

22/23

ANNUAL GENERAL MEETING

Manitoba Association of
Health Care Professionals

**ONE
STRONG
VOICE** *together*

Manitoba Association of
HEALTHCARE
Professionals

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AGM 2023

AGENDA

Call to Order

Land Acknowledgment

Credentials Report

Wayne Chacun, Secretary

Introduction of Parliamentarian

Jason Linklater, President

Approval of Agenda

Adoption of 2022 AGM Minutes

Reports

Introduction of Executive Council & President’s Report

Jason Linklater, President

Introduction of Staff & Executive Director’s Report

Keely Richmond, Executive Director

Finance Committee Report

Matthew Hollingshead, Treasurer

2023-24 Budget

Audited Financial Statements

Dean Austin, Certified Professional Accountant

Member Engagement Committee Report/Scholarships

Wayne Chacun, Secretary

Membership Report

Wayne Chacun, Secretary

Nominations Committee Report

Tanya Burnside, Co-Chair

Shayleen Goretzki, Co-Chair

Governance Committee Report

Tanya Burnside, Vice-President

Constitutional Resolutions

Tanya Burnside, Vice-President

Service Awards

Staff Long-Service Awards

Keely Richmond, Executive Director

Recognition of Service - Executive Council

Jason Linklater, President

Adjournment

Door Prizes

AGM 2022 MINUTES

Meeting called to order at 6:00 p.m.

Chair: Tanya Burnside, Acting President

Acting President’s Comments

Thank you to Table Officers, Executive Council Directors and Staff for assistance during term of Acting President after President took early retirement.

- Land Acknowledgment
- Housekeeping – Hybrid Meeting
- Door Prizes

Credentials Report – Wayne Chacun

- Attendance – Hybrid
- Winnipeg – 129 – Voting – In person
- Winnipeg – 20 Associate – In person
- Thompson – 8 – Voting – In person
- Virtual – 127 – Voting
- Virtual 6 – Associate

Motion #1 regarding: Credentials Report

Moved by: Shona Litke

Seconded by: Jana-Leigh Povey

Motion: Adopted

President - Introduction to:

- Executive Council Directors
- MAHCP Staff
- Kevin Rebeck – Parliamentarian

President – Standing Rules

Motion #2 regarding: Standing Rules

Moved by: Arlene Boychuk

Seconded by: Wayne Chacun

Motion: Adopted

Motion #3 regarding: Agenda

Moved by: Margret Thomas

Seconded by: Jana-Leigh Povey

Motion: Adopted

President – Introduction to Executive Director – Lee Manning

Executive Director’s Report – verbal

- Bargaining Update – Dynacare
- Bargaining Update – Central Table
- Central Table Bargaining Timeline – complicated process, amalgamating 47 agreements to 3
 - » Health Science Centre
 - » St. Boniface
 - » Northern Regional Health Authority
- Grievance update – slow response from Employer

Membership Report – Shelley Kowalchuk

As per the slides

President’s Speech – Acting – Tanya Burnside

- Political Climate – impact on MAHCP members
- Bargaining Update – challenging process due to Employer desire to streamline language
- Continue to work on best possible deal for MAHCP members
- Thank you to Bargaining Committees for Central Table and Side Table
- Introduction to incoming President – Jason Linklater
- Solidarity
- President – Introduction of Treasurer, Matt Hollingshead and Finance Committee

Finance – Chair, Matt Hollingshead

- Introduction to Finance Committee Members

Finance Chair – Introduction to Dean Austin of Scarrow & Donald, Certified Professional Accountants

- Presented as a clean report

Motion #4 regarding: Adoption of Auditor’s Report

Moved by: Committee

Seconded by: not required

Motion: Adopted

Financial Report review by Treasurer, Matt Hollingshead

Motion #5 regarding: Adoption of the Financial Report

Moved by: Finance Committee

Seconded by: not required

Motion: Carried

Nominations Report – Arlene Boychuk

- New President and Directors introduced
- Returning Directors were presented

President Introduction of Member Engagement Committee Chair – Shelley Kowalchuk

- Member Engagement Committee members introduced
- Member Engagement Report presented

President hands Chair position to Treasurer, Matt Hollingshead

Governance Committee Report – Chair, Tanya Burnside

- Governance Committee members introduced
- Outgoing Governance Committee members thanked

Reading of resolution #1 to amend Article 505 of MAHCP constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion #6

Moved by: Committee

Seconded by: not required

Motion: adopted

AGM 2022 MINUTES (CONT.)

Reading of resolution #2 to amend Article 503 of MAHCP constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion #7

Moved by: Committee

Seconded by: not required

Motion: adopted as amended (below)

Reading of resolution #3 to amend article 506 of MAHCP constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion from floor – request amendment to resolution #3 – to read as follows:

Article 506 – 2. Active members are entitled to attend General Meetings of the Association, and participate in ratification votes. Active members are not entitled to hold office or vote on all matters in accordance with the Constitution.

