

NEWS

Manitoba Association of
HEALTHCARE
Professionals

September 2019

We are Manitoba's One Strong Voice for Professional, Technical, Paramedical

This has certainly been a summer to remember.

Having Bill 29, the Health Sector Bargaining Unit Review Act, forced upon us is a fact. I will repeat that no one in Labour wished for this to happen.

However, I am proud beyond description that MAHCP was chosen as the Allied Health Union in both Shared Health and the WRHA (the only two votes in which were involved).

We have a number of people to thank for our successful campaign: the staff at MAHCP (every single one) showed a dedication and willingness to go at least a couple of extra miles over the campaign period and there are no words that can express my gratitude and respect at the work each of them put forward.

We had an amazing group of volunteers to both attend official site visits, work at our phone bank that ran from mid-June until the night before voting ended.

Those volunteers were our Member Advocates, Executive Council members and many retirees. So many of those people came back and gave their time in the evenings or while they were on days off or vacation.

I must also thank each and every Allied Health Professional in Manitoba who cast a ballot in these votes.



MAHCP President Bob Moroz with (left to right) campaign volunteer Emma Mahoney, Executive Council member Shelley Kowalchuk, Vice President Tanya Burnside and LRO Chelsea Kaufmann.

Many more chose MAHCP than any other union, but there were those who did not.

For those who voted MAHCP, I thank you.

For those who did not vote MAHCP but are about to become members, I also thank you.

My commitment to each of you, regardless of your vote, is to work with you, listen to you and continue to build the strongest and most influential union in the Manitoba Health Care system.

MAHCP is strong, we are about to become larger than ever before in our history and I truly believe we are on the cusp of something great.

We are a service union, we are singularly focused on Allied Health, and we are One Strong Voice for Allied Health.

In Solidarity,

Bob Moroz
MAHCP President

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Ways to stay informed...



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Bulletin Boards ... Info will be shared on your union boards as often as possible, but we rely on volunteers, so the above methods will likely be the most up-to-date

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.

Help us keep you informed!

In order to keep our database current, **please let us know 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

Representation Vote volunteer spotlight

MAHCP's Executive Council and staff are incredibly grateful to the many current and retired members who contributed their time and energy to help achieve MAHCP's overwhelming victory in the representation votes.

Each and every person who volunteered and worked on our campaign owns a piece of this win. We're pleased to feature two of the many volunteers who helped make it happen.

Guy Philippot, Radiation Protection Officer (ret.), CancerCare Manitoba

I was active with our union for many years, helping with everything from contract negotiations to serving on the Executive Council and as a staff representative (now 'member advocate') at CancerCare.

As an Associate Member, I felt it was important to give back to our union and I was happy to be asked to volunteer. In fact, I've often said that the union could benefit from the help of their ever-growing Associate membership in various union activities.

During the campaign I contacted MAHCP members by phone to inform them of the upcoming representation vote, answer any questions and remind members to vote for MAHCP.

I enjoyed being part of a volunteer team focused on helping our union, and it was great to meet new friends and see and speak with many members I haven't seen in a while.

I learned immediately about the result and was thrilled that MAHCP won the vote. It was a BIG WIN for a very deserving union, and I was proud to be a part of it. We will continue to be ONE STRONG VOICE TOGETHER.



MAHCP Associate Member Guy Philippot.
Photo courtesy of Guy Philippot

Emma Mahoney, Medical Laboratory Assistant, St. Boniface Hospital

I've been an MA (member advocate) for almost a year now. I didn't know what to expect when I was asked to be a part of the campaigning team, but the experience was above and beyond what I could have expected.

I was able to travel to all different sites and reach out to members in person, answer their questions and inform them

why MAHCP is the best union to represent our sector.

After I was finished visiting the sites for the day, I returned to the MAHCP office and was on the phones calling different members to try and reach as many as I could.

The feedback from members was very positive, which made this such an enjoyable experience.

I feel like I was someone people could relate to because I'm a member just like them – and because I am so passionate about MAHCP, it was very well-received by others.

