

the VOICE

Your Allied Health News from MAHCP

Fall 2021



ONE
STRONG
VOICE *together*



TRAGEDY AT SEVEN OAKS

The attack shocked and impacted us all. It is a stark reminder that safe workplaces are essential.

UMFA ON STRIKE

What do health care and education have in common?

Now, more than ever, we need to stand in solidarity with labour unions - their fight is our fight.

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HEALTH**
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FEATURING OUR
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president's MESSAGE

by Bob Moroz, President, MAHCP

As we approach the end of another year, MAHCP and our members continue fighting a number of headwinds, including a pandemic that keeps us all on edge and a provincial government that still isn't listening to frontline health care professionals or their unions.

We have a new premier who has the opportunity to change course, to start investing in people and addressing the chronic understaffing that is burning out our members. We will wait and see if Premier Stefanson takes that opportunity, and in the meantime we will continue fighting on every available front.

I was personally inspired by our recent AGM and the record turnout of members we saw this year. MAHCP members are more engaged than ever, and we will need that energy as we head into bargaining for our 6,000 Central Table members.

While we are encouraged that the nurses were able to achieve some recent gains through mediation, we know that this government is still more than willing to interfere in collective bargaining and that our own fight is just beginning.

MAHCP is standing strong with members of the University of Manitoba Faculty Association (UMFA), who are on the picket lines fighting for a fair deal.



We are showing up to their rallies in support, and we will expect them and other unions to stand with us as well when the time comes. If the UMFA strike continues, I hope you will consider showing solidarity by joining them on the line and at their rallies, and by sharing their updates and stories on social media. Many of our members studied at U of M, we need a strong faculty in order to train the next generation of health care professionals. We owe them our support, and we are strongest when we stand together in solidarity.

In the spirit of solidarity, MAHCP recently affiliated with the Manitoba Federation of Labour (MFL), joining over 120,000 Manitoba workers across sectors to fight for better wages and working conditions. I was very pleased to welcome MFL President Kevin Rebeck to address MAHCP members at our recent AGM. Kevin spoke of the many attacks on labour, and health care in particular, that we have experienced from the provincial government in recent years. He offered a message of hope, that we are powerful when we stand with our union and with one another.

Together, we continue to battle against the Pallister government's unconstitutional wage-freeze legislation, Bill 28, that tried to hold us to zeros before we even got to the bargaining table. We learned recently that we will have to continue the fight against Bill 28, if necessary all the way to the Supreme Court of Canada, but we are joined by the MFL and many other public-sector unions in that challenge. We will not allow this or any government to take away our Charter right to free and fair collective bargaining.

(cont. on next page)

(President Message cont.)

I am proud to report that MAHCP continues to grow stronger. In this issue, you'll meet some of our newest staff, all dedicated to delivering the best possible service to our members. On the governance side, we welcomed eight new directors to our Executive Council at last month's AGM, the largest cohort of new leaders we have seen on Council in recent memory.

Our new 2021-22 Executive Council is already hard at work to keep our union strong, focused and determined. We also saw 30 new Member Advocates (MAs) join the ranks of our growing MA program this year, currently 95 strong. These dedicated union activists form the backbone of our increasingly engaged and active membership. If you're interested in becoming an MA, learn more today at <https://mahcp.ca/get-involved>.

We know that Manitobans value Allied Health when we remind them we're here. I'm very excited to be launching a new marketing campaign later this month that will continue building awareness of Allied Health and the vital

work that you do. The more Manitobans think about us, the more support we will have as we head into bargaining and beyond.

I'm especially proud that our new campaign will feature some of our members, telling their stories and sharing their pride in their professions. Thank you to all of those who put their hand up to help in this campaign, and be sure to share it on social media when you see it. We can all be proud to be Allied Health!

In this issue, you'll also hear from one of our many dedicated Labour Relations Officer, Angie Boehm. Angie will share insights and advice on respectful communication, a topic of great interest in our turbulent, emotionally charged times.

Thank you for reading this issue and staying tuned to our regular email updates – an informed membership is a strong membership. And as always, thank you for all you do for Manitobans and for each other, every day.

In solidarity,



Bob Moroz, MAHCP President

Our New Campaign **#ALLIED FOR YOUR HEALTH**



Sherry Treichel, Child Life Therapist, talks about the impact her work has - everyday.

