



President's Message

By Rick Reid, C.P.P.
President and National Representative

It's hard to believe that it's September already. It doesn't seem like that long ago that I was writing the President's Message for June's newsletter. I trust everyone enjoyed their summer – I know I did. It was nice to take a break from PMAC and enjoy some family time.

At this point, I'm really looking forward to getting back to work. I'm excited about the opportunities for our Institute to grow and prosper. Over the past two years, the Board has made a number of changes to help the Institute operate more like a business. We're still first and foremost a member organization. However, operating more like a business will help us achieve, and sustain, growth for the association.

One of the ways we're trying to operate more like a business involves the development of a strategic plan. It's very difficult to get anywhere if you don't know where you want to go. With this in mind, the Board is developing a strategic plan to help set the direction of the Institute for the next five years. I thought this might be a good time to share a few of the details that will be included in the plan.

So what is our goal? To put it simply – we want to dominate the field of supply chain management (SCM) in Manitoba. Some of you might be asking what we mean by dominate. For the Institute, this means a number of things. It means that our membership grows steadily each year. It means that the number of companies employing our members grows steadily each year. It means that we're seen as the definitive source for supply chain knowledge and education in Manitoba. Most importantly, it means that employers choose our members to manage their supply chains because they believe we get results.

So how are we going to achieve our goal? It

starts with determining our strategic objectives. We've set a number of strategic objectives that will help us achieve the overall goal. Some of these strategic objectives include:

Membership – Increased membership is critical to our success. Increased membership gives us greater credibility in the market. More members will also give us greater exposure in the industry. Our goal is to reach a level of 500 members by June 2012

Employers/Industry – Increasing the number of employers represented by our members is also critical to our success. Our membership represents less than 1% of the estimated 24,000 employers in Manitoba. In addition, there are many industries where we don't have any members working. Our goal to reach level of 250 employers represented by our members by June 2012

Education Program – Education is a core competency for PMAC. Leveraging this strength to help grow the organization is key to our success. Being recognized as being the best source of supply chain training will help us deal with ever increasing competition. Improving the variety, and quality, of our training will provide greater credibility, recognition, and profitability. I always look forward to receiving comments and ideas from members. Please feel free to forward me your suggestions on how we can improve service to rreid.pmac@shaw.ca.

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Editors Corner

By *Kyle Sichewski, C.P.P.*
Communications Director

Wow, it was quite a summer. We've seen a few positive changes including a couple new board members, and our new website officially being launched. You may have also noticed the new logo selected for MIPMAC, and advertisements for the new education program that recently started.

More changes are to come! The Pulse will now be available as a soft copy, and can be made available to you as a hard copy by contacting the Manitoba Institute.

This Pulse brings a summary of events in the past quarter, and some things to come. One of our goals- to improve membership through value is very critical to our success. I encourage you to attend General meetings, venues, and volunteer if you can. There is a great opportunity to network, and win some great prizes.

I'm always looking for submissions for the vine-line, and for those wanting to add a picture of their company on the website to continue that 'Manitoba feel'. Please send submissions to mbpmac@mts.net



**Positive
Changes
more to come!**

MIPMAC General Business Meeting

Our first general meeting was held on September 18th at the Charterhouse Best Western Hotel in Winnipeg, with approximately 40 members in attendance.

It was a good opportunity to network and take in Dr. Paul Larson's discussion about Supply Chain Risk Evaluation and Management.



Dr. Larson presenting to members.

Don't forget, attending meetings also will give you an opportunity to attend the National Conference in 2008 held in St. John's!



Networking at the General Business meeting.



Doesn't Rick (right) look happy? Peters (second to right) just a bit too nervous, and he's not even speaking.



Networking at the General Business meeting.





CSCSC Labour Market Information Project Completed: Final Report Now Available Online

August 14, 2007, Mississauga, Ontario – A project to assess labour market information (LMI) needs, initiated by the Canadian Supply Chain Sector Council (CSCSC) in December 2006, has wrapped up with the release of a final report that indicates a high need and demand for LMI in the supply chain sector. The [report](#) is available on the CSCSC website, on the Labour Market Information Project page in the Research section.