I was lucky enough to spend a lot of time with other volunteers and especially the staff at MAHCP. I could not be prouder and more confident with the team of people we have representing us.

During this campaign, I learned so many things about the union and especially things about myself. This was an amazing opportunity for me, and I am very grateful I was given the chance.

I'm ecstatic that MAHCP won both votes and look forward to what the future has for us now that we are officially ONE STRONG VOICE!



MAHCP Vice President Tanya Burnside, mascot CHAMP, and MA Emma Mahoney.

Photo by Bernice Pontanilla

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Campaign over, but work continues

Tanya Burnside
MAHCP Vice President

It's Aug. 22 around 1 p.m. and the campaign and voting has officially closed. As with everyone involved, I am anxiously awaiting the results which will happen later this afternoon. So many emotions to capture and express over these past six weeks but here I go:

Staff at MAHCP

- WOW... what a team! You have all demonstrated what commitment means and it showed throughout this campaign
- Thank you all for allowing me to invade the office for six weeks and making sure I was included in meetings and activities

Executive Council

- THANK YOU for another great year; our focus throughout the year has been on this campaign and it was great working with you during the campaign and I feel this has brought us closer

Volunteers

- THANK YOU, THANK YOU and THANK YOU again!

Members

- THANK YOU for coming out to meet with us to discuss and ask questions; an informed decision is always best
- THANK YOU to all that took the time to vote!

My summer has been completely different than any other summer I have had; being away from home and my friends, family and of course Tucker (LOL) wasn't easy, but everyone was so supportive and mindful to check in and see how things were going both



Tanya and Tucker

here and at home for me. Thank you all for your kindness!

I have had the honour to meet so many of our members and potential members throughout this vote and look forward to seeing you again in the future. The campaign is over, but the work doesn't stop; we have elections coming up where we as Health Care Professionals need to ask those who seek our votes what is their priority is for health care.

As our President read the results around 4:30 p.m. and we around the table learned that MAHCP had been successful in both the Shared Health and WRHA votes, there was a release of anxiety, nervousness and a burst of excitement and joy. What a moment shared by those in that room!

Our AGM is coming up in October and this is a great opportunity for any member to join us that evening. One member- one vote; your vote and your voice help shape this union. Please register in advance as this helps with our planning and ordering of food.

We also have bargaining that will need a reset; yes, work has been done, but after this vote the landscape will change for MAHCP and we are committed to reaching out once again to hear from the membership about concerns they would like to see addressed in the next round or bargaining. I would encourage all members to submit proposals and provide the supporting documentation as this helps us at the bargaining table.

This summer wouldn't have been possible without my family and friends; many of which have reached out today to check in to let me know they are thinking of me and sending their well wishes. I am so appreciative to all of you. I am looking forward to being home and catching up with all of you and hearing about your summers.

I would like to extend a huge welcome to all the newest members of MAHCP. We are looking forward to coming out to your workplaces and meeting you, our new members!

MAHCP scholarship winners have bright futures ahead

This year's applicants came highly recommended by their teachers, bosses, instructors and coordinators. They have stood out as accomplished, well-rounded individuals with a wide variety of work and volunteer experiences.

There were eight \$400 MAHCP Scholarships to be awarded 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.

For 2019, we received seven applications for the MAHCP Scholarships, and two for the Monique Wally Memorial Scholarships, all of which were



Here in this newsletter, you'll see excerpts from their essays.

The Committee felt that, overall, the applications were strong. They are bright students with very promising careers and futures, and we congratulate them!

Victoria Fabris
Scholarships chair

successful.

As is tradition, we asked the applicants to write a brief essay on "The benefits of being a union member" for the MAHCP Scholarship entries and, for the Monique Wally Scholarships, "Why enter into an allied health profession?"



Why enter into an allied health profession?

Excerpts from the essays of Monique Wally Scholarship winners

"Working in healthcare means that every day I will be able to help society. All sorts of healthcare professionals work together to treat both physical and mental illnesses, respond to emergencies and help members of society to live longer and happier lives.

