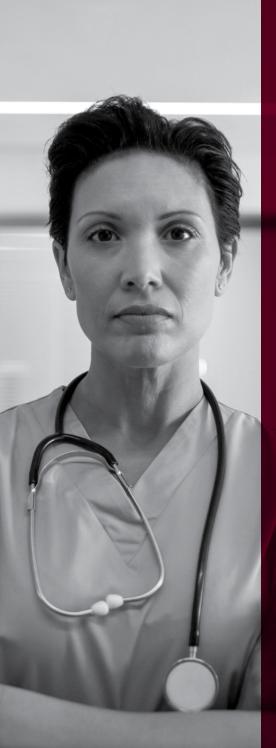


THE FRONTLINE IS NOT OKAY.







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, 2022 - April 30, 2023





Valerie WottonTracVice-PresidentSecreta

Tracy Bassa Secretary-Treasurer



Kathy Nicholson Interlake-Eastern Region Term ended Oct. 13/22



Patricia Grocholski Interlake/Eastern Region Term started Oct. 14/22



Darlene Jackson President

Carrie Holland Northern Region



Amber Mitchell Northern Region Term ended July 17/22



Karen Taylor Prairie Mountain Region



Christina Woodcock Prairie Mountain Region



Michael Yablonski Prairie Mountain Region



Renate McGowan Southern Region



Amanda Sainsbury Southern Region

Dana Orr

Misericordia /

Riverview



Colleen Johanson Concordia / Seven Oaks



Laura Schattner St. Boniface Hospital



Eric Wheeler Grace / Victoria

Renate

Scheffer-King

St. Boniface



Josie Payne Health Sciences Centre



Pamela Achurch Wpg. Community & Health Care Region



Katie Stark Health Sciences Centre



Karen Jantzen Wpg. Long Term Care Region

MNU STANDING COMMITTEES 2022 - 2023

EXECUTIVE COMMITTEE

Darlene Jackson, President, Chairperson Valerie Wotton, Vice-President Tracy Bassa, Secretary-Treasurer 3 Members at Large: Karen Jantzen Renate McGowan Christina Woodcock

FINANCE COMMITTEE

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

NOMINATIONS & ELECTIONS COMMITTEE

Josie Payne, Chairperson Leona Barrett, Staff Advisor Sheila Holden, Non-Board Member Karen Jantzen

RESOLUTIONS & CONSTITUTION COMMITTEE

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

DISCIPLINE COMMITTEE

Josie Payne, Chairperson Laura Schattner Eric Wheeler *Non-Member Kevin Rebeck, MFL *Non-Member Gina McKay, CUPE

MNU STAFF

EXECUTIVE DIRECTOR:

Mike Sutherland

SENIOR MANAGER OF COMMUNICATIONS & EXTERNAL RELATIONS:

Brandi Johnson

MANAGER OF ADMINISTRATIVE SERVICES:

Kaley Wusaty-Phillips

IN-HOUSE COUNSEL:

Anne Gregory

LABOUR RELATIONS OFFICERS:

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

*These LROs sought other opportunities in 2022 and we wish them well. **Hired 2023.

PROFESSIONAL PRACTICE*:

Deb Stewart

EDUCATION OFFICER*:

Shelby Colbert

*Former positions held by Debbie Winterton (retired 2022)

Jane Chartrand

COMMUNICATIONS OFFICERS:

Bernice Pontanilla

RESEARCHER:

Bridget Whipple

ACCOUNTING & INFORMATION TECHNOLOGY COORDINATOR:

Terry Dyck

ADMINISTRATIVE ASSISTANTS:

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

AGENDA 2023 ANNUAL GENERAL MEETING APRIL 25-26, 2023 | BRANDON, MANITOBA

TUESDAY, APRIL 25

0700 – 0850:

Registration

0900:

Call to Order

Land Acknowledgement

O Canada

Greetings

Opening Prayer Flora Simpson

Announcements

Introductions

Credentials Committee Report

Approval of Agenda

Rules of Procedure

Approval of Scrutineers

CFNU Greetings – Linda Silas, CFNU President

President's Address

1000 - 1030:

Refreshment Break & Late Registration, Passages Video

1030:

Updated Credentials Committee Report Presentation of Reports:

President

- Executive Director
- Senior Manager of Communications
 & External Relations
- Manager of Administrative Services
- Secretary Treasurer

Finance Committee:

- Auditor's Statement
- Adoption of Auditor's Report
- Appointment of Auditor
- Budget Forecast

Nominations & Elections Committee

Discipline Committee

Resolutions & Constitution Committee

1200:

1330:

Free Time for Lunch

KEYNOTE: Françoise Mathieu

1500 – 1530: Refreshment Break, Year in Review Video

ROCK ON, NURSES!

Vice-President, Secretary/ Treasurer – by acclamation Resolutions/Constitutional Amendments

1700:

Adjournment of Business Session

1800:

Cocktails

1900:

48th Banquet Evening – "THE ROARING 20s"

WEDNESDAY, APRIL 26

0800 - 0850:

Registration

0900:

Credentials Committee Report

Announcements

Greetings from Kevin Rebeck, MFL President

Resolutions/Constitutional Amendments

1000 - 1030:

Refreshment Break & Late Registration

1030 – 1130: Mini keynote with Sajel Bellon

1130 – 1300: Free Time for Lunch

1300:

Credentials Committee Report Resolutions/Constitutional Amendments Business Held Over from Previous Day Approval of Budget New Business

1500 – 1530:

Refreshment Break

1530:

Presentation of certificates to outgoing board members Long Service Awards – MNU staff Yellow Ribbon Award Vera Chernecki Emerging Leader Award **1700:**

1700:

Adjournment

ROCK ON, NURSES!

2023 ANNUAL GENERAL MEETING APRIL 25-26, 2023 | BRANDON, MB

ANNUAL MEETING RULES OF PROCEDURE

1. Order of business is subject to majority approval. It may be changed during the meeting, only by a 2/3 vote.

2. Eight (8) persons will be appointed from amongst the non-voting members present to act as scrutineers.

3. 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."

4. 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. **5.** All delegates are requested to speak at the microphone and are further requested to identify themselves by name and Local/ Worksite number before speaking.

6. Speakers must address the Chair.

7. All Manitoba Nurses Union members present are encouraged to engage in discussion, but only voting delegates and Board members may make motions and vote.

8. Motion forms will be provided. Motions should be in writing on these forms and the appropriate copy given to the Chair at the time of making the motion.

9. During voting on motions, delegates are to remain in the meeting room.

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.

9. Cellphones to be on mute/vibrate during meetings. Please return calls during breaks.

HARM REDUCTION is LOUTE

OUR AGM CHOSEN CHARITY: MANITOBA HARM REDUCTION NETWORK

he Manitoba Nurses Union would like to thank all members and locals who contributed donations and/or bought 50/50 tickets that goes towards our AGM Charity of Choice.

This year, it's the Manitoba Harm Reduction Network (MHRN), which works toward equitable access, systemic change, and reducing the transmission of sexually transmitted and blood-borne infections (STBBI) through advocacy, policy work, education, research and relationships.

They do this by administrating regional harm reduction networks that provide services, education, advocacy and events that are relevant to their specific communities. They best describe themselves as a network of networks!

The MHRN also does workshops, community projects, support organizations in creating or improving policy and services, and partner with peer-based organizations and groups of people who use drugs. They focus on harm reduction, access, community building, and the inclusion of people impacted by substance use in the services and decisions that affect them.

Among their guiding principles is meeting people where they are at, rather than making judgments on where they should be. The MHRN also recognizes that the realities of social inequality impact STBBIs and substance use, that's why they advocate for social justice and de-colonization.

To learn more about the Manitoba Harm Reduction Network, please visit mhrn.ca



66 Since taking on the role of MNU President, I've never stopped feeling proud of our nurses and that pride has only grown."

PRESIDENT'S REPORT

Darlene Jackson

In 2022, we marched on.

For many of us, I feel safe to say, it wasn't because we wanted to... it was because we had no choice but to march on.

At the beginning of the year, the COVID-19 pandemic was still overwhelmingly present in our health care system, and then... we were hit with an early flu/cold/RSV season in the fall.

