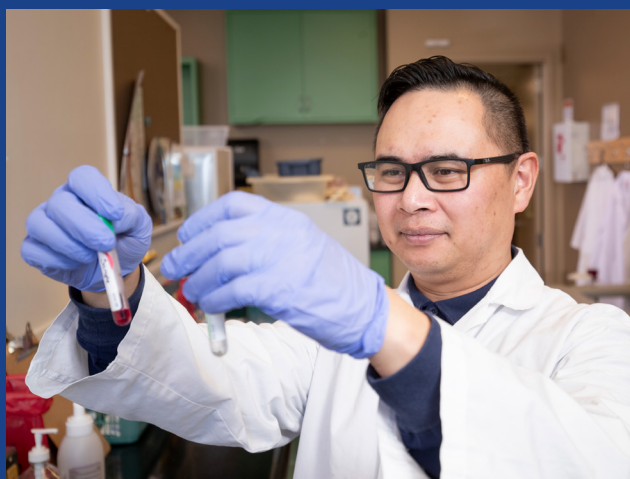
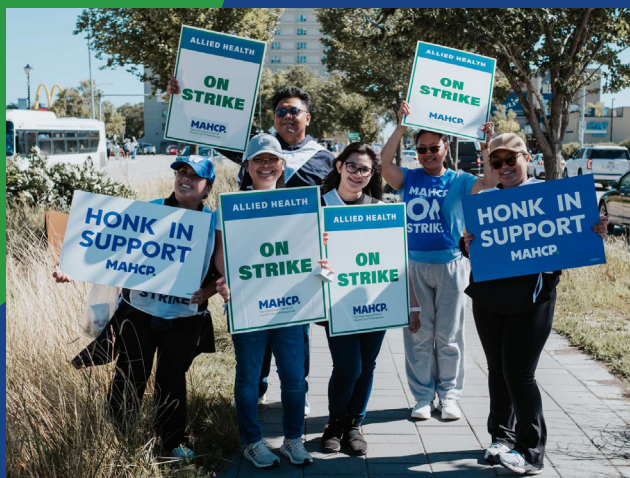


2025
/26

Annual Report.



MAHCP.

Manitoba Association of
Health Care Professionals

Photos (Top to bottom):
Dynacare Laboratory Technicians & Technologists
on the picket lines, September 8, 2026
Jay-Jay, Lab Technician



MAHCP members (left to right):

Shane and Terrell,
Intermediate Care Paramedics

Sandy,
Pharmacy Technician

Abigail
Midwife

Samantha,
Occupational Therapist

Jessica,
Registered Social Worker

ANNUAL REPORT

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MAHCP
MEMBER
PERSPECTIVES



Victor,
Registered
Respiratory
Therapist

Agenda

Call to Order

LAND ACKNOWLEDGMENT

CREDENTIALS REPORT

Shona Litke, Secretary

INTRODUCTION OF PARLIAMENTARIAN

Jason Linklater, President

Approval of Agenda

Adoption of 2025 AGM/2026 General Meeting 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, Certified Professional Accountant

- 2026-27 Budget
- 2026-27 Appointment of Auditors

BARGAINING REPORT

Wayne Chacun, Treasurer

Tanya Burnside, Vice-President

MEMBER ENGAGEMENT COMMITTEE REPORT/SCHOLARSHIPS

Shona Litke, Secretary

MEMBERSHIP REPORT

Shona Litke, Secretary

NOMINATIONS REPORT

Tanya Burnside, Nominations Officer

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 MAHCP President, Jason Linklater
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 – 119
 - Associate Members (non-voting) – 22

Motion #1 to accept the Credentials Report.

- Moved by: Arlene Boychuk
 - Seconded by: Jenna McLean
 - 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: Roberta Bartolo
 - Seconded by: Sandra Perrault
 - Motion: Carried
9. Introduction of 2024/2025 Executive Council Directors
 10. President's Report – 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

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

- Central Table Bargaining Update
- Review of status of local tables, Community Therapy Services (CTS), Jocelyn House, Dynacare, Manitoba Clinic, Aboriginal Health & Wellness Centre, Manitoba Possible, Winnipeg Clinic

17. Member Engagement Committee – Secretary, Leann Oakley

- Introduction of Committee
- Membership Report (as of August 2025) presented by Secretary Leann Oakley
- Central Bargaining Table; Northern RHA – 132, Winnipeg Churchill Employer Organization – 2,333, Shared Health – 4,532
- Non-Central Table Bargaining units; Aboriginal Health & Wellness – 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 Bargaining Unit Members – 7,562
- Total Number of Individuals – 7,416
- Member Engagement Committee Report presented
- MAHCP Scholarships, Monique Wally Scholarships and Continuing Education Scholarships recipients listed

18. Nomination Committee – Chair, Shayleen Goretzki

- Introduction of the 2025/26 Executive Council by district

19. Constitution & Policy Committee – Chair, Vice-President, Tanya Burnside

- Introduction of Committee

Reading of Resolution #1 to amend wording of Article 702 of the MAHCP Constitution as stated in the 2024/2025 Annual Report.

Floor open for discussion.

Minutes (cont'd)

Motion #5 to amend Article 702 of the MAHCP Constitution as stated in the 2024-2025 Annual Report.

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

Reading of Resolution #2 to amend Article 605 of the MAHCP Constitution as stated in the 2024-2025 Annual Report.

Floor open for discussion.

Motion #6 to amend Article 605 of the MAHCP Constitution as stated in the 2024-2025 Annual Report.

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

Reading of Resolution #3 to amend Article 801 (b) of the MAHCP Constitution as stated in the 2024-2025 Annual Report.

Floor open for discussion.

Motion #7 to amend Article 801 (b) of the MAHCP Constitution as stated in the 2024-2025 Annual Report.

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

Reading of Resolution #4 to amend Article 606 (e) and 702 of the MAHCP Constitution as stated in the 2024-2025 Annual Report

Motion #8 to amend Article 606 (e) and 702 of the MAHCP Constitution as stated in the 2024-2025 Annual Report.

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

Floor open for discussion.

20. Staff Service Awards – Executive Director, Keely Richmond

- Tania Wiebe, Labour Relations Officer – 5 years

21. Outgoing and former Executive Council Directors – President, Jason Linklater

- Jodi Allen, Arlene Boychuk, Lesa Nordick, and Karen Roth

22. Honour Roll Presentation – President, Jason Linklater

- Bridget Sahulka, MRI Technologist, Dauphin Regional Health Centre
- Karen Roth, Community Health Facilitator, Sage House, Mount Carmel Clinic

23. President closing remarks

Meeting adjourned – 7:47 p.m.

Minutes

1. Call to order – 7:00 p.m. by MAHCP President, Jason Linklater
2. Land Acknowledgment
3. Housekeeping and Code of Conduct – President, Jason Linklater
4. Credentials Report – President, Jason Linklater
 - Voting Members in attendance – 111

Motion #1 to accept the Credentials Report.

- Moved by: Wayne Chacun
- Seconded by: Matt Hollingshead/Kelly
- Motion: Carried

5. Introduction of Parliamentarian, Kevin Rebeck
6. Explanation of Standing Rules
7. Adoption of Agenda

Motion #2 to adopt the Agenda.

- Moved by: Sandra Perrault
- Seconded by: Shona Litke
- Motion: Carried

8. Introduction of Chair, Constitution & Policy Committee – Tanya Burnside
 - Thank you to the Executive Council, Constitution & Policy Committee, and Staff
 - Constitution & Policy Presentation

Reading of Resolution #1 to amend wording of various Articles of the MAHCP Constitution changing language to switch from Annual to Biennial General Meeting and Elections to change to all run concurrently every 2 years as stated in the circulated General Meeting materials.

Floor open for discussion.

Motion #3 to amend wording of various Articles of the MAHCP Constitution changing language to switch from Annual to Biennial General Meeting and Elections to changing to run all concurrently every 2 years as stated in the circulated General Meeting materials.