The LMI project was designed to gather stakeholders' input regarding the types of LMI that the Council should develop in order to support the people, businesses and organizations involved in supply chain activities in Canada. SPR Associates Inc. conducted the research under the guidance of a working group of the CSCSC Research Committee.

The project centred on five half-day workshops conducted with supply chain sector stakeholders in Vancouver, Calgary, Toronto, Montreal and Moncton. Additional input was provided via an online survey implemented by the CSCSC on its website. Background research included a consultation with representatives from 10 sector councils, focused on identifying lessons learned and best practices in LMI that could benefit the CSCSC.

Key Findings

1. There is a *substantial need for LMI of all types* and a need to share this information with stakeholders. Areas in which the CSCSC could develop specific LMI tools (e.g., on wages, awareness, recruitment and retention) were identified, as well as the need for the Council to prepare LMI that is relevant, accessible and reliable. Workshop participants noted that credible LMI could be used to make the case to senior management and HR managers about the core function of the supply chain to the organization by demonstrating the value of supply chain skills to the bottom line. Participants also noted that it would be important to account for regional differences in the development of LMI and to build on regional networks to ensure sector buy-in. Participants emphasized that the CSCSC should develop LMI tools in partnership with sector associations, other sector councils and various levels of government.
2. *Occupation and labour-force-related LMI products*: Needs in this area include broad labour-force data, including: job descriptions for specific occupations; data on supply and demand for specific occupations, broken down by region and function; information on wages, including comparative scales; and, guiding information on accreditation and certification to assess the qualifications of job candidates.
3. *Non-occupation-related LMI* needs identified by participants include: information on "best practices" in HR, including employee well-being policies and other recruitment/retention strategies; information on career planning and awareness for workers who would like to attain higher-level management positions and for students of all ages to learn about the sector; education and training information, particularly assessments of courses and programs available and access to tools such as e-learning; and, co-op and internship programs tailored to the needs of the sector.
4. *LMI implementation and distribution methods*: Channels for distribution of LMI should be wide-ranging, including the Internet, and print and video materials, and a key element for sharing information should be through networking.
5. *The business case for LMI in the supply chain sector*: In all of the workshops, an underlying theme developed around the need to increase the value of supply chain skills in the corporate view – as seen by senior managers and HR personnel. Participants argued that only if the value of supply chain management to the bottom line were more clearly respected could professionalism and skill levels be significantly increased. The researchers saw this as pointing to the potential value of a background research report on the profit-driving value of supply chain skills, as an important LMI tool for sector stakeholders.

Recommendations

The project's final report provides the following recommendations:

- The CSCSC should develop a regionally based network to aid the development of LMI and sector HR generally.
- LMI products should be developed to increase the current level of awareness of LMI, and any gaps that should be filled should be identified.
- The CSCSC should begin to develop key tools in areas such as project supply and demand for specific occupations, occupational (skill profile and wage) data, and awareness promotion.

Next Steps

Funding from the Government of Canada's Sector Council Program is being secured for a Phase II LMI project that will set out the priority elements of an LMI system that responds to the needs identified by sector stakeholders in the first phase of the project.

The Canadian Supply Chain Sector Council is an all-stakeholder, not-for-profit organization responsible for the human resources strategy for the supply chain sector in Canada. The CSCSC is funded by the Government of Canada's Sector Council Program.

For further information, please contact:
Kim Biggar - Media and Communications Coordinator
Canadian Supply Chain Sector Council - Phone 905-897-6700
Email kbiggar@supplychaincanada.org



Workplace Safety and Health OFFICE ERGONOMICS



Preventing Musculoskeletal Injuries

So what exactly is a musculoskeletal injury (MSI)?

Definition: A musculoskeletal injury is an injury or disorder of the muscles, tendons, ligaments, joints, nerves, blood vessels or related soft tissue including a sprain, strain or inflammation.

