

2023/24

ANNUAL REPORT

Manitoba Association of
Health Care Professionals

**ONE
STRONG
VOICE** *together*

Manitoba Association of 
HEALTHCARE
Professionals

2024 AGM Agenda	03
2023 AGM Minutes	04
2023-24 Executive Council	05
President’s Report	06
Executive Director’s Report	08
MAHCP Staff	10
Vice-President’s Report	11
Finance Committee Report	12
2024-25 Budget	13
Bargaining Report	15
Member Engagement Committee Report	16
Membership Report	18
Nominations Report	19
Oversight, Governance & HEB Trustee Reports	20
Constitutional Resolutions	21

2024 AGM

AGENDA

Call to Order

Land Acknowledgment

Credentials Report

Leann Oakley, Secretary

Introduction of Parliamentarian

Jason Linklater, President

Greetings

*Kevin Rebeck, Manitoba Federation of Labour
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/Scholarships

Leann Oakley, Secretary

Membership Report

Leann Oakley, Secretary

Nominations 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

Honour Roll Presentation

Jason Linklater, President

Adjournment

Door Prizes

AGM 2023

MINUTES

Meeting called to order at 6:35 p.m. – President Jason Linklater

Land Acknowledgment

Guest Speaker – Premier Designate Wab Kinew

Code of Conduct – President Jason Linklater

Credentials Report – Secretary Wayne Chacun

- Voting Members in attendance - 334
- Associate Members (non-voting) - 21

Motion #1 to accept the Credentials Report

Moved by: Ephrem Andu

Seconded by: Arlene Boychuk

Motion: Carried

Introduction of Parliamentarian, Kevin Rebeck

Explanation of Standing Rules

Adoption of Agenda

Motion #2 to adopt the Agenda

Moved by: Shona Litke

Seconded by: Leann Oakley

Motion: Carried

Introduction of 2022/2023 Executive Council Directors

President's Report – President Jason Linklater

Introduction of MAHCP Staff – Executive Director Keely Richmond

Executive Director's Report – Keely Richmond

Finance Committee – Treasurer Matt Hollingshead

- Introduction of Committee

Audited Financial Statements – Dean Austin of Scarrow and Donald

Motion #3 to adopt the Auditor's Report

Moved by: Finance Committee

Seconded by: not required (according to Robert's Rules of Order, when moved by Committee)

Motion: Carried

Financial Report review

Motion #4 to adopt the Financial Report

Moved by: Finance Committee

Seconded by: not required

Motion: Carried

Membership Report (as of September 12, 2023) – Secretary Wayne Chacun

- *Central Bargaining Table:*
 - » Northern RHA – 140
 - » Winnipeg Churchill Employers Organization – 2145
 - » Shared Health – 4349

- *Non-Central Table Bargaining units:*
 - » Aboriginal Health & Wellness – 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 membership – 7,198

Member Engagement Committee – Secretary Wayne Chacun

- Introduction of Committee
- Member Engagement Report presented
- MAHCP Scholarships, Monique Wally Scholarships and Continuing Education Scholarships recipients listed

Nominations Committee Chair – Vice-President Tanya Burnside

- Introduction of the 23/24 Executive Council by district

Governance Committee Chair – Vice-President Tanya Burnside

- Introduction of Committee

Reading of Resolution #1 to add 1406 of MAHCP constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion #5 to add 1406 Strike Action Authorization to the MAHCP Constitution.

Moved by: Committee

Seconded by: not required

Motion: Carried

Reading of Resolution #2 to amend Article 1605 Appeal Process of MAHCP Constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion #6 to amend 1605 Appeal Process in the MAHCP Constitution.

Moved by: Committee

Seconded by: not required

Motion: Carried

Staff Service Awards – presented by Executive Director Keely Richmond

- Garrett Finck, Labour Relations Officer – 5 years
- Cathy Langit – Administrative Assistant – 15 years

Outgoing and former Executive Council Directors

- Shelley Kowalchuk, Jasmine Masse and Kirk Seniuk

Closing Remarks – President Jason Linklater

Meeting adjourned: 7:30 p.m.

EXECUTIVE COUNCIL

2023-24



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



Kevin Chalus
District 1
Northern East



Lesa Nordick
District 2
Northern West



Susan Garrity
District 5
Southern



Shona Litke
District 6
Interlake-Eastern



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



Lyle Sasek
District 16
Winnipeg Central 4

PRESIDENT'S REPORT

Jason Linklater, President

October marks the beginning of my third year as President of the Manitoba Association of Health Care Professionals. Our union has evolved immensely during this time, with new leadership, as well as with growing stature and recognition at the provincial and national levels.

