

# Annual General Meeting 2024

Call to Order: 6:30 PM



**WELCOME**

**Kevin Rebeck**

President, Manitoba Federation of Labour

# HOUSEKEEPING

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- This year's AGM is hybrid – virtual and in-person – and attended by MAHCP members from all over Manitoba.
- For virtual attendees, the chat function is available to you at any time if you experience technical difficulties.
- Most attendees are eligible to vote and therefore, directly participating (both online or in-person). We have some Associate Members and staff in the room and watching the livestream, which is view only.
- In-person attendees can vote on motions and resolutions with their voting card.
- For virtual attendees, all votes will appear on screen if you are eligible.

# HOUSEKEEPING

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- If you have a question, please step up to one of the floor microphones or use the raise hand function on Zoom. The Chair will call on you to speak when it is your turn.
- Please indicate your name and work location prior to speaking.
- Zoom participants: Raise your virtual hand to move or second a motion. You don't need to speak.
- Only Members in Good Standing will be able to vote, raise hands or participate in the meeting, and be eligible for door prizes.

## CODE OF CONDUCT

Please remain respectful during tonight's proceedings.

# DOOR PRIZES

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- Members must be in attendance in person or online and attend the entire meeting to be eligible to win.
- Prizes will be announced once the meeting is adjourned.

# Credentials Report



**Leann Oakley**

Secretary

2024 ANNUAL GENERAL MEETING

# **CREDENTIALS** REPORT

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**Members in Good Standing**

**Associate Members**

# INTRODUCTION OF **Parliamentarian**



**Kevin Rebeck**

President, Manitoba  
Federation of Labour

**2024 ANNUAL GENERAL MEETING**



# STANDING RULES

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- 1. Except as specified in these Standing Rules and in the Constitution, the rules of procedure at this meeting shall be governed by the current edition of Robert's Rules of Order.**
2. No person shall be admitted to the meeting without proper credentials.
3. Only active members in good standing will be eligible to vote.
4. No person may speak until recognized by the chair, except for motions listed in #5. To obtain recognition, the member shall first approach a microphone or use the virtual "Raise Hand" function and will be recognized by the chair in turn; after recognition, the member shall state their name.
5. The following motions do not require recognition: Point of Order, Parliamentary Inquiry, Point of Information, Raise a Question of Privilege, Orders of the Day and Appeal\*. May interrupt another speaker if urgency requires. Objection to Consideration of the Question and Reconsider do not require recognition but cannot interrupt another speaker.
  - Member rises from seat or uses virtual "Raise Hand" and clarifies using chat function to call out one of the above motions.
  - After chair asks member to state the point, inquiry, etc., member shall approach a microphone or will be unmuted to speak if virtual.

# STANDING RULES

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6. Members who wish to make or second a motion shall do so by raising their voting card or using the virtual “Raise Hand” function.
- 7. Debate on motions is usually limited to ten (10) minutes after the question is raised by the chair. The chair shall advise when there are two (2) minutes remaining on the motion. For some questions of particular importance, the Executive Council may designate a longer initial debate period.**
- 8. Motions to extend debate should be made before the ten (10) minutes have expired and are made for ten (10) minutes. (Requires 2/3 vote for adoption.)**
9. All motions shall be in writing and given to the chair.
- 10. Speeches shall be limited to two (2) minutes.**
- 11. Members may be eligible to speak for a second time only after all first-time speakers have spoken.**
- 12. No one shall enter or leave the meeting while voting is in progress.**
13. Any motions that have cost implications shall be presented at the same time as the budget is considered.
14. No resolution will be brought to the floor at an Annual General Meeting which requires action or has financial implications unless it is an emergency resolution.

