

News

Manitoba Association of
HEALTHCARE
Professionals

DECEMBER 2020

**ONE
STRONG
VOICE** *Together*

**INSIDE
THIS
ISSUE...**

4

Info on Special Meeting to consider changes to our Executive Council

7

What you need to know about Medical Leave of Absence requests

Happy holidays!

Hand painted skates by our very talented MAHCP staff member Joan Ewonchuk.

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Meetings and Events Calendar

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

December 6, 2020

National Day of Action Against Violence Against Women

December 9, 2020

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

December 25, 2020

Christmas Day, MAHCP Office Closed

December 26, 2020

Boxing Day

December 28, 2020

Boxing Day stat, MAHCP Office Closed

January 1, 2020

New Year's Day, MAHCP Office Closed

January 13, 2020

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

February 10, 2020

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

February 15, 2020

Louis Riel Day, MAHCP Office Closed

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



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MAHCP President Bob Moroz (left) with table officers (l-r) Victoria Fabris, Jason Linklater and Tanya Burnside on the night of the MAHCP AGM on Oct. 29, 2020. Front-page photo of Bob is also from AGM. Photos by B. Pontanilla

MAHCP's fight for pandemic protections continues

The battle rages on, my friends. I use the word battle because that is what each of us is experiencing every single day. There can be no doubt that the COVID-19 pandemic has been a relentless foe.

The very nature of Allied Health Professionals' work puts you in a position where there is no rest from that battle. Each day that you go to work, you put yourself and your family at a greater risk. Many of you are being redeployed to areas or facilities with which you are not familiar to fight this battle. In many cases, the Employer is refusing to honour agreements made months ago for these very situations. That adds even more risk and stress. At the end of your shift, the pandemic does not leave you alone.

The code red restrictions limit our ability to do some of the things we normally would to relax, unwind and recharge. Rarely has the professional side of our lives so deeply impacted the personal side.

We are seeing more and more that workplaces are really feeling the stress. There are more reported issues of conflict with managers and sadly conflict among our own members. We know that people are having to work even more short-staffed because of work absences beyond the usual. Again, that puts even more strain on you and the entire health system.

I could go on and on. However, you are an Allied Health Professional. You are dedicated to the health and wellness of every Manitoban. You carry that dedication as a badge of honour. It is difficult to maintain

the heightened pace, increased workloads and additional stress you have faced over the past few months especially, but you have done just that. Because you are an Allied Health Professional.

Manitobans know, now more than ever, the value of the work you do. MAHCP is here to continue to fight for your rights and safety in the workplace, and to make sure all Manitobans understand just how valuable you are. We are fighting for more support and better protections for you each and every day and we continue to fight to have our agreements honoured.

Finally, we will not forget the courage, the sacrifice and the heroic efforts each of you has demonstrated when we get to the bargaining tables, and we won't let Employers or government forget it either! I know our members are behind us in the many battles we continue to wage on your behalf. Together, we are One Strong Voice for Allied Health.

In this edition of the newsletter, you will find information on many important issues including an upcoming special meeting, an overview of proposed changes to MAHCP's Executive Council that will be up for a vote at that meeting, an update on our public awareness campaign and other timely topics.

Please read on, stay safe and stay in touch.

In solidarity,
Bob Moroz
MAHCP President

Ask the President

There is no question that this is a dark and challenging time to work in health care. It was tough before the pandemic, and it seems like it's getting tougher every day... But we know that it's not all gloom and doom out there.

We as Allied Health Professionals have so much to be proud of. We lean on each other in difficult times. We are inspired by each other.

I hear from members every day who share their concerns, their anger and their frustration. It's crucial that you continue doing that – it helps keep MAHCP pointed in the right direction, and to know which battles we need to focus on.

This time, I'm asking you a question. I want to ask you to share your stories of hope and inspiration. Tell me what keeps you getting out of bed in the morning, or at night for another 12-hour shift. Tell me about something that made you smile or warmed your heart. Tell me a story of something you saw or experienced that reminded you of why you chose to become an Allied Health Professional in the first place.