Cause: The physical demands of the action, task, movement, or job exceed the capability of the body. Poor posture, repetitive motion and compression are among the physical demands.

Musculoskeletal injuries in office workers usually occur slowly and often go unnoticed until the worker experiences considerable discomfort. The single biggest factor in office injuries of this nature is poor posture.

To help maintain proper body posture, the following diagram illustrates an appropriate workstation set-up, including basic recommendations for positioning of office equipment.

Monitor – adjust the height so that the top of the screen is at eye level or slightly lower; viewing distance is generally an arm's length.

Document holder – attach it to the monitor to help keep a neutral head position.

Chair – adjust the height to allow an elbow angle of at least 90 degrees.

Keyboard – position the keyboard to maintain an elbow angle of 90 degrees or greater, and a neutral (flat) wrist posture.

Mouse – place the mouse at the same height and distance as the keyboard.

Footrest – use if the chair height does not allow feet to be comfortably supported on the floor.

Although the term (MSI) itself may sound complicated, a common misconception among employers is that prevention of these injuries will 'break the bank.' On the contrary, many employers have put simple control measures in place at no cost to the business (ex. re-arranging a computer workstation, rotating tasks on a daily basis to reduce 'repetitive strain', etc.). While this is not possible in all cases, the financial impact on a business that takes steps to eliminate or control MSI is considerably less than if these injuries go unchecked.

For more detailed information on office ergonomics, please visit the Workplace Safety and Health Division's web site: www.gov.mb.ca/labour/safety and refer to the Division's Guideline for Preventing Musculoskeletal Injuries, and the following SAFE Work Bulletins:

No. 232 Making Your Computer Workstation Fit You

No. 233 Ergonomic Hazards of the Seated Position

No. 234 Office Ergonomics: Neck / Shoulder Hazards

No. 235 Office Ergonomics: Arm / Hand / Wrist Hazards

Darlene Muise, works as the Communications Analyst at the Manitoba Government Workplace Safety and Health Division.



Launch of the new website

After six months of work on development of content, by the Institute and the National office, the new website was officially launched to the members and public on Sept 5 2007. Kyle Sichewski spearheaded the efforts at the Institute level to ensure that the website information was appealing to the general public. He solicited photos from members within Manitoba, and you can see some of the results as you scroll through the various sections of the site.

The look and layout is in keeping with what will be seen across the various Institute websites, as the National office finalizes designs for each institute over the coming months. MIPMAC was the first site to be redesigned by National office. Check it out at www.mipmac.com



MAC and Merx Canadian Public Tenders Seminar

MAC and Merx Canadian Public Tenders are offering a seminar on how to utilize the Merx system of e-tendering.

Presenter: Paul Saunders, President, Merx

Find out how to:

Reduce Purchasing costs

Shorten Purchasing/tendering cycles

Better manage suppliers and improve efficiencies

Effectively utilize e-tendering and learn how it can compliment current purchasing processes.

Who Should Attend:

Corporate Executives responsible for e-procurement

Supply chain Managers

Procurement Managers

Project Managers

Where it will be held:

Assiniboine Room "A".

Best Western Charterhouse Hotel

330 York Ave, Winnipeg, MB



Check out this link

When you are on our new site, check out the reference page in other and look for the link to John Hansen's Procurement insights Blog, or go to:

<http://procureinsights.wordpress.com/>



New Logo giftware now available!

A new institute logo was recently chosen to identify and brand the publications for the MIPMAC. As a result of RFP submissions from interested companies, a decision was reached to design and implement a new look to the MIPMAC – in terms of its website and various Institute publications and promotional materials for the future.



**MANITOBA INSTITUTE
PURCHASING MANAGEMENT
ASSOCIATION OF CANADA**

Professionals in Supply Chain Management

The MIPMAC is now set to offer to the members a number of gift items with the new Institute logo. These items will be found in a catalogue on the newly designed website and an order form is available there for members to use to place their requirements. We will have samples available at upcoming meetings for members to purchase as gifts and for their own use. Consider using one of these items as staff incentives, or as giveaways for various supply chain sponsored events for your department. Check the website or call the institute office for more information.



