Month
- National Nutrition Month
- National Social Work Month

### March 8, 2016

- International Women's Day

### March 9, 2016

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

### March 16, 2016

- National Dietitian Day
- HSC Staff Rep Mtg GC303, HSC 1130 to 1300 hours

### March 25, 2016

- Good Friday  
MAHCP Office Closed

### March 28, 2016

- Easter Monday  
MAHCP Office Closed

### March 29, 2016

- HSC DSM Staff Rep Mtg

GH404, HSC  
1130 to 1300 hours

### April 21, 2016

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

### April 24-30, 2016

- National Medical Laboratory Week

### April 28, 2016

- National Day of Mourning

### May 2016

- National Physiotherapist Month
- Speech & Hearing Awareness Month

### May 2-8, 2016

- Mental Health Week

### May 5, 2016

- International Day of the Midwife

### May 11, 2016

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



### May 15-29, 2016

- National EMS Week

### May 18, 2016

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

### March 29, 2016

- HSC DSM Staff Rep Mtg GH404, HSC 1130 to 1300 hours

### May 23, 2016

- Victoria Day  
MAHCP Office Closed

### June 23, 2016

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

### July 1, 2016

- Canada Day  
MAHCP Office Closed



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

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)



# It's a full-time job being off work due to injury/illness...

Marcy Ervick  
Labour Relations Officer

So you are ill and will be off work indefinitely. What should you do now?

This is one of the most difficult situations to be in for a member.

Not only are you unable to work, you now have multiple services and people involved in your life, advising you of processes you need to follow. It can become quite frustrating and confusing at times.

The MAHCP is here to help you through this process, and the first step to overcome is understanding what is expected of you and what you can expect from others.

**Step 1** - You will need to notify your manager, this can be done through a phone call from you or written by you or your treatment provider.

**Step 2** – Notify your LRO at MAHCP – There may be valuable information that the LRO can provide to you regarding your contract, and benefits.

**Step 3** – After you have been away for 4 weeks or more, contact your

manager to ensure a "Notice of Leave of Absence" has been sent to HEB. This will trigger HEB to send you an application for Long Term Disability.

**Step 4** – Fill out the HEB documentation with your treatment provider and send it back to HEB as soon as possible. There can often be delays in getting accepted onto HEB and failure to submit an application can result in the denial of your claim later. Even if you think you will be recovered before 119 days, you should still fill it out as you may have set backs or delayed recovery that impact the timelines and you don't want to miss the deadline of 119 days.

**Step 5** – Treatment and Recovery Stage – During this period of time you will be off work and receiving treatment.

**Step 6** - Once you are medically stable HEB will initiate a Return to Work (RTW) meeting. This meeting



is initiated by HEB based on their medical on your file. This meeting will include you, your HEB case manager, your dept. manager, and MAHCP LRO and/or Staff Rep. Depending on your site it may also involve a Disability Coordinator from OESH, and/or Human Resources consultant. These are all normal participants of the meeting each serving a specific purpose at the meeting. This meeting will determine how and when you return to work and what tasks you are able to do within the restrictions your treatment provider determines.

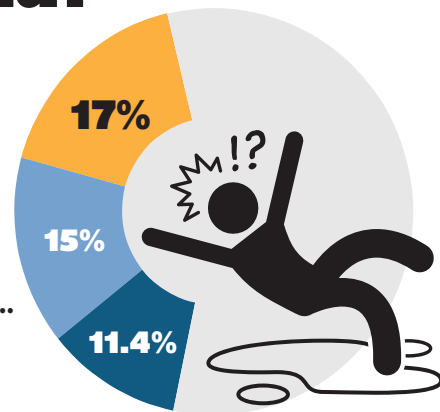
*Stay tuned to the June newsletter for a discussion on the roles and responsibilities of parties during a Return to Work program.*

## What are the **MOST DANGEROUS** places to work in Canada?

**1. HEALTH & SOCIAL SERVICES:** with **40,800** or **17%** of all time-loss injuries.

**2. MANUFACTURING:** with **36,400** or **15%** of time-loss injuries.

**3. CONSTRUCTION:** with **27,460** or **11.4%** ...



\* Based on 2013 data from the Association of Workers' Compensation Boards of Canada.



