

NEWS

Manitoba Association of

HEALTHCARE

June 2020



MAHCP President Bob Moroz (centre) is interviewed by a CBC Manitoba crew just outside of the MAHCP office in Winnipeg on May 13, 2020.

Photo by Tim Smith

Allied Health steps up again

There can be no doubt that our world has changed drastically since I last wrote an article for this newsletter. The last paragraph of my March report stands out to me for a number of reasons: *"Please continue to stay engaged. We, as Allied Health Professionals, are in a period of transition and I look forward to continuing to work on your behalf to show Manitobans just how critical we are."*

The COVID-19 pandemic has certainly derailed our plans to travel the Province this spring to meet with as many members as possible, but at the same time it has shone a very bright light on the critical nature of

the work we do for all Manitobans. In every corner of our province, Allied Health Professionals are standing directly on the front line and providing care with professionalism, pride and dignity.

Manitobans are seeing us in a way that hasn't happened in a very long time, if ever. Health care workers across the world are being lauded as heroes. It reminds me of a campaign MAHCP once ran known as "Hidden Heroes." I am convinced that we are no longer hidden.

Many MAHCP members have seen a mind-boggling number of daily changes to our work routines. Policies, procedures and PPE

guidelines all seem to change rapidly and without warning. It has been difficult for many of us to keep on top of the latest developments, especially when communication from the Employer is often poor.

Many of our members have been redeployed to areas with which they are not familiar and performing new tasks. We continue in many cases to work short-staffed, which is unsustainable even in the best of times.

It is also worth acknowledging the toll this pandemic has taken on our personal lives. Schools and childcare facilities were closed early on.

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Photo by Bernice Pontanilla

Meetings and Events Calendar

Our MAHCP Website Calendar is updated frequently, so please visit our calendar at: www.mahcp.ca/calendar-2/

June 10, 2020

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

June 21, 2020

- National Indigenous
Peoples Day

July 1, 2020

- Canada Day
MAHCP Office Closed

July 8, 2020

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

August 3, 2020

- Terry Fox Day
MAHCP Office Closed

August 12, 2020

- Executive Council Mtg
101-1500 Notre Dame

0900 to 1700 hrs and
teleconference TBD

September 7, 2020

- Labour Day
MAHCP Office Closed

September 9, 2020

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

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

Ask the President

Our newsletter's 'Ask the President' column with President Bob Moroz is meant to provide members with answers to any questions they may want to ask. If you'd like a question answered, please fill out the 'Ask the President' form on the mahcp.ca website under Member Services and Forms. Thanks!



Question: What is going on with 'Risk Pay'?

Two months ago, MAHCP joined other health care unions in putting forward a proposal to the provincial government to recognize all health care workers for their extraordinary service during this pandemic, for continuing to show up to serve Manitobans despite the risks to yourselves and your families. Brian Pallister and his government ignored that request. Instead, they waited for the federal government to put up money – money that was intended as a top-up for low-wage workers – and then tried to stretch those funds in order to throw a bone to front-line health care professionals.

The provincial government is trying to distract us from the fact that they have frozen our wages for years, at the same time as they've cut staff and resources and closed ERs and ICUs. They're trying to distract from the fact that they don't have a plan to ensure every health care worker is adequately protected with appropriate PPE.

We won't forget how we, and our patients, have been treated. They can't buy our silence with a one-time taxable payment of a few hundred dollars. **Our members' safety isn't for sale.**

MAHCP's position has been clear from the outset. If this one-time program is truly about recognizing risk during the pandemic, and not strictly a low-wage top-up, then all MAHCP members should be eligible. MAHCP participated in two calls with government officials and other public, private and non-profit sector stakeholders to restate our position. The provincial government didn't listen. They were more interested in avoiding political responsibility by trying to get business, union and non-profit leaders to make the tough decisions for them. They cobbled together a so-called "consensus" building exercise that they made up as they went along to try to get an undefined number of stakeholders to agree on the program's eligibility criteria, but it was never going to work.

MAHCP will not lend our name or support to a government process that pits worker against worker. At the end of the day, this is government's program, the final decision is theirs, and we hope they listen to us.

At the time of this writing, we still don't know what the government's so-called "risk recognition program" will look like or who will be eligible. What we do know is that whatever they come up with, it won't be enough to make up for years of neglect, mistreatment and frozen wages at the hands of this provincial government.

