

ECAM PRESIDENT'S SPECIAL NOTICE



Paul Shack-
President, ECAM
Board of Directors

Paul Shack has been a driving force behind the advancement of ECAM since 2020. With over 20 years of industry experience, Paul has risen through the ranks to become Vice President of Operations at Nor-Tec Group Ltd. From beginning as a level 1 apprentice, he has worked his way up the ladder as a Journeyman, Site Foreman, Superintendent, Project Manager and Operations Manager within Nor-Tec Group Ltd. Paul Shack has played a pivotal role in advancing the adoption and effective implementation of BIM practices within the construction industry. Alongside his professional accomplishments, Paul actively participates as a Social Committee member.

Manitoba's New Sick Note Resources

Effective October 1, 2026, most routine sick notes to verify absences due to illness or injury have been eliminated in Manitoba.

This change may require employers to review their existing sick leave policies and procedures. Doctors Manitoba and CPHR Manitoba have developed free resources to help workplaces manage absences effectively while supporting employee well-being and operational needs.

ECAM encourages members to review the following resources:

Free Webinar for Employers and HR Professionals

Effectively Managing Absences Without Sick Notes: Best Practices for HR Professionals

- Wednesday, October 14, 2026
- 12PM-1PM

The webinar will provide practical guidance on managing workplace absences under the new rules.

Free Employer Toolkit

Doctors Manitoba and CPHR Manitoba have also developed a free toolkit to help employers adapt to the new rules. Resources include a sample sick leave policy, a self-attestation form, practical guidance and an absence-management flow chart.

Webinar



CLICK HERE

Toolkit



CLICK HERE