Throughout all of this, between the continued exhaustion and the request to do more, nurses continued to be stretched incredibly thin. Vacancies, overtime and agency hours continued to climb. In fact, overtime hours hit a new high in 2022, with 1,049,926 hours logged, and this number doesn't include private care homes.

The demands have been exceptional and the sacrifices immense. MNU members across our province have spoken to me about the loss they felt; the loss of time with family due to mandated overtime, loss of love for their profession, and loss of trust in government along with the Employers to fix this situation we all find ourselves in.

We recognize these losses and sympathize with you.



TOP, among those pictured (from I-r): MNU President Darlene Jackson, SUN President Tracy Zambory, CFNU Secretary-Treasurer Pauline Worsfold, NSNU President Janet Hazelton, NBNU President Paula Doucet, CFNU President Linda Silas, PM Justin Trudeau, PEINU President Barbara Brookins, Canada Health Minister Jean-Yves Duclos, Canada Minister of Seniors Kamal Khera, National Chief Nursing Officer Leigh Chapman and UNA President Heather Smith. BOTTOM LEFT: MNU President Darlene and Prime Minister Justin Trudeau. BOTTOM RIGHT: SUN President Tracy Zambory and MNU President Darlene Jackson.

One such loss suffered by our MNU family in 2022 was that of our past president and fearless leader, Vera Chernecki, who passed away on July 15. This was very painful, as she meant so much to MNU for decades.

Vera was MNU President for 17 years and, following her retirement in 1999, she continued to be active with MNU as our Parliamentarian during our AGMs. She led our union during the transformation of MONA to MNU, including the historic 30-day strike in 1991. We miss her dearly. the shoulders of nurses who came before us, a huge collective that fought for visibility, equality, pay equity, respect and workplaces that are safe for staff and patients.

Vera's shoulders were strong, she carried us for a long time, and in her honour, we march on, because showing tenacity in the face of adversity was Vera's essence.

As I mentioned, we have been challenged immensely, but one thing every single one of you knows well, is that while we might be hurting, we aren't giving up.

As I wrote in last year's AGM report, we stand on

The theme for this year's AGM is Nurses Rock! We chose this theme for several reasons, but top among them was the fact that nursing is the bedrock of Canada's public health care system and without nurses the system fails.

We have seen examples of this throughout the pandemic and up until now. Most frequently, when media have reported on ER closures across Canada, these closures have been due to a lack of enough nurses for the facility or the unit.

The staffing crisis in health care is now worse than ever in history. We have entered uncharted waters, without a clear vision of what the health care system will look like in five, 10, 25 years.

An encouraging sign, however, is how many Manitobans are engaged politically; how many understand that we are where we are today is due to decisions made by governments shortchanging funding towards health care for many years, and certainly before the pandemic.

We have seen this growing engagement through the many campaigns we have launched via traditional and social media, such as the "Sofa Out of Touch" campaign in the spring of 2022. For more details on these successful campaigns, please see the report prepared by our Senior Manager of Communications and External Relations on page 24.

Manitobans are paying attention to nurses' experiences and to our advice for fixing our public health care system. In 2023, there is a provincial election, and we plan on putting health care on the ballot.

Since taking on the role of MNU President, I've never stopped feeling proud of our nurses and that pride has only grown. It is heartening to know that we will once again be able to meet in-person during this AGM, we sure will benefit from it.

This report provides an overview of our efforts in 2022.

GOVERNMENT RELATIONS

On January 18, 2022, less than three months after the PC Party narrowly elected Heather Stefanson as leader and consequently Manitoba Premier, Stefanson shuffled her cabinet and brought the total of ministers with health-related portfolios up to three.

Audrey Gordon remained as Minister of Health, but she was joined by Sarah Guillemard as Minister of Mental Health, Wellness and Recovery, and by Scott Johnston as Minister of Seniors and LongTerm Care, a new portfolio.

We believe that the goal of the three ministers was to give the voting public the appearance of making health care a top priority, as health care really has become the Achilles heel for the Stefanson government.

However, Guillemard and especially Johnston remained largely invisible in their roles for the balance of the year, with Minister Gordon continuing to be the public face of the government's health care announcements all throughout the year.

These announcements first included the Diagnostic and Surgical Recovery Task Force, which delivered an update the day after the above-mentioned cabinet shuffle. This task force was made up of a steering committee of local health care professionals, mainly doctors, and supported by experts from across Canada.

In March, this Task Force announced a plan to increase orthopedic surgeries at Concordia Hospital, as well as the hiring of four new physical therapists to the Spine Assessment Clinic, increase in cataract surgeries at Misericordia, and a pilot project for spine surgeries with Sanford Health in North Dakota.

In August, the Task Force announced new agreements with out-of-province health facilities for hip and knee replacement surgery: Big Thunder Orthopedic Associates in northwestern Ontario, the Cleveland Clinic in Cleveland, Ohio, and once again with Sanford Health in North Dakota.

The Task Force does have a website with a page "measuring Manitoba's progress on wait times," however, it doesn't provide a clear picture of what the situation is in Manitoba, due to graphics that are vague and difficult to clearly ascertain.

Through our collaboration with CFNU and nurses' unions across Canada, we are pushing for better data when it comes to health care at the provincial and national levels, because without better data, it will be impossible to know if we are making progress on numerous aspects of our public health care system.

To close 2022, the provincial governments across Canada were quite loud in their demands for more funding for health care from the federal government. However, the federal government wanted assurances on that funding, which the Premiers blasted as "strings attached." As will be detailed further in the CFNU section, we pushed both levels of government to come to the table and work out a deal in time for the 2023 spring budget.



On August 25, 2022, MNU members Kris Doucet, Christina Woodcock, Kathy Nicholson, Laura Shattner, Margo Singleton and Christine St. George, as well as President Darlene Jackson attended a roundtable on the state of health care in Manitoba with federal Health Minister Jean-Yves Duclos at our MNU provincial office in Winnipeg.

COLLECTIVE BARGAINING

In October of 2021, we achieved a major goal with the successful completion of the Central Table collective agreement, which covers the majority of our MNU membership. With that done, our MNU Labour Relations staff in 2022 focused on completing bargaining at our remaining sites, known as our non-Central Table sites, that generally follow the pattern of what is negotiated at Central Table.

While we are very proud of what our Provincial Collective Bargaining Committee (PCBC) achieved at that time with the Central Table agreement, we knew that it would not be enough to address the serious vacancy and short-staffing issues at facilities across the province.

On November 10, 2022, the Stefanson government announced a \$200-million plan that they claimed would tackle mandated overtime by adding "2,000 health-care professionals" to the health care system.

While the announcement mentioned health care workers in general, it was mostly geared towards doctors and nurses, including incentives aimed at hard-to-fill nursing shifts. Notably, two unions (MAHCP and CUPE) took to Twitter to publicly state that they weren't consulted on this plan.

In the wake of the incentives' announcement in November, MNU's Labour Relations team continued to be in contact with the Provincial Health Labour Relations Services (PHLRS), which negotiates on behalf of the health regions, and continued to push for more expansions to the incentives.

Our Labour Relations team was successful in these efforts, as in December we announced that more nurses would qualify for the different incentives. We fully understand the concerns raised by our members during the incentives' process and have brought them repeatedly to the attention of the Employers and the PHLRS.



COVID-19 PANDEMIC FALLOUT

By March of 2022, the Stefanson government had done away with the vast majority of restrictions that aimed to lessen the number of COVID-19 infections and therefore lower the number of Manitobans requiring hospital visits.

Additionally, health officials announced that the COVID-19 isolation period for people who test positive would become a recommendation as opposed to a requirement, and investigations by Public Health would end.

At the time of that decision, other governments in Canada and around the world had implemented the same thing and saw cases go up. There was much uncertainty in Manitoba as to whether that would happen here too, including warnings from experts.

Turns out that the experts were correct, COVID-19 cases surged in Manitoba, however, we did not have a true number for the cases nor for test positivity rates. This is because the Stefanson government restricted who could get PCR tests. Instead, they encouraged Manitobans to do the athome rapid tests without reporting positive cases to health authorities. Our nurses are not immune to outbreak of infections in the community, no one is. When cases go up in the broader community, that always means more cases in schools, daycares, workplaces, everywhere.