It will not make one bit of difference to our members' personal safety while at work. Furthermore, it is almost certain to exclude some, if not all of our members who have shown such dedication during this pandemic.

We won't be distracted. MAHCP will continue the fight at the bargaining table. We will continue to push for the real and meaningful increases and protections our members deserve.

President's column

(continued from page 1)

That meant time away from work to care for dependent children, or higher costs if scarce childcare spots were found. Many of us have partners who lost their job, temporarily or permanently, drastically affecting household incomes. We have elderly family members we haven't been able to visit, or who have required additional care, concern or accommodation during the pandemic.

I know of many MAHCP members who have been exposed to COVID-19 at work, some of whom have even tested positive and suffered through the virus themselves. Some of our members have shown up to work only to be turned away by workplace screening – they've had to access their various time banks or go unpaid until cleared to return to work. This list is incomplete, but I want to acknowledge that each of us has a story about how this pandemic has affected us. And it's your stories that continue to guide me, whether I am speaking to the Employer, Government or the media to advocate on our members' behalf.

Also, in my previous report, we were hopeful that we would have dates for our central table bargaining. We do not have dates yet, but I am raising it with Employer representatives and government officials every chance I get and we will continue to push for dates as soon as possible.

I will close by once again thanking each one of you for the work you do every single day. I have even heard Premier Pallister and Health Minister Friesen express their "eternal" gratitude to you and acknowledge the risks you are facing on the front lines. I, for one, am eagerly waiting to see just what that gratitude looks like.

In Solidarity,
Bob Moroz
MAHCP President



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CONTEST ENDS JUNE 30, 2020

NOT-FOR-PROFIT UNION RUN MEMBER FOCUSED



MAHCP VP Tanya Burnside (right) with fellow COVID-19 screeners Kathleen Hodgins, Community Dietitian (left) and Lynelle Zahayko, Social Worker (centre). Photo courtesy of Tanya Burnside

Our commitment to care remains during pandemic

I looked back to my report in the **March newsletter** and it was full of the promise of moving forward; oh boy, did that change in a hurry!

The world has changed in the past few months; our lives halted for the greater good. Businesses closed; no visiting with friends or family; no travel to see loved ones. The one thing that did not change was your commitment to care for your patients, clients, and residents.

We left our homes every day wondering what would be facing us when we arrived at our workplaces. From ever-changing screening questions and the line ups that went with it, to being redeployed to perform duties outside our usual day-to-day activities. The only certainty was the uncertainty itself!

I have been redeployed and I can say it has been extremely stressful and mentally exhausting. However,

as the weeks have gone by, I have been surrounded by my fellow Allied Health members and other staff that have helped carry me through. I thank you all for that support!

Again, many things have changed, BUT our valuable contributions to the health care system remain.

As we move forward with the “new normal,” I want each of us to remember government officials’ praise for our valuable work and contributions during this pandemic.

Let us make sure they do not forget these words of praise and calling us “heroes” when we get to the bargaining table.

Please stay safe and take care!

Tanya Burnside
MAHCP Vice President and
Co-chair of the Executive Council
Review Committee

Executive Council Review Committee-Constitutional Changes Update

Once again the Executive Council Review Committee would like to let the membership know that our resolutions were adopted at the May Executive Council meeting and we will be recommending “Concurrence” to the membership during the upcoming Annual General Meeting (AGM) this fall. As Co-Chair I would like to thank the members for all their hard work. We would like to give you, the membership, a preview of the upcoming changes you will be receiving in your AGM Booklet later this summer/fall:

- (1) *Gender-neutral Language: Change “his/her” to “their” (Articles 603 & 606-b)*
- (2) *Changing the names of Committees: Change “Communication Committee” to the “Member Engagement Committee” and “Management Committee” to the “Finance Committee”; these changes better reflect each of the committees roles and responsibilities (Articles 607 b & 608 f)*
- (3) *Role of Directors: an addition to clarify a Director’s role/responsibility (Article 609)*
- (4) *How Directors are elected to the Executive Council: moving away from a profession-based model to a model based on “Districts”. This new model will allow Executive Council to better represent the current MAHCP membership that has grown significantly in terms of geography and composition. I would like to thank each member of Council for all their input throughout this process. (Article 701)*
- (5) *General Housekeeping items: Removing “by-laws” and changing “members” to “Directors” in order to maintain consistent language throughout. (Articles 601 & 602-b)*
- (6) *General Housekeeping: Putting Article 801 into a different format and incorporating the changes in the committee’s names*

Again, these resolutions will appear in more detail in your AGM booklet. Should you have any questions, please feel free to contact me at TanyaB@mahcp.ca

Allied Health Week

Manitoba's 2nd Annual Allied Health Care Professionals Recognition Week took place May 10-16, 2020, and despite the COVID-19 pandemic, it was a success!

