



Manitoba
nurses
Union

A COMMITMENT TO CARING

ANNUAL REPORT
2017

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 Statement

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

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MNU Board of Directors

May 1, 2017 – April 30, 2018



Sandi Mowat
PRESIDENT



Donna McKenzie
VICE PRESIDENT



Darlene Jackson
SECRETARY TREASURER



Kathy Nicholson
INTERLAKE-EASTERN
REGION



Carrie Holland
NORTHERN REGION



Jose Huberdeau
NORTHERN REGION



Amanda Fehr
PRAIRIE MOUNTAIN
REGION



Karen Taylor
PRAIRIE MOUNTAIN
REGION



Val Wotton
PRAIRIE MOUNTAIN
REGION



Tracy Bassa
SOUTHERN REGION



Deanna Douglas
SOUTHERN REGION



Julie Lackner
WINNIPEG COMMUNITY
& HEALTH CARE REGION



Karen Tessier
WINNIPEG LONG TERM
CARE REGION



Colleen Johanson
CONCORDIA /
SEVEN OAKS



Karen Cannell-
Jamieson
GRACE / VICTORIA



Kim Fraser
HEALTH SCIENCES
CENTRE



Cheryl Lange
HEALTH SCIENCES
CENTRE



Dana Orr
RIVERVIEW /
MISERICORDIA



Liz Cronk
ST. BONIFACE



Kathy Hillstrom
ST. BONIFACE

2017-2018 Manitoba Nurses Union Standing Committees

Executive Committee

Sandi Mowat, President, Chairperson
Donna McKenzie, Vice-President
Darlene Jackson, Secretary-Treasurer

3 Members at Large:

Tracy Bassa
Kim Fraser
Val Wotton

Finance Committee

Darlene Jackson, Secretary-Treasurer, Chairperson
Sandi Mowat, President
Donna McKenzie, Vice President

Kathy Hillstrom
Carrie Holland
Cheryl Lange

Nominations & Elections Committee

Kathy Nicholson, Chairperson
Leona Barrett, Staff Advisor
Marguerite Smith
Karen Taylor

Resolutions & Constitution Committee

Kim Fraser, Chairperson
Karen Fleming, Staff Advisor
Deanna Douglas
Julie Lackner

Discipline Committee

Karen Tessier, Chairperson
Amanda Fehr
Julie Lackner

MNU Staff List

Director Of Operations:

Monica Girouard

Director Of Labour Relations:

Eric Jorgensen

Director Of Communications & Government Relations:

Wes Payne

Labour Relations Officers:

Debbie Jenkins	Mary Lakatos
Bob Romphf	Paulina Ruiz
(retired October 2017)	Karen Fleming
Leona Barrett	Mary Lou
Dan Kushneryk	Cherwaty
Shauna Briscoe	Susan Tremblay
Marise Frankel	Deb Stewart
Michelle Peterson	

Workplace Safety & Health Officer:

Tom Henderson

Professional Practice & Education Officer:

Debbie Winterton

Communications Officer:

Matt Austman

Researcher:

Mikaela Brooks

Diversity Coordinator:

Manola Barlow

Accounting & Information Technology Coordinator:

Terry Dyck

Administrative Assistants:

Wendy Giesbrecht	Veronica Jones
Tracy Wood	Katrina Profeta
Debbie Wiebe	Linda Stoyko
Erin McGee	Angela Samayoa
Maryanne Peters	Tiffany Willits
Marija Tisaj	Jen Hueging
Kristina Kiciuk	Giezelle Monte



President's Report

BARGAINING/LEGISLATION

Bargaining has not progressed despite the fact that we are prepared and willing to meet the employer at the table. Our contract expired on March 31, 2017 and we served notice to bargain in December 2017. The employer has refused to set dates.

Bills 28 and 29 have clearly had an effect on the bargaining landscape, and have likely contributed to the government's unwillingness to meet us at the table. Bill 28, *The Public Services Sustainability Act*, bars us from achieving any monetary increase in the first two years of our agreement, and then limits

us to .75% in year 3 and 1% in year 4. We are challenging this legislation in court. More information is provided below.

Bill 29, *The Health Care Bargaining Unit Review Act*, will reduce the number of bargaining units in the health care sector by forcing health care unions into representation votes. Following representation votes, the bill would require us to harmonize existing collective agreements.

Both of these bills have been passed in the legislature, but neither have been enacted by the government. They could be put into effect at any time, and the government seems content to use the threat of these laws to tie our hands and stymie bargaining.

We are strongly opposed to both bills. We immediately spoke out against them when they were introduced, and in May I presented to the standing committees for each. We argued that these bills



were unnecessary and that all of these issues could be dealt with at the bargaining table. We called on government to rescind them.

Unfortunately, the government insisted on moving ahead without accepting our input. The result is that nurses have been without a contract for an entire year, and there is no clear timeline for when we will get back to the table. We remain prepared to bargain, and we are anxious to get the process started.

BILL 28 COURT CHALLENGE

In partnership with other public sector unions, MNU has launched a court challenge against Bill 28. The Partnership to Defend Public Services (PDPS) is challenging the constitutionality of the bill on the grounds that it undermines the process of meaningful, good faith bargaining by preventing public sector unions from negotiating the terms of conditions of employment for its members. The PDPS filed a statement of claim in July, which includes the request for an injunction. If successful, the injunction would prevent the government from enacting Bill 28.

The partnership is comprised of 30 labour organizations, representing over 110,000 public sector union members. Partnering with other affected organizations allows us to pool our resources and ensure a consistent approach.

The court challenge is expected to be a complicated process that could ultimately take years to resolve. Our first court date is currently scheduled for the end of May. We will continue to keep members informed of any new developments.

WRHA CUTS AND CHANGES

In April the WRHA announced a major restructuring of health care delivery in the city of Winnipeg. Changes include the shifting of a number of clinical services and programs between facilities, the closure of the Misericordia Urgent Care Centre and the Concordia Emergency Department, and the conversion of Emergency Departments at Seven Oaks and Victoria into Urgent Care Centres.

We spoke out immediately about these plans as it's been unclear from the start how the proposed changes will actually improve patient care. In July, the WRHA made a subsequent announcement that they were implementing a number of manage to budget initiatives that led to the closure of 4 of 5 Quick Care Clinics, cuts to a series of nursing positions at HSC, and several other cost-cutting measures. This initiative also led to Employment Security processes for over 1,000 nurses at St. Boniface and over 300 nurses at HSC.



In the days and months following these announcements, it's become abundantly clear that cost reduction is the driving force behind the WRHA's cuts and changes. We continue to speak out against these changes at every available opportunity. For more information on our response, see the update on our Put Patients First Campaign below.

The WRHA's plans are being carried out in two phases, with the first phase already implemented, and the second phase expected to begin later this year. The first phase led to the deletion of more than 2000 nurses at the Misericordia, Victoria, Grace, Riverview, HSC, St. Boniface, Quick Care Clinics, and in home care. Most nurses have found new positions, but 70 were laid off, and not all nurses have found new positions. The second phase is expected to affect nurses at Concordia, Seven Oaks and Grace and take place later this year. Timelines for Phase II remain unconfirmed as of writing.



RURAL CUTS AND CHANGES

Rural health facilities have seen changes and cuts as well. Reports vary from region to region, but various cost-cutting initiatives have led to some regions no longer replacing the first sick call, while others have been rationing medical supplies, incontinent products, and even coffee and sugar packets.

Each region has already implemented management cuts, and Health Minister Kelvin Goertzen recently suggested that more management cuts may be on the way.

While all indications are that the province is planning reorganization and consolidation in rural regions,

to date the precise plans have not been revealed. In a meeting with MNU, Health Minister Kelvin Goertzen confirmed that regional proposals have been sent to the newly created Shared Health for review. Premier Brian Pallister has also indicated some rural hospitals may close or be converted to personal care homes. Members should expect announcements on changes to rural health services sometime after Shared Health launches on April 1, 2018.

A group of rural municipalities created Western Manitoba Health Care Task Force, which held town halls discussing proposals to close emergency departments in several communities and consolidate services in the Prairie Mountain region. The task force does not have official standing with Manitoba Health, and it is unclear what influence their recommendations will have with the provincial government.

PUT PATIENTS FIRST CAMPAIGN

Because of the cuts and changes we've seen in health care, we believe Manitobans will have fewer options for treatment, that the changes are causing chaos and disruption, and it's unclear how these changes will actually improve the quality of care. In response, MNU launched our Put Patients First campaign to speak out and to build public support.

During our last AGM we held a rally to speak out against the cuts. More than 1000 nurses and supporters joined us on the steps of the Manitoba Legislature. Photos and video of the event were featured in every major media outlet in the province.

In June, following a blackout period during the byelection in Point Douglas, we also launched a website, putpatientsfirst.ca, which hosted a letter-writing campaign and a petition, along with extensive radio ads and numerous mail outs to members of the public in targeted areas. These efforts were focused on raising public awareness about the effects of these cuts and changes, and to promote our petition.

Over the summer and into the fall we organized and attended several rallies, BBQs and other events at many health facilities. I spoke out frequently in the media, and continue to do so at every opportunity. Examples are now published regularly in our new weekly eNewsletter, The Pulse, and on our Facebook page.

By November our petition garnered over 9,000 signatures and we sent approximately 2,000 letters.



The petition was presented in the Manitoba legislature in November, as part of our Lobby Day (see below).

In January 2018 we ran print and online advertisements province-wide celebrating the value of nurses and calling on members of the public to join nurses in speaking out about the changes through a new letter-writing campaign. To date, more than 400 letters have been sent, with many people sharing stories about how nurses have helped them through difficult times in their lives.

This campaign is ongoing, with a variety of different public engagement activities planned for 2018.

WEAR WHITE WEDNESDAYS & MEMBER ENGAGEMENT CAMPAIGN

In the summer of 2017 we launched Wear White Wednesdays, encouraging nurses to wear white every Wednesday as a simple way to stand up for safe patient care and speak out against the cuts. We supported the campaign through social media, and received hundreds of photos from nurses across the province. We have continued to support these efforts through a photo contest and touring on Wednesdays. This type of workplace action is an easy way to send a strong message to government that nurses are united in opposing cuts to health care, and I strongly encourage all of our members to take part.

In the summer of 2017 we also launched a member engagement campaign, with a goal to speak directly to MNU members about the cuts and changes happening across the province. One-to-one is a structured communications method used to train workplace leaders, members and activists to talk to members and colleagues face-to-face about important issues. Training for local executives and activists was

rolled out in every region of the province beginning in the summer and moving into the fall. Following an evaluation of progress to date, we are modifying and expanding the range of tools we are offering to support locals in member engagement activities.

LOBBY DAY

On Wednesday, November 29 we took our message directly to government. MNU's Board of Directors met with over 40 MLAs from every political party at the Manitoba Legislature. The majority of the meetings took place with MLAs representing government, including the Minister of Health Kelvin Goertzen. We also met with the entire official opposition caucus, including Official Opposition Leader Wab Kinew. Meetings covered issues such as safe staffing, lactation consultants, ER closures and overcrowding, the lack of long term care beds, the need for investment in preventative and primary care and much more.

Feedback from board members and MLAs following the event was strong, and we intend to organize a similar event again in the future. Taking our message directly to government is an effective way to elicit better outcomes for our patients and nurses.

SECURITY IN HEALTH FACILITIES

With reports of drug-related violent incidents on the rise across the province, we have stepped up lobbying efforts with the provincial government to improve security in Manitoba's health facilities. Violence is not part of our job, and while we have made significant progress with the introduction of violence prevention regulations, we continue to take a strong stance on the issue.

In a November meeting with the health minister, I raised our concerns and we had a productive discussion on the matter. Since then we have



called for the formation of a committee to look at developing security standards for Manitoba's health facilities. We hope to see progress on this proposal this year.

Meanwhile Bill 3, *The Mental Health Amendment Act*, has yet to be enacted by the government despite being passed by in the legislature in June. This legislation amends the Mental Health Act to designate professions apart from peace officers and police authorities to accompany involuntary patients during medical assessments. MNU has received assurance from the Minister of Health that we will be consulted on the development of the regulations for the bill, but there is still no word on when consultations are expected to begin.

MNU is also in the process of collecting data on the availability of security in every health facility in the province. This information will be used to make recommendations for the security standards.

LONG TERM CARE REPORT

Following extensive research in 2017 we are preparing to release a report on long term care exploring the issue of safe staffing. Specifically, the report will examine the ways in which current staffing guidelines for personal care homes affect the stability of our nursing workforce and impact the current and future provision of quality care for Manitoba's seniors. The report will draw on a broad review of academic research, polling, focus groups, Workload/Staffing Reports, and case studies of care homes in Manitoba.

With the recent focus on patient flow in our health care system, and the clear need to expand the number of public long term care beds in Manitoba, we believe

our research will be a timely and valuable contribution to the discussion. We are planning to release the report in Spring 2018.

LEGISLATIVE CONSULTATION SUBMISSIONS

MNU made submissions as part of the consultation process for the provincial reviews of the *Workplace Safety and Health Act*, the *Personal Health Information Act*, and the *Pension Benefits Act*. As previously reported, we also made a submission for the *Workers Compensation Act* review.

Our submissions reflected the interests and concerns of our members and we put forward comprehensive recommendations to improve provincial legislation.

