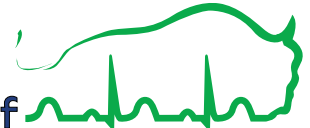


NEWS

Manitoba Association of
HEALTHCARE



September 2016

Professionals

B.C. unions notch major victory in compensation case

Bernice Pontanilla
Communications Officer

A very complex cancer-exposure case that worked its way up to the Supreme Court of Canada could have major implications for Canadian health care workers in the future.

In late June, the Supreme Court of Canada ruled that two members of the Health Sciences Association of BC (HSABC) and one member of the Hospital Employees' Union (HEU) who fell ill with breast cancer during their employment in a laboratory at the Mission Memorial Hospital in Mission, B.C., were entitled to workers' compensation coverage.

WorkSafe BC had denied the three women's claims for breast cancer as an occupational disease, citing no scientific evidence that proved "work causation." However, the BC Workers' Compensation Appeal Tribunal (WCAT) reviewed this decision and found that it was "sufficient to conclude it was likely as not that some workplace exposure was of causative significance." An investigation had found that there was a cancer cluster in the lab with an incidence rate that was eight times the rate of breast cancer in B.C.

The women's employer, the Fraser Health Authority, took the WCAT's decision to a judicial review, and the B.C. Supreme Court and the B.C. Court of Appeal agreed with the Fraser Health Authority, fighting the WCAT decision for more than a decade.

Finally, after the unions took the case to the Supreme Court of Canada, it ruled that the analysis and the findings of the WCAT were sound.

In an email to MAHCP from HSABC, a representative said the lab in question was a typical hospital lab (biomedical testing). However, there was an issue of an incinerator burning waste and fumes coming through a



The Supreme Court of Canada.

vent, though a direct link with breast cancer was not made. For one of their members, the cancer "was potentially linked to using cytogenetic products at the time – which they don't identify specifically in the ruling, they just make reference to known carcinogens. It is a very complex case."

Jake Giesbrecht, legal counsel at MAHCP, took an in-depth look at the case (of which MAHCP was not a participant). Here's his analysis:

WCAT heard evidence that there was a "cancer cluster" in the work environment, that there had been a known carcinogen used in the workplace and that the incidence of breast cancer of workers employed in the workplace was eight times higher than normal. A report based on the opinions of two different medical experts regarding the origin of the cancer failed to positively identify the work environment as a cause of the cancer. Worksafe BC initially found that the claims were not valid for this reason.

WCAT determined that the evidence was not conclusive that the work environment was or was not the cause of the cancer. WCAT determined that where the scientific proof did not deny

Photo courtesy of Wikipedia Commons or support a claim, that circumstantial evidence could be relied on. WCAT stated that where the evidence could not confirm or deny causation, that the evidence should be weighted on the side of the worker. On the basis of the evidence that there was a cancer cluster in the work environment, that there had been a known carcinogen used in the workplace and that the incidence of breast cancer of workers employed in the workplace was eight times as high as normal, WCAT found that the cancer was a work related disease and allowed the compensation claims.

The Supreme Court of Canada upheld this analysis on a basis of 6 to 1.

The analysis of WCAT and the Supreme Court may have been partially driven by the prevalence of cancer in society today. Many workplaces expose workers to dangerous chemicals where there it is difficult to prove causation. Construction workers suffering lung cancer caused by asbestos and firefighters with brain cancer should not be denied benefits because direct scientific proof is not able to show a direct line of causation to their former and current places of work.

Inside This Issue

Message from MAHCP President	3
New Staff Rep Training program	4
Message from the Executive Director	5
2016 Scholarships winners	6
2016 Scholarships winners, con't	7
Legal Counsel on CALL conference	8
Congratulations Corner	8
2016 Dragon Boat Race photos page	9
Newsletter to get facelift	10
Member Retirees	10
MAHCP Executive Council	11
MAHCP Staff Assignments	11

Editor: Bernice Pontanilla
Jodi Kent

Layout & Design:
Bernice Pontanilla
Joan Ewonchuk

Production:
Joan Ewonchuk
Bernice Pontanilla
Jodi Kent



Meeting Calendar

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

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,
Holiday Inn Airport
West, 2520 Portage Ave.

- Annual General Meeting, Holiday Inn Airport West, 2520 Portage Avenue.
Registration at 1700,
Meeting at 1800,
Reception at 2000.