We had to push back on the narrative from the Employer and in the media that hospital wait times were increasing due to nursing staff "unavailability." In May of 2022, the CEO of the WRHA sent a memo to staff on factors driving higher wait times in ERs and urgent care and cited staff sick time is "up quite a bit."

It was hugely unfair for the Employer to blame our members for getting sick when COVID-19 variants such as Omicron were running rampant in the broader community. This was yet another slap in the face for our members, who shouldered such a huge part of the burden of the pandemic for these last several years.

There were fewer and fewer COVID-19 updates until they stopped altogether by the end of the summer. In fact, the final online update available for viewing via the Manitoba Government's official YouTube channel is from September 2, 2022.

The fall season came in with a bang in Manitoba, as was the case across Canada, with the flu and RSV sending numerous people to hospitals, especially children. Coupled with ongoing cases of COVID-19, once again our nurses were stretched beyond measure. Media reported that pediatric elective procedures at Children's Hospital were delayed starting in mid-December due to staff being redeployed elsewhere.

According to a CBC Manitoba news article, there were more COVID-19 deaths in 2022 than in 2020 and 2021. Here are the numbers: 667 in 2020, 725 in 2021, and as of December 19, 2022, there were 958 deaths in our province. According to federal data, there were 977 COVID-related deaths in Manitoba in all of 2022.

TOP: MNU President Darlene Jackson presents an MNU Nurses Rock! rock to Leigh Chapman, National Chief Nursing Officer (CNO). MIDDLE: MNU President Darlene Jackson attended the Labour Day rally and march along with MFL President Kevin Rebeck, NDP MLA Uzoma Asagwara and an MNU member. BOTTOM: In December of 2022, MNU President Darlene Jackson was delighted to present a cheque to Joanne Patenaude, Senior Manager of Development at Harvest Manitoba, for a \$17,000 donation from MNU. Joanne thanked us for this donation, which will go a long way in helping people in situations of food insecurity and held back tears as she let us know of how grateful and supportive she is of our province's nurses.

COALITION BUILDING

Manitoba Federation of Labour

The Partnership to Defend Public Services, a coalition led by the MFL and made up of dozens of public sector unions including MNU, was created to fight back against the Pallister government's wage freeze law *Bill 28: The Public Services Sustainability Act.*

Through the Partnership, we launched a legal challenge of Bill 28. In 2020, the Manitoba Court of Queen's Bench found Bill 28 unconstitutional, but the Pallister government appealed. A decision on the appeal was delivered October 13, 2021, with the Court of Appeal overturning the lower court's 2020 decision.

With this split decision between the two Courts in Manitoba, the Partnership chose to go to the Supreme Court of Canada (SCC). For an entire year, we waited to hear whether the Supreme Court would hear our case.

In a profoundly disappointing decision made public in late October of 2022, the Supreme Court chose not to hear our constitutional appeal of the Pallister/ Stefanson wage freeze law. MFL President Kevin Rebeck stated in a press release that "in refusing to hear our case, the SCC is leaving unresolved the contradictory decisions issued by Manitoba's two lower courts."

This was a complicated, years-long case, and while the Stefanson government did repeal that original Bill 28 when the *Bill 2: The Public Services Sustainability Repeal Act* was passed and received Royal Assent on June 1, 2022, the SCC ruling still felt like a gut-punch.

Even though the Stefanson government officially repealed Bill 28, the Partnership chose to pursue the appeal to the Supreme Court out of concern that a similar legislation could be brought back at any point in the future.







As we saw in Ontario last fall, with the Doug Ford government's attempt to use the Notwithstanding Clause to impose a collective agreement on CUPE education workers, we must always remain vigilant when it comes to ensuring free and fair collective bargaining.

While Ford backed down in the face of a possible general strike, it was quite concerning to see a government take a sledgehammer to contract negotiations for a group of workers who really are vulnerable, in this case EAs who are forced to work secondary jobs to make ends meet.

The MFL's ongoing advocacy work includes paid sick days, minimum wage and inflation, collective bargaining rights and workplace mental health injuries.

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

Canadian Federation of Nurses Unions

At the national level, with in-person meetings once again taking place, CFNU organized several such events throughout the year, all with the goal of getting the two levels of government mainly responsible for health care to work together.

In July, Manitoba Premier Heather Stefanson attended the 2022 Summer Meeting of Canada's Premiers, which was put on by the Council of the Federation and held in-person in Victoria, B.C. The Council of the Federation is comprised of all 13 provincial and territorial Premiers.

CFNU also held its Council of the Federation meeting there in Victoria and we were paired with our respective Premier for a breakfast meeting. I spoke to Premier Stefanson on short staffing, the extensive use of agency, and internationally educated nurses (IENs). I also called for urgent action on short staffing, the importance of retention strategies to keep more nurses in the public health care system and, of IENs, the hiring an individual to help people navigate the complicated licensing process.

This event proved to be a media success, with health care taking center stage in the national coverage and the nurse staffing crisis was reported on from coast to coast to coast.

Thanks to our talks in the early part of summer, we received an invitation to host a meeting with our members and Canada's Health Minister Jean-Yves Duclos, who was on a tour of western Canada. This took place during the afternoon of August 25 in our boardroom at the Union Centre. Minister Duclos listened intently to our members, asked good questions and took several pages of notes. I was very proud of our nurses who were there, they spoke passionately about their own experiences and what they were seeing in their workplaces. They also put forward potential solutions and drove home the need for the federal government to act, even though health is under provincial jurisdiction.

In November, CFNU grew its number of member organizations to nine provincial unions when the B.C. Nurses Union joined. This officially took place during the BCNU's annual convention, and I was in attendance. BCNU represents approximately 48,000 nurses, so this addition is one that will make the CFNU much stronger, especially when it comes to advocating for nurses at the national level.

We have amplified CFNU's campaigns and publications, including the "Sustaining Nursing in Canada" report that was produced in partnership with the Canadian Health Workforce Network and authored by University of Ottawa researchers Dr. Houssem Eddine Ben Ahmed and Dr. Ivy Lynn Bourgeault. This report proposed a set of concrete actionable solutions to help meaningfully solve health care crisis.

It's our hope that through our advocacy with CFNU, the federal and provincial governments will listen to nurses and adopt the solutions that we have been offering, in some cases, for decades.

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 manitobanurses.ca/scholarships

Keith Lambert Memorial Labour Fund

One application was received in 2022. However, it was 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.

Competition was very strong among this year's applicants and the 2022 crop did not disappoint.



This photo taken last July during the Council of the Federation meeting in Victoria, B.C., includes MNU President Darlene Jackson CFNU President Linda Silas, CFNU Secretary-Treasurer Pauline Worsfold, NBNU President Paula Doucet, UNA President Heather Smith, BCNU Aman Grewal, NSNU President Janet Hazelton, SUN President Tracy Zambory, and PEINU President Barbara Brookins.

We congratulate the four recipients: Chioma Nwaine, Jaden Harbour, Logan Bobesko and Sammi Rea.

CFNU Scholarship

The CFNU offers an annual scholarship to each provincial nurses' union, for a student enrolled in a nursing program. Congratulations to this year's recipient of the CFNU Scholarship, Gillian Laninga.

MNU Continuing Education Scholarship

The selections committee awarded the 2022 scholarships to: Emma Belhumeur from Dauphin Worksite 25 and Michelle Mark from Cancer Care Nurses Worksite 36.

CONCLUSION

In 2022, we turned the dial up on our campaigns and were able to turn the heat up on the Stefanson government. We don't plan on slowing down anytime soon, especially with a provincial election heading our way. In a nutshell, this year was all about making the public aware that we, as nurses, are tired of the political games, the health of Canadians is suffering and we need everyone to work together to fix this crisis, because it absolutely IS a crisis.

To our MNU members, thank you for continuing to contact us with your thoughts, ideas, stories and hardships, we know how hard it can be to take that step and we are grateful for the trust you have placed in us. Please continue to stay engaged with us, through our social media, digital newsletter The Pulse and via our comms@manitobanurses.ca and info@manitobanurses.ca emails.

To our hardworking MNU staff, thank you for your perseverance and your dedication to improving the workplaces for our members. It has been a Herculean task to deal with a government that for years has been fixated on austerity, but you have risen to this challenge and made huge gains for our members.