There was a concrete focus on improving psychological health and safety in the workplace in our WSH Act submission. Our PHIA submission called for clarity in the legislation with respect to accessing personal health information for training purposes, and also for safeguards to protect nurses' personal health information in the event of a WCB claim. Our PBA submission sought to ensure that nurses' retirement security continues to be maintained now and into the future.

To date the government has not indicated what legislative changes they intend to make on any of the above-mentioned acts. We will continue to monitor any developments with respect to legislative changes, and lobby in the interests of both nurses and our patients.

FEDERAL ISSUES & LOBBYING EFFORTS

Pharmacare

Following extensive lobbying efforts led by the Canadian Federation of Nurses Unions (CFNU) and the Canadian Labour Congress (CLC), in February as part of their budget announcement the federal government committed to the formation of an Advisory Council on the Implementation of National Pharmacare. The advisory council's mandate, according to the budget speech, is "to study, evaluate, and ultimately recommend options on a path forward on pharmacare."

Unfortunately, the day after the announcement Finance Minister Bill Morneau walked back the proposal, noting the difference between a

comprehensive universal pharmacare plan, and a pharmacare strategy he would propose to fill gaps, providing coverage only for Canadians not already covered by insurance. CFNU, along with Canadian Doctors for Medicare and the CLC responded immediately with a joint letter to Prime Minister Trudeau, calling for comprehensive universal pharmacare coverage, and for Minister Morneau to recuse himself from the pharmacare file.

The CFNU continues to participate in an ad-hoc group of public health care advocates who are working to maintain the momentum on this important issue, and MNU will continue to support CFNU's efforts. I have participated in many lobbying efforts on this issue, including the CLC's recent lobby day in February where over 300 participants met with over 100 MPs on pharmacare.

Paid Plasma

We are working with CFNU and allies from Bloodwatch and the Canadian Health Coalition to stop the proliferation of for-profit blood plasma collection clinics across Canada. Recently a private, for-profit company, Canadian Plasma Resources (CPR), established plasma collection operations in Saskatchewan and New Brunswick. This company is paying donors for blood product, and has indicated their desire to expand into Manitoba. At the same time, Prometic Plasma Resources in Winnipeg appears to be expanding paid plasma collection beyond the original limits of their exemption granted following the Krever Inquiry, and are now paying for normal source plasma from almost any donor, not just those with Rh-negative blood.

For-profit blood and plasma collection clinics run the risk of undermining the safety of the Canadian blood supply system and risk repeating the tragic errors of the past. CFNU and Bloodwatch are calling on provincial governments to introduce bans on for-profit plasma collection, and at the same time calling on Canadian Blood Services to expand their own plasma collection efforts.

In the fall I wrote to Manitoba Health Minister Kelvin Goertzen asking for a legislative change to ban for-profit collection in Manitoba. The response we received indicated the government has no plans to change existing legislation or increase opportunities for paid plasma in Manitoba, but does not address the apparent expansion of Prometic's collection operation.

Legislative progress has been made in BC and Alberta, and Quebec already has a ban on paid plasma in place. We will continue to monitor the situation in Manitoba, and support this important work.

Bill C-211

Bill C-211 is a private member's bill that directs government to develop a federal framework around Post Traumatic Stress Disorder, but does not include nurses. The bill was passed in the House of Commons in June 2017, and is now before the Senate. CFNU continues to meet with Senators and recently received a commitment that an amendment to include nurses would be introduced. I have supported these lobbying efforts personally by speaking to MPs and senators about the importance of including nurses in the framework.

Council of the Federation and Health Minister's Meeting



CFNU regularly hosts breakfasts with provincial leaders and health ministers on important issues. On July 18, CFNU co-hosted a breakfast briefing for the Premiers on mental health care with the Mental Health Commission of Canada (MHCC) and the Premier of Alberta as part of the premiers' summit in Edmonton. Unfortunately, Premier Pallister did not attend.

In October, CFNU held a policy breakfast with the provincial Health Ministers, and Manitoba Health Minister Kelvin Goertzen did attend. The theme was "Safe Model for Home Care: A Hospital Without Walls" featuring a presentation by Dr. Marilyn MacDonald from Dalhousie University, a former homecare nurse.

International outreach

In May 2017 I participated in a joint meeting between CFNU and Spain's nurses' union, the Sindicato de Enfermería (SATSE), in Barcelona, Spain. As part of the meeting, I presented on Manitoba's work around PTSD and presumptive legislation.

We also attended the 26th International Council of Nurses (ICN) Congress Quadrennial meeting in Barcelona, with over 8000 nurses registered from 112 countries. CFNU presented on two symposiums about regularization and presumptive PTSD legislation.

The ability to share our experiences globally is critical to building the strong foundation for nursing to advocate for safe patient care locally, nationally, and internationally.

MANITOBA HEALTH COALITION

MNU has been actively supporting the creation of a health coalition in Manitoba. A health coalition is a non-partisan, broad based collection of organizations and individuals, united to advocate for the preservation and improvement of our public health care system. The intent is to create an avenue for anyone interested in enhancing public health care to join something larger, be heard, and have real influence with decision makers. Every province in Canada has a health coalition, except Manitoba.

At our September Board meeting, we approved a significant financial contribution toward the establishment of a Manitoba Health Coalition. Since then, several more organizations have agreed to participate, and an interim board has been established. I have agreed to co-chair the interim board. This board is meeting regularly and we hope to launch the coalition soon.

LPN RECLASSIFICATION EFFORTS

Following a series of meetings with over 500 LPNs in early 2017 to discuss concerns raised over wage levels, we decided to pursue a reclassification for LPNs through the Joint Nursing Position Classification committee. With this option, a decision for reclassification ultimately rests with a neutral, third party arbitrator. To support the case we will be making to the committee, in May 2017 MNU launched a survey of LPN members asking for information about their current role, and how it's evolved over time. The survey received over 300 responses.

Following a review of the information, a letter was sent to the committee in March 2018 to initiate the process. The timeframe is still unclear, but we will share updates as they become available.

HEPP UPDATES

HEB Manitoba and the Board of Directors for the Health Employees' Pension Plan (HEPP) have announced a series of changes that are designed to maintain the stability of the defined benefit plan. These changes primarily affect new members to the plan, and members who will achieve their magic 80 after January 1, 2020 but have not yet reached the age of 55. After January 1, 2020 current plan members who achieve their magic 80 and opt to retire before age 55 will receive an actuarially reduced pension. Future plan members whose employment begins on or after January 1, 2020 will no longer be eligible to retire before age 55.

Upon learning of these changes, MNU and other trustees successfully lobbied to have the proposed date of implementation extended to January 1, 2020. We continue to monitor the implementation of these changes.

Regarding the Cost-of-Living Allowance (COLA), HEPP is now in a position to make the first COLA payment to retirees. Payments will be issued April 1, 2018. The adjustment will be based on individual benefit levels and a percentage of the Consumer Price Index.

MNU SCHOLARSHIPS

Joyce Gleason Memorial Scholarship

The MNU Joyce Gleason Memorial Scholarship is for students enrolled for the first time in a nursing program (Registered Nurse, Licensed Practical Nurse or Registered Psychiatric Nurse) at a Manitoba institution.



Twenty-eight (28) Joyce Gleason Scholarship applications were received in 2017.

Joyce Gleason Scholarships of \$1500 each were awarded to:

- Shelby Eng
- Kristin Pot
- Shaylyn Soder
- Kaitlyn Sylvester

The CFNU scholarship of \$1000 was awarded to Jomelene Caro.

MNU Continuing Education Scholarship

This scholarship is for MNU members enrolled in a nursing degree or additional degree program that is nursing related. Applicants may apply for the scholarship in any year of their program, but must have started their courses. Special consideration is given to members with active MNU involvement.

Sixteen (16) Continuing Education Scholarship applications were received by the May 31, 2017 deadline. MNU Continuing Education Scholarships of \$1500 each were awarded to:

- Amanda Fehr of Worksite 4 (Brandon)
- Shannon Reimer of Worksite 7/32 (Boundary Trails)

Application criteria and forms for both scholarships are available on the MNU website and member portal. They can be submitted online or by hard copy.

Keith Lambert Memorial Scholarship Fund

This fund was established in 1993 in recognition of Local 10 union activist Keith Lambert and his philosophy of effecting change through participation. MNU members can apply to this fund upon completion of a labour-oriented program or course. These funds are for reimbursement of expenditures related to registration: books or materials; accommodation; meals or travel. Applicants are eligible for a maximum of one thousand dollars (\$1000) per calendar year.

In 2017, 21 applications were received. 17 members received funding for a total of \$16,159.63. These members received funds to support their attendance at the CFNU Biennium or the Canadian Labour Congress Convention.

BOARD STRATEGIC PLANNING

Following a board strategic planning session where increasing member engagement was identified as

a priority, MNU's senior director team put together a plan that identifies four key areas for increasing member engagement:

1. Improved online resources (website, app, member portal)
2. Improved education resources
3. Improved financial accountability resources
4. Increased member outreach/data collection and tracking

To date, several objectives have been achieved. MNU has successfully launched a new website, member portal and app. New online education resources are in development. Financial resources have been improved and made available to regional/local/worksite treasurers, and efforts are underway to collect email addresses from the remaining 38% of members who have not provided one. The board continues to monitor plan implementation.

COMMITTEES

Nurses Recruitment & Retention Fund Committee

This committee is comprised of two representatives each from MNU, the employer and Manitoba Health. LRO Leona Barrett and I represent MNU on this committee.

The committee has received confirmation that all fund allocation and programs available in 2017/18 will remain status quo.

A survey of Continuing Education Committees was launched in November to evaluate the efficacy of the committees. Results are expected to be available shortly.

Advisory Group on Violence Prevention for Health Care Workers

This tripartite committee is comprised of representatives from MNU, the RHAs and government representatives. It monitors and reports on the implementation of Violence Prevention Programs (VPPs) in health care facilities.

As per last year's report VPPs in PMH, NRHA and IERHA are fully implemented. SRHA has indicated that they have updated processes, but have not fully rolled out VPPs. Modules 1,2,4 and 5 have been incorporated into employee orientation as part of their Regional Aggression Management training. In the

WRHA, forms, tools and care plans are now complete, with roll out expected in April 2018.

The committee is also considering appropriate timelines for refresher training and is looking at what this would cost across the regions.

On November 16, 2017 Manitoba eHealth introduced CARE Alert functionality into the Electronic Patient Record province-wide, although the new tool will not be active in all regions until training is completed. CARE (Caution and Respect Everyday) Alert functionality will allow staff to see if a patient poses a risk for violence, and are based on the VPP Screening Tool.

Provincial Joint Nursing Position Classification Committee

This committee has a mandate to regularly review new and existing nursing positions. The Nurse III classification is first up for the existing positions review process.

A subcommittee has been struck to review the appeal submitted on behalf of the WRHA Primary Care Nurses, both at Quick Care Clinics and the Access Centres.

A subcommittee has also been struck to review the Nurse Practitioner reclassification request.

Joint Safe Patient Care Committee

This committee produced a summary report, the "Charge Nurse Education and Professional Development Strategy", that recommends proceeding with a structured, provincial charge nurse education and orientation program. This report was presented to the Deputy Minister of Health and the Provincial Nursing Leadership Council. The report was also discussed with the Nursing Recruitment & Retention Fund Committee.

It is my understanding that there are discussions underway within the Manitoba Health Workforce Secretariat to identify the work and related funds required. Funds may be available within NRRF to further this effort. We await an official response to our recommendation.

College Liaison Activities

The union meets with the regulatory bodies throughout the year. As the representative for all categories of nursing we are keenly aware of the importance of nurses working as a team to provide the best possible patient care.

Topics discussed this year included:

- License renewal issues
- CRNM governance under the Regulated Health Professions Act as of May 31, 2018
- The RN Authorized Prescriber Role
- Suitability checks

WELCOME DONWOOD NURSES

Welcome to Donwood Nurses Local 155! This new local was certified in May 2017. It's comprised of 47 nurses working at the Donwood Manor Personal Care Home, a not-for-profit facility in Winnipeg. First contract negotiations are scheduled to begin in April 2018.

THANK YOU

This has been a particularly difficult year for many of our members, and all indications suggest nurses are in for more challenges in the coming months and years. Despite these challenges, time and again I have been inspired by nurses who refuse to be sidelined and who speak out when quality patient care is put at risk.

This organization has a proud legacy of advocacy. Thanks to the courage and conviction of our local/ worksite and regional leaders, our board members, our staff, and most importantly our members, we are continuing that legacy, and making a difference for patients and nurses. We are sending a strong message that we are trusted professionals, and that we are a powerful voice for a strong public health care system that puts patients first.

For ten years I've had the tremendous honour of leading this organization, listening to nurses and sharing your views with the province. I've seen MNU grow and change, and I've seen nurses achieve things previous generations would never have imagined. The incredible people who make this organization what it is, and the common values we share, will carry this organization forward. I intend to keep fighting for you until the very last day of my term, and when a new leader comes with a new mandate and new ideas, I know nurses will achieve great things. When we work together we are an incredible force.

Thank you for your continued support.

Director of Operations Report

2017 was a busy year in the operations of the Manitoba Nurses Union. My role is a supportive one with a goal to ensure that the appropriate human, financial and physical resources are in place. These resources enable the MNU Board, staff and members to respond to our changing environment.

We continue to work with locals/worksites/regions to provide financial guidance in handling their resources. I've met with treasurers to assist with the day-to-day operations of the local/worksites. Many of the smaller locals and worksites have taken advantage of our offer to review their records to make sure they are on track financially.