The broader political and labour contexts have changed as well. Manitoba's new NDP government has sought to reset its relationship with frontline workers and their unions, but they're grappling with our health-care system's chronic problems. Meanwhile, Manitoba workers, including CUPE and MGEU-represented health-care support workers, as well as nurses employed by Shared Health, have been standing up to demand change. **I am proud to encourage a renewed sense of power among our own members, as we must be a unified force to effect positive change. MAHCP has never been in a better position to support our members in the struggle for recognition and respect.**

Amidst all this change, my top priority remains the same: to negotiate the best possible contracts for MAHCP members. Without strong collective agreements that provide real wage gains, robust protections and meaningful improvements to our working lives, all other attempts to fulfill our union's mission will fall short.

In the past year, together, we worked towards:

- **Implementing Central Table contracts**, fought for and ratified last year by 6,500 of our members;
- **Finalizing a complex agreement with Central Table employers** organizations for the distribution of the remaining \$16 million of the \$32-million Market Adjustment and Wage Standardization (MAWS) fund;
- **Negotiating overdue contracts** for some of our local tables, including Manitoba Clinic, Manitoba Possible, Community Therapy Services, Aboriginal Health & Wellness Centre, Brandon Clinic and Canadian Blood Services (CBS);
- **Bargaining new Central Table contracts** following the March 31, 2024, expiry of collective agreements; and,
- Working with the provincial government to **address the ongoing health-care staffing crisis.**

I am pleased to report that MAHCP has made significant progress this past year, including the ratification of three of the six local agreements mentioned above. Aboriginal Health & Wellness Centre is currently in a strike position after waiting more than two and a half years for a new CA, while negotiations for CBS and Brandon Clinic are ongoing. Dynacare, our largest non-public bargaining unit, will be up for a new collective agreement in 2026. We will be closely monitoring any developments related to their government contracts as we prepare for the next round.

Our Central Table Bargaining Committee, fresh off of last year's struggle, is once again in the trenches negotiating new agreements that will cover the vast majority of our membership (Shared Health, Winnipeg-Churchill and Northern employers organizations). As of this writing, we are making steady progress and we are poised to enter monetary negotiations.

PRESIDENT'S REPORT (CONTINUED ON NEXT PAGE)



I am proud to encourage a renewed sense of power among our own members, as we must be a unified force to effect positive change.

MAHCP has never been in a better position to support our members in the struggle for recognition and respect.



PRESIDENT'S REPORT (CONT.)

And finally, our relationship with the provincial government is growing stronger. Only a month into their mandate, one of the government's first [major health-care announcements](#) centred around hiring more allied health professionals, something we had not seen in recent memory. Since then, I have met a number of times with cabinet ministers and Premier Kinew to advance our members' interests and advocate for allied health professionals as a key to fixing health-care for Manitobans. The slogan of our spring multi-channel ad campaign, which reached hundreds of thousands of Manitobans, captured this sentiment: "More of us means better care for you."

We have seen a change in the government's tone, to be sure. There is more willingness to listen, but frustrations remain. First and foremost, it is striking how many health-care leaders — those who implemented the cuts, hiring freezes and other severe austerity measures of the Pallister and Stefanson years — are still in place. In many cases, these individuals are roadblocks to the culture change our members are demanding, and yet the Province has not charted a path to address this issue.

Too often, we encounter a top-down management philosophy that is disconnected from the frontline and forces members to 'do more with less.' As a result, the problems on the frontline persist: vacancies and understaffing; increasing patient and case loads; elevated stress and burnout.

In our recent **Central Table bargaining survey in May, two-thirds of members told us they had seriously considered leaving their job in the past year.** Frontline allied health professionals have said loudly and clearly that immediate action is needed to retain them. The Province must keep their commitments to fixing health-care and recognize allied health professionals in a way that cements our value to the system.

To that end, our immediate goal is to negotiate new Central Table agreements that can enable Manitoba to retain highly specialized staff and recruit more to fill staffing gaps and address growing demand for services.

MAHCP will continue to call on government for a long-term provincial allied health staffing plan. Manitoba needs a comprehensive, detailed human resource strategy specific to our professions, as some other provinces have completed. Without such a plan, our health-care system will lurch from

crisis to crisis and Manitobans will continue to wait too long for care.

The federal government must be an active partner in this work, in both human resource planning and funding. As a federal election looms, we are working with the National Union of Public and General Employees (NUPGE) and our fellow NUPGE components to ensure the health-care staffing crisis is a top election issue.

I want to thank MAHCP members for your commitment to care and the passion I hear from you every day; passion for your professions and your patients. Our Member Advocate team, now over 100 strong, deserves special recognition for their role in keeping members informed and engaged.

I also want to thank this year's MAHCP Table Officers: Vice-President Tanya Burnside, Treasurer Wayne Chacun and Secretary Leann Oakley. I could not ask for more devoted, intelligent and hard-working teammates. Our entire 2023-24 Executive Council has my thanks as well — your support and trusted leadership have guided MAHCP through another challenging year.