"Congratulations to all the winners! We were really impressed with the abundance of entries for the Trivia contest and there were so many really amazing and witty entries for the 'Caption This' contest that it was hard to pick just one winner for each day," said Victoria

Fabris, MAHCP Secretary and Chair of the Communications Committee.

"We hope that everyone had as much fun creating the captions as we did reading them. We would like to thank everyone that participated!"

On this page, you'll find the winners of the Trivia and Caption This contests.

On the page opposite, we are sharing the nominations that we received for our 'MAHCP Health Care Heroes' initiative, highlighting

an MAHCP member who you felt had gone above and beyond during the COVID pandemic to help the public or their fellow staff.

As you will be able to read, among the nominations were a couple for the same person, Shannon Chin, and we also received two group nominations, which we edited for length.

We salute all these heroes and all of our members for your hard work, especially over the past three months!

MAHCP Trivia contest questions, answers and winners...

Allied Health Care Professionals Recognition Week

* May 10-16, 2020 *



Monday, May 11
Question: The original union that would become MAHCP was named the Manitoba Association of Medical Laboratory Technologists. Where did these founding members work?
Answer: **Winnipeg General Hospital**
Winner: **Danielle Johnson-Hall**

Tuesday, May 12
Question: In what year was the union that would become MAHCP founded?
Answer: **1970**
Winner: **Jen Williams**

Wednesday, May 13
Question: In 2019, MAHCP saw our mascot participate in events such as the

Pride Parade and AGM, what is our mascot's name?
Answer: **CHAMP**
Winner: **Shauna Fay**

Thursday, May 14
Question: In 2019, MAHCP launched a new slogan for the Bill 29 Representation Vote, what was it?
Answer: **One Strong Voice Together**
Winner: **Stephanie Barron**

Friday, May 15
Question: MAHCP offers two scholarships programs, one named after a friend of MAHCP. What was her name? Answer: **Monique Wally**
Winner: **Connie Rattana**

Caption This contest winners

Monday May 11
Brian Stern – "Our moose and his 3 ladies"



Tuesday May 12
Rachel Martins – "When your boss asks you why you're late"

Wednesday May 13
Amina Khizar – "My true colours just happen to be rainbow"



Thursday May 14
Emma Mohoney – "No 'bull'-Lee's here!"

Friday May 15
Gloria Lee – "What I really want to say is 'Allied Health Professionals are awesome!'"



Allied Health Week

I would like to nominate my coworker **Rene Tshibamba** for the recognition of a health care hero. Rene began his career with CCMB in the spring of 2016 as a casual MLA. He worked as a microbiology technologist in Zambia until his immigration to Canada in 1996 with his family. Rene recently secured a permanent position with our laboratory. Rene works tirelessly in our phlebotomy department, he is an absolute delight. His unwavering good cheer and empathy for the patients is an inspiration. His patience and kindness is appreciated by not only the clients but the staff as well. Even with his mask and goggles on, his twinkling eyes and easygoing demeanour can calm the most frightened child. Please consider my coworker and friend for this much deserved recognition, Rene is a health care gem.
- Ramona Kalid

I nominate **Allison Breddam** at St. Boniface Hospital – Ultrasound. Alli took over our Charge Sonographer position right as this pandemic was starting to unfold. She has shown exceptional leadership and has gone above and beyond to ensure our department keeps up a positive morale during this challenging time. Alli has kept the lines of communication open, keeping us up to date on new protocols, changes in our department and making sure our feedback is heard and addressed. She made sure we had the resources available to access help regarding mental health even before Shared Health started sharing resources. We all appreciate her positive attitude, willingness to help and continue scanning even though this takes time away from her many other responsibilities. We are truly grateful for all the hard work she has done and continues to do and would love for her to be recognized for all her efforts.
- Erin van Lankvelt