We march on. For Vera, for our patients, for our loved ones and for each other. ■



TRIBUTE TO VERA CHERNECKI

For many of us, the 2023 MNU AGM will be when the loss of our former President Vera Chernecki will be felt the deepest.

s our Professional Parliamentarian and Robert's Rules of Order expert for numerous AGMs, Vera could be counted to act as a guiding hand and a fount of wise words and advice. She was also a wellrespected and highly regarded Parliamentarian for other unions and organizations.

Vera, who was the President of the Manitoba Organization of Nurses Associations (MONA) and then the Manitoba Nurses Union from 1981 to 1999, passed away at age 81 on July 15, 2022.

Born in Ethelbert, after high school, she moved to Winnipeg, graduated from the St. Boniface Hospital School on nursing in 1962, and went on to have a 36-year career in health care, including 17 years at MNU.

Vera is survived by her husband of 59 years, Raymond, their four daughters Denise (Ron), Donna (Jim), Lisa (Laura), and Leanne (Blair) and is missed by her six grandchildren, Bailey, Kate, John, Lea, Brisa and Will.

It's impossible to put into words the impact that Vera had on MNU, on generations of nurses, and on nursing in Manitoba and at the national level. Her legacy will stand the test of time, and for that we are so grateful.

At the time of her passing, we knew that there would be many members joining us in mourning this loss and so we welcomed notes of condolence.

These are just a handful of the messages we received:

As an active member of MNU for all my nursing career I learned a great deal from Vera during my years on the Board. My fondest memory is, when a question (already answered) was asked by a Board member, Vera would preface her answer with "as TOP (I-r): Vera's grad photo after receiving her nursing degree from St. Boniface Hospital in 1962 (supplied); Vera with her trusted copy of Robert's Rules of Order, which she employed regularly as a certified professional Parliamentarian (K. Gigliotti/WFP); Vera is interviewed by media during the 30-day strike in 1991, at that time she was President of MNU (WFP files).

written in my report". ZING! Vera was a classy and gifted leader who passionately advocated for nurses. She will be missed by everyone who knew her.

- Joy Lussier

Deepest sympathy to your family at this difficult time as you share time together remembering someone so special. Vera fought tirelessly for the rights of nurses and was an expert in the Parliamentary process and Robert's Rules of Order. Her vast knowledge of these processes will certainly be missed at our MNU AGMs. Your family is in my thoughts and prayers.

> - Velma Schmidt (former Worksite MNU executive member and previous work colleague of Vera's daughter, Denise)

Respect in POWER. Rest in power. Thank you for sharing the power of nurses in fellowship and profession.

- Karen Jestadt

66

SUPPORT

It's impossible to put into words the impact that Vera had on MNU, on generations of nurses, and on nursing in Manitoba and at the national level. Her legacy will stand the test of time, and for that we are so grateful."

I'm sad to hear of Vera's passing. Sending my most sincere condolences to family and friends. I enjoyed her leadership during some very interesting years and appreciated her no nonsense approach. Thank you, Vera, and rest peacefully; you are remembered with kindness and strength.

- Gail Vande Vyvere, RN, BN, MN

I remember Vera as an intelligent, strong, tenacious leader who was passionate in improving our working conditions, rights, & benefits! She was such an inspiration to us all. Very grateful to have been a part of the experience during those years. Deeply admired her & her ability to rally us all with the conviction to win. My deepest condolences to all her family.

- Terri Strong (Dauphin)

EXECUTIVE DIRECTOR'S REPORT

Mike Sutherland

Despite our hopes to the contrary, 2022 proved to be another year in an incredibly taxing number of years for nurses, and the entire health system. Here are some of the most relevant issues and phenomenon experienced in the labour relations context.

COVID

Although with COVID appearing to be on the decline, or at least the mitigation measures to prevent community infection being largely absent, in 2022 Manitoba, according to media reports, experienced increases in COVID-related deaths in comparison to previous years.

The perfect storm occurred late in the year when RSV and other respiratory conditions threatened to overrun the Children's ER, NICU and PICU and struck an already perilously understaffed health system. Tragic events unfolded, throughout the health system, often inflicting significant and widespread cost to the overall mental wellbeing of nurses, who again bore the brunt of the strain on behalf of patients and public.

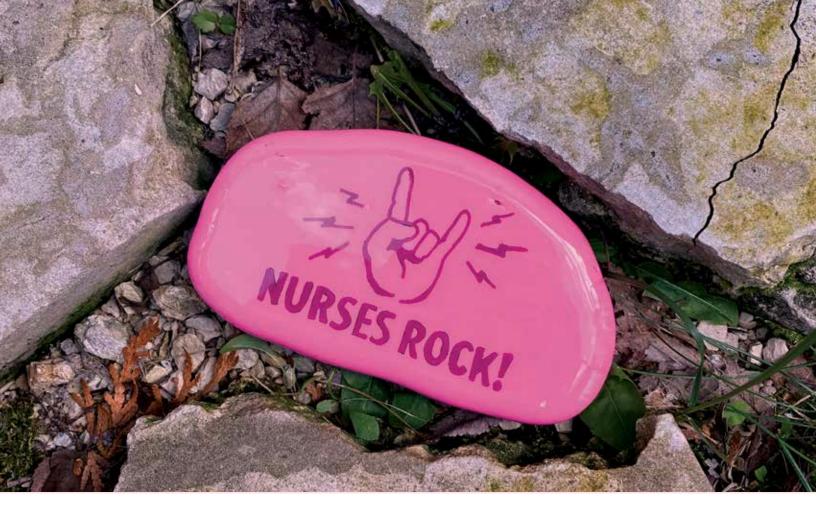
BARGAINING

With the settlement of the collective agreement for the Central Table Employers, work began in earnest to finalize a number of outstanding agreements at separate tables. Many such settlements were achieved with the goal to significantly improve the work environment of, and value apportioned to, all nurses, regardless of work location. We are mindful that 2024 will be here soon, signaling the expiry of a number of collective agreements and thus preparations will commence in 2023 to achieve needed additional improvements for future agreements.

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 required unprecedented modification to ensure proper intent and meaning was reflected. Interim drafts and new wage scales reflecting the wage increases were posted on the website and the Member Portal while work continued to finalize the collective agreements and contract interpretation manual.

INCENTIVES

Late 2022 saw the implementation of a number of incentive measures focused on providing additional compensation to retain and recruit nurses. While MNU believes the measures were an initial positive step, the incentives were not viewed in any way as a universal cure all. Far more robust and intensive measures are clearly needed to correct course for our failing public health care system.



MNU continues to work towards the implementation of meaningful, constructive, and practical solutions that will be truly effective, rather than engage in the promulgation of mere positive sounding talking points to give the false impression of significant progress.

Given Manitoba's performance in some key health care categories, there is very little for the current government to boast about, yet there seems to be little reluctance in engaging in such public relations exercises.

MEMBERSHIP

In addition to adding nurses from AFM and Selkirk Mental Health Center early on in 2022, MNU was extremely pleased to have the Calvary Place nurses join our MNU family. We will be looking to make further adaptations to the Shared Health and Winnipeg Regional models to ensure robust representation for all our nurses.

PROVINCIAL FLOAT POOL & AGENCY USAGE

As of the time of reporting, the Employer has yet to engage one single nurse in a Provincial Float Pool position, this despite the continued burgeoning costs of Agency and the hundreds of millions paid out of the public system to private for profit companies as a result of a systemic failure to address what was predicted years ago, and MNU vehemently and repeatedly warned, would be an unavoidable and catastrophic nursing shortage.

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 met throughout the past year. MNU has a prominent role and equal representation on the committee, however the committee is a partnership with the Employer and MNU requires introduction of measures that will have meaningful effect, not those that simply defer existing Employer costs and obligations to this committee.

Workload, workplace violence, staffing issues, mandating, agency use etc. are prominent issues and piecemeal and minimalist solutions are not the answer nurses require.

GRIEVANCES

- 1. Total amount opened in 2022: 142
- 2. Number of closed files (all): 16
- 3. Number of disciplinary in 2022: 43
- 4. Number of non-disciplinary in 2021: 99

Although down from 2021, numbers still continue to be significant with a grievance filed on average of more than every second day.

