



An Eye on Early Learning and Child Care in Manitoba

APRIL 2005

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Best Practices Licensing Manuals

New licensing manuals are currently being developed which will include a "best practices" section for relevant parts of Manitoba Regulation 62/86.

These best practices will offer researched approaches to help improve program quality. They will build on the guidelines that currently exist and describe approaches or considerations, which help ensure high-quality, early learning and child care.

For example, in the new *Licensing Manual for Early Learning and Child Care Centres* the following best practice will be included with section 9(1.1) on natural light and its guideline:

- **SECTION** – 9(1.1) Every licensee who operates a full time child care centre shall provide a minimum of one room with natural light that all children will have access to, for their activities each day.
- **GUIDELINE** – A window providing natural light shall be a minimum of 10 per cent of the floor space or a percentage deemed acceptable by the director.
- **BEST PRACTICE** – Natural light, the most desirable light, is a feature in every room used by children and staff. It helps promote safety and well-being and contributes to an environment rich in sensory stimulation and variety.

Windows have low sills, frame interesting views and can be opened for fresh air. Adjustable blinds or curtains control natural light for nap time and relief in hot weather.

While it is not a requirement that natural light is a feature in every room, this particular best practice will help guide programs in any design or renovation work.

Centre-based providers will receive their copy of the new *Licensing Manual for Early Learning and Child Care Centres* in the next few months. Work on the new *Licensing Manual for Early Learning and Child Care Homes* is currently underway.





An Eye on Early Learning and Child Care in Manitoba

Announcements

Our name has been changed to the Manitoba Child Care Program.

Our Act is now called the Community Child Care Standards Act and the provincial regulations now use the words "child care". Program material, including brochures, forms, online resources and documents, is now being changed to reflect our new name – Manitoba Child Care Program. Day Care Coordinators are now called **Child Care Coordinators**.

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Budget 2005/06

Launched in 2002, Manitoba continues to implement its Five-Year Plan for Child Care, which addresses the areas of quality, accessibility and affordability. Since 1999, program funding for licensed child care has increased by 64 per cent to nearly \$84 million.

Manitoba is currently working with the Government of Canada and other provinces to finalize the new \$5 billion, five-year national Early Learning and Child Care agreement to ensure that federal funding is long term, predictable and sustainable. First-year funding (2005/06) under this new agreement for Manitoba is expected to be \$25.6 million.

Manitoba is committed to spending all this new federal funding under the agreement on child care.

While more budget details are forthcoming, as a start, effective April 1, 2005, the province will provide funding to support a 2 per cent increase to the unit funding amount for centres and funding to support a 2 per cent income increase for family child care home providers.

More detail will be provided via letters from Minister Christine Melnick and Kathy Reid, Director of the Manitoba Child Care Program. Stay tuned!

Partnerships with Parents

Successful child care programs with family friendly policies and practices show a strong desire to work in partnership with parents by:

- acknowledging that families are central to children's healthy development and parents are experts about their children
- building trust through various experiences
- encouraging meaningful family involvement
- involving families in decisions and goal setting for their children
- ensuring parents are an essential part of the team
- encouraging families to participate in centre planning, programs and operations
- responding to parents' needs and recognizing that this is key to building a relationship and supporting the child
- engaging parents in their children's development and modelling positive adult-child interactions
- communicating effectively with parents and providing opportunities for their involvement
- ensuring access to community and resources
- helping parents feel safe, secure and confident about their children's care

Family Friendly Policies

Accommodating Families Who Need Part-Time Early Learning and Child Care

More families than ever want high quality, licensed, early learning and child care programs for their children. Some want to enroll their children in nursery schools. Others want to use licensed child care centres or homes part- or full-time. Some may require early learning and child care services outside the traditional times of Monday to Friday, 7:30 a.m. to 5:00 p.m.