MNU is in the process of realigning our investment portfolio to meet our needs with more flexibility. We worked with ONYX, a consultant organization, to assess our risk tolerance, modernize our investment policy and select a new investment manager. The transition is moving forward.

Information Technology is an important part of delivering MNU services. We're working with our committees and outside providers to develop the framework for electronic voting, improved online expense claim and salary continuance, and WSR submission.



Canadian Culture and Communication for Nurses Online Program

MNU values diversity and is proud to have programs in place for Internationally Educated Nurses. For the past 14 years, the Canadian Culture and Communication for Nurses program has received funding for the Canadian Culture & Communication for Nurses program. 2017 was no exception: MNU received \$465,704 in funding from Immigration Refugees Citizens Canada (IRCC). This was a 20% increase from the previous year.

Over the last year, the Canadian Culture and Communication for Nurses program has continued to increase in demand. We have seen a 72% increase in client participation with Internationally Educated Nurses participating in various aspects of the program from 23 different communities in the province. A total of 327 program seats were filled in 2017.

Many Internationally Educated Nurses have been grateful for the Canadian Culture and Communication for Nurses program, which has helped them gain English language communication skills and knowledge about nursing in Canada.

For more information about the program:

cccn.manitobanurses.ca

Director of Communications & Government Relations Report

2017 was a busy and challenging year for us. We responded to government changes and cuts to health care, launched public and member engagement campaigns, organized public events, lobbied government frequently on a variety of fronts, and ramped up our media relations efforts.

Significant change inevitably brings about both new ideas and learning opportunities, which enable us to continually improve how we communicate with and represent nurses in Manitoba. We know 2018 will bring a series of new challenges, and we're prepared to meet them head on by building on our foundation and introducing new tools and strategies to engage members, the public and government.

COMMUNICATIONS

Put Patients First Campaign

In Spring 2017 we launched Put Patients First, MNU's response to government cuts and changes in health care across the province. We have made use of frequent radio ads, mailouts, newspaper ads and events to raise concerns, and to promote our petition and a letter writing campaign at putpatientsfirst.ca.

We believe these efforts have been effective in raising public awareness about the effects of the cuts and changes. Our polling shows that a strong majority oppose the government's plan. By the fall we had garnered over 9,000 petition signatures and participants had sent over 2,000 letters using our online tool. Our petition was presented to government on at our Lobby Day on November 29.

In January we launched a new letter-writing campaign, promoted in newspaper ads and through social media, asking nurses and members of the public to share stories about their experiences in health care. Billboards are also scheduled to go up in the spring, and we have a number of other tactics planned as we continue this campaign in 2018.

Member Engagement

Nurses are the most trusted spokespeople in health. In responding to the cuts and changes throughout our health system, it's essential that we engage members and encourage participation in union-led activities. To that end, in 2017 we initiated several projects to engage members.

In May we launched a one-to-one campaign with the goal of reaching out to individual members, member to member. In total, 188 canvassers at 71 locals and worksites from all health regions across Manitoba have received campaign training. Following an evaluation of the campaign to date we have developed plans to expand and improve the training provided to make it easier for activists to engage with members.

In July we launched Wear White Wednesdays, an easy way for nurses to stand up for patient care and oppose government cuts. Through promotion we received hundreds of photos from nurses wearing white. Efforts to further promote this initiative are ongoing.

In an effort to provide members more regular updates, in November we launched a new weekly email newsletter, The Pulse. The newsletter features short updates on the latest MNU developments, highlights recent MNU web content, and shares media stories of interest to Manitoba nurses. Emails are sent on Mondays to all members who have provided their email. We are also continuing efforts to expand email collection.

We continue to use social media, our website and our magazine to share important news and updates with members, and we are continually looking for ways to improve these tools to better respond to member needs.

RESEARCH

The ongoing cuts and changes in our health care system were the major focus of our research in 2017. Our efforts to provide research and information pertaining to government priorities, health care restructuring, health human resources and workplace safety and health enable us to make a strong case as we speak out and lobby for improvements to our health care system.

Our Researcher completed several major projects this year, including MNU's submission for legislative reviews of the Workplace Safety and Health Act, the Personal Health Information Act, and the Pension Benefits Act, as well as our report on charge nurse education and professional development, and our survey of licensed practical nurses exploring the evolution of their role in the health care system.

In 2017, MNU formed a partnership with Dr. Karen Harlos from the University of Winnipeg to conduct a study on psychological health at work for the nursing profession. All members received an invitation to complete a survey in March to provide their input regarding psychological hazards, along with specific behaviours and experiences impacting nurses' psychological wellbeing. The second phase of this research project will consist of focus groups which are expected to take place toward the end of 2018. This project will inform future efforts to improve workplace safety and health for our nurses.

Most recently, we've been working on a Long Term Care report examining the ways in which current staffing guidelines for personal care homes are threatening the stability of our nursing workforce and impacting the quality care for Manitoba's seniors. Input from our members in LTC was invaluable in depicting the daily challenges nurses face due to insufficient staffing and increasing workloads. We intend to release the report in Spring 2018.

EDUCATION

MNU Education Conference 2017

The MNU Education Conference was held September 19 to 21 at the Radisson Hotel in Winnipeg. 167 members attended either one 2-day session or two 1-day sessions. The topics were: Lobbying and Advocacy; Grievance and the Grievance Investigation Process; MNU Tools for Professional Practice; Advanced Presidents; Collective Bargaining; Empowerment and Advocacy; MNU 101 and Secretary Treasurers Workshop.

A highlight of the conference was the very successful petition blitz on September 20 to coincide with Wear White Wednesday. Over 1,000 signatures were collected in 30 minutes; it was both energizing and empowering for members. We have booked the Radisson Hotel in Winnipeg for the 2018 MNU Education Conference October 16 to 18, 2018.



Administration of a Local for Presidents/Vice-Presidents and for Secretary-Treasurers

A regional model reflective of both structure and focus was implemented in 2017 for the Administration of a Local education. This individualized approach was intended to address specific, identified needs of individual locals and worksites, or regions as a whole.

The sessions were open to current local/worksite presidents and vice presidents. They took place in Winnipeg, Brandon, Selkirk, Carmen, and Thompson. In total, 59 members attended the 6 sessions offered.

Two separate 1-day education sessions for Secretary-Treasurers focusing on their financial and accountability roles were provided. The session in Winnipeg on May 18 was full at 30 members. 20 additional members participated in a repeat session at the Education Conference in September 2017.

2018 Education Programming

We are in the process of making MNU resources available in our member portal to members and local/worksite leaders. By providing more information and tools online, our in-person union education sessions can be more interactive, and include more practical exercises and discussions. Education sessions previously entitled Administration of a Local will be re-branded as “workshops” to meet the needs of local/worksite leaders.

Presidents and Vice-Presidents Workshops

Local/worksite presidents and vice presidents will be provided with a specific 2-day workshop inclusive of a variety of topics crucial to their role. This format provides opportunity for sharing of lessons learned and exercises to demonstrate and build skills. Dates are May 15 and 16 in Brandon, and May 23 and 24 in Winnipeg.

Secretary-Treasurers Workshops

One-day education sessions for Secretary-Treasurers will be held on April 11 and May 25 in Winnipeg, and on May 17 in Brandon.

Registration information is available on the MNU website and member portal.

Prairie Labour School 2018

United Nurses of Alberta is hosting the 2018 Prairie Labour School June 6 to 8 in Canmore, Alberta. Sessions are being planned on Political Action, Cannabis & the Opioid Crisis, and Truth and Reconciliation. There will be 50 MNU spots. Twenty of these will be provincially funded. The remaining 30 will be allocated to members utilizing local, worksite or regional funds and board members utilizing board development funds.

Professional Practice

The Professional Practice Officer provides member consultation and problem-solving services relevant to professional practice issues. In this past year, an increased number of MNU members sought individual assistance and support related to challenges involving “fitness to practice” requirements and registration challenges. In response to these situations, we monitor member concerns, ask for clarification of registration processes and advocate through our liaison opportunities. We are closely following the evolution of the Registered Nurse Authorized Prescriber role, and the transition of CRNM governance, slated to move under the Regulated Health Professions Act on May 31, 2018.

Workload Staffing Reports are a crucial tool for MNU members to advocate for appropriate workload and staffing that ensures quality nursing care for their patients, residents and clients. We cannot overstate the importance of these forms as health care changes and cuts create disruption throughout the province. The education plan for the new Workload Staffing Reports includes education sessions for members and employer managers. Locals, worksites and NAC committees can request individual sessions by contacting Debbie Winterton or their Labour Relations Officer.

Director of Labour Relations Report

It was a year of change in healthcare. The restructuring in Winnipeg, the anticipated changes in rural Manitoba and the redefining of relationships with employers were the main focus of the Labour Relations Department in 2017.

WRHA Restructuring

On April 7, the WRHA announced significant restructuring of health care facilities and services throughout Winnipeg. Further, in July, the WRHA announced a “Managing to Budget” initiative that would require additional changes at many facilities. Phase 1 of these changes has been completed and we await Phase 2 which will continue for the next year or more.

Following the announcement of these changes, it was clear that a large number of nurses would be affected and that the changes would cause significant disruption across the entire region. In an effort to address the disruption, MNU proposed a modified employment security process that would allow nurses to select new positions in order of seniority rather than going through a lengthy application process. The WRHA and the other RHAs accepted our proposal, and following approval from our Board of Directors we signed a memorandum of understanding that ensures consistency in the process at all facilities

and regions throughout the province. The WRHA’s insistence on moving forward made widespread disruption inevitable, but this memorandum spared members from a much lengthier and uncertain process.

We continue to meet regularly with representatives from the region and the Provincial Health Labour Relations Services, to ensure that our members’ collectively bargained rights are respected, to ensure consistency across the province, and to do everything we can to stop or reduce the disruption caused to nurses and patients.



RHA Restructuring

We continue to await the announcement of rural restructuring arising out of the government's direction to the RHAs. These announcements are expected sometime after the official creation of Shared Health Manitoba on April 1, 2018.

The primary function of Shared Health Manitoba is to help coordinate service delivery and planning across the province.

The changes completed within the WRHA to date are significant and have affected many nurses. With more changes to come, we remain committed to ensuring that the rights of every nurse as outlined in our collective agreement are protected.

We will continue to report to the Board as restructuring processes unfold.

Separate table Bargaining

As has occurred in the past with separate table bargaining, the Parties have agreed to hold said bargaining until the Central Table Agreement is agreed to. This applies to all Agreements that MNU has sent notice to commence bargaining. The only exceptions to this statement are the 3 new units recently certified; Horizon Occupational Nurses Local 151, Cross Lake Nurses Local 143 and Donwood Nurses Local 155.

For updates on Central Table Bargaining, see the Provincial Collective Bargaining Committee report and the President's report.

CFNU Negotiators Meetings

The negotiators from across the country met most recently in Toronto in mid-January. We discussed the quickly changing political and economic climate and its effects on our nursing membership.

Many of our sister organizations are in the midst of bargaining their collective agreements and are facing difficult decisions. Nurses' unions in at least two provinces are facing multi-year wage freezes and other benefit losses, while most others are expecting similar proposals from employers as they commence their bargaining cycle.

There are difficult times ahead for our counterparts across the country as well as for our members here in Manitoba.

Manitoba Council of Health Care Unions (MCHCU)

MCHCU is comprised of representatives from unions with members working in health care in Manitoba. This group continues to try to meet quarterly and is working to ensure that senior management at the WRHA is responsive to our concerns regarding payroll, delayed payment of pre-retirement leave, and a variety of other common labour relations issues.

Grievance Trends

In 2017, MNU filed 275 grievances, broken down as follows:

- 87 are discipline files
- 188 are non-discipline

The number of grievances filed in 2017 was down slightly from 2016, however, the complexity of the files was higher as the number of posting, bumping and accommodation grievances increased.

We also saw an increase in respectful workplace issues. These types of issues are becoming more prevalent and are some of the most difficult and time-consuming matters to handle.

Grievance Investigation Process

This process continues to be valuable in assisting the parties to negotiate fair settlements when neither party is assured of a clear win in an arbitration award.



The average time from referral through to the initial meeting has remained relatively constant at approximately 75 days, but this is still significantly less than the time awaiting an arbitration.

There were 43 referrals to GIP in 2017, with only five files still active in the process at the end of the year.

Arbitrations

The long-standing Holy Family arbitration was discontinued as a resolution on the call bell grievance was reached. The implementation of the resolution commenced on September 1st at which time the nurses at Holy Family were no longer required to answer the call bell from the Seniors Tower.

MNU has begun to make use of the Expedited Arbitration process provided for under the Manitoba Labour Relations Act. This process provides timely access to the arbitration process in cases of terminations, suspensions and other grievances where delays in processing would increase the harm to our members.

With MNU making use of the Expedited Arbitration process we are beginning to see Employers acting in a more timely fashion to address grievances and to seek resolutions prior to the dates of the expedited hearings.

There were no arbitration awards received in 2017.

There were 60 LEAP claims in 2017 with a total expenditure of \$75,000. This was down slightly from 2016.

Labour Board Proceedings

MNU continues to pursue an Unfair Labour Practice complaint at the Manitoba Labour Board filed against the WRHA and HRSS in regard to their aggressive repayment of overpayments campaign.