# Message from the Provincial Strike Coordinator....

Just wanted to say a few words regarding the E-voting and how much of a success it has been. I am very proud to be on a great committee (the Strike Readiness committee) that, even though we're a diverse group of members, we had the vision of E-voting as something achievable by our union.

We had more than 1,900 people vote electronically out of 2,700 email addresses!

This was also a great help in getting more email addresses to MAHCP, so that we could stay in contact with members and get them information in the fastest way possible.

There were a few minor glitches along the way that may have caused a few more grey hairs, but those problems were sorted out as quickly as could be.

The information pickets we did in January were also a great success and very effective in grabbing the attention of the media. We got coverage from CBC and Global News, along with newspapers in Winnipeg and in the Northern region.

We also had a great showing of solidarity from other unions including CUPE, MGEU, ATU, Unifor and MNU, thank you brothers and sisters!

I would also like to take some time to acknowledge the hard work of the Strike Readiness Committee, Bargaining Committee, Executive Council and, last but definitely not least, the staff at the office. You all have been very helpful and have played an important role in this process.

Bargaining is never easy, and this round certainly hasn't been. However, my hope as your Provincial Strike Coordinator is that you've felt your voices heard. It was an honour to be your coordinator, during which I learned a lot of new skills and met some great people! Finally, I welcome any feedback you may have; please feel free to drop me a line at mahcpstrike@gmail.com

James Stevenson  
MLT BSc  
Provincial Strike Coordinator



Some MAHCP members traveled from other sites to participate in the information pickets, such as this one at CancerCare Manitoba on January 25, 2016.

Photo by Janet Fairbairn



MAHCP members in The Pas take a moment to chat with media during their information picket on January 27, 2016.

Photo courtesy of Lesa Nordick





Michael Thibert (left) and Jodi Kent of the Strike Readiness Committee stand with a delivery man who generously donated some canned pop to those walking the info picket at Misericordia Hospital on January 27, 2016.

Photo by Bernice Pontanilla



MAHCP members in Flin Flon gather for a quick photo during their information picket on January 27, 2016.

Photo courtesy of Kamran Bashir



At the St. Boniface Hospital information picket on January 26, 2016, MAHCP was joined by brothers and sisters from CUPE, MGEU, Unifor and the MFL.

Photo by Bernice Pontanilla



President Bob Moroz answers media questions as MAHCP members participate in the info picket at Health Sciences Centre on January 25, 2016.

Photo by Bernice Pontanilla



Despite a bitterly cold day, MAHCP members walk outside at Concordia Hospital for their information picket on January 28, 2016.

Photo by Janet Fairbairn

# Manitoba 2016 - The election no one wants but health care needs

Shelley Kowalchuk  
Physiotherapy Director

Barely recovered from the lengthy federal election last fall, and besieged by smiling Trudeau selfies ever since, Manitobans could be excused if they feel a little election-weary. Add to that, when most of us look at the news, Facebook, etc., one cannot get away from the U.S. election drama/sideshow. Even for those who are interested in politics, such as yours truly, our impending provincial election seems trivial and, well, sort of meh.



Photo by Bernice Pontanilla

Our union membership, which makes up the lion's share of health care professionals in Manitoba, has also been embroiled in a very politicized period, where we have been keenly aware of how our employer, the government, has been bargaining with us. It's been a tough slog, and many, I'm sure, feel unwilling to think about the upcoming election. But you should – and here's why:

- 1) These are the people we bargain with.
- 2) These are the people who control how health care dollars are spent.
- 3) These people also decide how dollars are spent on education, infrastructure, child care, social services, and natural resources.

If you care how your tax dollars are spent, and where, then elections matter. And in this election, most political pundits agree the NDP is in a battle for its political future. So we have a chance to grill these folks and ask them some hard questions, while they're paying attention to us.