LEAP

Cases opened from Jan 1, 2022 – December 31, 2022 – **34 Cases**

24 payments made – Expenditures for 2022 = **\$35,274.02**

WCB APPEALS & ADVOCACY JANUARY 1-DECEMBER 31, 2022

Total Appeals: 59

Total Contacts with the WCB Fair Practice Officer: **15**

Advocacy Issues addressed with the WCB Fair Practices Officer:

- Confirmation of the new psychological injuries policy (removal of "burnout" in the policy), new policy to be in place May 2023 which may have a positive effect on nurses.
- Confirmation that Employers received 100% cost relief for COVID-19 claims from January 2020-July 2023.
- WCB not following their own policy for overpayments.
- Inconsistent decisions from the Review Office, and not in keeping with Appeal Commission decisions on Long COVID-19.
- Identified WCB Alberta's treatment of Long COVID-19 claims.
- · Identified concerns with WCB return to work plans.
- WCB's management of Long COVID-19 claims.
- Aggressive informal appeals made by Employer representative.

Advocacy with the WCB:

- Co-presented on WCB Act, policies & processes at the MFL Health & Safety Conference January 25 & 26, 2022.
- WCB claim suppression discussion with Concordia Hospital HR & DM.
- WCB RTW plans issues: insufficient details on duties performed on a GRTW vs. hours of work is required to be documented. To focus on duties ensures a safe RTW plan, to focus on hours leads to a cost reduction for the Employer but not in the best interest of the nurse.
- MNU presented the first Long COVID-19 appeal at the Appeal Commission and were successful in an extension of benefits (enhanced the nurses' benefit entitlement and saved the HEB plan significant money). Need to ensure nurses are paid for hours worked in HEB sponsored GRTW when an appeal is won after the fact.
- Ensured files stored by one Employer, at Iron Mountain, were destroyed and the members informed.
- Obtained and shared information with the WCB MB & MFL regarding the positive Long COVID-19 treatment program out of Millard Health Centre (WCB Alberta).
- Presented to the CFNU Health & Safety committee on WCB MB management of COVID-19 and Long COVID-19 claims.

WORKLOAD STAFFING REPORTS:

The Online WSR system expanded to new locations in 2022. In mid-March, Health Sciences Centre nurses gained access to the Online WSR. As expected, the vast majority of WSR submissions are now done online at HSC. In early-November 2022, Central Table sites across Northern Health also adopted the Online WSR. The Online WSR uptake in the North has also been good thus far. Work to enable the expansion of the Online WSR to the remaining regions is currently underway.

While not all paper WSR forms for 2022 have yet been received and entered into the WSR database, it nonetheless appears that 2022 was a significant year for WSR submissions. At the time of writing, submissions for 2022 were



Executive Director Mike Sutherland and MNU President Darlene Jackson are pictured in the lobby of MNU's provincial office. In his report, Sutherland stated that grievances continue to be filed in a significantly greater volume than past years.

over 2,600 forms. This is the highest annual number of submissions in recent years.

The impact of the current working conditions is undeniably clear, particularly when one considers that many of these submissions bear the signatures of multiple nurses. Thousands of nurses documented their workload challenges via the WSR tool in 2022, providing their locals/worksites and MNU provincial office with important information and data, and making the Employer aware of the untenable conditions they are having to work under.

DATA COLLECTION:

Robust data collection continued throughout 2022. A total of 132 Freedom of Information requests were sent to 16 different public bodies throughout the year. In addition to information requests made under the Freedom of Information and Protection of Privacy Act, an additional public body proactively provided information several times to MNU upon request.

Information requests provide MNU with substantial health human resource data and critical information that is not currently accessible to the public. Though not an exhaustive list, some topics of 2022 requests included: regional and site vacancies, overtime hours, agency hours and agency cost, number of nursing seats and graduates, WCB claims data, updates on the status of certain initiatives such as the provincial float pool, northern locum, institutional safety officers and Undergraduate Nurse Employees, wait times in rural Emergency Departments, ED diversions and closures, PCH beds, PCH placement wait times and wait lists.

This information, once acquired, can be used freely to inform MNU's advocacy and work. Inadequate transparency on the part of the government has, unfortunately, necessitated frequent use of this tool to gain access to critical information.

SENIOR MANAGER OF COMMUNICATIONS AND EXTERNAL RELATIONS

Brandi Johnson

Staying courageous was our motto in Communications over the past 12 months. It had to be.

ince I wrote my last annual report, the world continued to challenge us as an organization, as a team and for me personally – even more than expected. Most individuals I connected with felt as though they were trying to get to an invisible finish line that never materialized, all year long. As you know more than most, this can be limiting in our ability to feel hopeful and motivated.

But as is second nature to me, I seek out positivity until it is found. I turned to my roots to find inspiration, focusing on Prairie Labour School.

Having grown up on the Prairies, I know without a doubt, that people who are from here are hearty folk. The weather conditions make it so. 2022 was my first encounter with Prairie Labour School, having been asked to be a presenter. I accepted the challenge and built a talk that shared with participants our Comms journey; strategies we've implemented, and the way in which we have used social media here at MNU to foster solidarity.

Looking back, it was an honour for both Jane Chartrand and I to travel with our audience from one campaign (Save the Cake) to another, (Sofa Outta Touch), and everything we learned along the way.

In documenting our work from 2021, we were able to measure just how far we've come as a communications team.

Shortly after Prairie Labour School, our team grew by two. Finally, we were able to get an admin

dedicated to the Comms department full-time and found the perfect candidate to deliver education. I should note that at this juncture, MNU parsed out Professional Practice, adding an element of technology to the role of educator as never before.

Shelby Colbert started with MNU in May of 2022 and Giezelle Monte moved over to the role of Communications Assistant in August. Throughout the summer, we implemented a two-pronged approach to connecting with our members. The first was by engaging a local artist who hand painted rocks with the theme, NURSES ROCK. This saying came from a member of the public, who since my arrival at MNU, has written on nearly every Facebook post, #nursesrock!

Of course, we believe that and knew it would be something others would be able to connect to as well. Over the summer, merch was available to keep our members rocking on as the Comms department (and anyone willing to help) planted, delivered, and sent rocks across the country.

All the while, we ran a radio campaign that consisted of a public service announcement asking Manitobans to please take care. Knowing how desperately understaffed our emergency departments were, we urged the public to exercise caution while enjoying all that comes with summer – from recreation and outdoor work to hydration and exposure to extreme temperatures.

In tandem, we ran SOS posts using a lifesaving graphic, which nurses supported immensely.



In 2022, the Communications Team launched a new MNU website and the MNU online store, both of which were instant hits. The store now allows MNU members to purchase products directly, as opposed to the previous bulk-only ordering, and offers the sale of gift cards that can be used at any time for any items on the site.

Cries for help came flooding in and we shared the realities of the frontline on our social platforms once again.

Because moss doesn't grow on rolling stones, fall brought back education virtually. Seeing as we had not had any since the pandemic, it was incredibly important that we select a keynote speaker who was trauma-informed and a specialist in dealing with those on the frontline. Françoise Mathieu did not disappoint. The day also included a panel, with greetings from Linda Silas and local activists, and education delivered with the help of our Labour Relations experts.

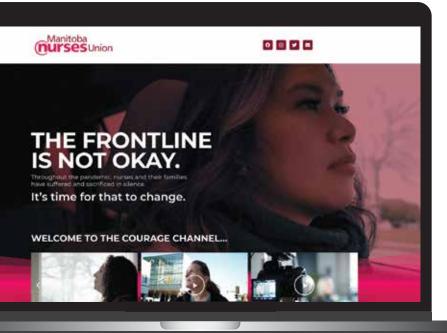
What we discovered from this experience was that traditional education is no longer good enough. That our members want more immersive education that feels current and applicable. As a Communications Team, we were very pleased with the outcome and especially the feedback we received – these served as a platform on how we plan and interact with material on a goforward basis. Both Shelby and Giezelle have been incredible additions to our team. They are hardworking and smart, with a dedication to enhancing technology as well as moving to a paperless world, whenever possible. One advancement that Shelby brought forth while planning for the fall education conference was a new software, which enabled easy registration and confirmation of attendance. We will continue to utilize this tool in the future.

