

October 22, 2026

RESOLUTION #1

Resolved,

NEW ARTICLE: Membership Dues Move article 507 to new Article and number it X01 and add X02 (and re-number the remaining articles)
Current Language: 507 Annual membership dues, levies, and/or assessments shall be determined by a two-thirds (2/3) vote at any General Meeting, provided that members have received two (2) weeks' prior notice of intention.
Proposed Changes (Bolded): X01 Annual membership dues, levies, and/or assessments shall be determined by a two-thirds (2/3) vote at any General Meeting, provided that members have received two (2) weeks' prior notice of intention. X02 Regular membership dues of the Association are 1.25% of Gross Earnings.
New Proposed Language: 601 Annual membership dues, levies, and/or assessments shall be determined by a two-thirds (2/3) vote at any General Meeting, provided that members have received two (2) weeks' prior notice of intention. 602 Regular membership dues of the Association are 1.25% of Gross Earnings.
Rationale: <i>The dues paid should have its own article and the amount members pay should be listed in the MAHCP Constitution, only to be changed at convention or a general meeting called with at least two (2) weeks' notice.</i>

Moved by: Wayne Chacun

Seconded by: Tanya Burnside

Executive Council Recommends: Concurrence

October 22, 2026

RESOLUTION # 2

Resolved,

Article 5: Membership

Current Language:

501 Except as otherwise herein provided, any person employed in a technical, technological, professional, or paramedical and other healthcare-related fields as determined by the Executive Council may apply for membership.

502 The Association may grant, withhold, suspend, or terminate membership according to criteria which shall be applied in a non-discriminatory manner.

503 Any eligible person who completes and signs an application form and pays prescribed dues and assessments shall enjoy all the rights and privileges of a "Member in Good Standing" membership.

504 The Association recognizes the role, authority, and value of the various professional societies and associations, and the designations they are empowered to confer, but does not require membership in any other organization as a condition of membership in the Association.

505

There are five (5) categories of Association membership:

1) "MEMBER IN GOOD STANDING":

- i) Dues paying members employed in a bargaining unit of the Association.
- ii) On a leave of absence as described in the collective agreement.
- iii) On layoff / recall from their employer within the provisions of their MAHCP collective agreement.
- iv) Being represented by the Association through the grievance/ arbitration procedure, until the dispute has been resolved.
- v) Casual employees who have contributed dues in the previous twelve (12) months.
- vi) Have completed and signed the membership application.

2) ACTIVE MEMBERS:

- i) Dues paying members employed in a bargaining unit of the Association.
- ii) On a leave of absence as described in the collective agreement.
- iii) On layoff / recall from their employer within the provisions of their MAHCP collective agreement.
- iv) Being represented by the Association through the grievance/ arbitration procedure, until the dispute has been resolved.
- v) Casual employees who have contributed dues in the previous twelve (12) months.
- vi) Have not completed and signed the membership application.

3) ASSOCIATE:

- i) Retired, laid off, or permanently disabled people, who were previously full members and are no longer employed in a bargaining unit of the Association. Associate members receive the official publications of the Association and are entitled to participate in programs offered by the Association.
- ii) Staff persons employed by the Association.

4) HONORARY:

People who are not full or associate members but are recognized by the Association for their particular contribution to the Association.

5) HONOUR ROLL:

Full members or former full members who are recognized by the Association for their valuable contributions to the affairs of the Association.

506

The rights of members of the Association are:

- 1. "Members in Good Standing" are entitled to attend and speak at General Meetings of the Association, vote on Association business, participate in ratification votes, hold elective office, and are eligible for appointment to committees.
- 2. Active Members are entitled to attend General Meetings of the Association and participate in ratification votes. Active Members are not entitled to hold office or vote on all matters in accordance with the Constitution.
- 3. Associate Members may attend Biennial General Meetings of the Association but do not have the right to vote. Associate Members are not able to hold elective office. Associate Members are eligible for appointment to committees.
- 4. No member of an MAHCP bargaining unit shall hold an elected/ appointed position in MAHCP while holding an elected/appointed position in another bargaining unit (union).