Starting in the next couple weeks, you will begin to see our new campaign on television, radio and social media that features our members like Child Life Specialist Sherry Treichel (picture on left) and Mental Health Team Leader Charles Reed, in addition to a number of others from varied allied health professions.

We are excited to show who allied health is, what we do and how allied health is key to a strong future for health care in Manitoba.

What can you do to help spread the word? Follow us on social media and share our new campaign using the hashtag **#alliedforyourhealth!**



vice-president's REPORT

by Tanya Burnside, Vice-President, MAHCP

rate of workplace violence than any other profession" (pg. 11).

The report also examines the causes for the increase: patient needs have become more complex, staff shortages, aging infrastructure, insufficient security, and response systems. The report provides nine recommendations that outline ways the federal government (with the provincial/territorial stakeholders) can address this issue. Please see the link below to read the report in its entirety.

[Violence Facing Health Care Workers In Canada \(ourcommons.ca\)](#)

Some facts through the report that caught my attention were:

- A 2014 study of 1,676 paramedics in Canada

found that 75% reported experiencing violence of some sort and 74% reported experiencing multiple forms of violence annually.

- Health care workers working in home care and community-care settings also face greater risks of violence because they are often working alone in these settings.
- 2019 OCHU/CUPE poll found that 53% of health care workers did not report incidents of violence.
- A culture of acceptance or normalization of violence within the health care system prevents change from occurring.

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“Health care employers consider violence an occupational health and safety issue, but it needs to be considered a care issue. There is absolutely no hope for quality of care without considering worker safety. Having safe health care workers means better care.”

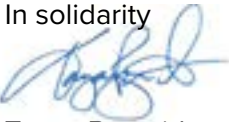
-Henriette Vanhulle, Public Services Health and Safety Association

(VP Report cont.)

“Health care employers consider violence an occupational health and safety issue, but it needs to be considered a care issue. There is absolutely no hope for quality of care without considering worker safety. Having safe health care workers means better care,” stated Henriette Vanhulle, of the Public Services Health and Safety Association.

This has resonated deeply with me since reading it. What will it take to have violence in the workplace addressed in its entirety? It is going to take One Strong Voice. Our safety demands more than words, it demands action, so that everyone goes home safe after their shift.

In solidarity



Tanya Burnside

solidarity with UMFA

By Bob Moroz, MAHCP President

Even though we have a new Premier, the provincial government’s misguided pattern of interference in collective bargaining continues. Faculty at the University of Manitoba have been on strike since November 2 after their employer refused to budge at the bargaining table. Rather than allowing a free and fair collective bargaining process to play out, the Province has given the U of M a wage mandate that would keep salaries near the bottom compared to other Canadian research universities.

The University of Manitoba Faculty Association (UMFA), the union representing faculty, says this will make it harder to recruit and retain qualified faculty and that student education will suffer as a result. The union wants government out of the way so they can get a fair deal.

Does any of this sound familiar? Substitute “health care” for “university” and replace “faculty” with “health care professional” and this is the exact same issue we’ve been seeing in health care.

UMFA’s fight is our fight! I have been attending UMFA’s strike rallies and the energy on the ground is inspiring. I told them that our 7,000 Allied Health members are standing strong in solidarity with them – you can help make it so by following UMFA on social media, sharing their updates, attending their rallies and writing your MLA in support. University of Manitoba Faculty deserve a fair deal and so do we.

Another successful AGM is in the books; thank you to all who attended!

by Tanya Burnside,
Vice-President, MAHCP

Thank you to our amazing staff for all the work that we don’t see but without events like the AGM do not happen!

I would like to welcome the incoming directors for the Executive Council; I am looking forward to the term ahead and to the day where we can meet in person! I also look forward to getting to committee work as well. As your Vice President this year, I will chair the Governance, Oversight Committee and Nominations.

One thing I forgot to mention in the Governance Report at the AGM is we now have our Membership application form online. Please encourage all your fellow co-workers to fill out their membership application on our website.

Along with many members, we are all anxiously awaiting dates to begin our Central Table bargaining. The committee has continued to meet to prepare our packages for the employer.



Have you signed your union card yet? You can now do it electronically on our website!

Visit www.mahcp.ca - Member Services - New Members - Member Registration Form or click [here](#).

As per policy, Executive Council nominations deadline is the last working Friday in May. This year it falls on May 27, 2022.

