

## Labour Board rules unfair labour practice

U of M ordered to pay up to \$2.4m to UMFA members

Bernice Pontanilla  
Communications Officer

There were many in Manitoba's labour community who spoke out against the interference by the Pallister government in the right to free collective bargaining at the University of Manitoba.

And now the Manitoba Labour Board has found that the U of M's administration engaged in an unfair labour practice by following secretive directives from the provincial government in 2016; directives that would only become public months later when the Pallister government unveiled Bill 28, which sets wage increases for public-sector and publicly funded entities' employees at 0, 0, .75% and 1%.

Representatives from University of Manitoba Faculty Association (UMFA), Manitoba Federation of Labour, and the Partnership to Defend Public Services – of which MAHCP is a member – held a press conference at the Union Centre on Jan. 31 to discuss the Labour Board's decision.

Janet Morrill, UMFA President, said during the press conference that instead of bargaining fairly with them, the U of M "followed the Pallister government's orders and forced faculty out on the picket lines, disrupted student schedules and postponed exams."

The UMFA strike lasted 21 days in November of 2016, and Morrill puts the blame for that strike squarely at the feet of the Pallister government.



MFL President Kevin Rebeck and UMFA President Janet Morrill are flanked by fellow union leaders, including MAHCP President Bob Moroz, during a press conference on Jan. 31, 2018.

That's because her union's bargaining committee had made monetary gains at the negotiating table, however, they were suddenly pulled off and the U of M administration did not inform them as to why.

"It sends a message to the administration of the University of Manitoba, who has had three unfair labour practice rulings against them in the last 10 years, that we must be treated with fairness and respect and in accordance with the law," she added. "This ruling also serves as notice that employers still have a duty to bargain in good faith despite government interference and we will continue to protest the government's infringement on collective bargaining rights and their actions that harm both the workers and users of public services."

Jake Giesbrecht, MAHCP's legal counsel, said this decision serves as a reminder that employers have a legal obligation to share relevant, accurate information with the union during collective bargaining.

"If they fail to live up to this obligation, the Labour Board can and will in appropriate cases punish employers for their failure," he added. "This current reminder should aid MAHCP when we head to the bargaining table during the next round."

Among the remedies issued by the Labour Board, the U of M has been ordered to pay up to \$2,000 per member of UMFA's bargaining unit, which would total \$2.4 million.

However, in late February it was made public that the administration has appealed the Board's decision.

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## Meeting Calendar

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

### March 2018

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

### March 8, 2018

- Int'l Women's Day

### March 13, 2018

- Member Advocate Mtg  
101-1500 Notre Dame  
1700 hours

### March 14, 2018

- National Dietitian Day

### March 14, 2018

- Executive Council Mtg  
101-1500 Notre Dame  
0900 to 1700 hrs

### March 30, 2018

- Good Friday  
MAHCP Office Closed

### April 2, 2018

- Easter Monday  
MAHCP Office Closed

### April 11, 2018

- Executive Council Mtg  
101-1500 Notre Dame  
0900 to 1700 hrs

### April 22-28, 2018

- National Medical Laboratory Week

### April 28, 2018

- National Day of Mourning

### May 2018

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

### May 5, 2018

- International Day of the Midwife

### May 7-13, 2018

- Mental Health Week

### May 9, 2018

- Executive Council Mtg  
101-1500 Notre Dame  
0900 to 1700 hrs

### May 21, 2018

- Victoria Day  
MAHCP Office Closed

### June 12, 2018

- Member Advocate Mtg  
101-1500 Notre Dame  
1700 hours

### June 13, 2018

- Executive Council Mtg  
101-1500 Notre Dame  
0900 to 1700 hrs

### July 1, 2018

- Canada Day  
MAHCP Office Closed

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.*

We're now on Twitter:



@MAHCP\_MB

## 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)



# Kindness vital during upheaval in health care

Each of us takes great pride in the work we do every day. We earn that respect with our dedication and professionalism.

As your Union, MAHCP continuously advocates for each of you for that regard. The biggest obstacle to members feeling respected right now is the utter turmoil created by the changes to our system as a result of Provincial decisions. Throughout all the changes so far, and those yet to come, I know that our members continue to provide excellent care for Manitobans. I am very proud that our members care so deeply about the work they do and I thank you as a Manitoban.

