



2021
**ANNUAL
REPORT**



MISSION STATEMENT

Through our effective collective bargaining practices, innovative member development programs, and well-rounded advocacy efforts, we instill and uphold the value of our nurses in supporting a healthy Manitoba.



VALUES

We believe in integrity, accountability, democracy, diversity, advocacy, solidarity, and social justice.



VISION

A healthy Manitoba where all nurses are valued for their passion, dedication, skill, caring and leadership.

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Manitoba Nurses Union **BOARD OF DIRECTORS**

May 1, 2021 – April 30, 2022



Darlene Jackson
President



Valerie Wotton
Vice-President



Tracy Bassa
Secretary-Treasurer



Kathy Nicholson
Interlake-Eastern
Region



Carrie Holland
Northern Region



Amber Mitchell
Northern Region



Karen Taylor
Prairie Mountain
Region



Christina Woodcock
Prairie Mountain
Region



Michael Yablonski
Prairie Mountain
Region



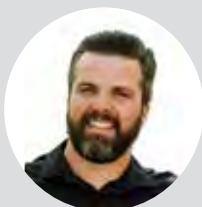
Renate McGowan
Southern Region



Amanda Sainsbury
Southern Region



Colleen Johanson
Concordia / Seven
Oaks



Eric Wheeler
Grace / Victoria



Josie Payne
Health Sciences
Centre



Katie Stark
Health Sciences
Centre



Dana Orr
Misericordia /
Riverview



Kathy Hillstrom
St. Boniface



**Renate
Scheffer-King**
St. Boniface



Pamela Achurch
Wpg. Community &
Health Care Region



Karen Jantzen
Wpg. Long Term
Care Region

MANITOBA NURSES UNION STANDING COMMITTEES 2021 - 2022

EXECUTIVE COMMITTEE

Darlene Jackson, President, Chairperson
Valerie Wotton, Vice-President
Tracy Bassa, Secretary-Treasurer
3 Members at Large:
Kathy Nicholson
Renate McGowan
Mike Yablonski

FINANCE COMMITTEE

Tracy Bassa, Secretary-Treasurer,
Chairperson
Darlene Jackson, President
Valerie Wotton, Vice-President
Kathy Hillstrom
Carrie Holland
Colleen Johanson

NOMINATIONS & ELECTIONS COMMITTEE

Kathy Nicholson, Chairperson
Leona Barrett, Staff Advisor
Sheila Holden, Non-Board Member
Renate Scheffer-King

RESOLUTIONS & CONSTITUTION COMMITTEE

Katie Stark, Chairperson
Deb Stewart, Staff Advisor
Karen Jantzen
Josie Payne

DISCIPLINE COMMITTEE

Renate Scheffer-King, Chairperson
Josie Payne
Katie Stark
*Non-Member Kevin Rebeck, MFL
*Non-Member, vacant

MNU STAFF

MANAGER OF ADMINISTRATIVE SERVICES:

Kristy Jamieson

DIRECTOR OF LABOUR RELATIONS:

Mike Sutherland

SENIOR MANAGER OF COMMUNICATIONS / EXTERNAL RELATIONS:

Brandi Johnson

IN-HOUSE COUNSEL:

Anne Gregory

LABOUR RELATIONS OFFICERS:

| | |
|----------------------------------|-------------------|
| Debbie Jenkins (retired 2022) | Mary Lakatos |
| Leona Barrett | Paulina Ruiz |
| Tom Henderson | Karen Fleming |
| Shauna Briscoe | Mary Lou Cherwaty |
| Manola Barlow | Susan Tremblay |
| Marise Frankel | Deb Stewart |
| Michelle Peterson | Julie Lackner |
| | Marla Johal |

PROFESSIONAL PRACTICE & EDUCATION OFFICER:

Debbie Winterton (retired 2022)

COMMUNICATIONS OFFICER:

Bernice Pontanilla Jane Chartrand

RESEARCHER:

Bridget Whipple

ACCOUNTING & INFORMATION TECHNOLOGY COORDINATOR:

Terry Dyck

ADMINISTRATIVE ASSISTANTS:

| | |
|-----------------|-----------------|
| Tracy Wood | Katrina Profeta |
| Erin McGee | Angela Samayoa |
| Marija Tisaj | Tiffany Willits |
| Kristina Kiciuk | Jen Hueging |
| Veronica Jones | Giezelle Monte |

AGM AGENDA

WEDNESDAY, APRIL 27



9:00 a.m.

Call to Order

DOTS Introduction

DOTS How-To Session

Basic Housekeeping

Credentials Committee Report

Motion to be Virtual

Announcement of Scrutineers - DOTS

O Canada

Greetings and Welcome to new Members and Local/Worksites

Introduction of Vera Chernicki as Parliamentarian

CFNU Greetings – Linda Silas, CFNU President

Announcements Introductions – Board of Directors

Introduction of VP and Secretary

Announcements Introductions – Staff and Long Service Awards

Regional/Local/ Worksite Presidents Introduction

Approval of Agenda

Approval of Rules of Procedure

Moment of Silence to honor nurses we've lost

MORNING BREAK 10:15 a.m. – 10:30 a.m.

10:30 a.m.

President's Address

Business Arising

Presentation of Reports: President

Administrations Report

Comms Report

Labour Relations Report

LUNCH BREAK 12:30 p.m, – 1:30 p.m.

1:30 p.m.

Finance Report

Auditor's Statement

Motion – Approve Statement

Motion – Approve Auditors 2022

Nominations & Elections Committee Report

Discipline Committee

Provincial Collective Bargaining Committee

AFTERNOON BREAK 3:00 .p.m.- 3:15 p.m.

3:15 p.m.

Resolutions & Constitution Committee

Intro to Constitutional Amendments and Resolutions

Motions

New Business

Yellow Ribbon Announcement

Thank you and final calls for donations for the Main Street Project

Final Remarks

Adjournment

ANNUAL MEETING RULES OF PROCEDURE (VIRTUAL)

1. Order of business is subject to majority approval. It may be changed during the meeting, only by a 2/3 vote.
2. Procedure: A Registered Parliamentarian will assist us with parliamentary procedure as the need arises. Procedure will be in accordance with the Constitution, Section 9.01, namely, “if any procedural matter is brought into the issue at any meeting of the Manitoba Nurses Union, the current edition of Robert’s Rules of Order will govern.”
3. Delegates may speak only once to any given resolution and debate is limited to three minutes, unless permission to the contrary is given by the assembly.

4. All delegates are requested to write their motion in the chat box. Once recognized, they are further requested to identify themselves by name and Local/Worksite number before they speak.

For Point of Order issues – **please type in “POINT OF ORDER”** – into the chat. This may interrupt a current speaker. The meeting moderator will notify the proper people and allow the member to speak or to share their concern through chat.

Request for Information - **please type in “REQUEST FOR INFORMATION”** and wait until it is your turn to speak as this will not interrupt any current speaker. Then state your request.

5. All Manitoba Nurses Union members present are encouraged to engage in discussion, but only voting delegates and Board members may make motions and vote.
6. For any motions from the floor during the AGM, or changes to a previously known motion, please type the request/motion/amendment into the chat. The meeting moderator will reach out to the member to confirm the request, notify the proper people from the MNU side and open the mic for them to speak if applicable. The Chair will ask for a second to the motion/amendment before the matter can be debated.

7. FOR ELECTRONIC MEETINGS:

- (a) Each member is responsible for his or her connection to the Internet; no action will be invalidated on the grounds that the loss of, or poor quality of, a member’s individual connection prevented him or her from participating in the meeting, provided that at least a quorum of members was connected and adequately able to participate.
- (b) Voting and motions/resolutions will take place via the polling feature, and is restricted to voting delegates only. Results will be shared with the delegates.

RESPECTFUL MEETING GUIDELINES

1

Respect each other.

2

All members of the committee should be treated as equals.

3

Confidentiality must be maintained.

4

Discuss issues not people.

5

Listen respectfully.

6

Focus on the issues.

7

Refrain from personal attacks.

8

Refrain from dominating the discussions.

OUR AGM CHOSEN CHARITY: MAIN STREET PROJECT

The Manitoba Nurses Union thanks all members and locals who purchased tickets for the AGM 50/50 draw!

MNU selected Main Street Project as this AGM's Charity of Choice this past February.

"Over the past two years, the COVID-19 pandemic has not only taken its toll on our members and our communities, it has also seriously affected the level of resources and supports available to our most vulnerable residents," said Kristy Jamieson, MNU's Manager of Administrative Services. "We thank each and every member who participated in the 50/50 draw, as your

support of the Main Street Project will go a long way."

Since 1972, Main Street Project has served the needs of Winnipeg's most vulnerable citizens by providing a place of respite, shelter and safety, with dignity and without judgement to the most vulnerable people in our community.

Main Street Project is a non-profit charitable community health agency operating on housing first and harm reduction principles. Their vision is that everyone has a safe place to be and an opportunity to make real choices in their life journey.