Working in healthcare means that every day I will be able to help society.

Healthcare is free in Canada which means that everyone

who needs help can be treated, not just those who are wealthy enough to pay. As such, healthcare professionals in Canada are truly able to reach all members of society. Working in healthcare means working towards a healthier society." – *Rongjin Liu, daughter of Yan Wang, St. Boniface Hospital*

"There are many benefits to working as an allied health professional as a Paramedic. The first and most important benefit is being able to make a vital contribution to your community. While I am told the stress of being a paramedic can be intense, it's also one of the most important

positions you can fill in your community.

While I am told the stress of being a paramedic can be intense, it's also one of the most important positions you can fill in your community.

When you're dispatched to the scene of a medical emergency, you'll know that you're going to use all of your skills and training to do the best you can do to save a community member's life." – *MacKenzie McIntyre, daughter of Christa McIntyre, Northern Health Region*

The benefits of being a union member

Excerpts from the essays of MAHCP Scholarship winners

“When one thinks of unions, the first benefit that comes to mind is better pay. This is certainly true. Throughout time, unions have fought hard to see that workers are compensated fairly for their work. Compared to non-unionized employees, unionized members have increased wages and number of paid holidays. Everyone seems to be aware of these union benefits. **What people fail to appreciate are the other significant ways that unions contribute to improved quality of life.**” – *Avery Alexiuk, daughter of Beverly Alexiuk, St. Boniface Hospital*

“The benefits of being a union member are numerous, but one main benefit that seems to be the underlying benefit and what all benefits revolve around, is protection. **Protection is a key part of the benefits that a union member has.** There are all sorts of protection that a union member gets. Some examples of protection a union member receives is protection from unjust dismissal, harassment, no time off, unsafe workplaces, and underpayment.” – *Katelyn Howie, daughter of Heather Howie, Health Sciences Centre*

“There are not only technical benefits to being a member of MAHCP but also many social benefits that makes the working environment much more enjoyable. **Being a part of MAHCP means enjoying many benefits such as a regulated work environment, support when mistreated, and a sense of belonging.**” – *Rongjin Liu, daughter of Yan Wang, St. Boniface Hospital*

“Safety is very important and many workplaces lack in the safety department. Many employees don’t have someone to speak up for them when it comes to safety issues when they are not part of a union. **Unions give many people a safety net and someone to stick up for them in**

tough situations.” – *Mary Marlatt, daughter of Nadene Marlatt, Seven Oaks*

“As a female who is embarking on a career as a paramedic and who hopes to one day become a mother, **I am extremely thankful for the work that unions have done in the area of maternity and parental benefits.** Unions helped negotiate longer paid maternity leave and higher levels of benefits for their members that topped up the portion of their salary paid by unemployment insurance benefits. And unions also negotiated so that women could return to the jobs they held before maternity leave; (and) paternity leave; and leave for parents who adopt children.” – *MacKenzie McIntyre, daughter of Christa McIntyre, Northern Health Region*

“Not only are there safe work environments, equality between every employee, sick leave and vacations, and proper training and education, union members can affect change in their workplaces and communities. **Unions provide a democratic community where the employees have a say in what happens around them and can give input on how to improve their work environments.** This workplace democracy creates a strong bond and balance between the employers and employees.” – *Larissa Scott, daughter of Carol Scott, Community Therapy Services*

“When people are part of a union, job security, better pay and collective bargaining are benefits that are all offered. Unions are more than just a collection of people with common goals. They are a group of workers fighting for the workers. Being a part of a union means that you are no longer alone while in the workplace and that you have someone to go to in time of need. **The benefits of being part of a union are that people are better together rather than as one.**” – *Madison Spewak, son of Candace Spewak, Health Sciences Centre*

