

the VOICE

Your Allied Health News from MAHCP

June 2022



ONE
STRONG
VOICE *together*



PRIDE IN ALLIED HEALTH

MAHCP members, staff and Executive Council attend
Winnipeg and Brandon Pride Parades

**EXECUTIVE
COUNCIL
ELECTIONS**
WHAT YOU NEED
TO KNOW

**MAHCP
SCHOLARSHIPS
NOW OPEN**

**MEMBER
HIGHLIGHT:
MEET RINA,
HOME CARE CASE
COORDINATOR**

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Editors: Tim Smith & Amy Tuckett-McGimpsey

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president's

MESSAGE

by Bob Moroz, President, MAHCP

In recent months, our strong and growing allied health union has grown even more.

We were pleased to welcome nearly 300 members from Addictions Foundation of Manitoba, Selkirk Mental Health Centre and Cadham Provincial Laboratory, organizations that were transferred to various regions on April 1st, as well as newly unionized members at Seven Oaks Wellness Institute and Concordia Hospital.

These new MAHCP members join the Shared Health, WRHA and NRHA bargaining units, making our collective voice at central table even stronger. We are proud to announce we are now over 7000 members strong.

Summertime in Manitoba is finally here. MAHCP members deserve a break after a long and brutal winter, and an even longer pandemic that continues to impact health care while making our lives challenging at home and at work.

As summer is peak vacation season, we anticipate issues in many areas that are already short-staffed.

Doing more with less has been the trend for years in health care, and unfortunately it continues to get worse, especially in allied health.

Time and again, government makes announcements or employers launch new initiatives without consultation, or even taking allied health into consideration. They may talk about hiring more nurses or health care aides, but they too often forget about us when they know that health care can't function without the work of allied health professionals.

MAHCP has made progress advocating for understaffing and other issues in allied health in the media and in front of elected officials.

However, we have a big hill to climb in terms of awareness. Just last month, the new WRHA CEO Mike Nader suggested that ER wait times and hospital overcrowding are just about lack of nurses and support staff, completely ignoring and discounting the vital role allied health professionals play in every aspect and at every stage of a patient's health care journey.

From prevention to diagnosis, to treatment and recovery, allied health professionals are essential to the health of Manitobans. We are the solution to many of the problems facing our health care system.

Unfortunately, ignoring allied health is still far too common among health-system leaders and government officials. MAHCP is committed to changing that by continuing to show Manitobans why they need you, and to demand the recognition you deserve. The recent Allied Health Care Professionals Recognition week in May was a perfect opportunity, and I was proud to pen an op-ed published in the [Winnipeg Free Press](#).

The recent provincial budget, released in April, was disappointing. Not only did it provide a meagre increase of 1.6% in the health budget – effectively another cut given the rate of inflation and multiple cost pressures – but it all but ignored the many pressing issues in allied health, particularly understaffing.

Even the Budget 2022 promise of hiring 35 additional paramedics was not new, it was simply a re-announcement of a previous hiring commitment from 2019.

(cont. on next page)



(President Message cont.)

This was a promise government has not kept as Shared Health struggles to fill vacancies.

Similar stories can be told for diagnostics, therapeutics, mental health, community health and so many other professions that are badly in need of significant investment.

You can read some of the MAHCP coverage of the provincial budget on [CBC](#) and other media.

MAHCP members are at a critical moment. Most of our members are either in bargaining currently or will be there soon. No matter where you work or what you do, we continue to all stand together for greater recognition, fair compensation and better working conditions.

As we move forward, we will need every bit of determination and resolve our members have shown throughout the pandemic.

Together, we are stronger.

As we head into this long-awaited and much-needed summer, I encourage all members to try and practice self-care, whatever that means to you. Whether it is finding some time alone in a peaceful setting, or with your friends or family, the people in your life that bring you joy - have a great summer.

And remember that our union, MAHCP, is fighting for you.

In solidarity,



Bob Moroz, MAHCP President



vice-president's REPORT

by Tanya Burnside, Vice-President, MAHCP

I would like to welcome our newest members who joined MAHCP since this past April.

Our newest members are from Cadham Provincial Laboratory, Selkirk Mental Health Center and Addictions Foundation of Manitoba (AFM).

I appreciate the time these members took to attend our first set of meetings just recently; I

look forward to getting to know you as I have lots to learn.

In May, we celebrated "Allied Health Professionals" week. I would like to thank the Member Engagement Committee for all the events they planned, and all members who attended them.

We are often overshadowed by others when healthcare is mentioned in the media and by this government.

When I explain who we are, I try and tell a story that showcases an accident/situation in which many allied health professionals are encountered along the way.

Every allied health professional has a unique and specific skill level that provides a valuable contribution to all Manitobans when and if they need it.

In the following pages, you will find my updates regarding a number of committees: Nominations, Governance and Bargaining.



Advocate for allied health! Connect with us on social media.

(cont. on next page)

Nominations Committee

We currently have three positions for Executive Council which require elections for an upcoming two-year term (2022-2024)

Campaigning can start on July 1st, and there will be more information to come regarding a potential debate involving both candidates for president.

Voting will take place from September 10 – 16, 2022.

All voting will be done **ELECTRONICALLY ONLY** during the voting period as per policy, so we require a personal email address in order to send a ballot.



District/Position	Candidates	
President	Jason Linklater	Bob Moroz
District 1 Northern East	Kevin Chalus	Jean Nemeth
District 6 Interlake Eastern	Matthew Hollingshead	Shona Litke

Only members in good standing in the above districts will be able to vote for representation. All members in good standing will be eligible to vote for President.

Directors that have been acclaimed to a two-year term (2022-2024)

District 3

Prairie Mountain North Leann Oakley

District 9

Winnipeg Notre Dame Margrèt Thomas

District 10

Winnipeg West Shayleen Goretzki

District 12

Winnipeg South Shelagh Parken

District 15

Winnipeg Central 3 Jana-Leigh Povey

Districts that are VACANT

These positions will be available for a one- year term next year.

District 7

Winnipeg Northeast

District 11

Winnipeg Southeast

District 13

Winnipeg Central

Directors that have one year remaining (2021-2023)

Vice-President Tanya Burnside

District 2

Northern West Lesa Nordick

District 4

PMH South Wayne Chacun

District 5

Southern Joshua Frampton

District 8

Winnipeg North Karen Roth

District 16

Winnipeg Central Shelley Kowalchuk

Director that has been acclaimed to a one-year term (2022-2023)

District 14

Winnipeg Central 2 Arlene Boychuk

Governance Committee

Members: Tanya Burnside, Joshua Frampton, Margrét Thomas, Shelagh Parken, Jana-Leigh Povey

The Governance Committee has been busy with reviewing the constitution, position description and reviewing policies and even a few new ones this term. The committee will have resolutions to present at this year's AGM (Annual General Meeting). The actual resolutions will be in the AGM booklet which will be available closer to our AGM, but here is a summary of them:

Articles 606(a), 610 (b) iii, 610(c) iii and 1002

- ▶ Changing to reflect gender neutral language

Articles 5: Membership

- ▶ The committee was asked to look at this article and see if we could further clarify the categories and what rights and privileges those categories provide
- ▶ Specific articles are 503, 505 and 506
 - "505": we are asking to change "Full Member" to "Member in Good Standing"; "Member in Good Standing" happens once a member completes and signs the membership application; we have proposed adding a new category "Active Members". The only difference between being an "Active Member" and a "Member in Good Standing" is the completion and signing of the membership application.
 - "506" further breaks down the benefits and privileges of each proposed category (see Table 1 below).
 - "503" clarifies what category that article is referencing, so the change is to have it say "member in good standing".

Table 1:

Benefits/privileges of each category of membership	Member in Good Standing	Active Member	Associate Member
Eligible to run and hold an elective office	Yes	No	No
Vote on all matters in accordance with the Constitution (Elections and Resolutions)	Yes	No	No
Participate in ratification votes	Yes	Yes	No
Attend General Meetings of the Association	Yes	Yes	Yes
Speak at General Meetings of the Association	Yes	Yes	No
Eligible for appointment to committees	Yes	Yes	Yes
Eligible for MAHCP scholarships	Yes	Yes	No
Eligible for the Professional Development Fund	Yes	Yes	No

The committee was excited to have our Member Portal launched earlier this year; all current policies are located on the portal and as moved along with this we will continue to add to the portal. This has long been on the committee's wish list to have a member-only portal - www.mahcpmemberportal.ca.

If you have not activated your account yet, please contact info@mahcp.ca and we will get you set up.



Bargaining Committee (from left): Bob Moroz, Cathy Langit, Jason Linklater, Tanya Burnside, Jana-Leigh Povey, Lee Manning, Rebecca Clifton, Andrea Pollock, Shayleen Goretzki, Lori Marlow **Missing from picture:** Wayne Chacun, Tanis Hares, Shona Litke, Janelle Morissette, Conrad Padilla, Christina Taitley

Bargaining Committee

I think it is safe to say that everyone is relieved that bargaining has finally started!

We are currently only meeting with the employer one day a week (Fridays). As other unions conclude their bargaining, we are hoping to add more dates which will include consecutive days.

The process of this round is completely different than previous rounds. With the addition of the members from the representation votes, we are trying to merge 46 agreements into either the WRHA or Shared Health Services (SHS) agreements.

MAHCP will now begin asking our new members (AFM, Cadham and SMHC) for their proposals, and then look at incorporating those into our proposal package, including any articles that may have already been agreed to.

Given the new process and the addition of our most recent members, much work remains for the committee. It has been great to meet and get to know the rest of the bargaining committee, as we are now meeting mostly in person.

In closing, I would like to thank all those members who have been showing up to member meetings to hear us out, and more importantly to ask questions and share concerns.

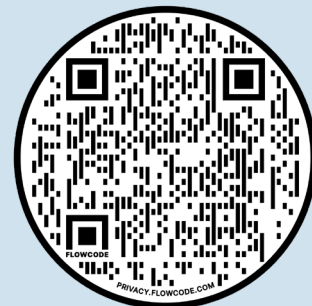
Valuable feedback is needed to move this union forward. If there is a concern, Executive Council wants to hear it. We make decisions for the membership, and without your input we are only guessing.

Wishing each member a fabulous summer! Please take care and stay safe.

In solidarity,

Tanya Burnside, MAHCP Vice-President

**Not receiving
our email updates?**



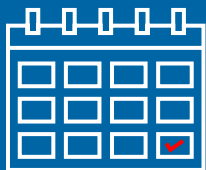
Make sure we have your
contact info - email us at
info@mahcp.ca or visit:

www.mahcp.ca/membership-application
by scanning the
QR code above.



**Changed
your address,
email or phone
number?**

**Don't miss out
on important
updates and
information.**



Mark your calendars for August 10th

MAHCP Member Engagement Committee will be sending out details shortly regarding an opportunity to see a Goldeyes game - keep an eye on your email!

Member Engagement COMMITTEE

Members: Arlene Boychuk, Lesa Nordick, Katryna Cornwall, Wayne Chacun, Karen Roth

By Shelley Kowalchuk, MEC Chair



The time we spend at work can be busy and stressful, especially over the last few years. And union business can sometimes be synonymous with labour strife, and frustration. We all live in it, some more than others. It's because of that we have a committee, the Member Engagement Committee, that tries to provide an antidote to that.

Over the last few months, you might have seen a variety of activities, contests, and on-line classes. This has been the job of the MEC, and we have been fairly busy trying to find ways to engage you, our members, in several ways.

When I became the chair of this committee, my aim was to try to get members involved in different activities, whether they were fun or for a good cause. That has been our job this year.

Allied Health Professionals Week – May 8-14 – was a very busy one for participants. Our emoji contest had approximately 200 entries, and our on-line cooking class had a number of intrepid cooks who learned how to make homemade pasta.

Paint Nite was a casualty of our instructor's water damage, so this will have to be postponed till the early fall. And the on-line bingo nite was great fun, and well attended, but did have some technical difficulties too (apologies to those who couldn't log on).

Combining fun with political action, MAHCP joined Winnipeg Pride and Brandon Pride for their parades in June. We loved celebrating in person with LGBTQ+ family and friends, for the first time in a few years.

We also partnered with Diabetes Canada at the Inaugural Westman Flame of Hope Golf Tournament at Glen Lea Golf Course on June 10th.

Of course, as we have for many years, we will be awarding several scholarships - the Monique Wally Scholarship, for students entering an allied health profession, the MAHCP scholarships for students entering their first year of post-secondary school, and our member Continuing Education scholarships, which are on the next page.

All scholarship information is also on our website and the MAHCP portal.

We have a few more ideas before the summer is done - like a Goldeyes game on August 10th - but they are just in the planning stages – so stay tuned!



MAHCP SCHOLARSHIPS

If you have a child planning to attend university or college in the fall, or if you are planning on continuing your education, scholarships are available through MAHCP.

Continuing Education for Members

3 x \$1500

Scholarships are open to full MAHCP members that wish to enhance or upgrade their education by taking advanced courses, certificates, or programs.

**Applications open - June 1, 2022
Deadline - August 30, 2022**

Monique Wally Memorial Scholarship Fund

3 x \$500

Scholarships are open to all residents of Manitoba who are entering their first year of an Allied Health Profession.

**Deadline for Monique Wally Memorial Scholarship Fund
and MAHCP Scholarship: July 29, 2022**

MAHCP Scholarship

12 x \$500

Scholarships are open to children of FULL MAHCP members entering their first year of full-time post-secondary education (University or College) in any field of study.

To apply, visit <https://mahcp.ca/member-services/> - under scholarships or email info@mahcp.ca.



Member HIGHLIGHT

Meet Rina

Home Care Case
Coordinator

We first spoke with Rina during Allied Health Care Professionals Recognition week in May. She has been a Social Worker for 25 years, a Community Home Care Case Coordinator as well as a proud Allied Health Care Professional.

Home Care Case Coordinators that work in the community, come from a variety of professional disciplines such as: Social Workers, Dietitians, OTs, Respiratory Therapists and Nurses. Community Home Care Case Coordinators are critical in ensuring that their clients - vulnerable Manitobans living in the community - are safe.

This is accomplished through the coordination, implementation and management of various care services, involving the input of the clients and in many cases their family members as well.



I genuinely love my job. I have spent my entire career working with vulnerable people, which has enhanced my knowledge and understanding of what our clients might require to feel safe, empowered and live independently in their home.

Tomorrow, I'm going to see one of my clients, Paul, someone I have known for at least 5 years. His wife Anne*, who has since passed, was my client initially. I know that when I go visit him, it will not matter how long we visit for, what matters is that he gets to "socialize" for a little bit. Even though he resides in an Assisted Living Facility that provides opportunity for socialization, his physical decline has reduced his independence and ability to get out of his suite.*

I feel better knowing that I have checked in with Paul, he is doing ok, he is safe and happy, all things considered. I know that his wife would be thankful and that his son, who lives in BC, appreciates the assessments and my reports to him to confirm his dad is doing okay.

Keeping Paul out of the hospital and in his home as long as he is physically and cognitively able, benefits everyone - the client who feels most comfortable in their home, to ensuring that hospital and long-term beds are there for people who most need that level of support.

I hope that when my time comes, people treat me with the same compassion and empathy I see myself and my colleagues provide as Home Care Case Coordinators - we will all grow old and we will all need some level of support. It's just the right thing to do."

*Names have been changed to protect identities.

congratulations on your retirement

Kathy Macdonald

Pharmacy Assistant
Mount Carmel Clinic

Leslie Boardman

Sonographer
Concordia Hospital

Joan Crabtree

Spiritual Health Leader
Misericordia Health Centre

Marisa Pasquarelli

Laboratory Technologist
Grace Hospital

Karen Kyliuk

Mental Health Education Facilitator
Centralized Services

Beth Szuck

Dietitian
Breast Health Centre

Carol Crowe

Radiology Technologist
Breast Health Centre

Deirdre Globush

Radiology Technologist
Mount Carmel Clinic

Allan Maydaniuk

Radiology Technologist
Health Sciences Centre

Mark Pfiefer

Laboratory Technologist
Grace Hospital

Glenda Yaholkoski

Radiology Technologist
Grace Hospital

Pat Chartrand

Laboratory Technologist
Minnedosa Health Centre

Debbie Zajac

Physiotherapist
Misericordia Health Centre

Shannon McDonald

Radiology Technologist
Concordia Hospital

Pat Walsh

Laboratory Technologist
Health Sciences Centre

Debbie Fehr

Laboratory Technologist
Portage District Hospital

Camille Wilson

Case Coordinator
Access St Vital

Cynthia Willette

Social Worker
Grace Hospital

Mary Horne

Rehabilitation Counsellor
Addictions Foundation of Manitoba

Dwayne Campbell

Paramedic
Hamiota EMS

Lynn Watkins

Health Promotion and Education
Specialist
Thompson Health Centre

Edie Desgagnes

Sonographer
Seven Oaks General Hospital

Jacqueline Sproule

Social Worker
Riverview Health Centre

Welcome to MACHP

Candice Keam

Administrative Assistant



Joining the MACHP team in May, Candice comes from over ten years working in Community Health as both a bilingual Administrative Assistant and a Communications Coordinator, with experience in database management, project coordination and event planning.

On the weekends, she loves spending time with her husband and two young children, Quinn and Theo.

Leanne Roberts

Labour Relations Officer



Leanne comes to us with over 14 years experience in health care. She is an alumni of the University of Manitoba with a Bachelor of Arts degree in Labour Studies and a certificate in Human Resource Management.

Leanne is a Certified Practitioner in Human Resources (CPHR). Most recently, she was an HR consultant with Corporate and Community Health Services.

In her spare time, she enjoys cooking, travelling, and spending time with her family, friends and dog.

MAHCP staff ASSIGNMENTS

Lee Manning - Executive Director

Jacob Giesbrecht
Legal Counsel

Tim Smith
Manager of
Communications
& Outreach

**Amy Tuckett-
McGimpsey**
Communications
Officer

Teresa Bowerman
Executive Liaison

Janet Beaudry
Administrative
Supervisor

Joan Ewonchuk
Administrative
Assistant

Candice Keam
Administrative
Assistant

Rachiel Langit
Administrative
Assistant

Cathy Langit
Administrative
Assistant

Jenny Malubag
Administrative
Assistant

Karen Finlay
Receptionist

labour relations OFFICERS

Cheryl Beal - Lead Labour
Relations Officer
cherylb@mahcp.ca

Angie Boehm
angie@mahcp.ca

Dustin Czmola
dustin@mahcp.ca

Garrett Finck
garrett@mahcp.ca

Gill Gagné
gill@mahcp.ca

Chelsea Kaufmann
chelsea@mahcp.ca

Nathan Laser
nathan@mahcp.ca

Birgit Molinski
birgit@mahcp.ca

Poonam Randhawa
poonam@mahcp.ca

Leanne Roberts
leanne@mahcp.ca

Roger Quenelle
roger@mahcp.ca

Cory Szczepanski
cory@mahcp.ca

Gill Gagné
gill@mahcp.ca

Tania Wiebe
tania@mahcp.ca

For a complete list of portfolios visit www.mahcp.ca

*gave
the date*

**MAHCP's Annual General
Meeting will take place
virtually and in-person
on October 20th, 2022.**

Stay tuned for more info!

executive council 2021-22

Table Officers

President - Bob Moroz

Vice President - Tanya Burnside

Treasurer - Matt Hollingshead

Secretary - Shelley Kowalchuk

Executive Council Members by District

**District 2 -
Northern West**
Lesla Nordick

**District 3 -
Prairie Mountain
Health North**
Katryna Cornwall

**District 4 -
Prairie Mountain
Health South**
Wayne Chacun

**District 5 -
Southern**
Joshua Frampton

**District 6 -
Interlake Eastern**
Shona Litke

**District 8 -
Winnipeg North**
Karen Roth

**District 9 -
Winnipeg
Notre Dame**
Margrét Thomas

**District 12 -
Winnipeg South**
Shelagh Parken

**District 15 -
Winnipeg Central 3**
Jana-Leigh Povey

**District 16 -
Winnipeg Central 4**
Shelley Kowalchuk

Paramedic Director
Matt Hollingshead

WRHA Director
Arlene Boychuk