Staying futuristic in our thoughts, the Comms Department and, in particular, Jane Chartrand launched a new website and online store throughout the fall. MNU's E-store is now stocked with high quality, Canadian-made and/or unionized shop supported products. This new online platform enables us to track our inventory and offer members the ability to purchase merchandise from the convenience of their home. This advancement has freed up administrative inefficiencies with respect to exchange of payments and invoicing. It has also helped us to be able to create an easy, standard approach to shipping and reordering of inventory.



Government relations continued to be an incredibly important aspect of everything we did in 2022. In order to best serve our members, we know we cannot take our foot off the gas with politicians and so we remained agile and quick-thinking.

From our public posts to our member engagement, and particularly when it comes to supporting the President, Bernice Pontanilla has not missed an announcement. Together with our researcher, Bridget Whipple, this duo has been instrumental in working to bring forth the issues affecting labour and social justice. Not only from the perspective of knowledge, but especially analysis, I am truly



grateful to them both.

Because you are only as good as your last campaign, we did plenty of prep work in the last month of the year to prepare ourselves for the launch of our new OUTRAGEOUS campaign. The sort of work we do in the Communications Department is creative, we rely heavily on each other's energy exchange, and we continually exercise grace when stress is high, or we are feeling exceptionally worn thin.

This exercise in possibility and patience was felt as AGM planning got underway. My hope as we approach our first in-person Annual Meeting since the coming together of our department, is that members will continue to see the advancement we've made and be receptive to our innovations. We will continue to work with Tripwire Media moving forward and, in 2023, I have taken it upon myself to hand pick and purchase out-of-home advertising, eliminating the need for a thirdparty agency.

I would like to thank once again everyone who has been so supportive to our small but mighty

In March, MNU released a series of mini-documentaries titled "Inner CouRAGE: The Frontline is Not Okay" that garnered attention beyond the borders of our province and country. Developed in partnership with Tripwire Media, these documentaries received a Gold Telly award in the category of Series-Online at the 43rd edition of the awards in the United States. They can be viewed on our innercourage.ca website.



team. We have taken many chances and will continue to do so in order to be able to be as dynamic as we can be. We will continue to communicate to the best of our ability and fight the good fight – like our lives depend on it. I am constantly trying to push myself to think outside the box, to deliver best-in-class campaigns on new and innovative platforms, and to allocate the funds entrusted to me as though they were my own.

I truly appreciate the faith you have in me, allowing us to continue to do this good work. There's plenty still to do for us to be able to improve the lives of those we serve, but we welcome it. As we work towards a fall election, this third year in the role for me as Senior Manager of Communications, I know it will be hard; likely one of the most challenging years yet, but I feel ready and eager knowing I have such dedicated, compassionate, and intelligent women working alongside me.

In closing, as a Communications Team, we are focused on improving member outreach and education, enhancing advocacy whether that be through communications or as an organization to further improve the working lives of our members.

We look forward to pushing past the barriers that threaten to hold us back and reinvigorating the notion of solidarity. Together we got this. ■

SOFA CONVERSATIONS? MORE LIKE



As Health Minister Audrey Gordon moves her sofa around to different parks throughout Southdale this summer, Manitoba nurses will be denied vacations, mandated and forced to work short. There will be no fresh air or chatty conversations - let alone time to sit. In honour of National Nursing Week, we invite Minister Gordon to stop by any facility staffed with nurses and listen to the issues that matter to them. She can even bring her sofa.

Minister Gordon's plan to launch a "sofa conversations" tour in her Southdale constituency last summer was definitely affected by our "Sofa Out of Touch" campaign. Minister Gordon didn't hold these conversations over the early part of the summer, blaming the weather. We received tips from the public that she did end up holding open meetings at a park in her constituency, but they were not advertised and, from the information relayed to us, those in attendance were hand-picked.

MANAGER OF ADMINISTRATIVE SERVICES REPORT

Kaley Wusaty-Phillips

As I sit to reflect on my first few months at MNU, since joining in October 2022, I notice hesitation in my fingers to type, as the recent past seems a blur and yet so overwhelming – as I'm sure many of our members can relate to remembering their first day in a new position.

compare what I thought I knew about MNU before coming on board, what I rapidly learned so far and where I stand today and smile. I was completely unaware of some of the challenges our members face each day, what challenges await and how that plays a role in how we do things at MNU Provincial Office. In a way, I take solace in this, and it drives us to improve the way we conduct overall administrative operations and how best to serve our members, even if it's one less thing they have to think of in a day. If they can fight this hard, so can we!

My interest has always been on people and how they interact and communicate with one another – I continue to focus on this in my role with MNU. I am grateful to have been given the opportunity to get to know the staff, the relationships we have with members and what change is needed to have the brightest future.

INFORMATION TECHNOLOGY

Communication has become more and more dependent on systems and technology – for us, they are imperative for streamlining efficiencies that provide value to best serve membership and anticipates future changes, because change is constant. We've discovered opportunities to advance the use of our current systems; Unionware, our membership database, customizations have been prioritized to aid in more efficient processes and the ability to adapt quickly. We continue to seek out where impactful tweaks can be made to adjust these systems to work for us, not the other way around.

Although we continue to use virtual meeting software to stay connected, we are enjoying the interactions and opportunity to have real, live, human connection again in the office. As incredible as the virtual 2022 Education Day was, we are anticipating the 2023 in-person AGM! Because we continue to move forward in the world of tech, we will be finding ways to integrate the latest technologies, even when face-to-face.

FINANCE

We were met with the unfamiliar task of calculating retroactive pay for more than 12,000 members over the span of five years – on one hand, a celebration that a new Collective bargaining agreement was ratified, but a daunting mountain for the MNU accounting department. Our team worked tirelessly, and we prevailed, ensuring all retro payments to members were sent prior to the holidays. This was a huge accomplishment, and I would like to again thank my staff for their persistent hard work on this!



We received quite a few requests to conduct annual local/worksite financial reviews in 2022, which were collectively completed by fall. Due to the resources required for MNU Provincial Office to provide support in this capacity, new eligibility criteria were communicated to treasurers in January 2023. I encourage you to reach out to me or my team should you have any questions regarding financials. We're here to help!

MEMBERSHIP

The Pallister government's Bill 29, which led to the representation vote in 2019, imposed on Employers a change to the way dues are reported to us, as well as the addition of new members and the introduction of the concept of "Employer Organization" encompassing multiple Employers and sites.

We continue to see turnover among Local/Worksite executives, so communication has been key to keeping abreast of these changes. Many of our members have stepped up, amid other demands, to ensure their locals/worksites have leadership and we are grateful for that.

A reminder for members to please use our online MNU Portal to make changes to personal

information (name, address, phone number, etc). This ensures that we have up-to-date membership lists.

In closing, we have many goals as we look to the year ahead, such as focusing on standardizing routine administrative tasks, establishing best practices, and perfecting our processes. Lots of work is being planned to adapt our current system to the incoming new Board structure in May of 2023, for as seamless a transition as possible.

We will continue to keep our membership apprised of any challenges or updates required, working together to get the best results. We will also continue to channel the constant strength, courage, and solidarity of our members as inspiration to forge on and take pride in the work we do!

NOMINATIONS & ELECTIONS COMMITTEE REPORT

Josie Payne, 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

• A "call for nominations" was issued for the position of Vice-President and Secretary-Treasurer.

• Closing date for nominations was Friday January 13, 2023 at midnight

The following individuals were elected by acclamation for a two (2) year term

- Val Wotton Vice-President
- Tracy Bassa Secretary-Treasurer

B. MNU VACANCIES

i. Provincial Collective Bargaining Committee (PCBC).

- Committee disbanded after the new Collective Agreement was ratified
- Elections for a new PCBC will be held after the Annual General Meeting this year

ii. Elections to the Board of Directors

The Board of Directors are elected by and from the membership to represent the Regions and the Locals/Worksites within. All positions for the Board of Directors will be elected this year to reflect the change in composition of the Board and the change in the MNU Constitution

- A "Call for nominations" was issued for all Board Representatives
- Closing date for nominations was Friday January 13, 2023 at midnight

The following individuals were elected by acclamation to the Board of Directors:

- Patty Grocholski for Interlake-Eastern Region (1 year term)
- Karen Jantzen for Winnipeg Regional Long-Term Care (1 year term)
- Laura Schattner for Winnipeg Regional

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.