To learn more about the Main Street Project, please visit mainstreetproject.ca





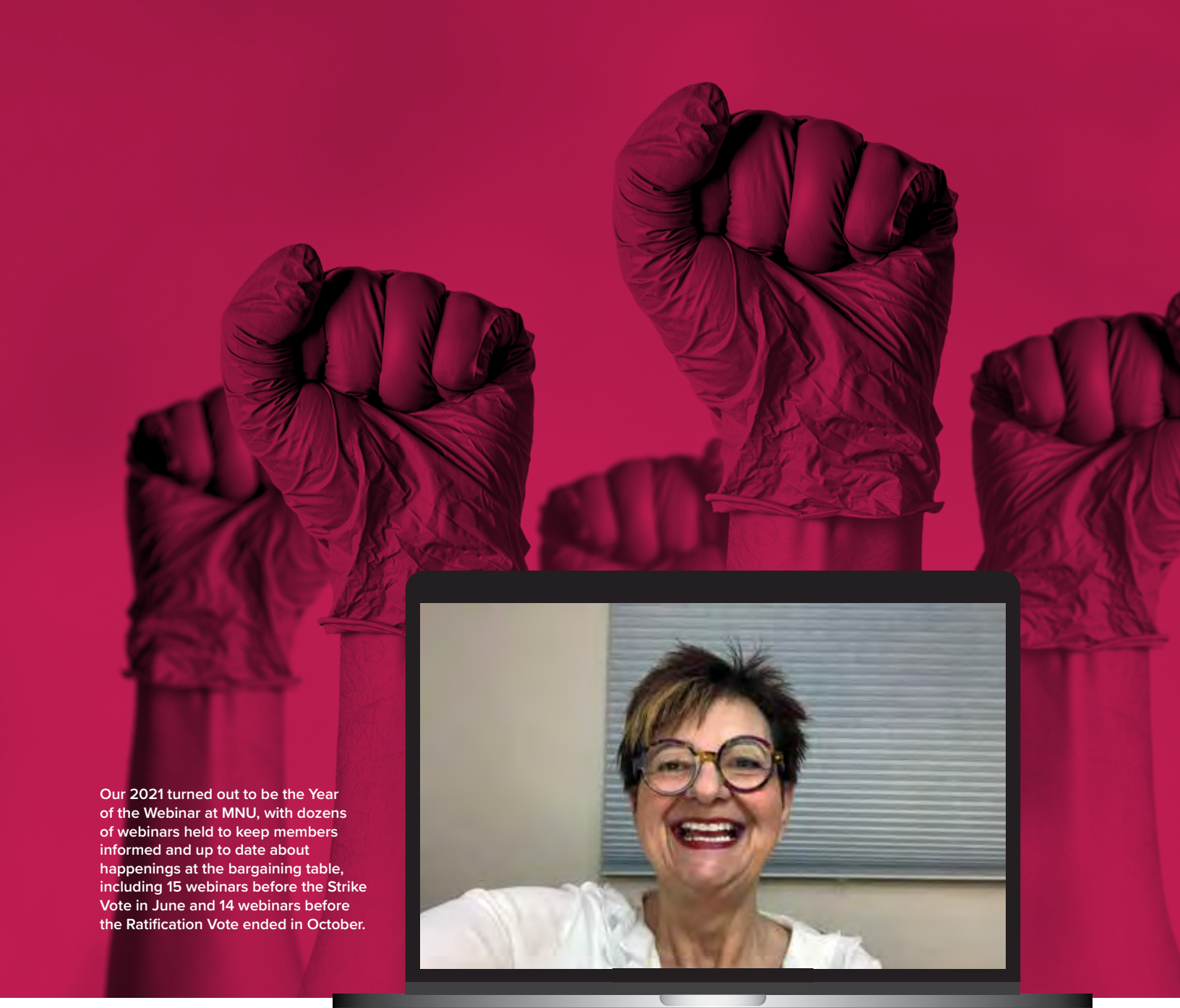
PRESIDENT'S REPORT

Darlene Jackson

2021 was one of the most difficult years of our lives. With two major COVID-19 waves, the first one that saw more than 50 patients be transferred out of Manitoba and then the devastating Omicron wave, we are exhausted. Our tanks are empty. Pandemic fatigue is our current reality, it has affected all of us in health care and, at times, it has been debilitating.

Sadly, it took a global pandemic to show the Manitoba government that austerity measures taken before the pandemic, including the closure of emergency departments and the deletion of 75 student nursing seats at Red River College, proved to be disastrous. Believe me, we haven't let them forget it.

Despite how difficult it has been, it's imperative that we continue to be loud and proud. That we take every opportunity available to advocate for safe patient care and a strong public healthcare system. Our patients who are the public depend on us. This report provides an overview of our efforts in 2021.



Our 2021 turned out to be the Year of the Webinar at MNU, with dozens of webinars held to keep members informed and up to date about happenings at the bargaining table, including 15 webinars before the Strike Vote in June and 14 webinars before the Ratification Vote ended in October.

COLLECTIVE BARGAINING

Our top priority for 2021 was securing a new collective agreement for our Central Table, which covers the majority of our MNU membership. This was successfully completed in October, after a long round of bargaining that included mediation through August and September of 2021. Among Manitoba health care unions, MNU led the way in being able to secure a collective agreement. Many others are still at the table or haven't even begun, also after years of waiting.

We are very proud of the work of the Provincial Collective Bargaining Committee (PCBC), as this was one of the most difficult rounds of bargaining that we have seen in our history as a union. Thanks to each and every PCBC member for their tirelessness and dedication.

Former Premier Brian Pallister declared war on organized labour as soon as he was elected into government in 2016. In addition to Bill 28, which I call the wage freeze bill, we had Bill 29, which forced union representation votes in 2019. This bill was the excuse Employers used to delay the start of bargaining until 2020, and, even then, MNU had

to threaten an unfair labour practice to get them to the negotiating table. These are only two examples of what we were up against.

The new collective agreement is a seven-year contract commencing April 1, 2017, and expiring March 31, 2024. This collective agreement honours both recruitment and retention of nurses, as well as salary incentives, financial incentives, and a better work/life balance. There are improvements to shift premiums, overtime compensation, meal allowance,

“

We are very proud of the work of the Provincial Collective Bargaining Committee (PCBC), as this was one of the most difficult rounds of bargaining that we have seen in our history as a union.”

isolation allowance, academic allowance, entitlement and the health spending account. There are also protections against inordinately long consecutive hours of work and durations of standby, as well as investment in recruitment and retention incentives through a joint committee with a fund of \$4 million per year.

Our Central Table membership voted overwhelmingly in favour of the new collective agreement, and we have spent the past months providing support to members regarding retro pay, the signing bonus, and many other aspects of the new collective agreement.

Currently, our MNU team is focused on negotiations at our Separate Table sites.

COVID-19 PANDEMIC ENTERED SECOND YEAR

2021 showed that COVID-19 has its own timeline.

In the spring, Manitoba saw such a severe third wave due to the Delta variant that more than 50 Manitobans were transferred out of the province to receive care.

In December we saw that fourth wave, as the Omicron variant caused chaos in our health care system, with so many cases among the population in Winnipeg that the testing system collapsed before Christmas. As expected, cases then increased in all parts of the province.

The Omicron surge meant our hospitals were having to look for space, beds, and staff everywhere. Redeployment became our norm as there was no staff to draw upon, and as I like to say, ‘A hospital bed is just a bed without a nurse.’

As the first quarter of 2022 came to end and other countries began speaking openly about the sixth wave, we knew we had to brace ourselves once again.

PROVINCIAL HEALTH CARE CHANGES & GOVERNMENT RELATIONS

It was a year of upheaval for the Manitoba Government. After securing another win in 2019, Brian Pallister continued with his austerity agenda, including significant changes to our health care system.

Pallister announced in August of 2021 that he would not be seeking re-election in the next provincial election and was quickly removed from office. His last day was September 1 and he was succeeded by his deputy, MLA Kelvin Goertzen, as interim leader.

The PCs narrowly elected Heather Stefanson,

who was Minister of Health during the third wave of COVID-19. She was sworn in as the province's first female Premier on November 2, 2021.

Despite Stefanson's public pledge to collaborate with Manitoba nurses, we have to see evidence of this.

As for other proposed transformations in rural Manitoba, most if not all continue to remain on hold due to the COVID-19 pandemic. We have heard that some management structure changes are occurring in the RHAs, however we remain in the dark.

We continue to raise the alarm about our province's nursing shortage. There is a very finite pool of nurses in this province and the pool is getting shallower by the day. In fact, I'd say we are without a deep end. Ask any member of the public who has recently visited an emergency room. Wait times are astronomical and bottleneck are commonplace. We have beds, but without enough nurses to staff them, they remain empty.

I will continue to apply pressure to this government to ensure that retention is their number one focus. Retaining experienced nurses is invaluable.

COALITION BUILDING

Manitoba Federation of Labour

Last year saw the addition of new members to the MFL, including Manitoba Teacher's Society, the Manitoba Organization of Faculty Associations (MOFA), the Brandon University Faculty Association (BUFA) and the Manitoba Association of Health Care Professionals (MAHCP).

The MFL continues its advocacy work on paid sick days, health care funding, collective bargaining rights and fighting back against the austerity of the Progressive Conservative Government in Manitoba. Most importantly, the MFL has become a central organizing point for all labour unions in our province.

One of the main reasons for the delay in collective bargaining was Bill 28: The Public Services Sustainability Act (PSSA). In



“I will continue to apply pressure to this government to ensure that retention is their number one focus. Retaining experienced nurses is invaluable.”



response to this Act, the Partnership to Defend Public Services (PDPS), which is a coalition of labour unions including MNU and coordinated by the MFL, launched a legal challenge. The Manitoba Court of Queen's Bench found Bill 28 unconstitutional in a decision in 2020, but the Pallister government appealed, which was heard by the Court of Appeals on June 2, 2021.

A decision on the government's appeal was delivered on October 13, 2021. To our dismay, it overturned the Manitoba Court of Queen's Bench decision from 2020. Following this, the PDPS made the decision to seek leave from the Supreme Court of Canada to hear an appeal of the Government of Manitoba's public sector wage-freeze legislation.

For more information about MFL activities and programs, please visit mfl.ca

Canadian Federation of Nurses

MNU continues to support the CFNU on federal projects including the National Nurses Day of Action on September 17, 2021. The CFNU Biennium

Although public gatherings and rallies were few in 2021 due to ongoing restrictions, I did get the chance to speak at the Manitoba Legislature in support of striking UMFA members and attend the picket lines at the University of Manitoba with MNU staff to show our solidarity with UMFA.

took place virtually on June 8 and 9, 2021. It was during this event that delegates overwhelmingly voted in favour of organizing a National Nurses' Day of Action to press for better staffing, fair wages, and safe workplaces.

Due to public health orders, MNU opted for a press conference held that day on the front steps of the Manitoba Legislature. Media and a small group of MNU members and staff were asked to be there, and we invited Manitoba Federation of Labour President Kevin Rebeck and NDP MLA and Health Critic Uzoma Asagwara provided remarks.

Ahead of the event, we created an in-house advertising campaign that included social media and digital billboards in Winnipeg and Brandon. For this campaign and the event at the Manitoba Legislature, our common theme was that "Without a nurse, a hospital bed is just a bed." There was a bed in the ad campaign and we were able to secure a hospital bed that was wheeled all the way up to the top of the steps of the Legislature, right beside the entrance.

It was a strong visual for media, and for us as well, since we livestreamed the event via our Facebook page. This event received substantial coverage in local media, radio, TV and print, and we were also featured in the CBC National newscast that evening.

For more information about CFNU activities and programs, please visit nursesunions.ca.

PROGRAMS

Scholarships & Funding

Eligibility criteria, deadlines, and application forms for all available funding and scholarships are available at www.manitobanurses.ca/scholarships

Keith Lambert Memorial Labour Fund

Four applications were received in 2021. However, they were denied for not meeting the criteria of labour education. The criteria and application process can be found on the MNU website.

Joyce Gleason Memorial Scholarship

There are four Joyce Gleason Memorial Scholarships aimed at students enrolled, for the first time, in a nursing program at a Manitoba institution. We received several dozen applications, and the committee was very impressed with the quality of the entries.