The following directors are finishing the first year of a two year term as of the 2022 AGM:

Vice President
Tanya Burnside

District 2 - Northern West
Lesa Nordick

District 4 - Prairie Mountain Health South
Wayne Chacun

District 5 - Southern
Joshua Frampton

District 8 - Winnipeg North
Karen Roth

District 11 - Winnipeg Southeast
Bronwynn Hayles

District 16 - Winnipeg Central 4
Shelley Kowalchuk

The following directors will be concluding their terms as of the 2022 AGM and are up for re-election:

President
Bob Moroz

District 3 - Prairie Mountain Health North
Katryna Cornwall

District 6 - Interlake Eastern
Shona Litke

District 9 - Winnipeg Notre Dame
Margrét Thomas

District 12 - Winnipeg South
Shelagh Parken

District 15 - Winnipeg Central 3
Jana Leigh Povey

The following directors are concluding their terms from the previous model based on professional groups as of the 2022 AGM:

Paramedic Director
Matthew Hollingshead

Laboratory Director
Emma Mahoney

Respiratory Director
Victoria Fabris

WRHA Director
Arlene Boychuk

The following District seats are vacant and are available for a one year term as of the 2022 AGM:

District 13 - Winnipeg Central 1

District 14 - Winnipeg Central 2

The following District seats are vacant and are available for a two year term as of the 2022 AGM

District 1 - Northern - East

District 7 - Winnipeg - Northeast

District 10 - Winnipeg - West



Changed your address, email or phone number?

Don’t miss out on important updates and information.

You can let us know by:
email info@mahcp.ca
phone 204-772-0425
website under Contact Us at www.mahcp.ca



AGM 2021 RECAP

Thank you to everyone who joined us for our Annual General Meeting on Thursday, October 21st at 6pm on Zoom. We had over 270 people attend!

If you haven't already, you can check out all the information in our AGM Booklet. Our AGM Booklet includes the Membership Report, Finance Report, and all resolutions (which passed).



A special thank you to Kevin Rebeck, President of the Manitoba Federation of Labour, for taking the time to speak at our AGM.



Congratulations to Victoria Fabris, Honour Roll recipient for 2021!

Welcome new table officers Matt Hollingshead and Shelley Kowalchuk!

Thank you to 2020-21 table officers Jason Linklater (Treasurer) and Arlene Boychuk (Secretary).

Thank you to 2020-21 board members Jason Linklater and Sherry Lussier, who have completed their terms, for all their hard work and expertise on the Executive Council over the years.

You will be missed!

Congratulations to all our draw winners!

CALM Air \$2,000 gift certificate | Marijel Jimenez Castro

JVC 55" 4K UHD HDR Android Smart LED TV | Ashlee Lagimodiere, Dulce Valente & Andrea McGowan

Dyson V8 Animal Stick Vacuum | Darlene Medeiros

Monster 2.1 BT Soundbar & Sub | Erin Crawford

Google Nest Audio | Lena Kublick
Cuisinart Compact Air Fryer Oven | Shayleen Goretzki

Canad Inns One night stay gift certificate | Valerie Ring

Twilight Blue Fire 7 Tablet (9th generation) | Genevieve Funk-Unrau
Sony Streaming Blu-Ray Player | Kathy MacKinnon

Fitbit Inspire 2 - Black | Olga Hofmann & Katryna Cornwall

\$100 KEG gift card | Hernan Suniga

\$100 Cabela's gift card | Glen Espino
Yeti Mug | Shelagh Parken, Cornelia Lunn

Escape Wireless Stereo Headphones | Sherise Kreuger, Michael Smyth, Sheldon Kuzmik, Michael David & Carrie Senior

TWS Wireless Mini Earphones | Janet Fairbairn, Kelly Curtis, Joanna Tse, Renata Choptiany & Carolanne Pollock

IOTTIE ION Wireless Plus Qi Charging | Maria Soroka, Breanne Peters, Jena Lynn Teopaco & Lisa James

HAUZ 1.7L Cordless Kettle | Marites Doce & Charlene Epp

HAUZ 1.7L Cordless Illuminating Glass | Nelia Solangon & Naomi Zalevich

Blu-toque Bluetooth Beanie Varsity | Lisa Yankech & Brendan McDonald

Helix Wall Charger & Night Light | Andrew Hartel & Sandra Pawluk

Escape 3.2" Dashcam | Kim Grzebeniak

JAM Double Chill Blue | Cristina Cleland, Karla MacDonald, Stephanie Rossi & Amanda Hafenbrak

