

**WE ARE  
ALLIED  
HEALTH**

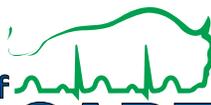
**WE ARE  
ONE  
STRONG  
VOICE**



# **ANNUAL GENERAL MEETING 2021**

6pm | Thursday, October 21<sup>st</sup>

**ONE  
STRONG  
VOICE** *together*

Manitoba Association of   
**HEALTHCARE**  
*Professionals*

## MISSION

MAHCP is a union of health care professionals dedicated to protecting, advocating for, and advancing the rights of its members through labour relations activities.



## VISION

Increase the awareness and recognition of MAHCP to members, public and government

Educate members about MAHCP

Grow as an organization



## VALUES

Recognizing and accepting diversity

Managing conflict with a positive support approach

Supporting a positive, responsive environment

Behaving in a professional manner while defending the rights of members

Inclusive dialogue within the organization



**“I’m honoured to represent over 6500 health care professionals in 190 disciplines across Manitoba and I’m immensely proud of the phenomenal work members do every day.”**

*Bob Moroz, President  
Manitoba Association of Health Care Professionals*

# MEETING AGENDA

MAHCP General Meeting - October 21, 2021 | 6-8pm

## Login

## Call to Order

Land Acknowledgment  
"O Canada"  
Introduction of Board, Staff, Scrutineers and Parliamentarian  
Credentials Report

## Approval of Agenda

## Adoption of Minutes

2020 Annual General Meeting

## Executive Director's Report *Lee Manning, Executive Director*

## Secretary's Report *Arlene Boychuk, Secretary*

Membership Report

## President's Report *Bob Moroz*

## Guest Speaker *Kevin Rebeck, President, Manitoba Federation of Labour*

## Finance Committee Report *Jason Linklater, Co-Chair | Shelley Kowalchuk, Co-Chair*

Audited Financial Statement  
2021-2022 Budget  
Appointment of Auditors 2020-2021

## Vice-President Report/Governance Committee *Tanya Burnside, Vice-President*

Nominations Report: 2021-2022 Executive Council  
Constitution and Resolutions

## Member Engagement Committee *Arlene Boychuk, Chair*

Honour Roll  
Scholarship Report

## Adjournment

## Door Prizes

*Members must be logged in and present for the duration of the AGM to be eligible for the draw.*

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# PRESIDENT'S REPORT

Bob Moroz, MAHCP President



I've had the privilege of leading this union as president now for nine years, first elected in 2012. Before that, I served on Council for seven years and served as a Member Advocate (we used to call them staff reps) at CancerCare Manitoba beginning in 2001, helping my fellow radiation therapists where I could and learning what it meant to be part of a union.

I've seen a lot in those years, as have many of our members. We've seen premiers and health ministers come and go. We've seen health regions amalgamated, twice. We've been through more than one union representation vote, on the winning side and also on the losing side. We've fought many battles together, and we've bargained many a collective agreement for our members. Through it all, we've hung together as Allied Health Professionals – 190 disciplines united in a common cause, to fight for what's right and to advance the interests of all our members.

In March 2020, the pandemic changed everything. Tumbleweeds blew down Portage Avenue and Main Street in Dauphin, down Victoria Avenue and Thompson Drive. We couldn't leave our apartments or our houses except to go to work or to search empty shelves for toilet paper that somehow wasn't there. It felt like everything had changed, and none of us knew what would come next.

But at the same time, nothing changed. Our patients and clients still needed us. We still needed each other. We continued to show up for Manitobans and for our colleagues at the hospital, at the lab, at the station and office and clinic. Our union, MAHCP, continued to show up for us.

In extreme adversity, when it seemed like no one in power, none of the decision makers had our backs or had any plan at all, we were still there. We put our heads down and we did the work. We're still doing it. For our patients and for each other. I'm proud as hell of our members and our union for that.

*“We continue to stand together, shoulder to shoulder, to face what's next. That spirit of solidarity, so central to our union movement, binds us together.”*

*President's Report cont.*

Our Labour Relations Officers, our administrative staff, our communications team, management and elected Council – they were also there and are there to help see us through. I'm grateful to every one of them, and to every one of our members who have stood by us and continue to stand strong in this fight. We have the best team, anywhere.

MAHCP has continued pressing on – to grow, to change, to adapt; to be the best union we can be for our members. In the past year, we have changed our constitution to build a new Executive Council that better reflects and represents our membership. At AGM 2021, we will welcome eight new Council directors, representing new districts. Together with the nine directors and officers who are returning this year, that will make the largest and most diverse Council in recent memory.

This spring MAHCP completed an organizational review, the most comprehensive and thorough look at how we do things and how we can improve that we have ever undertaken. Our members, staff and Council were all engaged and consulted in that process. The outcome has helped guide our way forward to continued growth, adding labour relations and management support to better serve our members. Our team is bigger and working together better than ever before.

In the coming year, our new Council will be developing a refreshed strategic plan that will lay out a renewed vision for our union and will continue to guide our shared work. With all of these developments and more, it's an exciting time at MAHCP. In my nearly 30 years with this union, I have never seen a moment filled with so much hope, so much possibility.

