



Nurse Practitioner  
Association of Manitoba

Your Partners in Health



# BOARD MEETING MINUTES



**Date:** June 9<sup>th</sup>, 2024

**Time:** 8:00pm

**Location:** Online (Zoom)

**Minutes Recorded By:** Nicole Mann

**Meeting Called to Order By:** Chandra @ 8:01pm

## IN ATTENDANCE

Nicole Mann, Ashley Carruthers, **Chandra Hawkins**, Cheyenne Legal, Cindy Fehr, Supriya Nishtala, **Tasia Patmore**, **Brooke Kempin**, **Laura Hill**, Geraldine Sobering, **Maureen MacDonald**, **Kristy DuGray**, **Terri Frattinger**, Christabel Loscerbo, Cindy Allen, Sophie Rebizant, **Darrell Derksen**  
(those highlighted are voting board members)

## APPROVAL OF MINUTES

Motion to approve April meeting minutes put forth by Tasia Patmore, and seconded by Terri Frattinger.

## BOARD REPORTS

### **Ashley Carruthers – CEO**

Verbal report, covered in MNU discussion below in “Additional Items”

### **Chandra Hawkins – Chair**

#### **HEB Benefits:**

Chandra is in the process of developing a letter/petition to advocate for improved benefits for those covered under HEB. NPAM members and other HEB benefit holders (multiple professions included in this) are encouraged to share their personal stories, or sign the petitions once shared.

- According to MNU, they are unable to advocate directly for benefit changes specific to their members, as HEB serves a wide range of professions. Per Mike Sutherland, a petition including personal experiences may be an effective way to initiate change at the HEB Board of Directors level.
- Note that HEB BoD had previously completed a benefits review and acknowledged deficiencies in comparison to other plans, both within and outside Manitoba. However, they haven't acted on improving the benefits. The goal of the petition is to apply renewed pressure on the HEB BoD to improve benefits.
- If you have another employer / aren't unionized with MNU and you're wanting NPAM's support to advocate for better benefits etc., please reach out.



## **CRNM Update**

CRNM recently distributed a survey related to nursing regulation and staffing shortages. As many of you are likely aware, CRNM has taken a somewhat hard stance against the province asking them to reduce barriers to registering in MB. Please see our CEO's letter released last week as our statement on the topic.

## **MNU - MOA and Salary Arbitration**

NPAM is pursuing a meeting with MNU to seek clarification on the recent MOA regarding salary placement. The current language has caused confusion, and clarification is being sought to address member concerns. Updates will be shared with the membership as soon as more information becomes available.

## **Salary Arbitration**

Arbitration proceedings related to salary adjustments are underway. Mike Sutherland has met or is scheduled to meet with legal counsel to further NPAM's case. Further updates will be provided as they become available.

## **Lobbying Update**

A summary letter was distributed in early May outlining NPAM's recent work with lobbyists and the outcomes of that initiative. Questions or feedback regarding the lobbying efforts can be directed to Ashley or the Chandra.

## **Darrell Derksen & Tasia Patmore - Vice-Chair**

No report received yet

## **Maureen MacDonald – Director of Finance**

See attached detailed reports for April and May

**Balance as of May 31, 2025: \$48485.58**

**NPAM Balance: \$41,581.50**

**Conference Acct Balance: \$6,047.58**

**Levy Account Balance: \$856.50**

## **Jaypee Buhisan & Supriya Nishtala – Director of Media and Marketing**

There are no specific updates to report at this time.

We would like to extend our sincere appreciation to all contributors involved in the recent Nursing Week celebration. Special thanks to Dr. Elsie Duff and Ashley Carruthers (CEO) for generously sharing their time and submitting articles that were both timely and relevant to the week's focus.

We continue to collaborate closely with Terri F. and Nicole M. in our ongoing efforts to disseminate educational materials and information. Their support and engagement remain invaluable.

## **Laura Hill & Kristy Dugray – Conference Co-Chairs**

Conference planning underway, always looking for volunteers for anyone interested. Early bird registrations will be opening in July.

## **Brooke Kempin – Director of Membership & Member Benefits**

### **Student Memberships:**

- Confirmed continuation of free NPAM membership for 1st year NP students through December 2025, consistent with last year's approach; Information to be circulated to new students.

## **Terri Frattinger – Director of Continuing Education**

April 8<sup>th</sup> session on Allergies & Anaphylaxis was a success. 24 registrations with an income of \$525

Sessions for the remainder of the year are booked as follows:

May & June sessions were a success – a total income of \$1240 between the two sessions.