The four recipients of the Joyce Gleason Memorial Scholarships were: Arij Al Khafagi, Lauryn Kinakin, Melanie Saffie and Frances Hernandez.

CFNU Scholarship

The CFNU offers an annual scholarship to each provincial nurses' union, for a student enrolled in a nursing program. Our most recent CFNU Scholarship recipient was Taylor Rizzo-Johnson.

MNU Continuing Education Scholarship

In 2021, the selections committee awarded scholarships to: Daniella Scerbo from Riverview Health Centre Local 1a; and Josie Payne from HSC Local 10.

THANK YOU & REFLECTIONS

The year 2021 was the 30th anniversary of the 1991 Nurses Strike. While we were unable to commemorate this significant event in person due to the pandemic, however, the spirit of that strike was with us throughout the year, first with our successful "Save The Cake" campaign in May of 2021, followed by the popular lawn sign campaign over the summer and the National Nurses Day of Action in September. The public support was overwhelming and much appreciated.

It has often been repeated by our government and Public Health officials that when it comes to COVID-19, we must "learn to live with the virus." For those of us on the frontline, living with the virus means the prospect of continued heavy workloads for the foreseeable future. We have given our all

In honour of
National Nursing Week,
we'd prefer to eat lunch,
sitting down.



#savethecake

In honour of
National Nursing Week,
we'd prefer safe
staffing levels.



#savethecake



Save the cake.

Instead, we'll take an ounce of respect, a slice of work/life balance, and a dollop of dignity, generously sprinkled with sufficient staff.

This recipe yields one new contract.

Manitoba
nurses
Union

InnerCourAGE.ca



"WE STAND WITH NURSES, AND WE WILL CONTINUE TO STAND WITH NURSES."

—NDP MLA AND HEALTH CRITIC
UZOMA ASAGWARA



A highlight event in 2021 was the successful National Nurses Day of Action in September, where we brought a hospital bed to the Manitoba Legislature as a powerful symbol that without a nurse, a hospital bed is just a bed.

over the past two years of this worldwide pandemic and it's unconscionable that our officials continue asking for more and more.

I promise you I will never let an opportunity pass by without raising concerns about short staffing, heavy workloads, and the inability for Manitoba nurses to provide safe, quality patient care, every shift, every day.

In closing, I'd like to thank each MNU staff member, our health care colleagues who stand shoulder-to-shoulder with us in our fight for a better Manitoba, and the general public, who showed throughout 2021 that they had our backs, that they understood the sacrifices nurses had been making and have continually pushed our elected leaders to act.

Finally, I want to thank MNU members for their continued engagement with us. Without your constant interactions and shared vital information, we could not know exactly what the issues are from north to south and east to west. Please continue to stay engaged, your support allows me to hold those decision-makers to account. ■

MANAGER OF ADMINISTRATIVE SERVICES REPORT

Kristy Jamieson

When I look back on 2021, I am amazed at how fast it seemed to disappear, yet how at certain times it felt like the pain and turmoil would never end. As a society, we bore witness to never-before-seen human strength, tenacity and an unyielding sheer will to survive.

As the COVID-19 pandemic ravaged on, MNU operations continued to be a hybrid of on-site and remote work for 2021. Safety protocols were kept in place for the Union Centre and within the MNU office, including keeping the office closed to all visitors.

All Board, Executive, Committee and staff meetings continued to be hosted virtually via the ZOOM and TEAMS platforms. I am very proud of what the entire staff at the MNU Provincial office accomplished throughout the year. I was continually reminded of how special our teams are; every MNU staff member will do whatever it takes to help make a difference. The MNU membership could not be in better hands.

While challenging, the continued need for virtual operations in 2021 gave us even more reason to deploy new virtual initiatives and reimagine the ways we engage, support, and communicate with our membership.

With the help of the DOTS platform, we hosted the first ever virtual MNU AGM in April of 2021.

The day presented its own set of challenges and learning curves, but in the end, we had over 300 attendees and it was a huge success. For the 2022 virtual AGM on April 27th, 2022, there will be new features and functions within the platform that will address some of the concerns and suggestions put forth. I hope you will be able to attend and take part.

2021 brought more changes and sad goodbyes to our MNU provincial office family. After 35 years with MNU, Wendy Giesbrecht exchanged her laptop and desk for a dock by the lake. Thank you, Wendy, for sharing your time, knowledge and exceptional work with MNU!

INFORMATION TECHNOLOGY (IT)

When the pandemic took root, MNU pivoted quickly and dramatically updated the way technology was accessed and used.

For 2021, ZOOM and Microsoft TEAMS remained as the main platforms for





“While challenging, the continued need for virtual operations in 2021 gave us even more reason to deploy new virtual initiatives and reimagine the ways we engage, support, and communicate with our membership.”

communication amongst staff, between staff and membership and with external contacts. Although it would have been wonderful to meet in person, there were occasions that the need for virtual not only made the spur-of-the-moment meetings possible, it also made them more accessible to some of our members.

The multiple Ratification Vote Informational Webinars, which were essential for the dissemination of information prior to the new Collective Agreement vote and highly attended by members across the province, are a great example of this.

Completion of the first phase of the HUMI HR and Payroll implementation for the Provincial office was celebrated this year. The new staff global calendar, documentation hub, payroll processing and reporting features have all been well-received. The next phase of implementation will include processing payroll for the Board of Directors, Committee members, and then local/ worksite executives.

WSRs continue to be increasingly utilized with additional sites being added in 2021 and projected further roll out for 2022.

FINANCE

2021 saw an increase in the number of smaller local/worksites that submitted their yearly financial information to MNU to perform their yearly review. Others continued to use third-party vendors and submit their audit reports.

Regardless of the route taken, I would like to send a special shout-out to everyone involved for doing such an impressive job of keeping everything together and organized during such a tumultuous time and through the massive turnovers within local/ worksite executive teams!

As a reminder, financial information for 2021, either a third-party review or submission of documents to MNU, is due by June 30, 2022.

For the members who came to MNU through the runoff votes in 2019, 2021 marked the first year of double dues rebate eligibility for you. Double dues payments for all members who qualify will be processed in April of 2022.

With the ratification of the new MNU Collective Agreement in October of 2021, work began on gathering information and calculating the MNU Provincial retroactive salaries owing for any MNU salary paid out from 2017 to 2021.



The amount of data to process and detailed work needed to calculate each payment is staggering, but we will continue to diligently work through each type of salary expense to ensure you are receiving the proper retroactive payment.

MEMBERSHIP

There were still many vacant Local/Worksite Executive positions during the year, but even when tanks were empty, we had many new members step into some of these roles to help mobilize and bring members together. If you are interested in signing up for an open executive position within your local/worksites, we are here to help!

In advance of each vote held in 2021, there was a strong push to update as many member profiles as possible. Thank you to everyone who either contacted the office or signed into the Member Portal to update their own information.

Please ensure that any changes to your address, phone number or email are updated in your profile with MNU. This will ensure that you are receiving any and all information regarding important changes, union updates, events and promotions.

The MNU Member Discount Program continued

to grow throughout the year with two new virtual shopping platforms (Union Perks Plus and Union Savings), as well as the addition of more local vendors, like Canadian Footwear and The Hula Hut.

You can stay up-to-date with each new discount offering and sales event through announcements in The Pulse. Many of this year's AGM prize packages have either come from, or were supplemented with products from our discount partners and MNU sourced vendors. Please visit our website, manitobanurses.ca, under Member Resources and Discount Program, to learn more.

In closing, the resilience, bravery and leadership that was witnessed every day from all our Local/Worksite leaders and each member across the province was what legends are made of. Thank you all for what you do. Your care and compassion for your patients, your support of your fellow members and everyone in your communities is second to none. We truly could not have made it through the last year without you. I am hopeful that the future will bring you peace, healing and some long overdue, and well-deserved, rest. ■



SENIOR MANAGER OF COMMUNICATIONS AND EXTERNAL RELATIONS

Brandi Johnson

It's hard to believe that another year has come to pass in a virtual environment and that I am well into my second year as Senior Manager of Communications and External Relations.

Since last year's Annual Report, the Communications team has had a few additional changes in personnel. We were fortunate to have acquired Administrative Assistant, Jen Hueging and Debbie Winterton retired from her role as Professional Practice and Education Officer.

Although my time was brief working alongside Debbie, I'd like to acknowledge her contributions to the Communications team and thank her for her eight years of service with MNU. During her tenure, she carefully and meticulously delivered an education program to our members, one we will use as a springboard for future instruction.

This year, education remains a priority, and we aim to continue to connect with members in varied methods including in-person where permissible, through phone and email conversations, as well as via our social channels.

Almost as soon as last year's Annual Report was out the door, and the AGM was wrapped, our team began to look back on our successes, and ahead on what improvements we'd like to make in future.

2021's May and June proved to be exceptionally busy with several webinars and information sessions held to keep membership informed and up to date about happenings at the bargaining table. These sessions helped us to know better where membership felt 'in the dark,' and what they most

valued. For my relatively new to MNU team, this exercise shed light on the various segments within our population and shed light on the regions around province, each having unique challenges.

As summer arrived and our focus changed, the momentum continued to trend upwards as we worked to create and distribute branded infographics, email communications and secure updates on contract negotiations. In tandem, we focused on greater public support.

“

As a Communications Team, we are focused on improving member outreach, education, and enhancing advocacy to further improve the working lives of our members.”

One such initiative included the lawn sign campaign, which proved to be incredibly successful. MNU received upwards of 25,000 requests for signs, with not nearly enough to accommodate. Mindful of costs, I made the decision to use

Our Inner Courage campaign saw the creation of the innercourage.ca website where we started the conversation about what's going on 'behind the mask.' Combined with daily social media communication, we elevated member and public engagement.

Channel your inner **CouRAGE**

grassroots efforts to facilitate delivery. We engaged the help of anyone willing and the result, was again as hoped.

Our Comms team personally set up pop-up stands within the city. We drove out to rural communities; we step staked into hundreds of lawns and we personally delivered bundles to homes and garages across the Prairie. In one instance, I met with a brand-new grad who filled her back seat with signs to take with her to her first ever nursing job in the north.

Fall brought a new nomination for leader of the PC Party, and a feeling of pride knowing the pressure MNU applied to her predecessor played a smart part in the change in leadership. As media coverage ramped up, so too did requests to speak with our President. Darlene Jackson was on air, radio waves and in print daily. Both the political landscape and MNU's contract negotiations were intense. Our team worked tirelessly to keep up with disseminating information and educating the public. We took to social media, and whenever possible upped our public presence. We answered calls and emails, we thanked people who supported our efforts, we shared praise and our gratitude, we even had a local marching band sing us a little song.