Make no mistake, we know these are hard times, for all of us. As I write, our members and our union are bracing for a fourth wave of this pandemic. COVID-19 has stretched our membership beyond the breaking point. We have experienced risk in the workplace that none of us ever imagined. We have seen unprecedented amounts of stress

leave, caused by new and often dangerous working conditions. Through it all, we have seen a provincial government and employers who continue to take us for granted, who ignore our advice and our pleas.

These forces threaten to divide us, to turn us against each other, but we haven't and we won't let that happen. Instead we continue to stand together, shoulder to shoulder, to face what's next. That spirit of solidarity, so central to our union movement, binds us together. It's what makes us strong, unbeatable.

If we do give in to artificial and petty divisions, if we allow ourselves to be broken up and isolated from one another, we will all be weaker for it. But we will not give in to those forces. We will not be divided by this pandemic. We will not be divided by arbitrary disciplinary boundaries. And we will definitely not be divided by governments or employers who call us heroes but do nothing to back it up.

As Allied Health Professionals, there has always been more that unites us, more that we have in common, than anything else. We have many more battles ahead, not least a central table bargaining round for 6,000 of our members that is expected to be the most challenging and complex round of bargaining in MAHCP's history. Together, we will be ready to meet these challenges head on.

We will stand together, we will fight and we will prevail. I will be right there with you, in solidarity and in strength.

Bob Moroz,  
MAHCP President



# EXECUTIVE DIRECTOR'S REPORT

Lee Manning, MAHCP Executive Director

**The political climate and how it has affected health care workers in terms of labour relations, is a timely and important topic in health care as it relates to every worker that is in our membership in very similar ways.**

Since the Conservatives took power, they have worked their austerity agenda by reducing services, not filling vacancies, and making cuts to the funding models. It is interesting that this plan was a combination of one created by a finance firm KPMG and disguised as a roadmap created in a report that was initiated by the previous government, the NDP, as the "Peachey Report".

The report that was provided by KPMG to government was not shared outside of government and the one initiated by the NDP was widely shared as simply, they "had a plan".

Immediately, the government then moved all of the Department of Labour to Finance while publicly stating that the sky was falling, the province was broke and on the road to ruin, and we all needed to do our part and tighten our belts.

They decided that rather than using the plan from Peachey, which indicated that there was enough in the current budget for

health care without adding any more money to the system, they would dissect the plan. They looked for efficiencies, areas to cut, and services to be eliminated rather than reorganize.

Then COVID struck and health care professionals stepped up, and while the government praised health care workers as heroes in the public, our members were left to deal with the fallout of eliminated resources that could've helped out Manitobans. It was too late.

## **Where does this take us in terms of labour relations?**

The Department of Finance is essentially the Department of Labour now, which makes all decisions financially-based. This includes direction to the Provincial Health Labour Relations Services, who provides all of the Human Resources and Labour Relations functions for Shared Health. This influences all of the Employer groups in the province, and all decisions are financially and employer-based.

*Executive Director's Report cont.*

**Never before have we experienced government so deeply entrenched in every aspect of the health care system.**

The immediate answer to any issue is no, the accountability for tardy responses is nonexistent, and almost encouraged.

We are very aware of the Conservative government's view on unions, and we see them use their majority to erode the rights of workers and the services workers provide.

That takes us to bargaining. First it was the votes, then the pandemic, and now we are in the final stages of preparation to go to the table. The Employer, only a month ago, sent us some of the numbers for Essential Services which created a further hold up.

We are all aware that the Nurses Union was unsuccessful at getting a deal, and CUPE and MGEU are experiencing a similar situation at their table. It is safe to assume that we will encounter the same problems as they have, which in a nutshell is "we don't want to talk about your issues we want to talk about ours" and we are not willing to offer any reasonable compensation to go along with our proposals.

Like our counterparts at the table now, we will be looking to our members to provide us with the mandate necessary to get to a reasonable, fair deal for our members.

Like you, all the staff have been working hard during this period to continue to provide the best service possible to the membership in these times. We have reviewed our staffing complement and determined that it is necessary to increase staff to continue to provide the level of service expected.

By the time the AGM is held we will have 13 Labour Relations officers, a Lead Labour Relations Officer, and additional Administrative Staff to assist us in the provision of that service.

It has been very challenging to have dealt with many of the outstanding labour issues through electronic meetings and office closures, but the staff have done an excellent job of adjusting to this environment given the circumstances. I would like to personally thank all of the staff for their outstanding contribution to the service of the membership. When they were asked to do more, they did so without complaint. I am honored to work with such dedicated people.

It has again been my privilege to act as Executive Director for the dedicated health providers of the MAHCP this past year.

In solidarity,

Lee Manning



## VICE-PRESIDENT'S REPORT

*Tanya Burnside, MAHCP Vice-President*

### IMPORTANT WINS FOR LABOUR

#### Beautiful Plains Teacher's Association Agreement/ Arbitration Rulings in Pembina Trails and Louis Riel

"Free and unrestricted collective bargaining works for both teachers and their employers," said James Bedford, President of Manitoba Teachers.