October 17-19, 2016

- Staff Rep Training with LRO Marcya Ervick at MAHCP Office, 101-1500 Notre Dame

October 20, 2016

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

November 11, 2016

- Remembrance Day
MAHCP Office
Closed

November 16, 2016

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

December 25, 2016

- Christmas Day

December 26, 2016

- Boxing Day
MAHCP Office
Closed

December 26, 2016

- Since Christmas Day fall on a Sunday, MAHCP Office Closed for Stat Holiday

January 1, 2017

- New Year's Day

January 2, 2017

- Since New Year's Day falls on a Sunday, MAHCP Office Closed for Stat holiday

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.



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

Pre-bargaining tour planned for the fall

MAHCP aiming to improve process for next round of labour negotiations

Bob Moroz
MAHCP President

As summer is drawing regrettably to a close, I would like to take the opportunity to look back on the past year. We have certainly faced our share of challenges, but we have also had some great successes.

In late winter, of course, we were finally able to conclude nearly two years of Central Table bargaining following a strong strike mandate and many successful information pickets.

While the Employer's final offer was ratified by members, we have definitely learned a great deal from this round.

We truly worked hard to share as much information as possible throughout the process.

The feedback we have received during the ratification votes has been heard and we will be using that information to continue to improve our processes and communications.

As a start, we will be embarking on a pre-bargaining tour beginning this fall.

During this tour, the plan is to meet with as many members as possible to hear your thoughts on bargaining, collect your proposals, and to provide you with the information that you need to better understand and feel part of the entire process.

The next time we go to the table, it will be with a new Government on the other side. This Government had campaigned on a promise to ensure that front-line workers will not be affected by any changes in the name of efficiency, but it is beginning to sound as if they are having difficulty defining which



MAHCP President Bob Moroz and Executive Council member Margrét Thomas walk with other unions in solidarity with MGEU workers at Macdonald Youth Services during their information picket in downtown Winnipeg on July 12, 2016.

Photo by Bernice Pontanilla

workers qualify as “front-line.”

We continue to show the Employer and Government that our professionals are being increasingly over-worked and undervalued in this province.

One of the positive things to come from this past round of bargaining is to recognize that our friends in the labour community came out in force to support us in our information pickets.

Public Profile

I am pleased to say that MAHCP is returning that show of solidarity by walking the picket lines shoulder-to-shoulder with our colleagues who have been without an agreement for the same amount of time as MAHCP but are still looking for a renegotiated deal.

MAHCP has been working to increase our public profile. You will see in this issue a number of community events that we have had the privilege of attending. It is so important that we continue

to make ourselves visible to Manitobans at every opportunity in order for us to highlight the critical contributions that we as Allied Health Professionals make to our health care system and our society.

Elsewhere in this issue you will also read about our continued commitment to improving our capacity to serve and represent our members.

We are thrilled with the new additions to our Labour Relations team and how that aligns directly with our strategic goal of improved member service.

I am personally very encouraged by the positive response of our first group of Staff Representatives to undergo our newly revamped training program. It is our plan that within one year, all of our staff reps, new and existing, will have the benefit of receiving this new training.

I look forward to seeing you at our Annual General Meeting this October and throughout the Province over the coming months.



The inaugural class of MAHCP staff reps trained under the new program with LRO Marcya Ervick (centre, bottom row) on June 15, 2016. Photo by Bernice Pontanilla

New staff rep training program a success

Marcya Ervick
Labour Relations Officer

At MAHCP, we held our newly revamped training program for the Staff Representatives this past June 13 to 15.

We had 19 new and seasoned reps attend the training – from the NRHA, WRHA, DSM, as well as some local sites like Aboriginal Health and Wellness and ActionMarguerite.

The reps received a combination of theoretical and functional training, meaning they were educated on the history and structure of MAHCP and then we moved into the functional model where they were educated how to best represent members in the workplace.

These new reps are now trained to provide support to members on how to address workplace issues in the most expedient manner at the worksite level.

If you as a member have a question pertaining to your workplace – whether it's a payroll issue, respectful workplace or health and safety issue – these new reps are your first line of communication with your union. They are equipped to help guide you the member through the processes to find a resolution for you.

Should your matter require the

support of a Labour Relations Officer (LRO), your Staff Rep will be able to refer your matter to the LRO or provide you the contact information to reach your LRO directly.