Here is an MAHCP-oriented, health-care specific list you might want to try.

## ***What You Should Ask The Candidates***

If a candidate knocks on your door, or if you have the interest to call one of the candidates in your area, here are a few pointers to help you with the political conversation.

### **1) Ask Them Their Opinions About Health Care In This Province**

It's interesting to hear what their viewpoints on health care are, and especially to see how knowledgeable they are. You can also explain to the candidate that health care is one of the most important issues to Canadians, and see what they say.

### **2) Ask Them To Explain Their Party's Platform on Health Care**

Find out what they think is working and what's not. Ask them what their party's solutions are.

### **3) Then Tell Them What You Do For A Living**

Explain where you fit in the health care system; tell them where you work, what you do, and the challenges you face in the workplace. Tell them how important your job is to the health care system. You can explain that

though most of us have finished bargaining (mention the name of our union), we still have many issues making our jobs extremely difficult. Use at least one example to illustrate this point; you can talk about dwindling resources, how employees who leave are not replaced...the issues **you** deal with in the workplace. Keep in mind you **can't break PHIA** of course.

### **4) Be Succinct**

It's important to get to the point. You want to get your experiences across with some detail, but too many could just confuse them.

### **5) Feel Free To State Whether You Plan To Vote For Them (or not) And Why. Alternatively, Ask Them Why You Should Vote For Them**

Most people may not want to do this, but it can be very empowering to say - I'm not voting for you, and here's why.

Of course, while you have their undivided attention, you can ask them about their party's platform on anything you're interested in; taxes, education, childcare, are just a few ideas. After all, they're applying for a job that you pay for. Make 'em work for it.



## Join the MAHCP Conquer-Oars!



One of MAHCP's goals for 2016 is to have TWO Dragon boats participate in the Canadian Cancer Society's River City Dragon Boat Festival on June 3 and 4 at the Manitoba Water Ski Park on Lake Shirley in Winnipeg. Last year's crew (pictured above) had a fantastic time paddling and raising money for a worthy cause. If you're interested in participating, please send an email by May 1 to [communications@mahcp.ca](mailto:communications@mahcp.ca)

## Lace up in May

This year's Lace Up for Diabetes event takes place Sunday, May 15, 2016.

For several years now, MAHCP has encouraged members to participate in this worthy event, which is put on by the Canadian Diabetes Association, an MAHCP partner organization since 2009.

Last November, the CDA named MAHCP the evening honoree at the CDA's Seventh Annual Best Banting Gala. One of the reasons for this recognition was the fact that every year, many MAHCP members take part and volunteer for events such as Lace Up for Diabetes. If you'd like to volunteer, please send an email to [rachiel@mahcp.ca](mailto:rachiel@mahcp.ca).

For those who prefer to be a participant, the Lace Up for Diabetes event includes a 10 km timed race, a 5 km walk/run, a 3 km walk/run and a kids fun run. MAHCP is once again looking into offering free race registrations; last year there were 15 free registrations. If you're interested, please email [rachiel@mahcp.ca](mailto:rachiel@mahcp.ca) by March 25. It's first-come, first-serve.

There will be prizes for the Top 3 fundraisers, as well as T-shirts, medals, games and activities for families, and food and beverage tent for participants.

Visit <https://www.events.runningroom.com/site/?racelid=12809> for more information.



Photo courtesy of Canadian Diabetes Association

**FREE EVENT**  
SPACE IS LIMITED!

**CDA**  
**DIABETES**  
**expo**

**WINNIPEG**

 **Canadian Diabetes Association**

SATURDAY  
**APR 23**

**THE WELLNESS INSTITUTE** 1075 Leila Ave  
**9 AM - 1 PM**

**WITH GUEST SPEAKER:**  
**DR. ALI ZENTNER, MD**

*Register now!*  
[diabetes.ca/expo](http://diabetes.ca/expo) **1-800-BANTING (226-8464)**



# Join the MAHCP Executive Council and 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 24th, 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 ten or more members, and each special interest group.