(<https://www.mbteach.org/mtscms/2021/02/26/public-sector-bargaining-opens-up/>)

#### Bus Drivers for the Winnipeg School Division Awarded a Wage Package Outside the Bill 28 PSSA

"Bus drivers went on strike last fall to stand up against the PSSA, and we're incredibly proud of these members for standing up and fighting for what's right," said Bea Bruske, Secretary-Treasurer for UFCW Local 832.

"Without the dark cloud of the PSSA hanging over bargaining, and the School Division's games at the bargaining table, a strike would have easily been avoided."

(<https://ufcw832.com/bus-drivers-win-fair-wages-from-arbitrator/>)

It's been a challenging year for all of us but most especially for health care. Your dedication and commitment to your chosen profession is remarkable. **MAHCP members navigated all waves of the pandemic like heroes.** I know that, like me, you felt the effects and struggled with all of the restrictions. We are close to seeing the end to all limitations and can see the proverbial light at the end of the tunnel.

The Executive Council continued to meet virtually throughout the year. We hired an external strategic planning firm to conduct an organizational review of both Operations and Governance. I'd like to thank all of you who took the time to provide feedback and participate with the facilitators. This review allowed Executive Council to make decisions with input from all stakeholders (staff, members, and council).

And not to be forgotten, our MAHCP Central Table Bargaining Committee also met via Zoom to create a proposal package to start the next round of bargaining. I'm sure I speak for all members when I say thank you to the committee for all their work. I learned a lot from listening to all the members and from the proposals submitted.

I look forward to getting to the table this fall.

I wanted to highlight important wins for labour (see sidebar) as it demonstrates how we need to hold this government accountable to bargaining a fair collective agreement.

It has been my pleasure and privilege to represent you in my role as Vice-President of MAHCP.

In solidarity,

Tanya Burnside

## FINANCE COMMITTEE REPORT

*Jason Linklater, Co-Chair  
Shelley Kowalchuk, Co-Chair*



*Looking back at the past year, it's true that MAHCP, and you our members, have lived through many changes and challenges. Our workplaces have become a battleground within a pandemic, and we have had to manage change with a thought to keeping our lives moving forward.*

We who volunteer to work for MAHCP have also learned to manage with the changes we have seen in the last year, taking these challenges head on. The finances of the union are probably the most important aspect of stewardship we have. It's incumbent on us to manage the dues that come in, have a healthy Defense Fund for any contingencies, keep costs down while keeping an eye on the bottom line.

An easy change was changing the name of our committee, from Management Committee to Finance Committee, a step we took to ensure our members knew the job we do. It's a simple step but it was one of many we took, to look at our growing union and evaluate how to meet the needs of the membership in the most productive way. Soon after the last AGM we undertook the massive job of assessing our union's workplace in an Operational Review; we looked at the services we were bringing to members, to see how we could maximize our positive impact and evaluating any potential gaps in service.

Our union is now the largest allied health care union in Manitoba but our mission has always been to provide service to members and tell

the government and the public who we are. The Operational Review was a tool to help us find the best use of resources so we can fulfill this obligation. We kept a tight timeline and completed it by May. It involved a lot of reflection and close monitoring of the budget, but the Finance Committee and, we as Co-Chairs, are confident our new staff and the changes made will help to make us more responsive to you, our members.

As we said last year, we are in an excellent financial position; even COVID restrictions have made meetings more cost effective because of Zoom, since our meetings are held in our homes. The Defense Fund and our Reserve Fund are healthy, we have been able to offer more and better scholarships to members and we are maintaining a presence in the media, so that the public knows who we are. At the time of writing this report the additional funding to the Defense Fund and/or Reserve Fund has not been finalized, however these figures will be available at the AGM.

*Finance Report cont.*

Another year has passed and our contract negotiations have again not commenced, something all of healthcare has experienced under this government.

We as a membership know the value that's placed on us by government through the realities of our work and not by soundbites or lipservice in the media.

The time is now for every member of this Association

to become involved and make ourselves known to the government and public as the faces that have provided health care before, during and after this pandemic.

We must not let government turn attention away and force us into the background as the pandemic abates. For while the public can begin to resume normal function, our membership is left in an even more difficult condition than when the crisis began.

Covid has shone a light on healthcare and while we work in difficult situations, MAHCP is making our voices heard.

