

FRONT LINES

ISSUE 01
2019

Manitoba
nurses
Union

A COMMITMENT TO CARING

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Message from the President



Dear members,

2019 is shaping up to be one the busiest and most important years in our union's history. As we continue to fight back against ongoing cuts to our health care system, we are also preparing for union representation votes which will require nurses' participation in record numbers. It's going to take an all-hands-on-deck effort, and with your support, I'm confident we can emerge a more unified and stronger union.

As you know, MNU's collective agreement expired in March 2017. Although we served notice to bargain in December 2016, the government has made no attempt to meet us. It's frustrating to still be without a new contract two years later. In part, it's a consequence of the Pallister government's anti-labour legislation, The Health Sector Bargaining Unit Review Act, which is throwing bargaining units into disarray and will force health care unions to compete through representation votes.

We still don't know exactly when the votes will take place or which regions will require nurses to vote. It's likely that nurses in Winnipeg will have to vote, and nurses outside of Winnipeg will be exempt, but we have not received confirmation. Regardless, expect MNU campaigning to ramp up this spring, with the votes taking place during the summer. We will provide updates regularly in the coming weeks and months; if you haven't already, please ensure we have your email address and you are subscribed to our weekly e-newsletter *The Pulse*. You can do so by logging into MNU's Membership Portal via manitobanurses.ca.

If you're asked to vote, we are of course counting on you to vote for MNU, the only union run by nurses, for nurses. MNU understands the unique, professional needs of our members far better than any other organization.

But we also want nurses to vote MNU to send a strong message to government that nurses are united, and that we won't stand for further cuts and changes that undermine our own health and safety and our ability to provide quality care for patients. Nurses are the most trusted spokespeople in health care, and when we stand together, we can be an unstoppable force. Please join us in sending that message when the time comes.

In the meantime, there is no shortage of work to do. AGM 2019 is around the corner (April 30 to May 2), which will once again feature a major rally against health care cuts. We will continue to do everything we can to speak out against the program of cuts and changes in the WRHA, and I will be continuing my province-wide Listening Tour and attending local/worksite AGMs. We continue to challenge Bill 28 — the Pallister government's wage-freeze legislation — in court through the Partnership to Defend Public Services, a coalition of public sector unions that is coordinated by the Manitoba Federation of Labour. The case will be heard in Manitoba's court of Queen's Bench from November 18 to December 5, 2019.

We also continue to push our Put Patients First petition — if you haven't yet, **please take a minute to sign online at www.putpatientsfirst.ca or contact kprofeta@manitobanurses.ca** for paper copies. And, of course, we must begin thinking about how to make nurses' voices heard ahead of the next provincial election in the fall of 2020.

Thank you for all you do during these challenging times, and I hope to see you at your local/worksite or AGM soon!

Sincerely,

A handwritten signature in black ink, appearing to read 'Darlene Jackson', written in a cursive style.

Darlene Jackson, *President, Manitoba Nurses Union*

Front Lines is published by the Manitoba Nurses Union (MNU). Founded in 1975, MNU continues to be an active member-driven organization dedicated to meeting the needs of its members. Approximately 12,000 nurses province wide belong to MNU. That's 97% of unionized nurses in Manitoba.

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A COMMITMENT TO CARING

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BILL 29 UPDATE:

Union representation votes coming

Details for union representation votes, triggered by the Pallister government's Health Care Sector Bargaining Unit Review Act, are slowly coming into focus. Since enactment, the government has scrambled to determine how to implement the legislation, which will force unions representing a variety of job classifications within the health care sector to compete for members.

MNU has lobbied aggressively to make the case that requiring nurses to participate in representation votes is unnecessary and wasteful. MNU already represents over 97% of all unionized nurses in Manitoba. Time and again, nurses have chosen MNU to represent their unique, professional interests. Forcing another vote is simply unnecessary.