While the Board, on August 30th, denied our request for an immediate “cease and desist” order, it agreed to hear the argument on the main case of breach of the Labour Relations Act. Hearing dates have been scheduled into March, 2018, however, progress was made at an MLB case conference on December 19 and we are hopeful that a resolution is possible without the need to progress with the MLB hearings.

Workplace Safety and Health

MNU continues to deal with Workplace Safety and Health issues on a number of fronts and on a multitude of issues.

As issues related to WSH get raised in individual workplaces, at times we encounter employers that are pushing back against our suggestions about safety, and injury reduction.

As activists we must do a better job utilizing the protections that are provided for nurses and healthcare workers in the Workplace Safety and Health Act and Regulation. A well-functioning WSH Committee can make significant improvements to our workplaces with the goal of eliminating workplace injuries.

MNU will be providing a Workplace Safety and Health Training course in 2018 with the goal of increasing the effectiveness of the WSH committees within our workplaces.

Workers Compensation Appeals

Throughout 2017, 69 appeal files were processed with 48 going through various levels of appeal and 21 not pursued after a review of the file.

A significant focus of MNU staff for this year is to address issues related to employer appeals, the subsequent release of information, and the privacy of that information. We will report on our progress throughout the year.

MNU staff continue to work on a number of committees tasked with reviewing and improving WCB processes and look to provide more education to members in the coming year.

Labour Relations Staff

My ongoing thanks to the LROs and support staff for being the tireless professionals that they are. As we experience the challenges that arise daily, they find ways to ensure our members are supported and the job gets done. I am proud of their work and their commitment to the members we serve.

Our challenges will continue, but I know that with our members' support we will make it through these turbulent times and emerge stronger than ever.

President's Days Entitlement Review

The President's Days Entitlement was reviewed after the 2016 MNU AGM, and the Executive Committee determined that several changes were required to enable Presidents to perform their duties more effectively. The number of days was increased by 25%, effective on a pro-rata basis in May 2016 with the full 25% entitlement coming into effect on January 1, 2017. MNU also committed to provide information and guidance on the President's Days entitlement to all Worksites/Locals and Regions. This would enable better access to President's Days. Additionally, a commitment was made to provide a comprehensive review of the adequacy of the revised number of days at the end of 2017 and a report to be provided to the 2018 AGM.

MNU studied this issue by analyzing the financial data, surveying Presidents and seeking input from Labour Relations Officers to determine if there could be further improvements to the entitlement.

A survey was sent out in September 2017. The response level was very good. Presidents confirmed that they were using days for regional meetings, return to work meetings and responding to members concerns. Some Presidents indicated that they were using President's Days for Union Management and Nursing Advisory Committee meetings. Presidents noted that the workload has increased due to changes in healthcare. Most Presidents indicated that the increased days were adequate and many confirmed that additional days were funded by the worksite/local or region. Worksites/Locals and Regions fund days in a variety of ways: a set amount of days, up to a certain EFT, or as needed depending on activity.

Analysis of the financial data indicated that 48 Presidents didn't utilize any Presidents days in 2017 and only 10 Presidents used the entire allotment. This is similar to the 2015 and 2016 years, although the remaining group have used an increased number of days than previous years.

Some Presidents who represent a large geographical region commented that they had significant travel. The Executive Committee reviewed the information presented and the following changes will be effective immediately:

- Change the entitlement period to coincide with the President's term.
- Calculate the entitlement based on an average yearly membership rather than the end of December number.
- Change the entitlement to hours rather than days for more flexibility.
- Communicate the entitlement to Presidents in a timely manner.
- Clarify and communicate that President's Days are eligible for travel time which is in addition to the President's Days bank.
- Encourage locals/worksites/regions to provide funding for additional days if required.
- MNU is also committed to provide information on the President's Day entitlement to all locals and guidance on how to access the days and clarify that they are not to be used for NAC, Union Management meetings or other activities which should be employer paid.
- The MNU Executive will also continue to monitor the use and the adequacy of President's Days and will report to the MNU Board and AGM on a periodic basis.

Nursing Workload Staffing Committee Report

Work on the rollout of the new Workload Staffing Report form continues. During the layout stage some issues were identified related to the recording of impacts to patient care, and ensuring that questions accurately reflect the process outlined in the collective agreement. Revisions have been made and brought to the employers' attention.

We hope to have the new form complete and ready for distribution in the very near future. Though the delays have been frustrating, we believe the resulting improvements to the form will serve both nurses and employers more effectively, and ultimately benefit patients, residents and clients as we advocate for improvements in staffing and reduced workloads.

An implementation plan is being developed, and regional health authorities will be contacted to arrange joint education sessions across the province.

Regarding the pursuit of an online form, dialogue with the WRHA continues. Technical issues with the WRHA's system will prevent the use of the RL6 platform, but MNU has developed an online web form accessible to members from any computer with an internet connection, including WRHA worksite terminals. If successful, this new approach to the online form may prove easier to roll out province wide.

Though we are optimistic that this new online form will eventually go live, the continued upheaval within the health system has made establishing reliable timelines difficult.

We thank MNU members for their continued patience with this process.

Union Representatives:

Donna McKenzie (co-chair)
Bev Fisher (Direct Care Nurse, Seven Oaks Hospital)
Julie Lackner (Manitoba Home Care)
Karen Tessier (Long Term Care)
Dan Kushneryk (LRO adviser)
Debbie Winterton (Professional Practice and Education Officer)
Mikaela Brooks (Researcher)
Monica Girouard (Director of Operations)

Employer Representatives:

Teri Kindrat (co-chair, *retired October 2017*)
Cindy Woodson
Debbie Harms
Donna Romaniuk
Laurie Walus

Discipline Committee Report

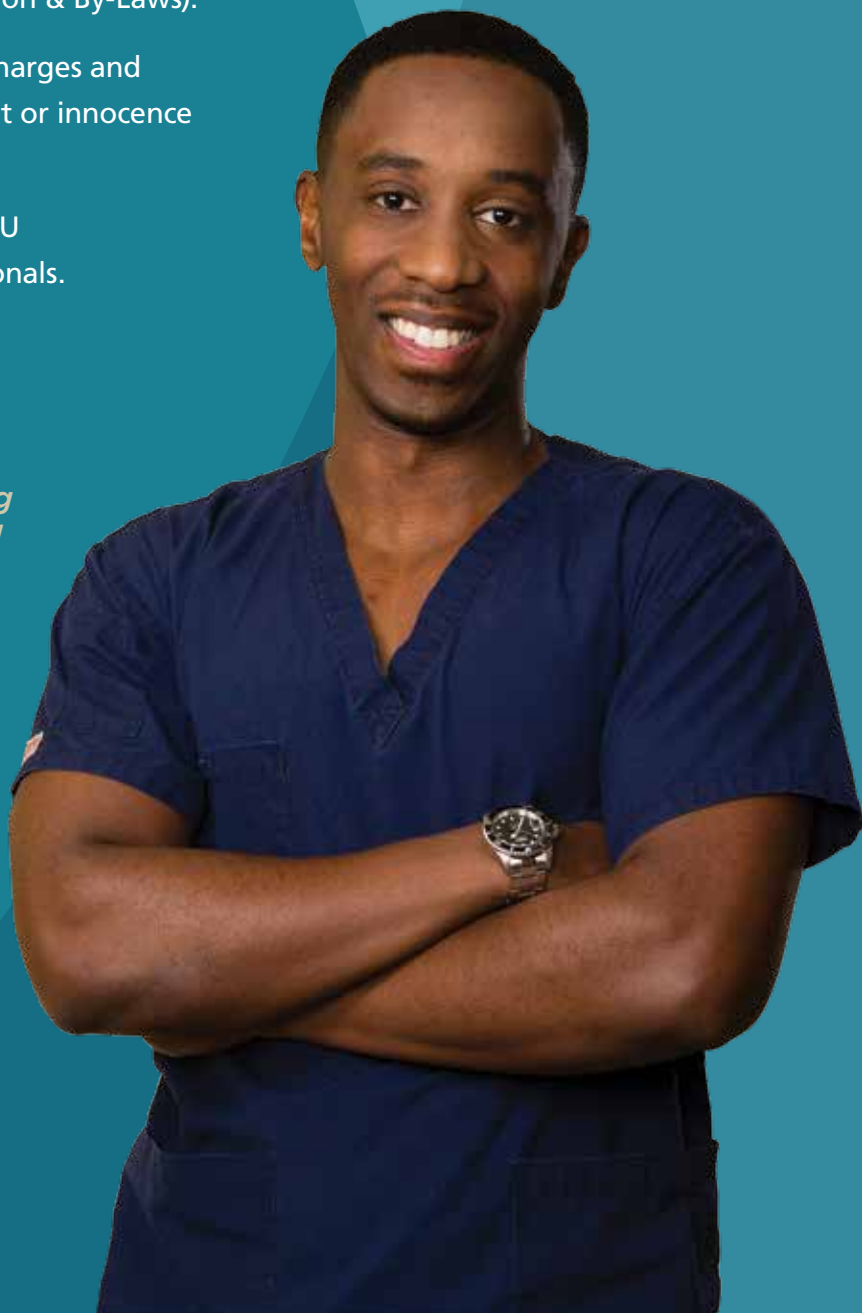
Karen Tessier, Chairperson
Amanda Fehr
Julie Lackner

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.



ELECTIONS

2018

Nominations & Elections Committee Report

Kathy Nicholson, Chairperson
Karen Taylor
Marguerite Smith

The Nominations & Elections Committee is responsible for the nomination and election of the 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, following the Annual General Meeting.

At the 2017 November Board meeting, changes were approved to the MNU Handbook to reflect the electronic voting process, under SECTION C – The People. Once again, 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.**

A. ELECTIONS TO EXECUTIVE OFFICERS:

As per the MNU Constitution & By-Laws, Executive Officers are to be elected from the general membership for a two-year term by the voting delegates at the MNU Annual General Meeting. In even numbered years, the President shall be elected.

At the 2017 September Board meeting, MNU President Sandi Mowat announced that she will be retiring at the end of her term.

The deadline for receiving nominations was Monday, January 15th, 2018, at midnight. Nominations can only be received from the floor of the Annual General Meeting if there are no nominations prior to the January 15th deadline.

A “Call for Nominations” was issued for the position of MNU President whose term will expire June 30th, 2018. Nominations submitted for the two-year term to start July 1st, 2018 to June 30th, 2020 are as follows:

- **Darlene Jackson**
- **Donna McKenzie**
- **Marguerite Smith**
- **Kellee Stewart-Schuff**

All nominations and resumes submitted were accepted by the Nominations & Elections Committee. One member will be elected at the 2018 Annual General Meeting for the position of MNU President.

B. 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. 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 the Board members whose terms will expire April 30th, 2018. The deadline for receiving nominations was Monday, January 15th, 2018, at midnight. All Board nominations and resumes submitted were accepted by the Nominations & Elections Committee.

i. The following individuals were declared elected by acclamation to the MNU Board of Directors for a two-year term to start May 1st, 2018 to April 30th, 2020:

- | | |
|---|------------------------|
| • Northern Region (one member): | Amber Mitchell |
| • Southern Region (one member): | Tracy Bassa |
| • Winnipeg Long Term Care Region (one member): | Karen Tessier |
| • Winnipeg Hospital Region: | |
| • Health Sciences Centre (one member): | Kim Fraser |
| • Misericordia / Riverview (one member): | Dana Orr |
| • St. Boniface (one member): | Kathy Hillstrom |

ii. An election was called between the hours of 0001 on Wednesday, February 28th, 2018, and 1600 on Thursday, March 1st, 2018. The membership voted electronically and the following individuals were elected for a two-year term to start May 1st, 2018, to April 30th, 2020:

- | | |
|--|------------------------|
| • Prairie Mountain Region (two members for election): | Val Wotton |
| | Mike Yablonski |
| • Interlake-Eastern Region (one member for election): | Kathy Nicholson |



Provincial Collective Bargaining Committee Report

The Provincial Collective Bargaining Committee is made up of elected representatives from each region in the province and Winnipeg hospitals. The committee provides member input in negotiating the Central Table Agreement, which covers the vast majority of members.

MNU served notice to bargain in December 2016. Your PCBC met in January, finalizing our package of proposals. Since then, the employer has refused to set dates for bargaining. Our contract expired on March 31, 2017.

In March 2017 the provincial government introduced Bill 28, *The Public Services Sustainability Act*, and Bill 29, *The Health Care Bargaining Unit Review Act*. Both bills have been passed in the Legislature, but neither have been enacted by the government. Though they are not officially law in Manitoba, both bills have already had significant effects on bargaining.

Bill 28 effectively removes our ability to forward any proposal that has a cost implication to employers. It specifically bars any settlements between public sector employers and unions that provide any type of salary increase, additional remuneration or benefit enhancement in the first 2 years of the legislation and provides limits of .75% and 1.0% in the following 2 years.

Bill 29 sets out a procedure to reduce the number of bargaining units within the health care sector and force representation votes between the unions. The effects of Bill 29 may include the addition of nurses currently represented by other unions, the alteration of the base agreement used by MNU, and the need to harmonize all existing agreements into one comprehensive agreement. None of these processes can begin before the legislation is enacted, a commissioner is appointed, and regulations are set.

MNU is challenging the constitutionality of Bill 28 in court in coalition with other public sector unions. The Partnership to Defend Public Services represents 110,000 public sector workers from over 30 unions. The process will be lengthy and may not provide timely relief from the imposed wage controls.