Motion #8 – to amend wording to Article 506 – point 2. (above)

Moved by: Wayne Chacun

Seconded by: Arlene Boychuk

Motion: adopted

Reading of resolution #4 to amend article 606 (a) of MAHCP constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion #9

Moved by: Committee

Seconded by: not required

Motion: adopted

Reading of resolution #5 to amend Article 610 (b) iii of MAHCP constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion #10

Moved by: Committee

Seconded by: not required

Motion: adopted

Reading of resolution #6 to amend Article 610 (c) iii of MAHCP constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion #11

Moved by: Committee

Seconded by: not required

Motion: adopted

Reading of resolution #7 to amend Article 1002 of MAHCP constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion #12

Moved by: Committee

Seconded by: not required

Motion: adopted

Reading of resolution #8 to amend Article 801 (d) of MAHCP constitution as stated in the AGM Resolution booklet.

Motion #13

Moved by: Wayne Chacun

Seconded by: Matt Hollingshead

Executive Council recommends: Concurrence

Speaker: Wayne Chacun – rationale

Floor open for discussion

Motion: adopted (with correct punctuation)

Reading of resolution #9 to add new Article 801 (f) to MAHCP constitution as stated in the AGM Resolution booklet.

Motion #14

Moved by: Joshua Frampton

Seconded by: Shona Litke

Executive Council recommends: Concurrence

Floor open for discussion

Speaker – Wayne Chacun – Motion to Refer to 2023 AGM with request to include additional information before membership will vote on.

Moved by: Wayne Chacun

Seconded by: Arlene Boychuk/Jana

Motion: adopted

Chair, Matt Hollingshead hands Chair back to President, Tanya Burnside

President acknowledges outgoing and former Executive Council Directors

Executive Director, Lee Manning presents Staff Long Service Awards

President thanks Parliamentarian, Kevin Rebeck

President closing remarks

Meeting adjourned: 7:30 p.m.



PRESIDENT'S REPORT

Jason Linklater, President

It has been almost ten months since I began my role as MAHCP President. I came to office with very clear objectives, with the top priority of achieving a contract for MAHCP members at central table. The newly ratified agreement expires in 2024, so my primary focus remains on the next round of negotiations while ensuring that the new contracts are completed (including market/standardization funds) and fully implemented as quickly as possible.

Prior to occupying this office, I knew there were changes needed at MAHCP, difficult organizational changes, but change required to become recognized and achieve success for our members. MAHCP had to engage the best and brightest to lead; not just for the long term, but also to address concurrent central table contract negotiations. Our 2022-23 MAHCP team of table officers formed last October (Wayne Chacun, Tanya Burnside, Matt Hollingshead, and me) set to work immediately.

We achieved our goal by hiring our new Executive Director & Lead Negotiator, Keely Richmond, in February 2023, followed by Kevin MacFarlane who filled the newly created position of Director of Administration & Finance. The experience, expertise, and leadership these two individuals bring to MAHCP will continue to pay dividends in the years ahead.

Our shared vision to grow MAHCP into a leader is what drives us all. We know this vision must translate into contracts and member services that meaningfully address our members' needs. With the new MAHCP team in place, we have a group that works well together and understands our roles and shares common vision. I believe that, going forward, our members will see the difference and will achieve greater recognition and success as a result.

The work the Central Table Bargaining Committee took on during this round of bargaining was difficult and painstaking not just because of the number of contracts being compressed (over 50 into 3), but also resulting from the barriers presented by a provincial government that did not want to address or compensate Allied Health Professionals appropriately. They neglected us for years, leaving us understaffed, underpaid, and driving us to unprecedented anger and frustration.

MAHCP leveraged media, with over 100 web and print stories in the last year alone, along with numerous TV and radio interviews. A targeted advertising campaign also helped raise Allied Health's profile and amplify our message to Manitobans through billboards,

“Solidarity is often forged in such trying times. We must maintain it to achieve greater recognition, better compensation, increased supports and improved working conditions from our government and our employers. MAHCP is not done fighting for those goals. Our membership must stay engaged so that we will succeed. This contract is not the end of an effort, but the very start.”

PRESIDENT'S REPORT (CONTINUED ON NEXT PAGE)



PRESIDENT'S REPORT (CONT.)

radio and TV ads and paid social media content. Our members joined in the fight, with over 20 member lobbyists trained to engage directly with government MLAs; and thousands of members signing petitions, attending informational pickets, rallying at the Manitoba Legislative Building, sharing stories on social media and talking to friends, family and neighbours.

The strike vote was in many ways the culmination of our shared anger, with over 99% in favor and an 88% turnout of our members. That strong, resounding result is only possible with an engaged membership. It was noted not only by the government and employers, but also by other unions across the country.

The MAHCP staff, Bargaining Committee, Executive Council, Member Advocates, and all members have my heartfelt thanks for the efforts everyone put into the negotiation process.

