

the VOICE

Your Allied Health News from MAHCP

March 2022



HONOURING EACH OTHER FOR INTERNATIONAL WOMEN'S DAY

Gio G., long-time Team Leader of the Birth Control and Pregnancy Program at Women's Health Clinic, is one of a number of amazing women, nominated by their co-workers, who are recognized in this issue.

Tune into our social media accounts on March 8th as we feature members like Gio, who gives her thoughts on feminism, her hope this International Women's Day and why we aren't done just yet.

7 GOING TO THE BARGAINING TABLE
TOWN HALL RECAP

8 UPCOMING EXECUTIVE COUNCIL NOMINATIONS

9 INTERNATIONAL WOMEN'S DAY IS MARCH 8TH

table of CONTENTS

3 PRESIDENT'S MESSAGE
President Bob Moroz speaks to the issues of the day.

4 VICE-PRESIDENT'S REPORT
Vice-President Tanya Burnside gives an update on committees, and what the bargaining committee needs from you.

7 CENTRAL TABLE BARGAINING RECAP
Missed our virtual town halls for central table bargaining? Find out more here.

8 NOMINATIONS REPORT
Important information regarding Executive Council nominations.

9 INTERNATIONAL WOMEN'S DAY 2022
Read our member-submitted acknowledgements of amazing women in the workplace.

11 RETIREMENT ANNOUNCEMENTS
Congratulations to our recent retirees!

12 IN EVERY ISSUE
MAHCP staff assignments, Labour Relations Officer portfolios and Executive Council 2021-2022.

Editors: Tim Smith & Amy Tuckett-McGimpsey
Design: Amy Tuckett-McGimpsey
MAHCP News is published quarterly. Advertising will be entertained. For more info, please contact the Editor at (204) 772-0425.
Revenues from advertising will be used to supplement the MAHCP Professional Development Fund.



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

president's MESSAGE

by Bob Moroz, President, MAHCP

This winter has been a busy one at MAHCP, on virtually every front.

We recently held a series of bargaining town halls for central table members. Central table bargaining will be starting in mid-March and members are anxious for information after nearly four years (and in some cases longer) without a contract.

If you weren't able to attend a town hall, please be sure to read our most recent bargaining update for the latest news and FAQ.

In other bargaining news, our members at Dynacare have already begun bargaining toward a new contract, and Winnipeg Clinic will also be at the bargaining table in the near future.

It's a full year for bargaining, so stay tuned for updates. We will be launching a member portal shortly, which will enable you to access union news not available on our main site, so watch for that launching soon.

In addition to recent town halls, we continue to hold member meetings across the province. If you would like

us to hold a group meeting for your department or worksite, please email us at info@mahcp.ca today.

For now, we are continuing with virtual evening meetings due to ongoing pandemic uncertainty and employer protocols. It's not ideal, but it's important to us that we continue to hear from you. We hope to get back into facilities for lunch-time meetings as soon as it is safe to do so. I still haven't met many of our members in person and I am keen to get back on the road.

Our new Executive Council continues to work together in a positive and productive way to move MAHCP forward. We have several new directors who began their terms last fall, bringing with them new perspectives and experience, and our returning directors have helped guide and mentor.

Council directors have been attending many of our recent member meetings, and we are excited to begin work on a new strategic plan for MAHCP this year. I am proud to work with such a committed group of leaders.

There are 11 council seats currently open for nomination, so if you are interested in taking on a leadership role in our union, see the full call for nominations on page 8 for more information, or visit our website under **Get Involved**.

Tuesday, March 8th marks International Women's Day (IWD) and we are proud to feature a few of the many extraordinary women MAHCP represents in this issue.



(cont. on next page)

(President Message cont.)

I encourage all members to share our social media and celebrate IWD and the women in your life, on March 8th and every day.

I think everyone is hopeful that the worst of the pandemic is behind us, but we know we're not out of the woods yet. While the Manitoba government is ending public health restrictions and pledging to tackle backlogs, they still have no plan to build capacity in critical Allied Health staffing.