Many centres and homes have long waiting lists of families needing traditional days and hours of care. For families needing services outside these timelines, the Manitoba Child Care Program has a flexible policy to accommodate part-time services. The policy ensures centres are not penalized if part-time spaces are not used all the time. Centres that reserve some of their licensed spaces for part-time use will have their utilization level calculated based only on the remaining full-time spaces. For example, if a 40-space centre has eight spaces for part-time use, the calculation, which determines the centre's operating grant, will only be based on the 32 full-time spaces. Centres need only inform the Manitoba Child Care Program of their part-time attendance practices when submitting their budgets. The program's goal is to ensure maximum funding to centres and flexibility to families.

High-quality programs provided by trained, early childhood educators are good for children, their families and society. The province wants all Manitoba families who want and/or need our services to value and benefit from them.





Getting to Know Local Schools

Now is a good time to take some steps to develop good working relationships with local schools.

Some good ideas are:

- Get to know your local elementary schools by visiting, talking to the school administration and participating in school events.
- Inform local schools about your child care program.
- Know and respect each other's system.
- Dedicate time and attention for co-operation and sharing with the schools.
- If located in a school, get to know the school staff, including the principal, the custodians, the teachers and teacher's aides and talk about ways to work together.
- Encourage joint professional development with the child care and school staff.
- Develop clear policies and a common understanding about school/child care collaboration.
- Offer joint sharing opportunities for curriculum development with early years teachers (nursery and kindergarten)
- Share resources or do bulk ordering.
- Develop a transition plan to meet the needs of each child in collaboration with parents and the child's new program.
- Help children understand the change when moving from preschool to school. Have them talk and draw about it.
- Invite teachers from local elementary schools to visit the preschool and talk about their schools.
- Attend intake meeting(s) with parents of special needs children and serve as a liaison with the school in partnership with the family
- Offer to meet with senior high students in your local schools to talk about early childhood education as a rewarding career or participate in local career fairs.
- Promote the three Cs of educating — communication, collaboration, consistency.

With busy daily schedules, it is easy to forget to connect with education partners. Getting to know the people at your local schools and linking with them is good for children, families and communities.

Guidelines for Early Childhood Transition to School for Children with Special Needs can be found on Child Care Online, Publications and Information.

Onsite Visits - A Change in Thinking

- For years, child care experts have discussed the effectiveness and safety of taking preschool children on field trips. More and more programs are now organizing onsite field trips.
- Rather than the preschoolers going out to visit, the field trip is brought to the centre or home.
- Program staff/providers must ensure the necessary numbers of trained staff are available when planning an offsite field trip which can sometimes present challenges.
- Transportation of the children also presents safety risks and liabilities. Manitoba Education, Citizenship and Youth says it cannot approve the transportation of infants and preschoolers on school buses because of safety issues.
- For these reasons, many child care program staff/providers have opted for a practical alternative to offsite trips. They invite firefighters (and their fire trucks) or police officers (and their police cars) to visit the child care program. Other visitors may include local musicians, artists, farmers or postal workers.
- There are many ideas for on-site visits that provide more safety and equally interesting topics for preschool children as off-site field trips.
- The benefit of a field trip can also be created by offering children a chance to notice and learn the names of things in a familiar room. The article, *Field Trips: An Approach to Learning* by Rhoda Redleaf and published by Toys n' Things Press, a division of Child Caring, Inc., says to look at everything such as toys, furniture, pipes, heat registers, wall and floor composition. It goes on to recommend using simple words such as chair, table and window for infants and adding more details such as round table, leather chair and rocking chair for older children.
- Other field trips can be taken in the child care facility's kitchen or office to look at equipment and furniture.
- A field trip is more than physical, it is also a frame of mind, an approach to an experience that focuses attention on:

- noticing things in detail depending on the children's age
- comparing new things to familiar objects or experiences
- wondering how things get to be where, what they are and what they do
- describing and talking about things seen
- enjoying and learning from our environment

It is important to consider all of the benefits and risks associated with an offsite field trip and weigh them against the benefits of onsite visits.



Lifelong Learning

Those of you studying to improve your qualifications in child care may find this encouraging.

