



2024/25 Annual Report.

MAHCP.
Our focus is you

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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 2024 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

- 2025-26 Budget
- 2025-26 Appointment of Auditors

BARGAINING REPORT

Wayne Chacun, Treasurer

MEMBER ENGAGEMENT COMMITTEE REPORT/SCHOLARSHIPS

Leann Oakley, Secretary

NOMINATIONS COMMITTEE REPORT

Shayleen Goretzki, Chair of Nominations Committee

CONSTITUTION & POLICY COMMITTEE REPORT

Tanya Burnside, Vice-President

Constitutional Resolutions

INTRODUCTION

Tanya Burnside, Vice-President

Service Awards

RECOGNITION OF SERVICE – EXECUTIVE COUNCIL

Jason Linklater, President

HONOUR ROLL PRESENTATION

Jason Linklater, President

Adjournment

Door Prizes

Minutes

1. Call to order – 6:30 p.m. by Jason Linklater, MAHCP President
2. Land Acknowledgment
3. Greetings Special Guest – Kevin Rebeck
4. Housekeeping and Code of Conduct – President Jason Linklater
5. Credentials Report – Secretary Leann Oakley
 - Voting Members in attendance – 167
 - Associate Members (non-voting) – 22
 - Voting Members attending virtually – 97
 - Associate Members (non-voting) attending virtually – 3

Motion #1 to accept the Credentials Report

- Moved by: Lyle Sasek
 - Seconded by: Jana-Leigh Povey
 - Motion: Carried
6. Introduction of Parliamentarian, Kevin Rebeck
 7. Explanation of Standing Rules
 8. Adoption of Agenda
- ## Motion #2 to adopt the Agenda
- Moved by: Sara McLaughlin
 - Seconded by: Terri Kafka
 - Motion: Carried
9. Introduction of 2023/2024 Executive Council Directors
 10. President's Report – President Jason Linklater
 11. Introduction of MAHCP Staff – Executive Director Keely Richmond
 12. Executive Director's Report – Keely Richmond

13. Finance Committee – Treasurer Wayne Chacun
 - Introduction of Committee
14. Audited Financial Statements presented by Dean Austin of Scarrow and Donald, Chartered Professional Accountants

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

15. Financial Report review

Motion #4 to adopt the Financial Report

- Moved by: Finance Committee
- Seconded by: not required
- Motion: Carried

16. Bargaining Report – Bargaining Chair Wayne Chacun

- Review of status of local agreements for Aboriginal Health and Wellness Centre, Brandon Clinic, Canadian Blood Services, Community Therapy Services, Manitoba Clinic, Manitoba Possible.
- Upcoming agreements ending in 2025, for bargaining; Dynacare, Jocelyn House, Winnipeg Clinic.
- Update on Central Table bargaining.

17. Membership Report (as of August 28th, 2024) – Secretary Leann Oakley

- Central Bargaining Table bargaining unit members: 6876
- Local Table Members (Non-Central Table Bargaining unit members): 580
- Total bargaining unit members: 7456
- Total number of individuals: 7340

18. Member Engagement Committee – Secretary Leann Oakley

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

19. Nominations Committee – Lyle Sasek

- Introduction of the 24/25 Executive Council by district

20. Governance Committee Chair – Vice-President Tanya Burnside

- Introduction of Committee

Minutes

Reading of Resolution #1 to amend Article 505 (3) Membership, of MAHCP Constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion #5 to amend Article 505(3) Membership, of the MAHCP Constitution as stated in the AGM Resolution Booklet.

- Moved by: Committee
- Seconded by: not required
- Motion: Carried

Reading of Resolution #2 to amend Article 1006 Meetings, of MAHCP Constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion #6 to amend 1006 Meetings, of the MAHCP Constitution as stated in the AGM Resolution Booklet.

- Moved by: Committee
- Seconded by: not required
- Motion: Carried

Reading of Resolution #3 to amend Article 1405 Collective Bargaining, of the MAHCP Constitution as stated in the AGM Resolution Booklet.

Floor open for discussion

Motion #7 to amend Article 1405 Collective Bargaining, of the MAHCP Constitution as stated in the AGM Resolution Booklet.

- Moved by: Committee
- Seconded by: not required
- Motion Carried

Reading of Resolution #4 to amend Article 606 (c) and (e) and 801 (a) and (b) Officers, of the MAHCP Constitution as stated in the AGM Resolution booklet.

Floor open for discussion

Motion #8 to amend Article 606 (c) and (e) and 801 (a) and (b) Officers, of the MAHCP Constitution as stated in the AGM Resolution booklet.

- Moved by: Committee
- Seconded by: not required
- Motion: Carried

21. Staff Service Awards – presented by Executive Director, Keely Richmond

- Gill Gagné, Labour Relations Officer – 5 years
- Dustin Czmola, Labour Relations Officer – 5 Years
- Tim Smith, Manager of Special Projects – 5 Years
- Cory Szczepanski, Senior Labour Relations Officer – 5 Years
- Karen Finlay, Administrative Assistant – 5 Years
- Cheryl Beal, Labour Relations Officer – 10 Years

22. Outgoing and Former Executive Council Directors

- Kevin Chalus, Margrét Thomas and Shelagh Parken

23. Honour Roll Recipients

- Widny Pervil, Spiritual Care Provider, St. Boniface Hospital
- Shelley Kowalchuk, Physiotherapist, Former Executive Council (District 16)

24. President closing remarks

Meeting adjourned: 8:00 p.m.

2024-25

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



Lesa Nordick
District 2
Northern – West



Susan Garrity
District 5
Southern



Shona Litke
District 6
Interlake–Eastern



Karen Roth
District 8
Winnipeg North



Sandra Perrault
District 9
Winnipeg Notre Dame



Shayleen Goretzki
District 10
Winnipeg West



Jodi Allen
District 11
Winnipeg Southeast



Megan MacDonald
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

Something shifted in the past year.

Our association earned a level of influence and recognition we've long worked toward.

Government representatives are listening more closely, not only to our concerns, but also to our recommendations and solutions. Members of the media are relying on MAHCP for important healthcare system background and allied health perspectives. And within our ranks, members have realized their collective strength, especially after Central Table members forced the first, and shortest, healthcare strike in Manitoba since the 1990s, securing a tentative deal and subsequent ratification.

I won't claim MAHCP has "arrived". There is far more work ahead, but it is fair to say that our members and our association are stronger today than we were at this time in 2024. We can use this position to push for the urgent change we know our healthcare system needs.

That said, many of you may not yet be feeling tangible benefits from the progress we've made. While public healthcare wages improved with the Central Table agreements we ratified in March, the system remains at a breaking point. Chronic understaffing, subpar infrastructure, systemic inefficiencies, and inequitable management practices continue. Many of the same leaders whose approaches contributed to these problems remain in place.