These new staff reps will also be sitting on workplace and MAHCP committees to assist in dealing with workplace issues directly from the front-line worker perspective.

Should you have concerns or topics of discussion you wish to have addressed at these committees, you can now ask your representative to

bring that issue forward.

MAHCP is committed to exceptional member representation by providing the continued support and education to its Staff Representatives. MAHCP is always in need of positive, motivated individuals to be a part of the Staff Rep program.

The next Staff Rep Training program will be offered October 17-19, 2016, which is immediately after Staff Reps are elected into their positions at the Annual General Meeting.

Comments from the participants of the revamped Staff Rep Training program:

"Great presenter, learned a lot. Great initiative to put this program on for new reps."

"Session was very informative and well put-together and presented. Great rep pkgs (packages) with all the necessary tools."

"Glad (I was) given the chance to take part in this training seminar. I hope there will be more of this."

"I have taken the previous training

and now have taken the new staff training. I found this course to be extremely useful and invigorating. I really appreciate the staff rep monthly meeting minutes/agenda (documents). I also like having the monthly tracking of OT hours, available shifts, etc. As a staff rep, it gives me guidance on the types of things I should be tracking and be in-the-know about. In summary, I feel that this course has given me more tools to be more involved and how to educate my co-workers."

"She did an excellent job presenting! Marcya should definitely do it again."

MAHCP welcomes new Labour Relations Officers to deal with dramatic increase in workloads

Lee Manning
Executive Director

After a number of months of recruitment efforts, we have found two incredible people to join our Labour Relations staff and I would like to take this opportunity to introduce them to the membership.

Deborah (Deb) Stewart began with us in late July. Deb has worked as a Labour Relations Officer for the Manitoba Nurses Union, in Management and Human Resources roles within health care



for over 20 years. She is well respected in both the Labour and management communities and we anticipate she will be an incredible addition to us at MAHCP.

Jodi Molinski, set to join us in late August, comes from the private sector labs (Dynacare, formerly Gamma Dynacare). She has over 20 years of Human Resources experience, the last four in the health care sector and we are very excited to have her bring this expertise to work

for the membership at MAHCP. The purpose for the new hires is twofold: there has been a dramatic increase in the volume of work and we as an organization need to prepare for some contingencies that may occur.

Secondly, MAHCP requires succession planning in the Labour Relations area.

There will likely be some portfolio representation changes occurring, however, this will not take place until the fall as we need the new staff to orient themselves to the job.

Any changes that occur will be communicated to the membership through the newsletter, the website and social media.

Exclusive discounts for Union Members & their families!

Wishing you a positive and productive MAHCP Annual General Meeting in October!



HOME INSURANCE



MORTGAGES



ACCIDENT INSURANCE



CRITICAL ILLNESS INSURANCE



TERM LIFE INSURANCE



MOVERS



HEALTH & DENTAL INSURANCE



REAL ESTATE BUY OR SELL



RESP'S



CAR RENTAL



CREDIT CARDS



TRAVEL INSURANCE

... and more!

Visit unionsavings.ca to join in the savings today!

 UNION SAVINGS

Find out more: 1-800-418-2990 | unionsavings@unionsavings.ca  [UnionSavingsCanada](https://www.facebook.com/UnionSavingsCanada)  [@UnionSavings](https://twitter.com/UnionSavings)

Canada's only not-for-profit, union run, members' benefit program.

Scholarships

Applicants impress with volunteer work

Jodi Kent
Communications Committee Chair

Each year, the executive at MAHCP is very proud to be able to contribute to our members' children's education by offering scholarships.

There were eight \$400 MAHCP Scholarships up for grabs, for students who are entering their first year of a full-time post-secondary education, university or community college, in any field of study. As for the Monique Wally Memorial Scholarships, which are for students entering their first year of an allied health profession, there were three \$400 scholarships available.

We were impressed with the quality of applicants for the 2016

edition of the awards. They not only got good grades, but also gave countless hours of their time volunteering for important organizations, such as Special Olympics, Fort Whyte Alive and Habitat for Humanity. In addition, they showed dedication to extra-curricular activities such as sports: one of our scholarship winners is a competitive five-pin bowler.