Winners of the 2019 MAHCP Scholarships

Avery Alexiuk, daughter of Beverly Alexiuk, St. Boniface Hospital

Katelyn Howie, daughter of Heather Howie, Health Sciences Centre

Rongjin Liu, daughter of Yan Wang, St. Boniface Hospital

Mary Marlatt, daughter of Nadene Marlatt, Seven Oaks

MacKenzie McIntyre, daughter of Christa McIntyre, Northern Health Region

Larissa Scott, daughter of Carol Scott, Community Therapy Services

Madison Spewak, son of Candace Spewak, Health Sciences Centre

Winners of the 2019 Monique Wally Scholarships

MacKenzie McIntyre, daughter of Christa McIntyre, Northern Health Region (Accepted into the Primary Care Paramedic Course at Cumberland College)

Rongjin Liu, daughter of Yan Wang, St. Boniface Hospital (Accepted into the Life Sciences program at the University of Toronto)

MAHCP Representation Votes in pictures



As mentioned in the President's and Vice President's reports on pages 1 and 5, we are so grateful at the outcome of this summer's Bill 29 Representation Vote.

There is a lot of work for us ahead, and we're up to the challenge, but we'd also like to look back at this eventful summer.

We thank everyone who sent in photos over the six-week campaign, and we thank all our volunteers, staff, and especially all those who took the time during our site visits to chat with us!

These three pages include photos from the site visits, hot dog and Booster Juice events, and the Get Out The Vote party that was held on Aug. 7, 2019.







MAHCP welcomes new LRO Cory Szczepanski



MAHCP is pleased to announce that Cory Szczepanski has joined our team as a Labour Relations Officer.

Cory is an experienced LRO, with 15 years in labour relations, who most recently worked with COPE in Saskatchewan. He's also a three-term local president with the United Steelworkers.

A graduate of the Canadian Labour College in 2012, Cory has spent the last three years in Saskatchewan fighting a government-mandated bargaining scheme and standing up for public sector workers across the province in the battle to stop the privatization of Crown corporations.

However, his roots are in Manitoba: Cory has run for office in the Westman region and is a former president of the Brandon and District Labour Council.

MAHCP considers Cory's vast labour relations knowledge to be an asset and we're appreciative that he's come on board in a time of upheaval in health care.

Cory has three beautiful children under the age of 10, and loves hunting and fishing in the great outdoors.



Pride Parade returns to Portage Avenue



For the third year in a row, MAHCP Executive Council members, staff and members-at-large participated in the Pride Winnipeg Parade!

This year, the Parade's route returned to Portage Avenue. For the 30th anniversary of the Parade in 2017, organizers were given permission to march up Portage Avenue to Main Street, and then on to The Forks.

However, in 2018, the route was once again along York Avenue. Lobbying efforts began soon after to bring the Parade back to Portage Avenue, and these efforts were successful this year.

Our deepest thanks to all who joined us for this wonderful event! Each year we see our contingent grow, and we're already looking forward to the 2020 edition of the Pride Winnipeg Parade.

And our thanks to Ani Manning, Tim Smith and Bernice Pontanilla for the photos!





MAHCP LRO Angie Boehm at HSC during the Allied Healthcare Professionals Recognition Week in May.

Cultivating Your Interview Skills

by Angie Boehm,
MAHCP LRO

So, you are looking for a new challenge? Having worked in your current role for some time means that your interview skills may be a bit rusty. That's ok...here are some tips to help you become the successful candidate.

Going on a few interviews should not be viewed as negative. Interviewing gives you an opportunity to meet new people, see what other organizations have to offer, and get your name out there.

They say there are 3 P's to interviews that will get you the success you are looking for. These are as follows:

Prepare

Do not walk into an interview thinking that you have the most seniority therefore they **MUST** give you the job. This is simply not true. Further, interviewers do not like over confident interviewees. While seniority is a factor in vacancy selection, if all other selection criteria is relatively equal **THEN** seniority shall be considered the

governing factor. Every posted position is considered a competitive process. You will have to prove why you are the best candidate for the position.

Where appropriate, do some research about the position and the organization. In this regard, the Internet is your friend. Look at the history of the organization. How long have they been in operation? You may also want to look up history with better business bureau or Human Rights Commission. Information you gather may help you to decide if you really want to work for an organization.