They continue to ignore our members, who have served dutifully on the front lines with no reprieve, and still no contract for most of us. MAHCP will continue fighting for fairness and recognition for all members.

In solidarity,

Bob Moroz, MAHCP President



vice-president's REPORT

by Tanya Burnside, Vice-President, MAHCP

As your Vice President I have the privilege to serve the membership on various committees.

I chair the Governance and Oversight Committees, I sit as a member on the Finance Committee, Strike Readiness and Central Table Bargaining Committees. I am also acting as the chair of Nominations as I am not up for re-election this year.

The new year saw us lose an Executive Council member as Emma Mahoney left her position at St. Boniface. I wish Emma the very best as she begins her new journey within the Winnipeg School Division. Your commitment to the members you served and advocated for will be deeply missed.

(cont. on next page)

Not receiving our email updates?

Make sure we have your contact info - email us at info@mahcp.ca or visit: www.mahcp.ca/membership-application by scanning the QR code below.



Al & Alma Cerilli MFL Scholarship

The MFL is proud to offer an annual \$1,000 scholarship to assist union members who are pursuing post-secondary education. Applicants belong to an MFL-affiliated union, be 35 years of age or younger, and be enrolled in a post-secondary program for 2022/23. The application deadline is May 31, 2022. Visit mfl.ca for more information.

Governance Committee

Tanya Burnside Joshua Frampton
Jana-Leigh Povey Shelagh Parken
Margrét Thomas

The Governance Committee under the general direction of the Executive Council advises the Executive Council on Constitutional and Legislative matters.

Our desired objectives are:

- Prepare and present recommended changes to the Constitution for review by the Executive Council.
- Develop recommendations for Policies and Procedures to facilitate the Governance of MAHCP reflecting the intention of the Constitution.
- Work collaboratively with the Executive Council in the development and review of Position Descriptions as it pertains to the Constitution.
- Maintains current copies of policy manuals and position descriptions.
- Has a process in place for review of Policy and Position Descriptions.

The committee has been working on some policies as they are referred to us either by a committee or Executive Council itself.

We have also started the review of position descriptions to ensure they are current and standardized where possible.

As our policy review was completed last year, we have this year to start work on other objectives which include compiling position descriptions and the terms of reference to be placed on the Member Portal.



WANT TO MAKE A DIFFERENCE?
Join MAHCP Executive Council - fill out a nomination form today!
Visit www.mahcp.ca - Get Involved for more information

Oversight Committee

Tanya Burnside Joshua Frampton
Shona Litke Arlene Boychuk

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

Our desired objectives are:

- Ensure that complaints arising from membership against another member are investigated as per the MAHCP Constitution Article 16.
- Ensure that elected officers abide by their Codes of Conduct, Position Descriptions, Oath of Confidentiality, and Executive Council policies.
- Ensure that appointed officers represent MAHCP in a manner reflecting the values of MAHCP.
- Ensure that all MAHCP committees are abiding by their Terms of Reference.

The committee had its first meeting, and we are pleased to say that all committees have reviewed and updated their terms of reference. The committee is also exploring ways/methods we can use to seek feedback from you on the membership services currently provided.

Nomination Committee

As per policy the deadline for Executive Council and Member Advocate nominations to be received by the office is the last working Friday in May; the deadline this year is Friday May 27, 2022 at 4 p.m.

Please refer to the CALL FOR NOMINATIONS (pg. 8) which has information about which districts have director seats open for nomination. If you have any questions please reach out as I am happy to assist!

Deadline for any Constitutional Resolutions is also Friday May 27, 2022 at 4pm.

Strike Readiness Committee



Matt Hollingshead is our Provincial Strike Coordinator for this round of Central Table Bargaining.

As we get closer to getting to the table, the work of this committee is vital to ensure we have a plan prepared, if or when job action is taken.

We need you - the members - to volunteer to be a Local or Chief Picket Captains for your workplaces.

Bargaining Committee

I want to express a huge thank you to my fellow Bargaining Committee members for all the work they undertook to get us to this point.