Environmental Issues and Options Associated when Purchasing Computer Equipment

The long term environmental impacts associated with computer (and other electronics) manufacture, use and disposal are well understood and publicized. Two of the most significant impacts usually discussed are:

The amount of energy required to produce and operate the equipment, and:

The quantity of heavy metals such as lead, mercury, cadmium, and chromium and well as bromated fire retardants in the monitors and hard drives. These chemicals pose risks to production workers during manufacture and to soil and water supplies near landfills when the computers are eventually dumped.

Did you know - A desktop computer (with CRT monitor) requires at least 10 times its weight in fossil fuels and chemicals to manufacture? This is much more material intensive than automobile or refrigerator manufacturing which only requires 1-2 times their weight in fossil fuels. In 2004, researchers found that manufacturing one desktop computer and 17-inch CRT monitor used at least 240 kg of fossil fuels, 22 kg of chemicals and 1,500 kg of water – a total of 1.8 tonnes of materials. – United Nations University Newsletter – May-June 2004.

In 2006, the European Union (EU), concerned about the environmental effects of electronics, imposed two directives on electronics manufacturers, known as the RoHS and WEEE Directives.

RoHS, also known as Lead-Free, stands for Restriction of Hazardous Substances. RoHS Directive 2002/95/EC restricts the use of six hazardous materials found in electrical and electronic

products. Since July 2006, all applicable products sold in the EU market must pass RoHS compliance.

WEEE stands for Waste from Electrical and Electronic Equipment. WEEE Directive 2002/96/EC mandates suppliers to set up facilities and finance the treatment, recovery and recycling of electric and electronic equipment. Since August of 2006, all applicable products sold in the EU market must pass WEEE compliance.

As a result of these directives and in order to continue selling in the European market, many well-known companies have had to change their electronic manufacturing processes. Numerous environmentalists say the directives have significantly reduced the environmental impacts associated with electronics and the industry is now forever changed.

While similar directives do not currently exist in Canada, purchasers here can use their buying power to obtain the RoHS compliant equipment being offered by manufacturers to European customers. Specifying energy efficient (eg., Energy Star Compliant) and RoHS compliant equipment as well as requesting the supplier provide a recycling program for end-of life electronics in bid documents, is becoming the norm.

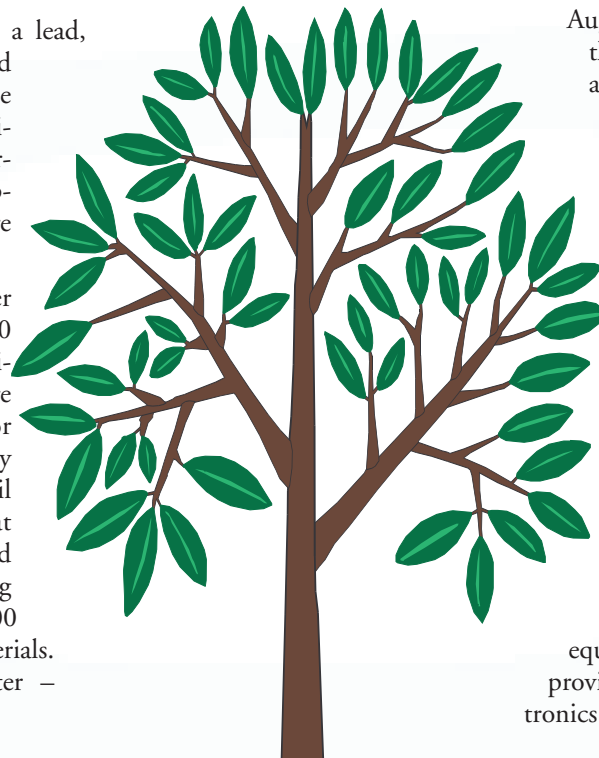
Recently, Manitoba Lotteries went to the market looking for laptop and desktop computers as well as network equipment. Bidders were asked if they could provide Energy Star and RoHS

compliant equipment; if yes, outline the incremental cost associated with these environmental specifications, and the result was they all could, at no additional cost. This experience illustrates that the electronic industry has embraced responsible equipment manufacturing - all we need to do as Purchasers is include green specifications in our bid documents.