Our members outside of Central Table (Non-Central or Local Tables), Dynacare among them, still trail the public sector in wages and benefits, with real consequences for recruitment, retention, and patient care. Realities like these keep us focused.

The gains of this past year were not accidental. MAHCP achieved some of our goals through member resolve, bargaining discipline, public communication, and persistence. At the same time, Manitoba's healthcare system remains under extraordinary strain. Our advocacy will not always produce immediate change, and we will continue to meet resistance from entrenched systems and interests. Progress is not linear, and what we achieved this year is a foundation, not a finish line.

Thank you to every member, on the job, at town halls, on picket lines (that were prepared, but not activated), and to those contributing through countless conversations that inform our direction. Thank you to the Executive Council, staff, and Member Advocates whose commitment makes a lasting impact for those on the frontlines.

MAHCP's substance is our members' excellence, rigour, and integrity. As highly trained, specialized professionals, we are vital to the healthcare system, whether we work directly with patients or quietly behind-the-scenes. As a collective, we are strong, and our voice continues to grow louder. Together, we must insist on a system that values the people who sustain it.

To members who are encouraged by progress, stay engaged. Implementation is where wins become real.

To members who are unhappy: critique belongs here, and your participation will make our next steps smarter and faster.

ADVOCACY IN ACTION.

Over the past year, MAHCP contributed significantly to vital healthcare media coverage across radio, television, print, and online. We are intentional in our approach, and always fair and accurate, so policymakers cannot ignore allied health perspectives. Public attention spiked as we approached the Central Table strike deadline in early March, resulting in a wider platform for our message: invest in stabilizing allied health or risk system failure. These moments cultivated understanding with Manitobans and demanded the attention of decision-makers, even if they didn't solve everything at once.

We invested in structured outreach, consistent member updates, public statements on urgent issues like paramedic safety, home care scheduling failures, and rapid situational communications during emergencies in the North. These efforts were not intended to gain publicity, but rather, they were tools to advance key priorities, such as recruitment, retention, workload, and safety.

We expanded our access within government, engaging in regular meetings and correspondence with ministers and senior officials. Although open lines of communication cannot guarantee action, and progress is slower than we'd like, we are taking important steps forward. And the steps are cumulative: well-informed bargaining strategy, public advocacy, and persistence working together to achieve the greatest gains for our members. Central Table contract enhancements, and recently ratified agreements at Aboriginal Health & Wellness and Community Therapy Services, are among them.

“Invest in stabilizing allied health or risk system failure.”



MEMBER PERSPECTIVES.

Across our professions, members continue to share stories that reflect the challenges they face and their hope that meaningful change is possible.

A Northern member described the exhaustion of months of vacancy-driven overtime. New wage steps and differentials don't erase fatigue or fix a broken workplace culture, but for the first time, this member could **“see a path where staying is realistic”**. It is a step forward, though not yet enough; proper implementation and long-term workforce planning must follow.

In diagnostic services, a technologist explained how staff shortages delay essential imaging by slowing patient flow and equipment upkeep. **“What we need most is predictable staffing and time to do the job right.”** Their words remind us that retention and workload improvements create safer environments for everyone, including patients.

A community-based clinician spoke of threats to both personal and patient safety, describing how disheartening it feels to see inadequate protection for those delivering frontline care. They also admitted that **“leaving the work they care deeply about would only add to the strain for their patients and colleagues”**. This is emblematic of systems so brittle that professionals are torn between a duty of care and their own wellbeing.

While these testimonies originate from diverse corners of the healthcare sector, members working in any of our 45+ professions could tell similar stories. The common thread is clear: rare expertise stretched thin, capacity under strain, and the belief that better is possible when decisions are based on evidence and real practice.

“Member experience is essential to shaping our priorities and measuring progress.”



PRESIDENT'S REPORT

Strategic priorities for the year ahead.

Central Table contract implementation, without shortcuts.

General wage increases, \$3/hour step standardization, the Northern differential, and the new 15- and 25-year long-service steps are in place. The rural differential and some other contract provisions remain outstanding (or employers are inconsistently applying them) at the time of writing.

We've filed grievances where necessary, and we will keep doing so. These agreements were designed to recruit and retain allied health professionals; the employer's neglect to implement the terms in a fair and timely way is a core failure.

Dynacare bargaining - closing the gap.

More than 300 lab professionals in our largest Local Table face a widening wage and benefits gap compared to public sector labs. Dynacare's contract expires March 31, 2026, and we are preparing for difficult negotiations.

We approach this round of bargaining confident that all 7,400+ MAHCP members stand together. Dynacare members deserve equal pay for equal work, and it's required to ensure safe and stable staffing.

Evidence-based solutions, co-designed with members.

The provincial government's Health Care Retention and Recruitment Office lists eight priority professions, five of which are allied health occupations:

- paramedics
- respiratory therapists
- pharmacists
- medical radiation technologists
- mammographers

A focus on allied health professions is an opportunity for us to help shape policy by combining our data with frontline expertise to advance practical solutions. We know many more professions deserve equal attention and we are advocating accordingly.

Engagement and leadership development.

MAHCP is member-driven. We must empower members to serve on Executive Council and as Member Advocates. Member experience is essential to shaping our priorities and measuring our progress.

Jason Linklater
PRESIDENT



Executive Director's REPORT

Keely Richmond, Executive Director

MAHCP staff had a busy and transformative year, marked by meaningful progress.

Behind the scenes, our team focused on improving how we work, streamlining internal processes, and enhancing member service delivery.

From refining intake procedures to automating routine tasks, the changes made throughout 2024-25 reduced administrative burden, improved consistency, and strengthened communication with members.

What's most impressive is that these improvements were driven from within – powered by staff insight, collaboration, and commitment to doing things better. I'm proud to be part of this dedicated team of professionals who work to support you.

This past year has shown us what we can accomplish together, even in the face of adversity. We've made significant progress, and while challenges remain, the collective strength of our membership propels us forward.

CENTRAL TABLE SUCCESS

We reached a major milestone with the ratification of our 2024-28 Central Table collective agreements (Shared Health, Northern Health Region and Winnipeg-Churchill Health Region Employers Organizations). These agreements, in which we secured meaningful financial gains and improved working conditions, reflect the strength of our membership. They're a testament to what we can achieve when we're united.

Ratification is just the beginning. Our team's purpose is to help members understand what the agreement means for them, and to empower every member to confidently navigate their rights and responsibilities.

That's why we're developing a Contract Interpretation Manual – a dynamic, accessible resource to help members navigate the new language, rights, and benefits. This manual is shaped by members' experiences and will evolve with your insights, questions, and feedback, becoming a practical tool for everyday use. Whether you're seeking information on wage adjustments, scheduling rights, leave entitlements, or new provisions, you should consider this your go-to resource.