I would like to take a moment to ask you to reflect on that same concept as it relates to the hard-working staff of MAHCP. Our staff work incredibly hard in a very demanding labour relations world. The changing system is resulting in new challenges and demands on our people daily.

In the same way we all want our work to be valued, our staff deserve that same consideration. We work in a world of conflict resolution. All I ask is that we treat one another with the same amount of kindness and understanding that we expect ourselves. It is remarkable how a word of encouragement or support can uplift someone who is often doing nothing but trying to manage conflicts in an ever-changing world.

MAHCP is waiting for details on what Phase 2 of the system transformation will look like. The



MAHCP President Bob Moroz is interviewed by the CBC on Jan. 25, 2018, at the MAHCP office for their investigative piece on health and safety concerns at DSM labs in Thompson, MB.

WRHA has not been able to share any specific information regarding the timing or depth of changes at either Concordia or Seven Oaks. We continue to talk and demand details so that any processes can be more clear and transparent for members that we were able to manage with Phase 1. More information will follow as that becomes available.

As a bargaining update, our Central Table bargaining team is meeting this month to prepare our proposal packages. As of writing this, other unions with expired

agreements have not been to the bargaining table with the Employer, so we suspect a significant delay in our own table.

Finally, on Page 8 of this edition you will find information about a new MAHCP member discount with Park'N Fly at the Winnipeg Airport. Please take a look and see if you can save on airport parking.

In solidarity,  
Bob Moroz, MAHCP President



To our MAHCP members, happy

International Women's Day March 8

#PressforProgress

<https://www.internationalwomensday.com>

# Oversight Committee back in action: VP



Tanya Burnside  
MAHCP Vice President

As your Vice President, I have been busy with Governance, Nominations, Executive Council Review Committee, and the Vice President's new role as chair of the Oversight Committee.

I would like to give a summary of each committee and its progress this term.

## Governance Committee

I'd like to introduce the members of the Governance Committee; Jason Linklater, Margret Thomas and Arlene Boychuk. Last year, the committee committed to completely reviewing all MAHCP policies and making sure they are relevant and match the needs and goals of MAHCP. There are a few outstanding policies to bring forward to Executive Council to complete this review which should be concluded before the AGM. A new system to categorize and number each of our governance policies was also introduced to make going forward easier to locate and review policies by the committee.

I would like to thank the members of this committee, as their commitment is what truly drove this to completion, and Janet Beaudry, MAHCP Administrative Supervisor, for her continued assistance with our mission.

The committee has focused on the Discipline Article in the constitution and agreed it needed to be reviewed and streamline for all parties involved. This will require a resolution at the AGM for membership to consider and vote on.

## Nominations Committee

As I am not up for re-election and therefore not in conflict, I am the Chair of Nominations this year. The deadlines have changed for this election cycle and the deadline for any constitutional changes. The new deadline is the last working Friday in May.

## Oversight Committee

This is a new task for the role of Vice President and we have been busy getting this committee back up and roiling. As per policy, the committee is made of a member from each of the standing committees; Management, Communications and Governance, with the VP as chair of the committee.

This year's committee is comprised of the following members; Michael Kleiman, Jason Linklater and Cheryl Francisco. I would like to take a minute and thank each of these members for letting their name stand for this committee.

This committee's **mission statement** is:

The Oversight Committee under the general direction of the Executive Council reviews, considers, and reports to the Executive Council on the effectiveness of the governance of MAHCP.

With the *desired objectives*:

1. Ensure that complaints arising from membership against another member are investigated as per the MAHCP Constitution.
2. Ensure that elected officers abide by their Codes of Conduct, Position Descriptions, Oath of Confidentiality, and Executive Council policies.

3. Ensure that appointed officers represent MAHCP in a manner reflecting the values of MAHCP.
4. Ensure that all MAHCP committees are abiding by their Terms of Reference

Our goals are to ensure each committee has an updated Terms of Reference and that all position descriptions be looked at and make any necessary changes to reflect current practices and tasks.

In looking at how we evaluate ourselves, the committee feels that going to an electronic survey after an event (such as Member Advocate conference/training, AGM, etc) will prove to be effective going forward. If you attend an event, you'll receive an email after to evaluate it. Therefore, please make sure MAHCP has your personal email address. (Friendly reminder that we cannot use work emails.)