Hard work, dedication

When members' children are applying for the scholarships, we ask the applicants to write a brief essay on "The benefits of being a union member" for the MAHCP Scholarship entries and "Why enter

into an allied health profession" for the Monique Wally Memorial Scholarship candidates. Reading the essays and reviewing the applications is something that the MAHCP Communications Committee looks forward to each year, and this crop of students didn't disappoint.

This year, the committee decided that if a student is going into their first year of post-secondary study and also straight into an allied health profession, they can apply to both scholarships.

The recipients of the scholarships should be proud of themselves for all their hard work and the dedication that has brought them this far; it will not go un-noticed. We wish you all continued success in the future.

'Why enter into an allied health profession?'

Excerpts from the essays of Monique Wally Scholarship winners:

"Allied health professionals are able to provide a variety of services to patients because they make up the majority of the health care system. These professionals specialize in their field and continue to educate themselves so that even with our ever changing health care system, they can adapt. Little recognition is given to these health care providers because not all providers are patient facing but their positions are crucial to the running of hospitals and clinics. Professionals provide testing and analysis of complex data for physicians and nurses so that they can provide and develop the best treatment plan for the patient. Once a treatment plan is created there are some allied health professionals that put this plan into action and assist the patient in the rehabilitation or the recovery that they require."

- Elizabeth Quint, daughter of Trudy Quint, Health Sciences Centre Blood Bank (Accepted into Medical Laboratory Sciences at Red River College)

"These professionals not only help with specific aspects of patients' health but with their overall wellbeing, and happiness. There is usually much more involvement than just the obvious health issues that the patients are dealing with. These individuals work in health care teams to make the health care system function efficiently and effectively by providing a range of diagnostic, technical, therapeutic and direct patient care as well as support services to the patients that they assist. You also have the personal satisfaction of helping others in many aspects of their lives but these jobs also give you much flexibility in your career as well as many personal benefits."

- Bianca Maida, daughter of Mona Lynne Maida, Health Sciences Centre Physiotherapy (Accepted into Human Nutritional Science at the University of Manitoba)



Scholarships

Winners of the 2016 MAHCP Scholarships

- Tiffany Fernando, daughter of Sithara Fernando, Health Sciences Centre Pharmacy
- Alex Loewen, son of Peter Loewen, St. Boniface Hospital
- Bianca Maida, daughter of Mona Lynne Maida, Health Sciences Centre Physiotherapy
- Alex Normandeau, son of Lise Normandeau, DSM in Southern Region
- Ashlyn Scott, daughter of Carol Scott, Community Therapy Services

Winners of the 2016 Monique Wally Memorial Scholarships

- Elizabeth Quint, daughter of Trudy Quint, Health Sciences Centre Blood Bank (Accepted into Medical Laboratory Sciences at Red River College)
- Bianca Maida, daughter of Mona Lynne Maida, Health Sciences Centre Physiotherapy (Accepted into Human Nutritional Science at the University of Manitoba)
- Alex Loewen, son of Peter Loewen, St. Boniface Hospital (Accepted into Kinesiology at the University of Winnipeg)



'The benefits of being a union member'

Excerpts from the essays of MAHCP Scholarship winners:

"Canadians are fortunate to have access to unions that promote job security, are a strong voice in their daily lives, and uphold their dignity through democracy. The constant dedication of unions to represent their workers and advocate for fairness, are benefits which people must be thankful for, not only on Labour Day, but every day."
- Tiffany Fernando, daughter of Sithara Fernando, Health Sciences Centre Pharmacy

"Health and safety may be one of the more important benefits of being a union member. Necessities such as proper equipment and training that seem like basic aspects of a workforce are very often looked over in non-unionized companies, whereas unionized members have a high standard of health and safety."
- Alex Loewen, son of Peter Loewen, St. Boniface Hospital

"Many people take everything a union has to offer for granted because they do not understand the many benefits in joining one as an employee. First and foremost, unions help strengthen the Canadian economy. Unions help the employees make higher wages so they can afford food, clothing, houses, cars and the basic necessities in life."
- Bianca Maida, daughter of Mona Lynne Maida, Health Sciences Centre Physiotherapy

"There are many benefits to working in a unionized environment. One very important benefit is fair wages. A union usually represents a large number of people in various fields. This gives the union power in numbers when negotiating with the employer for many various fields. What I appreciate about fair wage negotiation is that as a union member, employees get the same wages working in a rural setting (as) in an urban setting for doing the same work. This encourages professionals to return to their home roots and still be able to have the career they trained for without loss."
- Alex Normandeau, son of Lise Normandeau, DSM in Southern Region