Unfortunately, the legislation does not explicitly allow for any exemptions as long as a job classification is represented by more than one union within a health region, regardless of how many members they actually represent.

Although some new information has been provided, some key questions remain. Here's the latest on the potential votes:

What we know

To date, Bill 29 Commissioner Robert Pruden has confirmed that voting will be conducted in two phases.

Phase I will include Interlake-Eastern, Prairie Mountain, Southern and Northern health authorities, and Phase II will include the WRHA and Shared Health. The campaign period for each Phase will be 4 weeks, followed by a one-week period — 7 consecutive calendar days — for voting. Unions will be notified 4 weeks prior to the beginning of the first campaign period. Therefore, the entire process is expected to take 14 weeks.

Voters will have the option of electronic voting or telephone voting. There will be no mail-in ballot. Voters will be able to vote from anywhere, anytime during the voting period. 24-hour access will be provided.

What we don't know

We still don't have answers to the big questions: WHEN nurses will be voting, or precisely WHO will be voting, given that nurses in some regions may still be exempted.

There are also a variety of administrative and procedural matters yet to be confirmed, including the rules for campaigning.



While we repeat that many **details are not yet confirmed**, MNU remains hopeful that nurses in most health regions outside Winnipeg will be exempt from representation votes. However, nurses within the WRHA will almost certainly be drawn into representation votes this year. A vote in Shared Health also remains a possibility (HSC transfers to Shared Health in April 2019).

Rest assured, regardless of when and where the votes take place, MNU is **preparing a robust campaign** to ensure a strong voting turnout by nurses. In the coming months we will be communicating extensively with members to ensure awareness of the votes, and what is at stake for their union representation. MNU is a union run by nurses,

for nurses, and it will be critical that nurses reaffirm their support for this model of representation by casting their ballot.

This is significant for nurses, not just because they will be asked to vote for MNU; **it is an opportunity to send a message to the Pallister government that nurses are united and ready to fight back against ongoing health care cuts and changes.**

Stay tuned for more voting updates in the weeks and months ahead. MNU will be sharing information via mail, phone, e-mail and events at your workplace during the yet-to-be-approved campaign period. In the meantime, visit manitobanurses.ca for the latest information and news.

A commitment to CARING & SOLIDARITY

Celebrating 100 years since the 1919 General Strike

manitobanurses.ca/1919

Manitoba nurses Union
A COMMITMENT TO CARING

AGM 2019

What you need to know

AGM 2019 will take place in Winnipeg from April 30 to May 2 at the Victoria Inn in Winnipeg. The business portion of the meeting will take place on April 30 and May 1, with the Provincial Education Day to follow on May 2. Delegates will have the opportunity to pre-register on April 29. Details will be provided in the Annual Report, to be published before March 31.

On May 1 at noon, delegates and members will gather at the Manitoba Legislature for another rally to Put Patients First. The event is open to the public and we encourage all members to attend! The rally will feature the delivery of MNU's Put Patients First petition, which is generating thousands of signatures and urges "the Provincial Government to reverse cuts and closures that negatively impact patients' ability to access timely, quality health care" and "make real investments in Manitoba's public health care system that will improve the timeliness and quality of care".

Paper copies of the petition have been distributed to all local/worksites, and are available on union bulletin boards or by contacting your local/worksite President or Labour Relations Officer. You can also add your voice to our online petition at www.putpatientsfirst.ca, although only signatures obtained on paper copies can be officially accepted by the legislature.

This year we'll also be celebrating the 100th anniversary of the 1919 Winnipeg General Strike, an important event that changed the course of history for the labour movement in Manitoba and across the country.

This year's Education Day, features workshops and guest speakers on a variety of issues, including workplace health & safety, mental health, diversity awareness, and union activism. Stay tuned for updates in the coming weeks at manitobanurses.ca.

We also hope you also attend your local/worksite AGM this spring! AGM information should be shared with you in the coming weeks if it hasn't already. MNU President Darlene Jackson will be attending as many as possible.