Our main goal for 2018 is to get the framework in place for future committees, as 2017 was a re-building year after the committee was absent for many years.

Oversight is also working with Governance in the Discipline Article and members of both committees believe that the changes proposed will streamline the process for all involved parties.

## Executive Council Review Committee

Please see my update on this committee on page 5.

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

Should any member have any questions or comment, I would love to feedback and can be reached by email at [tanyab@mahcp.ca](mailto:tanyab@mahcp.ca)

## MAHCP Member Advocate Program

### UPCOMING MEETINGS

Dates: March 13, 2018

June 12, 2018

September 11, 2018

Place: MAHCP Office

101-1500 Notre Dame Ave

Winnipeg

Time: 5PM to 8PM

Teleconferencing available for Rural Member Advocates.

Please remember to bring your padfolio and any new signed membership cards.

Pizza, salad and refreshments

\*MAHCP members, please be advised that you can submit questions and/or concerns to Member Advocates for discussion at these meetings.

## Important Deadlines

### Call for Resolutions

Deadline for any constitution changes is May 25 at 4pm.

Forms can be found by at <http://mahcp.ca/member-services/forms/>

### Member Advocates

The Member Advocates nomination period starts March 1 and runs until 4 pm on May 31.

### Executive Council Nominations

Nominations deadline is the last working Friday in May; this year it is May 25 at 4pm. Friendly reminder that ALL Executive Council Nominations must have a biography attached to the nomination form.

# Zone system proposed

The Executive Council Review Committee is an ad-hoc committee that was formed after the Executive Council retreat held in May of 2016.

The committee met a handful of times and made a lot of progress in the summer 2017. Unfortunately, some of the members have moved on and the committee is now under the purview of the Management Committee. I'd like to thank those members who worked on this committee for their support, commitment and hard work.

The **Mission Statement** for this committee is:

*The Executive Council Review Committee, under the general direction of the Executive Council, will review the current structure and make up of Executive Council to make recommendations for a revised Governance Model for MAHCP.*

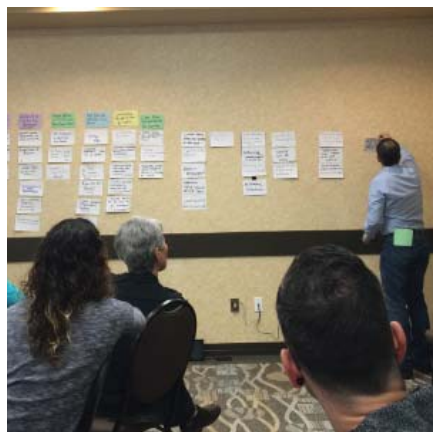
At the 2016 retreat, Executive Council agreed that our current Governance Model is problematic and required actions to review and correct it.

Here are a few of the highlights from the 2016 retreat:

Our current model is based on professional groups and/or employee interest groups and it presents a lot of challenges, such as:

- No size limit to the council
- Communication between Directors and members needs some clarity
- Clearer roles for the Directors needed
- Ideas to help resolve these challenges:
- Move away from professional/occupational groups, interest groups to a model that includes area divided up into regions with a set number of Directors
- Ratios of Directors per region would reflect geography and other factors

The committee is looking at moving away from the current model



of being elected by professional groups to a model where members are elected based a zone system.

Factors being considered in determining zones:

- Number of members in the zone
- Geographically locations and region as it relates to accessing members
- Number of sites/facilities/programs/employers

This is a huge undertaking as this will require a major constitutional revision. The committee has been dedicated in communicating our progress to the membership in past newsletters and the 2017 AGM.

The committee met last month (February 2018) and looked at the work the previous committee members had done. We began by looking at the language in the Constitution, seeing where the changes would need to be made and started drafting language to present to the members at this fall's AGM. The committee's next steps are to look at how we would transition to the new Governance Model.

This will be my last report to our membership regarding this committee as I am stepping down as Chair, but will continue to sit on this committee as a member of the Management Committee.

– Tanya Burnside

# FB algorithm negatively affecting MAHCP

But we have a way to fix it so you don't miss out on important info

Bernice Pontanilla  
Communications Officer

For the past several years, it has been a foremost goal for MAHCP's Executive and staff to share as much information with members as possible. We've seen quite a bit of success on our Facebook page, which recently achieved the milestone of 800 members.