I encourage you to send your stories of hope and inspiration to me at bobm@mahcp.ca.

Maybe it's something we'll want to share on social media or in some other way – if so we'll be sure to ask you first. More than anything, I just want to hear more of these inspiring stories. It will help me tell a better and more compelling story about who we are as Allied Health Professionals – to media, to the public, to government and to the Employer.

Thank you for everything you do – together we'll get through this.

- Bob

Big Changes Proposed For Executive Council at Upcoming Special Meeting

Bob Moroz and Tanya Burnside,
Co-Chairs of the Executive Council
Review Committee

MAHCP is planning a virtual special meeting of the membership, tentatively scheduled for late January 2021, where members will debate and vote on proposed changes to our Constitution that would reshape our Executive Council.

These proposed changes have been a long time coming. For years now, Executive Council has considered how best to restructure our Council to align better with MAHCP's vision. An Executive Council Review Committee had been struck by Council in order to review this issue and recommend changes. That work was put on hold due to government-imposed bargaining unit restructuring and the Bill 29 representation votes that were forced on all unions.

Once those votes were concluded in August 2019 and MAHCP was declared the successful union to represent Allied Health, it was the perfect time to resume the work of the Review Committee in earnest. We knew that our membership would soon be growing significantly in number and geographic reach, and that we would be taking on even more professions. The Committee completed its review and made recommendations for change, which were approved by Council earlier this year. Those proposed changes are detailed below, but first the rationale...

Background and Rationale

MAHCP is one of the only health care unions in Canada that still elects Directors based on professions. That model served us well when we were a much smaller union representing only a handful of technical-professional classifications working primarily in Winnipeg. As we grew over the years, the model was adapted and hybridized to allow for directors to be elected from each "Region," and we currently have two Directors from the NRHA, for example. It was also adapted at one point to allow for "interest groups" to elect their own director. These "interest groups" are not closely defined in the

Constitution, they need only consist of "at least ten individuals" who are current members.

In short, the current model is patchwork and more than a little outdated. Furthermore, it technically allows for an almost limitless number of Directors, leaving the door open for a potentially chaotic and unwieldy governance model. In practice, it has led to an uneven model of representation at the Council table, where some professions or regions have a Director but others do not. For professions that do have an elected Director, those Directors are challenged to communicate and effectively represent a very broad and diverse occupational group that in most cases is spread out across the province.

Today, MAHCP represents approximately 6,600 Allied Health professionals in 190 unique classifications working at roughly 220 health care and social services facilities in every corner of Manitoba. Manitoba's health care regions and overall landscape have also undergone dramatic change in the past decade, merging eleven RHAs down to five in 2012, then adding Shared Health in 2018, a provincial "region" that continues to grow in size and scope. MAHCP's current Executive Council model no longer fits what we look like, and it hasn't kept up with the changing health care landscape in Manitoba. Allowing every profession, interest group or health care region one or more directors no longer makes sense. It's time for a change.

The Plan

That was a lengthy preamble, but it's important for members to understand the context of the Council restructuring and accompanying constitutional changes that are being proposed. At a high level, the proposed change is quite simple: if approved by membership at the upcoming special meeting, Council will change from a profession-based model to one based on "Districts."

The proposed change to Article 701 that would enable this is as follows:

a) The Executive Council shall establish, in the best interest of the Association, the number of Districts, District composition, and the number

of Directors for each District.

b) Directors shall be nominated and elected by Association members in each District.

The new language removes all implied or explicit reference to professions, interest groups or health care regions and allows Council to establish "Districts" in a way that provides more clear, consistent and accountable representation for MAHCP members. It would bring us in line with governance models of other health care unions.

What would happen next year?

If approved by membership at the upcoming special meeting in early 2021, the changes would take effect immediately. Districts would be established in short order by Council and announced to membership in plenty of time for nominations under the new rules to be accepted by end of May 2021, with elections as usual prior to our Fall AGM.