“What's most impressive is that organizational improvements were driven from within – powered by staff insight, collaboration, and commitment to doing things better.”

EXECUTIVE DIRECTOR'S REPORT

LOCAL BARGAINING TABLES

We ratified a first contract with Canadian Blood Services; achieved an historic agreement for more than 40 employees working at Aboriginal Health & Wellness Centre, including a significant market adjustment fund; and finalized an agreement with Community Therapy Services, an adjunct table to our Central Table. We're pleased with the progress toward parity.

In 2025-26, we return to the table with:

- Aboriginal Health and Wellness Centre
- Dynacare
- Jocelyn House
- Manitoba Clinic
- Manitoba Possible

Preparation for these tables has presented new challenges due to amendments to the Labour Relations Act that came into force last year. Unionized workplaces must now determine essential services 180 days before their agreement expires — a shift that could affect our right to strike. This legislation introduces a new dynamic we must navigate carefully.

“Employers must commit to real, meaningful solutions to retain allied health professionals in Manitoba’s health system.”

ONGOING ADVOCACY

MAHCP continues to push for a provincial allied health workforce plan that includes better benefits and expanded training opportunities. We are also working with the employer on recruitment and retention recommendations to present to government.

This year’s wildfires underscored the urgent need to strengthen disaster management language and provisions in our collective agreements, while ongoing grievances highlight how far we are from meeting even basic requirements. Provincial issues include vacancy management, safety and health, accommodations, heavy workloads, staff burnout, and involuntary reassignments. We also have several contract implementation grievances filed related to ICU/ED/Urgent Care premiums and rural differentials.

To strengthen accountability, we are refining Labour Management Committees across the Central Table Employers Organizations. These committees are required as part of our collective agreements and provide a channel to monitor trends and ensure compliance on issues such as workload, workplace violence, staffing, vacancy postings, and inconsistent scheduling. Employers must commit to real, meaningful solutions to retain allied health professionals in Manitoba’s health system.

LABOUR RELATIONS

Our labour relations staff and leadership are committed to protecting and advancing our members’ workplace rights. MAHCP prefers collaborative approaches that yield creative solutions, while remaining ready to take a more positional stance when necessary.

Grievance Statistics

SEPTEMBER 1, 2024 - AUGUST 31, 2025

293

GRIEVANCES
OPENED

146

FILES
CLOSED

GRIEVANCE INVESTIGATION PROCESSES:

35

REFERRED

18

COMPLETED

5

LABOUR BOARD
HEARINGS

3

CONCILIATIONS
OR MEDIATIONS

ARBITRATIONS:

28

REFERRED

7

COMPLETED

EXECUTIVE DIRECTOR'S REPORT

ORGANIZING MOMENTUM

MAHCP continues to be approached by non-unionized allied health professionals interested in joining our association:

- A record number of employees from provincial health employers joined us in 2024-25, including Pan Am Clinic's Orthopedic Technologists/Athletic Therapists and WRHA's Geriatric Mental Health Assessment and Geriatric Program Assessment Teams.
- Rural members joined our Dynacare bargaining unit.
- We recently filed for certification of Dental Assistants at Assiniboine Dental Group, one of the largest private dental offices in the province. This marks a unique opportunity to bring union benefits to an underrepresented sector. We commend the bravery and conviction of this group.

MEMBER ENGAGEMENT & SOLIDARITY

Member engagement is the lifeblood of a thriving union and your voices shape our direction. Thank you to the 100+ Member Advocates who support our staff and council in connecting meaningfully with members across worksites. Thank you also to our affiliate unions, in Manitoba and across Canada. As a united labour movement, we are building a stronger, more resilient future for all unionized healthcare workers.

I extend my sincere gratitude to our President, Table Officers, Executive Council, MAHCP staff, and, most importantly, the members. It is a privilege to collaborate with such a dedicated team and to contribute to advancing MAHCP's vital initiatives in support of our valued allied health membership.

When we work together, we're not just protecting what we've won — we're shaping what comes next and advocating for a better future for allied health.

Together, we can lead change in the healthcare system.

Keely Richmond
EXECUTIVE DIRECTOR

Notable grievances

Safety & Health Violations

Our ongoing effort to redress Shared Health's inadequate safety and health measures, as well as their overall disregard for the terms of the Workplace Safety & Health Act, is paving the way for a true culture of safety in the healthcare sector.

Dauphin MRI Safety & Staffing

Our grievance forced Shared Health to post a fourth MRI position and conduct a safety audit that resulted in enhanced safety for technologists.

Wellness Leads

MAHCP appealed to the Manitoba Labour Board to include these positions in our bargaining unit, ensuring they receive the same benefits and protections as other unionized employees.

Women's Health Clinic Safety

MAHCP partnered with other unions to address significant safety risks at the Graham Avenue site.

Christmas Eve Shutdown

A grievance filed on behalf of members at Selkirk Mental Health Centre and Shared Health – Mental Health & Addictions resulted in clear and consistent guidelines for those required to work on the afternoon of December 24th.

COVID Outbreak Pay & ER Grievance

While the arbitration outcome wasn't fully successful, it provided valuable lessons for future Memorandum wording.

MAHCP. Staff



Keely Richmond
Executive Director



Kevin MacFarlane
Director of Administration
& Finance



Jacob Giesbrecht
Legal Counsel



Tim Smith
Manager, Special Projects



Teresa Bowerman
Executive Liaison



Christine Logan
Executive Assistant



Poonam Randhawa
Senior Labour
Relations Officer



Cory Szczepanski
Senior Labour
Relations Officer



Cheryl Beal
Labour Relations Officer



Angie Boehm
Labour Relations Officer



Rebecca Clifton
Labour Relations Officer



Garrett Finck
Labour Relations Officer



Aylin Izzet
Labour Relations Officer



Chelsea Kaufmann
Labour Relations Officer



Dyesebel Martinez
Labour Relations Officer



Roger Quenelle
Labour Relations Officer



Leanne Roberts
Labour Relations Officer



Yaza Shapata
Labour Relations Officer



Tania Wiebe
Labour Relations Officer



Karen Viveiros
Communications
Officer



Erin Hill
Communications
Associate



Candice Keam
Administrative
Coordinator



Kiran Boparai
Administrative Assistant



Cathy Langit
Administrative Assistant



Rachiel Langit
Administrative Assistant



Marissa Morgan
Administrative Assistant



Vice-President's REPORT

Tanya Burnside, Vice-President

As a proud MAHCP member for more than 20 years, and your Vice-President, it is a privilege to reflect on the accomplishments and activities that have shaped our union. I take great pride in contributing to MAHCP's growth and success, and I am honoured to ensure transparent and accountable operations in every role I serve.

The Vice-President's role provides the opportunity to chair and participate in several key committees, including the Constitution & Policy Committee and Oversight Committee, both of which play critical roles in ensuring the integrity and effective operation of our union.