"Unions fight for the rights of the worker and ensure they are not taken advantage of. This ensures that the worker will be given notice and a legitimate reason before the termination of a position. In the event that the worker feels that they were treated unfairly, they have the right and the assistance of the union, with legal aid, to file a grievance regarding the termination. This ensures everyone's voice is heard and everyone is treated with respect and equality."
- Ashlyn Scott, daughter of Carol Scott, Community Therapy Services

Charter protection extends to unions: Labour Lawyers conference told

Jake Giesbrecht
Legal Counsel

Once a year, the Canadian Association of Labour Lawyers holds a conference for its members to meet and share information about recent developments in labour law, changes in legislation and strategies for the development of unionization in North America.

The Canadian Association of Labour Lawyers (CALL) conference was held this year on June 2-5 at the Sheraton Hotel in downtown St. John's, Nfld.

As always, the agenda was packed with informative and compelling presentations geared towards a practicing union side labour lawyer.

There were approximately 240 lawyers in attendance at the conference. I was fortunate enough to be one of them. One of the unique features of CALL is that it is only open to membership for those lawyers who exclusively represent the union side in labour issues. Employer side lawyers can't join the association nor can they attend the annual conference.

For each conference, CALL invites arbitrators, adjudicators, law professors,

authors, union representatives as well as members of the Association to participate in a plenary session on a general subject or provide an in-depth analysis of a specific issue. All of the presentations may be

conducted in either of Canada's two official languages (which gave me some much needed exercise of my French language skills).

The presentations this year included an in-depth panel discussion on the Supreme Court of

Canada's recent cases finding that the Charter of Rights, Freedom of Association protection extended to unions and its right to take meaningful strike action. The Supreme Court made the ruling in response to Saskatchewan Essential Services legislation that removed the ability of unions subject to this legislation to effectively take strike action.

The conference was a good reminder that although the political climate in Canada and the United States is more and more unfriendly to unions and union supporters, there is a strong group of committed professionals who continue to work hard on the side of labour, both represented and unrepresented.



Photo by Bernice Pontanilla

Congratulations corner

Congrats are in order for **Jason Stetski**, who won the MAHCP jelly bean contest at the 2016 Rotary Career Symposium!

This year's symposium took place in May at the RBC Convention Centre and drew in thousands of high school students. Stetski said he took his two sons, who are home-schooled, to the symposium to learn about potential careers and decided to enter a guess on how many jelly beans were in the container. He won a \$50 gift card for making the closest guess and received his gift from MAHCP President **Bob Moroz**.

A big THANK YOU to all executive council and MAHCP members that helped plan the Rotary event and manned the booth!

Associate Membership Status Available for Retirees

Article 5 of our MACHP Constitution provides for our retired members to hold an associate membership and to continue to be part of MAHCP. A nominal annual fee of \$10.00 has been established by the Executive Council.

Please be aware that this option is available to you or your co-workers who have already retired. This will keep you on the mailing list for the newsletter as well as affording you opportunity to participate in programs.

For more information, please call 204-772-0425 or email info@mahcp.ca

Conquer-Oars make a splash at 2016 Dragon Boat race

There was not one, but two MAHCP Conquer-Oars teams that took to the waters at Lake Shirley for the 2016 Canadian Cancer Society's River City Dragon Boat race on June 3 and 4.

A big thank you to all of the MAHCP members and friends who rowed their hearts out and at the same time raised money for such a worthy cause.

The event was a huge success, with the Conquer-Oars Alpha and Bravo teams fundraising more than \$2,400 and, during the Bravo team's morning race on Saturday, coming in FIRST.

Another big thank you is owed to Alpha and Bravo team captains Victoria Fabris and Jodi Kent.

Kudos to all who participated and see you in 2017. Paddles up MAHCP Conquer-Oars!



Victoria Fabris, captain of the MAHCP Conquer-Oars' Alpha team, looks to see if the Conquer-Oars Bravo team are past the pink bouy first... (see below)

Photo by Bernice Pontanilla



MAHCP vice-president Janet Fairbairn bravely took her cellphone onto the dragon boat and the team snapped this wonderful selfie.



And they were! The Bravo team celebrates after hearing they came in ahead of the competition.