Acute Care (1 year term)

- Colleen Johanson for Winnipeg Regional Acute Care (2 year term only)
- Kimberly Ross for Shared Health Provincial Programs (2 year term)

Elections for the remaining board seats were conducted February 23 ending at 1600 on February 24. The following individuals were elected:

- Northern Regions: Carrie Holland (2 year term)
- Prairie Mountain Region: Christina
 Woodcock (1 year term)
- Southern Region: Amanda Sainsbury (2 year term)
- Winnipeg Region Community: Pamela Achurch (2 year term)
- Shared health region-HSC: Katie Stark (1 year term) ■

DISCIPLINE COMMITTEE REPORT

Josie Payne, Chairperson Laura Schattner Eric Wheeler *Non-Member Kevin Rebeck, MFL *Non-Member Gina McKay, CUPE

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).

> he 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 have 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 was an amendment to **ARTICLE 4** of the MNU Constitution as approved by the MNU Board of Directors. Three 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.

REPORT FOR THE 2022-2023 YEAR:

A number of Regions and Worksites made requests to amend their constitutions. Upon review, some of the requests were moved out of the constitution and recommendations were made that those requests be moved to a Site Handbook as they were not needed in the respective constitutions. Otherwise, all requests were approved by the Committee and affirmed by the Board.

Chairperson Darlene Jackson reviewed the changes imposed by *Bill 29 - The Health Care Bargaining Unit Review Act.* Reduced was the number of healthcare bargaining units within the City of Winnipeg; noted were MNU structural changes. As reported earlier, adopted were the constitutions belonging to the Winnipeg Regional Local and the Shared Health Regional Local, which are now the certified bargaining unit agents. Therefore, the former certified bargaining unit agents listed as "locals" are now "worksites." Separate table agreements will remain a "local."

PROPOSED AMENDMENT TO THE MNU CONSTITUTION

AMEND ARTICLE 4 – BOARD OF DIRECTORS OF THE UNION to insert (a), (b) and (c) below:

IF ADOPTED, WILL READ

ARTICLE 4 -- BOARD OF DIRECTORS OF THE UNION

- **4.01** The affairs of the Union shall be managed by the Board of Directors (hereinafter referred to as the "Board"), which shall be composed of such number of representatives from the Regions as the Board may from time to time decide.
- (a) <u>This sub-article applies notwithstanding anything contained in this MNU Constitution and/or the</u> <u>Constitutions of any Regional Locals / Worksite Units / Locals regarding eligibility for positions on</u> <u>Executives / Boards, Committees or to act as voting delegates / alternate voting delegates;</u>
- (b) <u>This sub-article applies to nurses / members who hold an ownership interest, full or partial, direct or indirect, or who hold a fiduciary interest, or who are involved in operating (directly or indirectly), an external Agency, Corporation or Service, or any other entity, that provides contracted-out nursing services to Employers where MNU is the certified bargaining agent on behalf of the nurses that are employed in that bargaining unit.</u>
- (c) No nurse/member described in subparagraph (b) above shall be allowed to hold, or continue to hold, a position on any Executive / Board or Committee, or act as a voting delegate / alternate voting delegate under this Constitution and/or under the Constitutions of any Regional Locals / Worksite Units / Locals because of the conflict of interest that this would cease.

MOVED BY: MNU BOARD OF DIRECTORS

RATIONALE: (i) Subject of Motion – this Motion is designed to address the issue of nurses/members who hold an ownership interest, full or partial, direct or indirect, or who hold a fiduciary interest, or who are involved in operating (directly or indirectly), an external Agency, Corporation or Service, or any other entity, that provides contracted-out nursing services to Employers where the Manitoba Nurses Union ("MNU") is the certified bargaining agent on behalf of the nurses that are employed in that bargaining unit.

(ii) Rationale for the Motion – this Motion is being put forward because it would be a conflict of interest to allow the nurses/members described in subparagraph (i) above to also hold, or continue to hold, elected/appointed positions on executives/boards, or committees, or to act as voting delegates and/or alternate voting delegates within MNU, and its Regional Locals/Worksite Units/Locals.

(iii) The Effect of the Motion – this Motion shall amend the current MNU Constitution and shall operate to negate the eligibility of any affected nurses/members (see subparagraph (i) above) to occupy, or continue to occupy positions on executives/boards, committees and/or to act as voting delegates/alternate voting delegates within MNU and its Regional Locals/Worksite Units/Locals, because by virtue of article 17.01 of the MNU Constitution, the Regional Local/Worksite Unit/Local Constitutions "shall not be in conflict with the provisions of this Constitution (of MNU) and the objectives of the Union"

FINANCIAL IMPLICATIONS: NONE.

RESOLUTIONS FOR 2023 AGM:

RESOLUTION #1

WHEREAS, Manitoba is in a critical nursing shortage,

AND WHEREAS, Manitoba nurses are suffering from moral distress, burnout and leaving the profession in ever increasing numbers,

AND WHEREAS, Manitoba nurses are working under extreme pressures of crushing workloads, excessive overtime (both voluntary and mandatory) and no access to breaks or time off,

AND WHEREAS, Manitoba's health care system cannot be sustained with overtime and agency nurse usage,

THEREFORE BE IT RESOLVED, The Manitoba Nurses Union continue to advocate at the provincial and national level for a sustainable Health Human Resources strategy that addresses the three pillars of bolstering nursing resources, Retain, Return and Recruit.

Mover: Resolutions & Constitution Committee

RESOLUTION #2

WHEREAS, the Canada Health Acts primary objective is "to protect, promote and restore the physical and mental well-being of residents of Cananda and to facilitate reasonable access to health services without financial or other barriers,

AND WHEREAS, the 5 pillars of the CHA (Canada Health Act) ensure our public health system is publicly administered, comprehensive, universal, portable and accessible for all Canadians,

AND WHEREAS, it is the responsibility of Manitoba's government to provide health care services to Manitoba's population while upholding the CHA,

AND WHEREAS, privatization is the solution offered by our government to remedy these issues,

AND WHEREAS, evidence shows that privatization diverts money from the public health system into private businesses hands,

AND WHEREAS, privatization allows government to offload the responsibility of providing health care to Manitobans.

THEREFORE BE IT RESOLVED, that the Manitoba Nurses Union, in conjunction with our provincial and national partners, continue to advocate and lobby against privatization in healthcare,

AND FURTHER BE IT RESOLVED, the Manitoba Nurses Union continues to lobby our provincial government to ensure the 5 pillars of the CHA are followed.

Mover: Resolutions & Constitution Committee

RESOLUTION #3

WHEREAS, nurses are being asked/expected/ mandated to extend shifts at an increasing occurrence due to the high vacancy rates at sites across Manitoba.

WHEREAS, Article 3409 of the Collective Agreement, states seniority will be calculated in accordance with regular hours worked.

THEREFORE BE IT RESOLVED THAT, the MNU Provincial Bargaining Unit strive to negotiate agreement that nurses shall accrue seniority for all hours worked, including hours worked at overtime rates.

In particular, this accrual is warranted in circumstances where the nurse has been mandated by the employer to stay longer than their regularly scheduled shift.

Moved by: Stacey Wilson, President, Minnedosa Local 31

Seconded by: Kara Burton, Vice President, Minnedosa Local 31

FINANCE COMMITTEE REPORT

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

It has been just over four years since I began chairing the Finance Committee in my role as Secretary/Treasurer for the Manitoba Nurses Union. In that time, there has not been a dull moment. From returning to a balanced budget through a dues increase to navigating virtual meetings brought on by the COVID pandemic.

hile the pandemic caused great instability in the working conditions for the nurses of this province, it had the opposite effect on the MNU's financial position. With the inability to meet in-person, we have been able to restore our fund balances and operating account to acceptable levels.

With a return to "normal" operations at MNU, finance has again been challenged with general membership's desire to return to inperson meetings and education, and balancing the books.

Nurses being consumers are well-aware of increasing costs related to unprecedented inflation. This means all aspects of the budget are impacted: wages, travel, meeting rooms, food, shipping, to name a few.

Finance has contemplated a dues increase to offset increasing costs, however, did not feel comfortable doing so without general membership's ability to view complete audited statements.