However, these gains are now being undone because of changes to the way Facebook displays our posts.

Recently, Facebook made the decision to show less posts from news organizations. This has had a negative impact on our FB page and here's why:

Within the past couple of years, Facebook started using an algorithm that prioritizes the pages that you interact with. This means that it's not enough to simply follow or "like" a page, you must interact with it, either by liking, commenting or sharing posts. If you don't, then that page goes down in your popularity.

Facebook combined this with messages to those of us who run the pages asking us to pay to advertise with them. This has meant that the MAHCP page saw less traffic

We attempted to improve our reach (numbers of views) – as well as keep members highly informed – by sharing news articles and columnists' pieces on the Pallister

government's changes to health care.

This move helped in keeping our numbers up until the end of January, when Facebook made a second change, which saw those in the category of "publishers" – such as the news outlets – lose reach.

That's why, in order to stay informed, we're asking that you, our followers, please make sure to adjust an important setting: Under "Liked," change the "In Your News Feed" from default to "See First."

This will ensure that you continue seeing news stories and updates related to the ongoing changes in health care in Manitoba and future bargaining. Thanks!



Screenshot of the MAHCP page on Facebook, and which option you need to choose to continue to see MAHCP updates in your news feed.

# DON'T FORGET!



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## Corporate Program for Manitoba Association of Health Care Professionals



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Link:

<https://www.parknfly.ca/Member/Registration.aspx?referralid=16074&coupon=984760>

**2. Use the Discount Code:** No reservation required! Simply mention your discount code at time of check out (returning to pick up vehicle) to automatically receive the discount rates.



Discount Code:

**984760**

Rate Comparison		DAILY		WEEKLY	
		Corporate Rate	Reg. Rate	Corporate Rate	Reg. Rate
Winnipeg	Valet	<b>\$15.95</b>	\$22.95	<b>\$78.95</b>	\$119.95

\*\* Winnipeg Peak Period Pricing: \$95.96/week; \$18.36/day.  
Winnipeg peak period pricing in effect from December 21 to January 7, 2018 & February 19 to March 30, 2018.

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**YOUR PARK'N FLY REPRESENTATIVE:**

Luis Neves – Business Development Manager

Office: 204-808-7883 ext. 222

Cell: 416-560-3920

Email: [lneves@parknfly.ca](mailto:lneves@parknfly.ca)



[parknfly.ca](http://parknfly.ca)

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## Congrats to our MAHCP Cineplex contest winner



MAHCP member Allison Storseth took a selfie with her \$75 gift card after winning the Cineplex contest.

MAHCP ran a contest in January where followers of our Facebook and Twitter pages could share our MAHCP Skilled Experts 30-second spot and be entered to win a \$75 gift card. MAHCP launched a province-

wide media campaign in December to raise the profile of our members and the crucial work that they do for Manitoba's health care system.

When we started the contest, our Skilled Experts ad had just over 30,000 views on YouTube. At the conclusion, the count was at more than 55,900 views, so a huge **THANK YOU** to all who participated. And we'd like to congratulate our contest winner: MAHCP member Allison Storseth!

Our hope is that you'll continue to share this spot with your friends, family and colleagues so that more Manitobans learn about the incredible life-saving and life-bettering work that our members do day in and day out. It's available for sharing on our Facebook and Twitter pages, and our [manitobahealthmatters.com](http://manitobahealthmatters.com) website. \*\*\*

Congratulations to physiotherapists Karen Malenchak

and Shelley Sargent, both MAHCP members, for being featured in the Jan. 25, 2018, edition of the Winnipeg Free Press for their work at the Manitoba Spine Assessment Clinic!

The Freep article highlighted the clinic's work in getting the wait-list down "from "forever" to under six months," and Malenchak's and Sargent's work as "surrogate assessors," which means "handling the referrals from doctors for patients with back pain that the doctors can't treat."

The clinic's innovative way of functioning has resulted in the Pallister Government's Wait Times Task Force stating in a report that it'd like "to see the spine clinic model replicated when it comes to combating high wait times for hip and knee surgeries, as well as MRIs," as was written in the Freep story by health reporter Jane Gerster.

# Nominations deadline pushed up to May

Nominations for the 2018-2019 Executive Council are due at the MAHCP office, 101-1500 Notre Dame Avenue, Winnipeg, Manitoba, R3E 0P9 on or before 1600 hours on the last working Friday in May 2018.