We have been waiting a very long time. Since forming this committee, we have been unable to meet and get to know one another in person. Although I will miss seeing everyone's pets join them on the zoom screen; I look forward to meeting each of my fellow committee members in person.

I have attended many of the membership meetings being held and I hope every member was able to attend our Bargaining Town Halls.

I have heard the struggles to gain parity with other professions. **It is time for this government to acknowledge that equal work deserves equal pay.**

So many of our professions have fallen to some of the lowest paid in the country. Our rural and northern regions need this government to deliver recruitment and retention incentives so that every Manitoban has equal access to healthcare, regardless of their postal code.

Over the past two years we have seen our government officials lips move, and meaningless words fall out. Talk is cheap; we need action now. We need this government to acknowledge our work and the value we bring to the health-care system.

Allied Health is such a vast, diverse sector in health care, which makes our impact profoundly widespread and deep. We are over 6500 members, and 190 different professions. That's our strength, and our value in the health-care system is immeasurable, in my opinion.

So while the committee is bargaining, we need each of you to:



volunteer
to be a picket captain



check your emails
as bargaining updates will be more frequent



chat
to your colleagues about bargaining



participate
in letter-writing campaigns



find
your bulletin boards in your workplace



join us
on informational pickets



connect with us
on social media

It is important that we have your personal email address (as we will not send emails to a work email). Please pass along the link on page 4 to your co-workers and ensure that they have submitted their information.

Our collective agreements are just that, a collective effort by each of us doing what we can while the bargaining committee is out there doing what they can.

In solidarity,

Tanya Burnside



CENTRAL TABLE BARGAINING TOWN HALLS recap

By Bob Moroz, MAHCP President and Central Table Bargaining Committee Chair

MAHCP held five Bargaining Town Halls the week of February 14, attended by hundreds of central table members eager to hear from MAHCP.

I was pleased to join our Executive Director and Lead Negotiator Lee Manning to talk about the bargaining round that is about to begin this month after years of government delays.

The Town Halls included a short presentation and in-depth question and answer session. It was extremely helpful for MAHCP to hear the questions and concerns you have heading into this overdue bargaining round, in real time.

For those of you who missed the Town Halls, please check out the latest bargaining update and FAQ for answers to commonly asked questions.

Members attending the town halls made it clear that they are fed up with how they've been treated by government and employers. Most of our members have endured four long years without a contract, years during which government-enforced cuts, closures and consolidations have left Manitoba health care in tatters.

On top of that, the ongoing pandemic has stretched many of our members even further, without meaningful recognition for Allied Health and no hope of relief or proper support from government officials or upper management.

We have heard from some members who are so fed up, they are ready right now to call a strike vote or take job action before we even get to the table. Our Central Table Bargaining Committee is very aware that those options are available, if and when they need them.

Our Strike Readiness Committee is currently making sure we are prepared for any potential scenario. We will enter negotiations in good faith, but with the strongest resolve.

As I mentioned during the Town Halls, both the Manitoba Nurses Union and CUPE held strike votes last year after they had each been at their respective negotiating tables for about eight months.

Both unions received a strong response, with 98% or more of their members voting to give their bargaining committee a strike mandate. Our Bargaining Committee will expect a similar show of solidarity and resolve from MAHCP members if a strike vote is called.

There will be more information to share as bargaining progresses, so make sure we have your personal email address as this is the primary way we send updates. Make sure you stay up-to-date, and let us know if you are not receiving our emails.

Our Bargaining Committee represents over 6,000 members covered by the Shared Health, WRHA and NRHA bargaining units.

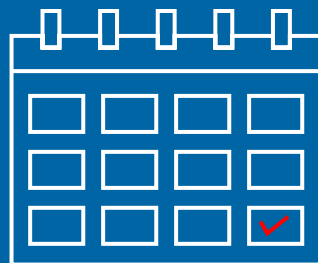
The Committee has our backs, and we know our membership will give them the support they need.

Not sure about running for Executive Council but still want to be involved?

