

# News

Manitoba Association of  
**HEALTHCARE**  
*Professionals*

SEPTEMBER 2020



**ONE  
STRONG  
VOICE** *Together*

**INSIDE  
THIS  
ISSUE...**

**6-7**

Winners of our  
MAHCP and  
Monique Wally  
Scholarships

**9**

HAPPY 50TH  
ANNIVERSARY,  
MAHCP!





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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.

### Meetings and Events Calendar

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

#### September 2, 2020

Member Advocates meeting

Online and Teleconference

#### September 7, 2020

Labour Day, MAHCP Office Closed

#### September 16, 2020

Executive Council Mtg

101-1500 Notre Dame, 0900 to 1700 hrs and

teleconference TBD

#### September 30, 2020

National Orange Shirt Day

#### October 12, 2020

Thanksgiving, MAHCP Office Closed

#### October 14, 2020

Executive Council Mtg

101-1500 Notre Dame, 0900 to 1700 hrs and

teleconference TBD

#### October 29, 2020

MAHCP Annual General Meeting

Online and Teleconference TBD

#### November 11, 2020

Remembrance Day, MAHCP Office Closed

#### November 18, 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](mailto:info@mahcp.ca)



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MAHCP President Bob Moroz at the Child Care Is Essential rally outside Minister of Families Heather Stefanson's office on Aug. 20, 2020. Photo by B. Pontanilla

## Our members' safety is our top priority

One of the strangest summers we have seen in a very long time is drawing to a close, and so much uncertainty remains. The impacts of the COVID-19 pandemic have taken a profound toll on all of us.

Professionally, all of our members are feeling the impact of ever-changing and often inconsistent safety and PPE protocols, while in many cases continuing to work extremely short staffed. We know that many members have been forced to use significant amounts of income protection, vacation, or go unpaid when they weren't able to work due to awaiting test results or clearance from the Employer to return to work, or to stay home to provide child care.

We are also feeling the impact of this pandemic in our personal lives. You may have family or close friends who are more vulnerable to the effects of COVID-19. Some of you have contracted the virus, or you may know someone who has. Many of you have had significant child care issues when schools and daycares closed down. Now the return to school is upon us, bringing renewed concerns and worries for many parents. That can't help but weigh on your minds as you go to work every day, especially in situations where PPE may be scarce or protocols uncertain.

Throughout the pandemic, MAHCP has been working hard to fight for our members, to ensure

your personal safety while at work and to make sure that Allied Health is not forgotten by Government or the Employer. MAHCP leadership has been meeting regularly with the Provincial Health Labour Relations Service to make sure that our members' safety and well-being remain top priorities, and to successfully resolve many specific individual and policy issues as they arose throughout the spring and summer.

We also continue to have targeted discussions with Employer representatives on appropriate PPE usage, protocols, availability, and communication. There will be more information shared as those discussions progress. In the meantime, please continue to keep us informed of any specific issues or pressure points you observe.

As you recall, MAHCP joined other public-sector unions in the Partnership to Defend Public Services (PDPS) that challenged the Manitoba Government's unconstitutional wage-freeze legislation, known as Bill 28. I reported recently that we were successful in this charter challenge at Manitoba's Court of Queen's Bench. We learned last month that the Manitoba Government has decided to appeal the judge's decision but we do not yet know the grounds for that appeal. MAHCP and our partners in the PDPS continue to be strong in our belief that the Queen's Bench judge was correct

in her decision to overturn this unjust legislation that attempts to rob us of our constitutional right to free and fair collective bargaining. We will continue fighting to defend our rights, all the way to the Supreme Court of Canada if we must.

That, of course, leads to questions around bargaining. Our central table bargaining committee will be meeting this month to review and prepare our bargaining package. There will be more information available through our regular bargaining updates as we progress, and we continue to press the Employer for a date to begin the actual bargaining process.

I will close by stating once again that I am deeply proud of the work each and every member does every single day for the people of Manitoba, especially in times like these. It is my honour to be the spokesperson for our union, to highlight the vital work you do and to raise the profile of Allied Health.

You don't always get the credit you deserve, but we will continue our work to let as many Manitobans as possible know just how critical you are to health care in our province.