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

Reading of Resolution #2 to amend Article 6: 605 (e), 606 (d), 607 (a) and (d) and 608 (a), (f) and (h) as stated in the circulated General Meeting materials.

Floor open for discussion.

Motion #4 to amend Article 6: 605 (e), 606 (d), 607 (a) and (d) and 608 (a), (f) and (h) as stated in the circulated General Meeting materials.

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

Reading of Resolution #3 to amend Article 703 as stated in the circulated General Meeting materials.

Floor open for discussion.

Motion #5 to amend Article 703 as stated in the circulated General Meeting materials.

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

Reading of Resolution #4 to amend Article 704 (a) and (b) as stated in the circulated General Meeting materials.

Floor open for discussion.

Motion #6 to amend Article 704 (a) and (b) as stated in the circulated General Meeting materials.

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

Reading of Resolution #5 to amend Article 1405 (b) as stated in the circulated General Meeting materials.

Floor open for discussion.

Motion #7 to amend Article 1405 (b) as stated in the circulated General Meeting materials.

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

9. Closing Remarks – President, Jason Linklater

Meeting adjourned – 7:40 p.m.

2025-26

Executive Council



Jason Linklater
President



Tanya Burnside
Vice-President



Wayne Chacun
Treasurer
District 4
Prairie Mountain Health – South



Shona Litke
Secretary
District 6
Interlake-Eastern



Lori Marlow
District 2
Northern – West



Leann Oakley
District 3
Prairie Mountain Health – North



Susan Garrity
District 5
Southern



Sandra Perrault
District 9
Winnipeg Notre Dame



Shayleen Goretzki
District 10
Winnipeg West



Megan MacDonald
District 12
Winnipeg South



Jasmine Masse
District 13
Winnipeg Central 1



Kamlesh Patel
District 14
Winnipeg Central 2



Jana-Leigh Povey
District 15
Winnipeg Central 3



Lyle Sasek
District 16
Winnipeg Central 4

Districts 1, 7, 8, 11 were vacant.



President's Report

JASON LINKLATER, PRESIDENT



If government is willing to take away the rights of laboratory professionals it professes to value, it will do the same to other Manitobans. That includes every one of us.

When I began my first term as President in October 2022, MAHCP member wages were frozen and lagging far behind. Allied health was overlooked. Four years later, the gap is closing and allied health is being heard. These changes did not happen by accident.

HOW FAR WE HAVE COME

Never in MAHCP's history has compensation increased so much, for so many members, in such a short timeframe. Over the past four years, we achieved two Central Table agreements: the 2018 to 2024 agreement, ratified in 2023 after a five-year freeze, and the 2024 to 2028 agreement, ratified in 2025.

Between the two contracts, members saw an average wage increase of 40 per cent, excluding notable rural and Northern differentials, and we're still working to finalize some terms and address some of the inequities. None of these gains was a windfall. Allied health had fallen so far behind that we needed an increase of this size just to catch up.

We secured gains first under a Progressive Conservative government, then under the New Democratic Party government, and neither of these wins was handed to us. We worked hard at the bargaining table and we were forced to go on strike.

For perspective, since 2022, Manitoba's healthcare budget has increased by 58 per cent — a long overdue level of investment — but too little of it reached allied health, where serious staffing shortages persist in diagnostics, EMS, respiratory therapy, and many other areas.

Even by the government's own claims of "net new" staff, allied health has experienced only modest growth, much less than in nursing and other areas, relative to the size of our sector.

THE FIGHT IN FRONT OF US

Not every member has shared in these wage enhancements, and some have fallen further behind. Our mission now is to protect what we have won, build on it, and carry it to every member at every table. And that is not going to be easy.

Federal and provincial governments are rightfully focused on economic growth. They are also determined to rein in spending, with healthcare budgets an obvious target. Elected leaders try to balance their books on the backs of healthcare professionals, piling on more work with fewer resources and making us fight for every dollar of compensation. It shouldn't be this way, but it's our reality. We have been here before.

The difference now is that MAHCP is better organized, and much better known, than it was four years ago. The healthcare system cannot function without our members, and we have been demonstrating allied health's importance with growing clarity and confidence.

You can see it in the Dynacare fight, a tale of corporate greed and poor labour practices, which has galvanized our members and attracted attention (and anger) across Manitoba and Canada. More than 350 Dynacare technologists and technicians do publicly funded work for an American-owned, for-profit company, yet they earn 20 to 50 per cent less than MAHCP members doing comparable work at Shared Health.

On September 8, Dynacare employees went on strike. By day's end, at the government's request, the Manitoba Labour Board had ordered them

"MAHCP's capacity to fight is growing, and it starts with frontline professionals — the most credible voices on health care resourcing, compensation, and governance."



MAHCP President Jason Linklater (right) on the picket line with MAHCP members and labour allies during the Dynacare strike on September 8, 2026.

back to work under new powers this government brought in through recent legislative changes. Unionized workers' right to strike is protected by the Canadian Charter of Rights and Freedoms, yet Dynacare members were permitted to exercise it for just one day.

If government is willing to take away the rights of laboratory professionals it professes to value, it will do the same to other Manitobans. That includes every one of us.

Government built this trap, and government has the power to end it: they must write wage parity into an amended Dynacare contract and fund it accordingly. This government promised to take care of healthcare workers, and we will not allow them to abandon that promise.

ONE STANDARD

Our right to strike is the greatest power we hold as a collective, and we use it only as a last resort. Two weeks after Dynacare members were ordered back to work, the federal government introduced Bill C-39, which would give the federal minister similar power to end strikes.

Canadian Labour Congress President Bea Bruske said that "a right you cannot exercise is not a right." A power that is wrong in the halls of Parliament is wrong in the halls of our own Legislature. MAHCP will hold every government to one standard.

A group of seven men are standing behind a podium at a press conference. The man in the center front, Jason Linklater, is speaking into a microphone. He is wearing a grey blazer over a black shirt. To his left and right are several other men, some in MAHCP uniforms (dark blue shirts with a white cross emblem) and others in casual or business-casual attire. The background is a blue wall with the MAHCP logo and the text "Our focus is you" repeated. The podium has a sign that reads "MAHCP Manitoba Association of Health Care Professionals".

"Manitobans expect a fully-funded plan, backed by reliable data, to address the paramedic staffing crisis in rural communities."

PRESIDENT'S REPORT

A STRONGER UNION

MAHCP's capacity to fight is growing, and it starts with frontline professionals — the most credible voices on health care resourcing, compensation, and governance. Thank you to all members who have stepped up this past year to share their expertise, passion, and practical recommendations. You've helped us build strong cases at the bargaining table, during government consultations, and in our daily dealings with employers.

This past year, MAHCP added in-house research capacity to bring our own evidence to the table, and we've been investing in strategic communications with members, government, and other important publics. Our traditional media coverage (TV, radio, print, web), still one of the most effective tools to raise allied health's profile, approached nearly 1,000 stories, a significant milestone. This volume of coverage helps to level the playing field, getting the attention of government decisionmakers. Allied health is no longer easy to overlook.

We are also building a union organized to last. The Executive Council term that begins after our Biennial General Meeting will be the first in MAHCP's modern history in which all directors serve concurrent two-year terms.

MAHCP President Jason Linklater (centre front) speaks to media during MAHCP's press conference about the paramedic staffing crisis, providing recommendations to improve recruitment and retention.

Among our first major initiatives will be a renewed strategic plan to guide our union in the years ahead. The Council that will set our direction will carry it out, with the continuity and stability that long-term planning requires.

THANK YOU

I thank my fellow Table Officers and Executive Council directors for their guidance and support over the past year, and for their relentless commitment to our members. MAHCP's Executive Director and staff continue to devote countless hours to the cause, making sure members have access to the support, advocacy, and expertise we all rely on. Their work reflects the same dedication our members bring to their patients and professions every day.

Remember where we were.
Look at where we are. Keep
your eye on where we need
to go. We are not finished.