The Review Committee and Council have planned for a transition period whereby current Directors would finish their terms and Directors elected under the new model would be staggered, with half of the newly created positions elected in 2021 and the other half elected in 2022. By Fall 2022, the full Council will have been elected under the new Constitutional rules. The positions of President and Vice President will continue to be directly elected by the membership and would not be affected by these proposed changes.

What's Next?

There is more to come regarding the special meeting where these proposed changes will be put forward to the membership for debate and a vote. That virtual meeting is tentatively scheduled for late January 2021.

PLEASE NOTE: If you haven't signed and submitted an MAHCP member application card, you won't be able to participate in that meeting and vote on these important changes, so please do so ASAP by contacting the MAHCP office at info@mahcp.ca or 204-772-0425.



MAHCP Vice President Tanya Burnside on the night of the MAHCP AGM listening to President Bob Moroz announce that she's the 2020 Honour Roll recipient.

MAHCP's Executive ready for the work ahead

As another term starts for Executive Council, I want to welcome our returning Directors back and also welcome our newest members: Emma Mahoney (Laboratory Director) and Matt Hollingshead (Paramedic Director). I am looking forward to working with everyone this term.

In my role as Vice President, I chair the Governance and Oversight Committees and, every other year, the Nomination Committee. This year my term is ending, so I am not able to serve as chair of the Nomination Committee as I would be in potential conflict.

The Governance Committee consists of Margrét Thomas, Emma Mahoney and myself. The Committee's desired objectives are to:

- 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.
- Maintain current copies of Policy Manuals

and Position Descriptions.

- Review of Policy and Position Descriptions.

Our main goal this year is to review all policies and then to start reviewing position descriptions.

As previously stated in the September newsletter, the resolution regarding Executive Council composition (Article 701) was pulled from the line-up of resolutions presented a few weeks ago at the Annual General Meeting. Executive Council has decided that a special meeting of the membership will be held in January 2021. See Page 4 and stay tuned for further information regarding this important upcoming meeting.

The Oversight Committee consists of Shelley Kowalchuk, Sherry Lussier, Emma Mahoney and myself. The Committee's objectives are to:

- Ensure that complaints arising from membership against another member are investigated as per the MAHCP Constitution Article 1601.
- 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.

I also serve on the Central Table Bargaining Committee, which is busy vetting the many bargaining proposals that have been submitted. This is quite the task, as member proposals cover a wide range of topics and include language from a huge number of different MAHCP and non-MAHCP agreements that we inherited as a result of government-imposed bargaining unit consolidation and the Bill 29 representation votes.

As we all continue to battle this pandemic and endure the rising cases, hospitalizations, and tragic deaths, I want to thank all of you for your efforts, sacrifices and your commitment to your patients, residents and clients.

Manitobans are noticing our efforts and we must continue to hold this government accountable for their decisions and actions.

Stay safe,
Tanya Burnside
MAHCP Vice President



Best Banting Soiree, a new way to celebrate

The COVID-19 pandemic changed the way many organizations approached their events this year and the Manitoba branch of Diabetes Canada is no exception.