507

Annual membership dues, levies, and/or assessments shall be determined by a two-thirds (2/3) vote at any General Meeting, provided that members have received two (2) weeks' prior notice of intention.

Proposed Changes (Bolded):

501 Except as otherwise herein provided, any person employed in a technical, technological, professional, or paramedical, and other healthcare-related fields as determined by the Executive Council may apply for membership.

502 The Association may grant, withhold, suspend, or terminate membership according to criteria which shall be applied in a non-discriminatory manner.

~~**DELETE 503 Any eligible person who completes and signs an application form and pays prescribed dues and assessments shall enjoy all the rights and privileges of a "Member in good standing" membership.**~~

503 The Association recognizes the role, authority, and value of the various professional societies and associations, and the designations they are empowered to confer, but does not

require membership in any other organization as a condition of membership in the Association.

DELETE There are five (5) categories of Association membership:

1) "MEMBER IN GOOD STANDING":

- i) ~~Dues paying members employed in a bargaining unit of the Association.~~
- ii) ~~On a leave of absence as described in the collective agreement.~~
- iii) ~~On layoff / recall from their employer within the provisions of their MAHCP Collective Agreement.~~
- iv) ~~Being represented by the Association through the grievance/ arbitration procedure, until the dispute has been resolved.~~
- v) ~~Casual employees who have contributed dues in the previous twelve (12) months.~~
- vi) ~~Have completed and signed the membership application.~~

2) ACTIVE MEMBERS:

- i) ~~Dues paying members employed in a bargaining unit of the Association.~~
- ii) ~~On a leave of absence as described in the collective agreement.~~
- iii) ~~On layoff / recall from their employer within the provisions of their MAHCP Collective Agreement.~~
- iv) ~~Being represented by the Association through the grievance/ arbitration procedure, until the dispute has been resolved.~~
- v) ~~Casual employees who have contributed dues in the previous twelve (12) months.~~
- vi) ~~Has not completed and signed the membership application.—~~

3) ASSOCIATE:

- i) ~~Retired, laid off, or permanently disabled people, who were previously full members and are no longer employed in a bargaining unit of the Association. Associate members receive the official publications of the Association and are entitled to participate in programs offered by the Association.~~
- ii) ~~Staff persons employed by the Association.~~

504 A 'Member in Good Standing' is a member who:

- i. **Belongs to a bargaining unit of the Association**
- ii. **pays membership dues**
- iii. **signs a union card/application form**

505 A 'Rand' member is a member who:

- i. **belongs to a bargaining unit of the Association**
- ii. **pays membership dues**
- iii. **has not signed a union card/application form**

506 Membership will continue in the following circumstances:

- i. **While on an unpaid leave of absence as described in the collective agreement or by applicable legislation; to continue being a Member in Good Standing, dobie dues must be paid according to union policy.**
- ii. **On layoff/ recall from their employer within the provisions of their MAHCP collective agreement.**
- iii. **When a member's employment has been terminated and the member is being represented by the Association through the grievance and/or arbitration process. The member shall remain a member until the dispute has been resolved.**

iv. Casual employees who have contributed dues in the preceding *six (6) months*.

INSERT 507 Associate Membership is offered to;

- i. Retired members,
- ii. permanently laid off members,
- iii. permanently disabled members, and
- iv. MAHCP staff.

Associate Members receive correspondence from the Association, invitation to Biennial General Meetings and may participate in membership savings programs.