4 YEARS IN OUR SHOES

*Channel your inner **COURAGE**.*

Stand up for nurses who've been
working without a contract for
4 YEARS.

The more questions we received, the more webinars we scheduled. Education was key as we worked to support every voting member. The efforts of the entire staff at Central Office paid off with an incredibly high percentage of votes cast and a ratified contract.

As fall morphed into winter and a new wave of COVID spread across the nation, isolation set in for all except those on the frontline. Yes, we had indeed achieved what we set out to do at the start of 2021, but that was only one part of the adversity we faced; working conditions remained unacceptable, morale was at an all-time low and of course, the new Premier had yet to address her pledge to support Manitoba nurses or do anything to help alleviate the critical nursing shortage.

Believe it or not, this was the most challenging time of 2021 in many ways because the average person had moved on, as our membership still struggled. As I have said many times, in the Communications Department, we are only as good as our last campaign, so we had to push forth and launch our SOS calls. I'd like to think that these served as a small beacon around the

province and encouraged members to reach out, to share with us what their needs continue to be. In doing so, we continued to illuminate the issues, refusing to be forgotten.

As the last month of the calendar year arrived, a traditionally quieter time of year at Central Office, I learned of Debbie Winterton's retirement,

which caused me to reconsider the education we needed to deliver – both the method and the material. I'd be remiss if I omitted in my report the many times throughout this year – but especially in transitions – that we leaned on Katrina Profeta for history and how-to, that we benefited from Bridget Whipple's analytical and inquisitive mind. For both, I'm truly grateful.

Technology continues to be an area needing improvement in our organization, a conduit

to be able to expand our member education. In the fall, we recognized a need for an online store and began to dig into how that was possible. The current site shows its age – a dumping ground for dated material – and as such, the decision was made to invest in new infrastructure, making clear that without doing so, we cannot grow.



#savethecake



WE ♥ GOT THIS



As we move through 2022, we are very much engrossed in the development of the new site whose launch is scheduled for the end of May. Admittedly, the auditing process of the former site was immense. Our new one will have the capability to house an online store, will embed the innercourage.ca microsite, and will greatly enhance the user experience.

The number of people that believed in us, that joined us in spirit, supported our Day of Action, shared our posts, posted a lawn sign or signed up to share their story was remarkable. We are immensely grateful for every interaction, for the solidarity and the public support.

Throughout 2021, we built a treasure chest of allies to help us spread truth about how difficult a time this was in Manitoba and MNU's history. As 2021 came to end, we were immersed fully in the filming of a mini docuseries with local production company Tripwire Media Group. These videos are now available on innercourage.ca and have inspired our 2022 AGM theme, *Stay Courageous*.

As humans, and especially for our nurses, we need to be heard to be healed. We need connection. We need forward motion.

In closing, as a Communications Team, we are focused on improving member outreach, education,

and enhancing advocacy to further improve the working lives of our members.

We look forward to 2022 with gratitude for what was achieved in the past and a new energy for the future. ■





DIRECTOR OF LABOUR RELATIONS REPORT

Mike Sutherland

The past number of years have been incredibly tumultuous for nurses and their Union; 2021 being perhaps the most tumultuous year of all. Here are some of the events that punctuated our year.

COVID

Despite COVID currently appearing to be on the wane, 2021 saw the most severe waves thus far, which overwhelmed an already perilously understaffed health system. Nurses were asked to do more and more, often at immense personal cost to themselves and their families. Redeployment, reassignment and mandating were frequently used tactics of the employer for “managing through the crisis”.

Nurses’ access to PPE was also an issue early on, and again had MNU filing formal challenges under the special grievance process negotiated under the various PPE agreements. Although MNU ultimately prevailed with access to N95s being provided to nurses upon request in most instances, the frustration of having to go to such lengths to ensure nurses were properly protected was not insignificant.

We all hope that Omicron is the variant that heralds the end of severe symptoms and high volumes of tragic outcomes that were witnessed in the earlier stages of the pandemic.

However, despite government’s declarations and decision to essentially remove all community

restrictions, we remain vigilant to ensure the measures in place are proper and sufficient to best ensure nurses are properly protected from COVID.

BARGAINING

As many of you are aware, Central Table negotiations concluded with a ratified collective agreement that saw a number of significant contract improvements, a variety of special wage adjustments, increases to shift premiums, a signing bonus, a full-time bonus, double time overtime, monetary incentives and additional compensation for foreseen reassignment and redeployment, telephone consultation reimbursement, and protection against involuntary durations of work, to name a few.

It was not an easy process and was earmarked with significant delays that had MNU considering an unfair labour practice, and had our members overwhelmingly vote to strike if necessary to insist on fair treatment beyond mere and oft repeated lip service.

Work now commences in earnest to finalize a number of outstanding agreements at separate tables, and we look to the future for additional



improvements as 2024 will be upon us before we know it, and with it another round at Central Table bargaining.

Given the complexity of the collective agreement and significant changes to the structure of the bargaining units by virtue of new and unique concepts such as “Employers’ Organization,” the Central Table collective agreement drafts still require modification to ensure proper intent and meaning is reflected. Once complete, the interpretation manual update will be conducted. In the interim, the drafts and new wage scales reflecting the wage increases are posted on the website.

MEMBERSHIP

The Bill 29 votes saw MNU gain roughly 700+ members. With the new incentives for Undergraduate Nurse Employees (UNEs), announcements regarding additional nursing student seats, and fast tracking of Internationally Educated Nurses (IENs), we expect our numbers to continue to trend upwards, provided Government and Employers are willing to invest in the retention of experienced and senior nurses. Without attention to retention, the gains of these recruitment

initiatives will not offset the losses, and our already horrible vacancy rates in Manitoba will only worsen.

However, on a very positive note, as of the time of the publication of this report MNU will have new member nurses joining us from the Addictions Foundation of Manitoba (AFM) and Selkirk Mental Health Centre (SMHC). We have negotiated favourable terms not only for those nurses who will be joining us from these sites, but were also able to resolve several other outstanding matters affecting our more longstanding members.

COVID MOA & CBA REASSIGNMENT & REDEPLOYMENT

The issue of simultaneous compensation has been resolved in negotiations between MNU and PHLRS. It will enable members to collect premiums under the CBA regarding both foreseen reassignment or redeployment AND compensation (\$6 or \$5/hour) for assignment where the premium is provided under the COVID MOA. For further details or questions, please consult your Labour Relations Officer.

LEGISLATIVE ACTIVITIES

In spring 2021, there were several bills of concern to MNU members that were being considered in committee. The government was determined to pass these bills before the end of the spring session. These bills included: The Pension Benefits Amendment Act, The Regional Health Authorities Amendment Act, The Workplace Safety and Health Amendment Act, The Workers Compensation Amendment Act, The Freedom of Information and Protection of Privacy Amendment Act and The Public Health Amendment Act. In one week, MNU provided committee testimony on all six of these bills, highlighting key concerns and the expected impact on our members.

One bill that was of significant concern to unionized workers in Manitoba in 2021 was The Labour Relations Amendment Act. Fortunately, this bill was withdrawn by the government following the resignation of former Premier Brian Pallister.

GENERAL MATTERS

Grievances continue to be filed in a significantly greater volume than past years as we continue to advocate for adherence to the collective agreement and overall fair treatment for nurses.

The Patient Care Optimization Committee has been struck and will be working towards improving recruitment, retention, education and training of nurses. MNU has a prominent role and equal representation on the committee. Funding is provided by virtue of a significant annual budget as guaranteed in the collective agreement. Funds not spent in one year are retained to the benefit of nurses, for future years.

Workload, workplace violence, staffing issues, mandating, agency use etc. continue to be monitored closely and we continue to explore opportunities and avenues to improve the situation for all nurses in Manitoba.

GRIEVANCES

1. Total amount opened in 2021: **203**
2. Number of closed files (all): **2**
3. Number of disciplinary in 2021: **37**
4. Number of non-disciplinary in 2021: **166**

Although lower than 2020, the number of grievances filed continues to be significant. On average, there is a grievance filed more than once every second day.

LEAP

26 cases opened from
January, 2021 – December 31, 2021

38 payments made
– Expenditures for 2021 = **\$60,020.59**
(tracking consistently year over year)

WCB MATTERS

January 1-December 31, 2021

APPEALS:

| | |
|-------------------------|-----------|
| Adjudicator:..... | 4 |
| Case Manager:..... | 9 |
| Manager/Director: | 6 |
| Review Office: | 20 |
| Appeal Commission..... | 1 |
| Not supported:..... | 5 |
| ER appeal: | 3 |

TOTAL: 44

Fair Practices Officer: **10**

Request for Medical Review Panel: **2** (both denied)

Total Referrals: 70

WCB-RELATED ADVOCACY IN 2021:

1. Attended a meeting, facilitated by the MFL, with WCB CEO and Executive Director to discuss WCB's management of stress claims. (November 29, 2021)
2. Letter sent to the Board of Directors, which was forwarded to the CEO, Richard Deacon and Chair of the Board, Michael Werier, regarding the WCB Adjudication of Covid claims for Nurses.
3. Attended an Aging in the Workforce focus group through the MFL (October 2021).
4. Made contact with the Director of the Fair Practices Office to address members' dissatisfaction with the service they are receiving from the WCB, decisions made on Covid-19 claims, the adjudication process and the decisions made on PTSD claims, as well as claim management of Long Covid-19 claims.
5. Requested a medical review panel on behalf of two members who suffer from Long Covid-19; both were denied by the WCB.
6. Acted as a committee member in the MFL's update of the WCB Advocate Guide for Appeals.
7. Attended two committee meetings facilitated by the WCB on a mental health anti-stigma campaign for Front Line Responders. It is unlikely that MNU will continue to participate in this committee as the focus is on information and not services related to WCB and claims.
8. Attended meetings with researchers from UBC on return-to-work plans. MNU will not be participating in this further as it was focused on decreasing claim costs and deemed to not be in the best interest of our members.

DATA COLLECTION

As in previous years, MNU continued its efforts to collect relevant and significant data regarding the situation of nurses in Manitoba.



In 2021, a total of 101 information access requests were filed with 14 different public bodies via the Freedom of Information and Protection of Privacy Act (FIPPA). Topics of such requests were wide-ranging, but included nurse vacancy rates, nurse overtime hours, agency hours, Emergency Department closures, nursing seats at Manitoba colleges and universities, ambulance redirections and nurse retirements and resignations.

