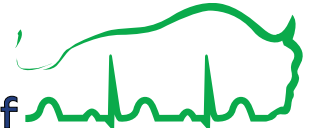


# NEWS

Manitoba Association of  
**HEALTHCARE**



March 2017

*Professionals*

## Payroll issues make media headlines

Bernice Pontanilla  
Communications Officer

The overpayments issue affecting Manitoba health care employees hit the headlines of major media outlets in January.

Officials with the WRHA told the Winnipeg Free Press in an article in the Jan. 12 print edition that the total overpayments amount was \$1.2 million and that the “discovery of overpayments stems from when it began using a new payroll system in 2012.”

However, the CBC reported later on Jan. 12 that the WRHA did not blame their “robust” payroll system for the overpayments, instead pointing a finger at “clerical errors such as late paperwork, data entry slip-ups when filling out time sheets or accidentally paying staff twice for the same work period.”

MAHCP President Bob Moroz was contacted for comment by both

the Free Press and CBC. Below is his statement sent to the CBC:

*We are concerned about the rise in overpayment letters being received by our members. We have taken steps to inform our members of how best to address these letters with HR Shared Services.*

*MAHCP has voiced concerns about the SAP payroll system over the past several years, as there have been situations of underpayments as well as overpayments that have affected our members. We've also had cases where the amount was large enough that our members alerted management to the error, were told that someone from payroll would get back to them, however, no one did.*

*MAHCP would like to see the payroll system improved so that neither underpayments nor overpayments continue to happen.*

*We continue to work with the Employer representatives to address this very concerning issue, and as such have no further comment at this time.*

It was President Moroz's hope that the public, through the media, understood that members were being affected by both payments over and under their salaries, and that there was never an intent to keep any payments that weren't earned.

The payroll issues, including overpayments and underpayments, have not yet been resolved.

MAHCP continues to work diligently to resolve under/over payment issues. A number of grievances are already filed and continue to be filed. Through this process, we are discovering that there are situations where the hours have been worked by the member, but were not coded correctly.

This is why it is crucial that you carefully look at any overpayment notices you may receive, especially if it is for a period significantly in the past. The collective agreement does not allow members to keep legitimate overpayments due to input errors. It does however lay out a process and timeline that the Employer must follow to establish and recoup such overpayments.



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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 at [mahcp.ca](http://mahcp.ca)



### March 2017

- Child Life Month
- Nat'l Nutrition Month
- Nat'l Social Work Month

### March 8, 2017

- Intern'l Women's Day

### March 8, 2017

- Executive Council Mtg  
101-1500 Notre Dame

### March 14-16, 2017

- Rotary Career Symposium  
RBC Convention Ctr

### March 15, 2017

- HSC Member Adv Mtg  
GC306 1130-1300 hrs

### March 15, 2017

- National Dietitian Day

### 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  
GH304, HSC  
1130 to 1300 hrs

### April 23-29, 2017

- National Medical Laboratory Week

### April 24-26, 2017

- Member Advocate Training  
101-1500 Notre Dame

### April 28, 2017

- National Day of Mourning

### May 2017

- Nat'l Physio Month
- Speech & Hearing Awareness Month

### May 1-7, 2017

- Mental Health Week

### May 5, 2017

- International Day of the Midwife

### May 10, 2017

- Executive Council Mtg  
101-1500 Notre Dame

### May 17, 2017

- HSC Staff Rep Mtg  
GH304, 1130-1300 hrs

### May 21-27, 2017

- National EMS Week

### May 22, 2017

- Victoria Day  
MAHCP Office Closed

### June 2 & 3, 2017

- Dragon Boat Festival

### June 4, 2017

- Wpg Pride Parade

### June 4, 2017

- CDA's Lace Up for Diabetes

### June 15, 2017

- HSC Staff Rep Mtg  
GH304, 1130-1300 hrs

### June 21, 2017

- Aboriginal Day in Canada

### July 1, 2017

- Canada Day



### July 3, 2017

- Canada Day Stat  
MAHCP Office Closed

## Stay in the loop!

In order to keep our database current, please keep us informed of any information changes including home and email addresses and your name. Don't forget to update your address with your employer too!