NEW ARTICLE 6: Membership Privileges (and renumber remaining articles)

~~506~~**601** The rights of members of the Association are:

1. "Members in Good Standing" are entitled to attend and speak at General Meetings of the Association, vote on Association business, participate in ratification votes, hold elective office, and are eligible for appointment to committees.
2. ~~And~~ Members are entitled to ~~DELETE attend General Meetings of the Association and~~ participate in ratification votes. ~~Active~~ ~~And~~ members are not entitled to attend ~~membership~~ meetings, hold office, or vote on all matters in accordance with the Constitution.
3. Associate Members may attend Biennial General Meetings of the Association but do not have the right to vote. Associate Members are not eligible to hold elective office. ~~DELETE Associate members are eligible for appointment to committees.~~
4. No member of an MAHCP bargaining unit shall hold an elected/appointed position in MAHCP while holding an elected/appointed position in another bargaining unit (union).
5. **No MAHCP member may participate in membership business in the capacity of a member including, but not limited to, Executive Council, Labour Management committee, Member Advocate, Health & Safety committee, while employed as a MAHCP staff person, or on a leave from a MAHCP staff position.**

~~DELETE and MOVE NEW ARTICLE 507 Annual membership dues, levies, and/or assessments shall be determined by a two-thirds (2/3) vote at any General Meeting, provided that members have received two (2) weeks prior notice of intention. (See Resolution # 1)~~

INSERT NEW Article 7 Recognition for Service to the Association (and renumber remaining articles)

701

- i) HONOUR ROLL:
~~DELETE Members are full members or former full members who are recognized by the Association for their valuable contributions to the affairs of the Association.~~
INSERT Current Members in Good Standing, or former Members in Good Standing who retired since the last Biennial General Meeting, who are recognized by the Association for their valuable contributions to the Association.
- ii) HONORARY:

~~DELETE People who are not full or associate members but are recognized by the Association for their particular contribution to the Association.~~
INSERT Honorary Recognition may be bestowed on a non-MAHCP member who has made a particular contribution to the Association.

New Proposed Language:

501 Except as otherwise herein provided, any person employed in a technical, technological, professional, or paramedical and other healthcare-related fields as determined by the Executive Council may apply for membership.

502 The Association may grant, withhold, suspend, or terminate membership according to criteria which shall be applied in a non-discriminatory manner.

503 The Association recognizes the role, authority, and value of the various professional societies and associations, and the designations they are empowered to confer, but does not require membership in any other organization as a condition of membership in the Association.

504 A 'Member in Good Standing' is a member who:

- i. belongs to a bargaining unit of the Association
- ii. pays membership dues
- iii. completes and signs a union card/application form

505 A 'Rand' member is a member who:

- i. belongs to a bargaining unit of the Association
- ii. pays membership dues
- iii. has not completed and signed a union card/application form

506 Membership will continue in the following circumstances:

- i. While on an unpaid leave of absence as described in the collective agreement or by applicable legislation; to continue being a Member in Good Standing, dues must be paid according to union policy.
- ii. While on layoff/recall from their employer within the provisions of their MAHCP collective agreement.
- iii. A member whose employment has been terminated and who is being represented by the Association through the grievance and/or arbitration process shall remain a member until the dispute has been resolved.
- iv. Casual employees who have contributed dues in the preceding *6 months*.

507 Associate Membership is offered to;

- i. Retired members,
- ii. permanently laid off members,
- iii. permanently disabled members and
- iv. MAHCP staff.

Associate members receive correspondence from the Association, invitation to Biennial General, and may participate in membership savings programs.

ARTICLE 6: Membership Privileges

601 The rights of members of the Association are:

- i. "Members in Good Standing" are entitled to attend and speak at General Meetings of the Association, vote on Association business, participate in ratification votes, hold elective office, and are eligible for appointment to committees.
- ii. Rand Members are entitled to participate in ratification votes. Rand members are not entitled to attend membership meetings, hold office, or vote on all matters in accordance with the Constitution.
- iii. Associate Members may attend Biennial General Meetings but do not have the right to vote. Associate members are not eligible to hold elective office.
- iv. No member of an MAHCP bargaining unit shall hold an elected/ appointed position in MAHCP while holding an elected/appointed position in another bargaining unit (union).
- v. No MAHCP member may participate in membership business in the capacity of a member including, but not limited to, Executive Council, labour management, Member Advocate, Health & Safety committee, while employed as a MAHCP staff person, or on a leave from a MAHCP staff position.