Our MAHCP staff is tremendous. You fight for our members every day with the utmost professionalism, in keeping with our union's reputation. At every level of operations, you bring energy, acumen and dedication to serving MAHCP's members. Lastly, I wish to thank our Executive Director Keely Richmond with whom I work in lock-step every day. Much of what we have accomplished, and will accomplish, comes from the vision, drive and energy you bring everyday. You are a force, and I would not want to do this work without you.

It has been my privilege to serve as President for the last two years. But there is still so much left to do. I look forward to the year ahead and what we will accomplish together.

In solidarity,

Jason Linklater
President



EXECUTIVE DIRECTOR'S REPORT

Keely Richmond, Executive Director

The past year has been one of significant change and challenge for MAHCP members. While the successful Central Table interest arbitration resulted in a modest wage increase, it is clear that more work remains to address competitive wages and inflation concerns.

As we progress in a new round of negotiations with a recently elected NDP government, there's cautious optimism that campaign promises will translate into tangible improvements for allied health professionals and the system at large. **The ongoing health-care staffing crisis continues to cast a long shadow, creating increasingly difficult working conditions. However, the acknowledgment that workplace culture needs to change offers a glimmer of hope.** As we move forward, it is crucial that MAHCP members remain united and engaged in the fight for recognition, better working conditions and a stronger health-care system.

Governance

Executive Council effectively represents the diversity of our professional occupations. As an executive body, the knowledge they bring as leaders provides thoughtful governance to our organization. At our November 2023 strategic planning session, Council created a master vision that will lend support to the development of our strategic plan. I have benefited from and enjoyed coming to know the skilled professionals who comprise the Executive Council.

Operations

While often working behind the scenes, MAHCP staff advocate for and support our membership through representation, collective bargaining, ongoing communications and more. It is a privilege to work with our dedicated and professional staff. With the support of the Executive Council, we have revised our organizational chart to provide our membership with high quality, professional advocacy. I cannot thank this team enough for the work they do.

Member Advocacy

MAHCP members are highly skilled and educated professionals who rightfully expect the same from their professional union. Our labour relations staff and leadership teams are committed to advocacy with a

We currently have a staff of 29:

13 LABOUR RELATIONS OFFICERS

2 LEGAL COUNSEL

2 COMMUNICATIONS STAFF
 Welcome to Erin Hill, Communications Associate, who joined in August 2024!

7 ADMINISTRATIVE STAFF

1 EXECUTIVE LIAISON TO THE PRESIDENT

4 MANAGEMENT STAFF:

- Administrative Manager**
Oversees administrative staff
- Manager, Special Projects**
Provides oversight and strategic direction on membership initiatives
- Director of Administration and Finance**
Provides oversight and direction on all financial obligations and costings
- Executive Director**
Oversees all management and their reports

preference for collaborative processes. Our team strives to find creative solutions to sometimes complex situations, while maintaining the capacity to shift to a more positional approach when necessary.

We continue to have to grieve basic requirements under the agreement. Provincial issues we have been trying to address include vacancy rates, safety concerns,

EXECUTIVE DIRECTOR'S REPORT (CONT.)

accommodations, heavy workload, staff burnout and involuntary re-assignment.

Member Engagement

MAHCP welcomes and appreciates member engagement, which helps create conditions for a thriving union. Thank you to all members who stay connected with us and who provide valuable feedback through surveys and other forms of engagement. I particularly want to acknowledge the **more than 100 MAHCP members** who volunteered this past year as Member Advocates, including many who have served for more than one term. You make us better. Member Advocates serve as a conduit, connecting us with our membership and advising us of specific and unique interests based on worksite or location.

Additional accomplishments

- Red-circled employees at Dynacare: Some members had been eight years without a raise and arbitration secured them a lump-sum equivalent to the annual wage adjustments over the course of their current agreement. **For some members this was the equivalent of 9.6% of annual hours.**
- We had two successful WCB appeals resulting in the continuation of benefits for two members.
- Labour Relations Officers began rolling out Employee Management Advisory Committees within our Central Table employers. The committees will help us ensure employers are meeting their obligations while providing opportunities for members to be engaged in the workplace. Key topics of discussion include workload, workplace violence, staffing issues, posting vacancies and inconsistent schedules. Employers ought to be committed to meaningful and effective solutions to these issues in order to retain Manitoba's allied health professionals.
- MAHCP continues to be approached by groups of non-unionized employees from a number of provincial health employer workplaces, and who are considering joining our union. We are educating them on the value of joining our union and the process of certification.

I would like to express my appreciation to our President, Table Officers, Executive Council, MAHCP staff and, of course, MAHCP members. I am honoured to work with this team, and I am very proud to be able to support MAHCP's ongoing initiatives and our incredibly important membership.