General membership may be unaware of MNU's struggles to obtain final accounting

numbers in a timely fashion prior to our AGM. Five years ago, we had final numbers well in advance of print deadlines, allowing worksites and locals to discuss the budget at their individual AGMs.

Price Waterhouse has cited labour challenges as the rationale for the delays. With this year's assigned week again being early to mid-April for the auditors to be in the office will again make an audited financial report prior to print deadlines extremely challenging.

Finance has been working at obtaining an alternate accounting firm to provide service. Additionally, we may have to entertain changing the time of year for our AGM, this would require approval at an AGM. Suffice it to say that the Finance Committee and MNU staff are looking at all options to best serve our members.

In closing, I would like to thank the entire Finance Committee as well as the Accounting staff at MNU for their dedication and diligence in administering membership dues.

In solidarity, Tracy Bassa

	2022 YEAR END	2023 FORECAST	2023 REALLOCATION	2024 FORECAST
REVENUE				
MNU Provincial Dues	9,838,292	9,755,000	9,755,000	9,755,000
Dual Dues Refund	-188,658	-200,000	-200,000	-200,000
Net Dues Revenue	9,649,634	9,555,000	9,555,000	9,555,000
Donations and other income	6,610			
TOTAL OPERATING REVENUE	9,656,244	9,555,000	9,555,000	9,555,000
EXPENDITURES				
Sundry Office Supplies	22,751	30,000	30,000	30,000
Messenger Services	2,539	6,000	6,000	6,000
Insurance	32,396	21,000	35,000	35,000
Miscellaneous	11,307	6,000	8,000	8,000
Telecommunications	71,465	75,000	100,000	100,000
Stationery	1,272	8,000	4,000	4,000
Copier	18,968	30,000	0	-
Printing	875	5,000	30,000	30,000
Postage	-10,262	22,000	25,000	25,000
Resource Material	18,165	15,500	20,000	20,000
Rental Services	291,065	300,000	295,000	295,000
Bank Service Charges	1,751	2,000	2,000	2,000
Technology	130,936	125,000	150,000	150,000
Audit	54,338	30,000	35,000	35,000
SUB TOTAL	647,567	675,500	740,000	740,000
DEMOCRATIC PROCESS				
Annual Meeting	84,994	650,000	725,000	725,000
Annual Planning Session	18	10,000	10,000	10,000
Board	164,879	160,000	175,000	175,000
Board Development Fund	0	20,000	0	44,000
Miscellaneous Meetings	14,823	10,000	5,000	5,000
Committees				
a) Finance	2,101	10,000	10,000	10,000
b) Executive /Officers	332,734	310,000	365,000	365,000
c) Resolutions/Constitution	1,972	2,000	3,000	3,000
d) Nominations	0	2,000	2,000	2,000
e) Discipline	30	1,000	1,000	1,000
f) Executive Committee	77	10,000	10,000	10,000
g) Governance & Structure	2,482	0		
SUB TOTAL	604,110	1,185,000	1,306,000	1,350,000
MEMBERSHIP SERVICES				
Education Programs	46,283	150,000	300,000	300,000
LEAP	28,194	85,000	85,000	85,000
Communications	131,371	325,000	325,000	325,000
Legal	389,458	325,000	400,000	400,000
Arbitration	101,210	175,000	110,000	110,000

	2022 YEAR END	2023 FORECAST	2023 REALLOCATION	2024 FORECAST
Consultants	17,736	10,500	10,500	10,500
Regional Local President's Days	18,025	35,000	50,000	50,000
Worksite President's Days Allot	390,095	400,000	450,000	450,000
Advocacy-IAC	0	20,000	20,000	20,000
Employer Invoices Estimate	15,062	10,000	75,000	75,000
Computer Support	16,200	14,500	16,500	16,500
Prairie Labour School	0	0	0	100,000
New worksite/locals *new*	0	0	5,000	5,000
MNU paid retro (2022 only)	69,081	0	0	
SUB TOTAL	1,222,714	1,550,000	1,847,000	1,947,000
AFFILIATIONS				
MCHCU	0	6,600	6,600	6,600
Manitoba Health Coaliton	38,000	23,000	23,000	23,000
CFNU	231,000	231,000	231,000	231,000
CFNU Bienniel	186	135,000	135,000	
MFL	136,215	135,000	135,000	145,200
MFL Triennial	0	0	0	
CLC	99,000	107,000	106,920	107,000
CLC Convention	53	15,000	0	
Labour Councils	57,492	58,000	58,000	61,500
ССРА	10,000	10,000	10,000	10,000
SUB TOTAL	571,946	720,600	705,520	584,300
OUTREACH & SOLIDARITY				
Budgeted Donations	11,500	6,500	11,500	11,500
In Memorium	0	1,000	1,000	1,000
Ad Hoc Donations/Sponsorship	23,545	22,500	22,500	22,500
International Assistance Donations	26,030	2,000	2,000	2,000
Joyce Gleason Scholarship	6,000	6,000	6,000	6,000
Student Outreach	1,296	10,000	10,000	10,000
Miscellaneous Donations	1,000	0	0	
Labour Donations	0	4,500	4,500	4,500
Continuing Education Scholarship	3,000	3,000	3,000	3,000
Keith Lambert	2,641	2,500	2,500	2,500
SUB TOTAL	75,012	58,000	63,000	63,000
ADMINISTRATIVE SUPPORT				
Staff Salaries, Travel, Vehicles	4,897,023	4,850,000	5,100,000	5,350,000
Staff Development	9,903	40,000	40,000	40,000
Senior Management Development	5,855	20,000	20,000	20,000
Severance	-25,682	5,000	50,000	50,000
SUB TOTAL	4,887,099	4,915,000	5,210,000	5,460,000
Depreciation	37,813	30,000	40,000	35,000
Total Expenditures	8,046,260	9,134,100	9,911,520	10,179,300
NET INCOME (LOSS)	1,609,984	420,900	-356,520	-624,300



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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 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 manitobanurses.ca/scholarships

The application deadline is October 15 of each year.

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 effectinging change

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 ■



KIM KOTELO MEMORIAL AWARD FOR NURSES

In December of 2021, Red River College Polytech announced the establishment of the Kim Kotelo Memorial Award for Nurses.

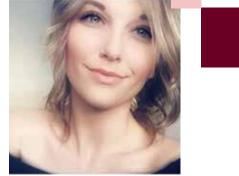
his award, which marked its one-year anniversary in December of 2022 and valued at \$1,000, is presented annually to a student completing their third year of the Bachelor of Nursing program.

A graduate of the RRC Polytech's nursing program, Kim worked as an acute care nurse at the Health Sciences Centre through the COVID-19 pandemic and passed away in April of 2021.

In an end-of-year message sent to donors by RRC Polytech, Kim's mother Eleanor Kotelo stated that she misses her daughter "every moment of every day" and thanked donors. She also shared a message she received from the first recipient of the award, Katerina, who graduated in 2022 and is working full-time as a nurse in surgery care. Here is an excerpt:

Every day I work as a nurse, there are moments that confirms that I am in the right career. There are also moments where I have come home feeling depleted, wondering if I did enough in my 12 (or sometimes 16) hours of work. When I learnt that I was chosen as the recipient of this award, I felt an overwhelming sense of validation. I read a lot about what kind of soul Kim had, how she touched so many people's lives, and from what I gathered, Kim was without a doubt a one of a kind human being, and nurse.





I don't receive this award lightly. I see it as a responsibility to uphold Kim's legacy. I am blessed with the opportunity to work as a nurse, and meeting the Kotelo family has given my career path much more meaning. I have truly been inspired by the hearts of Kim, and her kind family.

In addition to the meaning that receiving the award has given me, I have been able to pay off a portion of my student loan that put me through nursing school. This is incredibly helpful as I continue to work and save to further my nursing education after gaining more experience in acute bedside care.

If you would like to donate to the Kim Kotelo Memorial Award for Nurses Fund, please see visit www.rrc.ca/fundraising/2021/12/03/kimkotelo-memorial-award-for-nurses-honourspassion-to-caring/

Also, if you donate online, please remember to designate your gift in memory of Kim Kotelo. ■



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301-275 Broadway Winnipeg, Manitoba Canada R3C 4M6

P. 204.942.1320 **F.** 204.942.0958 E. info@manitobanurses.ca

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