Jason Linklater
PRESIDENT

MAHCP. Staff



Keely Richmond
Executive Director



Kevin MacFarlane
Director of Finance
& Administration



Bonnie Weber
Finance &
Office Manager



Jacob Giesbrecht
Legal Counsel



Riley Bale
Articling Student



Tim Smith
Senior Advisor, Policy
& Public Affairs



Teresa Bowerman
Executive Liaison



Chelsea Kaufmann
Senior Labour
Relations Officer



Poonam Randhawa
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



Dyesebel Martinez
Labour Relations Officer



Roger Quenelle
Labour Relations Officer
(On leave)



Leanne Roberts
Labour Relations Officer



Robb Sabo
Labour Relations Officer



Yaza Shapata
Labour Relations Officer



Tania Wiebe
Labour Relations Officer



Cory Szczepanski
Labour Relations Officer,
Safety & Health Specialist

MAHCP. Staff (cont'd)



Matt Sanscartier
Research & Policy Analyst



Karen Viveiros
Communications
Officer



Erin Hill
Communications
Associate (On leave)



Brina Gervais
Communications
Associate



Christine Logan
Executive Assistant



Candice Kearn
Administrative
Coordinator



Megan Blahey
Finance Assistant



Kiran Boparai
Administrative Assistant



Cathy Langit
Administrative Assistant



Rachiel Langit
Administrative Assistant



Marissa Morgan
Administrative Assistant



Dynacare Info Picket - September 2, 2026, outside Dynacare's King Edward Street main processing lab in Winnipeg.



Orange Shirt Day 2026 - MAHCP staff acknowledging the National Day for Truth & Reconciliation in 2026. Original artwork in photo is "Protect the Medicine" by renowned Ojibway artist Jackie Traverse.



Executive Director's REPORT TO MEMBERSHIP

Keely Richmond, Executive Director

This year was defined by meaningful advocacy, growth, and forward momentum. Across every area of the Association, MAHCP staff worked collaboratively with Executive Council to strengthen representation, improve healthcare workplace conditions, expand membership, and position the union to meet the challenges facing Manitoba's allied health professionals.

Here are some 2025/26 highlights.

DEFENDING WORKPLACE SAFETY & HEALTH

Beginning in the fall of 2025, MAHCP pursued significant workplace safety concerns with a focus on Shared Health, calling for investments in workplace security, improved staffing, and employer accountability. We filed province-wide grievances, reports of unsafe work with the Workplace Safety and Health Branch, and formal applications to the courts. (See page 19.)

A major focus of this work was MAHCP's continued campaign calling for a comprehensive emergency and disaster management plan throughout Manitoba's healthcare system. Following discussions with employers, provincial leaders, and health system stakeholders, the Association filed grievances across health regions to demand adequate emergency plans and consistent workforce planning.

LEADING THROUGH HEALTH SYSTEM CHANGE

MAHCP devoted considerable resources to representing members during ongoing health system transformation initiatives. The Association:

- Participated in Community Health Agency reviews, conducting member surveys, meeting with agency boards and executive leadership, and collaborating with other healthcare unions to address concerns regarding service delivery, staffing, governance, and workplace impacts. Throughout the process, members' voices and experiences guided our advocacy efforts.
- Continued advocating on behalf of Emergency Medical Services, Respiratory Therapists, Social Workers, Mental Health professionals, and other groups of members affected by critical vacancies, and specific classification and compensation inequities. We assembled working groups and committees, presented to government officials, and led employer discussions to advance member interests.

“Our strength in a demanding year came from staff expertise, collaboration, and an unwavering dedication to what matters most: standing up for members.”

BARGAINING AND LABOUR
RELATIONS SUCCESSES

MAHCP represented members across multiple bargaining tables while simultaneously responding to major legislative changes regarding Essential Services Agreements (ESA).

The Association invested substantial resources into bargaining preparation, developing a comprehensive bargaining strategy framework and assembling specialized teams to support future negotiations and strike readiness, ESA negotiations, Labour Board proceedings, mediator engagement, and member mobilization efforts.

MAHCP's Labour Relations team experienced a significant increase in workload throughout the year. Active grievances increased from approximately 100 open files in October 2025 to more than 260 active grievances by July 2026 as members increasingly relied upon MAHCP to protect their rights and address workplace concerns.

Notable accomplishments include:

- Successfully resolving dozens of grievances, including a major mandating grievance;
- Advancing significant workplace safety grievances;
- Addressing issues related to compensation, staffing, privacy, leave entitlements, and collective agreement interpretation; and,
- Pursuing arbitration and expedited arbitration on matters of broad significance to membership.

These efforts resulted in tangible gains for members while reinforcing MAHCP's reputation as a strong and effective advocate.

Growing the Union

MAHCP welcomed new members through several successful organizing campaigns and certifications, including:

- Dental assistants at Assiniboine Dental Group – a Manitoba first!
- Social workers, music therapists, physiotherapists occupational therapists, and dietitians at St.Amant.
- Allied health professionals at Simkin Centre.
- Physiotherapists and occupational therapists from additional healthcare sites.

Grievance Statistics

SEPTEMBER 1, 2025 – AUGUST 31, 2026

328

GRIEVANCES
OPENED

161

FILES
CLOSED

GRIEVANCE INVESTIGATION PROCESSES:

9

REFERRED

6

COMPLETED

2

LABOUR BOARD
HEARINGS

4

CONCILIATIONS
OR MEDIATIONS

ARBITRATIONS:

39

REFERRED

12

COMPLETED

EXECUTIVE DIRECTOR'S REPORT

INVESTING IN OUR FUTURE

MAHCP continued investing in the people, systems, and infrastructure necessary to support members for years to come.

Throughout the year, the Association:

- Added Labour Relations Officers and administrative staff.
- Promoted internal staff into advanced positions.
- Expanded communications capacity, recruited future legal talent through articling opportunities, and added a dedicated Research & Policy Analyst.
- Established internal working groups focused on artificial intelligence, benefits, pensions, employee engagement, and organizational development.
- Strengthened connections with members through workplace meetings, surveys, regional engagement, training opportunities, and conferences.
- Explored long-term office and building opportunities with labour and allied health partners while addressing ongoing workplace health and safety concerns within our current facilities.

LOOKING FORWARD

The accomplishments outlined in this report were made possible through the unity and dedication of our members, Member Advocates, Executive Council Directors, and staff.

MAHCP is focused on protecting members and employment rights, advancing professional recognition, improving workplace safety, strengthening collective agreements, and expanding our impact within Manitoba's healthcare system.

Together, we are building a stronger, more influential union and a better future for Manitoba's allied health professionals.

Keely Richmond
EXECUTIVE DIRECTOR

“At every bargaining table and through every grievance, we stand with members to build the safer, fairer workplaces each of them deserve.”



Keely Richmond, Executive Director (left) and MAHCP Executive Council and staff members attend the 2026 Canadian Labour Congress convention in May.



The Respiratory Therapist (RT) Working Group, comprised of MAHCP members and Labour Relations Officers, meet to discuss RT recruitment and retention solutions. Thank you to our RTs Tanis, Carlos, Lisa, Sharmini, Justin!



Vice-President's REPORT

Tanya Burnside, Vice-President

As Vice-President of the Manitoba Association of Health Care Professionals (MAHCP), I am focused on investing in strong governance, accountability, and member representation. I am grateful to have been acclaimed as MAHCP Vice-President for the 2026-2028 term, and to be entrusted once again with the important ongoing work ahead of us on behalf of the Association and the allied health sector.

COMMITTEE INVOLVEMENTS

A significant part of my role has been serving as chair of the Constitution & Policy Committee and as this year's inaugural, appointed Nominations Officer. Throughout this term, the committee continued its review and update of the Association's governance policies and constitution to ensure they remain relevant, clear, and reflective of current practices.

We drafted and brought forward constitutional resolutions for consideration through the lens of better aligning our governance processes with member expectations and the shifting needs of a growing organization. (Please see page 32 for the Constitution & Policy Committee Report.)