Maria works in a child care program that mainly provides care to children whose parents are attending school. She started the program in 1988, and until two years ago was funded by the school division. When that funding was no longer available, Maria applied to license the program through the Manitoba Child Care Program. She worked on her summer vacation to make sure the program would be available when the school semester started again.

Maria and the program's board realized that the program needed to add infant care. Manitoba child care regulations stated that the program needed an early childhood educator to care for infants. After a few months of looking, they soon realized it was going to be difficult to find a trained person. A child care program in the area looking to expand their services by offering infant care, approached Maria's board and offered to manage the program, which would include infant care. Maria was hired by the new child care program but she went from being the director of the program to a child care assistant.

Maria persevered, and applied to the Competency Based Assessment (CBA) program run by Qualifications Services. She expressed concern about the need to go through the CBA process. She felt she had sufficient experience and knowledge to work as a director. However, she completed the CBA process in 18 months. Maria, who is in her late 40s with English as her second language, accomplished her goal.

Although Maria initially felt there was nothing more she needed to learn about child care and child development, she kept an open mind and increased her knowledge and skills. Maria's learning solidified her experience and pulled all the pieces together. She now has greater understanding of child development theory and puts that knowledge into daily practise.

Maria's experience was a major challenge, but she is a fine role model for others who want to advance in their careers.

For information about competency based training, go to the "Careers in Child Care" section of Child Care Online at www.manitoba.ca/childcare.

The Language of Child Care in Manitoba

There are three levels of classification:

Child Care Assistant (CCA) – CCAs do not have formal child care training.

Early Childhood Educator II (ECE II) – ECE IIs have an approved two-year diploma in early childhood education or have completed Manitoba Child Care Program's competency based assessment program.

Early Childhood Educator III (ECE III) – ECE IIIs have an approved degree, or a diploma plus a post-diploma continuing Education certificate.

The title of trained child care worker was officially changed to early childhood educator in 1998. This change was made because it was widely recognized that a child's earliest experiences set the stage for lifelong learning, behaviour and health. Quality, early learning and child care that offers an engaged, emotionally supportive environment is important to the positive development of a child and a trained educator is required to provide it.

Manitoba **does not** have an ECE I classification level and recruitment ads must only use the three classification levels: CCA, ECE II or ECE III.

ECE Student Recruitment and Retention Campaign

Goals of Manitoba's Five-Year Plan for Child Care include increasing the number of students entering the field and retaining trained staff in Manitoba's early learning and child care system. Online information about careers in child care, fact sheets, brochures, ads and articles in community newspapers and Silver City theatres have been developed.

Do Your Part

Manitoba Child Care Program staff, child care co-ordinators, as well as many ECEs have gone to career fairs and made presentations to students in various communities throughout Manitoba. The goal is to tell high school and junior high school students about the value of a career in early learning and child care.

Everyone is encouraged to become an ambassador for these exciting, growing, rewarding careers. Talk to your neighbourhood junior and senior high principals to see if you can participate in the school's career events. Call your child care co-ordinator to book the ECE display unit and other support materials.





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The Child Care Regulatory Review Committee

The Child Care Regulatory Review Committee provides recommendations to Minister of Family Services and Housing Christine Melnick about child care in our province. For example, in the fall of 2000, the committee was asked to develop a vision for child care and the provincial government asked for public feedback on it. More than 24,000 Manitobans responded and the result was *Manitoba's Five-Year Plan for Child Care* in 2002.

The committee continues to meet regularly and advise the minister on the system's needs and priorities. The committee is currently developing recommendations in light of the federal announcement to provide \$5 billion to provinces and territories over five years for a new, national, early learning and child care system. The committee has been meeting to discuss Manitoba's needs and recommend actions to support a high quality, inclusive, affordable and developmental system here.