Next issue - Environmental Issues and Options when Purchasing Office Supplies.



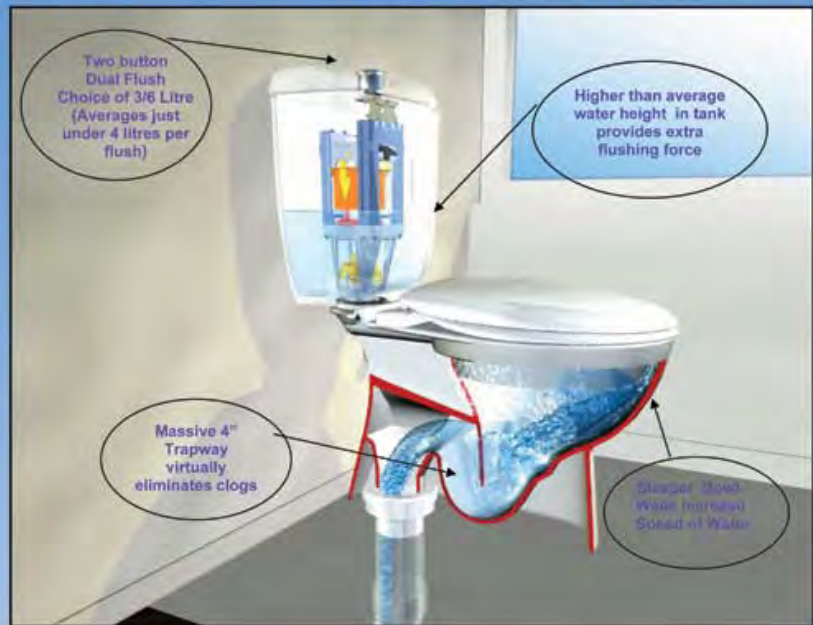
Donna Dagg, M.Sc., works as the Sustainable Development Coordinator at Manitoba Lotteries Corporation. She works closely with the Corporation's Purchasing Department to include environmental and social specifications into procurement documents.



Going Green

Did you know - A desktop computer (with CRT monitor) requires at least 10 times its weight in fossil fuels and chemicals to manufacture?

SAVE MILLIONS OF LITRES OF WATER EVERY YEAR



CAROMA TOILETS OFFER:

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- Saves volumes of expensive water
- Users choice of 3L or 6L flush
- Split second flush – fast, quiet refill
- No leaks
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 447 Kensington St. Winnipeg, MB 953-1900 Toll Free 1-866-553-9404.
www.tombeggsagencies.com

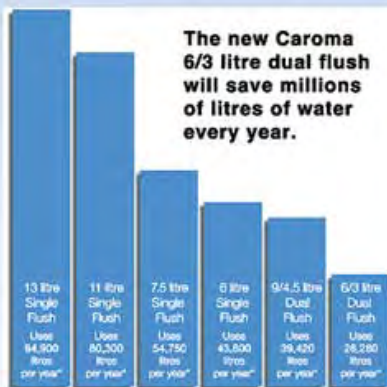
OR



Winnipeg
 1300 St. Matthews Ave.
 788-0550

Kenora
 Unit #5 Dennis Place
 807-548-2177

Brandon
 2312 Park Ave.
 204-571-2300



National Conference in Niagara Falls, June 2007

One of the largest attendances by members of the Manitoba Institutes was at this year's National Conference held in Niagara Falls -June 14,15,16th.

We had over 20 members that attended the various events of the conference. Some of the highlights of the three day events included tours to the Niagara region wine producers, visits to the falls, and leisure strolls through Niagara- on – the-Lake.

The early bird event offered a great view of the falls which culminated in fireworks over the falls- sponsored by one of the major conference supporters.