# ADOPTION OF AGENDA

## **Call to Order**

**Land Acknowledgement**

## **Credentials Report**

Leann Oakley, Secretary

## **Introduction of Parliamentarian**

Jason Linklater, President

## **Approval of Agenda**

## **Adoption of 2023 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**

Wayne Chacun, Treasurer

### **Audited Financial Statements**

Dean Austin, Chartered Professional Accountant

2023-24 Budget

2024-25 Appointment of Auditors

### **Bargaining Report**

Wayne Chacun, Treasurer

### **Member Engagement Committee Report**

Leann Oakley, Secretary

### **Membership Report**

Leann Oakley, Secretary

## **Nomination Committee Report**

Lyle Sasek, Chair

## **Governance Committee Report**

Tanya Burnside, Vice-President

## **Constitutional Resolutions**

Tanya Burnside, Vice-President

## **Service Awards**

### **Long-Service Awards – Staff**

Keely Richmond, Executive Director

### **Recognition of Service - Executive Council**

Jason Linklater, President

## **Adjournment**

**Door Prizes**



# EXECUTIVE COUNCIL

2023-2024

# EXECUTIVE COUNCIL



**JASON LINKLATER**  
President



**TANYA BURNSIDE**  
Vice-President



**WAYNE CHACUN**  
Treasurer  
District 4  
Prairie Mountain Health - South



**LEANN OAKLEY**  
Secretary  
District 3  
Prairie Mountain Health - North

# EXECUTIVE COUNCIL

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**KEVIN CHALUS**

District 1  
Northern-East



**LESA NORDICK**

District 2  
Northern-West



**SUSAN GARRITY**

District 5  
Southern



**SHONA LITKE**

District 6  
Interlake-Eastern

# EXECUTIVE COUNCIL



**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

# EXECUTIVE COUNCIL



**JASMINE MASSE**

District 13  
Winnipeg Central 1



**ARLENE BOYCHUK**

District 14  
Winnipeg Central 2



**JANA-LEIGH POVEY**

District 15  
Winnipeg Central 3



**LYLE SASEK**

District 16  
Winnipeg Central 4



# President's Report



**Jason Linklater**

President

2024 ANNUAL GENERAL MEETING

## THE LOGO

MAHCP members are health professionals, **full stop.**

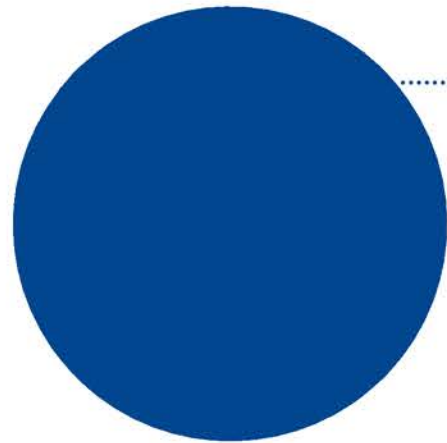
**MAHCP.**  
Our focus is you

## THE TAGLINE

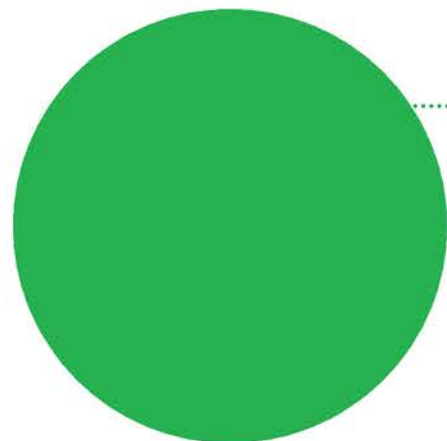
MAHCP members are specialized, dedicated and client-focused.

You're making a difference throughout the health-care system by delivering high quality care and championing Manitobans' well-being. And while you're focusing on patient care, we're focused on you.

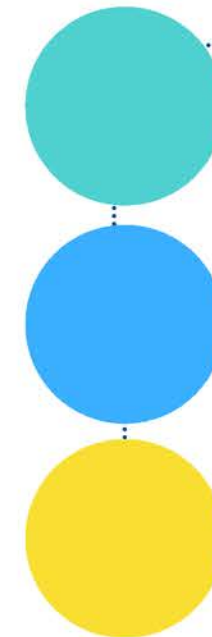
## THE COLOURS



Blue speaks to trust, credibility and convention, and aligns with many of our allied health sister organizations.



A nod to our union's history, green symbolizes health, as well as new beginnings and growth.



Teal, sky blue and yellow evoke peace and joy, enhancing everything we create with bright pops of colour.



See the brand come to life at [mahcp.ca](https://mahcp.ca)

# Executive Director's Report

2024 ANNUAL GENERAL MEETING



**Keely Richmond**

Executive Director

# MAHCP STAFF



**JAKE GIESBRECHT**  
Legal Counsel



**BLAINE SPECK**  
Legal Counsel



**KEVIN MACFARLANE**  
Director of Administration  
& Finance



**JANET BEAUDRY**  
Administrative Manager

# MAHCP STAFF



**TIM SMITH**  
Manager of Special  
Projects



**TERESA BOWERMAN**  
Executive Liaison



**CHRISTINE LOGAN**  
Executive Assistant



**CHERYL BEAL**  
Labour Relations Officer

# MAHCP STAFF



**ANGIE BOEHM**  
Labour Relations Officer



**REBECCA CLIFTON**  
Labour Relations Officer



**DUSTIN CZMOLA**  
Labour Relations Officer



**GARRETT FINCK**  
Labour Relations Officer

# MAHCP STAFF



**GILL GAGNÉ**  
Labour Relations Officer



**AYLIN IZZET**  
Labour Relations Officer



**CHELSEA KAUFMANN**  
Labour Relations Officer



**ROGER QUENELLE**  
Labour Relations Officer

# MAHCP STAFF



**POONAM RANDHAWA**  
Sr. Labour Relations Officer



**LEANNE ROBERTS**  
Labour Relations Officer



**CORY SZCZEPANSKI**  
Sr. Labour Relations Officer



**TANIA WIEBE**  
Labour Relations Officer



# MAHCP STAFF



**KAREN VIVEIROS**  
Communications Officer



**ERIN HILL**  
Communications Associate



**CANDICE KEAM**  
Administrative Coordinator



**KAREN FINLAY**  
Administrative Assistant

# MAHCP STAFF



**CATHY LANGIT**  
Administrative Assistant



**RACHIEL LANGIT**  
Administrative Assistant



**JENNY MALUBAG**  
Administrative Assistant



**MARISSA MORGAN**  
Administrative Assistant

# EXECUTIVE DIRECTOR'S REPORT

## GOVERNANCE

At our November 2023 strategic planning session, Executive Council created a master vision that will lend support to the development of our strategic plan.

## OPERATIONS

With the support of the Executive Council, we have revised our organizational chart to provide our membership with high quality, professional advocacy.

## MEMBER ADVOCACY

Our labour relations staff and leadership teams are committed to advocacy, finding creative solutions to complex situations, and shifting to a positional approach when necessary.

## Additional accomplishments



Some members at Dynacare had gone eight years without a raise. Arbitration secured them a lump-sum equivalent to the annual wage adjustments over the course of their current agreement.



MAHCP continues to be approached by groups of non-unionized employees from a number of provincial health employer organizations, and who are considering joining our union.



LROs began Employee Management Advisory Committees with Central Table employers.



Two successful WCB appeals resulting in the continuation of benefits for two members.

**“It is crucial that MAHCP members remain united and engaged in the fight for recognition, better working conditions and a stronger healthcare system.”**

**Keely Richmond**  
EXECUTIVE DIRECTOR



# **FINANCE COMMITTEE REPORT**

# Finance Committee

**Wayne Chacun (Chair)**

**Jason Linklater**

**Tanya Burnside**

**Shelagh Parken**

**Arlene Boychuk**

**Jasmine Masse**

**Leann Oakley**



**Wayne Chacun**

Treasurer

# AUDITED FINANCIAL STATEMENTS

Dean Austin, M.Acc., FCPA, FCA  
Scarrow & Donald, Chartered  
Professional Accountants





# BUDGET OVERVIEW

Scan the QR code to view the Annual Report, which includes the full budget overview on pages 13 and 14.



# Bargaining Report

2024 ANNUAL GENERAL MEETING



**Wayne Chacun**

Chair, Central Table  
Bargaining Committee

## Local agreements:

### ABORIGINAL HEALTH & WELLNESS CENTRE

Strike position 

### BRANDON CLINIC

Negotiations ongoing 

### CANADIAN BLOOD SERVICES

Negotiations ongoing 

### COMMUNITY THERAPY SERVICES

Ratified 2023/24 

### MANITOBA CLINIC

Ratified 2023/24 

### MANITOBA POSSIBLE

Ratified 2023/24 

**2025**

**MANITOBA CLINIC**

**COMMUNITY THERAPY SERVICES**

**DYNACARE**

**2026**

**JOCELYN HOUSE**

**MANITOBA POSSIBLE**

**WINNIPEG CLINIC**

# Central Table Bargaining

2024 ANNUAL GENERAL MEETING

## **SUMMER 2023**

Ratified new Collective Agreements (CA) after 5+ years without a contract.

## **FALL 2023**

Implemented various parts of the new CAs, including forming several joint employer-union committees.

## **WINTER 2023**

Prepared for the next round of bargaining: training, collected non-wage-related bargaining proposals, selected new Central Table Bargaining Committee.

## **SPRING 2024**

Current CA expired and new round of bargaining began.

## **SUMMER 2024**

MAWS initiative finalized, allowing for members to submit wage-related proposals. Bargaining continues to move forward.



**MEMBER  
ENGAGEMENT  
COMMITTEE  
REPORT**

# Member Engagement Committee

**Leann Oakley (Chair)**

**Kevin Chalus**

**Lesa Nordick**

**Karen Roth**

**Shona Litke**



**Leann Oakley**

Secretary

2024 ANNUAL GENERAL MEETING

# MEMBERSHIP REPORT

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# of Bargaining Unit Members  
as of Aug. 28, 2024\*

Central Table Members

**6,876**

Local Table Members

**580**

**TOTAL**

**7,456**

\*Total number of bargaining unit members (many members work at more than one facility). Total number of individuals as of August 28, 2024 is **7,340**.



# SCHOLARSHIP RECIPIENTS

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## 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.

### **Aiden Spalding**

Melanie Spalding - EM Crowe Memorial Hospital (Eriksdale)

### **Ava Thomson**

Donna Sutherland - Grace Hospital

### **Claudia Soroka**

Maria Soroka - Health Sciences Centre

### **Dawson Wong**

David Wong - St. Boniface Hospital

### **Eduard Fabricante**

Flordeliza Fabricante - Cadham Provincial Laboratory

### **Tyler Fernando**

Sithara Fernando - Pharmacy, Health Sciences Centre

### **Luke Perrett**

Kimberly Perrett - Victoria General Hospital

### **Mathew Ramos**

Rosalina Ramos - Shared Health Diagnostics, Health Sciences Centre

### **Oluwalba Ojo**

Olasumbo Ojo - Pharmacy, Health Sciences Centre

### **Shaun Pearson**

Caterina Pearson - Selkirk Mental Health Centre

### **Samuel Ross**

Angela Rempel - Seven Oaks General Hospital

### **Kenzie Williams**

Steven Williams - MacGregor EMS (South)

# SCHOLARSHIP RECIPIENTS

## Monique Wally Scholarships | \$500

Open to all residents of Manitoba entering their first year of education in an allied health field.

### Yuchuan Li

Zhaohui Li  
St. Boniface Hospital

### Emma Palmer

Bonnie Palmer  
Pharmacy, Grace Hospital

### Dawson Wong

David Wong  
St. Boniface Hospital

## Continuing Education | \$1500

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

### Tracy Furst

Pharmacist; Health Sciences Centre

### Ramandeep Kaur

EKG Technician; Health Sciences Centre

### Whitney Landegro

Mental Wellness & Recovery Practitioner;  
Hope North Recovery; Thompson

### Rance Lilley

Advanced Care Paramedic;  
Virtual Emergency Care and Transfer Resource Service

### Crystal Zamrykut

Intermediate Care Paramedic;  
Selkirk EMS

**PROFESSIONAL**  
DEVELOPMENT FUND

**\$11,372.88**

TOTAL MONIES AWARDED



**54**

AWARDS  
GRANTED

# Nominations Report



**Lyle Sasek**

Chair

2024 ANNUAL GENERAL MEETING

Directors beginning  
a two-year term  
(2024-2026)