In addition to these leadership roles, I also serve on the Finance Committee, Central Table Bargaining Committee, Strike Readiness Committee, and several local table bargaining committees. The work of these committees is driven by members' voices, and gathered during membership meetings I attend throughout the year.

Each conversation counts. Each concern question and suggestion members bring forward helps guide our initiatives and strengthen our direction.

"I will continue to advocate for fairness, transparency, and accountability – values that are essential to our union's success."

CENTRAL TABLE COMMITTEE INVOLVEMENTS

As a member of the **Central Table Bargaining Committee**, I participated in negotiations, guided by our membership and in alignment with MAHCP's Mission Statement. This spring, we ratified a new agreement, and the focus has shifted to implementation. I've had the opportunity to serve in numerous bargaining cycles with MAHCP, and at times, I feel like a historian of our collective journey. I can confidently say that our union has some of the most dedicated, informed, and strategic bargaining committee members.

The **Market Adjustment & Wage Standardization (MAWS) Committee** has begun meeting with the employer to initiate the important work ahead. With some MAWS 2025 initiatives already implemented, our committee has turned its attention to the membership-wide six-step salary adjustment, and a comprehensive review of the Mental Health & Addictions, Social Work, and Community classification groupings.

As a member of the **Strike Readiness Committee**, I supported the bargaining team and broader membership in being empowered, organized, and united. Our committee developed the structures, tools, and communication strategies to mobilize responsibly in the event of a strike, while protecting member rights and maintaining strength at the table.

VICE-PRESIDENT'S REPORT

THOMPSON LABOUR COUNCIL

I proudly represent MAHCP on the Thompson Labour Council, where I serve as Vice-President and I am currently fulfilling the role of Acting President. This council brings together the region's affiliate unions to discuss shared challenges, exchange strategies, and work collectively toward solutions—always with a focus on supporting Northern members.

In addition to advocacy and collaboration, the Labour Council is active in the community. We participate in events such as local parades, food drives, and other community initiatives to promote the visibility and value of organized labour in the Thompson region.

This fall, the Thompson Labour Council partnered with the Manitoba Federation of Labour (MFL) to provide a two-day Health and Safety workshop in Thompson. Bringing education and training opportunities to the North is an initiative we are proud to lead.

EDUCATION

This year, I completed additional training through the Manitoba Association of Safety in Healthcare (MASH), the Workers Compensation Board (WCB) and Workplace Investigation Training from the University of New Brunswick. These courses have equipped me with a solid foundation in workplace safety and compensation matters—critical areas where members often require informed support and advocacy.

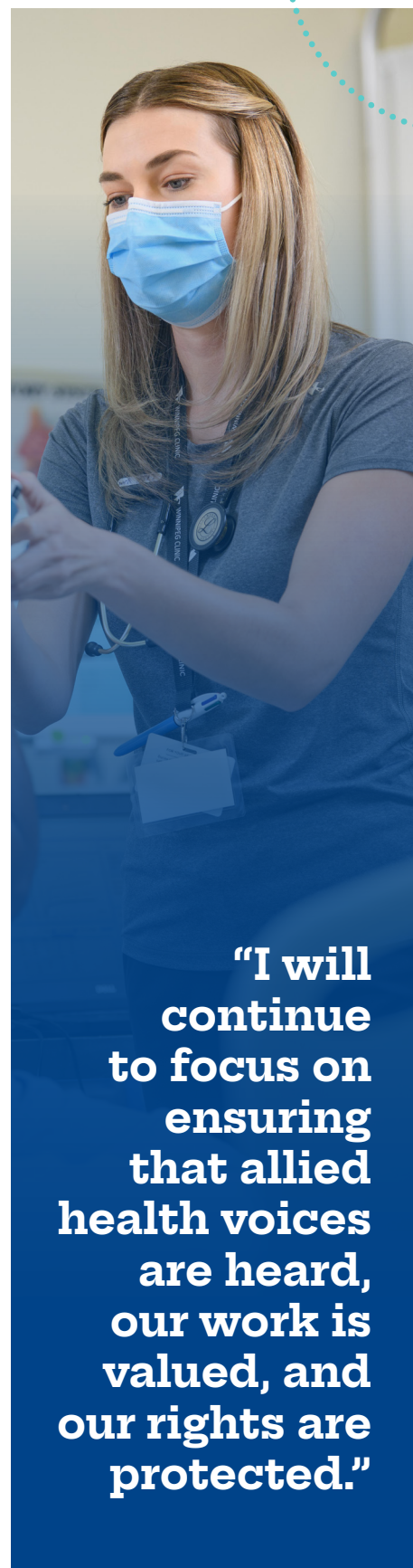
It continues to be an honour to serve as your Vice-President and to represent the interests of our diverse and dedicated membership.

Through committee work, bargaining efforts, education, and community engagement, I am committed to advancing MAHCP's goals of with transparency, accountability, and integrity.

Together, MAHCP members have made important strides, and there is more work to be completed. I will continue to focus on ensuring that allied health voices are heard, our work is valued, and our rights are protected. Thank you for your continued trust and support. I look forward to the ongoing work ahead and to building an even stronger future for all MAHCP members.

In solidarity,

Tanya Burnside
VICE-PRESIDENT



**"I will
continue
to focus on
ensuring
that allied
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Finance

COMMITTEE REPORT

Committee Members: Wayne Chacun (Chair), Tanya Burnside, Jason Linklater, Shona Litke, Leann Oakley, Karen Roth, Lyle Sasek

Unions must be financially healthy to properly serve their membership. Everyone at MAHCP, both members and staff, have worked hard this past year to ensure the organization's financial stability. For a more complete picture of our finances, please refer to the past year's audited statements as well as to the current year's budget (2025/26).

Here are some important highlights from the 2024-25 fiscal year:

Revenue from membership dues was \$645,070 lower than the 2023-24 fiscal year due to an anomalous 23-24 in which our members received significant retro payments. After more than five years without a pay increase, retro pay resulted in a large retro dues payment to MAHCP. If we take out the anomalous 23-24 year, we see that 24-25 is \$1,968,216 higher in dues than 22-23.

Prudent financial decisions by the Finance Committee enabled us to see a net income of \$1,079,009 for the 2024-25 fiscal year. These decisions include our financial department switching from cheques to electronic payments, and a commitment to depleting the stock of items such as paper, envelopes, and promotional products before purchasing items featuring the new MAHCP logo.

MAHCP has pushed to reduce overall paper usage, moving to electronic documents, not only during bargaining, but in all aspects of the organization. This saved over \$86,000 per year. Additionally, while it doesn't save the organization money on a monthly basis, MAHCP updated its IT provider to TELUS for improved security and cyberattack prevention. This has greatly reduced the risk we previously faced.