Consider being a Member Advocate! For more information on both Executive Council and Member Advocate nominations visit: www.mahcp.ca/get-involved

As per policy, Executive Council and Member Advocate nominations must be received in office by the last working Friday in May.

**2022 Deadline:
Friday, May 27
at 4 p.m.**



The following Executive Council seats are open for nominations:

Two - Year Term

President

*District 1
Northern East*

*District 3
Prairie Mountain
Health North*

*District 6
Interlake Eastern*

*District 7
Winnipeg - Northeast*

*District 9
Winnipeg Notre Dame*

*District 10
Winnipeg - West*

*District 12
Winnipeg South*

*District 15
Winnipeg - Central 3*

One - Year Term

*District 13
Winnipeg Central 1*

*District 14
Winnipeg Central 2*

call for NOMINATIONS

The following directors will be concluding their terms as of the 2022 AGM:

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 profession-based model as of the 2022 AGM:

Paramedic Director
Matt Hollingshead

WRHA Director
Arlene Boychuk

The following directors have one year left 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

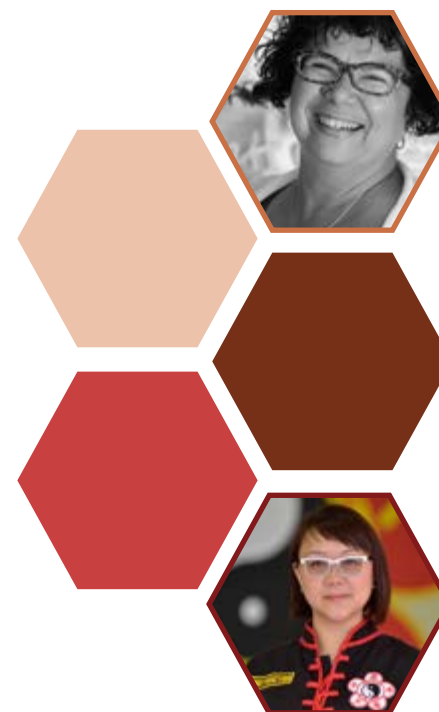
District 16 - Winnipeg Central 4
Shelley Kowalchuk

International Women's Day is celebrated annually on March 8th, and creates awareness around gender-based inequality, reproductive rights, and violence against women.

IWD started from the labour movement in the early 20th century, and therefore it seemed appropriate to celebrate the amazing work women do within MAHCP.

The following write-ups and nominations were submitted by members who wanted to recognize their amazing co-workers on this special day.

**tuesday
march 8
celebrating
international
women's
day**



Gio G.

Birth Control and Pregnancy Counselling Program Team Lead

If you have ever taken Gio's training for the Birth Control and Pregnancy Counselling Program at Women's Health Clinic, you know the force that is Gio. She has inspired hundreds, if not thousands, of feminists to do the work on how to make their own feminism more inclusive, and yet she does it with non-judgment and curiosity - no easy task! She is an inspiration to everyone who meets this amazing woman.

Tammy B.

Physics Associate

Not only does she work tirelessly to ensure patient treatments meet quality assurance guidelines as well as the machine and equipment used to treat them. She also gives up her own time to the community at large teaching women's self defense classes on a regular basis.

She offers free workshops to vulnerable women in areas of the city where they are more at risk for violence against them. She has even done classes for newly immigrated women who may have come from and survived violence before arriving in Canada. I can't think of anyone who celebrates and helps women more than she does.



Tara F.

*Pediatric Cardiovascular
Pulmonary Technologist*

Tara has an infectious enthusiasm for so many things - she is always an inspiration!

Kim R.

CT Charge Technologist

She is the epitome of a great leader at work for both staff and students. Her positive attitude and great work ethic always makes working with her such a joy. She is extremely intelligent and always offers great advice when it comes to work and suggestions.



Jessica M.

Radiology Technologist

Jessica has made sure that the entire x-ray department is supplied with proper PPE throughout this pandemic.

Denny E.