**You are one of those voices. Be heard.**

In solidarity,

Jason Linklater

## EXECUTIVE COUNCIL 2020-21

### OFFICERS



#### PRESIDENT

**Bob Moroz**

CancerCare Manitoba  
Radiation Therapist



#### VICE-PRESIDENT

**Tanya Burnside**

Thompson Community  
Health Services  
Primary Care Connector



#### TREASURER

**Jason Linklater**

Health Sciences Centre  
Orthopedic Technologist



#### SECRETARY

**Arlene Boychuk**

Health Sciences Centre  
Medical Laboratory  
Assistant



#### COMMUNITY THERAPY SERVICES DIRECTOR

**Margrét Thomas**

Physiotherapist



#### PARAMEDIC DIRECTOR

**Matthew Hollingshead**

Shared Health, EMS  
Primary Care Paramedic



#### REGIONAL DIRECTOR

**Lesa Nordick**

Community Health  
Developer

## EXECUTIVE COUNCIL 2020-21

### DIRECTORS



#### CLINIC DIRECTOR

**Sherry Lussier**

Dynacare  
Laboratory Technologist



#### LABORATORY DIRECTOR

**Emma Mahoney**

Shared Health,  
St. Boniface Hospital  
Medical Laboratory  
Assistant



#### PHYSIOTHERAPY DIRECTOR

**Shelley Kowalchuk**

Health Sciences Centre  
Physiotherapist



#### RESPIRATORY THERAPY DIRECTOR

**Victoria Fabris**

Shared Health, Patient  
Transport Program  
Advanced Practice  
Respiratory Therapist

# ANNUAL GENERAL MEETING 2020 MINUTES

Thursday, October 29, 2020

## Meeting called to order at 6:00 p.m.

by Chair President Bob Moroz

## Land Acknowledgement

### Credentials Report by Victoria Fabris

- » Motion to adopt report - Adopted
- » As per article 1006 of the constitution, quorum was met with 277 members in attendance

## Singing of O Canada

### Introductions were made for the following including volunteers of the evening:

- » 2019-20 Executive Council
- » MAHCP Staff
- » Parliamentarian Vera Chernecki

## Review of Standing Rules

- » Motion to adopt - Adopted

## Review of Parliamentary Procedures and Agenda in booklet

- » Motion to adopt agenda - Adopted

## Executive Director's Report by Lee Manning

- » See Executive Director's Report AGM booklet pg. 4

## Membership Report by Secretary Vicci Fabris

- » As of June 30th, 2020, there were 7,121 bargaining members and 5,983 member dues collected

## President's Report by Bob Moroz

- » See President's Report AGM booklet inside front cover

## Management Committee by Treasurer Jason Linklater

- » Introduction of committee and guest Pamela Dupuis BDO
- » Audited Financial Statements
  - Motion to adopt the Auditor's Report
  - Moved by Management Committee
  - Result - Adopted
- » Financial Report
  - Motion to adopt the Financial Report
  - Moved by Management Committee
  - Result - Adopted

## Nomination Committee by Tanya Burnside

- » Starting a two-year term October 2020
  - President – Bob Moroz
  - Respiratory Therapy Director – Vicci Fabris
  - Winnipeg Director – Arlene Boychuk
  - Laboratory Director - Emma Mahoney
  - Paramedic Director – Matthew Hollingshead
- » Starting the second year of a two-year term October 2019
  - Vice President – Tanya Burnside
  - Orthopedic Technology Director – Jason Linklater
  - Clinic Director – Sherry Lussier
  - Community Therapy Services Director – Margrét Thomas
  - Northern Region West Director – Lesa Nordick
  - Physiotherapy Director – Shelley Kowalchuk

## Governance Committee by Vice President Tanya Burnside

- » Introduction of committee
- » Resolutions presented:
  - **Resolution #1 Article 601**
    - Resolved: correction/deletions as stated in AGM Booklet
    - Rationale presented
    - Moved by: Governance Committee Executive Council voted concurrence
    - Floor was opened to debate
    - Result: Adopted
  - **Resolution #2 Article 602(b)**
    - Resolved: correction/deletions as stated in AGM Booklet
    - Rationale presented
    - Moved by: Governance Committee Executive Council voted concurrence
    - Floor was opened to debate
    - Result: Adopted
  - **Resolution #3 Article 603**
    - Resolved: gender neutral language as stated in AGM Booklet
    - Rationale presented
    - Moved by: Governance Committee Executive Council voted concurrence
    - Floor was opened to debate
    - Result: Adopted
  - **Resolution #4 Article 606(b)**
    - Resolved: gender neutral language as stated in AGM Booklet
    - Rationale presented
    - Moved by: Governance Committee Executive Council voted concurrence
    - Floor was opened to debate
    - Result: Adopted

- **Resolution #5 Article 607(b)**
  - Resolved: correction/deletions as stated in AGM Booklet
  - Rationale presented
  - Moved by: Governance Committee Executive Council voted concurrence
  - Floor was opened to debate
  - Result: Adopted
- **Resolution #6 Article 608 (f)**
  - Resolved: correction/deletions as stated in AGM Booklet
  - Rationale presented
  - Moved by: Governance Committee Executive Council voted concurrence
  - Floor was opened to debate
  - Result: Adopted
- **Resolution #7 Article 609 (new)**
  - Resolved: add new 609(b) and re-label following bullets as stated in AGM Booklet
  - Rationale presented
  - Moved by: Governance Committee Executive Council voted concurrence
  - Floor was opened to debate
  - Result: Adopted
- **Resolution #8 Article 801**
  - Resolved: re-name Executive Council committees as stated in AGM Booklet
  - Rationale presented
  - Moved by: Governance Committee Executive Council voted concurrence
  - Floor was opened to debate
  - Result: Adopted