Article 7 Recognition for Service to the Association

701

- i. HONOUR ROLL:
May be bestowed to Members in Good Standing or former Members in Good Standing and who have retired since the last Biennial General Meeting, who are recognized by the Association for their valuable contributions to the Association.
- ii. HONORARY:
Honorary Recognition may be bestowed on a non-MAHCP member who has made a particular contribution to the Association.

Rationale:

The proposed amendments are intended to modernize, simplify, and clarify the Association's membership structure, member rights, and recognition provisions while ensuring consistency throughout the Constitution.

Key objectives of these changes include:

- i. Clarification of membership categories
- ii. Recognition of Rand Formula obligations
- iii. Defining membership requirements
- iv. Clarification of Associate Membership
- v. Separation of membership rights and membership definitions
- vi. Protection against conflicts of interest
- vii. Modernization of recognition provisions

These changes also ensure recognition processes better align with the Biennial General Meeting structure and current Association practices.

Overall, the proposed amendments are intended to improve clarity, consistency, governance transparency, and administrative efficiency while ensuring the Constitution accurately reflects the Association's current operations and membership structure.

Note: Definition of "Rand" (or the Rand Formula) is a Canadian legal principle that requires all employees in a unionized workplace to pay union dues, whether they choose to officially join the union or not.

Moved by: Wayne Chacun

Seconded by: Tanya Burnside

Executive Council Recommends: Concurrence

October 22, 2026

RESOLUTION #3

Resolved,

Article 6: Officers

Current Language:

ARTICLE 6: OFFICERS

601

a) The following officers shall be elected by the Association and empowered to administer the affairs of the Association within the terms and conditions of the Constitution:

- i) PRESIDENT
- ii) VICE-PRESIDENT
- iii) DIRECTORS (See Article 701)
- iv) and constitute the Executive Council.

b) The Secretary and Treasurer shall be elected from Directors of the Executive Council by a majority vote by Directors of the Executive Council at the first meeting after the Biennial General Meeting. The Secretary or Treasurer positions may be declared vacant by a vote of two-thirds (2/3rds) of the Executive Council. A vacancy occurring in either of the offices shall be filled by and from the Executive Council. Terms for Secretary and Treasurer will run until the next Biennial General Meeting.

602

a) The term of office for all elected officers shall be two (2) years, commencing at the close of the Biennial General Meeting.

603 If any elected officer, other than the President, fails to complete their term of office, the Executive Council is empowered to appoint a successor to complete the term, from among its number if possible, or from the general membership. If the President fails to complete their term of office, Article #606 b) shall apply.

604 Any elected officer that is absent, without cause, from four (4) Executive Council meetings in the same term of office will have their position reviewed by the Executive Council.

605 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) Serve as one of the authorized signing officers for all electronic and paper-based payment methods 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.

606 The Vice-President shall:

- a) In the absence of the President, act in their capacity with all authority and responsibilities of that office.
- b) Succeed the President upon failure by the President to complete their term of office.
- c) Chair the Constitution and Policy Committee.
- d) Serve as one of the authorized signing officers for all electronic and paper-based payment methods issued by the Association.
- e) As Chair of the Constitution and Policy Committee, appoint a Nominations Officer.
- f) Perform other duties and functions as the Executive Council may determine from time to time.

607 The Secretary shall:

- a) Ensure the recording, producing and distributing of minutes of all general and Executive meetings.
- b) Chair the Member Engagement Committee.
- c) Present the Membership Report at the Biennial General Meeting.
- d) Serve as one of the authorized signing officers for all electronic and paper-based payment methods issued by the Association.
- e) Perform such other duties and functions as the Executive Council may determine from time to time.

