

MCAM PRESIDENT'S SPECIAL NOTICE



**James Kopec,
President MCAM
Board of Directors**

James has been a member of the MCAM Board of Directors since 2009. He is the General Manager at Bornhorst Mechanical Inc., where he oversees operations and project management.

James earned his Red Seal Certification in Plumbing in 1997 and achieved his Gold Seal Certification as a Superintendent in 2009. He is actively involved in the industry as Chair of the Apprenticeship Provincial Trade Advisory Committee for Gas Fitters and has extensive experience in estimating, field work, and managing projects across Manitoba.

Originally from the Interlake region, James enjoys spending time outdoors, particularly hunting and farming. His favourite MCAM event is the President's Ball. He lives by the motto: *"Measure twice and cut once."*

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.

MCAM 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