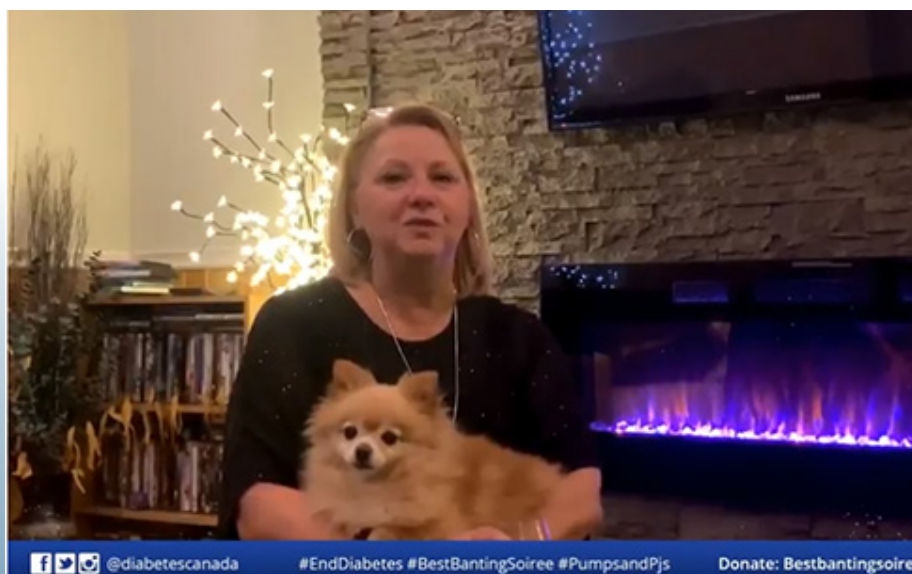
Their popular Best Banting Gala was transformed into the Best Banting Soiree, which took place virtually on November 14, 2020. The evening saw many speakers and musical artists.

MAHCP is a proud supporter of Diabetes Canada: Manitoba and we were grateful to see how often we were mentioned during their livestream event!

The Best Banting Soiree supports D-Camps for kids with diabetes and diabetes research. Since 2008, this event has raised more than \$1.5 million to keep these programs going.

If you are able to, please consider making a donation to Diabetes Canada: Manitoba at their website www.diabetes.ca

In these screenshots from the Best Banting Soiree, one of the featured families (above) mentions MAHCP, a gold sponsor for the event. Below, Andrea Kwasnicki, Regional Director of Manitoba, Saskatchewan and Nunavut for Diabetes Canada, addresses the Soiree attendees during the livestream.



Going on a Medical Leave of Absence? Here is what you need to know

Birgit Molinski, MAHCP
Labour Relations Officer

There has been much confusion over medical leaves of absence, mainly due to the fact that they involve several different organizations that all play an important role in this process.

Also, there are several Articles scattered throughout the Collective Agreements that pertain to a leave and can easily be overlooked, so you need to familiarize yourself with your Collective Agreement.

Following is a brief description of what a member needs to know.

A medical leave of absence needs to be supported by a medical note, usually from a physician.

Some Employers will accept notes from other medical practitioners, such as Chiropractors but it is at the Employer's discretion.

The medical note needs to state how long the doctor anticipates the medical leave will last and a general description of why this leave is necessary.

Normally, the union does not recommend that a diagnosis is disclosed. It is not at the discretion of the Employer to deny a medical leave as long as it is supported by proper medical documentation.

Normally, members start their leave

by using their earned income protection (sick leave). If you have run out of sick time but are still on leave, you may be eligible for EI sick benefits.

It can provide up to 55% of your monthly earnings for up to 15 weeks. To apply online and to find further information, here is the link to the Service Canada website:

<https://www.canada.ca/en/services/benefits/ei/ei-sickness.html>

The Employer will send your record of employment (ROE) straight to EI and it will be used to calculate your benefits payments.

If the medical condition is more long-term, you may be eligible for Long Term Disability benefits if your Employer has signed up to a plan.

You need to be aware of the length of the elimination period (waiting period) and plan to make sure that you apply for benefits while in the elimination period.

Generally, if you miss the deadline the plan will dismiss your application. If unsure, contact your Employer's benefits specialist or the HR department.

If you are still unsure of the process, contact your Labour Relations Officer at MAHCP. They will be glad to assist you.

Speedy Recovery!



MAHCP welcomes Tania Wiebe to our LRO team

MAHCP is very proud to announce the addition of Tania Wiebe to our Labour Relations team!

Wiebe has worked in community health in various capacities since 2002, including over 10 years as a program coordinator at Nine Circles Community Health Centre and seven years as a board member of Sexuality Education Resource Centre.

Her work at these centres was focused on HIV/STBBI prevention and education, healthy sexuality, and harm reduction. During her time as a program coordinator, Wiebe was a member of her workplace Labour Management Committee and also a Shop Steward (similar to Member Advocate for MAHCP).