In the past year, MAHCP contracted a third party to conduct an actuarial review of the liability for post-retirement employee health benefits. We made adjustments during the audit to account for this liability.

The MAHCP Defense Fund is to be used in the event of a strike. At the end of the 2024-25 fiscal year, the fund was at \$4,458,189, and this fall, Executive

Council increased the fund by adding \$400,000 from net income and \$141,957 of interest earned on investments. The Defense Fund is now valued at \$5,000,146.

The MAHCP Reserve Fund was set up to ensure money is available to use in the event of unexpected expenditures, which may include representation votes, necessary campaigns not budgeted for, or a building fund. Executive Council must approve any expenditure. At the end of the 2024-25 fiscal year, the Reserve Fund was at \$659,045. It has now increased to \$1,195,197 by adding \$474,047 from net income and \$62,105 of interest earned on investments.

Since the current lease on the MAHCP office expires at the end of 2029, MAHCP has established a building committee to evaluate the organization's needs going forward and to ensure we examine the best options.

Thank you to the Finance Committee members for your diligence and commitment to operational soundness. I also wish to acknowledge the contributions of all MAHCP staff members, especially those who attend Finance Committee meetings: Executive Director, Keely Richmond, Executive Liaison, Teresa Bowerman, and Manager of Special Projects, Tim Smith. I also extend a special note of gratitude to Director of Administration & Finance, Kevin MacFarlane, for the financial expertise he provides MAHCP.

Wayne Chacun
TREASURER

FISCAL 2025-26

Budget Overview

CATEGORY		BUDGET
INCOME		
Ordinary Income		
	Interest Income	\$168,700
	Membership Dues	\$7,836,097
EXPENSES		
Accounting		
	Accounting Fees	\$20,000
	Audit Fees	\$21,000
	Banking Service Fees	\$700
Advertising		
	Campaigns	\$375,000
	Promotional	\$81,000
Donations		
	General	\$12,700
	Occupational	\$10,000
	Strategic Partnerships	\$15,000
IT Support		
	Audio Visual	\$11,000
	Hardware/Replacement	\$30,000
	IT Maintenance & Repairs	\$49,200
	Software Subscriptions	\$107,600
Legal Fees		
	MAHCP (Membership)	\$145,000
	Unifor (MAHCP Staff Members)	\$40,000
Meetings		
	Meals	\$22,800
	Meeting Rooms	\$8,250
	Member Delegate Fees	\$10,000
	Mileage - Staff	\$9,600
	Registration Fees	\$5,000
	Salary Replacement	\$532,200
	Supplies & Services	\$3,300

FISCAL 2025-26

Budget Overview (cont'd)

CATEGORY		BUDGET
EXPENSES		
Office		
	Communications - Phone & Internet	\$34,400
	General Office Supplies	\$56,000
	Insurance	\$22,800
	Office Equipment Supplies/Lease	\$3,500
	Printing	\$35,000
	Rent & Taxes	\$240,000
	Repairs & Maintenance	\$79,000
	Resource Materials	\$30,000
	Utilities	\$9,080
Travel		
	Accommodations	\$62,850
	Airfare	\$70,000
	Meals	\$25,480
	Mileage	\$44,200
Consulting Fees		\$10,000
Education/Training - Members		\$15,000
Education/Training - Staff		\$30,000
External Membership Dues		\$376,200
Grievance Investigator		\$60,000
Honorarium		\$30,000
Professional Development - Members		\$25,000
Salaries		\$4,374,520
Scholarships		\$15,000
		TOTAL INCOME
		\$8,004,797
		TOTAL EXPENSES
		\$7,157,180
		NET INCOME
		\$847,617



Bargaining COMMITTEE REPORT

Wayne Chacun, Treasurer and Chair, Central Table
Bargaining Committee

In early 2025, Executive Council passed a motion that a member of Executive Council should participate as a member on each Bargaining Committee to ensure continuity between tables, and to communicate on progress and challenges when reporting to Executive Council.

In this term, Vice-President Tanya Burnside and Treasurer Wayne Chacun were assigned across the tables to bargain alongside MAHCP Labour Relations staff and committee members.

Here is a status update on all MAHCP's bargaining tables:

CENTRAL TABLE

On March 19, MAHCP's Central Table members ratified new agreements following a year of difficult negotiations. It felt to many committee members as though we'd been in bargaining mode since 2021, going straight from finalizing the 2018–2024 agreements into preparations to bargain new agreements.

During the last round of negotiations, the committee achieved many worthwhile contract enhancements.

- The \$3.00/hr increase made many allied health salaries competitive with other provinces.
- The Northern and Rural differentials will help retain healthcare professionals and recruit new staff to these areas.
- We achieved language improvements related to shift premiums, Income Protection and scheduling, and we finalized many occupation-specific MOUs.

Agreements are only strong if we work together to ensure they're upheld. If something hasn't been implemented or the employer is violating the collective agreement, we encourage you to notify your Labour Relations Officer (LRO).

A huge thank you to the Central Table bargaining team for advocating for the best for their fellow union members, and to MAHCP staff and Executive Council for supporting us along the way.

President Jason Linklater was relentless in his efforts to champion a strong deal, while Lead Negotiator Keely Richmond's knowledge and tenacity was instrumental in achieving our agreement.

The MAHCP Administrative team organized the committee and kept track of our documents. LROs provided invaluable knowledge about ongoing issues members are facing in their worksites. Special thanks to Garrett Finck and Cory Szczepanski for their insights, and the valuable skills they brought to the bargaining table. Secretary Leann Oakley, and LROs Roger Quenelle and Cory Szczepanski delivered strike planning and co-ordination; our communications team provided regular updates to members, and the finance department costed the proposals, ensuring a level of transparency that we had never before achieved.

Finally, thank you to MAHCP's Executive Council directors for their guidance and sound decision-making, and to our 7,000 Central Table members for staying the course. We know bargaining is a long and arduous process. You made time to read email updates, attend town halls, and participate in strike and ratification votes. This high level of member engagement energized us at the bargaining table.

COMMITTEE MEMBERS:

- Members: Wayne Chacun (Chair), Suzanne Blouin, Tanya Burnside, Melissa Campbell, Shayleen Goretski, Janna Holowick, Chris Lawson, Shona Litke, Lori Marlow, Emma Mercer, Jana-Leigh Povey, Lyle Sasek, Sylvie Theriault, Lisa Wilson
- MAHCP Staff Support: Garrett Finck (LRO), Keely Richmond (Lead Negotiator), Cory Szczepanski (Sr. LRO)

BARGAINING REPORT

NON-CENTRAL (LOCAL) BARGAINING REPORT

All members must have a strong voice in the bargaining process. Non-Central Table Bargaining Committees design and execute bargaining strategies that address the specific needs of members in unique workplaces, and pursue competitive agreements tailored to the realities of these specialized groups.