The various keynote speakers were entertaining, informative, and knowledgeable and the session presenters often had standing room only crowds at their presentations.

Next year's conference is already receiving a lot of attention, as St. John's Newfoundland is expected to be a well attended by the PMAC members across Canada.

The link to the conference slideshow can be viewed at:
http://www.pmac.ca/event/niagara_conference_slide_show.html



Kyle, Al and Lloyd



Yes, even here there was networking!



What is a set of pictures in Niagara without the Falls!!!



Chance to Win Trip to 2008 PMAC Conference in Saint Johns!

- \$2,000 value

MIPMAC is offering all members the opportunity to attend the 2008 PMAC conference by simply attending the general meetings.

You must be a regular member, in good standing, a “new” accreditation candidate member, or retired member.

For those in Winnipeg and surrounding area (within one hour travel) you must attend two of three meetings with one of them being the Annual General Meeting. One entry for each meeting you attend. Attend all three meetings, and you will receive a bonus ballot.

You must be in attendance at the Annual General Meeting to claim the prize

For those outside of the Winnipeg catchment area, you will automatically receive one entry towards the trip. For each meeting attended, you will receive one further entry.

All members will receive extra entries for attending special events, such as the vendor tour.

Airfare from Winnipeg to St. John's back to Winnipeg \$750

Accommodation for three nights= \$550

Conference \$ 700.

Approximate value \$2,000.00



Movers & Shakers

- Tamra MacKenzie- Buyer, MTS Allstream- accepted into Emerging Leaders Program
- Helena Mengesha- Buyer- Deer Lodge Centre (WRHA)
- Chris Sklepowich- Buyer, Procurement and Administration, MLCC
- Jeff Wiebe- Sr. Buyer, Purchasing, MLCC



Tim McLeod, Purchasing Supervisor, Loewen Windows congratulates Jerald Kulbaba on his awarding of the Certificate of Purchasing by MIPMAC.

Welcome New Members!




The following members joined the MIPMAC between June 7th, and Sept 5th , 2007

Doris Bullough	Ksenia Kleyn	Tingting Pan	Fazal Khan
Benjamin Chen	Lynda. Kretchmann	Cascades Boxboard Group	New Flyer Industries Ltd.
MIPMAC		Gennaro Pelligrino	Ronilee Neufeld
Cynthia Gayton	Jason Leschyschyn	University of Manitoba	MLCC
HBM & S	New Flyer Industries Ltd.	Blair Sachvie	
Michael Head	Monique Lussier	Standard Aero	
MLCC		Kevin Sigurdson	
Michelle Holigroski	Ellowyn Nadeau	WRHA	
Winipeg Police Service	University of Manitoba	Sarah Zhu	
		Vansco Electronics Ltd.	





Birth Announcement!

Congratulations to Kyle Sichewski on the birth of his son Nathan Ryan, Born on September 13th. Nathan weighed 4 lbs 7 ounces and was 17 1/4" long. 

Did we miss you? We certainly didn't mean to! 

Tell us about your accomplishments, successes, moves and promotions.

We would like to acknowledge the success and achievements of our members in The Pulse. If you or one of your co-workers has made an achievement or job change, or personal change that you would like us to recognize, please submit it to Al and we will put it in the next Pulse.


Some examples are

- Recent Job changes
- Achievement or accomplishments
- Promotion within your company
- Engagements, marriages, births.

CPP Accreditation Candidates for 2008 Exam

A number of potential candidates have contacted the Institute office and inquired about writing the final exam in June of 2008.

If you have talked to any of the recent grads from the past exam sittings, they will invariably mention the extra help they got in terms of preparation by joining a peer study group and reviewing each of the competencies that are detailed in the exam preparation guide.

If you are interested in forming or joining a group, call or email the Institute office, as the sooner you get started in your preparations for the exam, the less stress you will feel by the time the May in- residence week approaches and also for the final exam in June of 2008. 

Education Updates for the Fall Program (as of Sept 6th)

Principles Courses:

Principles courses are filling up fast! The Principles of Buying will be at capacity with over 30 students already enrolled. This is the last opportunity that students will have to take this class at the U of M. for their course requirements before the old accreditation program is phased out in June of 2009.