Bargaining has not progressed despite our continued willingness to meet with the employer. We continue to monitor the effects of this legislation, and we will keep members updated on any new developments.

Thank you for your patience and for your continued support.

COMMITTEE MEMBERS

Sandi Mowat

CHAIRPERSON

Carrie Holland

NORTHERN REGION

Cindy Hunter

SOUTHERN REGION

Renate McGowan

SOUTHERN REGION

Karen Cleaver

PRAIRIE MOUNTAIN REGION

Karen Taylor

PRAIRIE MOUNTAIN REGION

Wanda Zolinski

PRAIRIE MOUNTAIN REGION

Beryl Dziedzic

INTERLAKE-EASTERN REGION

Jose Solitana

WINNIPEG LONG TERM CARE REGION

Karen Sadler

ST. BONIFACE

Dana Orr

MISERCORDIA/RIVERVIEW

Kardene Campbell

SEVEN OAKS/CONCORDIA

Karen Cannell-Jamieson

GRACE/VICTORIA

Julie Lackner

WINNIPEG COMMUNITY AND
HEALTH CARE REGION

Brenda Thomas

HEALTH SCIENCES CENTRE

Resolutions & Constitution Committee Report

Kim Fraser, Chairperson

Deanna Douglas

Julie Lackner

Karen Fleming, Staff Advisor

Tracy Wood, Recorder

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.

Submitted prior to the printing of this report were four (4) Constitutional Amendments and three (3) Resolutions.

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 online to members on the MNU website www.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, may not be admitted for debate after the Thursday prior to the AGM deadline. They may 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.

Please note, a copy of the provincial MNU Constitution & By-Laws is available on the MNU website **www.manitobanurses.ca**. Each table at the Annual General Meeting will be provided with a limited amount of hard copies for shared viewing. Any Constitutional and By-Law changes will be available on the screen with the current wording and the recommended change.

Submission of Amendments to 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 **www.manitobanurses.ca** and login to the member portal.



Proposed Amendment to the MNU Constitution & By-Laws

AMEND ARTICLE 11.02 (b) – MNU STANDING COMMITTEES by striking out “other” in 11.02 (b) 7 & 8 and inserting “additional” in the current wording:

CURRENT WORDING

Nominations & Elections Committee:

Any member may submit to the Nominations & Elections Committee the name of any other member within the Region / Local as a candidate for the Board provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least two (2) other members. The Nominations & Elections Committee shall thereupon add the names of such nominees to the ballot.

Executive Officers – Any member may submit to the Nominations & Elections Committee the name of any other member as a candidate for an Executive Officer position provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least four (4) other members. The Nominations & Elections Committee shall thereupon add the names of such nominee to the ballot.

MOVED BY:

RATIONALE:

FINANCIAL IMPLICATIONS:

IF ADOPTED, WILL READ

Nominations & Elections Committee:

Any member may submit to the Nominations & Elections Committee the name of any other member within the Region / Local as a candidate for the Board provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least two (2) ~~other~~ additional members. The Nominations & Elections Committee shall thereupon add the names of such nominees to the ballot.

Executive Officers – Any member may submit to the Nominations & Elections Committee the name of any other member as a candidate for an Executive Officer position provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least four (4) ~~other~~ additional members. The Nominations & Elections Committee shall thereupon add the names of such nominee to the ballot.

NOMINATIONS & ELECTIONS COMMITTEE

EDITORIAL CHANGE

NONE.

AMEND ARTICLE 1A.01-DEFINITION by substituting for the current wording the following:

CURRENT WORDING

1A.01 In the interpretation of this Constitution, the feminine gender used herein shall mean and include all genders, and the singular shall include the plural and vice versa as applicable.

MOVED BY:

RATIONALE:

FINANCIAL IMPLICATIONS:

IF ADOPTED, WILL READ

1A.01 In the interpretation of this Constitution, the ~~feminine~~ gender ~~neutral pronouns “their”, “them”, “they”~~ used herein shall mean and include all genders, and the singular shall include the plural and vice versa as applicable.

THE RESOLUTIONS & CONSTITUTION COMMITTEE.

THE GENDER NEUTRAL PRONOUNS “THEIR”, “THEM”, “THEY” WILL REPLACE “HE”, “HIM”, “HIS” OR “SHE”, “HER”, “HERS” USED THROUGHOUT THE CONSTITUTION. THIS IS REFLECTIVE OF THE CANADIAN HUMAN RIGHTS ACT.

NONE.

AMEND ARTICLE 14.01 – VACANCIES by striking out “such position shall be deemed vacated” in 14.01 (c):

CURRENT WORDING

14.01 A vacancy shall be deemed to exist in any office or position if the holder during her/his term in any office or position either:

dies or resigns;

is unable or unwilling, in the opinion of the Board, to attend meetings, or perform the duties of a position for any reason whatsoever;

ceases to be employed in the Region / Local in which she/he was elected, such position shall be deemed vacated;

is successful in being elected to another Executive Officer position at the Annual General Meeting;

if the Vice-President is required to complete the term of the President.

MOVED BY:

RATIONALE:

FINANCIAL IMPLICATIONS:

IF ADOPTED, WILL READ

14.01 A vacancy shall be deemed to exist in any office or position if the holder during her/his term in any office or position either:

dies or resigns;

is unable or unwilling, in the opinion of the Board, to attend meetings, or perform the duties of a position for any reason whatsoever;

ceases to be employed in the Region / Local in which she/he was elected, ~~such position shall be deemed vacated;~~

is successful in being elected to another Executive Officer position at the Annual General Meeting;

if the Vice-President is required to complete the term of the President.

NOMINATIONS & ELECTIONS COMMITTEE

EDITORIAL CHANGE

NONE.

AMEND ARTICLE 10.01 & 10.02 – VOTING AT MEETINGS OF THE UNION by substituting for the current wording the following:

CURRENT WORDING

10.01 Every member of the Union may attend and participate in any meeting of the Union but may not vote. Only Delegates elected/appointed from each Region may move Resolutions, have full voice, and vote.

10.02 Voting on all motions at the meetings shall be by a show of hands. At the discretion of the presiding officer or, at the call for a secret ballot vote by any five (5) Delegates in attendance, a secret ballot vote shall be taken.

MOVED BY:

RATIONALE:

FINANCIAL IMPLICATIONS:

IF ADOPTED, WILL READ

10.01 Every member of the Union may attend and participate in any meeting of the Union but may not vote. Only **Voting** Delegates elected/appointed from each Region may move Resolutions, ~~have full voice,~~ and vote.

10.02 Voting on all motions at the meetings shall be by a show of hands. At the discretion of the presiding officer or, at the call for a secret ballot vote by any five (5) **Voting** Delegates in attendance, a secret ballot vote shall be taken.

THE RESOLUTIONS & CONSTITUTION COMMITTEE.

REFLECTIVE OF CURRENT PRACTICE AND TO PROVIDE CLARIFICATION ON WHO HAS VOTING RIGHTS.

NONE.



RESOLUTION #1

NURSE PRACTITIONER SENIORITY: DELETIONS AND BUMPING DURING EMPLOYMENT SECURITY PROCESS

WHEREAS, through the course of employment, Nurse Practitioner (NP) hours are not differentiated from other nursing hours;

WHEREAS, NP roles and responsibilities require Master's prepared level of education as a prerequisite to licensing and employment;

WHEREAS, the widened scope of NP Practice is further developed and refined through knowledge, skill acquisition and application while in practice, and;

WHEREAS, seniority as per Article 2501 "Seniority" shall be defined as the length of the nurse's continuous employment from the last date on which she/he commenced work with the Employer, subject to Article 34 herein.

THEREFORE BE IT RESOLVED THAT, the Provincial Collective Bargaining Committee consider negotiating language for the Nurse Practitioners as follows: Seniority, in the case of deletion of positions that result in bumping, shall be defined as the length of the nurse's continuous employment as a nurse practitioner.

MOVED BY: PAM PROSSER, NURSE PRACTITIONERS WORKSITE 141.

SECONDED BY: SANDRA CHRISTIE, NURSE PRACTITIONERS WORKSITE 141.

RATIONALE: In recent weeks, many seasoned Nurse Practitioners (NP) have been displaced from permanent positions due to job deletions through the bumping process. Many patients within this process have lost their regular primary care providers, as well as, less experienced NPs have bumped seasoned NPs in some of our local urgent care departments. We are requesting that seniority hours throughout the employment security process reflect only NP hours accumulated rather than including hours worked as an RN in any future deletion and bumping process.

RESOLUTION #2

DEFENCE/STRIKE FUND EXPENDITURES

WHEREAS, the provincial MNU Annual General Meeting is the supreme governing body of the union;

WHEREAS, during the time between Annual General Meetings, government cuts or attacks may negatively affect MNU members or their ability to provide quality patient care;

WHEREAS, the Manitoba Nurses Union Board of Directors recognizes its authority to act as the governing body of the Union between Annual General Meetings.

THEREFORE BE IT RESOLVED THAT, the Manitoba Nurses Union Board of Directors be authorized to approve expenditures to a maximum of \$500,000 in a fiscal year from the Strike/Defence Fund to carry out the objectives of the union in defence of MNU members. These expenditures are limited to action in defence of members and will be ratified at the next Annual General Meeting.

MOVED BY: THE EXECUTIVE COMMITTEE

RATIONALE: The current policy as per MNU Financial Policy #18 Defence/Strike Fund states that *"major financial decisions of \$250,000 or more within a fiscal year for use of the Defence/Strike Fund must be brought to general membership for discussion and authorization through the Board of Directors"*.

In the event of a significant threat to our members, the Board of Directors would have to wait for the AGM to bring a motion to the voting delegates, or in the event an urgent decision was required, a special general meeting would have to be called. This could significantly delay our response and impede our ability to respond effectively. It would also result in increased costs to the union. We are facing very difficult times, not only as a union, but as a staunch supporter of a publicly funded, universal health care system. We know nurses are the most trusted spokespersons on healthcare. The Manitoba Nurses Union must have the latitude to defend our health care system and our union with the resources we have available. The criteria for use of the fund as per Financial Policy #18 dictates the perimeters in which monies can be utilized.

RESOLUTION #3

VIOLENCE AGAINST NURSES

WHEREAS, reports of violence against MNU members are increasing at an alarming rate, particularly in areas where patients are struggling with addiction and in Long Term Care;

WHEREAS, an international nursing review of workplace violence found that nurses are more likely to be attacked at work than any other professions including, police officers and prison guards;

WHEREAS, this serious risk to the health and safety of nurses is strongly correlated to patient safety, as nurses' experiences of violence result in higher rates of physical and psychological injuries, fatigue, burnout, turnover and absenteeism, all of which are factors linked with negative patient care outcomes;

WHEREAS, nurses are increasingly under pressure with chronic understaffing, underfunding, government cuts and restructuring in our health care system, placing both staff and patients at a higher risk of violent incidents;

WHEREAS, MNU had recent success lobbying for improved workplace violence legislation in 2011 which resulted in a mandatory obligation for all health facilities to have violence prevention policies in place;

THEREFORE BE IT RESOLVED THAT, MNU lobby the provincial government to ensure that every health facility in Manitoba is provided with appropriate and effective security personnel and resources to protect and secure the safety of all health care staff and patients in Manitoba.

MOVED BY: THE EXECUTIVE COMMITTEE.

RATIONALE: NONE.

Finance Committee Report

Darlene Jackson, Chairperson
Sandi Mowat
Donna McKenzie
Kathy Hillstrom
Carrie Holland
Cheryl Lange

The financial business of MNU is conducted based on the budget developed by the Finance Committee to represent the strategic direction of our organization, as developed by the board of directors.

MNU members set the strategic direction of the MNU through policies passed at the AGM, the Board and the Executive of MNU. The role of the Finance Committee is to provide oversight over the expenditures of the dues, ensuring that resources are spent wisely and in the best interests of our members. All union activities are made possible by the MNU Board, Executive and Finance Committee's planning and stewardship of the MNU members' dues. To accomplish this, the Committee meets regularly to review the financial statements and budget, discuss financial policies and assess and discuss our investment portfolios.

The MNU has three funds, each with a different purpose as set out in the MNU Handbook.

The General Reserve Fund provides for stabilization of provincial union finances. It covers budget deficits, large arbitrations and other extraordinary situations. The General Reserve is funded through annual surpluses. As Dues revenue remains flat, the MNU has been drawing funds from the General Fund to stabilize operations for the past two years and is forecasting to do so for 2018 and 2019. This draw down of the fund has enabled the MNU to stabilize dues rates and not request a dues increase since 2010. The Finance Committee continues to monitor fund balances to ensure that they remain adequate to keep MNU strong financially.

Costs for negotiations are funded from the Negotiations Fund. It was anticipated that bargaining would begin in 2017, and some preliminary advertising and meeting costs were incurred in anticipation. We continue to wait for the Employer to come to the Bargaining table.

Our Defense Fund remains strong. This fund is used to fund job action, political action, education in times of crisis and extraordinary legal proceedings. In 2017, the Defense Fund has been used to fund the Put Patients First Campaign as changes were made in the WRHA. In 2018, we anticipate that changes outside of Winnipeg will be rolled and out, and a campaign will be required, utilizing the defense fund. MNU is part of the Partnership to Defend Public Services and legal costs incurred are being paid from the Defense Fund.