In the meantime, remember to stay tuned to MNU's social media channels during AGM 2019 for important news and updates, including a live stream of the President's speech!

 Facebook.com/ManitobaNurses

 Twitter: @manitobanurses

 Instagram: @manitobanurses



MFL affiliation FAQ

Recently, the MNU Board of Directors made the decision to begin the process of affiliating with the Manitoba Federation of Labour (MFL), pending ratification from voting delegates at AGM 2019. To enhance engagement with membership on this issue, at the Board's request we are providing answers to common questions about affiliation.

Q: What is the Manitoba Federation of Labour?

A: The MFL is an organization that brings unions together on issues of common concern. It is the provincial body of the Canadian Labour Congress (CLC) of which MNU is already a member. Today, the MFL represents more than 100,000 working Manitobans in the public and private sectors. As a coalition of labour unions, the MFL is responsible for amplifying the interests of its affiliates and working people across Manitoba.

Q: Why should MNU join the MFL?

A: There are several important reasons for affiliation. **First and foremost**, MNU already has a close working relationship with the MFL. For example, MNU was a founding member of the Partnership to Defend Public Services, the coalition of public sector unions that came together to challenge the government's unconstitutional wage freeze, Bill 28. This partnership is led by the MFL, who have done a remarkable job coordinating and supporting this group.

Benefits of the MFL's work

But the MFL's work goes much further than that. Be it on pensions, workplace health and safety, or labour relations, the MFL plays a critical role in this province ensuring working people's rights are protected both through advocacy, and through formal working relationships with the province. The MFL has championed important issues like opposing privatization in health care, and ensuring coverage for psychological injuries. They were instrumental in achieving paid leave for workers experiencing domestic violence. The MFL also has a formal role in Board appointments to the Manitoba Labour Board, Workers Compensation, and a variety of other important organizations. Indeed, their work has greatly benefited MNU members, and all Manitobans.

By formalizing our relationship, MNU will contribute to this important work, take an official seat at the table, and gain access to MFL conventions, governance meetings, educational opportunities and other initiatives which bring labour unions together to work on issues of common concern.

Affiliation is required by our current affiliates

Affiliation is also necessary for ensuring MNU abides by the rules and requirements of its current affiliates: the CLC and the Canadian Federation of Nurses Unions (CFNU). Last year, the CFNU advised us that **we are in violation of both the CFNU and CLC constitutions by not being an affiliate of our provincial federation of labour (the MFL)**. By affiliating, we will remain members in good standing of both organizations, and ensure our strong national reputation is maintained.

Affiliations allow MNU to work with labour unions on common concern at different levels of government

MNU has benefited greatly from the work of our national affiliates, the CFNU and the CLC. Examples include recent enhancements to the Canada Pension Plan, lobbying for a national pharmacare plan and organizing a national campaign to stop violence against health care workers. The benefits go both ways; MNU led the way on groundbreaking PTSD legislation in 2015, and the CFNU is now bringing that issue forward federally, to benefit of nurses in other provinces. Moreover, both organizations provide a wide variety of opportunities for MNU members to participate in, providing educational, lobbying and professional development opportunities for our members across Canada and internationally.

Solidarity

Finally, **the political landscape in Manitoba has changed dramatically** in recent years. A strong MFL and MNU is more important now than ever before. Premier Brian Pallister has passed laws that make it more difficult to join a union; unilaterally imposed **wage freezes** and **violated our members' right to collective bargaining; made cuts to health care services**; and will force nurses into needless representation votes later this year. We believe organized labour must **work together** to fight back against these attacks on all working people, including nurses. There is strength in numbers—it's the basic principle that drives unions.

Q: What happens if MNU does not join the MFL?

A: MNU risks expulsion from the CFNU and CLC if it does not take steps toward affiliation with the MFL.