As co-chair of the Oversight Committee, I worked alongside committee members

to conduct ongoing review of MAHCP's governance practices. Our focus has been on accountability, transparency, and ensuring that Executive Council, officers, and committees operate within the framework of the Association's constitution, policies, and terms of reference. (Please see page 30 for the Oversight Committee Report.)

AT THE TABLE: BARGAINING IN BRIEF

Several Local Table collective agreements expired this year, making for a busy, but rewarding, bargaining season. It has been a privilege to sit at tables alongside MAHCP Labour Relations staff and fellow volunteer members, and to learn more about the valuable work they do for Manitobans.

During this term, I served on the Jocelyn House Bargaining Committee, with members ratifying a new collective agreement this spring. I am currently working with committees at Dynacare, Winnipeg Clinic, and a new bargaining unit, Assiniboine Dental Group.

To all bargaining committee members, thank you for stepping forward to represent your coworkers. This work can be challenging, exhausting, and, at times, discouraging. However, it is also incredibly rewarding. Your commitment to advocacy and fairness make a meaningful difference for the members you represent and contribute to stronger workplaces for everyone.

"It has been a privilege to sit at bargaining tables alongside MAHCP Labour Relations staff and fellow volunteer members."

VICE-PRESIDENT'S REPORT

ADVOCACY IN ACTION

Addressing safety and health concerns within our sector continues to be a major focus for the union. A widespread lack of effective workplace committees, irregular and inconsistent inspections, and poorly executed employer-led awareness initiatives are contributing to increasing incidents of workplace violence and deteriorating culture.

MAHCP must continue advocating for safer workplaces and pursue every opportunity available to hold employers and governments accountable. At a minimum, we must demand that employers meet and maintain basic safety and health requirements mandated by legislation for everyone's protection in our workplaces.

ADVANCING THE LABOUR MOVEMENT

This term, my involvements in the broader labour community provided opportunities to support education, advocacy, and engagement. Participation in labour movement activities helps us identify issues that may have an impact on members and bring back important perspectives to MAHCP to inform our work and priorities.

These connections are important to MAHCP's engagement in broader labour and healthcare issues. **I was fortunate to contribute to the following this term:**

- Representing MAHCP at conferences, meetings, and events through our relationships with the Manitoba Federation of Labour (MFL), Canadian Labour Congress (CLC), and National Union of Public and General Employees (NUPGE).
- Serving as Thompson Labour Council (TLC) President and as a MFL Executive Council Vice-President.
- Assisting with bringing educational opportunities to Northern Manitoba through a partnership between the TLC and MFL. Travel and accommodation costs beyond registration fees can be a significant barrier for affiliates seeking to send members for training and education. Last year, we provided workplace safety and health training to members, and this year, we are excited to bring Psychological Health and Safety training to Thompson.



Tanya Burnside, Vice-President (right), along with Shona Litke, Secretary (middle), and Bonnie Weber, Finance and Office Manager (left) at the 2026 NUPGE Leadership School.

Looking ahead, strong governance, meaningful member engagement, and accountability will continue to be essential to our Association's success. MAHCP's constitution and policies provide the foundation for how we operate, but it is our commitment to members that gives the work purpose and meaning.

I am proud of what we've accomplished during this term and I am grateful to my fellow Executive Council members, our committees, staff, and membership for their dedication to MAHCP.

Thank you for your ongoing support, advocacy, and commitment to strengthening our Association and the vital professions we represent.

Tanya Burnside
VICE-PRESIDENT

"Participation in labour movement activities helps us identify issues that may have an impact on members and bring important perspectives back."



Safety & Health REPORT

Cory Szczepanski, Labour Relations Officer
and Safety & Health Specialist

Since 2020, MAHCP has highlighted safety program and policy gaps directly with our employers' organizations, yet they have continued to fail to meet their obligations under the **Manitoba Workplace Safety & Health Act**. In January 2026, I was appointed Safety & Health Specialist with MAHCP, and I am pleased to deliver a report on our work to advance critical safety and health priorities for MAHCP members. Our focus has been on information gathering, advocating for allied health perspectives in workplace safety, and pushing employers to foster a culture of safety and enforce standards.

An overview of our key 2025/26 activities:

- **Member education.** MAHCP published an online workplace safety and health resource section, launched a monthly newsletter, and contributed to the Manitoba Federation of Labour's (MFL) July 2026 report, "Ending Manitoba's Workplace Violence Epidemic: Practical Solutions to a Long-Standing Problem." On behalf of MAHCP, I presented on the topics of safety committees and legislation to the Manitoba Federation of Labour, as well as at a conference of the Canadian Association of Medical Radiation Technologists (CAMRT). Recently, I also developed an awareness training on Bill 29 — amendments to the Act to introduce psychological safety in the workplace.
- **Contract language for injury and violent incident reporting.** In response to a multi-year increase in healthcare workplace violence and injuries, MAHCP bargained language into the 2024-28 Central Table Collective Agreements (ratified March 2025) requiring employers to notify us of near misses and injuries within 96 hours. This system is now operational, enabling us to review incident reports and reach out to affected members to discuss their rights and support with claims. Most importantly, members have an opportunity to share with us what they experienced if they want to, so we can advocate for better working conditions in real time. The data we are collecting from these reports are integral to mitigating workplace violence and reducing injuries.
- **Policy grievances.** MAHCP filed several policy grievances related to the employer's failure to comply with the **Manitoba Workplace Safety & Health Act** in its entirety. MAHCP documented incomplete safety programs (lacking in site-specific risk assessments) and weak violence prevention policies. We also determined a significant number of healthcare programs and worksites are without an operational safety and health committee — a requirement of the Act — which has resulted in very little worker input and cooperation.
- **Calling on the Manitoba Workplace Safety & Health Branch to step up.** In December 2025, MAHCP filed reports of unsafe work with the Branch stemming from multiple accounts of unsafe work conditions throughout the province, from dangerous situations of working alone to



"Healthcare professionals are the last line of defense. We must protect them so they can continue delivering the care Manitobans need. Violence should not be 'part of the job'." - Jason Linklater, MAHCP President

SAFETY & HEALTH REPORT

inadequate supervisor safety training. We believed the Branch would enforce the law, but they too failed to take meaningful action, at one point claiming the issue was “too large to address.”

- **Workplace safety & health committee mapping.** Working collaboratively with our employers’ organizations, MAHCP undertook an assessment of healthcare workplace safety programs across Manitoba. Through this exercise, we identified programs and locations where required committees are not yet operating, and we are currently working to establish those committees to comply with the law.
- **Responding to areas of need.** MAHCP established a Psychological Safety & Health Committee in accordance with MOU #25 from the last round of Central Table bargaining. We are in the very early stages of determining this committee’s mandate and structure, with considerable work yet to be done. MAHCP has also committed to developing a provincial WS&H committee with a representative from each of our union’s 16 districts once worksite safety & health committees are operating across the province.
- **Litigation.** MAHCP took a precedent-setting step in February 2026 of filing litigation in the Court of King’s Bench, arguing that government representatives responsible for enforcing the **Workplace Safety & Health Act** have ignored failures within other branches (including health care) or turned a blind eye to their own. These proceedings are in progress, with our legal team collecting affidavits, including my own, to describe the current landscape and document MAHCP’s attempts to remedy safety issues with the employer, Branch, and government. It is unfortunate that we have had to take this drastic step of suing for inaction when it comes to protecting workers’ rights to a safe workplace.

By taking meaningful steps this past year and aligning with other like-minded unions in our calls for stronger safety & health policies, increased security investments, and proper staffing, we can help make health care a safer place for employees, patients, and visitors.

Thank you to all MAHCP members who have put their names forward to serve on a Workplace Safety & Health Committee. We encourage members to consider stepping forward as volunteers when we issue a committee call-out for your worksite/program.

Cory Szczepanski
LABOUR RELATIONS
OFFICER AND SAFETY
& HEALTH SPECIALIST

Safety Snapshots

Safety & Health (S&H) Committees established:

- Shared Health: 43 recognized as missing.
- Working towards an agreed-upon structure for diagnostic imaging/labs and Mental Health & Addictions.
- Seven new committees for emergency response services not including specialty teams.