The Principles of Transportation and Logistics has a new instructor this fall- Julie Ross C.P.P. - from MTS Allstream. There are currently 25 students enrolled in the University program.

We will also have a new instructor for the Principles of Quality – Gillian Forster, C.P.P. – with 3M Canada. This course will begin in January.

Additionally, there are 12 students enrolled in the Accelerated course in the Principles of Inventory and Operations Control that is being offered once again in Brandon at Behlen Industries over 2 weekends this fall. This course is being led by Rob Galka, MBA, C.P.P.

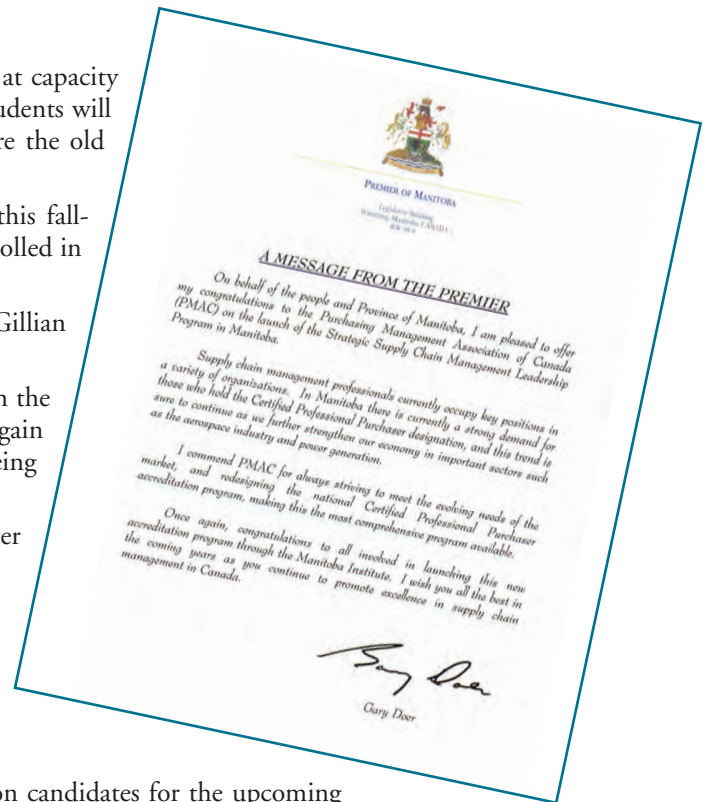
We will be holding a further Accelerated course in Brandon in the winter months, for the Principles of Transportation and Logistics.

SSCMLP:

The new SSCMLP courses begin on Thursday night, Sept 13th and will be led off by Module 1- Supply Chain Management. This will be facilitated by Glenn Gray, C.P.P.- Manitoba Hydro. There are 15 students that are currently registered to begin this new strategic course.

In addition, there have already been registrations by non- accreditation candidates for the upcoming workshop in January that will be facilitated by Martin Montanti, C.P.P.- RHA Central Manitoba. This is an excellent opportunity to try out the new material from the SSCMLP and to get maintenance points if you are a C.P.P. holder. You can take this as an audit student (no course marks given) , or as a regular non- accreditation candidate (course marks will be given) .

There is currently one accreditation candidate who has elected to begin the SSCMLP program with the self study method of learning. This candidate will be placed with other self study candidates from Sask., Alberta, and B.C. for the modules and will be taking the modules at the same time as those in the regular program being offered through the U of M.



Maintenance of Credentials for your CPP Designation

As a part of the maintenance for your CPP Designation, one of the obligations of the CPP holders is that you are required to maintain membership in good standing with the Institute.

According to Bill 32- The Manitoba Institute of the Purchasing Management Association of Canada Act- failure to do so will result in your name being removed from the Manitoba CPP Registry and further that the CPP designation cannot be referenced or otherwise used in any manner.