608 The Treasurer shall:

- a) Serve as one of the authorized signing officers for all electronic and paper-based payment methods issued by the Association.
- b) Ensure that proper financial controls and practices are followed in all business transactions of the Association.
- c) Ensure that accurate records of all financial transactions are kept.
- d) Submit a written financial statement at each Executive Council meeting.

e) Obtain and attest to an audited financial statement for each completed fiscal year for presentation at the Biennial General Meeting.

f) Chair the Finance Committee.

g) Perform such other duties and functions as the Executive Council may determine from time to time.

h) Ensure all electronic and paper-based payment methods by the Association are signed by authorized signing officers.

609 The Directors shall:

a) Represent the interests of the Association as a whole.

b) Adhere to the Code of Conduct and execute responsibilities as stipulated in the Executive Council Director Position Description.

c) Recommend and vote on matters of Association policy.

d) Attend all meetings of the Executive Council and ensure adequate communication between the Association and its membership.

e) Perform such other duties and functions as the Executive Council may determine from time to time.

610 Appointed Officers:

a) The Executive Director shall:

i) be hired by the Executive Council.

ii) act under the immediate direction of the Executive Council.

iii) recommend plans of work and conduct the day-to-day business of the Association.

b) The Healthcare Employee Benefits Plan (HEBP) Trustee shall:

i) be appointed by the Executive Council.

ii) represent the Association on the Healthcare Employee Benefits Board and report said activities to the Association Executive Council after each (HEBP) meeting.

iii) submit a written report to the Biennial General Meeting summarizing their involvement.

b) The Healthcare Employee Pension Plan (HEPP) Trustee shall:

i) be appointed by the Executive Council.

ii) represent the Association on the Healthcare Employee Pension Plan and report said activities to the Association Executive Council.

iii) submit a written report to the Biennial General Meeting summarizing their involvement.

d) Other Officers deemed necessary by the Executive Council may be appointed by the Executive Council by a two-thirds (2/3) vote.

Proposed Changes (Bolded):

ARTICLE 6: **INSERT Executive Council DELETE OFFICERS**

601

a) The following officers **INSERT constitute the Executive Council and** shall be **DELETE elected by the Association and** empowered to administer the affairs of the Association within the terms and conditions of the Constitution:

- v) PRESIDENT
- vi) VICE-PRESIDENT
- vii) **TREASURER**
- viii) **SECRETARY**
- ix) **DISTRICT DIRECTORS (See Article 701)**
- x) ~~and constitute the Executive Council.~~

~~b) The Secretary and Treasurer shall be elected from Directors of the Executive Council by a majority vote by Directors of the Executive Council at the first meeting after the Biennial General Meeting. The Secretary or Treasurer positions may be declared vacant by a vote of two-thirds (2/3) of the Executive Council. A vacancy occurring in either of the offices shall be filled by and from the Executive Council. Terms for Secretary and Treasurer will run until the next Biennial General Meeting.~~

602 INSERT (a) and (b)

- a. Elections for President, Vice-President, and District Directors shall be by Association Members in Good Standing.
- b. The Secretary and Treasurer shall be elected from Directors of the Executive Council by a majority vote by Directors, President, and Vice-President of the Executive Council at the first meeting after the Biennial General Meeting. The Secretary or Treasurer positions may be declared vacant by a vote of two-thirds (2/3) of the Executive Council. A vacancy occurring in either of the offices shall be filled by and from the Executive Council. Terms for Secretary and Treasurer will run until the next Biennial General Meeting.
- c. The term of office for all elected officers shall be two (2) years, commencing at the close of the Biennial General Meeting.

603 **No Changes**

604 **No Changes**

605 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, ~~DELETE-unit~~ **INSERT member** 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) Serve as one of the authorized signing officers for all electronic and paper-based payment methods 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.