Although expulsion would be a difficult decision for the national executives of the CFNU and CLC, there is precedent for doing so. Several years ago the British Columbia Nurses Union (BCNU) was expelled from CFNU after it was found to have violated the constitution of the CLC. Although the violation was for a different reason, it demonstrated that CFNU will take meaningful action to discipline organizations that violate their constitution.

There is a genuine urgency and responsibility to bring MNU in compliance with the constitution of our most trusted allies. **Currently, MNU is the only CFNU member that is standing in violation of the CFNU and CLC constitutions.** Earlier this year, the Newfoundland & Labrador and PEI nursing unions affiliated with their provincial federations. This leaves MNU as an outlier within the CFNU. In light of these facts, and the obvious benefits of formalizing our relationship, the board made the decision to recommend affiliation.

Q: How was this decision made?

A: After MNU was notified of its violation of the CFNU and CLC constitution, the Board of Directors investigated the matter over several months and considered MNU's legal, ethical and financial responsibilities. At the November 2018 meeting, the Board made the decision to affiliate. Further discussion followed that meeting, and a special meeting was called on January 8, 2019.

At the special meeting the Board and Regional/Local/Worksite Presidents had the opportunity to hear

from and ask questions of CFNU Secretary-Treasurer Pauline Worsfold, and MFL President Kevin Rebeck. After thorough questioning and further discussion, the Board reaffirmed the decision to affiliate with the MFL, pending ratification of the decision by delegates at our 2019 AGM.

Q: How much does it cost to affiliate with the MFL?

A: The per capita cost to MNU for MFL affiliation is \$1.08 per member per month. The rate will rise by \$0.01 in 2020 and 2021. Further affiliation with district labour councils (where present) will add approximately \$0.29 per member per month. Extrapolating those figures, the total cost to the organization will be approximately \$200,000 per annum.

This cost is well within the financial means of our organization and will be absorbed in our existing operating budget.

Q: Does affiliation change MNU's status as a non-partisan organization?

A: No. MNU will remain non-partisan and this decision in no way changes our position. As practiced with current affiliates, we will not participate in partisan activities.

Q: Does affiliation affect MNU governance? Will the MFL speak on behalf of nurses?

A: No. MNU is run by Manitoba nurses, for Manitoba nurses. Our governance structure will not change. Affiliation will simply allow us to work more effectively with the MFL and other unions on issues of common concern. In turn, the MFL will offer support for our positions and help coordinate resources (i.e. the Partnership to Defend Public Services' legal challenge against Bill 28).

Nurses bring a unique, valuable, professional perspective to everything we do. That's why we have our own union. Affiliation means we will be empowered to share our unique perspective, and ensure nurses' voices are reflected in every provincial labour issue.

Q: How do I learn more about the MFL?

A: Visit the MFL's website at www.mfl.ca for more information about their values, work, and mission to improve the lives of working Manitobans. You can also follow them on Facebook and Twitter.

WORKLOAD AND OVERTIME JEOPARDIZE SAFE PATIENT CARE



The following letter was sent to Cameron Friesen, Minister of Health, Seniors & Active Living, in regards to dramatic increases to workload and overtime in many programs and facilities across the WRHA since restructuring began. The letter is part of MNU's ongoing campaign to stop health care cuts, and for improved communication and consultation with nurses about changes to the system.

Dear Minister Friesen,

I'm writing to bring forward the concerns of nurses with respect to their ability to provide safe, quality care for patients due to dramatic workload increases and the reliance on excessive overtime to meet baseline staffing in many programs across the WRHA since restructuring began. I previously raised these issues with you in a meeting on October 15, and again in a letter on October 23, 2018.

Unfortunately, I feel our concerns are not being addressed. Most recently, concerns about the situation in the Seven Oaks Emergency Department were brought forward in a letter signed by more than 20 affected nurses.