There are currently 26 committee members from various sectors of Manitoba's child care system, including other organizations:

REGULATORY REVIEW COMMITTEE MEMBERS

NAME	ORGANIZATION
Bonnie Ash	Group Child Care
Ron Blatz	Manitoba Child Care Association
Lois Brockman	Manitoba Women's Institute
Jo-Ann Burkitt	Urban Child Care Co-ordinator
Wendy Church	Provincial government – Healthy Child Manitoba
Monique Ethier	Parent
Betty Kelly	Rural Child Care Co-ordinator
Joan Kunderman	Training Institution
Dorothy Lawler	Group Child Care Home
Lesley Massey	School Age Care
Jane McBee	Provincial government – Women's Directorate
Sheila Murdock	On Reserve Child Care
Jo-Anne Palanuk	Winnipeg Family Child Care Home
Margaret Platte	Women's Advisory Council
Kathy Reid	Provincial government – Manitoba Family Services and Housing, Child Care Program
Wendy Richardson	Nursery School
Lori Schroen	Labour
Nancy Smith	Rural Family Child Care Home
Bonny Traverse	First Nations Child Care
Joanne Van Dyck	Provincial government – Manitoba Family Services and Housing, Services for Persons with Disabilities
Cathy Vanstone	Provincial government – Manitoba Agriculture, Food and Rural Initiatives
Charlotte Walkty	Francophone Child Care
Gail Watson	Manitoba Association of School Trustees
Pat Wege	Manitoba Child Care Association
Jane Wilson	Rural Child Care
Vacant	Manitoba's Teacher's Society



Please call the Manitoba Child Care Program at 945-2672 in Winnipeg or toll free at 1-888-213-4754 if you wish to contact committee members.



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National Child Care Conference in Winnipeg

Child Care for a Change! Shaping the 21st Century was held in Winnipeg in November 2004. The national policy conference was hosted by the Canadian Council on Social Development (CCSD) with support from the provincial government, Social Development Canada and Status of Women Canada. Premier Gary Doer and federal Social Development Minister Ken Dryden welcomed about 700 participants representing every Canadian province and territory. An impressive list of speakers and workshop leaders representing the cutting edge of social policy, such as UN Special Envoy Stephen Lewis and Quebec Education Critic Pauline Marois also participated.

The conference complemented current Federal/Provincial/Territorial discussions about a new federal plan for child care.

Upcoming Events

Board orientation sessions offered by child care co-ordinators are scheduled for April 14 and June 9, 2005 at 7:00 p.m. at 114 Garry Street in Winnipeg. These sessions provide an overview of the roles and responsibilities of board members, highlights of legislation and an opportunity to connect with members of other boards.

Children with disabilities orientation session offered by the Manitoba Child Care Program is scheduled for May 12, 2005 at 7:00 p.m. at 114 Garry Street.

Call Child Care Information Services at 945-0776 in Winnipeg or 1-888-213-4754 to register.

Did you know...

You can now advertise space vacancies and update information about your child care program online

More families than ever before are searching for child care online. That's why providing unique program information about your facility, including vacancies is very important. The more information you provide online, the easier it is for families to locate care.

Entering your information is simple and only takes a few minutes:

- If you already have a user ID and password, just follow the Online Training Instructions for Child Care Providers on our website at www.manitoba.ca/childcare.
- If you do not have online access, call Child Care Information Services at the Manitoba Child Care Program at 945-0776 in Winnipeg; or toll free at 1-888-213-4754.

Want to register to use all of our online services?

Complete and return the application form for Facility User/ ID found at our website www.manitoba.ca/childcare or call the Manitoba Child Care Program at the numbers above.

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The Manitoba Child Care Program has many resources and applications online. Submitting your facility's four-week attendance reports and grant applications electronically is quick and easy. About 345 (55 per cent) family child care homes, 341 (89 per cent) child care centres and 84 (43 per cent) nursery schools are now using Child Care Online.

The speed and convenience of online reports are of great benefit to program operators/managers. Facilities are encouraged to register for Child Care Online to submit budgets, subsidy documents, training grant applications and employee records. Staff at the Manitoba

Child Care Program will help you get set up. Call Child Care Information Services at 945-0776 in Winnipeg; or toll free at 1-888-213-4754 for more information.