In solidarity,

Bob Moroz

MAHCP President



# MAHCP

# 50

## YEARS

# STRONG!

Please join us as we take our MAHCP  
Annual General Meeting online!

• OCTOBER 29, 2020 • MORE DETAILS TO BE ANNOUNCED •

## COVID-19 pandemic forcing difficult decisions

This has been a very hectic August and so much has changed. The MAHCP board and especially table officers have had to make some difficult decisions.

Here is my update from the report I submitted for the Annual General Meeting (AGM) booklet.

I reported that MAHCP had reached a tentative agreement (June 30, 2020) with our staff's union (Unifor Local 191) and this has now been ratified. I sincerely want to express my thanks to all our staff for all their work and dedication to MAHCP and its members this past year. Unfortunately, throughout the month of August, we have all watched as the COVID-19 numbers have risen throughout the province. This has led to the difficult decision to move our AGM from 'in person' (with satellite sites for out-of-Winnipeg members) to a virtual meeting format. COVID-19 has forced us all to adapt and this is the case for MAHCP as well.

I have reported in various newsletter articles, and informational presentations at the AGM for more than three years about an upcoming resolution regarding the composition of the Executive Council. How we plan to switch from our current professional-based model to a more modern model that allows for a fair and equitable representation of our entire membership now that MAHCP represents allied health professionals across Manitoba.

This resolution regarding Article 701 will be postponed for a future vote before next year's AGM. This decision wasn't an easy one for me, but for valid reasons it will be moved off the upcoming AGM agenda. My rationale is as follows; this isn't a housekeeping or small change; this is a major change in how MAHCP members select and elects their Executive Council representatives.

This resolution will require much discussion and I felt having a "special meeting" dedicated to presenting this was the only option. Add in the stresses of COVID-19 with increasing cases and the worry we all have for our families, friends, colleagues and patients/clients/residents, and with the new school year beginning in September.

Many members have depleted their banks for self-isolation, daycare shortages, schools moving from the classroom to the home, the strict screening guidelines which have sent many of us home to await our results, members who have tested positive. We are all worried about bringing the virus home with us to our loved ones.

All the other resolutions will continue and be presented and voted on during our virtual AGM.



MAHCP Vice President Tanya Burnside

A huge priority for myself and I know for most of our membership is getting to the Bargaining Table! Dates have been set for our Bargaining team to meet and get the package built.

Mr. Pallister and the PC government— TIME is UP! No more excuses, no more delays, the TIME has come for you and your government to back up your words. You described us in the fight against COVID-19 as "heroes" and "valuable". Our members are waiting and have been for 2-3 years since our last collective agreements expired.

I urge all members to continue to share your stories; send this government a message. Send it to our Premier, Health Minister, your MLA!

We are all stronger together and together we will have "one strong voice"!

Stay safe,  
Tanya Burnside  
MAHCP Vice President



# 2020 MAHCP Scholarship Recipients

It was a banner year for our MAHCP Scholarships program as we received 22 applications, the most we have seen in many, many years!

Due to the ongoing COVID-19 pandemic and its effect on the 2019-2020 school year, the MAHCP Communication Committee gave an extra two weeks in July for students to get their applications in.

Victoria Fabris, MAHCP Secretary and Chair of the Communication Committee, which oversees scholarships, said they were impressed with this year's applicants.

"We were overwhelmed this year by both the number of applicants and the quality of their submissions," she said.

"We want to thank everybody that applied, and we wish everybody success in their future professional endeavours."

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.

It was very difficult to narrow the field down to eight, which is how many scholarships are usually handed out, and as there were a few ties in scoring, the MAHCP Executive Council made the exceptional decision to award 10 MAHCP Scholarships this year.



MAHCP Secretary  
Victoria Fabris

As for the Monique Wally Memorial Scholarship, which are for students entering their first year of an allied health profession, there were three \$400 scholarships available.

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?"

On the opposite page and page 8 of this newsletter, you will be able to read excerpts from their wonderful essays.