Cuisinart Citrus Juicer | Sandra Webiski & Isabella Wiebe

ROKU Express Streaming Media Player | Barbara Kenton, Sandy Senchuk, Emma Mahoney & Catherine Batteson

Canteen 6pcs. - 1lb. Coffee packages | Kristi Marchinko

Soundstage Bluetooth IPX7 Water | Cheryl Werboski, Leslie Voth, Mario Viray & Patsy Moltschanow

Vantop Moment 4U 4K Action Camera | Tia Kiez

\$50 Golf Town gift card | Tracy Jackman

Cuisinart Vertical Waffle Maker | Reisa Adelman & Sonya Hiebert

Solid Wood Washer Toss | France Rama

Ring Toss Set | Alana Fadden

5 pcs. pens, 1 jacket, 1 booklet calendar & 1 bag | Myra Avila

Electric Impression Art | Bernard Lesk



WORKPLACE COMMUNICATION

Pointers and Potential Pitfalls

by Amy Tuckett-McGimpsey, Communications Officer

Workplace communication can be tricky, especially as the sheer volume of communication and communication methods (in-person, virtual, email, texting, etc.) increase. Workplace statistics show that 86% of employees and executives cite lack of effective collaboration and communication as the main causes for workplace failures.

Whether you are talking through an issue with a co-worker, or writing an email to a manager, ensuring clear, respectful communication can sometimes be challenging and downright uncomfortable. Other times, you may feel a conversation has gone well, only to find out later that the other person may have a different take.

Angie Boehm has seen it all. Her experience dealing with communications and conflict, from working as a volunteer coordinator to her current position as Labour Relations Officer with the Manitoba Association of Health Care Professionals, is extensive. We spoke with her about some pointers and pitfalls of workplace communication.

Be Aware of Body Language

Crossing your arms is a gesture that can have negative connotations. This body language is associated with defensiveness, hostility and uneasiness by creating a physical and emotional barrier. When combined with assumptions people can make, even subconsciously, it can have a huge impact on open communication and positive outcomes.

If you are noticing this behaviour, it might be a good idea to check in with the person rather than making assumptions about how they are feeling.

"The person may be having a bad day that has nothing to do with your conversation; or they may have body issues. You never know what other factors are influencing behaviours in a situation. Check-ins are important," said Boehm.

"Conversely, being aware of how you are coming

across is also important. Rolling your eyes or deep sighs are respectful communication killers. Non-verbal communication often says way more than anything that comes out of your mouth."

Seek Clarity

One of the basics in both communication and in conflict resolution is to seek clarity. Whether you are the person seeking information, or you are the one providing it, it's important to check in and make sure you are both on the same page.

"Asking 'does that make sense to you' or 'help me understand' provides an opportunity for discussion," said Boehm. "If you find that the other person continues to repeat themselves, they may feel like they are not being heard. You may try rephrasing your question or statement or making sure you are actively listening to ensure you aren't missing anything."

Don't Send That Email (or at least wait 24 hours)

"You are going to have times when you are going to get angry, upset and frustrated," Boehm said. "Write an email, be mad and get those emotions out so you don't take it home with you and have it fester. Don't send the email, you can come back to it when you let yourself calm down. Edit before sending, if you still choose to send it, and take out the pieces that aren't going to get you where you need to be."

It's important to note that if you are texting or emailing back and forth, even while off the clock, anything can be printed off and referenced in

(cont. on next page)

Want to get better at dealing with conflict in the workplace?

Here are some ideas for improving communication:

Don't avoid hard conversations – discomfort is normal. Addressing issues when they begin can avoid further misunderstandings down the road.

There may be training or online learning portals where you can learn tips on how to manage conflict and improve communication.

Most employers have an EAP program, it may help you to talk to a professional who can provide you with strategies that work for you.

If you think that communication is breaking down and you are facing disrespectful behaviour in the workplace, call your LRO to discuss.

(Workplace Communication cont.)

Respectful Workplace or Disciplinary proceedings. Consider how your communication may be perceived without context.

Respectful Communication Policies and Grievances

According to Boehm, respectful workplace and grievances are opportunities for discussion.

"I don't look at the grievance process as a punitive measure, instead I look at it as a recognition of what is not okay in the workplace, and an opportunity to work things out to make it better," said Boehm. "When it becomes a problem is when we have an employer coming in and using a respectful workplace policy as a punitive measure. There are better ways to help people get through a discussion, so you leave people whole."