In addition to FIPPA requests, valuable information was also gathered from several public bodies through less formal processes. ■



FINANCE COMMITTEE REPORT

Tracy Bassa, Secretary-Treasurer, Chairperson
Darlene Jackson, President
Val Wotton, Vice-President
Kathy Hillstrom
Carrie Holland
Colleen Johanson

The Finance Committee is tasked with the responsibility to oversee the expenditure of dues, ensuring that members' monies are spent wisely and in the best interest of the membership. It is a challenge that the committee takes great pride in!

2021 FINAL:

You may remember in 2019, the delegates at the AGM made a decision to support a large financial commitment to the "Put Patients First" campaign. The campaign was enormously successful, **however, a deficiency resulted in the Strike/Defence Fund.**

The lack of ability under the Manitoba Public Health Orders (COVID-19) to have in-person meetings, which included an AGM and a fall education conference, has again left MNU with a large operating surplus. A recommendation came to the Board from the Finance Committee to endorse the following:

- **\$1,300,000 be transferred back into the Strike/Defence Fund.**
- **With the balance to be left in the operating account.**

This will ensure a healthy balance in the fund going forward. As you know, this is of great importance with the continued challenges nurses in Manitoba continue to face.

With the ratification of the Collective Agreement, MNU is in the process of compiling retro pay amounts to members and employers, while nurses were on union leave. Once the compilation of data is complete, cheques will be issued. The large cushion in the operating account will allow us to do this from funds on hand.

2022 REALLOCATION:

Based on the 2021 results and planned activities for 2022, the Finance Committee has looked at revenue and expenditures and reallocated accordingly.

With another virtual AGM and enhanced funding for online education, which all members will be able to participate in, we are anticipating a comfortable budget surplus.

2023 BUDGET FORECAST:

The 2023 forecast was developed by the Finance Committee based on reviewing the strategic plan and future goals set out by the Board of Directors.

As you will note, 2023 does predict a modest budget surplus even with the return of a more "normal" looking slate of activities.

The Finance Committee will continue to monitor the budget lines throughout the coming year to ensure we continue to meet the needs of the nurses of Manitoba. ■

***The 2021 final numbers along with the auditor's report to be sent out in a package once complete.**

| | 2022 FORECAST | 2021 YEAR END | 2022 REALLOCATION | 2023 FORECAST |
|--|--------------------------|--------------------------|------------------------------|--------------------------|
|--|--------------------------|--------------------------|------------------------------|--------------------------|

REVENUE

| | | | | |
|--------------------------------|------------------|------------------|------------------|------------------|
| MNU Provincial Dues | 9,755,000 | 9,799,384.02 | 9,755,000.00 | 9,755,000.00 |
| Dual Dues Refund | (200,000) | 3,350.00 | -200,000.00 | -200,000.00 |
| Net Dues Revenue | 9,555,000 | 9,802,734.02 | 9,555,000.00 | 9,555,000.00 |
| Interest and Dividends | 7,472.07 | | | |
| TOTAL OPERATING REVENUE | 9,555,000 | 9,810,206 | 9,555,000 | 9,555,000 |

EXPENDITURES

| | | | | |
|------------------------|----------------|----------------|----------------|----------------|
| Sundry Office Supplies | 30,000 | 12,431.28 | 30,000.00 | 30,000.00 |
| Messenger Services | 4,000 | 4,332.07 | 6,000.00 | 6,000.00 |
| Insurance | 21,000 | 15,047.50 | 21,000.00 | 21,000.00 |
| Miscellaneous | 3,500 | 5,990.16 | 6,000.00 | 6,000.00 |
| Telephone | 75,000 | 73,756.55 | 75,000.00 | 75,000.00 |
| Stationery | 8,000 | 1,244.50 | 8,000.00 | 8,000.00 |
| Copier | 30,000 | 25,417.15 | 30,000.00 | 30,000.00 |
| Printing | 10,000 | 2,578.62 | 5,000.00 | 5,000.00 |
| Postage | 20,000 | 21,825.13 | 22,000.00 | 22,000.00 |
| Resource Material | 14,500 | 14,730.82 | 15,500.00 | 15,500.00 |
| Rental Services | 300,000 | 291,133.08 | 300,000.00 | 300,000.00 |
| Bank Service Charges | 2,000 | 1,511.00 | 2,000.00 | 2,000.00 |
| Technology | 125,000 | 107,427.84 | 125,000.00 | 125,000.00 |
| Audit | 25,000 | 22676.5 | 30,000.00 | 30,000.00 |
| | 668,000 | 600,102 | 675,500 | 675,500 |

DEMOCRATIC PROCESS

| | | | | |
|----------------------------------|------------------|----------------|----------------|------------------|
| Annual Meeting | 825,000 | 75,504.61 | 100,000.00 | 650,000.00 |
| Annual Planning Session | - | 0.00 | 0.00 | 10,000.00 |
| Board | 200,000 | 99,983.53 | 150,000.00 | 160,000.00 |
| Board Development | 60,000 | 2,847.71 | 60,000.00 | 20,000.00 |
| Miscellaneous Meetings Committee | 10,000 | 161.28 | 5,000.00 | 10,000.00 |
| a) Finance | 10,000 | 5,430.37 | 10,000.00 | 10,000.00 |
| b) Executive /Officers | 300,000 | 199,808.46 | 300,000.00 | 310,000.00 |
| c) Resolutions/Constitution | 2,000 | 86.30 | 2,000.00 | 2,000.00 |
| d) Nominations | 2,000 | 272.22 | 2,000.00 | 2,000.00 |
| e) Discipline | 1,000 | 715.02 | 1,000.00 | 1,000.00 |
| f) Executive Committee | 10,000 | 0.00 | 10,000.00 | 10,000.00 |
| g) Governance & Structure | - | 2,350.99 | 5,000.00 | 0.00 |
| | 1,420,000 | 387,160 | 645,000 | 1,185,000 |

MEMBERSHIP SERVICES

| | | | | |
|--------------------|---------|------------|------------|------------|
| Education Programs | 400,000 | 6,938.32 | 150,000.00 | 150,000.00 |
| LEAP | 85,000 | 64,839.34 | 85,000.00 | 85,000.00 |
| Communications | 425,000 | 116,947.07 | 325,000.00 | 325,000.00 |
| Legal | 325,000 | 135,679.96 | 325,000.00 | 325,000.00 |
| Arbitration | 75,000 | 127,371.04 | 175,000.00 | 175,000.00 |
| Consultants | 10,500 | 8,301.85 | 10,500.00 | 10,500.00 |

| | 2022 FORECAST | 2021 YEAR END | 2022 REALLOCATION | 2023 FORECAST |
|---------------------------------|--------------------------|--------------------------|------------------------------|--------------------------|
| Regional Local President's Days | 35,000 | 13,191.43 | 35,000.00 | 35,000.00 |
| Worksite President's Days Allot | 375,000 | 348,117.89 | 400,000.00 | 400,000.00 |
| Advocacy-IAC | 20,000 | 0.00 | 20,000.00 | 20,000.00 |
| Employer Invoices Estimate | 10,000 | 4,474.18 | 175,000.00 | 10,000.00 |
| Computer Support | 14,500 | 14,200.00 | 14,500.00 | 14,500.00 |
| Prairie Labour School | 75,000 | 0.00 | 25,000.00 | 0.00 |
| MNU PAID RETRO - NEW | | 250000 | | |
| | 1,850,000 | 840,061 | 1,990,000 | 1,550,000 |

AFFILIATIONS

| | | | | |
|--------------------------|----------------|----------------|----------------|----------------|
| MCHCU | 6,600 | 0.00 | 20,000.00 | 6,600.00 |
| Manitoba Health Coaliton | 23,000 | 23,000.00 | 38,000.00 | 23,000.00 |
| CFNU | 231,000 | 231,000.00 | 231,000.00 | 231,000.00 |
| CFNU Bienniel | - | 11,731.10 | 0.00 | 135,000.00 |
| MFL | 140,000 | 133,491.60 | 135,000.00 | 135,000.00 |
| MFL Triennial | 10,000 | 10,000.00 | 0.00 | |
| CLC | 99,000 | 99,000.00 | 105,000.00 | 107,000.00 |
| CLC Convention | - | 7,622.64 | 0.00 | 15,000.00 |
| Labour Councils | 58,000 | 55,489.00 | 58,000.00 | 58,000.00 |
| CCPA | 10,000 | 10,000.00 | 10,000.00 | 10,000.00 |
| | 577,600 | 571,334 | 607,000 | 720,600 |

OUTREACH & SOLIDARITY

| | | | | |
|-------------------------------------|---------------|------------------|---------------|---------------|
| Budgeted Donations | 6,500 | 6,500.00 | 6,500.00 | 6,500.00 |
| In Memorium | 1,000 | 0.00 | 1,000.00 | 1,000.00 |
| Ad Hoc Donations / MISC - DONATIONS | 12,500 | 12,500.00 | 22,500.00 | 22,500.00 |
| International Assistance Donations | 2,000 | 0.00 | 27,000.00 | 2,000.00 |
| Joyce Gleason Scholarship | 6,000 | 6,000.00 | 6,000.00 | 6,000.00 |
| Student Outreach | 10,000 | 0.00 | 10,000.00 | 10,000.00 |
| Miscellaneous Donations | 10,000 | 2,300.00 | 0.00 | 0.00 |
| Labour Donations | 4,500 | 700.00 | 4,500.00 | 4,500.00 |
| Continuing Education Scholarship | 3,000 | 3,000.00 | 3,000.00 | 3,000.00 |
| Keith Lambert | 2,500 | 2,500.00 | 2,500.00 | 2,500.00 |
| | 58,000 | 33,500.00 | 76,500 | 51,500 |

ADMINISTRATIVE SUPPORT

| | | | | |
|----------------------------------|------------------|---------------------|------------------|------------------|
| Staff Salaries, Travel, Vehicles | 4,700,000 | 4,566,752.84 | 4,775,000.00 | 4,850,000.00 |
| Staff Development | 40,000 | 3,409.50 | 40,000.00 | 40,000.00 |
| Senior Management Development | 20,000 | 1,538.93 | 20,000.00 | 20,000.00 |
| Severance | 50,000 | 3,875.37 | 50,000.00 | 5,000.00 |
| | 4,810,000 | 4,575,576.64 | 4,885,000 | 4,915,000 |
| Total Expenditures | 9,383,600 | 7,007,735 | 8,929,000 | 9,197,600 |
| Depreciation | 150,000 | 50,000.00 | 100,000.00 | |
| NET INCOME | 171,400 | 2,802,471 | 576,000 | 257,400 |

*Based on 11,700 members

PROVINCIAL COLLECTIVE BARGAINING COMMITTEE REPORT

The challenges encountered in this round of Central Table bargaining were unprecedented in recent memory for MNU.