**Jared Rost**, son of Cheryl Rosmos, Health Sciences Centre Chemistry Dept.

**Brenden Gingras**, son of Kimberly Gingras, Community Therapy Services

**Ethan Spalding**, son of Melanie Spalding, Ericksdale Hospital

**Maeva Herd-Rouet**, daughter of Stephanie Rouet, Actionmarguerite

**Winner of the 2020 MAHCP Monique Wally Scholarship**

**Sarah Hoffman**, daughter of Sun Hoffman (Accepted into the Comm. Sciences & Disorders Master's Program at the University of Western Ontario)

## The benefits of being a union member

Excerpts from the essays of MAHCP Scholarship winners

"Thanks to the commitment of unions in the past and their continued effort, we now have employment standards provided to everyone even if they are non-union workers like holidays, overtime and minimum wage. All workers enjoy the positive effects; however, they are particularly apparent to its members. Most notably, increased workplace security, the possibility to earn more money and the ability for people to have their voices heard. Once made aware of these benefits that some enjoy now, it is necessary to reflect on the progress of those before us to appreciate how far we have come. Hopefully, this knowledge encourages others to work alongside their union to continue to fight to create the best work environments possible for everyone."

- Emma Coughlan, daughter of Lynne Cenerini Coughlan, WRHA-Access St. Boniface

"All in all, being a unionized worker is an under-appreciated opportunity. The benefits accompanying a union member are incredibly valuable. The ability to earn fair wage in your profession of choice is a right for each individual. The comfort of knowing that as a unionized worker you have a lessened chance to be injured is a weight lifted off the shoulders. Working in a respectful environment makes the job more satisfying. Lastly, job security makes for a healthier lifestyle for a person and their family. The positives of being a union member are many!"

- Andrew Loewen, son of Peter Loewen, St. Boniface Hospital

"In summary, there are numerous benefits of being a union member such as workplace democracy, equality, job security, workplace safety, pension benefits and many more. When looking for a career, consideration of a profession or company which has union representation is highly recommended and in one's best interest for their career and overall health and emotional well-being. In the end, an employee has the support of their union when they need it. The power of a group is stronger than the power of one."

- Kassidy Paluck, daughter of Karma and Desmond Paluck, St. Boniface Hospital

"Unions give voices and bargaining chips to the workers, so they can stand on an equal field as their employers and 'Big Business' without fear of retaliation. In a world where the wage gap is steadily increasing, and many corporations have little to no restrictions, unions stand as a beacon of hope to protect workers rights and keep employers in check. It has never been so important to protect workers, essential or not, then it is right now."

- Rachel Pedersen, daughter of Shelley Kowalchuk, Health Sciences Centre

## Physiotherapy

"When working in a large organization it is very important to have and be part of a union, for getting your individual voice heard in a large workplace can be daunting alone. Benefits such as having a collective voice is why being part of a union is so important, for union workers can collectively bargain with their employers. Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment. Rising together as one strong voice benefits union members by coming together to achieve their goals rather than standing alone."

- Kaelah Hoffman, daughter of Sun Hoffman, SSCY

"Being a union member is beneficial financially. On average, members of unions are paid 23% more than non-union members. This pay advantage is greatest for those who would generally be lower paid employees, such as women and people of colour who are often discriminated against in the workforce. This union pay advantage is one of the ways unions are creating greater equality in the workplace. Within unions, the wage gap for women is considerably smaller. This is a very passionate topic for me as a woman studying science. As I go through my studies, it is encouraging to know that there are systems in place like unions to support women throughout their careers. Unions also have a smaller wage gap for racial minorities. This is a relevant issue today especially as we are witnessing history being made as the black lives matter movement spreads across the world."

- Brooke Rempel, daughter of Hali Rempel, Victoria General Hospital

"Before unions the work environment was not nearly so hospitable, corporate overseers viewed workers as expendable which led to tragedy. This is clearly demonstrated by the Winnipeg general strike and the events preceding it. Employability prospects were grim in 1919, with many workers suffering under poor working conditions for pitiful wages. This climaxed in workers forming a union and going on strike. While the results were not immediate, in time this led to the establishment of permanent unions to enforce safety in the workplace. Strikes like this forced companies to pay more attention to their workers, and unions were what made these strikes possible."

- Jared Rost, son of Cheryl Rosmos, Health Sciences Centre Chemistry Dept.