Know the organizations' Vision and Mission and Core Values statements. Do you align with these statements? If not, you may want to re-think your application. Your interviewer may ask you about your thoughts in terms of these statements. Having your supportive response ready will be important.

Practice

They say practice makes perfect. Look up common questions. Set your smart phone down in front of you. Have someone else

off camera ask you the questions and you answer. Later have a look at how you answer the questions. What are you doing with your hands? Are you fidgeting in your chair? Are you articulating your responses in a confident manner? Make these corrections before you go into the interview. Practice how you are going to respond to common questions. Your responses should roll off your tongue but not sound canned. You want to answer questions as cleanly and succinctly as possible. Be knowledgeable about the "Technical Stuff" after all you are the subject matter expert.

Present

You have selling features... sell them!! Show your energy and passion for this opportunity. Tell them you are great at (whatever you are great at). Clarify you why you are the best candidate for the job. For example, if you are a great communicator and can present you ideas in a logical and concise way, tell them. Don't leave them guessing. Tell them why you want this job and why you would be the best candidate in this role.

Continued from previous page.

Participate enthusiastically in the interview process so you can make the impression that will get you the job. Don't be passive about the interview. Don't simply wait for them to ask the questions. Ask the interviewers if they need more information. After all, you have all the answers!! It is your responsibility to ensure that you have convinced the interviewer they can't live without you!!

Be prepared to answer **Behavioural-Based** questions where you are asked how you would handle certain situations or how you meet certain challenges. A common format for behavioural questions is called PAR where you can describe your experience in terms of the:

- Problem that you faced
- Action you took
- Result(s) you achieved

Be positive!! If the employer asks why you want this job, you must not say that your current role is boring, or you hate your manager or worse your manager hates you! You can say you are looking for a new challenge which may have further opportunities for growth. No one likes a complainer. Do not dwell on your challenges of

the past. Even if your interviewer asks a negative question, turn that around into something positive. For example, if the interviewer asks what your least favourite task is, you can say what it is, but emphasize the importance promoting a healthy workplace or or patient care.

Finally, at the end of the interview, when they ask you if you have any questions, if you say no, the interviewer may be left thinking you were not really interested in this opportunity. Line up a couple of intelligent questions about the role, the organization, who you might work with etc. Tell the Interviewer that you are very excited about this opportunity and really want this job!

Always thank your interviewer (or the panel) for their time. A solid handshake will speak volumes. Follow that up with a quick email that reiterates how excited you are about this opportunity and how you feel you will be an excellent addition to the team.

If you follow these simple guidelines, you may become the successful candidate. You might go on a few interviews in a tight market, but ultimately success will be yours.

MAHCP Member Discount Program

MAHCP has established discount programs, and many NEW ones, with:

- **AlSCO Sales & Leasing (Automotive):** Specialized service with Al Moffat (204-941-0649)
- **Canadian Union Advantage Benefits Program (CUABP):** <http://www.unionsavings.ca/>
- **Murray Hyundai:** see Al Luff at Murray Hyundai in the Waverley Automall
- **Park'N Fly**
- **The Personal Insurance Company:** www.thepersonal.com/mahcp
- **Independent Jewelers:** 10% off <https://mahcp.ca/visions-electronics/>
- **WorB Financial Inc:** Blair WorB (204-947-6600)

For more information, please visit our website at <https://mahcp.ca/member-services/discount-programs/>

Help us reach 2,000 likes on Facebook



We have a new goal! Help us reach 2,000 likes on Facebook – you have to LIKE the actual page – and your name will get in a draw for a \$200 gift card at the place of your choice. Please share this page with your colleagues, friends in other unions and your loved ones. You do not have to be an MAHCP member to win the prize, we do a random selection, so don't be shy... share, share, share!

This Spring we hit our goal of 1,500 likes, which meant one lucky follower would be chosen to receive the \$150 gift card. Congratulations to Greg Bolduc from Health Sciences Centre, who is the recipient of the gift card! And a big thank you to all who follow our page!