In solidarity,



Keely Richmond
Executive Director

SEPT 1, 2023 - AUG 31, 2024

GRIEVANCE STATISTICS

Total amount opened	213
Number of closed files (all)	164
Number of Grievance Investigation Processes	23 (closed) 13 (referred)
Number of Arbitrations	33*
Number of WCB appeals	2
Labour Board Hearings	1
Conciliation or Mediations	2

*29 scheduled and 4 proceeded

It is crucial that MAHCP members remain united and engaged in the fight for recognition, better working conditions and a stronger health-care system.

MAHCP STAFF



Keely Richmond
Executive Director



Jake Giesbrecht
Legal Counsel



Blaine Speck
Legal Counsel



Kevin MacFarlane
*Director of Administration
and Finance*



Janet Beaudry
Administrative Manager



Tim Smith
Manager of Special Projects



Teresa Bowerman
Executive Liaison



Christine Logan
Executive Assistant



Cheryl Beal
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



Aylin Izzet
Labour Relations Officer



Chelsea Kaufmann
Labour Relations Officer



Roger Quenelle
Labour Relations Officer



Poonam Randhawa
Snr. Labour Relations Officer



Leanne Roberts
Labour Relations Officer



Cory Szczepanski
Snr. Labour Relations Officer



Tania Wiebe
Labour Relations Officer



Karen Viveiros
Communications Officer



Candice Keam
Administrative Coordinator



Karen Finlay
Administrative Assistant



Cathy Langit
Administrative Assistant



Rachiel Langit
Administrative Assistant



Jenny Malubag
Administrative Assistant



Marissa Morgan
Administrative Assistant



VICE-PRESIDENT'S REPORT

Tanya Burnside, Vice-President

After 23 years as a member of MAHCP, including eight as your Vice-President, I never tire of reviewing our union's accomplishments. This past year is no different and it has been full of challenges and rewards. I am grateful to the many members and staff who work hard to achieve our goals and to improve the work experience for Manitoba's allied health professionals. I take pride in ensuring MAHCP's transparent operations, within the context of the role of Vice-President, and I pledge to continue to do so in any role I fill at MAHCP.

This past term, I chaired the Governance and Oversight Committees, and I sat on the Finance Committee, Central Table Bargaining Committee and Strike Readiness team. I am proud to share a summary of activities:

Central Table Bargaining

The Central Table represents a large segment of MAHCP's membership and includes those working in the Shared Health, Winnipeg Churchill and Northern Health Region employers organizations. The bargaining process is directed by our membership and aligns with the MAHCP Mission Statement.

In April, following the expiry of our most recent collective agreements, we launched Central Table bargaining. **Allied health is one of the more complex sectors to bargain with 45 professions and 200+ active classifications.** A cookie cutter approach doesn't work with this level of complexity, and we consider several factors to ensure equitable negotiations, from work setting and location to department and facility size. I can say with confidence that MAHCP has very dedicated bargaining committee members.

Market Adjustment and Wage Standardization (MAWS)

The MAWS committee was established out of the last round of bargaining to address member wage inequities across sites, regions and occupations, while boosting overall market competitiveness. We used fairness as our guiding principle in the distribution of the \$32 million MAWS fund, **one of the largest standardization funds ever negotiated in Manitoba.**

This was an extremely slow and frustrating process as we dealt with delays on the employer side, and their unwillingness to share vital information. On August 30, 2024, the committee reached agreement with employers' representatives on the distribution of the remaining funds, following a full-court press during the final week, since further delay would have jeopardized bargaining.

Thank you to my fellow committee members, Wayne Chacun, Keely Richmond and Kevin MacFarlane, for their work on this initiative over the last 10 months. Thank you

also to President Jason Linklater, for his work behind the scenes with the Provincial Health Labour Relations Services (PHLRS) and government representatives.

Strike Readiness

This committee works in tandem with the Bargaining Committee to ensure organizational readiness in the event of job action. We have been meeting regularly to strategize raising awareness of our issues and applying further pressure on the employer and government should bargaining stall.

Thompson Labour Council

I represent MAHCP on this community labour council as its Vice-President. This council was established to discuss challenges affiliate unions face within the community and to share strategies with a focus on Northern membership. The Council serves to create networking opportunities within the North, and we participate in community events such as parades and food drives to promote the labour movement.

Education

I continue to take advantage of various educational opportunities, and this year my focus was on workplace safety and health and how it impacts members. I completed courses at both the Manitoba Association of Safety in Healthcare and Workers Compensation Board.

It has been a great year for MAHCP. I look forward to continuing as your Vice-President, representing members to the best of my ability and advocating for your rights in the workplace. Thank you for your ongoing support and engagement.

In solidarity,

Tanya Burnside
Vice-President



FINANCE COMMITTEE REPORT

Chair: Wayne Chacun, Treasurer

*Committee Members: Jason Linklater, Tanya Burnside,
Shelagh Parken, Arlene Boychuk, Jasmine Masse, Leann Oakley*

Your Finance Committee spent the past year focusing on strengthening MAHCP's financial position to create a stronger future for our union. Our Director of Administration and Finance, Kevin MacFarlane, has worked tirelessly to improve the organization's financial position, while reviewing all financial processes and applying rigorous practices.