Physiotherapist

She is an amazing physio, and has been a mentor to so many. She has so much knowledge, we'll never want her to leave!

Shalyn M.

*Medical Radiation
Technologist*

Shalyn consistently keeps morale up in the workplace. She organizes site challenges and makes sure everyone's mental health stays well.

She does her best and we all benefit from her great personality and consistent upbeat attitude. I believe she deserves recognition for her continual efforts.



Mallory T.

Social Worker

Mallory consistently goes above and beyond for our organization, the staff and the clients.

She breaks down the health barriers related to the social determinants of health, provides kind and personal services to everyone she encounters, and is truly a gift to have around.

She is a true leader and brings warmth to everyone she meets.

Lauren R.

Radiology Technologist

Lauren always has a positive attitude, and brings good energy to the department and her co-workers.

Dana S.

Social Worker

Dana is an amazing social worker. She is a strong advocate for her patients and families and is always going above and beyond. She is making the most of her experiences and is an inspiration to myself and her team.



Andrea S.

*Speech Language
Pathologist*

Andrea is hardworking, a team player, and advocates strongly for her patients on the stroke rehab unit. She is always ready to lend a supportive listening ear to her colleagues. She makes people laugh and brings levity to the group.



Jennifer W.

Radiology Technologist

Jen picks up extra shifts in X-ray and CT scan when we are short-staffed.

congratulations

**ON YOUR
RETIREMENT**

Shelley Greaves

*Radiopharmacy Technologist
Health Sciences Centre*

Jacqueline Hiebert

*Dietitian
Health Sciences Centre*

Ken Hughes

*Medical Laboratory
Technologist
Flin Flon General Hospital*

Trudy Quint

*Medical Laboratory
Technologist
Health Sciences Centre*

Sonia Wolfe

*Dietitian
Riverview Health Centre*

Tammy Wiebe

*Medical Laboratory
Technologist
Boundary Trails*

Elaine Campbell

*Social Worker
Deer Lodge Centre*

Karen Stephens

*Medical Laboratory
Technologist
St Boniface Hospital*

Pat McIntyre

*Medical Laboratory
Technologist
Shoal Lake Health Centre*

Todd Koga

*Perfusionist
St. Boniface Hospital*

Diane Cwyk

*Cardiology Technologist
St. Boniface Hospital*

Connie Elias

*Sonographer
Victoria General Hospital*

Joanne Biggs

*Spiritual Health Practitioner
St. Boniface Hospital*

Debbie Brachman

*Medical Laboratory
Technologist
St. Boniface Hospital*

Denise Harris

*Cardiology Technologist
St. Boniface Hospital*

Pat Cutting

*Medical Laboratory
Technologist
Carman Memorial Hospital*

Paula Makarenko

*Case Coordinator
Deer Lodge Centre*

Florence Mendelson

*Pharmacist
Health Sciences Centre*

Diane Korbaylo

*Dietitian
Riverview Health Centre*

Susan Liddell-Delorme

*Counsellor
NorWest Co-op Community Health*

Lillian Lee

*Medical Laboratory Technologist
St. Boniface Hospital*

Lorraine Lawlor

*Medical Laboratory/Radiology
Technologist
Lynn Lake Hospital*

Dianne Konkin

*Cytogenetic Technologist
Health Sciences Centre*

Wayne Kohinski

*Paramedic
Selkirk EMS*

Terri Koshelanyk

*Sonographer
Selkirk Regional Health Centre*

Alvaro Bras

*Pharmacist
Health Sciences Centre*

Diane Jaslowski

*Medical Laboratory
Technologist
CancerCare Manitoba*

Mary Bergman

*Child Life Specialist
Health Sciences Centre*

Greg Zaporozan

*Radiation Protection Officer
CancerCare Manitoba*

Kimberley Serreti

*Medical Laboratory
Technologist
Health Sciences Centre*

Michelle Gerelus

*Radiology Technologist
Brandon Regional Health Centre*

Wendy McBride

*Respiratory Therapist
St. Boniface Hospital*

Tammy Nelson

*Respiratory Therapist
Health Sciences Centre*

Karen Ackerman

*Respiratory Therapist
Health Sciences Centre*

Louise Bouchard

*Radiology Technologist
The Pas Health Complex*

Shannon McDonald

*Radiology Technologist
Concordia Hospital*

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 officer PORTFOLIOS

CHERYL BEAL | cherylb@mahcp.ca
Lead Labour Relations Officer
Member Advocate Program, Manitoba Clinic