She holds an Honours Bachelor of Arts Degree in Political Science and a Certificate in Public Policy and Administration, both from the University of Winnipeg.

In her spare time, Wiebe enjoys listening to music, watching and reading a fair bit of news, and running when it's not winter.

New MAHCP awareness campaign running strong across province!

Bernice Pontanilla, MAHCP
Communications Officer

It has been a challenging year for Allied Health in Manitoba, Canada, and across the globe with the COVID-19 pandemic that has affected every aspect of our lives, as we have touched on many times in this newsletter.

On top of the pandemic, the Government of Manitoba has breathed new life into its anti-union campaign with proposed legislation that would strip away our rights.

With 50 years of representing Manitoba Association of Health Care Professionals members, we are the experts in advocating for all Technical, Professional and Paramedical Health Care Professionals in Manitoba.


In October, we faced these challenges head on and launched a new campaign to bring public awareness to the invaluable health care being provided every day by the membership we serve.

Our goal with this campaign is to heighten the public standing of our membership and generate support for future contract negotiations by educating the public about who we are, what we do and why it matters. The COVID-19 pandemic has left abundantly clear that Allied Health professionals are an integral part of our health care system and the health of Manitobans.

This campaign, which runs until Dec. 17, includes TV and streaming ads on Global and CTV, radio ads and radio traffic tags, YouTube, Facebook ads and video streaming.

If you haven't already, please check out the campaign website at <https://onestrongvoice.ca/> and share it with your friends and family.

During this turbulent time, we are the One Strong Voice for Allied Health.



Instagram post from Manitoba Association of Health Care Professionals (MAHCP). The post features a woman's face and the text "SUPPORT ALLIED HEALTH I'M ONE". The MAHCP logo and "ONE STRONG VOICE together" tagline are visible in the bottom right corner.

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Facebook post from Manitoba Association of Health Care Professionals (MAHCP). The post features a woman's face and the text "MANITOBA ALLIED HEALTH PROFESSIONALS NEED YOUR SUPPORT". The MAHCP logo and "ONE STRONG VOICE together" tagline are visible in the bottom right corner.

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Support a Fair Deal For Allied Health

One Strong Voice.

[Learn More](#)

👍❤️ 4

6 Shares

Executive Council nominations deadline is May of 2021

Nominations for the 2021-2022 Executive Council are due at the MAHCP office, 101-1500 Notre Dame Avenue, Winnipeg, Manitoba, R3E 0P9 on or before 1600 hours on the last working Friday in May, which will be May 28, 2021.

In order to be valid, a nomination must be signed by MAHCP members in good standing, who are members of the same geographical region, occupational and/or special interest group that the position represents. The nomination must also include the signature of acceptance of the eligible nominee. All nominations must have a biography submitted with their nomination forms.

PLEASE NOTE: As you read on page 4 of this newsletter, Constitutional changes are being proposed that would affect the structure of Executive Council and the way Directors are elected. If those changes are approved by membership at the upcoming special meeting, tentatively scheduled for January, updated information regarding nominations will be provided.

The following board members are finishing the first year of a 2-year term as of the 2020 Annual General Meeting and will

continue to sit on the Executive Council.

Bob Moroz- President

Victoria Fabris- Respiratory Therapist

Emma Mahoney- Laboratory Director

Arlene Boychuk- WRHA

Director

Matt Hollingshead- Paramedic Director

The following Executive Council Directors are finishing the second year of a 2-year term as of the 2020 Annual General Meeting and the positions are up for nomination:

Tanya Burnside- Vice President

Lesa Nordick- NHR-West

Jason Linklater- Orthopedic Technology

Margret Thomas- CTS Director

Shelley Kowalchuk- Physiotherapy

Sherry Lussier- Clinic Director

Any inquiries regarding the nomination/election process can be directed to the MAHCP office via mail, phone (1-204-772-0425), e-mail (info@mahcp.ca), fax (1-204-775-6829), or by our toll-free number (1-800-315-3331).