The stronger MAHCP is financially, the better we can champion members' needs and the more we can invest in our Defense Fund. A healthier Defense Fund will put us in a more advantageous position at the bargaining table because the employer and government will know that we can afford to weather the cost of a strike. To increase the Defense Fund, the committee sought better investment opportunities for assets held in savings. We now invest the Defense Fund in guaranteed investment certificates which receive a higher rate of interest.

The 23/24 fiscal year showed a significant increase in dues revenue, attributed to the ratification of Central Table Collective Agreements. While 23/24 showed a net income of \$1,903,697, we must acknowledge that part of this income was needed to offset the deficit of \$874,210 incurred in 22/23. This deficit was incurred to finance the extensive campaign required to put pressure on the government during last year's Central Table bargaining.

Although this past year saw a revenue increase, we focused on reducing expenses where possible. The installation of energy efficient lighting in MAHCP offices is an example. The project had an upfront cost; however, it qualified for a provincial grant and will result in lowered energy costs for years to come. Furthermore, we ceased contracting an outside accounting firm in August 2023, passing these responsibilities to our Director of Administration and Finance. During the spring of 2024,

Our goal is to continue strengthening our union's financial position to better serve you, our members.

the MAHCP office underwent some major renovations allowing for more offices and meeting spaces. It has proven to be much more cost-effective as we are now able to hold bargaining meetings at the office instead of other locations as was done prior to 2022.

I would like to acknowledge the hardworking Finance Committee members and dedicated staff who have worked with us this past year. I also extend a special thank you to Matt Hollingshead, Interlake paramedic and our former Treasurer from October 2021 to February 2024. His financial knowledge benefitted MAHCP greatly during his tenure with Executive Council and as a Table Officer.

The coming year will see additional enhancements to our financial processes. We will conduct an actuarial review of the staff retirement fund to ensure its proper accounting. As well, we will compare financial institutions to ensure MAHCP receives the best service at the most affordable cost. **Our goal is to continue strengthening our union's financial position to better serve you, our members.**

In solidarity,

Wayne Chacun
Treasurer

BUDGET OVERVIEW

FISCAL 2024-2025

CATEGORY		BUDGET
Income		
Ordinary Income		
	Membership Dues	6,622,800
Expenses		
Advertising		
	Campaigns	300,000
	Promotional	25,000
Accounting		
	Accounting Fees	20,000
	Audit Fees	20,000
	Banking Service Fees	200
Donations		
	Strategic Partnerships	30,000
	General	12,000
	Occupational	3,000
Legal Fees		
	MAHCP (Membership)	145,000
	Unifor (MAHCP Staff Members)	7,500
Meetings		
	Employee Engagement Committee	2,500
	Annual General Meeting	60,000
	Member Delegate Fees	10,000
	Salary Replacement	349,200
	Meals	50,100
	Meeting Rooms	15,000
	Mileage - Staff Urban	20,000
Travel		
	Accommodations	71,900
	Airfare	70,300
	Mileage	46,900
	Meals	10,000

BUDGET OVERVIEW FISCAL 2024-2025 (CONT.)

CATEGORY	BUDGET
Office	
Rent & Taxes	199,200
Utilities	9,600
Communications Phone+Internet	28,440
Repairs and Maintenance	71,600
Insurance	19,000
Resource Materials	30,000
Printing	45,000
General Office Supplies	40,000
IT Support	
IT Maintenance & Repairs	25,000
Software Subscriptions	81,600
Hardware/Replacement	25,000
Audio Visual	2,000
Salaries	4,151,920
External Membership Dues	317,800
Grievance Investigator	85,000
Education/Tuition Fees/Training - Staff	70,000
Member Advocate Training/Support	49,000
Honorarium	30,000
Professional Development - Member	25,000
Education/Tuition Fees/Training - Member	20,000
Scholarships	15,000
Consulting Fees	10,000

Total Income	6,622,800
Total Expenses	6,618,760
Net Income	4,040

BARGAINING REPORT



Chair: Wayne Chacun, Central Table Bargaining Committee

One of the primary functions of a union is to negotiate collective agreements (CAs). MAHCP accomplishes this through our bargaining teams comprised of a labour relations officer or our executive director as lead negotiator and a decision-making committee of members.

Local Bargaining Tables

While most MAHCP members are covered by the three collective agreements bargained at the Central Table, we also negotiate for members belonging to nine other bargaining units.

During the past year Community Therapy Services (CTS), Manitoba Clinic and Manitoba Possible all ratified new CAs.