ANGIE BOEHM | angie@mahcp.ca
Aboriginal Health and Wellness Centre, Deer Lodge Centre and Pharmacy, Health Sciences Centre Pharmacy, Misericordia Health Centre, Seven Oaks General Hospital and Pharmacy

DUSTIN CZMOLA | dustin@mahcp.ca
Churchill Health Centre, Eden Mental Health Centre, Shared Health – Southern Health Region, Southeast Personal Care Home, Victoria General Hospital and Pharmacy

GARRETT FINCK | garrett@mahcp.ca
Actionmarguerite – St. Boniface and St. Joseph, Canadian Blood Services, Manitoba Possible, NRHA, Rehabilitation Centre for Children, Shared Health - St. Boniface Hospital DSM, Shared Health – Northern Health Region

GILL GAGNÉ | gill@mahcp.ca
Jocelyn House, Shared Health - Interlake-Eastern Health Region

CHELSEA KAUFMANN | chelsea@mahcp.ca
Access Winnipeg West, CancerCare Manitoba, Grace Hospital and Pharmacy, Riverview Health Centre and Pharmacy, Sexuality Education Resource Centre (SERC), WRHA Corporate, Winnipeg Clinic

NATHAN LASER | nathan@mahcp.ca
Access St. Boniface, Bethania Place, Centre de santé, Concordia Pharmacy, Pan Am Clinic, St. Boniface Hospital and Pharmacy

BIRGIT MOLINSKI | birgit@mahcp.ca
Shared Health Laboratories (former DSM) - Health Sciences Centre, Misericordia Health Centre, Seven Oaks General Hospital, Victoria General Hospital, Grace Hospital, Concordia Hospital

POONAM RANDHAWA | poonam@mahcp.ca
Interim Portfolio
Nine Circles, Westman Regional Laboratory, Dynacare Winnipeg & Brandon, Concordia Hospital (excluding Pharmacy and Lab)

ROGER QUENELLE | roger@mahcp.ca
Interim Portfolio
Health Sciences Centre (excluding DI, Lab, and Pharmacy)

CORY SZCZEPANSKI | cory@mahcp.ca
Brandon Clinic, Medical Transportation Coordination Centre (MTCC), Shared Health – Prairie Mountain Health Region

TANIA WIEBE | tania@mahcp.ca
Mount Carmel Clinic, HSC Diagnostic Imaging, Klinik Community Health, Mount Carmel Clinic, Nor'West Co-op Community Health, Women's Health Clinic

KATRINA ZADO | katrina@mahcp.ca
Access Centres - Downtown, Fort Garry, River East, St. Vital, and Transcona, Co-occurring Disorders Outreach (CODI), Community Health and Social Services Centre, Centralized Services, Community Therapy Services (CTS), Crisis Response Centre (CRC), Crisis Stabilization Unit (CSU), Early Psychosis Prevention and Intervention Service (EPPIS), Forensic Assertive Community Treatment (FACT), Inkster Community Office, Long Term Care Access Centre, Manitoba Adolescent Treatment Centre (MATC), Midwives – The Birth Centre, Northern Connections Medical Centre, Point Douglas Community Offices, Program of Assertive Community Treatment (PACT), Seven Oaks Community Office, SMILE Plus Dental, St. James-Assiniboia Health and Social

executive council 2021-22

Table Officers

President
Bob Moroz

Vice President
Tanya Burnside

Treasurer
Matt Hollingshead

Secretary
Shelley Kowalchuk

District Directors

District 2 - Northern West
Lesla 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
Matt Hollingshead

WRHA Director
Arlene Boychuk