"To begin, with the recent events surrounding COVID-19, union such as the MAHCP are more important than ever. MAHCP advocated to the government and employers on behalf of all members to stress the importance of members' safety, first and foremost. In the case of healthcare, when workers are safe, then they can ensure that all the patients they work with are also kept safe."

- Brenden Gingras, son of Kimberly Gingras, Community Therapy Services

Continued on page 8



“Unions also advocate for competitive wages and ensure greater equality amongst workers. Upgrades in training/education is often covered by the employer for unions members, and their pension plans are far more lucrative. Health and safety standards are higher for unionized workplaces as well, leading to a low injury rate for workers. In addition, healthcare benefits are superior to those of non-union workers, which is a profound enticement to many, especially those with children and dependents.”

– Ethan Spalding, son of Melanie Spalding, Ericksdale Hospital

“It is heartbreaking that people have to live in poverty so other people can make money on their backs. So, the benefits of being a union member are individual, like fair wages and safe work conditions, better medical and retirement plans, and protection of the workers rights from abuse; but also, for communities, since public health will also be improved. It happens every time people are educated and treated humanly. So we need to keep strong and fight on all fronts that will make this world a better place.”

– Maeva Herd-Rouet, daughter of Stephanie Rouet, Actionmarguerite

## Why enter into an Allied Health profession?

Excerpt from the essay of Monique Wally Scholarship winner

“Allied health professions offer diverse and fulfilling career options, with opportunity for personal growth and the satisfaction of helping people in various aspects of their health. I will be going to graduate school for Speech Language Pathology and the choice to pursue this profession came very easily as I researched the benefits and overall satisfaction people in this career enjoy. Through meeting and volunteering with therapists I saw how they help people in practical ways and are able to foster real relationships with their clients. I saw how therapists collaborate in teams with other health professionals to make the best plan possible for their client. This aspect of allied health professions is so exciting to me, to be able to work with people of different expertise and perspectives while also offering my own..” – Sarah Hoffman, daughter of Sun Hoffman

## 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](mailto: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.

**Rhonda Leger** • Sonographer, Victoria General Hospital

**Paulette Pang** • Lab Technologist, St. Boniface Hospital

**Gerry Derksen** • Spiritual Health Practitioner, Concordia Hospital

**Susan Kasuba** • Laboratory Assistant, HSC

**Nancy Blair** • Laboratory Technologist, HSC

# True milestone: MAHCP celebrates 50 years

## A brief history...

**1970:** On Oct. 22, the founding meeting was held at the Winnipeg General Hospital of the Manitoba Association of Medical Laboratory Technologists (MAMLT). We started with 74 members.

**1975:** Membership had grown to 500 and the First Executive Director is hired – Lorne Renaul.

On June 12 of this same year, the name was changed to The Manitoba Paramedical Association (MPA), reflecting the membership, which now included Physiotherapists, Radiology Technologists, Respiratory Therapists, EKG Technologists and Technicians.

**1985:** The Association once again changed its name to better reflect its diverse membership to the Manitoba Association of Health Care Professionals (MAHCP). Membership had grown to 948.

**1997:** The Association continued to grow, attract new disciplines and occupations to its fold. By 1997, representation rose to approximately 1,400 members in 33 professions, in 29 individual health care facilities.

**2000:** MAHCP membership had grown considerably to approximately 2,100 members in over 60 professions.

**2002:** Urban votes increased membership to 3,400 members.

**2005:** At the AGM in October of this year, the vote for a full-time President was carried.

**2018/19:** In May 2018, the Manitoba government of Brian Pallister proclaimed Bill 29: The Health Sector Bargaining Unit Review Act, which mandated the consolidation of bargaining units and led to union representation votes. On Aug. 22, 2019, representation vote results were made public and MAHCP won both the Shared Health and WRHA Professional/Technical/Paramedical votes, significantly expanding our membership.

**2020:** Currently, the Association represents over 6,500 health care employees in over 160 professions across the province.



MAHCP President Bob Moroz with former President Wendy Despins at the 2012 AGM.