### **Remaining upcoming sessions:**

#### **June 24**

Dr. Gabor on “**Cardiovascular Disease and ED**”

*No events scheduled in July and August*

#### **September**

September 17<sup>th</sup> at 3:30 pm virtual only - Men's Health Clinic-**Andropause-**

#### **October**

Date in Oct tbd-**RSV vaccine**

## **STUDENT & REGIONAL LIAISON REPORTS**

***University of Manitoba:***

***University of Saskatchewan (vacant):***

***Athabasca University:***

***WRHA – Christabel Loscerbo –***

***PMH - Jenny Ives -***

9 available NP positions within PMH - <https://careers.pmh-mb.ca/https://careers.pmh-mb.ca/>

Canada Health Infoway AI Scribe program - pilot project

- <https://www.infoway-inforoute.ca/en/featured-initiatives/ai-scribe-program>
- Launches June 10, 2205 - has been brought to the attention of NPs in PMH to apply if they would like to be part of the pilot project to use AI scribe software with patient visits.

Doctors Manitoba meeting held June 6, 2025 - was open to other PCPs - reviewed important information for using AI - available at:

- <https://doctorsmanitoba.ca/news/ai-scribe-recap>

***Southern Health: Geri Sobering***

***IERHA: Cheyenne Legal***

***Northern: Ann Nzereum***

***Non regional: Vacant***

## MOTIONS AND DECISIONS

## ADDITIONAL ITEMS

### ***MNU Arbitration & Salary Discussions***

- Met with Mike Sutherland (MNU) for preliminary discussions ahead of a larger meeting involving Nicole Bennett and others.
- MNU legal strategy includes presenting an academic expert witness to provide an unbiased comparison between NPs and physicians; Ashley highlighted potential risks, noting the need for balance so the case is not perceived as one-sided.
  - Suggested physician allies could also testify, but emphasized concerns about consistency under cross-examination.
- Asked the Board to consider recommendations for academic or physician witnesses.
- Tasia raised the possibility of including patient experiences as testimony; agreed this was a strong potential addition.
- Board agreed testimonies should emphasize working as an ‘equivalent’ with physicians rather than framing NPs in opposition to MDs
- Concern about QDoc compensation (\$30 per call) undermining NP salary arguments.
  - government positioning on QDoc wages was intended to avoid drawing NPs away from the public system; stressed this framing undermines healthcare access and contradicts public interest.
- Nicole B - has access to extensive research files (compiled by Elsie over the years) documenting NP role evolution since 2004.
- Discussed compensation comparisons between NPs and physicians, factoring in benefits, pension, and vacation. Estimates ranged from 30–42% higher value when benefits included.
  - Discussed physician “ad hoc billing” and how this impacts compensation comparisons.
- Mentioned future possibility of using media as a tool to raise public awareness if progress stalls.

### **Next Steps on Arbitration Strategy**

- A doodle poll has been circulated to coordinate a pre-meeting for NPAM’s arbitration strategy group.
- Current group members: Tasia Patmore, Darrell Derksen, Chandra Hawkins, Ashley Carruthers, and Nicole Bennett. Additional members interested in participating should contact Nicole Bennett for inclusion.
- The pre-meeting will aim to finalize key points, rebuttal strategies, and potential witnesses (academic, physician, or patient).



## ***Parking Issues at HSC***

### **Report from Brooke:**

- Raised concerns regarding inequitable parking access for NPs at Health Sciences Centre (HSC). Despite being on the parking waitlist and paying daily fees (~\$660 since March), Brooke was denied priority access, while clinical assistants and physicians assistants she works with received passes immediately
- Seems to be an ongoing misclassification of NPs as “nurses”

**Action:** Brooke will draft a letter outlining concerns. NPAM will place it on organizational letterhead and co-sign before submission.

- Will send to CEO of HSC, WRHA leadership, and relevant program directors.

## ***CRNM Survey & Regulatory Issues***

- Ashley wanted to know the boards thoughts on the recent College of Registered Nurses of Manitoba (CRNM) survey. This was after the Minister of Health directed CRNM to reduce barriers for RNs and NPs registering in Manitoba. CRNM resisted, citing safety concerns, and launched a member survey to reinforce its position.
- Concerns raised that survey questions were leading and biased, designed to gain support for CRNM’s stance; negative posts circulating publicly (social media) seem to reflect inadequate orientation/staffing, not registrant competence.
- Several board members had completed or intended to complete the survey, however there is also distrust that responses would be fairly represented.
- Board members supported sharing the CRNM survey with the Minister of Health to highlight concerns; also encouraged to consider letters to the editor to counter recent bias on social media posts.

## **NEXT MEETING**

September 8, 2025 @ 8pm via Zoom

Board Summer BBQ: Ashley proposed hosting a summer board barbecue; Tentative date: July 12, 2025 (to be confirmed) Will send a doodle poll to find the best date.

Meeting adjourned at: 8:49pm