This becomes particularly important to a former CPP holder, when applying on new jobs. It is an offence under the Act to use the designation if you are not a paid up member, and further that it is punishable by fines of \$500 for a first offence and \$1,000 for a subsequent offence.

Recently, letters of notice have been sent out to some CPP members who are delinquent in membership renewal, advising them of the removal of their name from the CPP registry. We will be publishing the names of those CPP holders in a further edition of the PULSE, once they have been given an opportunity to respond to the letter of notice. Reinstatement can be made by application and payment of a fee, as well as membership dues.

If you have lapsed your membership and are a CPP holder, you should notify the MIPMAC office of your status- retired, seeking a one year deferment of membership dues, or other such reasons for non payment.



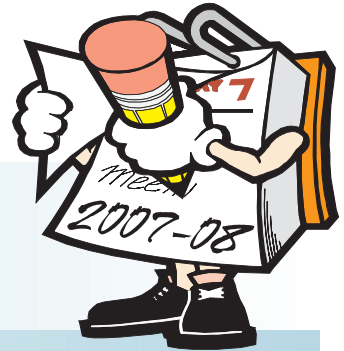
Changes to the Calendar of Events

Please note and make the following changes that have to be made to your Amended Upcoming Events Calendar (page 11) that was published in the last edition of the Pulse. See the updated Schedule of events in this issue.

- Oct 11, 2007** Seminar-, we will be hosting an abbreviated seminar from 2PM to 4PM, that will cover the opportunities on how to utilize the Merx system of e-tendering. The presenter is Paul Saunders, President of MerX and there will be a nominal fee for this event.
- Oct 18, 19 2007** Seminar- Strategic Leadership in Supply Chain Management - Glynn Hancott
- Oct 26, 2007** Awards Night for CPP Grads

Upcoming Events *Mark your calendars!*

Schedule of Events 2007- 8 Fiscal Year



October	Oct. 9, 2007	- Executive Board Meeting
	Oct 11, 2007	- Mini Seminar – MerX - Paul Saunders
	Oct. 18 &19, 2007	- Seminar – Strategic Leadership in Supply Chain Management - Glynn Hancott
	Oct. 26, 2007	- Awards Night for CPP Grads
November	Nov. 5, 2007	- Executive Board Meeting
	Nov. 29, 30, 2007	- Seminar – Succeeding in the Public Sector Supply Chain - Paul Emanuelli
December	Dec 10, 2007	- Executive Board Meeting
January '08	Jan. 4, 5, 2008	- Interactive Workshop – Leadership and Professionalism - Martin Montanti
	Jan. 8 2008	- Executive Board Meeting
February	Feb. 5, 2008	- Executive Board Meeting
	Feb. 5, 6, 2008	- Seminar – Sustainable Supply Chain Management Practices - Larry Berglund
	Feb 25, 26, 2008	- Seminar – Contracting for Outsourcing -Terry Yandeau
March	March 1, 2008	- Call for nominations – Board members, President
	March 11, 2008	- Executive Board Meeting
	March 20, 2008	- Members Tour – TBD
April	April 1, 2008	- Executive Board Meeting
	April 8, 2008	- Annual General Meeting – Election of new Directors, President - Guest Speaker- TBD
	April 8, 9, 10, 2008	- Rotary Career Symposium
	April 24, 25, 2008	- Seminar – Effective Organizational Planning Process - Darryl Poyner
May	May 6, 2008	- Executive Board Meeting
	May 13, 2008	-Seminar – Importing/Exporting - Paulette Michelle
	May 15, 2008	- CPP/ Student night – Award Certificates of Completion of Principles Courses
June	May 21-23, 2008	- National PMAC Conference – St. John's, NL
	June 6, 2008	- Annual MIPMAC golf tournament
	June 10, 2008	- Executive Board Meeting
	June 12, 13, 2008	- Interactive Workshop – Negotiation Skills - Part A - Alan Levy
	June 17, 18, 2008	- Interactive Workshop – Negotiation Skills - Part B - Alan Levy
	June 25, 26 2007	- National Exam for CPP.