Photo by Bernice Pontanilla



Members of the Conquer-Oars Alpha and Bravo teams were highly visible in their royal blue Viking T-shirts.

Photo by Bernice Pontanilla



The Conquer-Oars Bravo team that came in first in their heat poses for a photograph following their Saturday morning race on June 4, 2016.

Photo by Bernice Pontanilla



Newsletter to get facelift

Bernice Pontanilla
Communications Officer

We're looking for MAHCP members' input on plans to revitalize the newsletter. Your Communications Committee has begun a project to be implemented in 2017 to change the look of the MAHCP News magazine and update some of the content. We'd like feedback from members on the following subjects:

Design: If you're graphically inclined, please send us suggestions on layout, fonts, and any other stylistic aspects.

Content: We strive to provide the most-up-to-date information to members on the internal and external activities of MAHCP, its board and staff, as well as articles related to hot-button workplace issues. In the September 2015, December 2015 and March 2016 editions, we touched on the federal and provincial elections, urging members

to make health care an election issue. What topics would you like to see in the newsletter? Would you like to see more information on working conditions, collective agreement language or trends in labour relations? Or would you like to see more content that is not related to unions?

Contests: Currently our main contest is the Facebook likes on the back page, which is now headed towards the "750 Likes" goal, would you like to see more contests in the newsletter?

Fun activities: We know that the word search is popular, but would you like to see more activities, such as crosswords or Sudoku? How about recipes?

Please send us your feedback to bernice@mahcp.ca by Nov. 15, 2016. After that date, the Communications Committee will compile the suggestions, create a plan and implement it.

Thank you all!



*Help us reach 750 likes
on Facebook*

You can find us at www.facebook.com/manitobaahcp - a long handle, but once you get there, you will find a lot of interesting items, pictures of members, news and announcements.

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

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 website.

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.

- **Jennifer Sveinson**, HSC, Psych Unit
- **Brian Thomson**, Seven Oaks General Hospital, Respiratory Therapy
- **Zana Anderson**, Deer Lodge Centre, Adult Day Care
- **Teresa Paulson**, St. Boniface Hospital, MRI Clinic

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

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

Directors

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

Regional Directors

Northern RHA - East	Tanya Burnside Pharmacy Assistant
Northern RHA - West	Lesla Nordick Community Health Developer
Winnipeg Region	Janelle Morissette DSM HSC

Staff Assignments

Lee Manning
Executive Director
lee@mahcp.ca

Jacob Giesbrecht
Legal Counsel
jake@mahcp.ca

Bernice Pontanilla
Communications Officer
bernice@mahcp.ca

Janet Beaudry
Administrative Supervisor
janet@mahcp.ca

Joan Ewonchuk
Administrative Assistant
joan@mahcp.ca

Cathy Langit
Administrative Assistant
cathy@mahcp.ca

Rachiel Langit
Administrative Assistant
rachiel@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

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

Scott McLaren, LRO: (scott@mahcp.ca)
CancerCare Manitoba - Winnipeg & Brandon
Health Sciences Centre – Anesthesia, Communication Disorders, Child Health, Critical Equipment, Dental, EEG/EMG, Genetics, Laboratory, Nutrition & Food Services, Occupational Therapy, Orthopedic Technology, Physiotherapy, Psychiatry, Psychology, Radiopharmacy, Recreation Therapy, Rehab Geriatrics, Social Work, Spiritual Care

Deb Stewart, LRO: In training. To be determined.

Jodi Molinski, LRO: In training. To be determined.

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

UNION BULLETIN BOARD

Autumn leaves and more

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

BOOKS
 CANDY
 HALLOWEEN
 HARVEST
 LABOURDAY
 PUMPKINS
 RAIN
 RAKING
 SCHOOL
 SNOWFLAKES
 SOGGY
 SPOOKY
 THANKSGIVING
 TURKEY
 WINDY

Door Prize
Draws

**Pre-Register now for the
46th MAHCP AGM!**

Pre-
Registration
Prize Draw

**Join us Thursday, Oct. 13, 2016,
at the Holiday Inn Airport West**

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

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



101-1500 Notre Dame Avenue, Winnipeg, MB R3E 0P9
 Phone: 204-772-0425; 1-800-315-3331; Fax: 204-775-6829
 Email: info@mahcp.ca; Web: www.mahcp.ca;
 Facebook: www.facebook.com/manitobaahcp