These committees are made up of representation from among the affected membership, as well as MAHCP LROs, and an accompanying member of Executive Council.

Wayne Chacun

**TREASURER & CHAIR, CENTRAL
TABLE BARGAINING COMMITTEE**

BARGAINING UNIT	CURRENT CONTRACT
Aboriginal Health & Wellness Centre	2022-26 Preparing to bargain
Brandon Clinic	2024-28
Canadian Blood Services	2025-29
Community Therapy Services	2024-28 Ratified this year
Dynacare	2022-26 Preparing to bargain
Jocelyn House	2022-26 Preparing to bargain
Manitoba Clinic	2023-25 Preparing to bargain
Manitoba Possible	2023-26 Preparing to bargain
Winnipeg Clinic	2022-26 Preparing to bargain

LOCAL TABLE

Bargaining Highlights

Community Therapy Services (CTS)

The CTS committee was successful in their recent round of bargaining, working diligently to achieve parity in many areas secured at the Central Table earlier this spring. Members ratified their agreement on June 19, 2025.

COMMITTEE:

- Members: Rachel Hamm & Andrew Sonnasinh
- LROs: Angie Boehm & Cory Szczepanski
- Executive Council: Tanya Burnside

Jocelyn House

The committee has negotiated the Essential Services Agreement (ESA) and conducted a call for proposals. The committee met at the end of September for training and proposal vetting, and work is underway to prepare the proposal package.

COMMITTEE:

- Members: Roxanne Fillion & Alexandra King
- LRO: Leanne Roberts
- Executive Council: Tanya Burnside

Dynacare

Thank you to all Dynacare members who put their names forward to serve on the committee for this round of bargaining. With more nominations than available spots, the MAHCP team conducted interviews, and selected committee members to ensure strong and balanced representation. In the beginning of September, the committee issued a call for bargaining proposals from the membership.

COMMITTEE:

- Members: Kim Burling, Donna Corrigan, Tasha Cook, Kelly Curtis, Lisa James (alternate), Sandra Perrault
- LROs: Garrett Finck & Roger Quenelle
- Executive Council: Tanya Burnside

Manitoba Clinic

MAHCP has issued a call for committee members, and we are soliciting proposals from the membership solicited. Bargaining will begin this fall.

COMMITTEE:

- Members: TBD
- LRO: Chelsea Kaufmann
- Executive Council: Wayne Chacun



Member Engagement COMMITTEE REPORT

Committee Members: Leann Oakley (Chair), Jodi Allen, Arlene Boychuk, Megan MacDonald, Jasmine Masse, Lesa Nordick

A union is a people, and we are strengthened by a shared purpose and connection.

MAHCP's Member Engagement Committee (MEC) designs initiatives to build union solidarity, investing in members through key programs including educational opportunities, social and community events, and strategies to inspire involvement and fun.

It was my honour this year to chair MEC. Here is a summary of our activities for 2024-25:

MEMBER ADVOCACY

In 2024, we hosted our largest-ever Member Advocate conference and networking day, with more than 50 MAs participating in union activist training.

MAHCP-BRANDED 'SWAG'

Following the October 2024 launch of our new visual identity, we curated a selection of branded products to give to members who support union advocacy, lead workplace campaigns, or volunteer with MAHCP. From apparel to mugs, water bottles,



MAHCP at the 2025 Winnipeg Pride Parade



Formal proclamation of Allied Health Professionals Recognition Week at the Manitoba Legislature.

lunch kits, reels and cart coins, MEC wants you to demonstrate your union pride! Stay tuned for more ways to get your hands on these items.

ALLIED HEALTH WEEK

In May 2025, MAHCP members attended the formal proclamation of Allied Health Professionals Recognition Week at the Manitoba Legislature. The Minister of Health, Seniors & Long-term Care, along with sitting members from the Liberal and PC caucuses, addressed MAHCP members and acknowledged allied health's vital role in Manitoba's healthcare system. We also launched contests, activities and brain-teaser puzzles to highlight allied health professions. Thank you to all members who participated, and to those who volunteer year-round in MAHCP healthcare promotion events, campaigns, and spotlights.

PRIDE

In June, MAHCP members marched in the Winnipeg Pride Parade alongside the Manitoba Federation of Labour and fellow affiliates in support of the 2SLGBTQIA+ community. For the first time, MEC rolled out a collection of PRIDE wear designed by MAHCP's communications team. Bucket hats, ball caps, t-shirts, buttons, and tattoos enabled our delegation to show up and make a splash!

MEMBER ENGAGEMENT COMMITTEE REPORT

NUPGE

As a component of the National Union of Public & General Employees, MAHCP is investing in allied health advocacy at the national level. This year, MAHCP members contributed to NUPGE's Canada-wide survey of healthcare employees, helping to shape advocacy priorities. In June, 16 council and staff members attended our first triennial convention in Fredericton, New Brunswick, connecting with allied health union leaders from across Canada.

ORANGE SHIRT DAY 2025

To mark the National Day for Truth & Reconciliation on September 30, MAHCP created a t-shirt featuring artwork by Ojibway artist Jackie Traverse. Commissioned by MAHCP in 2024, 'Protect the Medicine' is a demonstration of support for Residential School Survivors and speaks to our commitment to strive for equitable and culturally safe healthcare. In conjunction with the apparel sale, MEC pledged a \$1,000 donation to the artist's charitable organization of choice, Ikwe Widdjiitiwin, an Indigenous crisis shelter for survivors and victims of gender-based violence in Winnipeg. We are grateful to all members who purchased a shirt and to those who made their own charitable donation to Ikwe.

HONOUR ROLL

This recognition celebrates members (current or past) who have given their time and skills to the union, whether through Executive Council volunteerism and committee involvement, service as a Member Advocate, or by supporting other important activities. For 2024-25, the committee selected two recipients who will be honoured at the Annual General Meeting.

2025 SCHOLARSHIPS

This year, MEC awarded 12 MAHCP Scholarships (\$500 each), three Monique Wally Memorial Scholarships (\$500 each), and five Continuing Education Scholarships (\$1,500 each). We received many applications, and I am thankful to the committee for their diligence in adjudicating.

Thank you to the members of MEC for all your hard work this year. I am wowed by your creativity and energy, and I look forward to continuing to maximize MAHCP membership.

Leann Oakley
SECRETARY

2025 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.