These challenges come on the heels of significant increases in overtime and workload at Grace, Concordia, HSC and St. Boniface across multiple programs. Unfortunately, in many instances where nurses have attempted to bring their concerns forward to management, they are met with inaction, or worse, threatened with discipline if they escalate their concerns.

Nurses are bound by a professional and ethical responsibility to advocate where they believe patient care is compromised. Many have done so recently, sending letters to your office, the Premier, and the offices of Opposition Leaders. Advocacy is coming from many different facilities, and across several programs. Nurses signing these letters have real concerns about the quality of care they are providing and the safety of their patients. We have not seen nurse advocacy reach this volume in Manitoba for decades, and it's clear that the cuts and changes being imposed by this government are prompting this response.

Overtime data that we have received from the WRHA show dramatic increases in many programs since the changes were implemented starting in October 2017. We are hearing from many nurses who worry about the effects of chronic understaffing or increased mandatory overtime to meet baseline staffing. It's impacting their ability to provide quality patient care, and it poses risks to their own health and safety as well.

Minister, this is simply not an acceptable staffing model, short or long term. It's unsustainable and will only create further problems as nurses become exhausted and sick. Morale has been severely compromised throughout this process. I fear this is causing recruitment and retention issues as well.

Manitoba's nurses want to ensure they are delivering the best care possible, but the demands being placed on them are unreasonable. Nurses deserve to have their voices heard, and they have a right to speak out about the real challenges they face due to ongoing consolidation. Indeed, in the interest of all Manitobans, I believe it's important that you hear directly from them.

As such, I'm requesting a meeting with you that would include frontline nurses, so that you may hear their concerns first hand. By working together we can reverse this course, and develop a better plan to provide better care for Manitoba's patients.

I look forward to your response.

Sincerely,

Darlene Jackson

MNU Launches letter-writing campaign to support bill to increase

LTC care hours

In order to build public support for Bill 201 that would enhance care for long term care residents, MNU has launched a new online letter-writing campaign at putpatientsfirst.ca/longtermcare. Supporters can enter their postal code to automatically send a template letter to their MLA expressing support for the legislation, and acknowledging the need for improved care standards for seniors and other vulnerable Manitobans. All letters are copied to the office of Health Minister Cameron Friesen and Premier Brian Pallister.

“Advocating is an essential part of nursing,” said MNU President Darlene Jackson.

“We hope nurses and the public will take advantage of this template, and send a strong message to our MLA’s about the need for improved care standards for long term care residents in Manitoba.”

On November 29th, MNU announced support for Bill 201, The Health Services Insurance Amendment Act (Personal Care Homes Staffing Guidelines). Jackson and MNU Long-Term Care Board representative Karen Jantzen joined Official Opposition Leader Wab Kinew and Health Critic Andrew Swan for the announcement at the Manitoba Legislature.

The bill legislates minimum requirements for care hours per resident per day in personal care homes. Protecting care hour minimums in legislation will help seniors with chronic and complex needs receive the level of care they need, and support the nurses providing that care. The bill also calls on the Health Minister to make much needed enhancements to care hours going forward.

“Manitoba’s nurses see it every day: more direct hours of care are needed to maintain quality care for personal care home residents” said Jackson. “This legislation addresses the key recommendations we made earlier this year, which highlights the best available evidence from across North America.”

Last spring, MNU released a new report *The Future of Long-Term Care is Now*, which addressed the nursing care needs in personal care homes. According to the report, the positive correlation between care quality, staffing levels and health outcomes is undeniable, and the evidence shows a need to move toward 4.1 direct care hours. In MNU focus group testing, nearly 60% of nurses state they do not have enough time to properly care for patients. Insufficient levels of care can increase the risk of care hazards for patients, such as falls, improper medication processing, bed sores or delayed monitoring of vital signs.

Visit manitobanurses.ca/long-term-care-report to read MNU’s report, and putpatientsfirst.ca/longtermcare to send a letter to your MLA today.