With the invention of entirely foreign terms and concepts such as “Employers’ Organization,” the replacement of the Labour Board by an appointed Commissioner with respect to jurisdiction over a number of labour relations matters, such as nature, scope and representational authority of bargaining units, significant modifications to, and eventual outright elimination of longstanding bargaining certificates, realignment of bargaining unit membership, and the injection of members formerly represented by other Unions and under non-MNU collective agreements, to say that the bargaining environment was tumultuous would be a massive understatement.

Add to those the constitutional challenges to fight unilateral wage freeze legislation, and a global pandemic to top it all off, and we can say this round was unlike any other in terms of difficulty and complexity.

Despite all of these challenges, MNU was able, after threatening an action at the Labour Board in relation to continued delays in bargaining, the parties met to commence negotiations on October 15, 2020.

Negotiations were punctuated by impasse, a strike vote, referral to an arbitrator and

a subsequent ratified agreement with the assistance of a mediator, 364 days later.

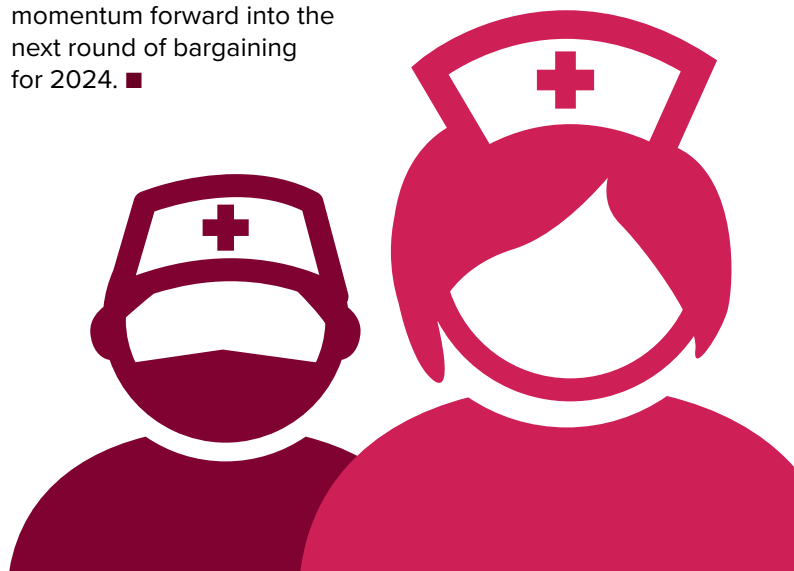
Understanding innately the urgency with which nurses needed to obtain a fair and expeditious resolution to the collective agreement, your PCBC worked late nights, long days, summer weekends to eventually hammer out a deal that saw a multitude of improvements in a variety of areas which included:

General and special wage increases, all overtime at double time, increases to shift premiums, signing bonus, full-time incentives, premium payment for reassignment or redeployment for foreseen staffing shortages, a well-funded Patient Care Optimization committee, academic allowance enhancements, increases to isolation allowances, province-wide mobility, enhanced stand by and telephone consultation compensation and protections, increase in meal allowance, and protection from involuntary assigned duty period of more than sixteen (16) consecutive hours.

With a wide breadth of nurses from a diverse and various areas of experience, your PCBC was able to speak forcefully, credibly and compellingly on your behalf at the bargaining table to obtain the much-needed improvements for our nurses.

Despite all these areas of enhancement, with the current global nursing shortage, MNU is convinced that Government and Employers must do more to ensure that new nurses are not only recruited, but experienced nurses retained.

Work life balance remains a serious issue with the ramifications of the pandemic still spiking demand and stretching nurses beyond reasonable capacity. It will soon fall to the next PCBC to receive the torch and carry the momentum forward into the next round of bargaining for 2024. ■



NOMINATIONS & ELECTIONS COMMITTEE REPORT

Kathy Nicholson, Chairperson
Sheila Holden, Non-Board Member
Renate Scheffer-King
Leona Barrett, Staff Advisor

The Nominations & Elections Committee is responsible for the nomination and election of Executive Officers, the Board of Directors and the Provincial Collective Bargaining Committee (PCBC), as well as, ensuring each candidate has been nominated in accordance with the MNU Constitution & By-Laws. This committee also oversees elections to the Executive Members-at-Large and Standing Committees of the MNU at the first Board Meeting of each year, following an Annual General Meeting.

A. ELECTIONS TO EXECUTIVE OFFICERS (EXPIRED TERM):

As per the MNU Constitution & By-Laws, Executive Officers are to be elected from the general membership for a two-year term at the MNU Annual General Meeting by voting delegates. **Nominations can only be received from the floor of the Annual General Meeting, if no nominations have been submitted.**

A “Call for Nominations” was issued for the position of MNU President whose term will expire June 30th, 2022. The deadline for receiving nominations was on Wednesday, January 14th, 2022, at midnight. All nominations and resumes submitted were accepted by the Nominations & Elections Committee.

Darlene Jackson was re-elected by acclamation to the position of MNU President for a third two-year term to start July 1st, 2022 to June 30th, 2024.

B. MNU VACANCIES:

i. Provincial Collective Bargaining Committee (PCBC):

In July of 2021, a vacancy occurred, leaving one PCBC member in the Southern Region. A decision was made to not fill the vacancy as the negotiations process for central table bargaining had advanced too far.

It shall be the sole decision of the Chair of the Committee to determine how such a vacancy will be managed following meaningful consultation between the Region / Local or Worksites.

To ensure greater participation in electronic voting, MNU requires updated member email addresses.

PLEASE ENCOURAGE YOUR MEMBERS TO PROVIDE UPDATED CONTACT INFORMATION TO INCLUDE CURRENT MAILING ADDRESSES, PHONE NUMBERS AND EMAIL ADDRESSES.

C. ELECTIONS TO THE BOARD OF DIRECTORS (EXPIRED TERMS):

The Board of Directors are elected by and from the membership to represent the Regions and the Locals/Worksites within. Terms of office of members are two years and staggered so that approximately one-half of the Board is elected annually.

A "Call for Nominations" was issued for those Board members with terms to expire April 30th, 2022. The deadline for receiving nominations was on Friday, January 14th, 2022, at midnight. The Board nominations and resumes submitted were accepted by the Nominations & Elections Committee. No elections were required. ■

Declared elected by acclamation to the MNU Board of Directors for a two-year term to start May 1st, 2022 to April 30th, 2024, are as follows:

Interlake-Eastern Region

(one member):

Kathy Nicholson acclaimed.

Northern Region

(one member):

Amber Mitchell acclaimed.

Prairie Mountain Region

(two members):

Christina Woodcock acclaimed.

Mike Yablonski acclaimed.

Southern Region

(one member):

Amanda Sainsbury acclaimed.

Winnipeg Long Term Care Region

(one member):

Karen Jantzen acclaimed.

WINNIPEG HOSPITAL REGION:

Health Sciences Centre

(one member):

Katie Stark acclaimed.

Misericordia / Riverview

(one member):

Dana Orr acclaimed.

St. Boniface

(one member):

Laura Schattner acclaimed.

2020-2021 GOVERNANCE AND STRUCTURE COMMITTEE REPORT (AD HOC)

Darlene Jackson, Chairperson
Sheila Holden, Winnipeg Hospital Region
Karen Jantzen, Winnipeg Long Term Care
Christine St. George, Winnipeg Community and Health Care Region
Lana Penner, Shared Health Representative
Renate McGowan, Rural Representative
Kathy Nicholson, Rural Representative
Carrie Holland, Member-At-Large Advisor
Kristy Jamieson, Staff
Brandi Johnson, Staff
Mike Sutherland, Staff
Deb Stewart, LRO Advisor



Following the Government of Manitoba's decision via Bill 29: The Health Sector Bargaining Unit Review Act to reduce the number of bargaining units (not for profit) in Manitoba to six and to divide the city of Winnipeg into two distinct regions, the Board of Directors struck an ad hoc committee to review and make recommendations on MNU's internal structure.

We examined several nursing unions across Canada, looking at how other organizations grouped members, the number of elected representatives, the format of bargaining for members as well as looking at how MNU has historically dealt with forced amalgamations within healthcare in Manitoba since 1996.

As a result, the G&S committee came to make three recommendations to the MNU Board of Directors.

The first recommendation deals with a regional structure to ensure all nurses included in the

Winnipeg Regional Nurses and the Shared Health Regional Nurses were represented.

The G&S committee quickly recognized that the two regions within the city would need to have adjustments made to the MNU regional structure to acknowledge the sheer numbers of nurses within these two regions.

The second recommendation deals with adjustment to our Board of Directors structure to reflect the new regional structure in Winnipeg. The committee also reviewed the board representation from the remaining four regions and have made recommendations based on their review.



The third recommendations made by the G&S committee is to adjust the Provincial Collective Bargaining Committee (PCBC) to more closely align with the new bargaining unit/ regional structure.

Recommendations were presented to the March 2022 MNU Board meeting. As a result, the Board made two minor amendments to the recommendations and the two By-Laws were adopted for presentation to this year's AGM membership for consideration.

The recommendations can be found in the Resolutions and Constitution report.

I would like to thank the G&S committee for their hard work in formulating the recommendations before you today. The G&S committee was selected from nurses from a significant variety of backgrounds, all of whom are well established leaders within MNU with a strong track record of diligent member representation. ■

DISCIPLINE COMMITTEE REPORT

Renate Scheffer-King, Chairperson

Josie Payne

Katie Stark

*Non-Member Kevin Rebeck, MFL

*Non-Member, vacant

The Discipline Committee is responsible for establishing and maintaining Rules of Procedure and for conducting Hearings for members accused of conduct detrimental to MNU (Article 18 of the MNU Constitution & By-Laws).

The Discipline Committee considers the charges and evidence presented to determine the guilt or innocence of the accused member.

The Committee is comprised of three MNU members and two non-member professionals.

At the time of writing this report there had been no charges received during the past year. ■

RESOLUTIONS & CONSTITUTION COMMITTEE REPORT

Katie Stark, Chairperson
Josie Payne
Karen Jantzen
Deb Stewart, Staff Advisor

The Resolutions & Constitution Committee is responsible for receiving, reviewing and finalizing all resolutions and constitutional amendments prior to the MNU Annual General Meeting. Any member in good standing may submit resolutions and constitutional amendments; however, they must ensure that the mover of the resolution and/or amendment is a voting delegate or Board Member.