2018 Reallocation

Based on 2017 results and planned 2018 activities, the Finance Committee looked at revenue and expenditures and reallocated accordingly. Each budget line was reviewed and discussed by the finance committee, the Executive and endorsed by the board. Dues revenue has flattened out and expenditures exceed revenue, but the committee feels that there are adequate reserves to be used in the near future to stabilize operations.

After the full implementation of the increase of President's Days and the increased awareness, more Presidents are using the days to provide support in their worksites/locals.

2019 Forecast

The Committee reviewed and made recommendations made on plans for 2019.

We have been providing our treasurers with the tools and training to handle worksite and local finances. MNU has offered small locals the service of reviewing their books, and the uptake has been

great. Kudos to our worksites/locals and regional volunteers for working hard and committing to taking care of finances.

The Committee monitored and undertook a significant review of policies and is working on a rewrite of policies for the MNU Handbook.

We are also working on an electronic salary continuance request form which will enable us to forecast more completely what our liabilities are and provide accountability to membership.

	2017 Budget	2017 Year End	2018 Forecast Per Annual Report	2018 Reallocation	2019 Forecast
Revenue					
MNU Provincial Dues	8,112,000	8,190,220	8,112,000	8140000*	8,140,000
Dual Dues Refund	(200,000)	(203,448)	(200,000)	(210,000)	(210,000)
Net Dues Revenue	7,912,000	7,986,772	7,912,000	7,930,000	7,930,000
Transfer from General Fund	600,000	303,000	620,000	665,000	611,000
Total Operating Revenue	8,512,000	8,289,772	8,532,000	8,595,000	8,541,000
Expenditures					
Office Support	746,700	751,717	742,200	765,300	765,950
Democratic Process	1,201,000	1,191,711	1,220,000	1,240,000	1,206,500
Membership Services	1,990,750	1,693,143	2,025,750	2,045,750	1,900,750
Affiliations	506,600	487,711	361,600	342,000	467,000
Outreach & Solidarity	48,500	61,009	48,500	71,000	71,000
Administrative Support	4,011,926	4,103,807	4,129,584	4,129,584	4,129,584
Total Expenditures	8,505,476	8,289,100	8,527,634	8,593,634	8,540,784
Net Income	6,524	672	4,366	1,366	216

*Based on 11,700 members

Manitoba Nurses' Union

Financial Statements
December 31, 2017



March 14, 2018

Independent Auditor's Report

To the Members of Manitoba Nurses' Union

We have audited the accompanying financial statements of Manitoba Nurses' Union, which comprise the balance sheet as at December 31, 2017 and the statements of operations, changes in fund balances and cash flows for the year then ended, and the related notes, which comprise a summary of significant accounting policies and other explanatory information.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Manitoba Nurses' Union as at December 31, 2017 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

PricewaterhouseCoopers LLP

Chartered Professional Accountants

PricewaterhouseCoopers LLP
One Lombard Place, Suite 2300, Winnipeg, Manitoba, Canada R3B 0X6
T: +1 204 926 2400, F: +1 204 944 1020

PwC refers to PricewaterhouseCoopers LLP, an Ontario limited liability partnership.


Manitoba Nurses' Union


Balance Sheet

As at December 31, 2017

	2017 \$	2016 \$
Assets		
Current assets		
Cash	1,138,671	653,428
Accounts receivable	1,145,659	1,117,446
Prepaid expenses	9,969	6,284
	<u>2,294,299</u>	<u>1,777,158</u>
Investments in marketable securities (note 3)	7,366,435	9,042,522
Investment in Union Centre Inc. (note 4)	579,362	579,362
Property and equipment (note 5)	<u>436,909</u>	<u>543,943</u>
	<u>10,677,005</u>	<u>11,942,985</u>
Liabilities and Fund Balances		
Current liabilities		
Accounts payable and accrued liabilities (note 6)	764,860	1,267,024
Leasehold inducement	90,000	120,000
Severance payable (note 7)	<u>359,513</u>	<u>379,959</u>
	<u>1,214,373</u>	<u>1,766,983</u>
Fund balances		
Defence/Strike Fund (note 8)	2,823,292	2,996,696
Keith Lambert Scholarship Fund (note 9)	22,174	37,922
Negotiations Fund (note 10)	3,103,888	3,597,700
International Assistance Fund (note 11)	5,528	1,942
General Fund	<u>3,507,750</u>	<u>3,541,742</u>
	<u>9,462,632</u>	<u>10,176,002</u>
	<u>10,677,005</u>	<u>11,942,985</u>

Approved by the Board of Directors

 President

 Secretary-Treasurer

The accompanying notes are an integral part of these financial statements.

Manitoba Nurses' Union

Statement of Operations

For the year ended December 31, 2017

	2017 \$	2016 \$
Revenue		
Membership dues	8,190,220	7,993,508
Less: Dual dues refunds	(203,448)	(218,487)
	<hr/>	<hr/>
	7,986,772	7,775,021
Investment income (note 3)	386,664	313,386
Other income	4,797	34,541
	<hr/>	<hr/>
	8,378,233	8,122,948
Expenses		
Office support (Schedule 1)	722,251	806,554
Democratic process (Schedule 2)	1,210,355	1,258,084
Membership services (Schedule 3)	2,609,990	2,021,534
Affiliations (Schedule 4)	450,511	316,546
Outreach and solidarity (Schedule 5)	79,970	54,519
Administrative support	4,018,526	3,824,471
	<hr/>	<hr/>
	9,091,603	8,281,708
Net loss for the year	<hr/>	<hr/>
	(713,370)	(158,760)

The accompanying notes are an integral part of these financial statements.

Manitoba Nurses' Union
Statement of Changes in Fund Balances
For the year ended December 31, 2017

	2017					2016
	Defence/ Strike Fund \$	Keith Lambert Scholarship Fund \$	Negotiations Fund \$	International Assistance Fund \$	General Fund \$	Total \$
Balance - Beginning of year	2,996,696	37,922	3,597,700	1,942	3,541,742	10,334,762
Net income (loss) for the year	-	(15,748)	(633,772)	3,586	(67,336)	(158,760)
Interfund transfers (notes 8, 9, 10 and 11)	(173,404)	-	139,960	-	33,344	-
Balance - End of year	2,823,292	22,174	3,103,888	5,528	3,507,750	10,176,002

The accompanying notes are an integral part of these financial statements.

Manitoba Nurses' Union

Statement of Cash Flows

For the year ended December 31, 2017

	2017 \$	2016 \$
Cash provided by (used in)		
Operating activities		
Net loss for the year	(713,370)	(158,760)
Items not affecting cash		
Depreciation	164,728	191,952
Leasehold inducement amortization	(30,000)	(30,000)
Realized (gains) losses on sale of investments	(1,152,259)	18,065
Unrealized gains on investments	1,022,134	(79,084)
	(708,767)	(57,827)
Change in non-cash working capital items		
Accounts receivable	(28,213)	77,164
Prepaid expenses	(3,685)	11,139
Accrued interest	872	(1,757)
Accounts payable and accrued liabilities	(522,610)	356,752
	(1,262,403)	385,471
Investing activities		
Purchase of investments	(21,431,518)	(865,316)
Proceeds on disposal of investments	23,236,858	1,025,005
Purchase of property and equipment	(57,694)	(70,363)
	1,747,646	89,326
Increase in cash during the year	485,243	474,797
Cash - Beginning of year	653,428	178,631
Cash - End of year	1,138,671	653,428

The accompanying notes are an integral part of these financial statements.

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2017

1 Organization

The constitution and bylaws of the Manitoba Nurses' Union (MNU) were adopted in October 1975. The objective of MNU is the advancement of the social, economic and general welfare of its members. As such, MNU is exempt from income taxes under Section 149(1)(k) of the Income Tax Act.

2 Summary of significant accounting policies

Basis of presentation

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies.

Revenue recognition

MNU follows the deferral method of accounting for contributions.

Dues are recorded as income in the month in which they are earned. Investment income is recognized when earned.

Property and equipment

Property and equipment are initially recorded at cost.

Amortization is provided for by using the straight-line method to amortize the cost of the assets over their estimated useful lives at a rate of 20%.

Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual amounts could differ from those estimates.

Financial instruments

a) Measurement of financial instruments

MNU initially measures its financial assets and financial liabilities at fair value. MNU subsequently measures all its financial assets and financial liabilities at amortized cost, except for cash and investments in marketable securities quoted in an active market, which are subsequently measured at fair value. Changes in fair value are recognized in net income.

(1)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2017

Financial assets measured at amortized cost include accounts receivable. The investment in Union Centre Inc. is measured at cost.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

b) Impairment

Financial assets measured at amortized cost are tested for impairment when there are indicators of possible impairment. When a significant adverse change has occurred during the period in the expected timing or amount of future cash flows from the financial asset or group of assets, a write-down is recognized in net income. When events occurring after the impairment confirm that a reversal is necessary, the reversal is recognized in net income up to the amount of the previously recognized impairment.

3 Investments in marketable securities

Investments consist of:

	2017		2016	
	Market value \$	Cost \$	Market value \$	Cost \$
Term deposits	1,359,622	1,351,162	1,933,232	1,927,498
Bonds	-	-	691,523	680,538
Accrued interest	8,459	8,459	9,332	9,332
Pooled funds	5,819,040	5,947,780	5,081,883	4,197,134
Mutual funds	-	-	100,362	99,977
Preferred shares	179,314	179,314	1,226,190	1,226,190
	7,366,435	7,486,715	9,042,522	8,140,669

(2)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2017

Pooled funds consist of the following:

	2017		2016	
	Market value	Cost	Market value	Cost
	\$	\$	\$	\$
Canadian equity	1,576,937	1,635,133	877,035	729,201
Canadian fixed income	-	-	1,263,150	1,251,224
U.S. equity	-	-	870,850	478,210
Overseas equity	-	-	350,142	260,126
Emerging markets	-	-	168,438	117,499
Global equity	1,354,440	1,422,562	371,831	201,768
Real assets portfolio	-	-	351,553	314,826
Canadian dividend pool	-	-	384,794	384,222
Global unconstrained	-	-	444,090	460,058
Money Market	229,770	229,812	-	-
Bond Fund	1,322,967	1,326,412	-	-
Core Plus Bond (PIMCO)	765,511	783,952	-	-
Global Direct Real Estate	569,415	549,909	-	-
	5,819,040	5,947,780	5,081,883	4,197,134

Investment income consists of the following:

	2017	2016
	\$	\$
Interest	256,539	252,367
Realized gains (losses)	1,152,258	(18,065)
Unrealized gains (losses) on fair market value adjustment	(1,022,133)	79,084
	386,664	313,386

4 Investment in Union Centre Inc.

The investment in Union Centre Inc., which represents approximately 27% membership and voting interest, is recorded at cost. Union Centre Inc. is a not-for-profit organization, exempt from income taxes, that was formed to operate the building at 275 Broadway in Winnipeg.

(3)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2017

5 Property and equipment

	2017		2016	
	Cost \$	Accumulated amortization \$	Net \$	Net \$
Furniture and equipment	2,117,309	1,680,400	436,909	543,943

6 Government remittances

Government remittances consist of amounts (such as sales taxes and payroll withholding taxes) required to be paid to government authorities and are recognized when the amounts become due. In respect of government remittances, \$241 (2016 - \$549) is included within accounts payable and accrued liabilities.

7 Severance payable

MNU has a severance policy in place for its employees eligible under their respective collective agreements. On termination of employment, an employee who has completed ten years of continuous employment shall receive a severance of one week's pay for each year of employment.

8 Defence/Strike Fund

The Defence/Strike Fund is internally restricted and was established for the purpose of funding future labour disputes. MNU allocates, on a percentage basis, interest earned from investments to this fund as determined by the Board of Directors.

In 2017, \$116,579 (2016 - \$72,612) was transferred to the Defence/Strike Fund from the General Fund and \$289,983 was transferred from the Defence/Strike Fund to the General Fund for the Put Patients First Campaign, for a net transfer of \$173,404 to the General Fund. Within this fund \$160,000 has been designated for the Put Patients First Campaign.

9 Keith Lambert Scholarship Fund

The Keith Lambert Scholarship Fund is internally restricted and was established in 1993 in recognition of Keith Lambert's contribution to the labour movement and the MNU. The objective of the fund is to provide financial assistance to members of the MNU who enrol in programs of advanced labour studies.

10 Negotiations Fund

The Negotiations Fund is internally restricted and was established in 2002 for the purpose of funding collective bargaining negotiations of future years. MNU allocates, on a percentage basis, interest earned from investments to this fund as determined by the Board of Directors. \$139,960 was transferred to this fund in 2017 (2016 - \$87,036).

(4)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2017

11 International Assistance Fund

The International Assistance Fund is internally restricted and was established in 2009 for the purpose of providing donations to organizations that provide health and social support in developing countries or those countries recovering from natural or human disasters. In 2017, \$nil(2016 - \$nil) was transferred to this fund.

12 Lease commitments

The approximate aggregate future minimum lease payments required under long-term operating leases for leased premises and office equipment amount to approximately \$1,507,613 and for each of the next five years are:

	\$
Year ending December 31, 2018	251,269
2019	251,269
2020	251,269
2021	251,269
2022 and thereafter	502,537

13 Post-retirement benefits

MNU maintains various defined contribution plans for its eligible employees. Pension expense for these plans for the year amounted to \$238,984 (2016 - \$242,817).