Solidarity is often forged in such trying times. We must maintain it to achieve greater recognition, better compensation, increased supports and improved working conditions from our government and our employers. MAHCP is not done fighting for those goals. Our membership must stay engaged so that we will succeed. This contract is not the end of an effort, but the very start.

Frequent communication will continue to keep members informed into the next round of bargaining. In recent months, thousands of members logged in multiple times to the member portal, and we will continue to utilize and build this new communications channel going forward. The portal is far more involved than just intermittent informational updates, is easy to access and provides what you need to know.

To strengthen our presence in the larger community, MAHCP has also pursued relationships that will benefit our members. We are now a component of NUPGE (National Union of Public and General Employees) as well as a member of the CLC (Canadian Labour Congress). The benefits of these relationships were clearly illustrated

during bargaining, both in terms of financial backing for our potential strike, and for the invaluable resources and information-sharing that other component unions from across Canada, as well as NUPGE and CLC staff and leadership, provided.

The strong and growing solidarity among Manitoba's health-care unions is represented most visibly by our joint participation in the MCHCU (Manitoba Council of Health Care Unions). MCHCU will be critical as we head into 2024 when all current health-care contracts will expire simultaneously. MAHCP will not allow another delay in central table bargaining in 2024. Our strategic initiatives toward this next contract are already underway; several of the required pieces were implemented into this most current contract in preparation.

As I write, Manitoba is amid a provincial election where health care is the central issue. We have already seen significant election commitments made to bolster specific Allied Health professions in a way that we haven't experienced in past election cycles. In other words, political parties seem to be taking note of our strength and influence. They are recognizing that Allied Health is not only essential to health care, but that our issues can be politically potent as well. The next government, of whatever political stripe, will be forced to reckon with a strong, united Allied Health sector.

A new course in Health Care must be charted and MAHCP will be a central figure in that process.

In solidarity,

Jason Linklater
MAHCP President

EXECUTIVE COUNCIL

2022-23



Jason Linklater
President



Tanya Burnside
Vice-President



Matthew Hollingshead
Treasurer



Wayne Chacun
Secretary



Kevin Chalus
District 1
Northern East



Lesla Nordick
District 2
Northern West



Leann Oakley
District 3
Prairie Mountain Health - North



Kirk Seniuk
District 5
Southern



Karen Roth
District 8
Winnipeg North



Margrét Thomas
District 9
Winnipeg Notre Dame



Shayleen Goretzki
District 10
Winnipeg West



Shelagh Parken
District 12
Winnipeg South



Jasmine Masse
District 13
Winnipeg Central 1



Arlene Boychuk
District 14
Winnipeg Central 2



Jana-Leigh Povey
District 15
Winnipeg Central 3



Shelley Kowalchuk
District 16
Winnipeg Central 4



EXECUTIVE DIRECTOR'S REPORT

Keely Richmond, Executive Director

I would like my first message as Executive Director to be one of thanks and appreciation to our President, Table Officers, Executive Council, MAHCP Staff and of course MAHCP members. I am honoured to join this team and be part of MAHCP's ongoing initiatives to support our incredibly important membership. I am confident MAHCP will be a difference maker in Manitoba health care now and into the future.

The past year has been incredibly tumultuous for many members. MAHCP has weathered the storm and lasting effects of COVID. We have faced enormous economic change with substantial increases to the cost of living, while most members' wages were frozen since 2018. We continue to exist in a complex health-care staffing crisis that has led to increasingly untenable working conditions. This is exacerbated by increased violence in the workplace and a government who has done little to help. MAHCP has our work laid out for us.

Last AGM we noted the Provincial fall election was coming and we wanted our Central Table Contract concluded. Well we succeeded. It was arguably the most complex round of health-care negotiations Manitoba has ever seen. We consolidated over 50 Collective agreements into 3 (one for each Employers Organization we represent). We asked a lot of our Central Table Bargaining Committee and membership in a short period of time. Learning new technologies for communication and voting, attending townhall meetings, information pickets, a call for a strike vote, narrowly averting a strike this past June, and finally, a ratification vote in mid July.

Members demonstrated tremendous solidarity, and we should be proud as many of our sister health care unions across Canada watched our strike vote and member engagement with envy. We learned many lessons and have emerged from the past year stronger than ever. We are now deep into operationalizing our new contract with central table bargaining set to begin again next year. The next round will be a historic moment with many health-care contracts (MNU, MGEU and CUPE) ending at the same time.

From an Operations lens we currently have a staff of 27 which includes:

- thirteen Labour Relations Officers,
- one Legal Counsel,
- one Articling student,
- one Communications Officer,

- six Administrative Staff,
- one Executive Liaison to the President and
- four Management staff:
 - » the Administrative Manager, who oversees administrative staff,
 - » the Manager of Communications and Outreach, who provides oversight and strategic direction on communications and membership matters,
 - » the Director of Administration and Finance who provides oversight and direction on all our financial obligations and costings,
 - » the Executive Director who oversees all management and their reports.