Amplifying Your Voice:

FIVE QUESTIONS to help solve workplace issues

Significant increases to workload, excessive overtime, and other issues are affecting nurses across the province. Many of these issues have been aggravated by government cuts and changes to health care, which have made it harder for nurses to provide the level of care our patients deserve.

Nurses have several options to address workplace issues. Sometimes issues can be resolved simply by approaching management and discussing the issue. Nurses also have access to the grievance and arbitration process for violations of their collective agreement. For complaints that don't qualify as a grievance, other avenues are available including the Union-Management Committee, the Workplace Health and Safety Committee, or the Nursing Advisory Committee.

If you're unsure which venue is most appropriate for your issue, consult with your local/worksite president.

When problems persist after the options above have been exhausted, nurses can consider raising the issue in other ways. And when government or management decisions impact patient care and our ability to deliver it, nurses may feel a responsibility to speak out publicly in a responsible manner. In fact, the Canadian Nursing Association *Code of Ethics* says nurses have a responsibility to address "broad aspects of social justice that are associated with health and well-being" (Canadian Nursing Association, *Code of Ethics*, 2017, p. 18). This includes "advocating for a full continuum of accessible health-care services" that meet the needs of the public.

Advocating publicly can be a powerful tool, however the manner in which concerns are brought to the public's attention is important to consider, as it can intersect with employer confidentiality rules and restrictions. Nurses should first use all internal

mechanisms to push employers, health authorities and government to take meaningful action. In fact, demonstrating that meaningful effort has been made to resolve an issue internally is critical for establishing credibility with the public and limiting potential repercussions from the employer.

Documentation is also critical to supporting your case. For example, **if it is a workload issue, you should be filing Workload Staffing Reports**, which are shared with employer and MNU representatives, and brought to the attention of Nursing Advisory Committees.

Remember, **MNU is here to assist you, and has staff with expertise in labour relations, communications and government relations**. By pursuing appropriate internal options first, you may be able to resolve your issue and avoid a public confrontation. When those options have been exhausted, MNU can help you determine how and when your concerns could be raised to a public audience.

Every issue is different, and sometimes it's difficult to know what to do. Here are MNU's **five questions to consider** when taking action on a workplace issue:

QUESTION ONE: Have you consulted with your colleagues?

Depending on the issue, your colleagues may either be dealing with the same problem or one that's related. That's why it's important to check in, where

appropriate. If other nurses are being affected, you can determine if an individual or group response is warranted. Having a sense of the frequency and scope of the issue is important for understanding its impact and if meaningful steps have yet to be taken by your colleagues to address it.

QUESTION TWO: Have you reported the issue to your employer?

First and foremost, the employer is responsible for hearing your concerns and taking meaningful action to resolving it. The employer must be made aware of the issue before it can be determined if further action is warranted. If further action is required, it can be proven that a clear attempt was made to raise the matter with those responsible for the oversight of health care delivery.

QUESTION THREE: Have you reported the issue to MNU?

If the issue persists, your union can help. Depending on where you work, you should contact your area/ward representative, or your local/worksite President to discuss the matter and see what can be done. By advising your union representatives at the beginning of your advocacy efforts, they will be in a better position to advise you and other nurses about further steps that may be required to resolve the issue with the employer.

QUESTION FOUR: Do you have a plan?

Depending on the complexity and scope, an issue can take a long time to resolve. There are usually a number of steps that ought to be followed, even though delays or inaction can lead to frustration for everyone affected. That's why it's important to have a plan, so that you and any others affected know what's being done, and what the next steps are. MNU staff can help you determine the best course of action, and work through different scenarios. Staff can also help determine when and how an issue could be raised publicly.

It's also important to consider how your workplace issue connects to the health care system, and the scale of its impact. As a nurse, you can use your voice to effect change within your workplace, and the health care system at large. Health care is complex, which is why documentation and reporting are critical for ensuring MNU has the necessary information to monitor the issue on your behalf, and can advocate for you as required.