14 Financial instruments

MNU manages risk and risk exposures by applying policies approved by the Board of Directors. The significant financial risks to which MNU is exposed are credit risk and interest rate risk.

a) Credit risk

MNU is exposed to credit risk with respect to its accounts receivable and term deposits. MNU earns its revenue from membership dues and investment income.

b) Interest rate risk

MNU is exposed to interest rate risk on its fixed and floating interest rate investments. Fixed rate instruments subject MNU to a fair value risk, while the floating rate instruments subject MNU to a cash flow risk. Interest rates on term deposits and bonds vary from 2.05% to 2.65% and maturity dates vary from December 2018 - January 2021.

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2017

c) Market risk

MNU is exposed to market risk due to potential for loss from changes in the value of financial instruments. Value can be affected by changes in interest rates, foreign exchange rates and equity prices. Market risk primarily impacts the value of investments.

Manitoba Nurses' Union

For the year ended December 31, 2017

Office Support

Schedule 1

	2017 \$	2016 \$
Amortization	134,728	191,952
Audit	15,913	16,964
Bank charges	1,342	2,721
Copier	24,283	39,909
Fax costs	1,580	1,321
Furniture and fixtures	534	-
Insurance	13,494	15,954
Messenger services	1,820	3,337
Office supplies	24,271	24,678
Postage	18,016	21,926
Premises rental	297,097	292,838
Printing	3,314	9,638
Resource material	14,599	18,320
Stationery	18,465	16,603
Technology	89,301	74,995
Telephone	63,494	75,398
	<u>722,251</u>	<u>806,554</u>

Democratic Process

Schedule 2

	2017 \$	2016 \$
Annual meeting	651,403	708,329
Board	227,272	181,697
Committees	328,313	357,381
Miscellaneous meetings	3,367	10,677
	<u>1,210,355</u>	<u>1,258,084</u>

Manitoba Nurses' Union

For the year ended December 31, 2017

Membership Services

Schedule 3

	2017 \$	2016 \$
Advocacy - Pensions	-	5,401
Communications	692,264	392,173
Education programs	257,230	387,687
Employer invoice estimate	87,506	96,448
Legal expense assistance plan	74,316	93,460
Legal, arbitration and consultation	554,861	480,138
Regional and worksite president's days	342,791	318,748
Negotiations	601,022	247,479
	<u>2,609,990</u>	<u>2,021,534</u>

Affiliations

Schedule 4

	2017 \$	2016 \$
Canadian Federation of Nurses' Unions and Canadian Labour Congress	433,911	299,946
Manitoba Council of Health Care Unions	6,600	6,600
Other	10,000	10,000
	<u>450,511</u>	<u>316,546</u>

Outreach and Solidarity

Schedule 5

	2017 \$	2016 \$
Ad hoc donations	10,000	10,000
Budgeted donations	6,500	6,500
Student outreach	21,803	10,876
International Assistance Donation	2,000	2,000
Joyce Gleason Scholarship	6,000	6,000
Keith Lambert Scholarships	15,748	2,126
Other donations and sponsorships	17,919	17,017
	<u>79,970</u>	<u>54,519</u>

MNU Continuing Education

SCHOLARSHIP

\$1,500

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

Two (2) scholarships of fifteen hundred dollars (\$1500) each are available annually to MNU members enrolled in a Nursing degree or additional degree program that is Nursing related. Distance/on-line courses that are part of a degree program may qualify. Certificate programs are not eligible.

RN, LPN, RPN applicants may apply for the scholarship in any year of their program.

Submit an essay of 250 words describing yourself, which includes your involvement in volunteer/community activities; your involvement in professional nursing activities; and how this continuing education will impact your nursing career.

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

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

**The application deadline is
May 31st of each year.**

"To care for nurses is to care for patients."

— Joyce Gleason

Joyce Gleason Memorial **SCHOLARSHIP**

\$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. 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 NURSING PROGRAM. NURSES ENROLLED IN **POST** DIPLOMA, **POST** DEGREE PROGRAMS ARE NOT ELIGIBLE.

For further information please visit our website www.manitobanurses.ca.

Joyce Gleason was instrumental in founding the Manitoba Nurses Union 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.

In addition to the scholarships above, a CFNU Scholarship in the amount of \$1000 is also awarded at the same time. There is no separate application form.

**The application deadline is
October 15th of each year.**

**Manitoba
nurses
Union**

A COMMITMENT TO CARING

Annual General Meeting Agenda

**2018 ANNUAL MEETING
PROVINCIAL EDUCATION DAY
MAY 1 – 3**

**VICTORIA INN WINNIPEG
1808 Wellington Avenue, Winnipeg, Manitoba**

*Please bring
your MNU
membership card
to the Annual
General Meeting.*

Registration will occur between the hours of 0800 – 0850 each morning.
Anyone arriving after 0850 hours will not be registered and will not receive their voting flags until the first break.

TUESDAY, MAY 1

0800 – 0850 Registration – EMBASSY FOYER

0900 Call to Order

O Canada

Announcements

Introductions

Approval of Agenda

Rules of Procedure

Approval of Scrutineers

**1000 – 1030 Refreshment Break
& Late Registration**

1030 Credentials Committee Report

Presentation of Reports:

President

Director of Operations

Director of Communications
and Government Relations

Director of Labour Relations

Secretary Treasurer

1030 (cont.)

Finance Committee:

Auditor's Statement

Adoption of Auditor's Report

Appointment of Auditor

Budget Forecast

Nominations & Elections
Committee

Discipline Committee

Resolutions & Constitution
Committee

Provincial Collective Bargaining
Committee

Nursing WSR Committee

1200

Free Time for Lunch

1330

**KEYNOTE: Dr. Leeno
Karumanchery**

1430

**Refreshment Break – Regional
Meetings**

1600

Speeches from candidates for
MNU President

1700

Adjournment of business session

1700

Meet & Greet with candidates
for MNU President

WEDNESDAY, MAY 2

0800 – 0850	Registration – EMBASSY FOYER
0900	Call to Order
	Announcements
	CFNU / CLC Greetings
	Business Held Over from Previous Day
1000 – 1030	Refreshment Break & Late Registration
1030	Resolutions
1145	Vote for MNU President
1200	Rally & Lunch
1330	Resolutions
1500 – 1530	Refreshment Break
1600	Presentation of certificates to outgoing board members
	Honorary Lifetime membership presentation
1630	Yellow Ribbon Awards
1655	Election results announced
1700	Adjournment of business session
1800	Cocktails
1900	43rd Banquet Evening – “VIVA LAS VEGAS”

THURSDAY, MAY 3 – Provincial Education Day

0830	Registration – EMBASSY FOYER
0845	PANEL: Psychological Health and Safety in Your Workplace
	<i>Embassy Ballroom</i>
1015 – 1045	Refreshment break
1045	Breakout sessions
1145 – 1315	Free time for lunch
1315	Breakout sessions
1415 – 1445	Refreshment break
1445 – 1545	CLOSING KEYNOTE: The Last Laugh, with Susan Stewart
	<i>Embassy Ballroom</i>

KEYNOTE SPEAKER

Dr. Leeno Karumanchery

A sociologist with over 2 decades of experience, Dr. Leeno Karumanchery is recognized as one of North America's preeminent Diversity & Inclusion Experts. Widely published in the field of D&I, Dr. Karumanchery is co-author of *Removing the Margins* (Canadian Scholars Press, 2000) and *Playing the Race Card* (Peter Lang, 2006), both critically acclaimed texts focussed on issues of Diversity, organizational learning and Inclusive change.

With cuts and changes happening across the health care system in Manitoba, building solidarity and strength between MNU members has taken on a new level of importance. Dr. Karumanchery will speak to MNU members about the importance of connecting with other groups and bringing people together during times of change.



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. Cell phones to be on mute/vibrate during meetings. Please return calls during breaks.



MNU's Annual General Meeting is a FRAGRANCE-FREE ZONE

Please refrain from wearing scented products such as perfume or aftershave.

MNU has a fragrance-free policy in our Member handbook:

FRAGRANCE-FREE POLICY

Many of our members are sensitive to scents; including those found in perfumes, or aftershave.

Many of our members have asthma and/or allergies.

Therefore, all MNU functions should be fragrance free zones.

PLEASE NOTE
flowers or plants
may be present at AGM.
MNU will make efforts
to ensure any flowers or
plants present are of a less
fragrant variety. Delegates
with sensitivities should
take the necessary
precautions.

**SEVEN OAKS
NURSES LOCAL 72**
announces



**Door
Prizes**

**Best
Costume
Prizes**

**Wednesday, May 2nd, 2018
Victoria Inn Winnipeg
Centennial Ballroom
Cocktails 1800 • Dinner 1900**

Dancing all night long!

Tickets \$25.00
(in advance from the MNU Office)

Please dress casual!

**Silent
Action**

All proceeds raised will be donated
to the "Bruce Oake Foundation"



COMING TO AGM?

Avoid the line ups

Pre-register and WIN!

AGM PRE-REGISTRATION OPENS

Monday, April 30

1500hrs – 2000hrs

Victoria Inn, Embassy Hallway
1808 Wellington Ave.

**Visit the
MNU store!**

OPEN

**Monday, April 30:
1500hrs – 2000hrs**

**May 1, 2, 3: during breaks
from AGM business**

Register on **Monday, April 30** and
you will be entered into a draw for
a **\$200 gift card to Best Buy!**

Provincial Education Day

Thursday May 3rd, 2018

Addressing Workplace Psychological Health and Safety: Your mental health matters!

In 2013, Canada became the first country to develop a framework to address and prevent psychological health hazards in the workplace, which today is known as The National Standard of Canada for Psychological Health and Safety in the Workplace. Since then, workplace psychological health and safety has been an emerging topic discussed amongst employers, employees, unions, and health care associations across Canada. MNU has been a strong advocate for stronger legislation and improved workplace supports for psychological hazards. In our 2015 PTSD report, MNU made recommendations for the health sector to take necessary steps to ensure a psychologically safe workplace for all nurses and health care workers in our province.

A psychologically healthy and safe workplace is defined by the Canadian National Standard as one “that promotes psychological well-being and that actively works to prevent harm to workers’ psychological health, including in negligent, reckless or intentional ways.” Ensuring a psychologically safe and healthy work environment is a shared responsibility between employers, employees and unions.

This educational session will include panel members sharing their unique perspectives on psychologically healthy and safe health care workplaces, with an opportunity for member questions.



Breakout Sessions

Participants will choose 2 of the 4 sessions described below.

■ Goodbye Stress. Hello Life!

Allan Kehler

Instructor, Addictions and Mental Health & Wellness program

Life will naturally bring us challenges and stress – the key is moving forward so that it doesn't impact other areas of our lives. Drawing from personal and professional experiences, Allan provides direction that inspires people to persevere through their personal challenges rather than avoid or escape them. Allan empowers his audience to take an honest look at what lies beneath their stressors while providing the tools to heal through a holistic approach. Individuals will learn how to approach people displaying signs of distress, set boundaries, and strengthen the relationship they have with not only themselves, but their co-workers as well. The session includes an interactive quiz and an entertaining game of PieFace. Participants will walk away with an increased understanding of stress and wellness strategies that are applicable in both individuals' personal and professional lives.

■ The Science of Well-being and Building Resilience

Louisa Jewell

Founder, Canadian Positive Psychology Association

Are you feeling overwhelmed and stressed? You're not alone. Nurses deal with challenging situations every day that can have a dramatic effect on their health and well-being. According to the latest brain research, our thinking is at the core of how we feel and what we choose to stress about. There is a way to change your mindset from surviving to thriving, even when you are experiencing constant change. By helping you move from a crisis mindset, to a resilient and optimistic mindset, you will learn how to be happier, experience less stress, build strength and flourish. Louisa Jewell will share her best, most practical tools for building resilience and improving overall well-being. This workshop is highly interactive and experiential; you will leave feeling re-energized.

■ Creating the New Norm

Stephen Hammond

Speaker/Trainer on Improving Workplace Behaviours

Why are some people still allowed to get away with inappropriate behaviours at work? Most employees have had some education about bullying and harassment, or what we often call "respectful workplace" training. Yet the questions still need exploring: Why can one person poison an entire workplace? Why does the manager not deal with these individuals? Why can a manager be a "bully" to employees and get away with it? Why are employees afraid to speak up, even after all the policies and pleading from unions and management to speak up? Why does our need to "fit in" or "just do our job" get in the way of common sense discussions about good and bad behaviour? Stephen Hammond will help you get past the Old Norm to the New Norm. He'll talk about the realities and fears that get in the way of creating a more welcoming workplace...especially in times of drastic change. Everyone has the chance to work toward the New Norm. Stephen will help people understand that making the shift is done one employee, one member, one manager, one team and one workplace at a time.

■ Survival Tips for Speaking Up: Assertive Communication at Work

Gerard Murphy

Founder, Barefoot Facilitation Inc.

How well you communicate can make or break how others view your work performance, your approach to teamwork and even your chances for career advancement. This highly practical and interactive session will help you to communicate more assertively as a nurse and as an advocate to *Put Patients First*. You will leave confidently with new tips for *Speaking Up* with confidence, professionalism and respect.

■ Closing Plenary: The Last Laugh with Susan Stewart

Don't miss out on our closing plenary, *The Last Laugh* with comedian, Susan Stewart! It's a great way to end the day, with an hour of hilarious stand-up comedy. Susan will send us off feeling energized and seeing the lighter side of life.