I nominate **Christine Preachuk**. Our manager was self-isolated and Christine stepped up. She collected all the information for us that was pertaining to Adult Radiology. There was lots of info to get through. She deserves a medal.
- Lorna Conway

My Health Care Hero is **Shannon Chin**, clinical service lead CSL, for genetics. She is a compassionate role model and friend. She is currently redeployed to supervise screening of individuals coming to HSC, while still expected to do all her usual responsibilities as CSL to keep our department running, AND continue her usual clinic with virtual patient encounters. She is a serious rock star and deserves recognition!
- Charity Fan



I would like to nominate **Shannon Chin**, genetic counselling clinical service lead, HSC, for this award. Shannon has worked tirelessly throughout this pandemic, working hard to coordinate the ability for our staff to work from home while she keeps 'holding down the fort' at the office. She has put in countless hours to help make us feel safe, ensure we can work from home, endless

administrative tasks, meetings, establishing new policies, as well as being redeployed part-time. We would not be where we are without her!
- Ginette Talbot

The request was to talk about a staff member who during this crazy time of Covid-19 is going above and beyond for the general public and or other staff. Well, I have to nominate **my entire staff in the Russell Lab and X-ray Unit**. From the very beginning when our days were changing daily and the information coming to us was at a rapid pace my newest request was always met with "ok let's do it". The compassion and concern that the entire unit puts into play for each and every patient is humbling and awe inspiring. I'm so very proud of them all and so thankful to have them.
- Teresa Blouin

I would like to nominate the **My Health Team River Heights/ Fort Garry**. This team has 2 OTs, 1 pharmacist, 1 social worker, 1 community support worker and 2 Chronic Disease Management Clinicians who are RDs. This is a true team. They are incredible colleagues and friends. They support each other like family. Because of who they are, they were the very first team at AFG to volunteer to do "whatever it takes" to help out. They are a true example of an all hands on deck approach. Although all professionals with their own caseloads, they offered to clean rooms, screen clients and staff or anything else they could to help. They jumped right into assisting with testing at AFG then the Bison testing site. Creative, eager, and innovative! They are constantly coming up with new initiatives and making quality improvements for the betterment of the team. If there is a team deserving of recognition, it is this one. Thank you for the opportunity to nominate this incredible group of people.
- Aimee Bowcott



Scholarships' deadline extended to July 31

The 2020 school year in Manitoba has been deeply affected by the COVID-19 pandemic. In light of this, the MAHCP Communications Committee has decided to extend the scholarships' deadline to Friday, July 31, at 4 p.m.

This adds more than two weeks (as the previous deadline was July 15) for students to prepare their applications, including getting their documents and essays done.

As a quick recap, 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 or 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 (8) \$400 MAHCP scholarships and three (3) \$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 for the explanation of criteria for the scholarships. On this page, you will also find further links to application forms. If you cannot download the application form, please contact the MAHCP office at 204-772-0425. Successful candidates will be notified by the end of August.

There are now four ways to submit applications, as we have added for 2020 an email submission option.

By email: Please scan all documents, attach them and the essay, put 'MAHCP Scholarships Submission' in the subject line, and send to info@mahcp.ca

By fax: 204-775-6829

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

Drop off: At the MAHCP office, 101-1500 Notre Dame Ave., between 9 a.m. & 4 p.m.

Update on Executive Council Nominations

Nominations for Executive Council closed on Friday, May 29, 2020, and we thank everyone who put their names forward!

The Nominations Committee will be reviewing all nominations and contacting nominees.

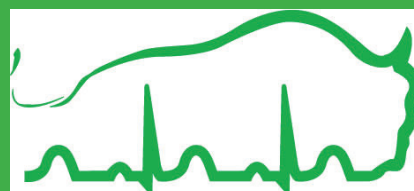
Where elections are needed nominees will be notified and further information will be sent to eligible voters.

Get ready to see some campaigning this summer for any contested Executive Council seats!

The official campaign period runs from Friday, July 10, 2020, to Sunday September 13, 2020.