Should any member believe that a particular occupational group is eligible for a seat on the Council under the Constitution, please forward a duly completed nomination for consideration by the Executive Council. Nominations will be accepted for 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  
**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.

In Solidarity,

Janet Fairbairn  
Vice-President  
Chair-Nominations Committee



## International Women's Day

Every year on March 8, MAHCP salutes you!

## 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



# HONOUR ROLL

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



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

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

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

## New Staff Rep Training Program

June 13-15, 2016

Currently, the Manitoba Association of Health Care Professionals is renewing its advanced education classes for Staff Reps to further their knowledge as a rep and better prepare them for questions and concerns from members.

It's our belief at MAHCP that a union full of active, engaged members ensures our messages are heard from department level to the provincial level. This creates many avenues to forward the strategies of MAHCP.

For more information on the Staff Rep training session, please contact Labour Relations Officer Marcya Ervick at [marcya@mahcp.ca](mailto:marcya@mahcp.ca)

## DSM Teddy Lab Volunteers Needed!

Eligible for CE Credits!

Teddy Lab at the  
30th Annual Teddy Bears' Picnic  
Sunday, May 29, 2016

The Teddy Bears' Picnic is an annual event for the Children's Hospital Research Foundation where children bring their sick and injured stuffed animals to Assiniboine Park for treatment.

The Teddy Lab needs volunteers to perform mock-lab tests on the stuffed animals.

No prior experience with stuffed animals necessary!

### Available shifts:

8:30am-11:30am

11:30am-2:30pm

2:30pm-5:30pm

Contact Tom Walus  
[twalus@dsmanitoba.ca](mailto:twalus@dsmanitoba.ca)  
204-926-1432



 DIAGNOSTIC SERVICES  
MANITOBA

## Call for Staff Rep Nominations

All those with nominations in by June 27th, 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 27th, 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 24th, 2016 @ 1600 hours. Nomination forms for Staff Reps are also available on our website, [www.mahcp.ca](http://www.mahcp.ca)

In Solidarity,  
Janet Fairbairn, Vice-President  
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.

- **Marty Brazil**, Medical Lab Assistant, DSM Health Sciences Centre
- **Anita Mann**, Laboratory Technologist, DSM Health Sciences Centre
- **Cheryl Bokhaut**, Social Worker, St. Boniface Hospital
- **Debra Edie Lamont**, Dietitian, Health Sciences Centre
- **Edna Coy**, Pharmacy Assistant, Seven Oaks General Hospital
- **Dale Koroscil**, Respiratory Therapist, Seven Oaks General Hospital
- **Alyson Haiart**, Social Worker, Health Sciences Centre
- **Johanna Stasiuk**, Physiotherapist, Health Sciences Centre
- **Yvette Perry**, Lab Technologist, DSM Health Sciences Centre
- **Leonard Kwasiuk**, Radiology Technical Instructor, Health Sciences Centre
- **Susan Thomson**, Radiology Technologist, Health Sciences Centre
- **Diane Pogue**, Radiology Technologist, 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>Renée 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

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

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

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

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

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

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

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

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

**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

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# UNION BULLETIN BOARD

## Spring Break!

Airplane	No School
April Fool's Day	Passover
Bunny	Shopping
Easter	Sightseeing
Eggs	Travel
Holidays	Vacation
Movies	Waterslides

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

## Get Your Bargaining Updates On Our Facebook Page!

You can find us at [www.facebook.com/manitobaahcp](http://www.facebook.com/manitobaahcp) - 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!

*Help us reach 750 likes on Facebook*

Help us reach 750 likes on Facebook - you have to like the actual page - and your name will get in a draw for a **\$75** gift card at the place of your choice. To make this more effective, don't forget to like us and share something you have found interesting. You do not have to be a member to win the prize, so don't be shy - share!

We reached our goal of 500 likes on the MAHCP page, which means that one lucky follower will win a \$50 gift card and be included in the June newsletter. A big thank you to all who follow the page and good luck!



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