2018 MNU Education Conference

October 16–18, 2018

Radisson Hotel Downtown • 288 Portage Avenue • Winnipeg, Manitoba

Tuesday, October 16th

- 1400** Registration opens
- 1800** Dinner, followed by chat with MNU President

Wednesday October, 17th

- 0830** Classes begin
- 1600** Classes dismiss

Thursday, October 18th

- 0830** Classes begin
- 1530** Classes dismiss

Information and applications are available in the MNU portal or from your local/worksite/regional president as of May 1, 2018.

**Deadline for applications is
Friday, June 22, 2018.**



WIN A TRIP TO THE MNU Education Conference...

The **American Income Life Insurance Company** donates annually to the Manitoba Nurses Union Education Program. These monies are used to offset the cost of sending one grassroots member to the Manitoba Nurses Union Annual Education Conference to be held on **October 16, 17 & 18, 2018**.

Local/Worksite and Regional Executive members and Board members are **NOT** eligible for participation in the draw. If you qualify, please fill out the ballot on the reverse page and mail or fax it to MNU or place it in the draw box at the AGM.

The draw will be held on Thursday, May 3, 2018.

GOOD LUCK!



NEVER BEEN TO A MNU Education Conference?

The Manitoba Nurses Union Executive Committee is sponsoring a fully funded spot for a MNU member to attend the conference.

First Time Participants Only

The draw will be held on Thursday, May 3, 2018.

You do not have to be present to win!

WIN A TRIP TO THE MNU Education Conference...

NAME: _____

ADDRESS: _____

PHONE: _____ LOCAL / WORKSITE: _____

EMAIL: _____

MAIL: AIL Draw
301 – 275 Broadway
Winnipeg, MB R3C 4M6

FAX: 204.942.0958
EMAIL: info@manitobanurses.ca

VISIT THE MNU WEB SITE: www.manitobanurses.ca



NEVER BEEN TO A MNU Education Conference?

NAME: _____

ADDRESS: _____

PHONE: _____ LOCAL / WORKSITE: _____

EMAIL: _____

MAIL: Executive Committee Sponsored
1st Time Participants Only
Education Conference Draw
301 – 275 Broadway
Winnipeg, MB R3C 4M6

FAX: 204.942.0958
EMAIL: info@manitobanurses.ca

VISIT THE MNU WEB SITE: www.manitobanurses.ca



Candidate for President

Darlene Jackson

It has been a privilege to serve as Secretary-Treasurer of the Manitoba Nurses Union for the past 2 years. Moving into this role has been such an exciting challenge and I feel ready to move on to another challenge: President of the Manitoba Nurses Union. I believe that my entire union career has led me in this direction and I am ready to be part of the team that continues to strengthen and move this organization forward.

Within a year of completing my education, I became involved at the worksite level on committees and as a general member. Attending my first Annual General Meeting changed my outlook on unionism. I remember being in awe of the power and strength that was in the air in the room. I came away from that AGM feeling recharged and ready to be more involved in my worksite. From that point I have never looked back! I have participated at every level in the executive of my worksite and have been part of every committee over the years. I have acted as co-chairperson of the regional NRRF committee, worksite and regional NAC and Union Management meeting.

Elected as the president of my worksite, I spent more than 20 years in this role. With regionalization in the late 1990s, I became the first President of the Norman nurses and continued in that role for 15 years until the Norman region and Burntwood region became the Northern Health Region. Although regionalization has been a difficult process, I'm proud to see how we have achieved cohesive regional locals while maintaining each worksite/local's identity.

Following the strike of 1991 I became interested in the bargaining process. Elected as Provincial Collective Bargaining Committee Representative for the north, I participated in 9 rounds of bargaining in this role and served as vice-chairperson of the PCBC for the majority of my time on the bargaining committee. As vice-chairperson I chaired meetings of the PCBC when the president was absent and assisted the chairperson in her duties. The role of PCBC representative has been very satisfying and I am proud of the achievements this committee has made in salary and benefits for the members. I believe we are trail blazers for other health care unions in this province, achieving gains at the bargaining table that have included all unionized health care workers. As a member of the PCBC, I became very familiar with not only the clauses in the collective

agreement but also what the intent of the wording was at the bargaining table. This has proven very helpful when discussing contractual issues with my employer.

My 5 years at the board table have given me a new appreciation for the diversity that we, as a board, represent. I have been privileged to meet nurses from all aspects of nursing, long-term care, community and homecare, acute care, nurse practitioners and nurses who work in nursing stations. This has led me to understand that every one of these areas is a specialty and has unique and diverse demands.

I was elected as a member of the executive committee of the MNU board in 2013. I remain on that committee and chair the finance committee as Secretary-Treasurer. As Secretary-Treasurer, along with the finance committee, financial statements are reviewed on a regular basis to adjust and reallocate funds when necessary. This ensures the organization is on track financially. The finance committee reviews and updates financial policies to ensure transparency. The finance committee has accepted some new challenges over the past 2 years and is working on developing a joint leave request/salary continuance form that will be piloted this year.

In 1996 my worksite nominated me for the first Yellow Ribbon Awards and I feel so honored to have been one of the recipients that year.

I am now and have always been a union activist. I believe that collective action will always bring positive results. I have been witness to many positive outcomes by the Manitoba Nurses Union and know that teamwork and strong representation is the key to ensuring nurses practice in a safe and supportive environment. I am proud to be part of the Manitoba Nurses Union as we continue to advocate for quality health care for all Manitobans.

I am a front line nurse and love my ability to change the course of my client's care by being a strong advocate on their behalf. Taking on the role of President would be an exciting new challenge and I look forward to the opportunity to use my advocacy skills to affect change in the work lives of all nurses in Manitoba. I am a proven leader and feel confident that I can be a strong voice on your behalf.

Darlene Jackson

Candidate for President

Donna McKenzie



For the past 7 years, I have had the distinct honour of being your Vice President of MNU, a position which has given me the opportunity to represent and advocate for more than 12,000 nurses in this province. It has also provided me with the opportunity to help shape our next generation of nurses. Through educational presentations, I have instilled in nursing grads the importance of solidarity, activism and unionism and have spoken about our organization and how fortunate they are, to start their careers with one of the most powerful and well-respected unions in the province.

MNU has given me so many opportunities especially while holding the office of Vice President. Through meetings, conferences and conventions, I have fostered positive working relationships with many provincial and national union leaders. These relationships will be essential as we continue to lobby provincial and federal governments to stop cuts to health care and the importance of providing every nurse in this province and country a safe place to work.

Well if you're sitting there wondering "how did she get to be where she is today?", let me tell you: I started out just like many you, at the worksite, volunteering to sit on my first committee. And I was probably asking myself why I ever agreed to do this!?

But because of understaffing, poor working conditions and lack of respect for the important role nurses play in healthcare, a union leader and activist was born. After I attended my first NAC/union-management meeting, I knew I had found my niche. This is the place I wanted to be, representing nurses, and advocating for the nursing profession! I continued to challenge myself by becoming president for Portage Hospital for over 20 years and regional president for Central Region for 13 years. Today, I pledge to you my commitment and desire to become your next President.

Over my time as a union activist I have worked very hard on professional development, become a confident public speaker, and I have had the great opportunity to be mentored by our outgoing President.

Sandi Mowat, who as you all know, is a well-respected union leader provincially and nationally. I want to personally thank her for her guidance and leadership these past years. She has helped me become the leader I am today.

She has instilled in me the values of integrity, the importance of diplomacy, the value of communication and solidarity. She has shown me that mentorship is the heart of our profession.

You, as is every nurse in this union, are a leader. I would encourage you to mentor, not only at the bedside, but within our profession and union. Mentorship is a successful way to develop and nurture future leaders of our organization. Through mentorship we will ensure that the

Manitoba Nurses Union remains strong, and continues to be the most trusted spokesperson in health care.

Working as your Vice President, I have sat on many committees, co-chaired the Nursing Workload Staffing Report committee, negotiated and advocated for nurses rights with the employer, and helped develop the revised workload form.

Becoming a member of the Joint Position Classification committee has provided me with more opportunity to interact and develop relationships with other employer representatives. This is a working group that reviews all new and existing positions within the province to ensure that the nurse is placed in the correct job classification.

I am also chairperson of the Yellow Ribbon Award, Joyce Gleason and Continuing Education Scholarships committees. Through this work I see firsthand how nurses in this province strive for excellence in their profession, and advocate for quality patient care for Manitobans. The recipients of these awards are one of the reasons this union has stayed strong and viable.

Manitoba Nurses Union has provided me with numerous educational opportunities that have broadened my perspective and strengthened my ability to be an effective leader. It has assisted me in forming and maintaining relationships with our members, the nursing colleges, other unions, the employer and student organizations.

My career experiences, particularly under the tutelage of Sandi, I believe, has positioned me to become the next President of MNU.

Providing healthcare in Manitoba is extremely challenging. Nurses are in constant flux, being asked to do more with less, not knowing what the next day will bring. Nurses are used to change. Nurses are not resistant to change, however they are resistant to not being consulted about the changes that affects them and their ability to care for their patients safely.

As your president I cannot stop change but I can and I will work with the government of the day, and the employer to ensure that nurses are consulted about change, and supported through the changes.

This union will continue to fight for nurses so that Manitoba continues to be a place where nurses are respected for the work they do and are respected for their commitment to provide safe, quality care.

I am Donna McKenzie. I am asking you to support me, as I believe I have the courage, the passion, the knowledge and the commitment to be your next provincial president.

**In solidarity,
Donna McKenzie**



Candidate for President

Marguerite Smith

It is with much thought, time and encouragement that I have submitted my nomination for the position of MNU president.

I have long held leadership positions in a variety of areas as a young adult growing up in my local community, within my present community, the region and provincially.

At our worksite is a juxtaposed facility, LTC and acute care facility. Along with my co-workers, I work at both areas as staff are interchangeable in each area. My experience as a nurse is diversified. Rural nursing has its challenges with probably more ahead.

In 1999, our worksite became #127, encouraged by one of the senior nurses to unionize. Why? Due to coming change, because what were then 3 facilities under one CEO was soon to become South Westman Regional Health. As the local president of the newly organized worksite, it was here I attended the regional meeting and saw the work of a unified, collective group of dedicated nurses.

I attended my first AGM in 2000 representing my worksite and was welcomed with open arms. Needless to say, I was hooked.

As an LPN, I am proud that our union represents all classifications of nurses. I have been an MNU member for my entire career, and very proud to have been awarded the yellow ribbon in 2016.

I have been in regional leadership roles within MNU since 2002, first as vice president, and then the regional president of the former South Westman region. Continued change was coming though. The former Assiniboine Regional Health Authority was organized, became a bigger region and finally became Prairie Mountain Regional Health Authority.

I was very fortunate to have had some great mentors who remained patient with me and gave me a chance to grow and understand. I am so grateful for all their help. I have had huge learning opportunities over the last number of years.

What it has taught me is that it takes a determined team, a united voice, dedication and patience to do what needs to be done to provide excellent care, and a safe and caring environment in our health care system. And that should be for all the citizens we are working for in this province.

In solidarity,

Marguerite Smith

Candidate for President

Kellee Stewart-Schuff



There is no ignoring the changes happening within the profession of nursing. One change is hardly finished only to find another one ready to take its place. As nurses, we embrace change, as we continually seek new and better way to improve outcomes for our patients. But the changes we face today are not about better patient care – this is about a larger political agenda to introduce austerity into the health care system. As nurses, we have a responsibility to stand up and be heard. As your President, I will be your advocate and your champion.

In the coming months and years, the President of MNU will need to both inspire our membership and be a credible voice for nurses in the public arena. As a front-line nurse with more than 24 years of experience, I am that leader. I am proud to follow in the footsteps of Sandi Mowat, whose remarkable commitment and energy helped define what the MNU is today. However, it is now time to turn our attention to tomorrow, and the skills we need for the challenges ahead.

I am the local president of the Grace Hospital, a position I have been honoured to hold for the past ten years. I am humbled by the support that the Grace Hospital members have given me. In this role, I advocate for our members on a daily basis, whether that be in confronting the challenges of system consolidation or in dealing with individual discipline issues. I am tireless in representing my members and I try to live my personal values of dedication, commitment and respect.

In addition to my current role as local president, I have benefitted from opportunities to participate in several working groups, including the ER Working Group and the Regional Nurse Advisory Committee. I have also completed a term position as a Labour Relations Officer assistant, where I brought rural issues to the forefront. I have met many of you, and I welcome the opportunity to attend your worksite or meet with your local in the coming weeks.

As we develop our strategy and our messages to the government and the public, it is critical that we understand that the government's agenda affects all of us differently. Hospital closures in rural Manitoba affect our members differently than consolidation in a Winnipeg hospital. Young nurses, perhaps trying to balance their career with raising a young family, face different challenges than those among us who are starting to contemplate retirement. I bring diverse experience to this position, and I am unique in my ability to relate to nurses across our province.

Manitobans trust nurses to speak up for quality health care. Indeed, Manitobans have entrusted us with this responsibility. It is imperative that we speak with one voice. I want to be that voice. Thank you for your support and I look forward to sharing my vision with you at the Annual General Meeting.

Kellee Stewart-Schuff



Manitoba nurses:
putting patients first

Manitoba
nurses
Union

A COMMITMENT TO CARING

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