By Bernice Pontanilla

MAHCP Communications Officer

From humble beginnings to overcoming challenges, and to One Strong Voice Together, the Manitoba Association of Health Care Professionals has much to celebrate as it reaches the milestone anniversary of 50 years!

For MAHCP President Bob Moroz, it is a moment filled with pride.

“We have gone from a union of 74 to one of more than 6,500 in the span of 50 years, and we now represent 85% of Allied Health in our beautiful province of Manitoba,” he said.

“Simply put, it’s a huge accomplishment and I thank all those who in one way or another have supported us throughout these many years.”

Rewind to 1970 when a group of lab technologists held a meeting at the Winnipeg General Hospital and created the Manitoba Association of Medical Laboratory Technologists (MAMLT).

There are many good memories from that time, said Wendy Despins, who was MAHCP president 1989-1990 and from 2004-2012.

“So many memories to choose from! I like that this one set the framework of our future: MAMLT was formed when the Winnipeg Hospitals advised us that they would no longer negotiate with the laboratory technologists’ informal negotiating team, unless we formed a union, certified by the Manitoba Labour Board,” she said, adding that early on there was interest from co-workers in X-ray, nuclear medicine, respiratory technologists (now respiratory therapists) and physiotherapists to join.

“That request stimulated great debates. What would that mean for us? What changes would need to occur if we decided to expand beyond our Lab Technologist-only union? On June 12, 1975, with the majority of the members in support, we welcomed nine new occupational groups, and became the Manitoba Paramedical Association.”

## MAHCP members, help us celebrate!

We are aiming to also devote a large part of our December newsletter to celebrating our 50th anniversary, and to make that happen, we are asking members to submit photos and memories from these last 50 years.

If you would like to contribute a photo or a memory, please send it to MAHCP Communications Officer Bernice Pontanilla at [bernice@mahcp.ca](mailto:bernice@mahcp.ca)

Despins, who was president when MAHCP celebrated its 40th anniversary, said that she has never doubted that MAHCP was “The Union” for technical, professional, paramedical sector.

“Wow, from 74 to 6,500 members – what an achievement!,” she said, adding “I have been inspired and gratified watching the slow and steady growth, in spite of some challenges, and disappointments we have enjoyed tremendous successes.”

Both Moroz and Despins firmly believe that celebrating our 50th anniversary during the COVID-19 pandemic is paramount.

“I believe there are many significant points along the timelines of history and each point marks where we are headed and it is through celebrating and honouring our history that we can see, create and make our way forward,” said Despins.

“We stand on the shoulders of others who have paved the way for our successes, and this anniversary is a tribute to them as much as it is a celebration for us,” added Moroz.





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Connections Medical Centre, PACT, Seven  
Oaks Community Office, SMILE Plus Dental,  
St. James-Assiniboia Health and Social Service  
Centre, Women's Health Clinic, WRHA—  
Community Centralized Services, WRHA  
Downtown West

## Executive Council

2019–2020

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Robert Moroz  
CancerCare Manitoba, Radiation Therapist

#### Vice President

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Connector

#### Treasurer

Jason Linklater  
Health Sciences Centre,  
Orthopedic Technology

#### Secretary

Victoria Fabris  
Shared Health, Patient Transport Program,  
Advanced Practice Respiratory Therapist

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#### Clinic

Sherry Lussier  
Dynacare  
Laboratory Technologist

#### Physiotherapy

Shelley Kowalchuk  
Health Sciences Centre

#### Radiology

Michael Kleiman  
Health Sciences Centre

### REGIONAL DIRECTORS

#### Northern RHA West

Lesa Nordick  
Community Health  
Developer

#### Winnipeg Region

Arlene Boychuk  
Shared Health—Health Sciences Centre  
Medical Lab Assistant

# Union Bulletin Board

## Autumn Word Search

bonfire  
 camping  
 cottage  
 fishing  
 hammock  
 hiking  
 lake  
 marshmallows

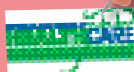
mosquito  
 nature  
 relaxation  
 road trip  
 sailing  
 sand castles  
 volleyball

M E R I F N O B G U N I O N L T  
 N A P N Z P A P N I U S S G L Q  
 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  
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We have a new goal and we're inching ever closer to it...

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!

## 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.



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