A nomination form can be obtained by calling the MAHCP office or downloading from our website, www.mahcp.ca



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.

Denise Sawatzky • Pharmacist, St. Boniface Hospital

Sheila Clifford • Respiratory Therapist, Deer Lodge

Cathy Hunter • Recreation Coordinator, Victoria Hospital

Brenda Rapinchuk • Respiratory Therapist, Misericordia Health Centre

Barbara Hammond • Radiology Technologist, Melita District Health Centre

Lori Wozny • Radiology Technologist, St. Boniface Hospital

Rose Mary Schallmann • Case Coordinator, Access St. Boniface

Helen Connelly • Laboratory Technologist, St. Boniface Hospital

Catherine Sabiston • Pharmacist, HSC

Maria Knaus • Dietitian, Misericordia Health Centre

Debbie Pomeransky • Laboratory Technologist, Concordia Hospital

Denise Cheys • Laboratory Technologist, St. Boniface Hospital

Sharleen Barker • Laboratory Technologist, Selkirk Hospital

Suresh Dhingra • Pulmonary Technologist, HSC

Sharon Walters • Community Facilitator, WRHA community

Dennis Morgan • EMS Technician Paramedic, Glenboro Health District

Cindy Naherny • Cardiology Technologist, Concordia Hospital

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



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Concordia Hospital Lab, HSC Lab,
Misericordia Health Centre Lab, Seven Oaks
General Hospital Lab, Victoria General Hospital
Lab, Grace Hospital Lab, Scientists

Angie Boehm, LRO • angie@mahcp.ca
Aboriginal Health & Wellness Centre, Deer Lodge
Centre & Pharmacy, HSC Pharmacy, Misericordia
Health Centre, Mount Carmel Clinic, Nor'West
Co-op, Seven Oaks General Hospital & Pharmacy

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CancerCare Manitoba, Grace Hospital, Access
Winnipeg West, Klinik, Riverview, SERC, WRHA
Corporate, Nine Circles, Winnipeg Clinic

Nathan Laser, LRO • nathan@mahcp.ca
Concordia Hospital & Pharmacy, St. Boniface
Hospital & Pharmacy, Bethania Place, Centre de
Sante, Access St. Boniface

Garrett Finck, LRO • 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)

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Douglas, Access St. Vital, 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, Women's Health Clinic,
WRHA—Community Centralized Services, WRHA
Downtown West

Tania Wiebe, LRO • tania@mahcp.ca
In training

Executive Council

2020–2021

OFFICERS

President

Robert Moroz
CancerCare Manitoba, Radiation Therapist

Vice President

Tanya Burnside
Northern Health Region, Primary Care Connector

Treasurer

Jason Linklater
Health Sciences Centre, Orthopedic
Technologist

Secretary

Arlene Boychuk
Shared Health, Health Sciences Centre,
Medical Laboratory Assistant

DIRECTORS

Community Therapy Services

Margrét Thomas
Physiotherapist

Clinic

Sherry Lussier
Dynacare, Laboratory Technologist

Physiotherapy

Shelley Kowalchuk
Health Sciences Centre

Respiratory Therapy

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

Laboratory

Emma Mahoney
Shared Health–St. Boniface Hospital,
Medical Laboratory Assistant

Paramedic

Matt Hollingshead
Shared Health - EMS, Primary Care Paramedic

REGIONAL DIRECTOR

Northern Health Region - West

Lesa Nordick
Community Health
Developer

Union Bulletin Board

Winter Word Search???

Blizzard

Chilly

Chinook

Fireplace

Flurry

Frigid

Hockey

Longjohns

Mittens

Reindeer

Snow

Snowman

Tires

Toboggan

Toque

Whiteout

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



We believe in Professional Development!



Would you like to gain new skills? If the answer is yes, apply today to our Professional Development Fund. Forms are available on our website at www.mahcp.ca

Help us reach 2,000 likes on Facebook!

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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