# ANNUAL GENERAL MEETING 2020 MINUTES

(Continued from pg. 15)

## Communication Committee by Secretary Vicci Fabris

- » Introduction of committee
- » MAHCP Honour Roll – 2020 recipient is Tanya Burnside
- » Scholarship Report

### MAHCP Scholarship Award Winners:

**Emma Coughlan**, daughter of Lynne Cenerini Coughlan, WRHA Access St. Boniface

**Andrew Loewen**, son of Peter Loewen, St. Boniface Hospital

**Kassidy Paluck**, daughter of Karma and Desmond Paluck, St. Boniface Hospital

**Rachel Pedersen**, daughter of Shelley Kowalchuk, HSC Physiotherapy

**Brooke Rempel**, daughter of Hali Rempel, Victoria General Hospital

**Jared Rost**, son of Cheryl Rosmos, Health Sciences Centre

**Brendan Gingras**, son of Kimberly Gingras, Community Therapy Services

**Ethan Spalding**, son of Melanie Spalding, Eriksdale Hospital

**Maeva Herd-Rouet**, daughter of Stephanie Rouet, Actionmarguerite

### Monique Wally Scholarship Winners:

Sarah Hoffman, daughter of Sun Hoffman. Accepted into the Comm. Sciences and Disorders Master's Program, University of Western Ontario

## Special Thank You to retiring Directors of the MAHCP Executive Council

- » Cheryl Francisco
- » Michael Kleiman

## Staff Long Service Awards

- » Presented to Lee Manning celebrating 15 years with the Association
- » Presented to Bernice Pontanilla celebrating 5 years with the Association

## New / further business

- » none

**Meeting adjourned at 7:36 p.m.**

# MEMBER ENGAGEMENT COMMITTEE REPORT

Arlene Boychuk - Chair  
Sherry Lussier, Lesa Nordick, and Victoria Fabris



**It has been a year like no other. Two things changed our usual plans this year: COVID and the continued integration of new members outside of Winnipeg.**

I couldn't be more proud of the committee for thinking outside of our normal in person events and coming up with new events that are both fun and relaxing for our hard working members.

The Member Engagement Committee felt it was important to host events that were accessible to all membership. We worked hard to create a year full of exciting virtual events that members could easily participate in across Manitoba.

We broadened our horizons with online events starting with the Wellness Calendar, emoji songs, the scavenger hunt, cooking classes, yoga, paint night, two different trivia nights and bingo.

As always, we welcome the feedback of all members. Let us know what events you feel would engage our diverse membership. We are always looking for fun ideas for future activities.

*What a first year as Secretary! I would like to take this moment to thank the outgoing Secretary for all her help and guidance.*

We have listened to your requests and as such the MAHCP Scholarships have increased to (12x\$500). Also we are pleased to announce the new continuing education scholarship (3x\$1500) for members interested in enhancing or upgrading their education!

It was the hopes and intention of this committee to host the first Family fun day in August. But with restrictions still in the air, we changed our direction to a safe virtual Family Fun Days with a couple days of virtual activities geared towards families in September - a magic show and cooking with delicious dishes.

The Member Engagement Committee is preparing now for next year's events – we are hoping to see you all in person soon! We've got a great lineup of swag just waiting for you!

## 2021 MAHCP Scholarships | \$500

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.