If you know of a retiree, please let us know.  
Call 204-772-0425 or email [info@mahcp.ca](mailto:info@mahcp.ca)

# MAHCP President Bob Moroz updates members on funds, unions' coordination

MAHCP members, below is an update from President Bob Moroz. Please share this information among your MAHCP colleagues, thank you!

## Standardization Fund

As reported to you in December, the Standardization Fund has been finalized and salary scales have been reviewed. We will be posting these new scales on our website as soon as possible so that the affected members have a reference to verify the changes in their wages as they are implemented by the employer. A separate, more detailed explanation will be provided shortly.

The distribution of this fund was delayed somewhat a few weeks ago as the Employer encountered an issue within their payroll record keeping that needed to be dealt with. Essentially, the employer(s) may not have had an increment date record of those members who have been at the "top of scale" prior to the WRHA migrating to the newer SAP payroll system. Our response to the Employer was that we were not going to agree to altering any member's anniversary date. Of course, that meant that the employer would have had to go back to previous payroll providers to determine those dates. As frustrating as that may be, it is the obligation of the various Employers to maintain accurate records and we were not interested in making arbitrary changes. Those members who are not employed by the WRHA should be seeing these adjustments relatively soon.

## Recruitment and Retention Fund

We are very close to concluding the discussion on this fund. It is my expectation that we will be able to finalize the distribution at our next meeting with the PHLRS to be held



MAHCP President Bob Moroz stands behind Manitoba Federation of Labour President Kevin Rebeck, along with Norm Gould of the Manitoba Teachers' Society and Michelle Gawronsky of the MGEU, as he answers reporters' questions following a meeting with Manitoba's Finance Minister on Jan. 5, 2017. Not fully visible in the photograph are Kelly Moist of CUPE and Jeff Traeger of UFCW. Photo by Bernice Pontanilla

on February 15, 2017. It has always been our goal to distribute this fund as equitably as possible and we have made proposals to this effect previously.

## More classifications in need

One thing I would like to make clear regarding both of these funds is that all of the classifications included in the original list as included in the Employer's final offer will be seeing wage adjustments. I would also like to acknowledge that many more classifications are clearly in need of wage adjustments to ensure that we can recruit and retain the professionals we need to provide the services and care to Manitobans that we all deserve. This idea will continue to be carried forward during discussions regarding the Recruitment and Retention Committee as described in MOU #4 in the Collective Agreement. I hesitate to mention any one specific discipline, but I do realize that there are more than a few groups who require this attention.

## Public Sector Unions' Coordination

Many of you will have read a

number of media stories regarding the challenges that public sector unions in Manitoba are facing now and for the foreseeable future. MAHCP is proud to be part of a coalition of these public sector unions, while simultaneously disappointed that this is even necessary.

When the Minister of Finance eventually invited "labour" to a meeting on January 5, 2017, I was in attendance. There has been a tremendous amount of work going on since that date in preparation of a follow-up meeting to be held on February 10, 2017. The government is seeking to consult with us to find solutions to the "financial crisis," as they state it, facing Manitoba. There will be much more information provided as we continue down this path. I must admit that I am pleased with the level of solidarity and cooperation being shown among all public sector unions in this process.

My role is first and foremost to ensure that the interests of MAHCP members are represented in any such discussions. Included in that responsibility is my obligation to work to ensure that the entire Health system is adequately resourced and staffed and that the value of each of you is recognized by the government and the public.

In Solidarity,

Bob Moroz

Each year on March 8, MAHCP salutes you!



International Women's Day

#BeBoldForChange





The newly trained Member Advocates class at the end of their session in October of 2016.

Photo by Bernice Pontanilla

## Member Advocate update: Training will now take place in April and October

**Marcy Ervick**  
Labour Relations Officer

Over the last year you may have noticed some significant changes to our member advocacy roles.