Don't be Furious, Be Curious

When asked about the one thing everyone should know when dealing with conflict, Boehm encourages people to not take it personally.

"Nine out of ten times it is not personal, it is the situation, the external forces, that brings us to this place. It's the toxic work environments that fester because nobody stops to say, 'how do we make this better'. Let yourself be open to recognizing assumptions, and instead be inquisitive and curious."

congratulations

ON YOUR RETIREMENT

- April Gobert
Physiotherapist
St Boniface Hospital
- Brenda Sutherland
Medical Laboratory
Technologist
Seven Oaks General Hospital
- Monique Wichenko
Physiotherapist
Grace Hospital
- Cindy Sokolowski
Medical Laboratory
Technologist
Concordia Hospital
- Rudy Niebuhr
Physiotherapist
Health Sciences Centre
- John Minski
Respiratory Therapist
Health Sciences Centre
- Sheila Korban
Mental Health Counsellor
Access River East

- Mavis O'Donohue
Physiotherapist
Deer Lodge Centre
- Michael Bachynsky
Respiratory Therapist
St. Boniface Hospital
- Allison Hanuschuk
Nuclear Medicine
Technologist
St. Boniface Hospital
- Wendy Tod
Case Manager
Misericordia Health Centre
- Stephanie Colome
Cytotechnologist
Health Sciences Centre
- Lori Shapera
Medical Laboratory
Technologist
Health Sciences Centre
- Joanne Klassen
Mental Health Counsellor
Centralized Services Hargrave

- Gloria Lee
Medical Laboratory
Technologist
Melita District Health Centre
- Rosemary Szabadka
Dietitian
Access Fort Garry
- Terry-Lynn Young
Cardiology Technologist
Concordia Hospital
- Michele Kippen
Radiology Technologist
St. Boniface Hospital
- Jackie Kamann-Oke
Medical Laboratory
Technologist
Westman Lab
- Jean Petit
MRI Technologist
St. Boniface Hospital

Welcome to MAHCP

There have been new faces around the office! We warmly welcome the following new staff members to MAHCP.

Labour Relations Officer - Roger Quenelle

Before starting his career in Labour Relations, Roger spent 21 years in the armoured car industry and for 10 years proudly served his co-workers as shop steward. Since 2016, he worked as a Business Agent (like a Labour Relations Officer) with General Teamsters Local Union 979, representing a diverse membership before starting at MAHCP.

In addition to being an avid fisherman who enjoys spending time at the lake with his wife Sandra and their two children, Roger is a passionate Winnipeg Jets and Blue Bombers fan who also follows NFL football, cheering for the Indianapolis Colts and Minnesota Vikings.



Labour Relations Officer - Poonam Randhawa

Poonam Randhawa joined the Manitoba Association of Health Care Professionals in October 2021. She holds a Bachelor of Business Administration degree from the University of Winnipeg, in addition to a Human Resource Management Diploma and Management Certificate. Poonam is a Certified Practitioner in Human Resources (CPHR) and is an active member of CPHR Manitoba.

Poonam has over 10 years of working in a health care setting, including experience in labour relations. Most recently, she worked as a Senior HR Consultant for the WRHA. In her spare time, Poonam enjoys travelling and spending quality time with her family and friends.



Executive Liasion - Teresa Bowerman

Teresa Bowerman comes to us from the non-profit sector as a Manager of Community Fundraising for Manitoba and Saskatchewan with the Heart & Stroke Foundation. Prior to that, she was a Constituency and Executive Assistant for the Minister of Healthy Living and Seniors for the Manitoba Legislative Assembly.

Teresa is enthusiastic about community development and has volunteered for organizations including the Pride Winnipeg Executive and Manitoba Women's Junior Hockey League Executive. She is currently pursuing a Conflict Resolution Certificate, and in her spare time she loves a wide range of activities including hockey, hiking, gardening, and spending time with her family.