In my short tenure, I can attest to how dedicated our staff are to continuously serving our diverse membership. MAHCP staff are committed to professional development and constantly invest in being on the cusp of progressive labour relations advocacy. Work is underway to review our experiences as a staff this past year and apply those lessons to our future strategy for bargaining and member service.

Without the commitment and dedication of this team supporting members over the last year we would not have been as successful during this historic round of negotiations. Thank you.

In solidarity,

Keely Richmond
MAHCP Executive Director

MAHCP STAFF LIST

 Kevin MacFarlane Director of Administration and Finance	 Janet Beaudry Administrative Manager	 Tim Smith Manager of Communications and Outreach	 Amy McGimpsey Communications Officer	 Teresa Bowerman Executive Liaison
 Cheryl Beal Lead Labour Relations Officer	 Angie Boehm Labour Relations Officer	 Dustin Czmola Labour Relations Officer	 Rebecca Clifton Labour Relations Officer	 Garrett Finck Labour Relations Officer
 Gill Gagné Labour Relations Officer	 Chelsea Kaufmann Labour Relations Officer	 Birgit Molinski Labour Relations Officer	 Roger Quenelle Labour Relations Officer	 Poonam Randhawa Labour Relations Officer
 Leanne Roberts Labour Relations Officer	 Cory Szczepanski Labour Relations Officer	 Tania Wiebe Labour Relations Officer	 Karen Finlay Administrative Assistant	 Candice Kean Administrative Assistant
 Cathy Langit Administrative Assistant	 Rachiel Langit Administrative Assistant	 Jenny Malubag Administrative Assistant	 Marissa Morgan Administrative Assistant	

 Jake Giesbrecht Legal Counsel	 Blaine Speck Articling Student
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VICE-PRESIDENT'S REPORT

Tanya Burnside, MAHCP Vice-President

As Vice-President, I chaired the Governance and Oversight Committees this year. You will find the reports in the AGM booklet that outline the work these committees did this term. I also sat on the following committees: Finance, Central Table Bargaining and Strike Readiness Committees.

Solidarity has been on full display this term; the attendance at the membership meetings I attended throughout the term has been some of the highest numbers I have seen. These meetings saw members share their stories not just to their elected MAHCP officials and staff but with one another, with community leaders and MLAs. These stories made their way to the Manitoba Legislature when meeting with political parties; your voices were heard as many of the stories were shared on the legislature floor asking this government to be accountable for the chaos they have created within health care.

Central Table bargaining was a focus for this organization this term as after five plus years waiting it was time for Allied Health to take center stage. Members gave the Central Table Bargaining Committee a 99% strike mandate. This was unprecedented in our history and especially with almost 90% of the membership voting it sent a strong message to the government and those bargaining on behalf of our employers.

As April and May came, members picked up signs and joined the many informational pickets across the province and then at the rally during Allied Health Professionals Recognition Week in May at the Legislative Building.

In May we entered mediation that helped move both sides along, but the Bargaining Committee still wasn't seeing significant progress and a strike deadline was set; this looming threat gave us the leverage we needed to get more money and postpone the strike. The Committee continued to push the employers' side until a tentative agreement was reached in late June. Our ratification town halls also had great engagement and we thank all those members who attended and voted.

As a member of the Central Table Bargaining Committee, I would like to thank my fellow committee members for their work and commitment; which included early starts, and many late nights. To the staff who assisted the committee – Lead LRO Cheryl, LROs Rebecca and

Cory, our administrative staff Cathy and Candice, and Lead Negotiator Keely – thank you all for the work and expertise you provided us throughout this process.

As we head into the next term, we are preparing to head back to the table as the agreements expire in March. There is much work to be done coming out of this last round of bargaining; all the committees will be starting to meet and get going on their vital work. I know during the ratification town halls many members expressed concern that allied health bargaining could once again be delayed. Our goal and commitment is to be ready to go and hold the government and our employers accountable to the promises made at the table. They heard the message loud and clear from our side of the table that Allied health will not allow delays in the next round of bargaining.

Last year I ended my report with the following; “MAHCP continues to stand with purpose and resolve. It's in our solidarity and unity that we find our strength and success. No matter what changes, or challenges we face in the future, I truly believe as one strong voice we can accomplish anything.”

I believe this term saw achievements that MAHCP will continue to build upon and bring allied health professionals to the forefront when health care is mentioned in this province. There is no health care without allied health!

It continues to be an honour to serve as a member of the Executive Council as your Vice-President. I look forward to serving the membership to the best of my ability.

In solidarity,

Tanya Burnside
MAHCP Vice-President



FINANCE COMMITTEE REPORT

Chair: Matthew Hollingshead, Treasurer
Committee Members: Jason Linklater, Tanya Burnside, Wayne Chacun, Shelley Kowalchuk, Arlene Boychuk

Allied health professionals are experiencing mounting pressure, tasked with increasing workloads despite operating with fewer resources and support as the government stumbles to maintain the provincial health system.