Nurses have had success by working with MNU by documenting issues such as overtime, staffing vacancies, and workload issues, or by writing letters that are shared publicly. Ideally, nurses and management can come together to resolve an issue before it needs to go public. However, even in cases where other options are exhausted and an issue is made public, it's important to have measured expectations. Remember that publicity does not necessarily mean an issue will be resolved. Even in cases where some action is taken in response, it's important to monitor it and keep in touch with your colleagues about it in case the issue returns.

QUESTION FIVE: Are you following up?

As mentioned above, there are often unfortunate delays when we seek to resolve issues. Sometimes, management or government officials need reminders to help move an issue forward. Polite follow-ups can be critical to advancing your concern, and also to reiterate its importance.

Context is everything for understanding how your voice might impact an issue. Moreover, the issue may be impacting workplaces beyond your own; if so, you could be raising a systemic issue that could take significant time to address. For example, issues such as workload and overtime are widespread, and MNU is reporting these issues to employers, the government, and the public on a regular basis.

Lastly, it's important to get involved in union advocacy campaigns that help bring awareness to issues impacting nurses, such as workload and overtime. For example, signing our Put Patients First petition, which calls on the Pallister government to stop its program of health cuts and changes, and to address nurses' concerns, is a quick and easy way to add your voice to collective action. You can share it with your colleagues via putpatientsfirst.ca, or visit manitobanurses.ca/get-involved for more other ways to share your concerns and patient care through union channels.

As the most trusted spokespeople in health care, nurses can use their voice to effect real change for the benefit of all Manitobans. MNU has proven that by working with members, we can generate significant public interest in health care issues, and force the government, health authorities, and employers to act.

If you have questions or concerns, please contact your MNU representatives for more information.

FURTHER YOUR EDUCATION:

MNU Awards Nursing Students & Members

Each year, the \$1,500 Joyce Gleason Scholarship is awarded to four students enrolled in a nursing program (RN, LPN or RPN) at a Manitoba institution. All applicants must submit an essay describing their involvement in volunteer/community activities, reasons for choosing a nursing career, and goals after graduation. Students may apply in any year of their nursing program; however, nurses who have already completed their program are not eligible.

In addition, the Canadian Federation of Nurses Unions offers an annual \$1,000 scholarship to a Manitoba student enrolled in a nursing program. Applicants for the Joyce Gleason Scholarship are automatically considered for the award, and does not require a separate application.

MNU is proud to announce the 2018 winners of the Joyce Gleason and CFNU scholarships:

Sarah Arnott

- Bachelor of Nursing program, University of Manitoba. Lives in Killarney, MB.

Jenna Farina

- Psychiatric Nursing program, Brandon University. Lives in Oakbank, MB.

Darcy Gosek

- Bachelor of Nursing program, University of Manitoba. Lives in Winnipeg, MB.

Barbara Inverarity

- Licensed Practical Nurse program, Assiniboine Community College. Lives in Elkhorn, MB.

CFNU Scholarship recipient:

Crystal Larocque

- Licensed Practical Nursing program, Assiniboine Community College. Lives in Dauphin, MB.

MNU thanks all of those who applied for scholarships this year. The annual deadline application is October 15 — more information and the online application is available at manitobanurses.ca/joyce-gleason.

MNU Continuing Education Scholarship

Interested in furthering your nursing education? MNU members enrolled in a nursing degree or additional degree program that is nursing program can apply in any year of the program. Applicants are required to submit an essay explaining their involvement in community/volunteer and nursing activities, and how continuing education will impact your nursing career.

Applicants must be willing to have their essays published in part or total, and special consideration is given to members with active MNU involvement.

Learn more and download the application form at manitobanurses.ca/continuing-education.



Climate Change and Nursing:

Why it matters for patient care

At first glance, you may be wondering what does climate change have to do with nursing? How does climate change impact my workplace?