We also are proud to announce the following new positions:
Cheryl Beal, Lead Labour Relations Officer | Tim Smith, Manager of Communications and Outreach

MAHCP staff ASSIGNMENTS

Lee Manning
Executive Director

Jacob Giesbrecht
Legal Counsel

Tim Smith
*Manager of
Communications
& Outreach*

Teresa Bowerman
Executive Liaison

Amy Tuckett-McGimpsey
Communications Officer

Janet Beaudry
Administrative Supervisor

Jenny Malubag
Administrative Assistant

Joan Ewonchuk
Administrative Assistant

Rachiel Langit
Administrative Assistant

Cathy Langit
Administrative Assistant

Karen Finlay
Receptionist

labour relations OFFICERS

Cheryl Beal, Lead LRO | cheryl@mahcp.ca
Health Sciences Centre, Manitoba Clinic

Angie Boehm | angie@mahcp.ca
*Aboriginal Health & Wellness Centre, Deer
Lodge Centre & Pharmacy, HSC Pharmacy,
Misericordia Health Centre, Seven Oaks
General Hospital & Pharmacy*

Dustin Czmola | dustin@mahcp.ca
*Southern Health Region-Shared Health,
Victoria General Hospital and Pharmacy,
Eden Mental Health, Churchill Health Centre*

Garrett Finck | garrett@mahcp.ca
*Shared Health (DSM)-St. Boniface
Hospital, Northern RHA and Shared Health,
Actionmarguerite, Canadian Blood Services,
Rehabilitation Centre for Children, Manitoba
Possible (formerly SMD)*

Gill Gagné | gill@mahcp.ca
*Jocelyn House, Dynacare Medical Labs,
Interlake Eastern Regional Health Authority-
Shared Health*

Chelsea Kaufmann | chelsea@mahcp.ca
*CancerCare Manitoba, Grace Hospital,
Access Winnipeg West, Riverview, SERC,
WRHA Corporate, Nine Circles, Winnipeg
Clinic*

Nathan Laser | nathan@mahcp.ca
*Concordia Hospital & Pharmacy, St. Boniface
Hospital & Pharmacy, Bethania Place, Centre
de Sante, Access St. Boniface, Pan Am Clinic*

Birgit Molinski | birgit@mahcp.ca
*Shared Health (DSM), Concordia Hospital Lab,
HSC Lab, Misericordia Health Centre Lab, Seven
Oaks General Hospital Lab, Victoria General
Hospital Lab, Grace Hospital Lab, Scientists*

Poonam Randhawa | poonam@mahcp.ca
Portfolio Pending

Roger Quenelle | roger@mahcp.ca
Portfolio Pending

Cory Szczepanski | cory@mahcp.ca
*Brandon DI, Brandon Clinic, MTCC, Prairie
Mountain Region-Shared Health, Westman Lab*

Tania Wiebe | tania@mahcp.ca
*HSC Diagnostic Imaging (MRI, Nuclear Medicine,
Radiology, Radiopharmacy and Sonography),
Klinik Community Health, Mount Carmel Clinic,
Nor'West Co-op, Community Health, Women's
Health Clinic*

Katrina Zado | katrina@mahcp.ca
*Access Downtown, Access Fort Garry, Access
Point Douglas, CODI, Community Living
disABILITY Services (CLDS), Crisis Response
Centre (CRC), Community Therapy Services (CTS),
Health Services on Elgin Downtown Community
Centre, Inkster Community Office, LTC Access
Center, MATC, Northern Connections Medical
Centre, PACT, Seven Oaks Community Office,
SMILE Plus Dental, St. James-Assiniboia Health
and Social Service Centre, WRHA-Community
Centralized Services, WRHA Downtown West*

executive COUNCIL 2021-22

Table Officers

President
Robert Moroz

Vice President
Tanya Burnside

Treasurer
Matt Hollingshead

Secretary
Shelley Kowalchuk

District Directors

**District 2 - Northern
West**
Lesa Nordick

**District 3 - Prairie
Mountain Health
North**
Katryna Cornwall

**District 4 - Prairie
Mountain Health
South**
Wayne Chacun

District 5 - Southern
Joshua Frampton

**District 6 - Interlake
Eastern**
Shona Litke

**District 8 - Winnipeg
North**
Karen Roth

**District 9 - Winnipeg
Notre Dame**
Margrét Thomas

**District 11 - Winnipeg
Southeast**
Bronwynn Hayles

**District 12 - Winnipeg
South**
Shelagh Parken

**District 15- Winnipeg
Central 3**
Jana Leigh Povey

**District 16 - Winnipeg
Central 4**
Shelley Kowalchuk

Paramedic Director
Matthew Hollingshead

Laboratory Director
Emma Mahoney

Respiratory Director
Victoria Fabris

WRHA Director
Arlene Boychuk