MAHCP at Filipino Festival and Parade

MAHCP is proud to have been a sponsor for the first time of the 2019 Manitoba Filipino Street Festival, which took place this past June!

Pictured here are members of our staff and Executive Council that didn't let a bit of rain dampen their participation in the Parade on Saturday, June 8.

We also had a booth at the Maples Multiplex Arena that weekend.

We thank everyone that joined the Parade and helped man our booth, it was a wonderful experience!

MAHCP Member Retirees

If you are retiring or know of someone who is retiring, we would like to hear from you. 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.

- **Rosalie Favreau**, Child Life Specialist, Health Sciences Centre
- **Marcia Tait**, Laboratory Technologist, St Boniface Hospital
- **Elizabeth Armitage**, Laboratory Technologist, Health Sciences Centre
- **Bev Cole**, Laboratory Technologist, Health Sciences Centre

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

Associate Membership Status Available for Retirees

Article 5 of our MAHCP 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.

We believe in Professional Development!

Would you like to gain new skills? If the answer is yes, apply today to our **Professional Development Fund.**

Forms are available on our website at www.mahcp.ca under Member Services

2018-19 Executive Council

Officers

President	Robert Moroz CancerCare Manitoba, Radiation Therapist
Vice President	Tanya Burnside Northern Region - East, Pharmacy Assistant
Treasurer	Jason Linklater Health Sciences Centre, Orthopedic Technology
Secretary	Victoria Fabris WRHA - Corporate Program, Advanced Practice Respiratory Therapist

Directors

Aboriginal Health & Wellness	Cheryl Francisco Activity Worker
Community Therapy Services	Margrét Thomas Physiotherapist
Cardiology	Karen Sklavenitis St Boniface Hospital, Cardiology
Physiotherapy	Shelley Kowalchuk Health Sciences Centre
Radiology	Michael Kleiman Health Sciences Centre

Regional Directors

Northern RHA - West	Lesla Nordick Community Health Developer
Winnipeg Region	Arlene Boychuk Shared Health - Health Sciences Centre

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Cheryl Beal, LRO: (cheryl@mahcp.ca) Health Sciences Centre,
Jocelyn House, Victoria General Hospital and Pharmacy

Angie Boehm, LRO: (angie@mahcp.ca)
Aboriginal Health & Wellness Centre, Deer Lodge Centre &
Pharmacy, Health Sciences Centre Pharmacy, Riverview Health
Centre Pharmacy, Seven Oaks General Hospital & Pharmacy,
Misericordia Health Centre

Garrett Finck: (garrett@mahcp.ca)
Shared Health (DSM) - *St. Boniface Hospital and Rural*, Northern
RHA, Society for Manitobans with Disabilities, Actionmarguerite

Chelsea Kaufmann, LRO: (chelsea@mahcp.ca)
Brandon Clinic, Breast Health Centre, CancerCare Manitoba,
Community Therapy Services, Dynacare – *Winnipeg and Brandon*,
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*, Manitoba Clinic, Winnipeg Clinic

Nathan Laser, LRO: (nathan@mahcp.ca)
Canadian Blood Services, Concordia Hospital & Pharmacy,
Rehabilitation Centre for Children, St. Boniface Hospital

Birgit Molinski, LRO: (birgit@mahcp.ca)
Shared Health (DSM) - *Winnipeg*

Cory Szczepanski, LRO: (cory@mahcp.ca)
In training, portfolio to be determined.

To speak with an LRO:
Phone: 204-772-0425 or 1-800-315-3331 (toll free)

UNION BULLETIN BOARD

Autumn Word Search

Bonfires	Hay Ride
Corn Maze	Labour Day
Fall Supper	Pumpkin
Foliage	Raking
Frost	Remembrance Day
Halloween	School
Harvest	Thanksgiving



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Door Prize
Draws

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Pre-
Registration
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**Pre-register before October 2 to be eligible
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(You must be in attendance to win)

Registration starts at 4:30 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.



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