606 No Changes

607 No Changes

608 The Treasurer shall:

- a) Serve as one of the authorized signing officers for all electronic and paper-based payment methods issued by the Association.
- b) Ensure that proper financial controls and practices are followed in all business transactions of the Association.
- c) Ensure that accurate records of all financial transactions are kept.
- d) Submit a written financial statement at each Executive Council meeting.
- e) Obtain and attest to an audited financial statement for each completed fiscal year for presentation at the Annual General Meeting.
- f) Chair ~~DELETE~~ **of** the Finance Committee.
- g) Perform such other duties and functions as the Executive Council may determine from time to time.
- h) Ensure all electronic and paper-based payment methods by the Association are signed by authorized signing officers.

609 The **INSERT District** Directors shall:

- a) Represent the interests of the Association as a whole.
- b) Adhere to the Code of Conduct and execute responsibilities as stipulated in the ~~DELETE Executive Council~~ **INSERT District** Director Position Description.
- c) Recommend and vote on matters of Association policy.

- d) Attend all meetings of the Executive Council and ensure adequate communication between the Association and its membership.
- e) Perform such other duties and functions as the Executive Council may determine from time to time.
- 610 Appointed Officers: **DELETE (a), (b) and (c)**
- a) ~~The Executive Director shall:~~
- ~~i) be hired by the Executive Council.~~
 - ~~ii) act under the immediate direction of the Executive Council.~~
 - ~~iii) recommend plans of work and conduct the day to day business of the Association.~~
- b) ~~The Healthcare Employee Benefits Plan (HEBP) Trustee shall:~~
- ~~i) be appointed by the Executive Council.~~
 - ~~ii) represent the Association on the Healthcare Employee Benefits Board and report said activities to the Association Executive Council after each (HEBP) meeting.~~
 - ~~iii) submit a written report to the Biennial General Meeting summarizing their involvement.~~
- c) ~~The Healthcare Employee Pension Plan (HEPP) Trustee shall:~~
- ~~i) be appointed by the Executive Council.~~
 - ~~ii) represent the Association on the Healthcare Employee Pension Plan and report said activities to the Association Executive Council.~~
 - ~~iii) submit a written report to the Biennial General Meeting summarizing their involvement.~~
- d) Other Officers deemed necessary by the Executive Council may be appointed by the Executive Council by a two-thirds (2/3) vote.

New Proposed Language:

ARTICLE 6: **Executive Council**

601

a) The following officers **constitute the Executive Council and** shall be empowered to administer the affairs of the Association within the terms and conditions of the Constitution:

- xi) PRESIDENT
- xii) VICE-PRESIDENT
- xiii) TREASURER**
- xiv) SECRETARY**
- xv) **DISTRICT DIRECTORS** (See Article 701)

602

a. Elections for President, Vice-President, and District Directors shall be by Association Members in Good Standing.

b. The Secretary and Treasurer shall be elected from Directors of the Executive Council by a majority vote by Directors, President, and Vice President of the Executive Council at the first meeting after the Biennial General Meeting. The Secretary or Treasurer positions may be declared vacant by a vote of two-thirds (2/3rds) of the Executive Council. A vacancy occurring in either of the offices shall be filled by and from the Executive Council. Terms for Secretary and Treasurer will run until the next Biennial General Meeting.

c. The term of office for all elected officers shall be two (2) years, commencing at the close of the Biennial General Meeting.

603 If any elected officer, other than the President, fails to complete their term of office, the Executive Council is empowered to appoint a successor to complete the term, from among its number if possible, or from the general membership. If the President fails to complete their term of office, Article #606 b) shall apply.

604 Any elected officer that is absent, without cause, from four (4) Executive Council meetings in the same term of office will have their position reviewed by the Executive Council.

605 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, **member** 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) Serve as one of the authorized signing officers for all electronic and paper-based payment methods 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.

606 The Vice-President shall:

- a) In the absence of the President, act in their capacity with all authority and responsibilities of that office.
- b) Succeed the President upon failure by the President to complete their term of office.
- c) Chair the Constitution and Policy Committee.
- d) Serve as one of the authorized signing officers for all electronic and paper-based payment methods issued by the Association.

- e) As Chair of the Constitution and Policy Committee, appoint a Nominations Officer.
- f) Perform other duties and functions as the Executive Council may determine from time to time.

