

# the VOICE

*Your Allied Health News from MAHCP*

March 2022



**ONE  
STRONG  
VOICE** *together*



## 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.

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**Editors: Tim Smith & Amy Tuckett-McGimpsey**

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# president's

## MESSAGE

by Bob Moroz, President, MAHCP

**T**his 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](mailto: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 8<sup>th</sup> 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



### Not receiving our email updates?

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



# 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)

Manitoba  
**Federation  
of Labour**  
Fairness For Everyone

### 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](http://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](http://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.

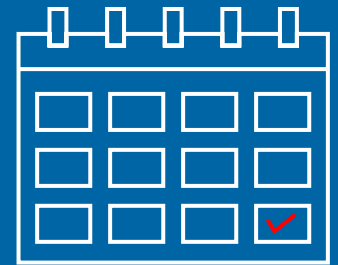
The Committee has our backs, and we know our membership will give them the support they need.

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](http://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

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Lodge Centre and Pharmacy, Health Sciences  
Centre Pharmacy, Misericordia Health Centre,  
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and Pharmacy

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Possible, NRHA, Rehabilitation Centre  
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Hospital DSM, Shared Health – Northern  
Health Region

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Interlake-Eastern Health Region

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Riverview Health Centre and Pharmacy,  
Sexuality Education Resource Centre (SERC),  
WRHA Corporate, Winnipeg Clinic

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Clinic, St. Boniface Hospital and Pharmacy

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Shared Health Laboratories (former DSM) -  
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Centre, Seven Oaks General Hospital,  
Victoria General Hospital, Grace Hospital,  
Concordia Hospital

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Dynacare Winnipeg & Brandon, Concordia  
Hospital (excluding Pharmacy and Lab)

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

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Carmel Clinic, Nor'West Co-op Community  
Health, Women's Health Clinic

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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