## 2021 SCHOLARSHIP RECIPIENTS

**Brock Evan Fengler & Brayden John Fengler**  
Member: Marcy Fengler  
Occupational Therapist  
St. Boniface Hospital

**Braden Krauchi-Latimer**  
Member: Shaw Krauchi  
Social Worker  
Health Sciences Centre

**Erik Alexiuk**  
Member: Beverly Alexiuk  
Pharmacist  
St. Boniface Hospital

**Emily Robb**  
Member: Joanna Robb  
Cytotechnologist  
Westman Lab

**Harrison Elliott**  
Member: Lori Wazny  
Pharmacist  
Health Sciences Centre

**Kennedy Kemball**  
Member: Stephanie Kimball  
Lab Assistant  
Pine Falls Hospital

**Luca Calista**  
Member: Stacey Calista  
Pharmacist  
Grace Hospital

**Matthew Kozak**  
Member: Beata Kozak  
Pharmacist  
Health Sciences Centre

**Maya Simone Edie-Maxsom**  
Member: Cheryl Maxom  
Mental Health Worker  
Deer Lodge Centre

**Megan McKinney**  
Member: Wanda McKinney  
Sonographer  
The Pas Health Complex

**Nathan Spewak**  
Member: Candace Spewak  
Pharmacist  
Health Sciences Centre

## 2021 MAHCP Scholarships Continuing Education | \$1500

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

## 2021 SCHOLARSHIP RECIPIENTS

**Bren Dixon**  
Sexual & Reproductive Health Facilitator  
Sexuality Education Resource Centre

**Brittany Lelievre**  
Medical Lab Assistant  
Portage District General Hospital

**Tory Crawford**  
Physiotherapist  
Health Sciences Centre

**CONGRATULATIONS TO ALL 2021 SCHOLARSHIP WINNERS!**

# MEMBERSHIP REPORT 2021

EMPLOYER	# of Bargaining Unit Members as of June 30 <sup>1</sup>		# of Member Dues Collected as of June 30 <sup>2</sup>	
	2020	2021	2020	2021
Aboriginal Health & Wellness Centre	50	44	45	42
Actionmarguerite	11	12	11	12
Bethania Place	2	1	2	1
Brandon Clinic	3	2	0	0
Canadian Blood Services	2	2	N/A	N/A
CancerCare Manitoba	148	141	120	126
Centre de Sante	7	10	7	8
Churchill Health Centre	18	17	15	13
Community Therapy Services	45	42	40	42
Concordia Hospital	64	72	42	48
Deer Lodge Centre	72	94	66	73
Dynacare	310	421	302	381
Eden Mental Health Centre	14	17	11	16
Grace Hospital	119	118	88	101
Jocelyn House	20	17	16	12
Klinik	117	101	86	83
Manitoba Adolescent Treatment Centre	76	80	64	71
Manitoba Clinic	8	8	3	5
Manitoba Possible	41	42	38	36
Misericordia Health Centre	96	76	76	75
Mount Carmel Clinic	36	31	30	29
Nine Circles	15	15	11	13

# MEMBERSHIP REPORT 2021

EMPLOYER	# of Bargaining Unit Members as of June 30 <sup>1</sup>		# of Member Dues Collected as of June 30 <sup>2</sup>	
	2020	2021	2020	2021
Northern Health Region	134	114	104	99
Nor'West Co-op	44	40	33	37
Rehab Centre for Children	121	119	102	111
Riverview Health Centre	80	83	60	76
SERC	17	20	14	19
St Boniface Hospital	336	341	282	337
Seven Oaks General Hospital	107	105	85	90
Shared Health - HSC, Regional, Lab & DI, COVID	3076	3182	2538	2758
Shared Health - EMS	937	834	795	739
Southeast PCH	1	1	1	1
Victoria General Hospital	88	81	64	60
Winnipeg Clinic	12	12	12	9
WRHA Community	481	502	434	436
WRHA Corporate	16	17	15	17
WRHA Pharmacy Program	371	370	347	346
Women's Health Clinic	26	27	24	26
<b>TOTALS</b>	<b>7121</b>	<b>7211</b>	<b>5983</b>	<b>6348</b>

<sup>1</sup> Total number of bargaining unit members (many members work at more than one facility) - total number of individuals as of June 30, 2021 is 6621

<sup>2</sup> Number of members who paid dues in the month of June (does not include members on LOA, or who did not work any shifts in June)

# BUDGET OVERVIEW

## FISCAL 2021-22

July 2021 - June 2022

<b>Revenues</b>	
4100 · Interest Income	0.00
4200 · Membership Dues	5,254,166.66
4300 · Miscellaneous Income	2,688.00
4400 · Collective Agree. Cost Recovery	2,000.00
4500 · Staff Salary Cost Recovery	
<b>Total Revenues</b>	<b>5,258,854.66</b>
<b>Expenses</b>	
<b>Advertising</b>	
8012 · Campaigns	360,000.00
8014 · Promotional	80,000.00
8015 · Strategic Partnerships	48,000.00
<b>Total Advertising</b>	<b>488,000.00</b>
8005 · Accounting Fees	20,000.00
8040 · Audit Fees	14,000.00
8050 · Bank Fees	0.00
8060 · Scholarships	12,000.00
8065 · MA Training/Support	20,000.00
8530 · Professional Development-Member	30,000.00
8070 · Consulting Fees	10,000.00
8100 · Donations	7,500.00
Salaries	3,413,996
8160 · Grievance Investigator	50,000.00
8180 · Honorarium	28,800.00
<b>Legal Fees</b>	
8260 · MAHCP (Membership)	70,000.00
8270 · Unifor (MAHCP Staff Members)	2,500.00
<b>Total Legal Fees</b>	<b>72,500.00</b>
<b>Meetings</b>	
8313 · Registration Fees	7,000.00
8320 · Salary Replacement	150,000.00
8322 · Meals	40,000.00
8324 · Supplies and Services	1,500.00
8326 · Meeting Rooms	20,000.00
8332 · Other	0.00
8335 · Mileage - Staff Urban	25,000.00