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The Application for Classification as a Child Care Worker was revised a few years ago. To apply for classification you must use the new form. If you need copies of the new form, call Rosemary at 945-6730 in Winnipeg; or toll free at 1-888-213-4754. You can also access and submit this form online, even if you are not a registered Child Care Online user. Go to www.manitoba.ca/childcare.

The Investigation Authorization Process for all paid employees was changed last year with new forms and a charge of \$10 for a Child Abuse Registry check. If you have questions or need copies of the forms, call Lori at 945-8464 in Winnipeg; or toll free at 1-888-213-4754. This form is also available online at www.manitoba.ca/childcare.

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Speed up the response...

Program staff wanting results from the child abuse and criminal records checks can get a response more quickly if they do it by e-mail. The Manitoba Child Care Program can send you the results of the checks within hours of receiving them. Contact your area child care co-ordinator to arrange for check results by e-mail.



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Where do the forms go?

Some child care centres and homes do not know where to send the paper forms. Here is some information to help.

To: Child Care Co-ordinator
Child Care Co-ordinator's Regional Office

- Agreement with Inspection Requirements
- Children with Disabilities Program
- Supplementary Daily Grant Application
- Salary Information
- Staffing Grant Payment Form
- Renewal of Licence Application
- Training Grant Application

To: Provincial Services
Manitoba Family Services and Housing
Winnipeg: Provincial Services
102-114 Garry Street R3C 1G1
Westman: Provincial Services
340-9th Street Brandon MB R7A 6C2

- Child Care Subsidy Application with Authorization and Certification
- Education/Employment Verification Form
- Medical Reason for Service Confirmation
- Facility Child Attendance Report
- Special Needs Subsidy Form

To: Manitoba Child Care Program
219-114 Garry Street
Winnipeg, Manitoba R3C4V6

- Application for Classification as a Child Care Assistant or Early Childhood Educator to:
 - Apply for Classification
 - Upgrade Classification
 - Reissue of Classification Certificate
 - All Supporting Documentation
- Record of Child Care Employee
- Record of Child Care Residents/Staff for Licensed Family/Group Child Care Homes
- Criminal Record Check
- Application for a Child Abuse Registry Check
- Application for a Prior Contact Check
- Operating Grant Application
- Staffing Grant Application
- Centre Annual Operating Budget
- Registration Process for Online and User ID Password
- Child Care Vacancy Update
- Child Care Information Online (Includes Program Highlight Information)
- Update for Board of Directors/Parent Advisory Committee/Management Committee



Privacy Policy Resources for Child Care Facilities

Canada's Personal Information Protection and Electronic Documents Act (PIPEDA) came into effect January 1, 2004. If your family child care home or centre has not developed a privacy policy, you can learn more from the Office of the Privacy Commissioner of Canada's website at www.privcom.gc.ca

The Manitoba Child Care Association has developed core privacy documents that can be adapted by any child care centre and family child care home to ensure compliance with PIPEDA. For order information and pricing, visit the MCCA website at www.mccahouse.org or call 586-8587 in Winnipeg or toll free at 1-888-323-4676.



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The Integrated Service Delivery System

What it means for families and early learning and child care

Since March 2003, Manitoba Family Services and Housing has been making major changes in how it provides services. The department's new Integrated Service Delivery (ISD) model is making it easier for people to access services and helps to better address their needs by bringing together service delivery staff and improving their work together.

The department is blending its service delivery systems to:

- improve the ways in which the needs of citizens are addressed
- put more emphasis on the multiple needs of the individual or family
- better co-ordinate government services

Child care co-ordinators are now part of blended service delivery teams that can include Employment and Income Assistance, Home Care, Supported Living, Vocational Rehabilitation, Children's Special Services, Mental Health, Services to Seniors, Tenant Relation Services and Public Health. Team members, including child care co-ordinators, report to regional community area supervisors in Winnipeg or program managers outside of Winnipeg.