SUBMISSION OF RESOLUTIONS FOR THE PROVINCIAL AGM:

A **resolution** is a main motion that needs to be expressed formally in writing; it includes reasons as “whereas” clauses and the action as “resolved” clause(s).

All resolutions should include rationale. Resolutions that have financial implications are to include the estimated costs associated with the implementation. Resolutions passed at the AGM provide direction for the ensuing year.

All resolutions received by the published deadline will be printed in the Annual Report available on-line to members on the MNU website manitobanurses.ca. Members are strongly encouraged to submit resolutions prior to the deadline in order to allow Locals and/or Worksite Units and Regional Locals the opportunity to discuss them fully, prior to the Annual General Meeting.

All resolutions to be dealt with at the Annual General Meeting must be sent to the MNU

Provincial Office by 5:00 pm on the Thursday before the Annual General Meeting. These resolutions will be distributed at the AGM prior to the regional meetings.

Resolutions submitted after 5:00 p.m. on the Thursday before the Annual General Meeting would be considered an emergency resolution. An emergency resolution deals with issues, which were not known prior to the deadline and must be dealt with immediately by the assembly in order to have an impact. These resolutions will be reviewed by the Resolutions & Constitution Committee to determine whether they meet the criteria of a true “emergency” and will then be presented at the Annual General Meeting for consideration with the permission of a 2/3 vote of the delegates.

Any late resolutions, which are not considered an emergency, will not be admitted for debate after the Thursday prior to the AGM deadline. They will be entered into the resolutions cycle for the following year, so that these issues are not lost and that the broader membership may still consider the resolution(s) at the next AGM.



SUBMISSION OF AMENDMENTS TO THE MNU CONSTITUTION & BY-LAWS FOR THE PROVINCIAL AGM:

An **amendment** to the Constitution is an improvement, a correction or a revision to the original content approved.

All proposed constitutional amendments must be received by the MNU Office on or before the published deadline so that they can be published in the Annual Report. Members must be aware that when debating constitutional amendments at the AGM, proposed changes must be within the scope of notice set out in the original amendment.

AS PER **ARTICLE 20 – AMENDMENTS** OF THE MNU CONSTITUTION & BY-LAWS:

20.01 This Constitution may be amended or altered only by a two-thirds (2/3) majority vote at a meeting of the Union. Full details of the proposed amendments must be set out in the Notice of the Meeting sent to every Local/Worksite Unit and/or Certified Bargaining Agent.

AS PER **ARTICLE 5 – POWERS OF THE BOARD** OF THE MNU CONSTITUTION & BY-LAWS:

5.07 The Board shall have full power to pass or amend By-Laws, which shall remain in effect only until the next meeting of the Union at which time any such By-Laws or amendments shall be ratified, amended or rejected.

Submitted prior to the printing of this report were amendments to **BY-LAW NO. 1 - REGIONS** and **BY-LAW NO. 5 – PCBC** of the MNU Constitution as approved by the MNU Board of Directors. No resolutions were submitted at the time of this report.

INDIVIDUAL REGIONAL LOCAL / WORKSITE UNIT / LOCAL CONSTITUTIONS:

Please be reminded that it is the Regional Local / Worksite Unit / Local Executive who determines that it is time to review its constitution based on changing practices, or a proposed change is submitted from the membership, or it is time for an annual review.

Please refer to the MNU Handbook, under **SECTION G – THE MNU REGIONAL LOCAL / WORKSITE UNIT / LOCAL** on the process to submitting individual constitutional amendments for approval by the MNU Board of Directors.

To access a copy of your Regional Local / Worksite Unit / Local Constitution, please visit the MNU website manitobanurses.ca and click on the Member Portal button to login.

This year, we had one regional local and two locals bring forward amendments to their constitution. They were brought forward to the board and affirmed to be in harmony with the model constitution.

Our committee would like to extend an invitation to the all worksites and locals to review your constitutions for any needed amendments to help your constitutions reflect your practice. ■

CURRENT WORDING

BY-LAW NO. 1 -- REGIONS

- A. The Province of Manitoba shall be divided into **seven (7) Regions** based upon the various employment regions and other factors to be determined by the Board.
- B. The approximate geographic boundaries of each Region are shown on a map attached hereto.
- C. Notwithstanding the geographic boundaries, each Region shall contain such Locals as the Board may from time to time decide to place in such Region.
- D. The Board shall consist of **twenty (20) members**, being three (3) officers and **seventeen (17)** regional representatives, chosen as follows:

| Regional Locals | Number of Representatives on the Board of Directors |
|----------------------------------|---|
| Interlake-Eastern | 1 |
| Northern | 2 |
| Prairie Mountain | 3 |
| Southern | 2 |
| Winnipeg Community & Health Care | 1 |
| Winnipeg Long Term Care | 1 |
| **Winnipeg Hospital Region | 7 |
| TOTAL: 17 | |

****Within the Winnipeg Hospital Region**

| | |
|--------------------------|---|
| Concordia / Seven Oaks | 1 |
| Grace / Victoria | 1 |
| Health Sciences Centre | 2 |
| Misericordia / Riverview | 1 |
| St. Boniface | 2 |

- E. All Board members shall be elected for a term of two (2) years to fill existing vacancies, which term shall be staggered so that approximately one-half (1/2) of the Board shall be elected each year.

PROPOSED WORDING

BY-LAW NO. 1 -- REGIONS

- A. The Province of Manitoba shall be divided into **six (6) Regions** based upon the various employment regions and other factors to be determined by the Board.
- B. The approximate geographic boundaries of each Region are shown on a map attached hereto.
- C. Notwithstanding the geographic boundaries, each Region shall contain such Locals as the Board may from time to time decide to place in such Region.
- D. The Board shall consist of **thirteen (13) members**, being three (3) officers and **ten (10)** regional representatives, chosen as follows:

| Regional Locals | Number of Representatives on the Board of Directors |
|--|---|
| Interlake-Eastern | 1 |
| Northern | 1 |
| Prairie Mountain | 1 |
| Southern | 1 |
| Within the WRHA-Churchill Region: | |
| Winnipeg Regional Community. | 1 |
| Winnipeg Regional Long-Term Care. | 1 |
| Winnipeg Regional Acute Care. | 1 |
| <u>An additional Board Member for Winnipeg Regional Acute Care to serve a 2-year term.</u> | 1 |
| Within the Shared Health Region: | |
| Shared Health Acute Care. | 1 |
| Shared Health Non-Acute Care. | 1 |

TOTAL: 10

- E. All Board members shall be elected for a term of two (2) years to fill existing vacancies, which term shall be staggered so that approximately one-half (1/2) of the Board shall be elected each year.

***** Proposed was the grouping of Riverview Health Centre, Deer Lodge and Misericordia under Winnipeg Regional Long-Term Care.**

CURRENT WORDING

BY-LAW NO. 5 -- PROVINCIAL COLLECTIVE BARGAINING COMMITTEE (PCBC)

A. The Provincial Collective Bargaining Committee shall consist of fifteen (15) members, the MNU President as Chairperson, and fourteen (14) Regional / Local representatives chosen as follows:

| MNU Region / Local | No. of Representatives |
|----------------------------------|------------------------|
| Northern | 1 |
| Southern | 2 |
| Prairie Mountain | 3 |
| Interlake-Eastern | 1 |
| Winnipeg Community & Health Care | 1 |
| Winnipeg Long Term Care | 1 |
| Health Sciences Centre | 1 |
| St. Boniface | 1 |
| Misericordia / Riverview | 1 |
| Seven Oaks / Concordia | 1 |
| Grace / Victoria | 1 |

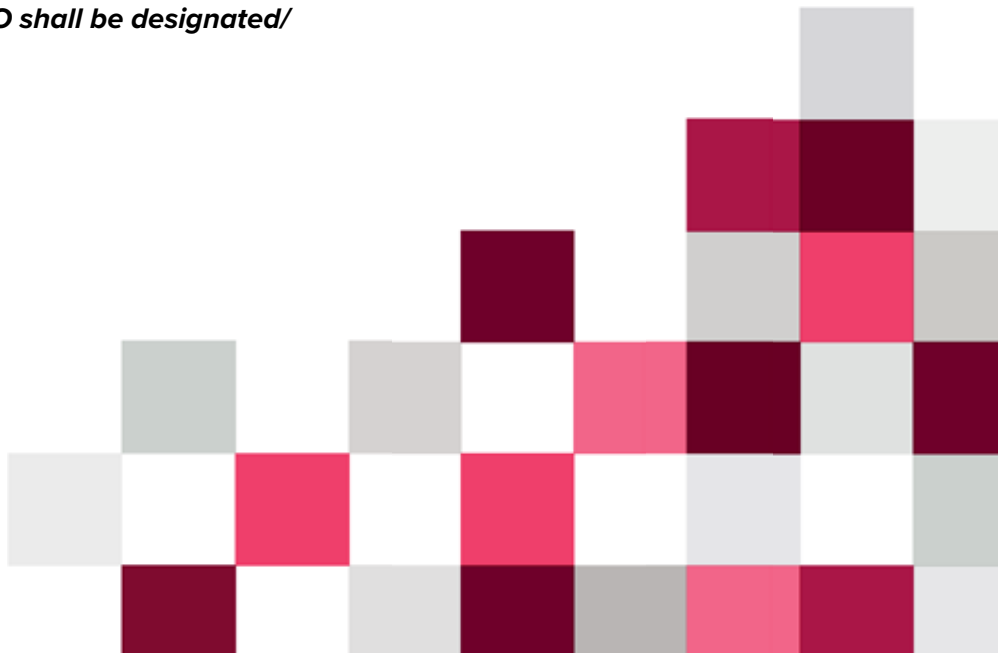
PROPOSED WORDING

BY-LAW NO. 5 -- PROVINCIAL COLLECTIVE BARGAINING COMMITTEE (PCBC)

A. The Provincial Collective Bargaining Committee shall consist of the MNU President as Chairperson and nine (9) members, plus up to an additional three (3) members as appointed by the PCBC to meet specific bargaining needs. Of the nine (9), they shall come from the following:

| MNU Region / Local | No. of Representatives |
|---|------------------------|
| Northern | <u>1</u> |
| Southern | <u>1</u> |
| Prairie Mountain | <u>1</u> |
| Interlake-Eastern | <u>1</u> |
| Within the WRHA-Churchill Region: | |
| <u>Winnipeg Regional Community</u> | <u>1</u> |
| <u>Winnipeg Regional Long Term Care</u> | <u>1</u> |
| <u>Winnipeg Regional Acute Care</u> | <u>1</u> |
| Within the Shared Health Region: | |
| <u>Shared Health Acute Care</u> | <u>1</u> |
| <u>Shared Health Non-Acute Care</u> | <u>1</u> |

“(b) In the case of “Central Table” negotiations, salaries of up to twelve (12) nurses representing Manitoba Nurses’ Union regions/ locals shall be maintained by the respective Employers. The number of nurses from each EO shall be designated/ determined by the Union.”