As reported in the December 2016 newsletter, our Staff Reps were renamed to Member Advocates, and with the new name came an entirely new training program.

Well, this newsletter is no different as we announce our newest endeavor to improve member representation.

After a careful review of the Member Advocate program, which included reviewing the constitutional requirements for nominations and elections, it was determined that there is a need to alter the dates that the member advocate training is offered to allow for better representation of the membership.

It may seem like a small initiative that doesn't require a discussion in the newsletter, however, making this simple change will greatly increase the ability of newly elected or appointed MAs to not only receive training in a consistent manner, this now means MAs are not going nine-plus months with no training. These new dates will allow for training to be offered every six months.

The following are the changes and important dates:

The June dates have been replaced with new April dates. This will include MAs appointed to the role between elections, and provide longstanding MAs with the updated training program. **For 2017, the training dates are April 24 to 26.**

Member advocates elected in October will receive training as soon as they become MAs, meaning they are trained to attend to your member issues within weeks of being elected into the role. **For 2017, the training dates are October 23 to 25.**

The new process will include the following important dates:

- **Feb 15 & Sept 1** – Letters to new advocates with their training dates sent
- **March 1 & Sept 15** – RSVP to above letter to be received at MAHCP by this date
- **April 4 & Oct 2** – Letter to Employers will be sent stating MA shall be excused from work to attend MAHCP Training

*Please note: MAHCP MA training is a mandatory component of becoming a Member Advocate. A newly elected or appointed member advocate can't practice as a Member Advocate until they have participated in the new training program.*

### Collective Agreement Question

**Question:**

I worked at one hospital in Winnipeg for 10 years and then 14 years ago the program was transferred to the hospital that I am now working at, also in Winnipeg. I opted to accept my position in the new hospital. I am retiring, but have been told that I will not get the same recognition (gifts, etc.) that employees who have worked here for 24 years will get. Is that right, or should I be treated the same?

**Answer:**

No, you should be treated the same. The language in the Memorandum states:

**MEMORANDUM OF UNDERSTANDING**

(ii) Employees who are transferred in accordance with this memorandum shall retain seniority as described in (6) below, service and other portable benefits as set out in the Letter of Understanding on Redeployment Principles, and will be treated in all respects as if they had always been employees of the receiving facility.

*"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."*

# Join us in June!

Jodi Kent  
Communications Committee Chair

This is a call for volunteers, MAHCP members, we need your support.

We have multiple charitable events and activities happening over one weekend in June and we'd love for you to join us for one – or more – of the events.

This year's River City Dragon Boat race falls on June 2 and 3, and it is the third year in a row that we are participating. Come raise much-needed funds for the Canadian Cancer Society, meet other MAHCP members and exercise by rowing hard during the races. In addition, we're planning on having food there for participants. To sign up for this year's Dragon Boat team, please email MAHCPdragonboat@gmail.com

Next up are two incredibly worthwhile events taking place on June 4.

The annual Diabetes Canada 'Lace Up for Team Diabetes' walk/run takes place in the morning. Once again, we'll be sponsoring those who'd like to participate in the walk/run. We're also looking for volunteers in the food tent, where we always have tons of fun and laughs.

Be a part of MAHCP's very first participation in Winnipeg's PRIDE Day Parade. Walk with us on June 4 in support of the LGBTTQ community. MAHCP supports unity and diversity, and we celebrate along with Pride Winnipeg their 30th anniversary parade this year!

If you are interested in participating in the Lace Up event or PRIDE Parade, please email Secretary@mahcp.ca to let us know.

# Communications Update

Bernice Pontanilla  
Communications Officer

Posters at your fingertips, a new Twitter account and a social media survey.

These are a few initiatives that are being undertaken by our MAHCP Communications Committee and Communications Officer to better serve our membership.

The first is a new Communications Board in the main boardroom at our Notre Dame Avenue office. The purpose of this Board is to be a quick visual references of communications that are meant to be put up at our bulletin boards across all sites in Manitoba.