Primary goals of these significant changes include providing a one-stop source of information to the community and working closely with local organizations to support community activity and development. If you need help locating your regional child care co-ordinator, please refer to the updated list in this newsletter.



Announcements

The Manitoba Child Care Program's training grant is now annual. Child care assistants and family child care providers are now eligible for up to \$250 per year for approved, completed courses in early childhood education. Annual grants were introduced to support those in the field pursuing post-secondary training in early childhood education. For more information about approved courses, contact your child care co-ordinator.

Apply for training grants online
If you are a child care centre or family child care home, registered as a Child Care Online user, you can apply online for the training grant on behalf of the CCA or provider when they successfully complete their course.

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The Province's new Competency Based Assessment Program for family child care providers is now available for those wanting to obtain an ECE II classification by demonstrating their competencies. Contact a qualifications co-ordinator at 945-6730 in Winnipeg or toll free at 1-888-213-4754 for more information.

Publications online

The following publications are all available on our website at www.manitoba.ca/childcare under Publications and Information.

New

1. Guidelines for Early Childhood Transition to School for Children with Special Needs
2. Understanding Custody Arrangements and Court Orders Issued by the Criminal or Family Law Courts

Other Publications

For Parents:

1. A Parents Guide to Quality Child Care
2. The ABCs of Feeding Preschoolers (BestStart)

For Child Care Providers:

1. Child Protection and Child Abuse Manual – A Protocol for Early Childhood Educators
2. Caring for Children with Anaphylaxis in a Child Care Program
3. Food and Nutrition (Manitoba Health)

For Child Care Workers and Applicants:

1. Information about Classification

For Boards of Directors:

1. The Roles, Responsibilities and Functions of a Board – A Board Development Guide

General:

1. About Manitoba Child Day Care
2. Manitoba's Five-Year Plan for Child Care
3. The Community Child Care Standards Act
4. Child Care Regulation

Please note: You will also find a link to *The 2003 Early Childhood Development (ECD) Progress Report: Focus on Early Learning and Child Care*.

For more resources, go to Child Care Online at www.manitoba.ca/childcare and click on related sites.



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To locate your area's Child Care Co-ordinator, here is a current list.

REGIONAL CHILD CARE CO-ORDINATORS

NAME	COMMUNITY AREA	PHONE #	MAILING ADDRESS	E-MAIL ADDRESS	AREA SUPERVISOR
Jo-Ann Burkitt	Assiniboine South/ Charleswood/Tuxedo/ Headingley	c-471-8213	2015 Portage Avenue R3J 0K3	Jburkitt@gov.mb.ca	Gary Klowak 795-7290
Laurey Craig	St. Boniface/St. Vital Windsor Park/Southdale/ Island Lakes	948-4172	128 Market Avenue R3B 3N2	Lacraig@gov.mb.ca	Elaine O'Reilly 948-4062
Verna Guenther	River Heights/Ft. Rouge	945-2228	Unit 3 - 139 Tuxedo Avenue R3N 0H6	Vguenther@gov.mb.ca	Rae Anne Paxton 945-0109
Ruth Hiebert	Fort Garry/Lindenwoods/ Ft Richmond/St. Norbert/ Waverley Heights	945-8689	Unit 3 - 139 Tuxedo Avenue R3N 0H6	Ruhiebert@gov.mb.ca	Rae Anne Paxton 945-0109
Carla Kernested	Downtown/Wolseley/ West End	948-4379	265 - 391 York Avenue R3C 0P4	ckernested@gov.mb.ca	Marg Siegers 948-4400
Darlene Lee	Transcona/River East	938-5186	975 Henderson Hwy. R2K 4L7	Dalee@gov.mb.ca	Donna Jacobs 938-5055
Ruth Lindsey-Armstrong	Inkster/Elmwood/ River East	945-4875	128 Market Avenue R3B 3N2	RlindseyAr@gov.mb.ca	Shirley Rafnkelsson 945-0122
Ilene Marchenko	St. Boniface/ Windsor Park	945-2678	100 - 614 Rue Des Meurons R2H 2P9	Imarchenko@gov.mb.ca	Elaine O'Reilly 948-4062
Kathy Morton	River East/East St. Paul	938-5185	975 Henderson Hwy. R2K 4L7	Kmorton@gov.mb.ca	Donna Jacobs 938-5055
Gail Provinciano-Lippens	St. James/St. James Assiniboia/Crestview/ Westwood	c-471-8212	2015 Portage Avenue R3J 0K3	Gprovincia@gov.mb.ca	Gary Klowak 795-7290
Gale Simpson	St. Vital	948-4124	128 Market Avenue R3B 3N2	Gsimpson@gov.mb.ca	Elaine O'Reilly 948-4062
Susan Sydorchuk	Seven Oaks	945-4884	128 Market Avenue R3B 3N2	Ssydorchuk@gov.mb.ca	Shirley Rafnkelsson 945-0122
Brenda Wild	Point Douglas (Downtown)	948-4439	265 - 391 York Avenue R3C 0P4	Bwild@gov.mb.ca	Jean-Anne Watkins 948-4190