Ashwyn Arjoon

Anto Sharmini Arjoon - WRHA Centralized Services

Luke Bushuk

Rosemarie Bushuk - Riverview Health Centre

Ava Cooley

Clair Cooley - SH Diagnostic Interlake Selkirk Regional HC

Cassidy Gordovez

Rosemarie Gordovez - SH Diagnostic SBH

Anqi Guan

Yunli Zhang - SH Diagnostic HSC

Brayden Hildebrand

Chris Hildebrand - Access River East

Edie Johns

Carla Johns - Health Sciences Centre

Talia Kagan

Kori Kagan - Rehab Centre for Children

Ava Lawrence

Lesla Nordick - The Pas Community Health Program

Alexander Mackin

Sheila Mills - WRHA Midwives

Caitlyn McPherson

Shannon McPherson - Grace Hospital

Benjamin Weber

Jennifer Weber - Women's Health Clinic

MONIQUE WALLY MEMORIAL SCHOLARSHIPS | \$500

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

Delaney Groot

Danica Van Leeuwen

Brooke Rempel

CONTINUING EDUCATION | \$1,500

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

Carlee Henderson

Amy Anne Smith

Krislyn Roth

Andre Vanderstoep

Amy Schneider

2024-25

Membership Report

CENTRAL TABLE

EMPLOYERS ORGANIZATIONS

of Bargaining Unit Members¹
As of August 2025

Northern Health Region Employers Organization (NHREO)	132
Shared Health Employers Organization (SHEO)	4,532
Winnipeg-Churchill Health Region Employers Organization (WCHREO)	2,333
TOTAL	6,997

LOCAL TABLE

EMPLOYERS

of Bargaining Unit Members¹
As of August 2025

Aboriginal Health & Wellness Centre	77
Brandon Clinic	2
Canadian Blood Services	2
Community Therapy Services	41
Dynacare	338
Jocelyn House	33
Manitoba Clinic	5
Manitoba Possible	54
Winnipeg Clinic	13
TOTAL	565

TOTAL BARGAINING UNIT MEMBERS 7,562¹

¹Total number of bargaining unit members (many members work at more than one facility).
Total number of individuals as of August 2025 is 7,416

2025-26

Nominations Report

Shayleen Goretzki, Chair

Congratulations and thank you to all members who put their names forward for Executive Council seats and Member Advocate positions.

MAHCP issued a call for nominations by email and on the website to the membership for both Executive Council directors and Member Advocates on April 17, 2025. We then issued two email reminders for nominations (May 13 and 23) and closed the nominations period on Friday, May 30, 2025 at 4 p.m. (as per policy).

MAHCP then held three elections: for the role of Vice-President, and for directors in Districts 12 and 14. The election period began at noon on Friday, August 29, 2025 for a period of seven days, and ended at noon on Friday, September

5, 2025. Members received electronic ballots by email from our secure, third-party voting application, Simply Voting, when the voting period opened.

All candidates were notified of the results later that afternoon, followed by an announcement to the membership the following week.

Shayleen Goretzki
CHAIR, NOMINATIONS

OFFICERS ELECTED BY ALL MEMBERS	DIRECTOR NAME	TERM
President	Jason Linklater	2024-26
Vice-President	Tanya Burnside	2025-27
DISTRICT NAME	DIRECTOR NAME	TERM
1 – Northern East	Vacant	2024-26
2 – Northern West	Lori Marlow	2025-27
3 – Prairie Mountain Health – North	Leann Oakley	2024-26
4 – Prairie Mountain Health – South	Wayne Chacun	2025-27
5 – Southern	Susan Garrity	2025-26
6 – Interlake-Eastern	Shona Litke	2024-26
7 – Winnipeg Northeast	Vacant	2024-26
8 – Winnipeg North	Vacant	2025-27
9 – Winnipeg Notre Dame	Sandra Perrault	2024-26
10 – Winnipeg West	Shayleen Goretzki	2024-26
11 – Winnipeg Southeast	Vacant	2025-27
12 – Winnipeg South	Megan MacDonald	2025-26
13 – Winnipeg Central 1	Jasmine Masse	2025-27
14 – Winnipeg Central 2	Kamlesh Patel	2025-27
15 – Winnipeg Central 3	Jana-Leigh Povey	2024-26
16 – Winnipeg Central 4	Lyle Sasek	2025-27

Oversight

COMMITTEE REPORT

Committee Members: Tanya Burnside (Co-Chair), Leann Oakley (Co-Chair), Arlene Boychuk, Jana-Leigh Povey, Lyle Sasek

As Vice-President, I serve as co-chair of the Oversight Committee. As outlined in the MAHCP Constitution, the Executive Council entrusts this committee with the responsibility of carrying out specific goals and directives. These may include governance reviews or the oversight of performance evaluations for Council officers, and when formal complaints are submitted as per Article 16. As co-chair, I am responsible for scheduling meetings and ensuring they are conducted in an orderly and effective manner.

The Oversight Committee regularly examines internal policies and procedures to ensure they continue to meet—or exceed—the needs of the organization, as defined by the Constitution and guided by Executive Council. This involves ongoing evaluation and, when necessary, recommendations

to amend, eliminate, or create new policies or processes.

Another critical function of the committee is to review and make recommendations regarding concerns or complaints related to members or governance processes. These situations require committee members to be impartial, detail-oriented, and well-versed in the governance structure of MAHCP.

On behalf of my co-chair, I extend sincere thanks to each committee member for their commitment and contributions throughout this term.

Tanya Burnside
VICE-PRESIDENT

HEB Trustee

REPORT

Keely Richmond, Executive Director & HEB Trustee

HEB Manitoba continues to focus on long-term stability, member service excellence, and strategic growth.

HEB Manitoba had a transformative year in 2024, marked by the launch of IRIS, a new benefits administration system that streamlines member and employer interactions. The Healthcare Employees' Pension Plan (HEPP) achieved a 16.1% return, its second highest ever, growing the fund to \$12.2 billion. The Cost of Living Adjustment (COLA) Plan issued its seventh consecutive annual payment, supporting retirees against inflation.

Strategic initiatives included a new internal operating plan and redesign of Healthcare and

Dental Plans, with implementation expected in 2026. All benefit plans remain fully funded, with premium adjustments made to maintain sustainability.

Membership reached 96,831, including 48,105 active and disabled members; 26,922 retirees; and 21,804 deferred vested members. MAHCP encourages members to [register for the new portal](#) to manage their benefits and receive communications.

Keely Richmond
EXECUTIVE DIRECTOR & HEB TRUSTEE

Constitution & Policy

COMMITTEE REPORT

Committee Members: Tanya Burnside (Chair), Susan Garrity, Shayleen Goretzki, Sandra Perrault, Jana-Leigh Povey

As Vice-President of MAHCP, I have the privilege of chairing the Constitution & Policy Committee (previously Governance Committee).

The chair is responsible for ensuring that committee meetings are scheduled and conducted in accordance with Robert's Rules of Order, and that all business aligns with the MAHCP Mission Statement and Constitution.

The C&P committee plays a vital role in shaping the framework of our union. Our commitment is to uphold and enhance organizational accountability, transparency, and functionality. We're tasked with the important responsibility of reviewing and making recommendations regarding MAHCP's governance and operational structure. Our primary focus is to ensure that internal policies and

processes continue to meet—or exceed—the evolving needs of both our membership and the organization as a whole.