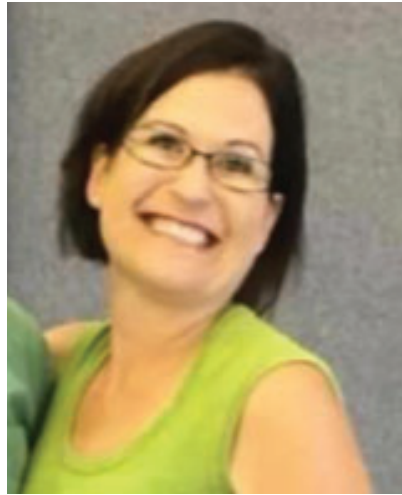
This will be followed by a seven-day election period.

If you have any questions, please send them to: info@mahcp.ca



'Rewarding' experience during a pandemic

We thank Leanne Nickel-Gorchynski (pictured), Lead Coordinator in Microbiology at Dynacare, for this Q&A and her insight into the COVID-19 pandemic response here in Manitoba, and we thank Mark Bernhardt of Dynacare for facilitating this interview.



Q: How long have you worked at Dynacare?

A: I have been with Dynacare for just over 22 years.

Q: What was your experience like phoning Manitobans to provide negative test results?

A: I worked as a phlebotomist in the early stages of my career. The patient contact is what I miss the most since changing positions, as many of these patients become like an extended family. The experience of calling Manitobans with their negative COVID-19 was so rewarding. To speak with them to share the good news and to hear the relief, joy and happiness in their voices made our days so worthwhile during all the unknowns that came with this pandemic.

Q: Can you describe a particularly memorable reaction when someone learned they were negative?

A: I specifically remember one phone call to a patient I called who was crying when she answered, as she saw Dynacare show up on her call display. I introduced myself and went through the introduction script, and then confirmed that her results for COVID-19 were negative. She started screaming and yelling with joy. In the background, I could also hear her daughter and granddaughter rejoicing. Pure tears of joy and relief from them and myself also!

Q: What was it like to serve on the front line of the pandemic in this way?

A: Working with Shared Health Manitoba to notify these patients has been a blessing. You get to connect with Manitobans all over the province, as for the staff in the lab at Dynacare we do not have contact with patients. This will be a memorable experience for all the staff involved in all departments.

From Dynacare:

Q: How many calls were completed and over what date range?

A: Calls began on March 27, 2020, and ended on May 4, 2020. We completed about 23,012 calls in total.

Q: What sort of logistical and space challenges did this present and how were those challenges managed?

A: We had ample space available on the administrative side of our building which allow for many of our callers to work in private offices and maintain safe physical distancing. We took necessary precautions to ensure that spaces were sanitized regularly to ensure the safety of our employees.

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 Member Advocate, board member, info@mahcp.ca or 1-800-315-3331. MAHCP congratulates all members who have recently retired. We wish each and every one of you all the best on your retirement.

- **Joy Mackay**
Cardiology Technologist, Victoria General Hospital
- **Kim Kelly**
Lab Technologist, Concordia Hospital
- **Julianna Mildenerberger**
Lab/Rad Technologist, DSM Prairie Mountain
- **Christine Prendergast**
Dietitian, HSC
- **Cheryl Black**
Radiology Technologist, St. Boniface Hospital
- **Valerie Rosentreter**
Lab Technologist, Victoria General Hospital
- **Carmen Hepp**
Radiology Technologist, Thompson General Hospital
- **Marilyn Gille**
Physiotherapist, Concordia Hospital
- **Bernhard Dueck**
Case Coordinator, Seven Oaks Community Health Centre
- **Anjanie Maharaj-Hunter**
Social Worker, Victoria General Hospital
- **Kathleen Worthington-Leach**
Pharmacy Assistant, Seven Oaks General Hospital

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

MAHCP MEMBER ADVOCATE PROGRAM

UPCOMING MEETINGS

Dates: Sept. 2, 2020

Dec. 2, 2020

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.

Dinner and refreshments to be provided.

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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.

Executive Council 2019-2020

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Radiation Therapist

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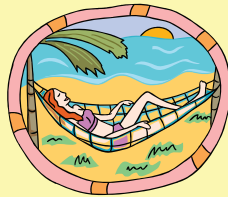
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Y Y R C A C G N I P M A C Q A I
J T E S H H E S H C A N M Q B N
T Y L R H A M J S J H D R E Y R
B G A O P M M Q I H C C K H E A
D S X T N M A X F Q P A P G L J
W I A I A O Y L F X L S A H L B
Q W T U T C F H L J Y T J C O D
S P I Q U K X L G O T L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

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