**JASON LINKLATER**

President



**LEANN OAKLEY**

District 3 – Prairie Mountain Health North



**SHONA LITKE**

District 6 – Interlake-Eastern



**SANDRA PERRAULT**

District 9 – Winnipeg Notre Dame



**SHAYLEEN GORETZKI**

District 10 – Winnipeg West



**JANA-LEIGH POVEY**

District 15 – Winnipeg Central 3

Directors with one  
year of their term  
remaining  
(2023-2025):

2024 ANNUAL GENERAL MEETING

**TANYA BURNSIDE**

Vice-President

**LESA NORDICK**

District 2 – Northern West

**WAYNE CHACUN**

District 4 – Prairie Mountain Health South

**SUSAN GARRITY**

District 5 – Southern

**KAREN ROTH**

District 8 – Winnipeg North

**JODI ALLEN**

District 11 – Winnipeg Southeast

**JASMINE MASSE**

District 13 – Winnipeg Central 1

**ARLENE BOYCHUK**

District 14 – Winnipeg Central 2

**LYLE SASEK**

District 16 – Winnipeg Central 4

**Districts that are  
currently vacant:**



**DISTRICT 1**  
Northern East



**DISTRICT 7**  
Winnipeg Northeast



**DISTRICT 12**  
Winnipeg South

# Member advocates



**65**

STARTED IN 2024



**107**

TOTAL MAS GOING  
INTO THE NEW TERM





# **GOVERNANCE COMMITTEE REPORT**

# Governance Committee

**Tanya Burnside (Chair)**

**Margrét Thomas**

**Shayleen Goretzki**

**Lyle Sasek**

**Jana-Leigh Povey**

**Susan Garrity**



**Tanya Burnside**

Vice-President

# CONSTITUTIONAL RESOLUTIONS

Scan the QR code to view the  
Annual Report, which includes the  
Constitutional Resolutions starting  
on page 21.



# CONSTITUTIONAL RESOLUTIONS

## Resolution #1 | Article: 505 (3)

### Current Language:

#### 3) ASSOCIATE:

- i. Retired, laid off, or permanently disabled people, who were previously full members and are no longer employed in a bargaining unit of the Association who pay a nominal annual sum, as established by the Executive Council. Associate members receive the official publications of the Association and are entitled to participate in programs offered by the Association.

### PROPOSED CHANGES (BOLDED)

#### 3) ASSOCIATE:

- i. Retired, laid off, or permanently disabled people, who were previously full members and are no longer employed in a bargaining unit of the Association **DELETE** ~~who pay a nominal annual sum, as established by the Executive Council~~. Associate members receive the official publications of the Association and are entitled to participate in programs offered by the Association.

### RATIONALE

Executive Council wishes to waive the fee for Associate members.

# CONSTITUTIONAL RESOLUTIONS

## Resolution #2 | Article: 1006

### CURRENT LANGUAGE

Fifty-five (55) of the voting members of the Association shall constitute a quorum at any Annual General Meeting or General meeting of the Association.

### PROPOSED CHANGES (BOLDED)

**DELETE** ~~Fifty-five (55)~~ **INSERT** **Seventy-five (75)** of the voting members of the Association shall constitute a quorum at any Annual General Meeting or General meeting of the Association.

### RATIONALE

Quorum has not changed to reflect our growth in membership over the years.

# CONSTITUTIONAL RESOLUTIONS

## Resolution #3 | Article: 1405

### CURRENT LANGUAGE

The Chairperson of the Central Bargaining Committee shall be the President of the Association or designate from the Executive Council.

### PROPOSED CHANGES (BOLDED)

a. The Chairperson of the Central Bargaining Committee shall be the President of the Association or designate from the Executive Council.

**INSERT b. The Chairperson of any Non-central Bargaining Committee may be selected from within that bargaining committee or upon request from that committee, be the President of the Association or designate from the Executive Council.**

### RATIONALE

Dynacare has their senior management and executives as their representatives during the contract bargaining process bargaining against MAHCP members. In our current constitution, the President or their appointee from Executive Committee chairs Central Table Bargaining; we would like local (non-central table) bargaining committees to have MAHCP leadership present if the bargaining committee requests. By having the choice to request representation gives the local tables the autonomy council has given local tables. This would allow all bargaining committees within MAHCP to have the same representation present at their tables.

# CONSTITUTIONAL RESOLUTIONS

## Resolution #4 | Article: 606 (c) and (e) and 801 (a) and (b)

### CURRENT LANGUAGE

606 The Vice-President shall:

- c) Chair the Governance Committee.
- e) As Chair of the Governance Committee, appoint a chair for the Ad Hoc Nominating Committee.

801 The Executive Council shall appoint the following standing committees each comprised of not less than three (3) members:

- a. The Governance Committee under the general direction of the Executive Council shall:
- b. The Nomination Committee under the general direction of the Chair of the Governance Committee shall:

### PROPOSED CHANGES (BOLDED)

606 The Vice-President shall:

- c) Chair the **DELETE Governance INSERT Constitution and Policy** Committee.
- e) As Chair of the **DELETE Governance INSERT Constitution and Policy** Committee, appoint a chair for the Ad Hoc Nominating Committee.

801 The Executive Council shall appoint the following standing committees each comprised of not less than three (3) members:

- a. The **DELETE Governance INSERT Constitution and Policy** Committee under the general direction of the Executive Council shall:
- b. The Nomination Committee under the general direction of the Chair of the **DELETE Governance INSERT Constitution and Policy** Committee shall:

### RATIONALE

Name change provides a clearer description of the committee's role and responsibility.

**STAFF LONG  
SERVICE  
AWARDS**



## STAFF LONG SERVICE AWARDS

**Thank you for  
your service!**

2024 ANNUAL GENERAL MEETING



**Dustin Czmola**

Labour Relations Officer

**5 YEARS**

## STAFF LONG SERVICE AWARDS

**Thank you for  
your service!**

2024 ANNUAL GENERAL MEETING



**Karen Finlay**

Administrative Assistant

**5 YEARS**

## STAFF LONG SERVICE AWARDS

**Thank you for  
your service!**

2024 ANNUAL GENERAL MEETING



**Gill Gagné**

Labour Relations Officer

**5 YEARS**

## STAFF LONG SERVICE AWARDS

**Thank you for  
your service!**

2024 ANNUAL GENERAL MEETING



**Tim Smith**

Manager of  
Special Projects

**5 YEARS**

## STAFF LONG SERVICE AWARDS

**Thank you for  
your service!**

2024 ANNUAL GENERAL MEETING



**Cory**  
**Szczepanski**  
Senior Labour  
Relations Officer

**5 YEARS**

## STAFF LONG SERVICE AWARDS

# Thank you for your service!

2024 ANNUAL GENERAL MEETING



**Cheryl Beal**

Labour Relations Officer

**10 YEARS**

**RECOGNITION  
OF SERVICE -  
EXECUTIVE  
COUNCIL**

**OUTGOING &  
FORMER 2023-24  
EXECUTIVE COUNCIL  
DIRECTORS**

**Thank you for your service!**

**Matt Hollingshead**

TREASURER

**Kevin Chalus**

DISTRICT 1 NORTHERN EAST

**Margrét Thomas**

DISTRICT 9 WINNIPEG

NOTRE DAME

**Shelagh Parken**

DISTRICT 12 WINNIPEG SOUTH





# **HONOUR ROLL RECIPIENTS**

## HONOUR ROLL

# Thank you for your service!

2024 ANNUAL GENERAL MEETING



**Widny Pervil**

Spiritual Care Provider,  
St. Boniface Hospital

Member Advocate

## HONOUR ROLL

# Thank you for your service!

2024 ANNUAL GENERAL MEETING



**Shelley Kowalchuk**

Physiotherapist

Former Executive  
Council (District 16)

# MEETING ADJOURNED

Virtual attendees, stay on Zoom for the prize draw after break.

You must be present to win.

**MAHCP.**



**Scan the QR code to take  
our AGM 2024 survey**

# MEETING ADJOURNED

Prizes coming up next. Please  
join us back online in 5 minutes.

[insert time]

# PRIZE DRAW

If your name is called, please  
virtually raise your hand.

You **must** raise your hand to win.

We will contact you via email the  
week after the AGM re: claiming  
your prize.



**Scan the QR code to take  
our AGM 2024 survey**