The simple answer is that climate change is already having an impact on the nursing profession, and will increasingly so in the years ahead. As the impacts of climate change manifest themselves due to the rapid accumulation of greenhouse gases in the atmosphere, nurses will inevitably see the impacts throughout our health care system. Rising temperatures increase the frequency and power of severe weather events and impact human health and behavior.

In September 2018, the International Panel on Climate Change (IPCC) — a United Nations sponsored organization consisting of leading climate scientists from across the world — released a new report illustrating the direst climate projections it has ever made. The IPCC, which has a reputation for cautionary modelling, concluded that in order to limit global warming to an average of 1.5-degree Celsius above pre-industrial age levels, the world will have to take transformative actions to drastically reduce carbon emissions within 12 years. This is the ‘point of no return’ — a global average increase beyond 1.5 degrees Celsius threatens to cause a ‘runaway greenhouse effect’ which means warming will become more rapid and become exponentially more difficult to adapt to and mitigate.

It’s clear that climate change is already underway and is impacting human health in profound ways. The increasing frequency and power of devastating weather events such as hurricanes, tornadoes,

heat waves, and floods are causing massive human displacement, migration and fatalities. We don’t have to look far from home to see examples. Last October, Hurricane Michael hit the Florida panhandle and broke records as the strongest hurricane on record to land in the area. Across Europe, a summer heat wave and drought led to record-breaking temperatures and wildfires, and in Quebec a separate heat wave was blamed for more than 90 deaths.

Manitoba has also seen an increase in extreme weather events and natural disasters, with two of the biggest floods in the province’s history taking place just two years apart in 2011 and 2014, and this past summer broke records as being one of the driest ever recorded, impacting harvests and livestock herds across the province.

Advocacy related to climate change and nursing has been gaining momentum in Canada in recent years. The *Canadian Nursing Association* has been on record about the topic for several years; in fact, in 2008 the CNA added support for nursing action on environmental issues to its *Code of Ethics*:

There are broad aspects of social justice that are associated with health and well-being and that ethical nursing practice addresses. These aspects relate to the need for change in systems and societal structures in order to create greater equity for all. Nurses should endeavour



as much as possible, individually and collectively, to advocate for and work toward eliminating social inequities by: ... **Supporting environmental preservation and restoration and advocating for initiatives that reduce environmentally harmful practices in order to promote health and well-being [and] Maintaining awareness of broader global health concerns such as...environmental pollution. (2008, pp. 20-21)**

In 2008, the CNA also released a paper entitled *The Role of Nurses in Addressing Climate Change*, which explains how climate change connects to social justice and the nursing profession. Since then, they have released several position statements reaffirming that nurses have a role in adaptation and mitigation efforts to climate change, most recently in 2017 (see link below).

As Manitoba continues to wrestle with a chronic nursing shortage, nurses should begin thinking about how climate change may impact their professional practice and patient care. It's never too early to learn more about the health impacts of climate change in your community, and how it may relate to service delivery throughout the province. Check out the resources below to learn more.

Learn more about climate change and nursing!

Alliance of Nurses for Healthy Environments
<https://envirn.org/climate-change-health-and-nursing/>

Canadian Nursing Association
<https://www.cna-aiic.ca>
(enter "climate change" in the search bar)

Health Care Without Harm
<https://noharm-uscanada.org/>

Intergovernmental Panel on Climate Change
www.ipcc.ch

National Nurses United/Global Nurses United
<https://www.nationalnursesunited.org/environmental-justice>

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PUT PATIENTS FIRST

Petition Blitz

Add your voice at PutPatientsFirst.ca

MNU needs nurses to add their voice and help send a strong message to the Pallister government.

Sign our petition to stop ongoing cuts to health care at putpatientsfirst.ca, or contact your local/worksite President to sign a paper copy!

MNU will deliver all petition signatures to the legislature at its Put Patients First rally on May 1st at the Manitoba Legislature!



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