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. All nominations must have a biography submitted with their nomination forms.

The following board members are finishing the first year of a 2-year term as of the 2017 Annual General Meeting and will continue to sit on the Executive Council 2017-2018:

### Cardiology Director

- Karen Sklavenitis

### Vice President

- Tanya Burnside

### Medical Physics Director

- Chad Harris

### Northern Health (W) Director -

Lesla Nordick

### Orthopaedic Technology

Director- Jason Linklater

### Community Therapy Services

Director - Margrét Thomas

Physiotherapy Director - Shelley Kowalchuk

The following Executive Council Directors are finishing the second year of a 2-year term as of the 2017 Annual General Meeting and the positions are up for nomination:

President - Bob Moroz

Radiology Director

- Michael Kleiman

### Winnipeg Region Director

- Arlene Boychuk

### Clinics Director

- Sherry Lussier

### Aboriginal Health & Wellness -

Cheryl Francisco

### Respiratory Therapist Director -

Victoria Fabris

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](mailto:info@mahcp.ca)), fax (1-204-775-6829), or by our toll-free number (1-800-315-3331).

A nomination form can be obtained by calling the MAHCP office or downloading from our website, [www.mahcp.ca](http://www.mahcp.ca).

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

## MAHCP Member Retirees

If you are retiring or know of someone who is retiring, we would like to hear from you. Neither the Employers nor HEPP provide us with that information so we are counting on you to let us know. You may contact us through email, phone, fax, through your staff representative, board member, on the web site or 1-800-315-3331.

MAHCP would like to congratulate all members who have recently retired. We wish each and every one of you all the best on your retirement.

- **Laura Unger**, Physiotherapist, HSC
- **Angela Haywood**, Pharmacy Assistant, Seven Oaks Hospital
- **Shirley Luczenczyn**, Radiology Tech, HSC
- **Marika Panchuk**, Physiotherapist, St Boniface Hospital
- **Mary Mykytiuk**, Lab Tech, Dynacare
- **Perla Raske**, Pharmacy Assistant, HSC
- **Rose-Anna Nichols**, Pharmacy Assistant, Concordia Hospital
- **Tess Soriano**, Lab Tech, Dynacare
- **Vicki Abrahams**, Respiratory Ther, HSC
- **Jadwiga Dembinski**, Immunogenetics Technologist, DSM HSC
- **Thomas Dembinski**, Lab Scientist, DSM
- **Robin Orteza**, Respiratory Therapist, WRHA Corporate
- **Anne Rennie**, Physiotherapist, St Boniface
- **Val Hachey**, Speech Language Pathologist, Seven Oaks Hospital

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

### HSC Retirees Association

For those who have spent all or part of their careers at HSC, stay in touch! We meet four times a year.

For more information, email [hscretireeswpg@gmail.com](mailto:hscretireeswpg@gmail.com); visit us on Facebook at HSC Retirees Winnipeg; or call Grace 204-254-1032.

## 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 pm on July 15, 2018.

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 am and 4 pm.

Successful candidates will be notified by the end of August.

### 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.

## 2017-18 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>Karen Sklavenitis</b> SBH, Cardiology

### Directors

<b>Aboriginal Health &amp; Wellness</b>	<b>Cheryl Francisco</b> Activity Worker
<b>Clinic</b>	<b>Sherry Lussier,</b> Dynacare Laboratory Technologist
<b>Community Therapy Services</b>	<b>Margrét Thomas,</b> Physiotherapist
<b>Orthopedic Technology</b>	<b>Jason Linklater,</b> Health Sciences Centre
<b>Physiotherapy</b>	<b>Shelley Kowalchuk,</b> HSC
<b>Radiology</b>	<b>Michael Kleiman,</b> HSC
<b>Respiratory</b>	<b>Victoria Fabris,</b> WRHA - Corporate Program

### 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

**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

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

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

**Jenny Malubag**  
Secretary  
jenny@mahcp.ca

### Labour Relations Officers:

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

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

**Marcyia Ervick, LRO:** (marcyia@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

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

**Cheryl Beal, LRO:** (cherylb@mahcp.ca)  
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**To speak with an LRO:**  
**Phone: 204-772-0425 or 1-800-315-3331 (toll free)**

# 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

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