Yet, allied health continues showing up for Manitobans every day. Members deserve a union that does the same for them. At MAHCP, we work hard to ensure we exceed that goal.

A determined negotiating team, backed by an engaged membership and a well-funded, strategically-timed campaign, resulted in significant gains at the central bargaining table. It is important to note these achievements indirectly benefit local tables as well.

Our “Fix the Allied Health Staffing Crisis” marketing campaign had extensive reach and undoubtedly amassed pressure on the government to deliver a fair deal. The costs associated with this campaign were paid from the reserve fund, and the MAHCP will recoup these costs through normal dues collected on members’ retroactive pay.

Last year, I reported that we completed phase two of the operational review conducted in 2021. I am pleased to say we are on track to conclude the third and final phase of the review recommendations. Most notably, we have hired a Director of Administration and Finance, a newly created position, to oversee day-to-day financial operations, advise on large-scale financial strategy, and identify and implement operational efficiencies.

The Finance Committee remains committed to strengthening the organization’s financial well-being by continually improving financial processes. We plan to capitalize on our strong financial position in the upcoming year by strategically investing a portion of the defense fund. This initiative will bolster our ability to safeguard our union and our members for the future.

I extend my gratitude to all elected members and staff on the Committee, whose efforts have been instrumental in the milestones we have achieved this past year.

In solidarity,

Matthew Hollingshead
MAHCP Treasurer

“Allied health continues showing up for Manitobans every day. Members deserve a union that does the same for them. At MAHCP, we work hard to ensure we exceed that goal.”

BUDGET OVERVIEW

FISCAL 2023-2024

BUDGET CATEGORY		NEW BUDGET
Income		
Ordinary Income		
	Interest Income	0
	Membership Dues	6,892,093
Expenses		
Advertising		
	Campaigns	300,000
	Promotional	25,000
	Strategic Partnerships	24,000
	Human Resources	500
Accounting Fees		21,981
Audit Fees		21,000
Banking service fees		150
Scholarships		12,000
MA Training/Support		49,000
Professional Development - Member		20,000
Consulting Fees		30,000
Donations		15,000
Salaries		4,135,072
Grievance Investigator		0
Honorarium		28,800
Legal Fees		
	MAHCP (Membership)	170,000
	Unifor (MAHCP Staff Members)	7,500
Meetings		
	EEC	2,500
	AGM	43,000
	Registration Fees	7,000
	Salary Replacement	275,000
	Meals	40,000
	Supplies and Services	15,000

BUDGET OVERVIEW FISCAL 2023-2024 (CONT.)

BUDGET CATEGORY		NEW BUDGET
	Meeting Rooms	25,000
	Other	0
	Mileage - Staff Urban	25,000
External Membership Dues		314,025
Education/Tuition Fees/Training - Staff		70,000
Education/Tuition Fees/Training - Member		20,000
Travel		
	Accommodations	60,000
	Airfare	30,000
	Mileage	30,000
	Meals	10,000
Office		
	Rent & Taxes	186,000
	Utilities	15,000
	Communications Phone+Internet	30,000
	Repairs and Maintenance	50,000
	Capital Asset Purchases	10,000
	Insurance	19,000
	Resource Materials	27,500
	Maintenance (Office Equipment)	1,500
	Office Equip Supplies	27,000
	Lease Payments (Office Equip)	40,000
	General Office Supplies	65,000
IT Support		
	IT Maintenance & Repairs	27,500
	Software Subscriptions/Pchs	45,000
	Hardware/Replacement	35,000
	Audio Visual	2,000
Total Income		6,892,093
Total Expenses		6,407,028
Net Income		485,065



MEMBER ENGAGEMENT COMMITTEE REPORT

Chair: Wayne Chacun, MAHCP Secretary
Committee Members: Kevin Chalus, Lesa Nordick, Leann Oakley, Shelagh Parken, Karen Roth, Kirk Seniuk

This past year saw MAHCP members having unprecedented engagement with their union. Going without a collective agreement for over five (and in some cases over six) years will do that. You made sure that the Association had your emails, you read updates, signed and shared petitions, educated the public at info pickets and let government know our worth and fury during the rally at the Legislature. Thousands of you attended the strike vote town halls and the ratification town halls. All of this helped strengthen our union as it never has been before.

Your Member Engagement Committee focused on informing and educating members, promoting the image of the union in the public’s eye, and adding value to being a member of MAHCP. In February, we sent out information reminding members of their workplace EAP plan while doing a wellness calendar event. We reminded members about getting their Health Plan receipts in by the deadline, as it makes no sense having these benefits if people don’t use them to their fullest extent.

To aid in bargaining, the Committee worked with MAHCP communications staff and a representative from the Canadian Labour Congress to recruit and train MAHCP members to lobby government MLAs. Member lobbying helped put pressure on government to free up appropriate money for central table bargaining. The Committee helped with preparation and participated in the Rally at the Legislature on May 15. It was great getting together with members the day before to make protest signs and talk about workplace issues. As is tradition, we were in attendance at the Winnipeg Pride parade. The Committee also focused on enhancing the MAHCP savings program – an added benefit to being a member of MAHCP.

We encourage you to log into the Member Portal to see what businesses offer discounts to MAHCP members.

Part of the Member Engagement Committee’s duties includes awarding scholarships to children of our members, to people entering an allied health field of study and to members themselves. The recipients of the 12 MAHCP student scholarships, the three Monique Wally Scholarships and the three Continuing Education scholarships are listed in this report. We encourage members to also apply for the professional development fund for small courses and programs.

Moving forward, we want to build on the interest and engagement members have shown this past year. We hope to assist in planning union-related education opportunities to help Member Advocates in their duties. If this past year has taught us anything, it is that our strength is increased when we all engage in our union.

In solidarity,

Wayne Chacun,
MAHCP Secretary

“If this past year has taught us anything, it is that our strength is increased when we all engage in our union.”

MEMBERSHIP REPORT

CENTRAL TABLE

EMPLOYERS ORGANIZATIONS

EMPLOYERS ORGANIZATION	# of Bargaining Unit Members ¹ As of Sept. 12, 2023
Northern Health Region Employers Organization (NHREO)	140
Shared Health Employers Organization (SHEO)	4,349
Winnipeg-Churchill Health Region Employers Organization (WCHREO)	2,145
TOTAL	6,634

LOCAL TABLE EMPLOYERS

EMPLOYER	# of Bargaining Unit Members ¹ As of Sept. 12, 2023
Aboriginal Health & Wellness Centre	53
Brandon Clinic	4
Canadian Blood Services	2
Community Therapy Services	48
Dynacare	354
Jocelyn House	32
Manitoba Clinic	8
Manitoba Possible	46
Winnipeg Clinic	17
TOTAL	564

TOTAL MAHCP MEMBERS 7,198

¹Total number of bargaining unit members (many members work at more than one facility) - total number of individuals as of September 12, 2023 is 6,983.

NOMINATIONS REPORT

Tanya Burnside, Co-Chair
Shayleen Goretzki, Co-Chair

Directors beginning a two-year term (2023-2025):

Vice-President
Tanya Burnside

District 2 Northern – West
Lesa Nordick

District 4 Prairie Mountain Health – South
Wayne Chacun

District 8 Winnipeg – North
Karen Roth

District 14 Winnipeg Central
Arlene Boychuk

District 16 Winnipeg – Central 4
Lyle Sasek

Districts that are currently VACANT

District 5 Southern
District 7 Winnipeg - Northeast
District 11 Winnipeg - Southeast
District 13 Winnipeg – Central 1

Directors that have one year remaining of their term (2022-2024):

President
Jason Linklater

District 1 Northern – East
Kevin Chalus

District 3 Prairie Mountain Health – North
Leann Oakley

District 6 Interlake-Eastern
Matt Hollingshead

District 9 Winnipeg – Notre Dame
Margrét Thomas

District 10 Winnipeg – West
Shayleen Goretzki

District 12 Winnipeg – South
Shelagh Parken

District 15 Winnipeg – Central 3
Jana-Leigh Povey



Member Advocate Nominations

At the time of this report, 39 Member Advocates have been acclaimed into their roles for 2023. This gives a total of 115 Member Advocates going into the new term.

Thank you to everyone who has let their name stand for Executive Council or as a Member Advocate. MAHCP is strengthened by our members’ willingness to dedicate their time and skills to the work of maintaining and promoting our union. Our volunteers are truly the heart of MAHCP.

OVERSIGHT COMMITTEE REPORT

Chair: Tanya Burnside, Vice President
Committee members: Jana-Leigh Povey, Shelagh Parken and Arlene Boychuk

As Vice-President, I chair the Oversight Committee. As directed under our MAHCP Constitution, the Executive Council charges the Oversight Committee with the responsibility to complete the specific goals and directions of the Executive Council. These goals and directives can be in the form of governance review, or addressing performance reviews of officers of the Council when complaints have been submitted. As the chair of this committee, I am responsible for scheduling and keeping order of committee meetings.

This committee met over the term to discuss and review relevant policies, procedures, and position descriptions. An internal debriefing of bargaining is being conducted as per policy and we look forward to hearing the feedback so that any improvements in policy and procedure can be incorporated prior to the next round of negotiations.

The work the committee performs requires an open mind, attention to detail and a strong understanding of the governance of MAHCP. As Chair, I would like to thank each of the committee members for their work this term.

CONGRATULATIONS TO OUR 2023 SCHOLARSHIP RECIPIENTS!

MAHCP Scholarships | \$500

Open to children of MAHCP members in Good Standing entering their first year of full-time post-secondary education (University or College) in any field of study.

Andrei Puentespina
Member: Liesl Puentespina
Health Sciences Centre

Anika Wong
Member: Grace Wong
Health Sciences Centre

Benedict Boguski
Member: Halyna Boguski
Health Sciences Centre

Cassandra Calixto
Member: Mary Catherine Calixto
Dynacare

Emily Shaw
Member: Deanne Shaw
Westman Regional Lab

Hanna Linsangan
Member: Maria Fe Linsangan
St. Boniface Hospital

Member: Ronald Linsangan
Health Sciences Centre

Jayden Dueck
Member: Frieda Dueck
Bethesda Regional Health Centre

Jaylene Abraham
Member: Kathleen Abraham
Health Sciences Centre

Jetr Shah
Member: Sukehsee Shah
Health Sciences Centre

Justin Sharp
Member: Leanne Sharp
Westman Regional Lab

Paige Martin
Member: Laura Toews
St. Boniface Hospital

Paityn Dust
Member: Kerry Dust
Cadham Provincial Lab

Monique Wally Scholarship | \$500

Scholarships are open to all residents of Manitoba who are entering their first year of an Allied Health Profession.

Emma Coughlan
Member: Lynee Cenerini Coughlan
Access St Boniface

Ibukunoluwa Okunnu

Continuing Education | \$1500

Open to MAHCP members in Good Standing that wish to enhance or upgrade their education by taking advanced courses, certificates, or programs.

Adam Hedley
Cadham Provincial Lab

Monica Buchko
Teulon EMS

Patricia Moniz
Health Sciences Centre

GOVERNANCE COMMITTEE REPORT

Chair: Tanya Burnside, Vice-President
Committee Members: Jana-Leigh Povey, Shayleen Goretzki, Jasmine Masse, Margrét Thomas

As your Vice-President, I chair the Governance Committee. As Chair of the committee, I ensure meetings are scheduled and business is conducted in accordance with MAHCP's Mission Statement, Constitution and Executive Council.

When reviewing and making recommendations on the governance of MAHCP, the committee reviews our internal policies and processes to ensure they meet or exceed the needs of the organization. This review can include policy and procedure reviews and recommendations to amend, abolish or create new policies or procedures. This is an ongoing process to ensure that MAHCP is continuing to meet or exceed the expectations of its members as directed under the Constitution and by Executive Council.

The committee was thrilled to see the member portal used to support the bargaining process this spring and summer. The goal of the portal was to create a hub for members to access valuable information not necessarily suitable for the

general public, including bargaining updates, governance policies, committee terms of references and MAHCP position descriptions. Thousands of members have accessed the portal since its launch, with tens of thousands of page views this summer alone. The Committee will continue to add content to the portal and work with our communications staff to ensure all content is kept up to date.

The Committee has resolutions to present at this year's AGM (Annual General Meeting). We would like to thank our parliamentarian for reviewing these resolutions this year to ensure they are compliant with Robert's Rules and for giving us guidance in the presentation for this year. The resolutions being presented can be located on pages 20-22 of this booklet.

As Chair, I would like to thank each of the committee members for all their hard work this term. I look forward to seeing everyone at this year's AGM.

HEB TRUSTEE REPORT

Birgit Molinski, Health Employment Benefits (HEB) Plan Trustee Labour Relations Officer

It has been a calmer year for the trustees and the plans. Hopefully, with the pandemic behind us, life can return to a more normal state. Despite all the upheavals in the global financial markets, the pension plan is in a well-funded position.

The HEB Vision 2020 project has encountered some significant issues. The task of building an entirely new IT system has proven to be much more challenging than anyone had predicted. The go-live date is now expected to be mid-2024. However, it is anticipated that the transformation will provide superior service to plan members and to the employers.

A sub-committee of the board has been working on the redesign of the plan healthcare benefits. Communication has gone out to the unions and the employers, and the plan is waiting for the parties to advise on any further decisions.

I would encourage our members to read the 2022 Report to Members which is mailed out by HEB in early summer every year. It contains valuable and detailed information about the plans.

As always, it has been a privilege to serve on the HEB boards along with the dedicated team of trustees and plan staff. in Solidarity,

Birgit Molinski

Birgit Molinski
MAHCP Labour Relations Officer

CONSTITUTIONAL RESOLUTIONS

Resolution #1 | Article: NEW 1406 Strike Action Authorization

CURRENT LANGUAGE
N/A
PROPOSED CHANGES (BOLDED)
1406 Strike Action Authorization No strike action, or any other job action within any bargaining unit/Employer(s) will be initiated until notification has been received by the President and authorized by Executive Council.
NEW PROPOSED LANGUAGE
1406 Strike Action Authorization No strike action, or any other job action within any bargaining unit/Employer(s) will be initiated until notification has been received by the President and authorized by Executive Council.
RATIONALE
Authorization is required as all costs of strike(s) must be approved by Executive Council.

Moved by: Governance Committee
Seconded by: Not needed as moved by committee
Executive Council Recommends: Concurrence

Adopted: _____
Not Adopted: _____

CONSTITUTIONAL RESOLUTIONS

Resolution #2 | Article: 1605

CURRENT LANGUAGE
1605 Appeal Process for Disciplinary Actions a. The respondent(s) may appeal the decision of the Oversight Committee to the Executive Council by sending a written letter of appeal to the Executive Council within thirty (30) days of documented receipt of the decision of the Oversight Committee. b. On receiving an appeal of a disciplinary decision, the Executive Council shall review all the evidence presented during the proceedings and convene a special Executive Council meeting to hear the respondent's presentation as to the basis of the appeal. This meeting should occur within forty-five (45) days. c. The disciplinary action will be confirmed, modified, or reversed by a secret ballot vote of the Executive Council members, excluding those Council members who constitute the Oversight Committee. The decision of the Oversight Committee may be modified by a simple vote but may be reversed only with two thirds (2/3) vote. d. A vote on an appeal of disciplinary action by the Executive Council is final and binding.
PROPOSED CHANGES (BOLDED)
1605 Appeal Process DELETE for Disciplinary Actions I. Respondent(s) a. The respondent(s) may appeal the decision of the Oversight Committee to the Executive Council by sending a written letter of appeal to the Executive Council within thirty (30) days of documented receipt of the decision of the Oversight Committee. b. On receiving an appeal of a disciplinary decision, the Executive Council shall review all the evidence presented during the proceedings and convene a special Executive Council meeting to hear the respondent's presentation as to the basis of the appeal. This meeting should occur within forty-five (45) days. c. The disciplinary action will be confirmed, modified, or reversed by a secret ballot vote of the Executive Council members, excluding those Council members who constitute the Oversight Committee. The decision of the Oversight Committee may be INSERT confirmed or modified by a simple vote but may be reversed only with two thirds (2/3) vote. d. A vote on an appeal of disciplinary action by the Executive Council is final and binding. II. Complainant(s) a. The complainant(s) may appeal the decision of the Oversight Committee to the Executive Council by sending a written letter of appeal to the Executive Council within thirty (30) days of documented receipt of the decision of the Oversight Committee. b. On receiving an appeal of the decision, the Executive Council shall review all the evidence presented during the proceedings and convene a special Executive Council meeting to hear the complainant's presentation as to the basis of the appeal. This meeting should occur within forty-five (45) days. c. The decision will be confirmed, modified, or reversed by a secret ballot vote of the Executive Council members, excluding those Council members who constitute the Oversight Committee. The decision of the Oversight Committee may be confirmed or modified by a simple vote but may be reversed only with two thirds (2/3) vote. d. A vote on an appeal of disciplinary action by the Executive Council is final and binding.

CONSTITUTIONAL RESOLUTIONS (CONT)

Resolution #2 | Article: 1605

NEW PROPOSED LANGUAGE

1605 Appeal Process

I. Respondent(s)

- a. The respondent(s) may appeal the decision of the Oversight Committee to the Executive Council by sending a written letter of appeal to the Executive Council within thirty (30) days of documented receipt of the decision of the Oversight Committee.
- b. On receiving an appeal of a disciplinary decision, the Executive Council shall review all the evidence presented during the proceedings and convene a special Executive Council meeting to hear the respondent's presentation as to the basis of the appeal. This meeting should occur within forty-five (45) days.
- c. The disciplinary action will be confirmed, modified, or reversed by a secret ballot vote of the Executive Council members, excluding those Council members who constitute the Oversight Committee. The decision of the Oversight Committee may be confirmed or modified by a simple vote but may be reversed only with two thirds (2/3) vote.
- d. A vote on an appeal of disciplinary action by the Executive Council is final and binding.

II. Complainant(s)

- a. The complainant(s) may appeal the decision of the Oversight Committee to the Executive Council by sending a written letter of appeal to the Executive Council within thirty (30) days of documented receipt of the decision of the Oversight Committee.
- b. On receiving an appeal of the decision, the Executive Council shall review all the evidence presented during the proceedings and convene a special Executive Council meeting to hear the complainant's presentation as to the basis of the appeal. This meeting should occur within forty-five (45) days.
- c. The decision will be confirmed, modified, or reversed by a secret ballot vote of the Executive Council members, excluding those Council members who constitute the Oversight Committee. The decision of the Oversight Committee may be confirmed or modified by a simple vote but may be reversed only with two thirds (2/3) vote.
- d. A vote on an appeal of disciplinary action by the Executive Council is final and binding.

RATIONALE

Current language allows no appeal process for the Complainant(s). Our proposed amendments allow both Respondent(s) and Complainant(s) to have a process to appeal the decision of Oversight Committee.

Moved by: Governance Committee

Seconded by: Not needed as moved by committee

Executive Council Recommends: Concurrence

Adopted: _____

Not Adopted: _____