MNU SCHOLARSHIPS

MNU CONTINUING EDUCATION – \$1,500

The MNU Continuing Education Scholarship was established by a resolution, which was passed at the 2013 Annual General Meeting of the Manitoba Nurses Union.

Two scholarships of \$1,500 each are available annually to MNU nurses enrolled in a nursing degree or additional degree program that is nursing-related. Distance/online courses that are part of a degree program may qualify for this scholarship. Certificate programs are not eligible.

RN, LPN, RPN applicants may apply for the scholarship in any year of their nursing program, provided that they are actively participating in a course at the time of their application.

Special consideration will be given to members with active MNU involvement.

For further information, please visit our website www.manitobanurses.ca/scholarships

The application deadline is May 31 of each year.

JOYCE GLEASON MEMORIAL – \$1,500

The Joyce Gleason Memorial Scholarship was established by the Manitoba Nurses Union in 2001 as part of an ongoing commitment to the profession of nursing.

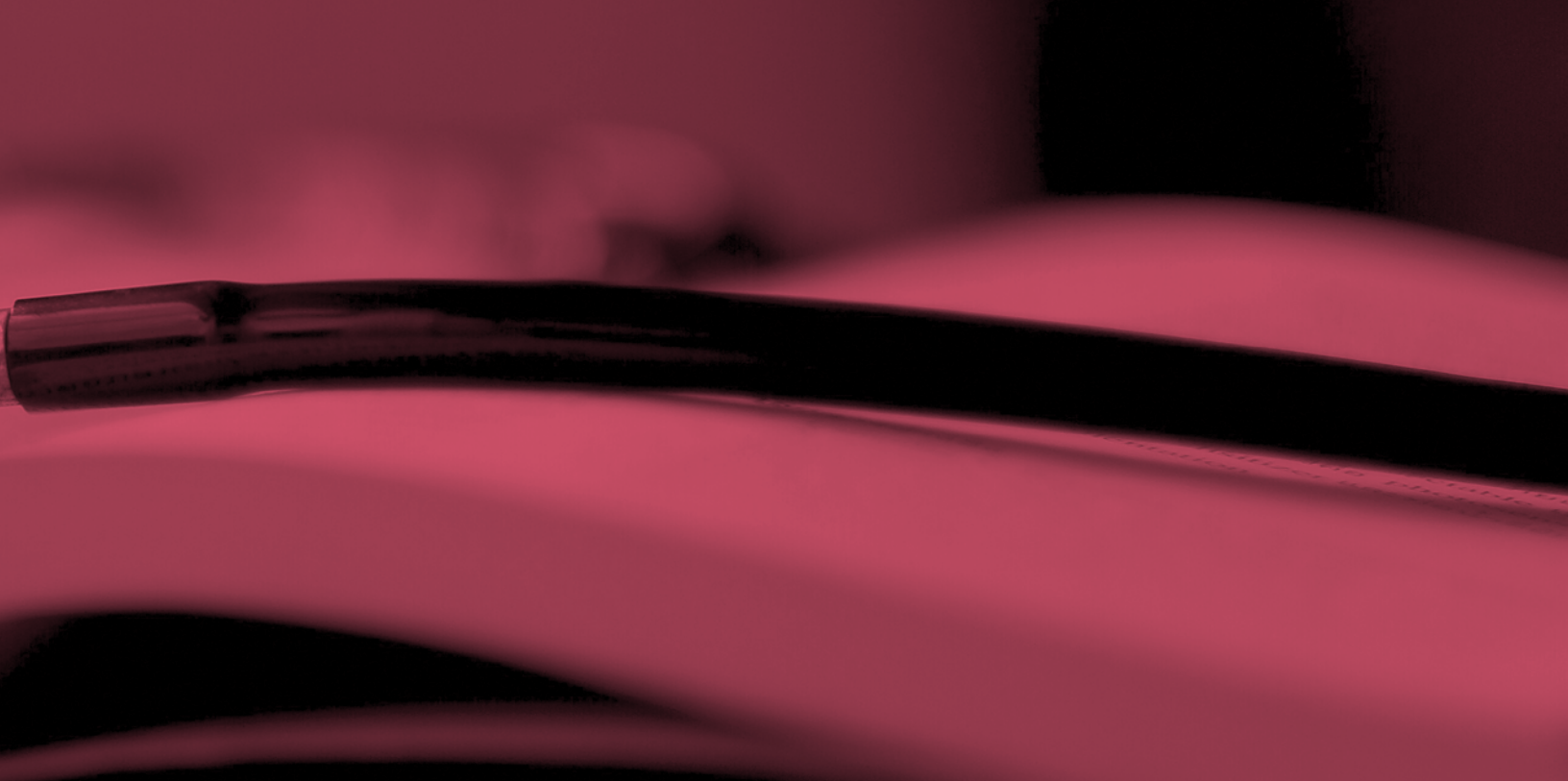
Joyce Gleason was instrumental in founding the Manitoba Nurses Unions and the Canadian Federation of Nurses Unions. She graduated from the University of Saskatchewan with her Bachelor of Nursing in 1949 and devoted her career, until her retirement in 1981, to advocating for nurses and for patients. She was instrumental in winning nurses' collective bargaining rights in the early 1970s.

In 1975, she became the first Executive Director of the Manitoba Organization of Nurses' Associations, now known as the Manitoba Nurses Union.

Joyce passed away in 2000. Her dedication to the union movement and the nursing profession won her the respect of nurses throughout Canada.

Four scholarships of \$1,500 each are available annually to students enrolled for the first time in a nursing program (RN, LPN, RPN).

Applicants may apply for the scholarship in any year of the program. Nurses enrolled in post-diploma or



post-degree programs are not eligible.

In addition, a CFNU Scholarship in the amount of \$1,000 is also awarded at the same time as the aforementioned scholarship. There is no separate application form.

For further information, please visit our website www.manitobanurses.ca/scholarships

The application deadline is October 15 of each year.

through participation, so that other nurses can advance their labour education and become active union members.

Applicants are eligible to access funds only once in three (3) calendar years, and up to a maximum of \$1,000.

For further information, please visit our website manitobanurses.ca/scholarships ■

KEITH LAMBERT MEMORIAL LABOUR FUND

The Keith Lambert Memorial Labour Fund provides members with an opportunity to further their knowledge in the area of labour studies.

Keith held several union positions and remained a strong advocate for nursing and the labour movement throughout his career at the Health Sciences Centre.

This education fund was established in 1993, in recognition of his philosophy of effecting change



KIM KOTELO MEMORIAL AWARD FOR NURSES

This past December, Red River College Polytech announced the establishment of the Kim Kotelo Memorial Award for Nurses.

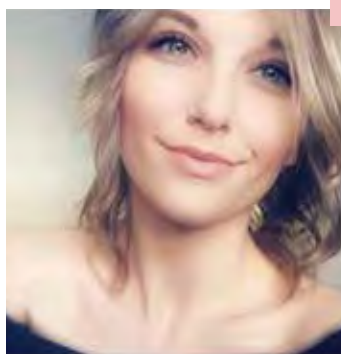
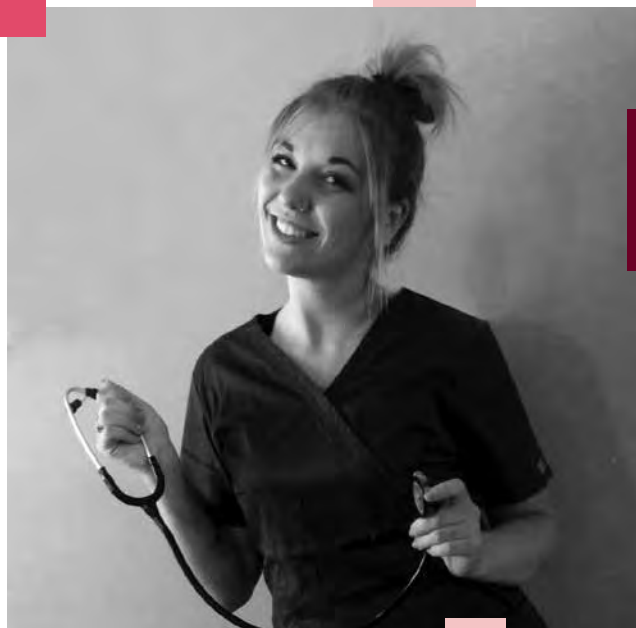
This award, which is valued at \$1,000 and will be presented annually to a student completing their third year of the Bachelor of Nursing program, honours the memory of RRC Polytech graduate Kim Kotelo.

After graduating from the RRC's nursing program, Kim worked as an acute care nurse at the Health Sciences Centre through the COVID-19 pandemic. She passed away in April of 2021, very sad news that we shared with MNU members when we found out a few weeks afterwards.

Her mother Eleanor said in an interview with RRC that Kim wanted to be a pediatric nurse by age 12, but during her clinical rotation, she saw the life-changing impact of lung and respiratory medicine and changed her focus to that.

Eleanor said Kim believed in helping others, had a huge heart and the ability to connect with patients through experiences she shared with them, such as Type 1 diabetes. Eleanor hopes the award will both inspire and celebrate nursing students.

Mark and Sharon Evans read about Kim in the Winnipeg Free Press, about her dedication to her patients, and were moved to establish this award. It's their way of giving back, said



Mark Evans, CEO of Winnipeg-based financial technology company Conquest Planning, adding that he owes his life to the "miraculous people – the doctors and nurses who care for us day in and day out."

They are generously matching all donations to the Kim Kotelo Memorial Award for Nurses Fund. If you would like to donate, please contact the RRC Polytech Development Office at development@rrc.ca or visit this link:

rrc.ca/fundraising/2021/12/03/kim-kotelo-memorial-award-for-nurses-honours-passion-to-caring/

We honour the life of Kim Kotelo and we honour the lives of those health care workers in Canada and around the globe who have died from COVID-19. We also extend our heartfelt condolences to all families and individuals who have lost loved ones as a result of this pandemic. ■



**NURSES
ROCK!**




301-275 Broadway
Winnipeg, Manitoba
Canada R3C 4M6

P. 204.942.1320

F. 204.942.0958

E. info@manitobanurses.ca

manitobanurses.ca

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