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REGIONAL CHILD CARE CO-ORDINATORS

NAME	COMMUNITY AREA	PHONE #	MAILING ADDRESS	EMAIL ADDRESS	PROGRAM MANAGER
Carol Gardiner (Alt-W/TH/F) Sally Unrau (M/T/Alt-W)	South Central Region	822-2868 822-2865	63B Stephen Street Morden MB R6M 1Z6	cgardiner@gov.mb.ca Sunrau@gov.mb.ca	Kathy Wightman 239-3137
Betty Kelly	Central Region	239-3121	Portage la Prairie Provincial Building 25 Tupper Street N. Portage La Prairie MB R1N 3K1	BeKelly@gov.mb.ca	Kathy Wightman 239-3137
Glenn Wiedermann (T/W/Alt-F)	Eastman Region	268-6160	Beausejour Provincial Bldg. 20-1st Street S Beausejour MB R0E 0C0	Gwiederman@gov.mb.ca	Cheryl Aquin 268-6073
Yvette Bruneau	Eastman Region	433-2576	Bilingual Service Centre P.O. Box 209 427 rue Sabourin St.Pierre-Jolys MB R0A 1V0	ybruneau@gov.mb.ca	Cheryl Aquin 268-6073
Glenn Wiedermann (M/TH/Alt-F) Phyllis Klimpke	Interlake Region	785-5279 785-5107	Selkirk Mental Health Centre 3rd Floor Administration Bldg. P.O. Box 9600 825 Manitoba Ave., Selkirk MB R1A 2B5	Gwiederman@gov.mb.ca Pklimpke@gov.mb.ca	Marcy Hrysiuk 785-5184
Cathy Cyr	Parklands Region	622-2344	Dauphin Provincial Building 3rd Floor, 27-2nd Avenue SW Dauphin MB R7N 3E5	Ccyr@gov.mb.ca	Lee Greig 622-2362
Anissa Racher	Northern Region	677-7275	Box 5 59 Elizabeth Drive Thompson MB R8N 1X4	Aracher@gov.mb.ca	Nickie Jensen 677-7251
Deb Odegaard	Flin Flon The Pas	687-1723 627-8208	102 – 143 Main Street Flin Flon MB R8A 1K2	Dodegaard@gov.mb.ca	Anne Danis 687-1717
Lorraine Crivea Donna Magnusson Carol Saville Sandra Smith	Westman Region	726-6340 726-6341 726-6717 761-3662	Brandon Provincial Building 340-9th Street Brandon MB R7A 6C2 P.O. Box 248 Wawanesa MB R0K2G0	Lcrivea@gov.mb.ca Dmagnusson@gov.mb.ca Csaville@gov.mb.ca SanSmith@gov.mb.ca	Kris Tufts 726-6179