The review process is ongoing and dynamic. It includes a thorough evaluation of existing policies and procedures, and position descriptions, as well as the development of recommendations to amend, abolish, or create new ones when improvement is warranted.

A significant example of the committee's work this year is a review of the MAHCP Constitution. As a result of the review, we submitted four constitutional resolutions for presentation to the membership at this year's AGM.

The proposed changes reflect the committee's thoughtful and collaborative work and are a testament to members' dedication. As part of our

due diligence, we requested the support of a certified parliamentarian to review all recommendations to ensure they meet constitutional and procedural standards. Our committee extends sincere thanks to Kevin Rebeck, President, Manitoba Federation of Labour, for his parliamentary expertise and support.

The resolutions we vote on as a membership at the AGM are a direct result of the hard work of this committee. I express my heartfelt appreciation to all committee members for their contributions and dedication throughout this term.

Tanya Burnside
VICE-PRESIDENT

"The Constitution and Policy Committee plays a vital role in shaping the framework of our union."



CONSTITUTIONAL RESOLUTIONS

Resolution #1 | Article 702

Current Language:

Elections will be held within one (1) month before the AGM. Ballots will be returned to and counted by an external agency selected by the Nominations Committee. Results will be announced and included in the minutes of the AGM. Ballots may be destroyed upon a motion to do so being carried at the AGM.

Proposed Changes (bolded):

Elections will be held **DELETE within INSERT at least** one (1) month before the AGM. Ballots will be returned to and counted by an external agency selected by the Nominations Committee. **DELETE Results will be announced and included in the minutes of the AGM. Ballots may be destroyed upon a motion to do so being carried at the AGM.**

New Proposed Language:

Elections will be held at least one (1) month before the AGM. Ballots will be returned to and counted by an external agency selected by the Nominations Committee.

Rationale:

Allows flexibility when an election can occur. Motion to destroy ballots has not been carried out since moving to an electronic external third party to conduct our votes. The incoming Executive Council is announced as part of the Nominations Report at AGM and there is a written Nominations report in the AGM booklet.

Moved by: Constitution and Policy Committee

Seconded by: Not required

Executive Council Recommends: Concurrence

Adopted: _____

Not Adopted: _____

CONSTITUTIONAL RESOLUTIONS

Resolution #2 | Article 605

Current Language:

The President shall:

- a) Call and preside at General Meetings of the Association and meetings of the Executive Council. May call and attend meetings of Member Advocates, unit meetings and special meetings as required.
- b) Serve as ex-officio member of standing and ad-hoc committees.
- c) Remain informed as to the activities and affairs of the Association and report to the Executive Council and membership at General Meetings on those matters.
- d) Monitor the effectiveness of the Association in establishing and accomplishing its objectives.
- e) Serves as one of the four (4) authorized signing officers for all cheques issued by the Association.
- f) Be a paid full time position.
- g) Perform such duties and functions as the Executive Council may determine from time to time.

Proposed Changes (bolded):

INSERT a) and reformat:

a) Be the primary spokesperson for MAHCP unless a designate is authorized by the President and/or Executive Council.

New Proposed Language:

The President shall:

- a) Be the primary spokesperson for MAHCP unless a designate is authorized by the President and/or Executive Council.
- b) Call and preside at General Meetings of the Association and meetings of the Executive Council. May call and attend meetings of Member Advocates, unit meetings and special meetings as required.
- c) Serve as ex-officio member of standing and ad-hoc committees.
- d) Remain informed as to the activities and affairs of the Association and report to the Executive Council and membership at General Meetings on those matters.
- e) Monitor the effectiveness of the Association in establishing and accomplishing its objectives.
- f) Serves as one of the four (4) authorized signing officers for all cheques issued by the Association.
- g) Be a paid full time position.
- h) Perform such duties and functions as the Executive Council may determine from time to time.

Rationale:

This function is not enshrined in the constitution and only found within the position description; this makes it clear who speaks on behalf of MAHCP.

Moved by: Tanya Burnside

Seconded by: Leann Oakley

Adopted: _____

Executive Council Recommends: Concurrence

Not Adopted: _____

CONSTITUTIONAL RESOLUTIONS

Resolution #3 | Article 801 (b)

Current Language:

- b) The Nomination Committee under the general direction of the Chair of the Constitution and Policy Committee shall:
- call and receive nominations that allow for the election of officers of MAHCP
 - oversee the election process, report the results to the general membership and provide for the nomination and election of Member Advocates.

Proposed Changes (bolded):

- b) The Nomination **DELETE Committee INSERT Officer** under the general direction of the Chair of the Constitution and Policy Committee shall:
- call and receive nominations that allow for the election of officers of MAHCP
 - oversee the election process, report the results to the general membership and provide for the nomination and election of Member Advocates.

New Proposed Language:

- b) The Nomination Officer under the general direction of the Chair of the Constitution and Policy Committee shall:
- call and receive nominations that allow for the election of officers of MAHCP
 - oversee the election process, report the results to the general membership and provide for the nomination and election of Member Advocates.

Rationale:

Moved away from a committee to a singular director performing the function of Nominations.

Moved by: Tanya Burnside

Seconded by: Wayne Chacun

Executive Council Recommends: Concurrence

Adopted: _____

Not Adopted: _____

CONSTITUTIONAL RESOLUTIONS

Resolution #4 | Article 606 (e) and 702

Current Language:

606 (e)

The Vice-President shall:

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

702

Elections will be held within one (1) month before the AGM. Ballots will be returned to and counted by an external agency selected by the Nominations Committee. Results will be announced and included in the minutes of the AGM. Ballots may be destroyed upon a motion to do so being carried at the AGM.

Proposed Changes (bolded):

606 (e)

The Vice-President shall:

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

702

Elections will be held within one (1) month before the AGM. Ballots will be returned to and counted by an external agency selected by the Nominations **INSERT Officer.** ~~Results will be announced and included in the minutes of the AGM. Ballots may be destroyed upon a motion to do so being carried at the AGM.~~

New Proposed Language:

606 (e)

The Vice-President shall:

- e) As Chair of the Constitution and Policy Committee, appoint a Nominations Officer.

702

Elections will be held within one (1) month before the AGM. Ballots will be returned to and counted by an external agency selected by the Nominations Officer. ~~Results will be announced and included in the minutes of the AGM. Ballots may be destroyed upon a motion to do so being carried at the AGM.~~

Rationale:

This reflects the changes 801 (b) and the renaming of the Nominations Committee to Nominations Officer.

Moved by: Tanya Burnside

Seconded by: Jasmine Masse

Executive Council Recommends: Concurrence

Adopted: _____

Not Adopted: _____