Negotiations with CTS were particularly contentious, requiring a strong strike mandate from the membership in March 2024 to move forward after waiting more than six years for a new CA. A deal was finally reached and ratified by CTS members in April.

As of this writing, Aboriginal Health & Wellness Centre is still in bargaining after two and a half years without a new CA, **having recently voted overwhelmingly in favour of a strike mandate**. Brandon Clinic is in bargaining and Canadian Blood Services is in mediation toward a first collective agreement.

Looking ahead, MAHCP is preparing to bargain Manitoba Clinic in 2025, and 2026 will see Dynacare, Jocelyn House, Manitoba Possible and Winnipeg Clinic all heading to the bargaining table.

Central Table Bargaining

Our Central Table, comprised of the Shared Health Employers Organization, Northern Health Region Employers Organization and the Winnipeg Churchill Health Region Employers Organization, ratified new CAs for 2018-24 in the summer of 2023 after more than five years of government delays. The fall of 2023 was spent implementing various parts of the new CAs, including forming several joint employer-union committees.

With the new Central Table CAs expiring on March 31, 2024, MAHCP started preparing for a new round of bargaining by selecting a new Central Table Bargaining Committee. This past winter we conducted bargaining training and put out a request for proposals. Bargaining commenced in April 2024 and we conducted a bargaining survey in May. Most recently the Market Adjustment and Wage Standardization Committee finalized its work allowing for members to submit wage-related proposals for the current round, which is still ongoing.

As always, your bargaining teams are only strong if the membership supports them by submitting proposals, staying informed, attending meetings and taking action when your committee needs you. Many of our bargaining units have delivered powerful strike mandates and other unified actions in the last two years to demonstrate that support, and similar efforts may be required in future. On behalf of all our bargaining committees, I want to thank members for your ongoing solidarity and support. We only succeed together.

In solidarity,

A handwritten signature in blue ink, appearing to read 'Wayne Chacun'.

Wayne Chacun
Treasurer



MEMBER ENGAGEMENT COMMITTEE REPORT

Chair: Leann Oakley, Secretary

Committee Members: Kevin Chalus, Lesa Nordick, Karen Roth, Shona Litke

A union is people, and your Member Engagement Committee's purpose is to build unity among MAHCP's membership by overseeing and designing benefits and initiatives that reward you. Through educational opportunities, strategies to inspire union involvement, and some fun, our goal is to connect the membership while increasing MAHCP's value and visibility.

It was my honour this past year to transition into the role of Member Engagement Committee chair. This team has oversight of key union programs and champions important issues and initiatives. Here is a summary of our past year's activities:

- As a newer component of [NUPGE \(National Union of Public & General Employees\)](#), MAHCP has joined their BIPOC committee (Black, Indigenous and People of Colour). MAHCP representatives attended two NUPGE BIPOC conferences, in November 2023 and September 2024.
- MAHCP approved the formation of an Anti-Racism Committee and we are undertaking its development supported by the efforts of the Anti-Racism steering committee.



“*Through educational opportunities, strategies to inspire union involvement, and some fun, our goal is to connect the membership while increasing MAHCP's value and visibility.*”

This work is important, and we want to make sure we are doing it right. The first step is education. We are excited to do the work, and to see it positively influence all areas of MAHCP.

- MEC members assumed oversight for the MAHCP Member Advocate (MA) Program, and we're charged with reinvigorating the program to optimize the MA experience. We conducted a survey, tapping into current and past Advocates to learn what they saw as the role's challenges and opportunities. **Through access to resources and educational opportunities, we're working to strengthen the program and ensure MAs feel confident supporting you at the frontlines.**
- MEC worked to expand the Members Savings Program, adding three hotels into the mix. We also participate in the Union Savings Program, a national savings program that is always growing and evolving for the benefit of all members.
- Our committee manages three MAHCP scholarship programs, and this year, we re-evaluated and streamlined the process. We were pleased to award 12 MAHCP Scholarships (\$500 each), three Monique Wally Scholarships (\$500 each), and five Continuing Education Scholarships (\$1,500 each). See list of recipients on the next page.
- Honour Roll: This special recognition is bestowed upon an MAHCP member (current or past) who has given generously of themselves to the union's strength. For

this year, we selected two recipients who will be celebrated at the Annual General Meeting.

- In May, more than 20 MAHCP members joined Honourable Uzoma Asagwara, Minister of Health, Seniors & Long-term Care, in session at the Legislature for the formal proclamation of Allied Health Professionals Week. Members from all three sitting parties spoke of allied health's value to the system. In honour of the special week, we rolled out advocacy initiatives, fun member contests with prizes and swag (more than 500 of you entered the draws and nominated colleagues!), and we spotlighted members on social media. **A big win: We succeeded in convincing the employer to recognize Allied Health Professionals Week in line with the provincial proclamation!**
- A delegation of MAHCP members joined the Pride Parade in June, marching alongside fellow affiliates of the Manitoba Federation of Labour, in a show of support for the 2SLGBTQIA+ community in Winnipeg.