607 The Secretary shall:

- a) Ensure the recording, producing and distributing of minutes of all general and Executive meetings.
- b) Chair the Member Engagement Committee.
- c) Present Membership Report at the Biennial General Meeting.
- d) Serve as one of the authorized signing officers for all electronic and paper-based payment methods issued by the Association.
- e) Perform such other duties and functions as the Executive Council may determine from time to time.

608 The Treasurer shall:

- a) Serve as one of the authorized signing officers for all electronic and paper-based payment methods issued by the Association.
- b) Ensure that proper financial controls and practices are followed in all business transactions of the Association.
- c) Ensure that accurate records of all financial transactions are kept.
- d) Submit a written financial statement at each Executive Council meeting.
- e) Obtain and attest to an audited financial statement for each completed fiscal year for presentation at the Biennial General Meeting.
- f) Chair the Finance Committee.
- g) Perform such other duties and functions as the Executive Council may determine from time to time.
- h) Ensure all electronic and paper-based payment methods by the Association are signed by authorized signing officers.

609 The **District** Directors shall:

- a) Represent the interests of the Association as a whole.
- b) Adhere to the Code of Conduct and execute responsibilities as stipulated in the **District** Director Position Description.
- c) Recommend and vote on matters of Association policy.
- d) Attend all meetings of the Executive Council and ensure adequate communication between the Association and its membership.

e) Perform such other duties and functions as the Executive Council may determine from time to time.

610 Appointed Officers:

Other Officers deemed necessary by the Executive Council may be appointed by the Executive Council by a two-thirds (2/3) vote.

Rationale:

These amendments enhance clarity, improve governance efficiency, modernize terminology, and enhance the Executive Council's ability to adapt and respond effectively to the evolving needs of the Association.

Moved by: Wayne Chacun

Seconded by: Tanya Burnside

Executive Council Recommends: Concurrence

October 22, 2026

RESOLUTION # 4

Resolved,

Article 701: Nominations, Election and Recall of Officers
Current Language: a) The Executive Council shall determine, in the best interests of the Association, the number and composition of Districts, as well as the number of Directors allocated to each District. b) Directors shall be nominated and elected by members of the Association within their respective Districts. c) The President and Vice-President will be nominated and elected by the general membership subject to Article 602 (c).
Proposed Changes (Bolded): a) The Executive Council shall determine, in the best interests of the Association, the number and composition of Districts, as well as the number of Directors allocated to each District. INSERT The Executive Council may also establish additional Director positions, including designated equity seats, to promote diverse and inclusive representation on Council. b) Directors shall be nominated and elected by Members in Good Standing of the Association within their respective Districts. INSERT Any Director appointed to a designated equity seat shall be selected in accordance with policies and procedures established by the Executive Council, with consideration given to advancing equity, diversity, and inclusion. ~~DELETE c) The President and Vice-President will be nominated and elected by the general membership subject to Article 602 (c).~~
New Proposed Language: a) The Executive Council shall determine, in the best interests of the Association, the number and composition of Districts, as well as the number of Directors allocated to each District. The Executive Council may also establish additional Director positions, including designated equity seats, to promote diverse and inclusive representation on Council. b) Directors shall be nominated and elected by Members in Good Standing of the Association within their respective Districts. Any Director appointed to a designated equity seat shall be selected in accordance with policies and procedures established by the Executive Council, with consideration given to advancing equity, diversity, and inclusion.
Rationale: <i>These changes in (a) and (b) provide a mechanism for Executive Council to seek and create designated equity seats to promote representation that is diverse and inclusive. 701 (c) is no longer needed due to the recent changes in February at the General Membership Meeting.</i>

Moved by: Constitution & Policy Committee

Seconded by:

Executive Council Recommends: Concurrence

October 22, 2026

RESOLUTION # 5

Resolved,

Article 7 Nomination, Election and Recall of Officers	
NEW Article 706	
Current Language:	
Proposed Changes (Bolded):	706 Elected positions must be decided by a majority vote. If a majority is not achieved on the first ballot, the candidate with the lowest number of votes, or any candidate(s) receiving less than 20 per cent of the vote, will be removed from the ballot and another vote will be conducted. This process will continue until a candidate is elected by majority vote.
New Proposed Language:	706 Elected positions must be decided by a majority vote. If a majority is not achieved on the first ballot, the candidate with the lowest number of votes, or any candidate(s) receiving less than 20 per cent of the vote, will be removed from the ballot and another vote will be conducted. This process will continue until a candidate is elected by majority vote.
Rationale:	<i>This language will ensure that the successful candidate has the support of a majority of voters. Under the current system, a candidate may be elected without majority support when there are more than two candidates in an election.</i>

Moved by: Wayne Chacun

Seconded by: Tanya Burnside

Executive Council Recommends: Concurrence

October 22, 2026

RESOLUTION #6

Resolved,

Article 13 Member Advocates NEW 1307	
Current Language:	
Proposed Changes (Bolded):	1307 All District Directors shall serve as Member Advocates while serving as a Director on Executive Council.
New Proposed Language:	1307 All District Directors shall serve as Member Advocates while serving as a Director on Executive Council.
Rationale:	<i>This will enable District Directors to serve as Member Advocates in the workplace, attend Member Advocate meetings and training (if needed), and connect with and participate alongside other Member Advocates within their district.</i>

Moved by: Wayne Chacun

Seconded by: Tanya Burnside

Executive Council Recommends: Concurrence

General Resolution #1

Whereas, the Health Employees Benefits (HEB) plan is a jointly governed program, and the Manitoba Association of Health Care Professionals (MAHCP) cannot unilaterally implement changes, but must instead advocate through the HEB Board;

And Whereas, it has taken several years of sustained advocacy for the HEB Board to review and implement changes to member health benefits;

And Whereas, while recent changes have increased medication coverage, they have also resulted in reductions to extended health benefits, including physiotherapy, occupational therapy, chiropractic services, and other supports that contribute to the physical and mental well-being of MAHCP members;

And Whereas, these changes have shifted coverage from individual annual allotments to a combined maximum, thereby limiting members' access to necessary care;

And Whereas, the current benefit structure does not adequately reflect member needs, nor does it keep pace with rising healthcare costs and inflation, and remains less competitive compared to benefits offered in other sectors;

Therefore, be it resolved that MAHCP actively explore alternative benefit plan options that better meet the needs of its members;

Be it further resolved that MAHCP leadership report back to Executive Council no later than November 2027, including an analysis of the feasibility, risks, costs, and benefits, of remaining within the HEB plan versus pursuing an independent or alternative benefits structure.

Rationale

MAHCP Central Table Members rely on extended health benefits to support their physical and mental well-being and to access timely preventative and rehabilitative care. While recent HEB plan changes improved medication coverage, many members have experienced reductions in access to services such as physiotherapy, occupational therapy, chiropractic care, and other extended health supports due to the introduction of combined annual maximums.

These changes have raised concerns regarding affordability, accessibility, and whether the current benefit structure adequately reflects the diverse healthcare needs of MAHCP members. In addition, increasing healthcare costs and inflation have further reduced the overall value of existing benefit coverage.

MAHCP cannot independently implement changes to the HEB benefits program, because it is a jointly governed plan. It is important for the Association to continue advocating for members' coverage under HEB, while also assessing alternative benefit structures which could provide possible improved coverage, greater flexibility, and long-term sustainability.

This resolution does not commit MAHCP to leaving the HEB plan. Rather, it directs MAHCP leadership to undertake a thorough review and provide Executive Council with an evidence-

based analysis of the opportunities, risks, financial implications, and feasibility associated with remaining within HEB or migrating to an alternative benefit option.

Moved by: Tanya Burnside

Seconded by: Susie Garrity

Executive Council Recommends: Concurrence