Number of MAHCP members already on S&H Committees:

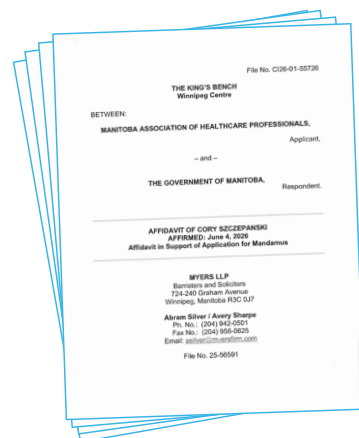
- Data gathering underway.

Number of violent incidents reported by MAHCP members:

- 79 reported to MAHCP since April 2025.

Number of WCB Psychological Injury Claims:

- Data gathering underway.



Affidavit in support of MAHCP’s safety & health litigation filed in the Court of King’s Bench.



Finance

COMMITTEE REPORT

Committee Members: Wayne Chacun (Chair), Tanya Burnside, Jason Linklater, Shona Litke, Lori Marlow, Lyle Sasek

During the past year, MAHCP Executive Council and staff strived to ensure the organization's financial strength. For a complete picture of our finances, please refer to our audited statements as well as to the current year's budget (2026/27) on page 22.

Here are some highlights from the 2025-26 fiscal year (July 1, 2025 - June 30, 2026):

During this period, your union's revenue equaled \$8,438,441 and the expenses were \$6,884,111, resulting in a surplus of \$1,554,330. Executive Council has voted to use this surplus to bolster our Defense Fund and Reserve Fund. We are investing in these funds to ensure we can afford to fight any battle, on the picket line or in the court room, alongside and on behalf of our members.

The MAHCP Defense Fund is to be used in the event of a strike as member strike pay. At the end of fiscal year, the Defense Fund was \$5,706,330, an increase of \$2,494,843 since 2023.

The MAHCP Reserve Fund was established to ensure funds are 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 June 2026, the reserve fund was \$1,901,381, an increase of \$1,695,404 since 2023.

With the past year's larger surplus than previous, I want to advise members that there isn't any limit placed on the value of assets a union may hold before they are deemed taxable. Unlike corporations, unions fall under a special section of the Income Tax Act and do not pay income tax.

One item of note in the budget is a significant increase in funds budgeted for legal fees. During the past term, MAHCP participated in

a greater overall number of arbitrations and legal battles than previous years to defend members' rights because of the employers' unwillingness to properly administer the collective agreement. As a result, we have allocated additional funds for legal proceedings for the coming year.

As per policy, the MAHCP President's salary is to be reported in the Finance Report. The President's current annual salary is \$175,278.40 and will remain that for the coming term of office (2026-28).

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 Finance & Office Manager, Bonnie Weber.

I also extend a special note of gratitude to Kevin MacFarlane, Director of Finance & Administration, for the financial expertise he provides MAHCP.

Wayne Chacun
TREASURER

FISCAL 2026-27

Budget Overview

CATEGORY		BUDGET
INCOME		
Ordinary Income		
	Interest Income	\$247,000
	Membership Dues	\$8,634,000
EXPENSES		
Accounting		
	Accounting Fees	\$13,000
	Audit Fees	\$21,000
	Banking Service Fees	\$1,100
Advertising		
	Campaigns	\$425,000
	Promotional	\$25,000
Donations		
	General	\$12,700
	Occupational	\$10,000
	Strategic Partnerships	\$17,000
IT Support		
	Audio Visual	\$11,000
	Hardware/Replacement	\$20,700
	IT Maintenance & Repairs	\$54,400
	Software Subscriptions	\$123,100
Legal Fees		
	MAHCP (Membership)	\$300,000
	Unifor (MAHCP Staff Members)	\$40,000
Meetings		
	Meals	\$68,000
	Meeting Rooms	\$20,000
	Member Delegate Fees	\$24,000
	Mileage - Staff Urban	\$20,000
	Registration Fees	\$7,000
	Salary Replacement	\$809,000
	Supplies & Services	\$1,000

FISCAL 2026-27

Budget Overview (cont'd)

CATEGORY		BUDGET
EXPENSES		
Office		
	Communications – Phone & Internet	\$32,100
	General Office Supplies	\$43,000
	Insurance	\$23,400
	Office Equipment Supplies/Lease	\$27,200
	Printing	\$6,600
	Rent & Taxes	\$240,800
	Repairs & Maintenance	\$65,900
	Resource Materials	\$23,400
	Utilities	\$10,600
Travel		
	Accommodations	\$120,000
	Airfare	\$102,000
	Meals	\$41,000
	Mileage	\$45,000
Consulting Fees		\$10,000
Education/Tuition Fees/Training – Members		\$29,000
Education/Tuition Fees/Training – Staff		\$29,000
External Membership Dues		\$399,800
Grievance Investigator		\$60,000
Honorarium		\$39,800
Professional Development – Members		\$25,000
Salaries		\$5,135,000
Scholarships		\$18,000
		TOTAL INCOME
		\$8,881,000
		TOTAL EXPENSES
		\$8,549,600
		NET INCOME
		\$331,400

Bargaining COMMITTEE REPORT

Presented By: Tanya Burnside (Vice-President),
Wayne Chacun (Treasurer and Chair, Central
Table Bargaining Committee)

It has been a very busy bargaining year, with several of our local bargaining units (non-Central Table) moving through the bargaining process with the expiry of their collective agreements.

Wages earned by many local bargaining unit members have fallen far behind Central Table wages, and this wage disparity has resulted in particularly contentious negotiations as we strive for parity.

Many Local Tables are not funded directly through the Manitoba government's Department of Health, Seniors & Long-term Care, and as a result, continue to face challenges as their employers work to secure funding, some from multiple sources. Some receive a portion of funding from another government portfolio, such as the Department of Families; federal funding such as through Jordan's Principle; some rely on donor support to fund projects and operational shortfalls; and still others may receive partial funding through employers' organizations, such as WRHA. This funding complexity can create additional uncertainty and obstacles at the bargaining table.

Our Local Table bargaining committees are working hard to achieve as close to parity as possible. Committee members have shown tremendous determination and resilience, remaining steadfast in their commitment to the process and outcomes. This advocacy on behalf of their fellow colleagues has paid off for many of our members and will continue to pay off if we stay united. We must support each other as we work to build safer workplaces with satisfied, properly compensated members.

During the upcoming term, nominations will take place for the 2028 Central Table bargaining committee (NHREO, SHEO, WCHREO). We encourage members to consider volunteering to serve on this vital committee, or to start thinking now about members who would represent the needs of the broader membership effectively.



Chelsea Kaufmann (right), MAHCP Senior Labour Relations Officer and lead negotiator for members at WELL Health – Manitoba Clinic, joins an info picket to draw attention to stalled bargaining and unequal wages. The table ratified shortly after.

Below is an update on our bargaining activities at time of writing:

BARGAINING UNIT	CONTRACT STATUS
Aboriginal Health & Wellness Centre	2022-26 In bargaining
Assiniboine Dental Group	Waiting to bargain 1st contract
Brandon Clinic	2024-28 Implemented
Canadian Blood Services	2025-29 Ratified 2025
Community Therapy Services	2024-28 Implemented
Dynacare	2022-26 In bargaining
Jocelyn House	2026-29 Ratified March 2026
Manitoba Clinic	2026-28 Ratified May 2026
Manitoba Possible	2023-26 In bargaining
St. Amant	Waiting to bargain 1st contract
Winnipeg Clinic	2022-26 In bargaining
Central Table*	2024-28 Implemented; MAWS in negotiation

* Includes Northern Health Region Employers Organization (NHREO), Shared Health Employers Organization (SHEO), Winnipeg-Churchill Health Region Employers Organization (WCHREO)

ABORIGINAL HEALTH & WELLNESS CENTRE

Following a slow start to the bargaining process, the committee has confirmed bargaining dates in October with a mediator present.

COMMITTEE:

- **Members:** Jenn Boyle, Berrigan Millar-Harms
- **LROs:** Leanne Roberts, Dyesebel Martinez
- **Executive Council:** Wayne Chacun

ASSINIBOINE DENTAL GROUP

We welcomed more than 20 dental assistants from Assiniboine Dental Group to MAHCP membership. A bargaining committee has been established to negotiate their first collective agreement.

COMMITTEE:

- **Members:** Brenna Castro, Jenny McGimpsey
- **LROs:** Tania Wiebe, Chelsea Kaufmann
- **Executive Council:** Tanya Burnside

DYNACARE

Dynacare members overwhelmingly voted in favour of a strike (99.7%), and on September 8, took to the picket lines. After just one day of job action, an interim order filed by the Minister of Labour forced Dynacare members back to work.

At time of writing, MAHCP is challenging the order, intended to require us to negotiate an Essential Services Agreement with Dynacare. Dynacare consented to 100% non-essential in March 2026, and we argue that this last-minute order stamped out our members' right to fight for fairness.

COMMITTEE:

- **Members:** Kimberly Burling, Tasha Cook, Donna Corrigan, Kelly Curtis, Lisa James, Jamie McEwan, Sandra Perrault
- **LRO:** Garrett Finck
- **Executive Council:** Tanya Burnside

JOCELYN HOUSE

A deal ratified in March of this year helped to narrow the wage gap between Jocelyn House employees and their peers working in palliative care throughout the system. The committee also bargained its first-ever retirement benefit and its first-ever maternity leave top-up of up to 75% of regular wages.

COMMITTEE:

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

WELL HEALTH – MANITOBA CLINIC

In May 2026, we reached a competitive agreement on behalf of the WELL Health Clinic's five cardiology technicians and technologists, following a successful

info picket, an overwhelmingly strong strike vote, clinic closure threats, and mediation.

COMMITTEE:

- **Members:** Irene Badibe
- **LRO:** Chelsea Kaufmann
- **Executive Council:** Wayne Chacun

MANITOBA POSSIBLE

The committee continues to meet to achieve a deal that brings Manitoba Possible members to parity with their allied health colleagues working across the healthcare system.

COMMITTEE:

- **Members:** Allison Fletcher, Talia Kowalchuk, Louise Rattai
- **LRO:** Tania Wiebe
- **Executive Council:** Wayne Chacun

ST.AMANT

Welcome to more than 60 new members at St.Amant. A bargaining committee has been formed to negotiate a first collective agreement and bargaining proposals are now in review.

COMMITTEE:

- **Members:** Pam Bossuyt, Ryan Dziadyk, Eileen EteMike, Courtney Kuhl-Schlegel (Alternate: Melanie Hamilton)
- **LRO:** Cheryl Beal
- **Executive Council:** Wayne Chacun

WINNIPEG CLINIC

The committee continues to meet to achieve a deal that brings these members to parity with their allied health colleagues working across the healthcare system.

COMMITTEE:

- **Members:** Chelsea Jarema
- **LRO:** Rebecca Clifton
- **Executive Council:** Tanya Burnside

Tanya Burnside
VICE-PRESIDENT

Wayne Chacun
TREASURER



Member Engagement COMMITTEE REPORT

Committee Members: Shona Litke (Chair), Jasmine Masse, Kamlesh Patel, Sandra Perrault, Jana-Leigh Povey

MAHCP's Member Engagement Committee (MEC), under the direction of Executive Council, collaborates with MAHCP staff to advance engagement within the membership and promote the union.

MEMBER ADVOCATE (MA) PROGRAM

On October 3, 2025, MAHCP hosted our annual MA Conference in Winnipeg. Fifty-five participants learned about MAHCP's workplace safety & health advocacy, and reviewed helpful resources, including a new contract interpretation manual. The 2026 conference is scheduled for Oct. 15. MAHCP also hosted 17 MAs for a two-day in-person training (Nov. 4–5, 2025) and held a hybrid Provincial Meeting (Feb. 24, 2026) with 45 MAs attending.

ALLIED HEALTH PROFESSIONALS RECOGNITION WEEK (MAY 10–16, 2026)

On May 13, MAHCP members attended the Manitoba Legislature for the proclamation of Allied Health Week. The Health Minister spent time with our members discussing healthcare challenges and presented us with the proclamation. The Minister also spoke on the floor of the Legislature about the important contributions of allied health professionals.

In celebration of our members' vital roles, MAHCP staff designed a special shirt for purchase; awarded prizes to nominated Allied Health All-Stars, and spotlighted members through profiles and videos. We also highlighted professions and advocacy initiatives with an in-depth Winnipeg Free Press insert and multi-media campaign.

CANADIAN HEALTH COALITION LOBBY DAYS

MAHCP members Wayne Chacun (MAHCP Treasurer), Derek Myhre (Paramedic), Shona Litke (MAHCP Secretary), and Tim Smith (MAHCP staff) headed to Ottawa for the Canadian Health Coalition Lobby Days (February 9–11, 2026).

Our members joined labour activists from across the country in addressing Members of Parliament and Senators about healthcare issues. Our lobbying efforts highlighted the need to protect healthcare funding and jobs, uphold the **Canada Health Act**, expand Pharmacare, and support healthcare workers from coast to coast.

CANADIAN LABOUR CONGRESS (CLC)

As a component of NUPGE (National Union of Public and General Employees), MAHCP Executive Council members took part in their first CLC Convention in Winnipeg, (May 10–15, 2026), gathering with labour activists from across the country to debate policy, elect leadership, and set the progressive agenda for Canada's labour movement.

Alongside NUPGE and MGEU, MAHCP organized a Manitoba Social for NUPGE components, raising \$4,625 for the Community Unemployed Help Centre and MFL's Occupational Health Centre. On May 14, 2026, MAHCP Executive took to the streets with other CLC delegates to support workers and jobs across Canada.

EVENT SPONSORSHIPS

- MAHCP was proud to support **Mount Carmel Clinic's Centennial celebration**, an historic milestone celebrated alongside National Indigenous Peoples Day on June 19, 2026. Leann Oakley (Director, District 3) and Sandra Perrault (Director, District 9) attended the event to honour our members working at Mount Carmel and celebrate with community.
- Members of MAHCP Executive Council and staff joined the MFL and affiliates for Winnipeg's annual **Pride Parade** on June 7. It might have been hot, but everyone enjoyed marching in solidarity with our 2SLGBTQIA+ community!
- MAHCP proudly demonstrated our commitment to community partnership as a sponsor of the **Folklorama 2026 Pearl of the Orient Pavilion**

MEMBER ENGAGEMENT COMMITTEE REPORT

(August 2026). Jasmine Masse (Director, District 13) and other MAHCP members attended the pavilion to celebrate the rich culture and heritage on display.

MAHCP'S 2026 SCHOLARSHIPS

In 2026, 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 excellent applications and the committee thoroughly vetted all submissions. We wish all recipients the best of luck in their educational journeys.

LABOUR STUDIES BURSARY

Inspired by a commitment to reconciliation, Manitoba unions including MAHCP, established a bursary in Labour Studies, open to Indigenous students majoring or minoring in Labour Studies at the University of Manitoba. This \$5,000 prize aims to create more pathways for Indigenous students to pursue labour movement opportunities as union leaders, staff, and member activists. This year, MFL awarded two bursaries, and MAHCP Executive Council passed a motion to continue funding this important initiative.

NUPGE YOUNG WORKER SCHOLARSHIP

This \$2,500 scholarship was awarded to Isabelle Bennett, daughter of MAHCP member Michelle Bennett (Radiation Therapist, CancerCare Manitoba). MAHCP President Jason Linklater presented the award in January 2026. Congratulations Isabelle!

HONOUR ROLL

The MAHCP Honour Roll recognizes members for their exceptional contributions to the union. In 2025, MEC awarded two Honour Roll designations: former District 8 Director Karen Roth, Community Health Facilitator (retired), Mount Carmel Clinic; Bridget Sahulka, MRI Technologist, Dauphin Regional Health Centre. Executive Council also updated the Honour Roll selection criteria and selected two recipients to be honoured at the 2026 Biennial General Meeting.

Shona Litke

SECRETARY AND CHAIR, MEMBER
ENGAGEMENT COMMITTEE

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.

Aristotle Joaquin Anguluan
Aristotle Anguluan - Health Sciences Centre

Alexi Beaupre
Renee Rouget - St. Boniface Hospital

Jaurren Bernardino
Maurice Bernardino - Health Sciences Centre

Sophie Cann
Denise Cann - Concordia Hospital

Asha Denton
Emily Denton - WRHA - Community

Elisabeth Evans
Tara Ruchkall - Seven Oaks General Hospital

Leah Flores-Tipan
Jhunni Flores-Tipan - SMILE Plus

Drew Rideout
Jillian Rideout - Flin Flon General Hospital

Alexander Shave
Tamara Shave - St. Boniface Hospital

Yiling (Eileen) Tan
Xu Lou - Cadham Provincial Laboratory

Abigail Unrau
Eldon Unrau - SH EMS South (Bethesda)

Jack Weins
Mylene Steiman - WRHA - Community

MONIQUE WALLY MEMORIAL SCHOLARSHIPS | \$500

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

Addsyn Gobeil

Freyja Robak

Drew Rideout

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.

Sydonne Bryan

Rashmeet Singh

Olakunle Olowookere

Mikayla Vigfusson

Taylor Rankin

2025-26

Membership Report

CENTRAL TABLE

EMPLOYERS ORGANIZATIONS

of Bargaining Unit Members¹

As of August 2026

Northern Health Region Employers Organization (NHREO)	147
Shared Health Employers Organization (SHEO)	4,680
Winnipeg-Churchill Health Region Employers Organization (WCHREO)	2,356
TOTAL	7,183

LOCAL TABLE

EMPLOYERS

of Bargaining Unit Members¹

As of August 2026

Aboriginal Health & Wellness Centre	79
Assiniboine Dental Group NEW!	23
Brandon Clinic	2
Canadian Blood Services	2
Community Therapy Services	43
Dynacare	362
Jocelyn House	30
Manitoba Clinic	7
Manitoba Possible	56
St.Amant NEW!	60
Winnipeg Clinic	13
TOTAL	677

TOTAL BARGAINING UNIT MEMBERS 7,860¹

¹Total number of bargaining unit members (some members work at more than one facility).

Total number of individuals as of August 2026 is 7,699.

2026-28 TERM

Nominations Report

The 2026 nominations and elections process for MAHCP Officers and Member Advocates was conducted in accordance with the MAHCP Constitution and applicable policies.

As the appointed 2026 Nominations Officer, I oversaw and was accountable for timely and accurate nominations and elections processes, including: issuing calls for nominations (April 1 to May 26, 2026), setting election timelines and overseeing the administration of elections (June 23 to 26, 2026), and member communications.

I verified candidate eligibility, ensured candidates received the required election policies and procedures, reviewed and approved election materials, and supported candidates throughout the process.

Only Members in Good Standing received emailed ballots, and election results were independently calculated by a neutral third party, ensuring a fair, accountable, and transparent election process.

Incoming 2026-2028 Executive Council (two-year term):

This term, at a General Meeting of the Association in February 2026, MAHCP members voted to align the Association's nomination and election cycle to a biennial schedule. The following elected officers are therefore acclaimed and/or elected for the upcoming two-year term. At the time of writing this report, 89 Member Advocates have been appointed to two-year terms.

Any member interested in becoming a Member Advocate is welcome to submit an Expression of Interest for consideration at any time. Thank you to all Member Advocates for your activism and support.

Tanya Burnside

VICE-PRESIDENT & NOMINATIONS OFFICER

DISTRICT #	POSITION/DISTRICT	DIRECTOR NAME
	President	Jason Linklater
	Vice-President	Tanya Burnside
1	Northern East	Vacant
2	Northern West	Lori Marlow
3	Prairie Mountain Health – North	Leann Oakley
4	Prairie Mountain Health – South	Wayne Chacun
5	Southern	Susan Garrity
6	Interlake-Eastern	Shona Litke
7	Winnipeg Northeast	Sarah Borbridge
8	Winnipeg North	Vacant
9	Winnipeg Notre Dame	Sandra Perrault
10	Winnipeg West	Shayleen Goretzki
11	Winnipeg Southeast	Carlos Molina
12	Winnipeg South	Megan MacDonald
13	Winnipeg Central 1	Jasmine Masse
14	Winnipeg Central 2	Kamlesh Patel
15	Winnipeg Central 3	Jana-Leigh Povey
16	Winnipeg Central 4	Erin Helgason

Oversight

COMMITTEE REPORT

Committee Members: Tanya Burnside & Shona Litke
(Co-Chairs), Shayleen Goretzki, Jana-Leigh Povey, Lyle Sasek

The Oversight Committee is responsible for reviewing, considering, and reporting to Executive Council on the effectiveness of MAHCP's governance.

The committee works to ensure that elected and appointed officers, as well as MAHCP committees, operate in accordance with the Association's constitution, policies, codes of conduct, position descriptions, and terms of reference.

Throughout this term, the committee focused on supporting accountability, transparency, and consistency across the organization. Concerns or complaints brought forward by members regarding potential violations of the MAHCP Constitution were reviewed and addressed in accordance with Article 16, with an emphasis on confidentiality, fairness, and due process.

The committee also provided oversight of elected and appointed officers, ensuring that responsibilities and expectations were understood and followed. This included reviewing compliance with codes of conduct, position descriptions, the Oath of Confidentiality, and applicable Executive Council policies, while ensuring appointed representatives reflected the Association's values and interests.

The governance of Committees of Council also remained an important focus. The Oversight Committee ensures MAHCP committees continue to operate within their approved terms of reference, and that committee members understand their mandates, responsibilities, and reporting requirements.

Looking ahead, the Oversight Committee will continue to review MAHCP's governance practices, address matters brought forward under Article 16, monitor officer responsibilities, and support committees in fulfilling their mandates. The committee will also identify opportunities to strengthen accountability, transparency, and consistency across the organization.

The Oversight Committee remains committed to supporting strong, effective, and accountable governance, and we look forward to continuing this work in the coming term.

Tanya Burnside
VICE-PRESIDENT

Shona Litke
SECRETARY

Member Advocates

Have you been told you're a great listener, or a supportive and helpful colleague? Are you interested in advancing allied health's objectives and advocating on behalf of your peers working in Manitoba's public healthcare system? Consider stepping forward as a **MAHCP Member Advocate**.

HEB and Pension Plans REPORT

Keely Richmond, Executive Director & HEB Trustee

The 2025 report from HEB (Healthcare Employees' Benefits) Manitoba highlights another strong year of growth and financial stability across the Healthcare Employees' Pension Plan (HEPP), the Cost of Living Adjustment (COLA) Plan, and the Healthcare Employees' Benefits Plan (HEBP).

Pension fund assets reached a record \$13.6 billion, with investment returns of 12.0 per cent in 2025, continuing a strong long-term performance trend. Membership also continued to expand, surpassing 100,000 total members and 50,000 active members, further strengthening the plans and the services provided to members.

During 2025, HEB Manitoba successfully enrolled approximately 3,500 home care workers into its plans and continued to modernize services through the implementation of a new member and employer portal system. The organization

also introduced a dedicated Member Experience team to improve responsiveness and provide enhanced support to members navigating pension and benefit matters.

The benefits plans remain financially healthy, with all major plans and reserves reported as fully funded at year end. Healthcare, Dental, Disability and Rehabilitation, and Life Insurance plans all maintained strong financial positions while continuing to provide valuable coverage to members and their families.

In addition, enhancements to the Healthcare and Dental Plans are being implemented to provide members with greater choice, improved benefits, and more competitive coverage.

Retired members continue to benefit from the separate COLA Plan, which provided a cost-of-living payment for the eighth consecutive year. A COLA payment of 0.8 per cent was issued effective January 2, 2026, helping retirees offset

rising living costs. The COLA Fund grew to approximately \$589 million by the end of 2025, supporting the sustainability of these payments into the future.

Keely Richmond,
**EXECUTIVE DIRECTOR,
HEB TRUSTEE**

"As part of our review of member benefits, MAHCP continues to evaluate the potential benefits and implications of remaining in or leaving the HEB plan.

This assessment is being undertaken to ensure members receive the best possible value, coverage, and long-term sustainability from their benefit plan arrangements."

As a Member Advocate, you'll advocate for members' rights and act as a labour movement activist who represents MAHCP within the workplace. MA's are individuals who are committed to helping members understand their Collective Agreement. Learn more by scanning the QR code on the right.



Constitution & Policy

COMMITTEE REPORT

Committee Members: Tanya Burnside (Chair), Susan Garrity, Shayleen Goretzki, Megan MacDonald, Leann Oakley

The Constitution & Policy Committee is focused on strengthening our governance framework.

We review constitutional and policy documents for relevance, clarity, and responsiveness to the needs of the organization.

The committee's responsibilities include:

- Preparing and presenting to Executive Council for review recommended changes to the MAHCP Constitution;
- Recommending policies and procedures that facilitate governance and reflect the intent of the constitution;
- Working collaboratively with Executive Council in the development and review of position descriptions as they pertain to the constitution;
- Maintaining current policy manuals and position descriptions; and,
- Maintaining an ongoing review process for policies and position descriptions.

A significant event was a General Membership Meeting in February, 2026 in which members approved changes to align Executive Council terms to run concurrently.

This amendment represents an important step toward improved

leadership continuity and consistency. Thank you to all members who participated in the decision-making process.

Following these constitutional changes, the committee amended the organization's election timelines to reflect the new governance structure and support an efficient nomination and election process.

Throughout the term, the committee conducted ongoing organizational policy reviews, updating several to improve clarity, address emerging needs, and ensure consistency across governance documents.

The committee also continued position description reviews in relation to the constitution, as well as Executive Council responsibilities and other roles within the organization. Position descriptions that reflect current responsibilities and governance requirements support clear expectations and accountability.

The committee and members submitted resolutions for consideration at the 2026 Biennial General Meeting.

These resolutions are intended to provide greater clarity around membership categories and promote understanding of members' rights, opportunities, and participation.

Looking ahead, the committee has identified several key priorities for the coming term:

- Review of council districts and composition to assess whether they still effectively represent and serve our membership.
- Assessment of possible constitutional or policy amendments to support the organization's future direction, following an upcoming strategic planning session.
- Ongoing policy review, with a focus on aligning policies with operational practices where possible to promote greater consistency between governance expectations and day-to-day operations.
- Review of policy manuals and position descriptions to ensure these documents are current and reflect approved changes.
- Review of the 2026 nomination and election cycle to identify opportunities for improvement.

We look forward to continuing this important work in support of strong governance.

Tanya Burnside
VICE-PRESIDENT & CHAIR, CONSTITUTION & POLICY COMMITTEE

Constitutional Resolutions

FOR CONSIDERATION

Review the resolutions, including the proposed changes, proposed language, and rationales.

Please scan the QR code to the right.



Dynacare

SPOTLIGHT

Dynacare laboratory professionals process 15 million tests every year in Manitoba — roughly half of Manitoba's lab work. Yet they earn 20 to 50 per cent less than professionals performing the same jobs in public labs.

Dynacare failed to close that massive wage gap after months of bargaining, mediation, and conciliation. So, on September 8, 2026, nearly 350 lab technicians and technologists at Dynacare walked off the job.

The strike halted operations at 22 laboratory and health service centres in Winnipeg, Brandon, and surrounding communities.

But the strike lasted only one day. The Manitoba Labour Board, at the Manitoba government's

"If this government acknowledges Dynacare employees' essential contributions to the health and welfare of Manitobans, pay them appropriately."

request, ordered members back to work. Our supposedly pro-labour government sided with an American-owned, for-profit corporation with deep pockets, and stripped frontline healthcare workers of their right to strike.

Eventually, the Labour Board determined an essential component existed to Dynacare's services, overturning the parties' agreement that no essential services agreement was required — signed seven months prior. The wage dispute remains unresolved.

"Despite the setbacks and betrayal, this membership remains united, and determined to continue this fight," said Jason Linklater, MAHCP President. "Our motivation has always been equal wages for equal work. Bottom line: If this government acknowledges Dynacare employees' essential contributions to the health and welfare of Manitobans, pay them appropriately."

OUR FOCUS IS YOU

Member Perspectives

"I always knew I wanted to help people and make a difference in others' lives, and I learned that OT had among the highest job satisfaction ratings of the healthcare professions. I get to work together with clients to increase their independence and improve their quality of life. What could be more rewarding than that?"

Katia, Occupational Therapist

"I make a good living doing something I love. I take my responsibilities very seriously. I picture my own grandmother. How would I want her to be treated and cared for? I believe that if someone is in a time of need, we should hold out a helping hand."

Gurminder, Pharmacist

"We get to know people quite well over the course of their treatment, so we want to celebrate them. It can be a long journey. They've likely been scared, struggling, and dealing with feelings of a loss. Anything we can do to help relieve those feelings, we do."

Colleen, Radiation Therapist



"There are so many experiences that have confirmed for me that I made the right career choice. Any time I can help a caller with their emergency, help the paramedics find you based on information gathered, or just be there for you, I know that I made the right choice."

Jennifer, System Status Controller

"Much of the work we do is preventive. There is so much science pointing to the significance of good oral hygiene to overall health. We get to share this important knowledge with patients in schools all over the city, in daycares, and even with parents."

Linda, Dental Hygienist

"I always tell people I have the best job in the world. People associate moving into a long-term care home with sadness and loss, which can be absolutely true — but that's where therapeutic recreation comes in. It's about keeping residents active, entertained, and socially connected."

Caitlin, Therapeutic Recreation Coordinator



"Many people think audiology is just about 'testing hearing,' but it is much more than that. Hearing is central to how we learn, bond, express ourselves, and experience the world."

Wafaa, Audiologist

"Today, we might be delivering a baby, and tomorrow we're saving someone's grandma from having a heart attack. It's a great feeling to know you helped someone on one of their worst days."

Shane, Intermediate Care Paramedic

"Physicians may have an idea of how to treat an infection, but it's the lab's confirmation that ensures patients get the most effective medication."

Kelly, Medical Laboratory Technologist

"Accuracy and attention to detail are absolutely essential. Sometimes patients can't recall all of their medications, or the information we receive doesn't match up. It becomes like detective work — piecing together clues from multiple sources until we know exactly what the patient is taking."

Sithara, Pharmacy Technician

"I took a special interest in the lab thanks to shows like House and CSI, and I have always been curious about how the science worked. I'm fascinated by epidemiology. The lab is constantly advancing in technology, so the work is never boring."

Janna, Medical Laboratory Technologist

"Just as the folks struggling with addiction are unique, the services we provide need to change with them. Working in addictions can be an extremely challenging job, but seeing people's growth makes those harder times worth it."

Emma, Rehabilitation Counsellor

"It's a privilege to help clients and their caregivers adapt to new and often extremely challenging life circumstances. I get to be part of a very dedicated team that works together to provide wrap-around services. I love being an advocate and making whatever difference I can to a client's life."

Jasmine, Social Worker



"Music therapy is often misunderstood, and there's a misconception that it's just entertainment. But we assess, set goals, measure outcomes, and document progress, just like any other allied health profession."

Loghan, Certified Music Therapist



MAHCP pharmacy members (left to right):
Divine-Grace, Sandy, Gurminder, Sithara.

Our focus is you.



Photos:
Dynacare Laboratory Technicians & Technologists
on the picket lines, September 8, 2026
Thank you Daniel for submitting these strike line photos!

MAHCP.
Manitoba Association of
Health Care Professionals