Thank you to the Member Engagement Committee for your commitment this year. I am grateful for your dedication, creativity and drive, and I look forward to working together to maximize MAHCP membership for all.

In solidarity,

Leann Oakley,
Secretary



2024 SCHOLARSHIP RECIPIENTS CONGRATULATIONS!

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

Kenzie Williams

Steven Williams - MacGregor EMS (South)

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

Samuel Ross

Angela Rempel - Seven Oaks General Hospital

Shaun Pearson

Caterina Pearson - Selkirk Mental Health Centre

Tyler Fernando

Sithara Fernando - Pharmacy, Health Sciences Centre

Monique Wally Scholarships | \$500

Scholarships are open to all residents of Manitoba who are entering their first year of an allied health profession.

Yuchuan Li

Zhaohui Li - St. Boniface Hospital

Dawson Wong

David Wong - St. Boniface Hospital

Emma Palmer

Bonnie Palmer - Pharmacy, Grace 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.

Crystal Zamrykut

Intermediate Care Paramedic; Selkirk EMS

Ramandeep Kaur

EKG Technician; Health Sciences Centre

Rance Lilley

Advanced Care Paramedic; Virtual Emergency Care and Transfer Resource Service

Tracy Furst

Pharmacist; Health Sciences Centre

Whitney Landegro

Mental Wellness & Recovery Practitioner; Hope North Recovery; Thompson

MEMBERSHIP REPORT

CENTRAL TABLE

EMPLOYERS ORGANIZATIONS

of Bargaining Unit Members¹

As of Aug. 28, 2024

EMPLOYERS ORGANIZATION

Northern Health Region Employers Organization (NHREO)	156
Shared Health Employers Organization (SHEO)	4,507
Winnipeg Churchill Health Region Employers Organization (WCHREO)	2,213
TOTAL	6,876

LOCAL TABLE EMPLOYERS

of Bargaining Unit Members¹

As of Aug. 28, 2024

EMPLOYER

Aboriginal Health & Wellness Centre	55
Brandon Clinic	6
Canadian Blood Services	2
Community Therapy Services	49
Dynacare	368
Jocelyn House	23
Manitoba Clinic	5
Manitoba Possible	47
Winnipeg Clinic	25
TOTAL	580

TOTAL BARGAINING UNIT MEMBERS 7,456¹

¹Total 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.

NOMINATIONS REPORT

Lyle Sasek, Chair

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

President

Jason Linklater

District 3 – Prairie Mountain Health North

Leann Oakley

District 6 – Interlake-Eastern

Shona Litke

District 9 – Winnipeg Notre Dame

Sandra Perrault

District 10 – Winnipeg West

Shayleen Goretzki

District 15 – Winnipeg Central 3

Jana-Leigh Povey

Districts that are currently VACANT

District 1 – Northern East

District 7 – Winnipeg Northeast

District 12 – Winnipeg South

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

Vice-President

Tanya Burnside

District 2 – Northern West

Lesla Nordick

District 4 – Prairie Mountain Health South

Wayne Chacun

District 5 – Southern

Susan Garrity

District 8 – Winnipeg North

Karen Roth

District 11 – Winnipeg Southeast

Jodi Allen

District 13 – Winnipeg Central 1

Jasmine Masse

District 14 – Winnipeg Central 2

Arlene Boychuk

District 16 – Winnipeg Central 4

Lyle Sasek



Member Advocate Nominations

At the time of this report, 65 Member Advocates have been acclaimed into their roles for 2024. This gives a total of 107 Member Advocates going into the new term.

Thank you to everyone who has let their name stand 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 Leann Oakley

As a requirement of the role of Vice-President, I serve as chair of the Oversight Committee. This committee's responsibility is to provide an outlet for addressing issues within MAHCP, including among Executive Council, members and associate members (staff). The goals and directives can be in the form of in-depth reviews and/or conducting directors' performance reviews when concerns and/or complaints have been submitted.

This year, the committee met to discuss and review MAHCP's relevant policies, procedures and position

descriptions. Where it was noted that changes were required or recommended, we sent these back to Council for final approval. **This committee's work is often intangible, happening behind the scenes, but is demonstrated in how well the Executive Council can manage MAHCP's affairs.**

I would like to thank each of the committee members for their hard work this term.

Tanya Burnside B.Sc., HSP

GOVERNANCE COMMITTEE

REPORT

Chair: Tanya Burnside, Vice-President

Committee Members: Jana-Leigh Povey, Shayleen Goretzki, Susan Garrity, Margrét Thomas and Lyle Sasek

As chair of the Governance committee, I ensure meetings are scheduled and conducted in accordance with Robert's Rules and aligned with MAHCP's Mission Statement and Constitution. The purpose of the committee is to review and make recommendations on MAHCP's governance and operation.