# BUDGET OVERVIEW

## FISCAL 2021-22

July 2021 - June 2022

<b>Total Meetings</b>	<b>243,500.00</b>
8400 · External Membership Dues	135,000.00
8510 · Education/Tuition Fees/Training	100,000.00
<b>Travel</b>	
8600 · Accommodations	20,000.00
8610 · Airfare	25,000.00
8615 · Mileage	20,000.00
8620 · Meals	8,000.00
<b>Total Travel</b>	<b>73,000.00</b>
<b>Office</b>	
8700 · Rent & Taxes	160,000.00
8705 · Utilities	25,000.00
8707 · Communications Phone Internet	30,000.00
8710 · Repairs and Maintenance	40,000.00
8717 · Insurance	13,000.00
8718 · Resource Materials	30,000.00
8720 · Maintenance (Office Equipment)	1,500.00
8725 · Office Equip Supplies	15,000.00
8730 · Lease Payments (Office Equip)	44,000.00
8735 · General Office Supplies	100,000.00
<b>Total Office</b>	<b>458,500.00</b>
<b>IT Support</b>	
8770 · IT Maintenance & Repairs	25,000.00
8772 · Software	25,000.00
8774 · Hardware/Replacement	30,000.00
8776 · Audio Visual	2,000.00
<b>Total IT Support</b>	<b>82,000.00</b>
<b>Total Expenses</b>	<b>5,258,795.64</b>
Net Operating Surplus	59.02
9110 · Reserve Fund	0.00
9100 · Future Benefits-Current Year	0.00
	0.00
<b>Net Surplus</b>	<b>59.02</b>

# GOVERNANCE COMMITTEE REPORT

*Tanya Burnside, Chair  
Emma Mahoney, and Margrét Thomas*

In January, a special meeting was held to deal with a constitutional change held over from the 2020 AGM. The resolution passed that evening moved Executive Council away from being professional groups and would take us to a district model.

Districts were created that are small and compact enough, both in terms of number of members, site(s)/program(s) and geography, that members can reasonably access their Director. They can be in touch with every member – in person if needed – they can hold meetings, they can understand different worksites and the challenges you're facing on the ground.

Factors that were considered in determining Districts:

- » Number of members in the districts
- » Geographical locations and region as it relates to accessing members
- » Number of sites/facilities/programs/employers within that district

The committee was also busy conducting our policy review. At the time of writing this report we have concluded our review and the last group of policies will be placed in front of council in a few weeks for approval. Once the review is concluded, we will get our policies transitioned into a new Member Portal within our website. The committee wishes to thank our Communications staff for all their work to make this portal as reality.

The committee will be presenting two resolutions at this year's Annual General Meeting.

## **The first resolution is regarding the recall of an elected official, Article 704.**

*704 Upon petition of forty percent (40%) of members eligible to elect any particular officer, a vote shall be conducted to determine whether an officer is to be removed from office. A majority of votes cast shall determine the issue.*

The resolution asks for a lowering of the threshold from 40% to 20%, giving Executive Council the ability to place an elected official on a temporary leave if an investigation needs to take place. The resolution is also asking to give Executive Council the ability to call a meeting of the affected membership to debate and vote on the removal of an elected official without meeting the threshold (currently 40% of the affected membership). Our rationale given our growth in 2019 from the representation votes: 40% may be difficult to achieve, especially during a pandemic. These changes give Executive Council the ability and authority to act in the best interest of the membership and to protect the membership from any potential loss, both reputable and financial.

## **Our next resolution is regarding the Discipline article 1604-b.**

*b) if the Oversight Committee finds the complaint proven it may, in its absolute discretion; reprimand, censure, remove from office, fine, suspend, or expel the respondent(s) as the circumstances of the case may require.*

We are asking to add the ability for the Oversight Committee to limit the right for a member to hold or seek an elected position as part of their discipline. In reviewing other union's language, we found this to be consistent that was not contained within our own constitution.

These resolutions have been presented to Executive Council and have been approved by Executive Council.

# NOMINATIONS COMMITTEE REPORT

Congratulations to those members listed below who put their names forward for Executive Council seats; there was one election that needed to be conducted for Executive Council in the Winnipeg Central 4 District Area. I would also like to give the returning Directors a warm welcome back.

District 2:  
**Northern-West**  
*Lesa 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 11:  
**Winnipeg - Southeast**  
*Bronwynn Hayles*

District 12:  
**Winnipeg - South**  
*Shelagh Parken*

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

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

**Vice-President**  
*Tanya Burnside*

## RETURNING DIRECTORS

**President**  
*Bob Moroz*

**Winnipeg Regional  
Director**  
*Arlene Boychuk*

**Laboratory Director**  
*Emma Mahoney*

**Paramedic Director**  
*Matt Hollingshead*

**Respiratory Therapy  
Director**  
*Victoria Fabris*

# OVERSIGHT COMMITTEE REPORT

*Tanya Burnside, Chair  
Shelley Kowalchuk, Emma Mahoney, and Sherry Lussier*

I really need to thank this group for all their efforts this term. This was, by far, our busiest year. Our work focused on aligning practices with our policies and making recommendations to council with either policy changes and/or practice changes. These are not easy topics to discuss and debate but so necessary.

On behalf of the committee, I would like to thank Executive Council for all their support and work with the committee during this year as well.

# HEB TRUSTEE REPORT 2021

*Birgit Molinski, Health Employment Benefits (HEB) Plan Trustee  
Labour Relations Officer at MAHCP*

So far, this has been another challenging year for everyone, and I hope that after the fourth wave, we might finally see the light at the end of the pandemic tunnel.

The plans have recovered well from the financial market downturns last year and are in a stable position thanks to the diligence of the investment committee and staff. The implementation of the new IT Administration system has become a victim of the pandemic and the go-live date has been moved to April 2022. Likewise, the healthcare benefits plan redesign project has been put on hold.

I encourage everyone to read the 2020 Report to Members as it provides a detailed overview of the past year, and make sure to explore the HEB Manitoba website.

As always, it has been a privilege to serve as a trustee. Have a safe remainder of 2021.

Respectfully submitted,

*Birgit Molinski*  
Birgit Molinski

# MAHCP STAFF



**Lee Manning**  
*Executive Director*



**Cheryl Beal**  
*Lead LRO*



**Jake Giesbrecht**  
*Legal Counsel*



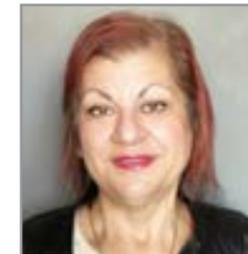
**Janet Beaudry**  
*Administrative Supervisor*



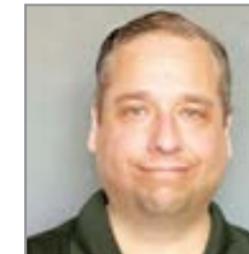
**Tim Smith**  
*Executive Liaison*



**Amy McGimpsey**  
*Communications Officer*



**Angie Boehm**  
*Labour Relations Officer*



**Dustin Czmola**  
*Labour Relations Officer*



**Garrett Finck**  
*Labour Relations Officer*



**Gill Gagne**  
*Labour Relations Officer*



**Chelsea Kaufmann**  
*Labour Relations Officer*



**Nathan Laser**  
*Labour Relations Officer*



**Birgit Molinski**  
*Labour Relations Officer*



**Poonam Randhawa**  
*Labour Relations Officer*



**Roger Quenelle**  
*Labour Relations Officer*



**Cory Szcepanski**  
*Labour Relations Officer*



**Tania Wiebe**  
*Labour Relations Officer*



**Katrina Zado**  
*Labour Relations Officer*



**Karen Finlay**  
*Receptionist*



**Joan Ewonchuk**  
*Administrative Assistant*



**Cathy Langit**  
*Administrative Assistant*



**Rachiel Langit**  
*Administrative Assistant*



**Jenny Malubag**  
*Administrative Assistant*

# AGM RESOLUTIONS 2021

Resolution #1 | Article 704

## CURRENT LANGUAGE

Upon petition of forty percent (40%) of members eligible to elect any particular officer, a vote shall be conducted to determine whether an officer is to be removed from office. A majority of votes cast shall determine the issue.

## NEW PROPOSED LANGUAGE

- a. The President, Vice President or any other Executive Council member may be temporarily removed from office for the duration of an investigation with a two thirds (2/3) majority vote of council members present and voting.
- b. Executive Council may call a meeting of the affected membership to vote on the removal of the President, Vice President or any other Executive Council member by a two thirds (2/3) majority vote of those council members present and voting.
- c. Executive Council shall call a meeting upon receiving a petition of twenty percent (20%) of members eligible to elect any officer requesting removal of that officer.
- d. Removal from office will be determined by a majority of votes cast.

## RATIONALE

The resolution is asking for:

- » the threshold to be lowered from 40% to 20%,
- » give Executive Council the ability to place an elected official on a temporary leave if an investigation needs to take place,
- » give Executive Council the ability to call a meeting on the removal of an elected member with the affected membership without the threshold (currently 40% of the affected membership).

Given our growth in 2019 from the representation votes; 40% may be difficult to achieve and especially during a pandemic. These proposed changes give Executive Council the ability and authority to act in the best interest of the membership and to protect the membership from any potential loss, both reputable or financial.

Moved by: Governance Committee  
 Seconded by: None needed as moved by committee  
 Executive Council recommends: Concurrence

**Adopted:** \_\_\_\_\_

**Not Adopted:** \_\_\_\_\_

# AGM RESOLUTIONS 2021

Resolution #2 | Article 1604

## CURRENT LANGUAGE

(b) if the Oversight Committee finds the complaint proven it may, in its absolute discretion; reprimand, censure, remove from office, fine, suspend, or expel the respondent(s) as the circumstances of the case may require.

## PROPOSED CHANGES (bolded)

b) if the Oversight Committee finds the complaint proven it may, in its absolute discretion; reprimand, censure, remove from office, **limit the rights to hold and/or seek an elected position**, fine, suspend, or expel the respondent(s) as the circumstances of the case may require.

## NEW PROPOSED LANGUAGE

b) if the Oversight Committee finds the complaint proven it may, in its absolute discretion; reprimand, censure, remove from office, limit the rights to hold and/or seek an elected position, fine, suspend, or expel the respondent(s) as the circumstances of the case may require.

## RATIONALE

We are asking to add the ability for the Oversight Committee to limit the right for a member to hold or seek an elected position as part of their discipline. In reviewing other union's language, we found this to be consistent that was not contained within our own constitution.

Moved by: Governance Committee  
 Seconded by: None needed as moved by committee  
 Executive Council recommends: Concurrence

**Adopted:** \_\_\_\_\_

**Not Adopted:** \_\_\_\_\_

# AGM BOOKLET

2021

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