This Board will have copies of the posters below for MAHCP staff, Member Advocates and members to take back to their respective places of work.

With the next round of bargaining expected to be the most difficult yet, getting out our communications to you, our members, will be crucial. We believe that this is a good way for those who are here at the office for meetings, or simply dropping by, to gather content for the bulletin boards.

Please remember that MAHCP information can only be posted on approved MAHCP bulletin boards in your workplace, and not just any bulletin boards or cubicle walls, etc.

A new Twitter account for MAHCP was launched during the 2016 Annual General Meeting, as a way for us to share important information and news on our union, our colleagues and health care in general.

If you're on Twitter, please find us at @MAHCP\_MB and give us a follow.

Finally, we have a social media survey coming soon to members.

The reason for this survey is to find out which platforms are the most popular among our members and therefore effective in getting our information out to you.

The survey, which is strictly confidential, consists of nine questions and should only take a few minutes to complete.

As a former journalist, I cannot stress enough how vital it will be over the next while to stay informed on what is going on in your workplaces, our union, and in the news throughout our province. Having a direct line of communication with you, our members, will be a great benefit for all involved. Thank you!



MAHCP Executive Council member James Stevenson takes posters from the new Communications Board at the Notre Dame office.

Photo by Bernice Pontanilla

# VP reports on new nomination, election policies

Happy New Year and here's to a great year ahead for MAHCP and its members!

In the December newsletter, I made a commitment that the Governance Committee would be reviewing all current MAHCP policies and make amendments as needed. I am pleased to inform our membership that we are working diligently to accomplish this and wanted to report relevant and pertinent information to keep the membership aware of our progress throughout the process – and not just when completed.

The Governance Committee has also reviewed the nomination and election processes and we have recommended some changes to current policies and also created new ones.

The following policies have been approved by Executive Council:

- Election Code of Conduct
- Election Time Frames
- Deadline for Nominations for Executive Council
- Deadline for Constitutional Resolutions
- Election Voting
- Biography for Elections

## Election code of conduct

An overview of the expectations of candidates during the nomination and election process

## Election Time Frames

Allows all candidates and membership the information pertaining to the dates related to the election. Please see green sidebar. →

## Deadline for Nominations for Executive Council

The deadline will remain the same for this year which is the last working Friday in June (June 30, 2017) NEXT YEAR that date will change to the last working Friday in May.

The rationale for this change is to elevate some of the intense timelines encountered by the Nomination Committee, candidates and our Administrative Staff. By moving the deadline and along with the other policies we hope to have streamlined the process for all those involved.

## Deadline for Constitutional Resolutions

Similar to the deadline above; it will remain the same for this year and NEXT YEAR will be changed to the last working Friday in May.

Rationale for this change is to align our deadlines to be consistent.

## Election Time Frames

Last working Friday in June:	Close of Nominations
First 10 days of July:	Nominations Committee to review all nominations, determine if any elections are required and notify candidates regarding their status (acclaimed or election required) If election required, the affected membership will also be notified
<b>If an election is required:</b>	
Second Friday in July:	Candidates can start campaigning
Second Friday in July:	Bios are made available to membership
Late August/Early September:	Debate if necessary (President & Vice-President)
Second Monday of September:	Election period starts and runs for 7 days
3 days after close of election:	Results given to candidates (by phone and email with read receipt attached)
Following Monday:	Results announced affected membership (email, website, link on Social Media)
AGM October:	Nomination results announced at AGM





MAHCP presidential candidates Janet Fairbairn, Shelley Kowalchuk and Bob Moroz listen as moderator Vera Chernecki asks a question during the candidates' debate on Sept. 7, 2016.

Photo by Bernice Pontanilla

## Election Voting

*All elections will now be conducted via electronic voting ONLY;*

meaning no more paper ballots will be mailed

What does this mean for you?

- If you voted electronically this past year; nothing will change
- If you received a paper ballot this past year; we need you to contact the office to ensure we have an email address on file (please remember we cannot accept work email addresses, only personal addresses)

We have begun a campaign to all those members who received paper ballots during the last election to ensure they are aware of all the changes.

Strike Preparedness Committee introduced electronic voting during our last ratification votes for Central Table Bargaining with great success; this method was also used during last year's Presidential election.

This also means all election material will be made electronic ONLY; through mass emails to the affected membership, on the website ([www.mahcp.ca](http://www.mahcp.ca)) and through social media linking you back to the website.

There are numerous rationales for this change:

### Time

- Paper ballot votes need time; time to receive the ballots and time to send them back to the office
- Time to be sent and counted by an external agency
- Administrative Staff spend a lot of time preparing the election packages

### Mailing issues

- From lost mail to members not receiving their packages
- Returned packages from either bad addresses or incorrect addresses
- This past year also saw challenges given the potential Canada Post Strike

### Cost

- Time for our Administrative Staff to prepare the election packages
- Resources needed to create the election packages
- Postage
- External agency to count paper ballots

### Data from the Presidential Election

	# sent	# cast
Paper Ballots	1243	84
Electronic Voting	2595	947

## Biography for all Elections

All candidates seeking MAHCP positions either on Executive Council or as a Member Advocate will require a biography to be submitted with your nomination form.

Rationale for this policy is to help streamline the process and its timeframe.

What should a biography contain or look like?

- There are many examples and templates that can be found online

Questions you may want to answer in your biography

- Who you are: picture, profession and place of work
- Who you are: hobbies, interests
- Why you are wanting the position
- What you wish to accomplish during your term
- Relevant experience
- Contact information

The Governance Committee's goal is to have all members understand fully the nomination and election processes. We want all candidates to have the information as they fill out their nomination forms and not after. We hope this provides answers to questions that candidates and membership were asking during the last election.

Should any member have a question/comment please feel free to email me at [TanyaB@mahcp.ca](mailto:TanyaB@mahcp.ca).

In Solidarity,

Tanya Burnside  
MAHCP Vice-President and Chair  
of the Governance Committee

# Issues to watch the Liberals address in 2017

Nora Loreto  
Canadian Association of Labour Media

Stephen Harper didn't hide what he thought of working people. His government waged attacks against collective bargaining. They tried to force unions to develop overly bureaucratic measures to make their finances public to non-members. They resisted and dismantled social programs that help people, even if they had few or no benefits through their work.

Justin Trudeau's rhetoric gave many union activists hope. Unfortunately, as promises are broken and as issues remain unaddressed, it's become clear that progressive Canadians have to hold Trudeau to account in similar ways that we held Harper to account. With the 2017 parliamentary session underway, here are a couple issues for working people to watch.

## Canada Post

When Stephen Harper cut door-to-door mail delivery, he sent a signal to Canadians: public services, even long-standing ones, can be eliminated. Shrouded in a discussion about modernization (even though the

Corporation continues to be profitable), the Conservatives used Canada Post as a proxy to wage an attack on good jobs and collective bargaining.

The Liberals promised to restore door-to-door mail delivery. They negotiated a contract with the Canadian Union of Postal Workers in December 2016, and sent the question of door-to-door delivery to a committee where Liberals members held the majority. The committee recommended expanding Canada Post's services and agreed that daily delivery should continue. They didn't recommend postal banking, a service that would offer Canadians basic and cheap banking services. The NDP issued its own report, criticizing the committee for this oversight.

CUPW has been calling for an overhaul to Canada Post for years. They envision an organization that can undercut the high costs of banking, dispense medical marijuana, and deliver food to Northern Communities, among other services.

If the Liberals are interested in sustainably transforming Canada Post, CUPW's recommendations should be considered carefully. The government has promised to make a decision on whether or not to restore door-to-door delivery in the spring.

## Phoenix payroll system

The federal government is the direct employer of hundreds of thousands of workers. Due to the implementation of the Phoenix pay system, 82,000 workers have had problems with their pay, in some cases not being paid at all. More than one year after the Liberals took office, there were still 200,000 transactions that had not been completed, and 18,000 workers who still had problems with their pay.

According to the Public Works and Government Services website, as of Dec. 14, there was still a backlog affecting 10,000 workers. Even worse, in February it was revealed that more than 26,000 employees had been overpaid. CBC News/Radio-Canada has reported that the overpayment totaled nearly \$70 million and two thirds of workers who were overpaid have not been able to give that money back.

The new pay system was implemented six months into the Liberals' term. Even though this decision was made prior to their election, the way in which they've handled it has been a disaster. How much longer will workers have to manage with these problems?

ENTER THE DRAW AND YOU COULD WIN!

MARCH 1 - OCTOBER 31, 2017

Help  
spread  
the word  
for more  
entries

WIN WITH  
UNION SAVINGS

CANADA'S ONLY NOT-FOR-PROFIT, UNION RUN, MEMBERS' BENEFIT PROGRAM

ATTENTION UNION MEMBERS  
\$10,000 GIVEAWAY

YOU CAN WIN  
MORE THAN ONCE!

7x \$1000 Cash Prizes

2x iPads

2x \$500 Visa Gift Cards

2x \$500 Canadian Tire  
Gift Cards

7x \$100 Gas Cards

Union Savings is giving union members the chance to win a grand prize of \$10,000!  
Visit [WinWithUnionsavings.ca](http://WinWithUnionsavings.ca) for your chance to win. No purchase necessary.

\$10,000 Cash Grand Prize

Monthly Cash Prizes of \$1000

and Additional Prizes!



## 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 2017**, 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



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

Nominations for the 2017-2019 Executive Council are due at the MAHCP office, 101-1500 Notre Dame Avenue, Winnipeg, Manitoba, R3E 0P9 on or before 1600 hours on June 30, 2017.

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 2017 Annual General Meeting and will continue to sit on the Executive Council 2017-2018:

**President:** Bob Moroz  
**Aboriginal Health & Wellness Centre:** Cheryl Francisco

**Clinics:** Sherry Lussier  
**EEG:** Jodi Kent  
**Radiology:** Michael Kleiman  
**Recreation Therapy:** Erin Flynn  
**Respiratory:** Victoria Fabris  
**Social Work:** Renée Friesen  
**Winnipeg Region:** Arlene Boychuk

The following board members are finishing the 2nd year of a 2 year term as of the 2017 Annual General Meeting and the positions are up for nomination:

**Vice President:** Tanya Burnside  
**Cardiology:** Karen Sklavenitis  
**Laboratory:** James Stevenson  
**Medical Physics CCMB:** Chad Harris  
**Orthopedic Technology:** Jason Linklater  
**Spiritual Care:** Michael Thibert  
**Northern Health Region East:** Tanya Burnside  
**Northern Health Region West:** Lesa Nordick

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,

Tanya Burnside, Vice-President  
Chair-Nominations Committee

## Call for Member Advocate Nominations

All those with nominations in by June 27th, 2016 have 1 year left on their term which will expire at the end of the 2018 Annual General Meeting.

All those who were nominated for 2 year terms in 2015 and those Member Advocates who have been appointed since the June 27th, 2016 deadline will have their term expire at the end of the 2017 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 30, 2017 @ 1600 hours. Nomination forms for Member Advocates are also available on our website, www.mahcp.ca

In Solidarity,  
Tanya Burnside, Vice-President  
Chair - Nominations Committee

# It's Scholarship Application Time!

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 open to the children of members: the MAHCP and the Monique Wally scholarships.

The MAHCP SCHOLARSHIP applies to students who are entering their first year of full-time post-secondary education, whether it is University of Community College in any field of study.

The MONIQUE WALLY MEMORIAL SCHOLARSHIP is open to those who are intending to enter their first year of an allied health profession.

There are eight \$400 MAHCP scholarships and three \$400 Monique Wally Memorial scholarships available. Students can apply for both scholarships if they are going straight into an allied health profession in their first year of post-secondary study.

Please check our Scholarships page at our website [www.mahcp.ca](http://www.mahcp.ca) under 'Member Services' for the explanation of criteria for both scholarships. On this

page, 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.

The deadline for both scholarships is 4 p.m. on July 14, 2017.

There are three ways to submit applications:

By fax 204-775-6829

By mail Communications Committee Chair  
MAHCP Scholarship Fund  
101-1500 Notre Dame Ave.  
Winnipeg, MB R3E 0P9

Or dropped off at the MAHCP office, 101-1500 Notre Dame Avenue, between 9 a.m. and 4 p.m.

Successful candidates will be notified by the end of August.



## 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 2017 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 Tanya Burnside.

**Resolutions are due at the MAHCP office prior to 1600 hours June 29, 2017.**

In solidarity,  
Tanya Burnside, Vice-President  
Chair - Governance Committee

## 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.

- *Nancy Doern-White*, Dietitian, St. Boniface Hospital
- *Teresa Saunders*, Radiology Technologist, Misericordia Health Centre
- *Maureen Brouwer*, Physiotherapist, Seven Oaks General Hospital
- *Joanne Wiens*, Recreation Therapist, Seven Oaks General Hospital
- *Diane Pearce*, Physiotherapist, St. Boniface Hospital
- *Susan Cote*, Radiology Technologist, Health Sciences Centre
- *Jane Daniels*, Physiotherapist, Rehab Centre for Children
- *Dawn Libbrecht*, Pharmacy Assistant, The Pas Health Complex

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

## 2016-17 Executive Council

### Officers

<b>President</b>	<b>Robert Moroz</b> CCMB, Radiation Therapist
<b>Vice President</b>	<b>Tanya Burnside</b> Northern Region - East, Pharmacy Assistant
<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>Cheryl Francisco</b> Activity Worker
<b>Cardiology</b>	<b>Karen Sklavenitis,</b> St. Boniface Hospital
<b>Clinic</b>	<b>Sherry Lussier,</b> Dynacare Laboratory Technologist
<b>Laboratory</b>	<b>James Stevenson,</b> DSM St. Boniface Hospital
<b>Orthopedic Technology</b>	<b>Jason Linklater,</b> Health Sciences Centre
<b>Radiology</b>	<b>Michael Kleiman,</b> HSC
<b>Recreation</b>	<b>Erin Flynn,</b> HSC
<b>Respiratory</b>	<b>Victoria Fabris,</b> WRHA - Corporate Program
<b>Social Work</b>	<b>Renee Friesen,</b> HSC
<b>Spiritual Care</b>	<b>Michael Thibert,</b> St. Boniface Hospital

### Regional Directors

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

## Staff Assignments

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

**Jacob Giesbrecht**  
Legal Counsel  
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**Bernice Pontanilla**  
Communications Officer  
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**Janet Beaudry**  
Administrative Supervisor  
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**Joan Ewonchuk**  
Administrative Assistant  
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**Cathy Langit**  
Administrative Assistant  
cathy@mahcp.ca

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

**Cheryl Beal, LRO:** (cheryl@mahcp.ca)  
Health Sciences Centre - *Cardiology, Critical Equipment, Diagnostic Imaging, EEG/EMG, Genetics, Laboratory, Nuclear Medicine, Orthopedic Technology, Orthoptics. Orthotics, Occupational Therapy, Perfusion, Physiotherapy, Radiopharmacy, Spiritual Care, HSC Pharmacy Program*

**Michele Eger, LRO:** (michele@mahcp.ca)  
Concordia Hospital & Pharmacy, 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 & Pharmacy, 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 & Pharmacy, 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*

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



# UNION BULLETIN BOARD

## SPRING WORD SEARCH

April	green
baseball	kite
bicycle rides	lawnchair
butterflies	lawnmower
caterpillars	melting
dandelion	picnic
flowers	rainshowers
gardening	sunshine
geese	umbrella

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



## Help us reach 750 likes on Facebook

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, news and announcements.

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, share, share!



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 Facebook: [www.facebook.com/manitobaahcp](http://www.facebook.com/manitobaahcp)