The committee reviews internal policies and processes to ensure they are meeting and/or exceeding the needs of the membership/organization. This review may include procedural reviews as well as amending, abolishing or creating policies or procedures to drive improvements.

This year, the committee reviewed our Constitution and submitted resolutions to present at this year's Annual General Meeting. As a part of the process, a parliamentarian reviews our recommendations to ensure compliance. Thank you to Kevin Rebeck, President of the Manitoba Federation of Labour, for serving as our parliamentarian this year. I would also like to thank our committee members for their hard work this term.

Tanya Burnside B.Sc., HSP

HEB TRUSTEE

REPORT

Keely Richmond, MAHCP Executive Director & HEB Trustee

My Trustee appointment started in February 2024. I am pleased to report that plan staff and executive have worked hard to serve plan members, and the pension plan remains fully funded and financially stable.

In June, HEB launched a new online portal, [Vision 2020](#), after several setbacks. The portal is a major service improvement, enabling members to manage their benefits and minimizing employers' roles in administration. Provincial HR Shared Services (PHRSS) will now send

employment event information to HEB Manitoba, who will be in direct contact with employees about their benefits.

The Healthcare Employees' Benefits Plan (HEBP) Board of Trustees continues to review the Healthcare and Dental Plans, which haven't been enhanced in many years. A redesigned plan will aim to meet member needs and balance costs with competitiveness. The proposed Plans have been shared with unions and employers, and the Board hopes for a positive outcome for members.

It is well-known that Manitoba isn't a leader in coverage, and plan improvements would make a difference to recruitment and retention of health-care staff.

Keely Richmond

CONSTITUTIONAL RESOLUTIONS

Resolution #1 | Article: 505 (3)

CURRENT LANGUAGE
<p>3) ASSOCIATE:</p> <ul style="list-style-type: none"> 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)
<p>3) ASSOCIATE:</p> <ul style="list-style-type: none"> 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.
NEW PROPOSED LANGUAGE
<p>3) ASSOCIATE:</p> <ul style="list-style-type: none"> 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. Associate members receive the official publications of the Association and are entitled to participate in programs offered by the Association.
RATIONALE
<p>Executive Council wishes to waive the fee for Associate members.</p>

Moved by: Governance Committee
 Seconded by: Not required
 Executive Council Recommends: Concurrence

Adopted: _____
Not Adopted: _____

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.
NEW PROPOSED LANGUAGE
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.

Moved by: Governance Committee
 Seconded by: Not required
 Executive Council Recommends: Concurrence

Adopted:
Not Adopted:

CONSTITUTIONAL RESOLUTIONS

Resolution #3 | Article: 1405

CURRENT LANGUAGE
<p>The Chairperson of the Central Bargaining Committee shall be the President of the Association or designate from the Executive Council.</p>
PROPOSED CHANGES (BOLDED)
<p>a. The Chairperson of the Central Bargaining Committee shall be the President of the Association or designate from the Executive Council.</p> <p>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.</p>
NEW PROPOSED LANGUAGE
<p>a. The Chairperson of the Central Bargaining Committee shall be the President of the Association or designate from the Executive Council.</p> <p>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.</p>
RATIONALE
<p>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.</p> <p>This would allow all bargaining committees within MAHCP to have the same representation present at their tables.</p>

Moved by: Sandra Perrault
 Seconded by: Jay Jay Aguinaldo
 Executive Council Recommends: Concurrence

Adopted: _____
Not Adopted: _____

CONSTITUTIONAL RESOLUTIONS

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

Changing the name of the Governance Committee

CURRENT LANGUAGE
<p>606 The Vice-President shall:</p> <ul style="list-style-type: none"> c) Chair the Governance Committee. e) As Chair of the Governance Committee, appoint a chair for the Ad Hoc Nominating Committee. <p>801 The Executive Council shall appoint the following standing committees each comprised of not less than three (3) members:</p> <ul style="list-style-type: none"> 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)
<p>606 The Vice-President shall:</p> <ul style="list-style-type: none"> 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. <p>801 The Executive Council shall appoint the following standing committees each comprised of not less than three (3) members:</p> <ul style="list-style-type: none"> 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:
NEW PROPOSED LANGUAGE
<p>606 The Vice-President shall:</p> <ul style="list-style-type: none"> c) Chair the Constitution and Policy Committee. e) As Chair of the Constitution and Policy Committee, appoint a chair for the Ad Hoc Nominating Committee. <p>801 The Executive Council shall appoint the following standing committees each comprised of not less than three (3) members:</p> <ul style="list-style-type: none"> a. The 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 Constitution and Policy Committee shall:
RATIONALE
<p>Name change provides a clearer description of the committee’s role and responsibility.</p>

Moved by: Governance Committee
 Seconded by: Not required
 Executive Council Recommends: Concurrence

Adopted:

Not Adopted: