



Manitoba
nurses
Union

A COMMITMENT TO CARING

ANNUAL REPORT
2018



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, 2018 – April 30, 2019



Darlene Jackson
PRESIDENT



Donna McKenzie
VICE-PRESIDENT



Tracy Bassa
SECRETARY-TREASURER



Mike Yablonski
PRAIRIE MOUNTAIN
REGION



Karen Taylor
PRAIRIE MOUNTAIN
REGION



Val Wotton
PRAIRIE MOUNTAIN
REGION



Deanna Douglas
SOUTHERN REGION



Amanda Sainsbury
SOUTHERN REGION



Carrie Holland
NORTHERN REGION



Amber Mitchell
NORTHERN REGION



Kathy Nicholson
INTERLAKE – EASTERN
REGION



Julie Lackner
WINNIPEG COMMUNITY
AND HEALTH CARE
REGION



Karen Jantzen
WINNIPEG LONG-TERM
CARE REGION



Cheryl Lange
HEALTH SCIENCES
CENTRE



Kim Fraser
HEALTH SCIENCES
CENTRE



Karen Cannell-
Jamieson
GRACE GENERAL
HOSPITAL / VICTORIA
HOSPITAL



Liz Cronk
ST. BONIFACE HOSPITAL



Kathleen Hillstrom
ST. BONIFACE HOSPITAL



Dana Orr
RIVERVIEW HEALTH
CENTRE / MISERICORDIA



Colleen Johanson
SEVEN OAKS HOSPITAL /
CONCORDIA HOSPITAL

2018-2019 Manitoba Nurses Union Standing Committees

Executive Committee

Darlene Jackson, President, Chairperson
Donna McKenzie, Vice-President
Tracy Bassa, Secretary-Treasurer

3 Members at Large:
Deanna Douglas
Kim Fraser
Val Wotton

Finance Committee

Tracy Bassa, Secretary-Treasurer, Chairperson
Darlene Jackson, President
Donna McKenzie, Vice-President

Kathy Hillstrom
Carrie Holland
Cheryl Lange

Nominations & Elections Committee

Kathy Nicholson, Chairperson
Leona Barrett, Staff Advisor
Sheila Holden
Julie Lackner

Resolutions & Constitution Committee

Kim Fraser, Chairperson
Karen Fleming, Staff Advisor
Deanna Douglas
Karen Cannell-Jamieson

Discipline Committee

Michael Yablonski, Chairperson
Kathy Hillstrom
Karen Jantzen

MNU Staff List

Director of Operations:

Monica Girouard

Director of Labour Relations:

Eric Jorgensen

Director of Communications & Gov't Relations:

Wes Payne

Labour Relations Officers:

Debbie Jenkins	Mary Lakatos
Leona Barrett	Paulina Ruiz
Dan Kushneryk	Karen Fleming
Shauna Briscoe	Mary Lou Cherwaty
Marise Frankel	Susan Tremblay
Michelle Peterson	Deb Stewart

Workplace Safety & Health Officer:

Tom Henderson

Professional Practice & Education Officer:

Debbie Winterton

Communications Officer:

Matt Austman

Researcher:

Bridget Whipple

Diversity Coordinator:

Manola Barlow

In-House Counsel:

Anne Gregory

Accounting & Information Technology Coordinator:

Terry Dyck

Administrative Staff:

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

2018 was a uniquely challenging year for Manitoba's nurses.

We are faced with a government that has repeatedly dismissed concerns from frontline nurses and other health professionals, telling them that ongoing cuts and closures are putting patients and the nurses providing their care at serious risk. With a chronic nursing shortage and an aging population, nurses in Winnipeg and across the province are already stretched much too thin. Rushing into aggressive cuts has only made the situation worse. Combined with rising violence in our workplaces, the specter of union representation votes, and stalled negotiations that have left us without a new collective agreement for over two years, there's been no shortage of frustration. And, of course, the Pallister government continues to stand behind their unconstitutional wage freeze legislation. Altogether, these issues have forced nurses to speak out and ensure our voices are being heard by government, and the public.

WRHA cuts and closures

In the WRHA, nurses saw the beginning of the implementation of Phase II in 2018. The entire program of cuts and closures has caused serious, widespread problems. Beyond the closures of vital access points for patients, program transfers and master rotation changes led to thousands of position deletions for nurses. The cuts led to chaos and confusion in some of our province's largest facilities, and aggravated nursing shortages in countless units and programs. Excessive overtime (both voluntary and mandated) became a staffing tool to paper over mistakes in implementation, with many nurses facing a crushing workload on a daily basis. Nurse

vacancy rates spiked in some programs, many units were understaffed, meanwhile patient volumes only seemed to increase with patient wait times getting longer. I am deeply concerned about what continuing with this plan will mean for both nurses and patients, as services are further cut and consolidated.

In response, we continue to bring issues to the attention of our employers, the WRHA, and government. On countless occasions I have brought a long list of concerns to meetings with WRHA officials. I have also met with both the previous Health Minister Kelvin Goertzen, and the new minister, Cameron Friesen, and brought these concerns forward. I've met with leaders and representatives from every major political party in our province, and I've met with several federal politicians as well. Recently I requested another meeting with Minister Friesen, where I have proposed to have frontline nurses join us, so that he could hear the concerns they have firsthand.

In addition to meeting directly with these officials, we are increasingly taking our message public. I have given frequent interviews with media and take every opportunity to express our concerns. This combined internal and external pressure has forced the government to address our concerns in some areas. However, significant challenges remain, and I will continue to speak up.

To further support our efforts, we have also continued our Put Patients First campaign, which is intended to both raise awareness with the public, and encourage action by signing a petition against continued government cuts and closures. This campaign has proven successful in raising awareness, and we plan to expand it significantly in 2019. Please visit putpatientsfirst.ca to learn more.

Rural Cuts and Closures

While rural regions have experienced some cuts and closures already, including the loss of the obstetrics unit in Flin Flon, MNU continues to await news about

MNU is currently studying the implications of this legislation. We will be speaking out and notifying members of potential impacts as it makes its way through legislature.

Despite already representing 97% of the unionized nurses in Manitoba, the government is intent on forcing nurses into representation votes. Unfortunately, at time of writing this report, many of the key details have not yet been confirmed. We still don't have answers to the big questions: WHEN nurses will be voting, or precisely WHO will be voting, given that nurses in some regions may

In the coming months we will be communicating extensively with members to ensure awareness of the votes, and what is at stake for their union representation. MNU is a union run by nurses, for nurses, and it will be critical that nurses reaffirm their support for this model of representation by casting their ballot for MNU.

But these votes are significant for nurses, not just because they will be asked to vote for their union; I believe it is an opportunity to send a message to the Pallister government that nurses are united, ready for bargaining, and ready to fight back against ongoing health care cuts and closures.





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

Bill 28 Court Challenge

Our court challenge continues. In July, Manitoba's Court of Queen's Bench denied a request by the Partnership to Defend Public Services (PDPS), a coalition of public sector unions including MNU and led by the Manitoba Federation of Labour, to have an injunction granted against Bill 28.

The so-called 'Public Services Sustainability Act' unilaterally imposes a four-year wage control on Manitoba public-sector employees, including nurses, with a wage freeze for the first two years followed by increases of 0.75 per cent and one per cent in years three and four.

A favourable ruling on the injunction request would have prevented the government from proclaiming the legislation into effect, but these types of challenges can be difficult to win.

The ruling on the injunction does not in any way detract from the larger court case, which challenges Bill 28 on the grounds that the legislation undermines our constitutional right to collective bargaining by preventing public sector unions from negotiating the terms and conditions of employment for members.

The PDPS remains confident in the case that we are building. Moreover, the Court of Queen's Bench did grant expedited court proceedings for the case.

The case will be heard in the Court of Queen's Bench from November 18 to December 5, 2019.

However, any ruling is likely to be appealed, and they case may wind up at the Supreme Court of Canada, meaning a final decision regarding the constitutionality of the legislation may still be several years away.

Safety & Security

Safety and security continue to be a top issue for nurses. Across the province, nurses have been reporting increasing rates of violent incidents, and MNU has taken their concerns to employers, health authorities, the Health Minister, and Premier Pallister. It is simply unacceptable that nurses continue to face the threat of violence, and facilities still lack sufficient security.

In part, the security issue has been heightened by the methamphetamine epidemic. Although it is by no means the only reason violence is increasing, it has undoubtedly had some impact. In fall 2018, the WRHA released data showing a 1,200 per cent increase in the number of methamphetamine related ER visits since 2013.

Following a month of extensive media coverage about how the issue is impacting nurses and other health care workers, I travelled to Ottawa in December 2018 to testify to the parliamentary Health Committee about the impacts of methamphetamine use in Canada. In my presentation I offered first-hand accounts from nurses about the challenges they face in dealing with the effects of this harmful drug. I told the committee what nurses have told me: that we need significant investment to expand mental health and addictions treatment services, increase harm reduction strategies, and improve security measures in our health facilities.

In November, CFNU President Linda Silas also launched a petition, calling for a federal strategy to end violence against health care workers. Dr. Doug Eyolfson, MP for Charleswood-St. James-Headingley-Tuxedo and a Liberal member of the Health Committee supported the petition, and deserves credit for helping give this issue a national profile. The petition generated over 8,000 signatures nationwide, and was presented to parliament by Dr. Eyolfson in February 2019.

MNU has also had success in generating provincial action on this file. Over the summer we began discussions with government on the formation of a committee including government, employer and union representatives to review security standards across the

province. In March 2019, the provincial government announced Bill 17, which introduces amendments to the Police Services Act that would create intuitional safety officers, a special category of security that would grant peace officer status and an enhanced ability to intervene. This legislation came on the heels of an announced province-wide review of security standards in health care facilities, something MNU has called for repeatedly.

While these initial announcements appear promising, we will continue to monitor developments closely, and hold the Pallister government to account on this important file. These initiatives are an important step in the right direction, we must see results. Nurses have been calling for improvements for a long time, and have had their concerns dismissed. A real commitment and investment is needed to improve safety in all health care facilities.

New President Listening Tour

In my role as President, my first responsibility is to advocate for nurses across the province. Nursing is infinitely complex; our members have many unique areas of specialty and work in very diverse settings. When I took over as President on July 1, I wanted to enhance my understanding of all the different settings our members work in, so that when I'm called on to advocate for a particular group, I can draw from direct experience. With that focus in mind, I've undertaken a province-wide tour to visit every local and worksite during my first term as president. To date, I've already visited dozens of different workplaces, and I've met nurses in every part of the province.

To all the nurses at locals and worksites who've made time to show me around and tell me about your work, thank you! And to those I haven't seen yet, I'm looking forward to seeing you in the coming months.

Long-Term Care Report & Bill 201

Our long-term care report, *The Future of Long-Term Care is Now*, was released in May 2018. It made six key recommendations to improve the provision of care for residents of personal care homes, and was met with significant media attention. Upon release, the Health Minister stated publicly that he had no intention of reducing care hours in LTC, despite persistent rumours and evidence suggesting they were indeed considering a reduction.

Unfortunately, to date the government has been unwilling to implement our recommendations. However, in November, I was proud to stand with Official Opposition leader Wab Kinew and Health Critic Andrew Swan in support of Bill 201: *The Health Services Guideline Amendment Act (Personal Staffing Guidelines)*. The bill would legislate current guidelines of 3.6 care hours per resident per day, and require critical steps toward implementing the expert-recommended level of 4.1 care hours, embracing two key recommendations in our report.

Bill 201 has yet to be debated in the legislature, meaning there is still time to add your voice in support of this critical legislation, and help gain the support of the governing Progressive Conservatives. Please take a few minutes to send a letter to your MLA, Health Minister Cameron Friesen and Premier Brian Pallister at putpatientsfirst.ca/longtermcare.



Pharmacare

As Canadians prepare to go to the polls in October 2019, the federal government continues to study the feasibility of implementing universal pharmacare. Canada is currently the only country in the world that has a single-payer health care system without a national pharmacare program. CFNU has made this a top priority, releasing multiple reports highlighting the importance of implementing a comprehensive, universal and public pharmacare plan. Through their advocacy, CFNU continues to help generate significant national attention to this issue. I have been proud to join CFNU, the CLC, and the Canadian Health Coalition in their lobbying efforts. The government must not give into pressure from insurance and pharmaceutical lobbyists—a single-payer public system is required to ensure Canadians get the medications they need.

Health Ministers Meetings and the Council of the Federation

In June, prior to the official start of my term as President, Sandi Mowat and I participated in a CFNU-hosted breakfast at the Health Minister's Meeting, held in Winnipeg. The breakfast featured the release of CFNU's report *Fulfilling Nurse Practitioners' Untapped Potential in Canada's Health Care System*. Then-Manitoba Health Minister Kelvin Goertzen attended and co-hosted the event.

In July, I traveled to New Brunswick to participate in the Council of the Federation, a meeting of Canada's Provincial Premiers. CFNU again organized a breakfast for premiers to discuss the importance of implementing a universal, comprehensive pharmacare program. Manitoba Premier Brian Pallister attended the event, and I had the opportunity to discuss a wide range of topics with him. My message was simple: Bring nurses to the decision-making table. We have the best understanding of what happens on the frontlines of health care, and ideas to improve the system.

Manitoba Health Coalition

In June I was proud to attend the official launch of the Manitoba Health Coalition, an organization devoted to the preservation and enhancement of public health care in Manitoba. Former President Sandi Mowat

chaired the interim board of this organization, guiding it through its beginning stages and culminating in a founding meeting and establishment of a permanent board in November. It was an exciting event that drew a large crowd from non-profit organizations, community groups, unions and more. I was honoured to be elected chair of the new board.

Provincial Director Brianne Goertzen has done an excellent job of raising the profile of MHC, and continues to grow its membership. I encourage all nurses to consider joining as a member, which will help MHC in its effort to fight for a strong, public health care system in Manitoba. Please visit mbhealthcoalition.ca to learn more.



PTSD advocacy

Several years removed from the release of our groundbreaking report, *Helping Manitoba's Wounded Healers*, we continue to advocate for the recognition of the effects of post-traumatic stress disorder on nurses. In 2018 we contributed to CFNU's lobbying efforts to have nurses included in Bill C-211, legislation that would establish a national framework for PTSD. And in October, I presented MNU's experience with this issue as part of CFNU's presentation to the *Sixth International Conference on Violence in the Health Sector* in Toronto. As awareness of this and other mental health issues grow, we will continue to advocate to ensure nurses are included in discussions about how governments respond.

Scholarships

Joyce Gleason Memorial Scholarship

MNU established the Joyce Gleason Memorial Scholarship in 2001 in recognition of her dedication to the union movement and the nursing profession. Students enrolled for the first time in a nursing program (RN, LPN, RPN) can apply for the scholarship in any year of their program. The deadline is October 15th each year. In 2018, 48 applications were received.

A scholarship of fifteen hundred dollars (\$1,500) each was awarded to:

- Sarah Arnott – BN program University of Manitoba
- Jenna Farina – BScPN program Brandon University
- Darcy Gosek – BN program University of Manitoba
- Barbara Inverarity – LPN program Assiniboine Community College

The Canadian Federation of Nurses Unions Scholarship (\$1000) is awarded at the same time; the 2018 recipient was Crystal Larocque, LPN program Assiniboine Community College.

MNU Continuing Education Scholarship

The MNU Continuing Education Scholarship was established by a resolution passed at our 2013 Annual General Meeting. 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. The application deadline is May 31st of each year.

20 applications were received and reviewed for the 2018 scholarships. The selections committee awarded scholarships to:

- Joyce Magana LPN from Local #3 Victoria Hospital (LPN to BN program at Red River Community College)
- Marie-Claude Simpson RN from Local #5 St Boniface Hospital (Masters of Nursing program at University of Manitoba)

Keith Lambert Memorial Scholarship Fund

This fund was established in January of 1993 in memory of active MNU Local 10 (Health Sciences Centre) member Keith Lambert. Scholarship funds are available to MNU members for labour-oriented programs/courses. As of January 1st, 2019, applicants are eligible to access funds only once in three

(3) calendar years, and up to a maximum of one thousand dollars (\$1000).

The criteria and application process can be found on the MNU website.

Seven applications were received in 2018. Three applications were approved with a total of \$2225.00 dispersed.

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.

Funding levels for the 2018/19 are expected to remain unchanged, however allocation will be adjusted with the introduction of Shared Health.

Advisory Group on Violence Prevention for Health Care Workers

This tripartite committee was 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.

VPPs have been rolled out in all regions. The work of this committee is complete and the committee is disbanded.

After extensive lobbying, MNU secured a commitment from government to create a new committee, which will include MNU representation, to review security in health care settings in Manitoba. We anticipate this committee will be formed in 2019.

Provincial Joint Nursing Position Classification Committee

This committee has a mandate to regularly review new and existing nursing positions.

Review of the Nurse III classification continues. I expect the subcommittee tasked with reviewing the Nurse Practitioner reclassification request to reach a decision in 2019. A subcommittee to review the Licensed Practical Nurse reclassification request is expected to be struck in 2019 as well.

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:

- CRNM governance under the Regulated Health Professions Act as of May 31, 2018
- Legalization of cannabis on October 17th, and the role for nurses related to medical cannabis as well as workplace impacts related to the legalization
- The role of RN Authorized Prescriber
- Changes to nurses' registration requirements
- Amendments to the Mental Health Act

Thank you

It's a special honour to serve as President of Manitoba's nurses. I was humbled to be elected at AGM 2018, and I want to thank delegates and all nurses for your support. Last year, former President Sandi Mowat retired following 10 incredible years of service in this role. I worked closely with Sandi on the Board of Directors for many years, including two years as Secretary-Treasurer. She did everything she could in her final months as President to ensure I had everything I needed to succeed her when I took over on July 1. Her leadership was an inspiration for nurses across the province, and set a very high-standard that I am determined to meet for as long as I serve in this role.

Despite these difficult times, I am more convinced than ever that nurses are strong and united, and that we are building a more powerful union run by nurses for the benefit of all nurses and our patients. These challenges have forced us to come together, to find our voice and advocate. MNU has a proud legacy of political activism. Our focus will continue to be on holding the government to account, and increasing

membership engagement in the year ahead. There is simply too much at stake; nurses cannot afford to stay silent. By working together and getting involved in the union, you can help us take meaningful actions that will strengthen our bargaining position with this government. And, you can help remind the public why nurses are the most trusted spokespeople in health care.

This year has been a learning experience. I deeply appreciate the feedback and advice I've received from nurses across the province, and I cherish this opportunity every day. I continue to be inspired by the nurses we represent. Every time I meet with members, I'm reminded of the incredible strength of nurses, and their drive to advocate for their patients and a strong public health care system.

Rest assured you are all being well-served by hardworking MNU staff that are dedicated to ensuring your rights are respected. I will keep fighting for you every day, and look forward to working with you in the year ahead to PUT PATIENTS FIRST.

Thank you for your commitment to caring.



Director of Operations Report

2018 was a busy year in the operations of the Manitoba Nurses Union as the changes in Health Care continued to be rolled out. Ensuring that the appropriate human, financial and physical resources are available to support the MNU Board, staff and members to respond to our changing environment is a challenge.

We continue to work with locals/worksites/regions to provide financial guidance in handling their resources and with the requirement to provide annual reports from auditors or to have MNU review records, we are busy in the finance area.

Information Technology is an important part of delivering MNU services, and working with committees and other areas in MNU to provide the framework for electronic voting, improved online expense claim and salary continuance, and WSR submission are projects that continue to progress.

2019 is the 100 year celebration of the 1919 Winnipeg General Strike. MNU is supportive of events planned for this exciting anniversary which include a gala dinner, parade and concert. Other activities include displays at the Manitoba Museum and the Human Rights Museum as well as walking tours throughout the Exchange area. Fellow activists from all over North America are planning to come to Winnipeg to attend events.

CANADIAN CULTURE AND COMMUNICATION FOR NURSES PROGRAMS

MNU continues to receive funding from the federal government IRCC (Immigration Refugees and Citizenship Canada) to provide online programs to Internationally Educated Nurses. In 2018, we received \$446,097 in funds for Canadian Culture & Communication for Nurses programming. 327 program seats were filled.

Canadian Culture and Communication for Nurses programs are designed to help Internationally-

Educated Nurses (IEN) gain English communication skills and cultural knowledge which are needed to enter and integrate successfully into health care in Canada.

Healthcare Communication Modules Offered

12 week modules

- Module 1 – Introduction to Canadian Healthcare Communication
- Module 2 – Intermediate Canadian Healthcare Communication
- Module 3 & 4 – Advanced Communication Skills
- Pronunciation for Healthcare Professionals

Monthly health care webinars have been offered that focus on important topics that Internationally Educated Health professionals need to understand when practicing in Canada. Topics such as Patient Centred Care, Documentation, Shift to Shift reports, Critical Thinking Skills, Taking a Patient History, Dementia, Long Term-Care, Indigenous Awareness are examples of webinars that have been done.

Excerpts from Program evaluation:

- 99% of respondents completely agreed that participating in the program helped develop English skills.
- 86% of respondents completely agreed that they are more confident in their ability to interact with patients/coworkers.

For more information about the program:
<https://cccn.manitobanurses.ca>



Director of Communications and Government Relations Report

Ongoing government cuts and closures continued to be a major focus of our work in 2018, as many of our members faced significant resulting challenges including excessive workload and overtime. We have also been active on a number of other fronts, lobbying for enhancements to care hours in long term care, improved security in health care settings, and greater investment in mental health and addictions resources to meet the evident needs in our province. We continue to make every effort to ensure we're responding to the needs of our members, and amplifying their voice on a wide range of important issues.

COMMUNICATIONS

Put Patients First Campaign Continues

In 2018, MNU continued its Put Patients First campaign in response to ongoing health care cuts and closures across the province. This featured the use of radio, newspaper and social media ads, as well as the launch of a new petition calling for better consultation with nurses, a provincial human resources and nursing recruitment & retention plan, and an end to cuts and closures in health care. The petition was launched in October 2018, and has generated over 4,000 signatures to date via paper copies and online at putpatientsfirst.ca.

In early 2019, the Put Patients First campaign was expanded to include a letter-writing campaign in support of Bill 201: The Health Services Insurance Amendment Act. All MNU members are encouraged to participate in the campaign by visiting putpatientsfirst.ca/long-term-care. Introduced by the Official Opposition, the bill would legislate the current guidelines for personal care homes requiring 3.6 care hours per resident per day, and take a critical step towards enhancing the minimum to 4.1 direct care hours. The campaign encourages nurses and members of the public to express their support of the bill to Premier Brian Pallister, Health Minister Cameron Friesen, and their local MLA.

The Put Patients First campaign has been a critical component of MNU's public relations efforts, and has helped generate significant discussion about nursing issues across the province. As it engages the public,

it has also motivated many of our members to take simple yet effective action to express their concerns. Signing the petition and sharing web content may seem small, but cumulatively it has powerful effect, and has helped expand MNU's brand awareness and influence on health care issues province-wide.

In spring 2019, MNU will be initiating a new phase of its Put Patients First campaign with a new TV commercial, online ads, and much more.



Member Engagement and Representation votes

Member engagement continues to be a priority, particularly in light of an increasingly challenging political and health care environment for nurses and patients across Manitoba. Our efforts in this area have taken many forms, including MNU President Darlene Jackson's Listening Tour, which will feature a visit to every local/worksites in the province, and provides members with an opportunity to share their questions and concerns in-person.

Email collection also continues to be a priority for improving communication, and MNU Provincial Office has had great success in expanding its email list. This is allowing for frequent and effective communication with members about MNU news and updates and developments in health care.

The Pulse continues to be a popular form of communication with Manitoba's nurses. The e-newsletter highlights media stories covering nursing and health care issues, MNU web content, CFNU campaigns, and other labour and social justice issues. All MNU members are encouraged to sign up by updating their email through the Membership Portal at manitobanurses.ca.

Frontlines also continues to be a major source of MNU news for members across the province. In response to membership polling which revealed email as the preferred method of communication for the overwhelming majority of nurses, Provincial Office has reduced the number of issues from 6 to 4 per year. Nonetheless, content continues to feature major MNU events and campaigns, including AGMs, lobbying efforts, CFNU news, and other important union matters.

We continue to offer Strategic Planning sessions for member engagement at the local/worksites level. These sessions have been developed to assist local/worksites executive and interested members in developing a realistic plan for engaging with their membership. Locals/Worksites interested in this workshop should contact Professional Practice & Education Officer Debbie Winterton.

In light of pending representation votes, we have begun development of an organizing model to drive voter turnout during the campaign and voting period. Nurse organizers identified from the membership will be tasked with reaching out to nurses in particular facilities or regions to provide information on MNU and details for voting.

Media Relations

MNU's media presence increased considerably in 2018 after an already busy 2017, with the trend continuing upward into 2019. MNU President Darlene Jackson (and Sandi Mowat until the end of her term, June 30) spoke out frequently and gave dozens of interviews to journalists on a wide variety of topics. The most pressing issue was the serious consequences of the continued cuts and closures, with particular emphasis on the nursing shortage and dramatic increases in workload and overtime. The rising rates of violence in health care also received significant attention. We believe this increased media attention has put considerable pressure on the government and led to changes in some areas. We will continue to seek every opportunity to advocate for nurses and patients in Manitoba.

Research

As Phase 2 of the WRHA health system transformation began in 2018, the continued cuts and reorganization remained the primary focus of MNU's research, which has supported our advocacy efforts. We faced new challenges as employers have become more reluctant to share data and information. As a result, we have made more frequent use of Freedom of Information requests, which provide a limited right to information held by Manitoba public bodies. While we often face significant complications and delays in receiving requested information, we have had some success obtaining overtime data and other information that's been used to illustrate the negative consequences of these ongoing cuts. This data has been highly valuable to our labour, government, and media relations work. We will continue to pursue all avenues that will produce reliable information about the current health care environment.

Our LTC report, *The Future of Long-Term Care is Now: Addressing nursing care needs in Manitoba's Personal Care Homes*, was publicly released on April 26th. We received positive coverage in most major news outlets, including the CBC, CTV, the Winnipeg Free Press, and the Winnipeg Sun. Though we were disappointed that the Health Minister effectively dismissed the key recommendations of the report less than 24 hours after its release, he did state publicly that he has no intention of reducing care hours in the sector.

In November, the Official Opposition introduced a private member's bill proposing that minimum care hours be legislated, and takes critical steps toward implementing 4.1 direct care hours. MNU has offered support for the bill, and has launched a letter writing campaign in support at putpatientsfirst.ca/longtermcare.

MNU has also been involved in a project examining psychological health and well-being in the workplace. In 2017, MNU partnered with Dr. Karen Harlos of the University of Winnipeg to examine this issue in the nursing profession. Dr. Harlos' survey of MNU members was completed in spring 2018, and focus groups involving MNU members were held in fall 2018. A final report on both the survey and focus group findings is expected in the coming months. Findings and recommendations arising from the project will be used to shape advocacy and future research around workplace safety and health policies impacting nurses.

Finally, in an effort to better understand the types and level of engagement of our leaders at the local/worksites level, MNU developed an online Local Leaders Survey for all local/worksites presidents in fall 2018. A separate Ward/Unit/Area Representatives survey was distributed to ward/unit/area representatives at the largest locals/worksites. The surveys were designed to provide greater insight into the activities undertaken by the locals/worksites, and assess the overall level of member engagement with and awareness of union activities at the local/worksites level. Final results from this survey are being compiled and used to assist in the development of our representation vote campaign.

EDUCATION

MNU Education Conference 2018

The 2018 MNU Education Conference was held at the Radisson Hotel in Winnipeg October 16th to 18th. 181 members participated in one or two of the seven offered workshops covering a wide range of topics, including workplace health & safety and membership engagement. The Provincial Director of the Manitoba Health Coalition, Brianne Goertzen provided a motivating plenary session on Wednesday October 17th, and a half-hour petition blitz that day resulted in over 600 signatures on our Put Patients First petition.

Every year, MNU members that have never attended this event can apply for one of the 30 funded first-time attendees' spots. Visit manitobanurses.ca/education-conference later this spring for updated information.

Local Leaders Workshops

The Local Leaders Workshops offer fully funded training and mentoring for local/worksites executive members who are new to their role.

This 2-day Presidents and Vice-Presidents workshop was held in Brandon May 15th & 16th and in Winnipeg on May 23rd & 24th and November 5th & 6th, 2018. The next Presidents & Vice-Presidents 2-day workshop will be held May 28th and 29th, 2019 in Winnipeg.

Three (3) Secretary-Treasurer 1-day education sessions were held in 2018. They were: April 11th in Winnipeg; May 17th in Brandon and May 25th in Winnipeg. A session scheduled for October 30th, 2018 was cancelled due to a low registration number. The next one is scheduled for May 22nd, 2019, in Winnipeg.

Registration information for all upcoming sessions is on the MNU website.

Prairie Labour School 2018

Prairie Labour School is a joint biennial educational conference for the Manitoba Nurses Union, the Saskatchewan Union of Nurses and the United Nurses of Alberta members. The 2018 Prairie Labour School

was held June 6-8th in Canmore, Alberta, hosted by the United Nurses of Alberta. Fifty MNU members attended the event and the three workshops. We look forward to the next Prairie Labour School June 8th–10th, 2020 in Winnipeg hosted by MNU.

Professional Practice

The Manitoba Nurses Union monitors nursing professional practice issues and changes that may impact our members. An overview of topics covered in our liaison activities is included in the President's report. MNU's Professional Practice officer continues to provide member consultation and problem-solving services relevant to professional practice issues.

Workload Staffing Reports

The revised Workload Staffing Reports were rolled out to the entire province on October 1st, 2018.

The addition of a Long-Term Care form means there are now 3 form types; Acute Care, Community Care and Long-Term Care. The new form is more streamlined and includes a narrative section where the nurse describes the impacts to patient/resident/client care.

The rollout was supported with robust communication efforts to local/worksite presidents and members, as well as the development of several new resources, including a fact sheet, a flow chart, a new presentation, and an animated video explaining the purpose and process for completing WSRs. All of these education tools have been made available on our website at manitobanurses.ca/workload-staffing-reports.

Locals and worksites can request in-person education by contacting their Labour Relations Officer or Debbie Winterton. At the time of writing, sessions have been held in about 20 facilities/sites across Manitoba; many of these have been joint sessions with management. Initial feedback on the revised WSR forms is positive; they are easier to understand and provide increased accountability for all parties.

In 2018, MNU also began taking the necessary steps toward developing an online version of the Workload Staffing Reports (WSR). An IT consultant has been hired to work with MNU on developing online versions of the new WSR forms. Online forms are expected to improve the WSR process by reducing the amount of time needed by nurses to complete a form, by making form completion more convenient, and by providing immediate access to the information contained on the form to all parties. Testing of the online forms is currently underway.

We expect to begin a staged rollout of the online form in the WRHA in Spring 2019. Other regions have not yet confirmed support for the online WSR, but we remain hopeful that the system will eventually be made available province-wide.

Please note the online WSR form will not replace the paper form. Online access is intended to provide a supplementary alternative for nurses, but paper forms will still be available.



Director of Labour Relations Report

It was another year of change in healthcare. The restructuring in Winnipeg had Phase 1 changes completed and moved into Phase 2, there were numerous “managing to budget” projects introduced and Shared Health changes were announced by the employers. The fallout of all of these changes has had significant impact on nurses and has been the focus of the labour relations team throughout the year.

WRHA Restructuring

WRHA Phase II consolidation – is ongoing this phase includes the consolidation/transfer of most surgical programs, ICUs, mental health units and closure of emergency departments at both Seven Oaks General Hospital and Concordia General Hospital. These services/units are being consolidated into other facilities within Winnipeg. The resulting staffing changes have been very disruptive, leading to a number of lay-offs, grievances, short-staffing and increased overtime (both voluntary and mandatory).

While most of the first movements (surgical, mental health) are completed, there remains the closure of both emergency departments in the summer as well as the final closure of ICUs in the next few months. There are significant concerns regarding the ongoing ability to fully staff both emergency departments and ICUs through the WRHA’s target closure date. The WRHA has already reduced the number of ICU beds at both facilities and has already altered the emergency department admitting criteria at Concordia.

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, and to do everything we can to stop or reduce the disruption caused to nurses and patients.

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.

RHA Restructuring

We continue to await the announcement of rural restructuring arising out of the government’s direction to the RHAs. These announcements were expected sometime after the official creation of Shared Health Manitoba on April 1, 2018, however, to date, no announcements have been made.

Shared Health Inc.

Shared Health Inc. became official on April 1, 2018 and has since provided information on the changes that will occur on April 5, 2019. They are as follows:

- The move of the Health Science Center from the WRHA into Shared Health
- The move of CancerCare MB into Shared Health
- The beginning of consolidating mental health programs under Shared Health with the move of Eden Mental Health Centre and the Manitoba Adolescent Treatment Centre into Shared Health
- The move of Diagnostic Imaging at St. Boniface and in Brandon into Shared Health
- The move of the Breast Health program and MAID into Shared Health

These are the announced changes to date, with more to come in the future.

We will continue to report to the Board as all of these 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 for which MNU has sent notice to commence bargaining.

CFNU Negotiators Meetings

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

The recently ratified agreements and reports regarding current bargaining indicate 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.

Most of 2018 was spent on discussion regarding the many changes in health care including restructuring, new legislation and coordinated responses to employers and government.





Grievance Trends

In 2018, MNU filed 246 grievances, broken down as follows:

- 60 disciplinary
- 186 non-disciplinary

Many grievances filed in 2018 were as a result of the changes arising from the WRHA restructuring including bumping and scheduling issues.

We continue to see 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 60 referrals to GIP in 2018, with 8 files still active in the process at the end of the year.

Arbitrations

MNU continues 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.

The continued success of the GIP has dramatically reduced the number of grievances that were previously referred to arbitration.

There were no arbitration awards received in 2018.

There were 52 LEAP claims in 2018 with a total expenditure of \$75,883.47.

Labour Board Proceedings

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

The resolution provided for definitive, mutually agreed to timelines regarding notification on overpayments and a review of all outstanding overpayments as well as unresolved grievances.

Workplace Safety and Health

MNU continues to make efforts to ensure nurses are aware of their rights in the workplace and collective agreement and Workplace Safety and Health Committees are functioning with MNU representation. If you believe your WSHC is not functioning as it should contact Tom Henderson at the MNU Provincial Office. An increasing area of activity is nurses standing up against the increasing presence of violent and aggressive patients, residents or clients. In long term-care our members are increasingly put in difficult care giving situations with aggressive residents. In some cases, nurses are exercising their right to refuse unsafe work in a professional and responsible manner resulting in

Workplace Safety and Health Committees becoming involved, and occasionally Safety Officers from the Workplace Safety and Health Branch issuing orders to employers. Employers around the province continue to push the envelope with regards to nursing safety issues. Some of the challenges the nurses and MNU face are issues that would be better managed with increased security presence.

Workers Compensation Appeals

Throughout 2018, 72 appeal files were processed with 46 going through various levels of appeal and 17 not pursued after a review of the file. 8 files were reviewed with the member in response to the employer's notification of appeal.

For the first time, MNU pursued a judicial review on a WCB claim. The judicial review was in response to a member who was assaulted by a patient. We were unsuccessful in the judicial review but believe that it was the right thing to do for our member.

We are now offering service to members who's employer has notified the WCB of their intention to appeal. We are meeting with members to explain the process and review the claim file to ensure that personal health information not related to the claim is removed before it is released to the employer.

A continued 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 continue to advocate for better, more transparent processes that protect our members during a difficult time in their lives.

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

This year saw the addition of Anne Gregory as In-House Counsel. Anne joined us in July and has fit in well with our team, bringing a wealth of knowledge, expertise and new perspectives arising from her previous union experience in a variety of sectors, including healthcare.

MNU's team of LROs and support staff are second to none in their ability to rise to the daily challenges they face. Our members are now confronted with ongoing significant change and the resulting upheaval. They look to MNU to provide them with answers, support and resolutions. MNU's LROs and support staff continue to 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.



Nominations & Elections Committee Report

Kathy Nicholson, Chairperson
Sheila Holden
Julie Lackner
Leona Barrett, Staff Advisor

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.

To ensure greater participation in electronic voting, MNU requires updated member email addresses. **PLEASE ENCOURAGE YOUR MEMBERS TO PROVIDE UPDATED CONTACT INFORMATION, INCLUDING 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. **Nominations can only be received from the floor of the Annual General Meeting if no nominations have been submitted.**

A "Call for Nominations" was issued for the following positions whose terms expire April 30th, 2019. The deadline for receiving nominations was on Tuesday, January 15th, 2019, at midnight. All nominations and resumes submitted were accepted by the Nominations & Elections Committee:

Vice-President: Nominations were submitted by Donna McKenzie and Deanna Douglas. One member will be elected at the 2019 Annual General Meeting for the two-year term starting May 1st, 2019, to April 30th, 2021.

At the recommendation of the parliamentarian, the voting process was reviewed and the following change was passed at the 2018 November Board of Directors meeting to move from a plurality to a majority vote:

In compliance with Robert's Rules of Order, the successful candidate must receive the majority of the votes (more than half). In cases of three or more candidates, the candidate receiving the least amount of votes, drops off the ballot and a new vote will be taken with the remaining candidates until a candidate receives a majority of the vote.

Secretary-Treasurer: One nomination was submitted. Tracy Bassa was elected by acclamation to the position of MNU Secretary-Treasurer for the two-year term starting May 1st, 2019, to April 30th, 2021.

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, 2019. The deadline for receiving nominations was on Tuesday, January 15th, 2019, 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, 2019 to April 30th, 2021:

Northern Region (one member):

Carrie Holland

Winnipeg Community & Health Care Region (one member):

Julie Lackner

Winnipeg Hospital Region:

Concordia / Seven Oaks (one member):

Colleen Johanson

Grace / Victoria (one member):

Karen Cannell-Jamieson

Health Sciences Centre (one member):

Cheryl Lange

St. Boniface (one member):

Liz Cronk

- ii. An election was called between the hours of 0900 on Tuesday, March 12th, 2019, and 1600 on Wednesday, March 13th, 2019. The membership voted electronically and elected for a two-year term to start May 1st, 2019, to April 30th, 2021:

Southern Region (one member):

Deanna Douglas

- iii. An election was called between the hours of 0900 on Tuesday, March 12th, 2019, and 1600 on Wednesday, March 13th, 2019. The membership voted electronically and elected for a two-year term to start May 1st, 2019, to April 30th, 2021:

Prairie Mountain Region (one member):

Karen Taylor

C. ELECTIONS TO THE PROVINCIAL COLLECTIVE BARGAINING COMMITTEE (PCBC):

A Provincial Collective Bargaining Committee was elected in June of 2016. The following vacancies have occurred:

Concordia / Seven Oaks: A "Call for Nominations" was issued due to a vacancy on PCBC representing Concordia / Seven Oaks. Dawna Marie Bieniarz was elected by acclamation.

Prairie Mountain Region: A "Call for Nominations" was issued due to a vacancy on PCBC representing Prairie Mountain Region. Two nominations were submitted.

An election was called between the hours of 0900 on Tuesday, March 12th, 2019, and 1600 on Wednesday, March 13th, 2019. The membership voted electronically and Christina Woodcock was elected.

Discipline Committee Report

Michael Yablonski, Chairperson

Kathy Hillstrom

Karen Jantzen

Non-Member, Kevin Rebeck, MFL

Non-Member, Bea Bruske, UFCW

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.

Charges were brought against 2 members, under ARTICLE 18 – DISCIPLINE of the MNU Constitution & By-Laws:

18.02 (i) Fraudulently receiving or misappropriating any property of the Union of any Locals/Worksite Units;

A committee meeting was held on September 10th, 2018. Article 18 – Discipline of the MNU Constitution & By-Laws; MNU Handbook, under Section M – Financial Policies, (j) Fraud; and the Discipline Committee – Terms of Reference were reviewed.

Per Article 18, the charge against a member must be in writing to the Director of Labour Relations within 60 days after the violation has been discovered. A letter will be sent by the committee, notifying the accused member by registered mail, of the nature of the charges to date and place of the hearing will be included and the Director of Labour Relations investigates the charges.

October 15th, 2018, was set to review the data with a hearing date of October 29th, 2018. The October 15th, 2018, meeting was cancelled due to the challenge of having the letters delivered. Both nurses successfully evaded receiving the letters, therefore, were served at their work place. October 29th, 2018, we reviewed the data and additional letters were sent advising of a November 22nd, 2018, hearing date with the former and current Local/Worksite President copied.

Member #1: There has been no response from the member. A review of the charges took place, as well as a discussion on whether Article 501 (FIPPA) would apply as files were not returned, along with 2 computers, a printer and a filing cabinet. A further letter will be served. The penalty will be a suspension of 2 years from the membership of MNU, per Article 18.

Member #2: Cheques from the Local were cashed with only one signature with no minutes or explanation to justify expenditures. Prior to the hearing, an email was received with the member admitting

guilt and disclosing an addiction and help sought from a recovery centre. A further letter was sent to the member requesting confirmation of treatment and to advise the committee whether the College has been notified of the addiction. A meeting to discuss which transactions were fraudulent and a repayment plan will be arranged. The penalty is a suspension of 2 years from the membership of MNU, if monies are not reconciled.

The committee will look at a confidentiality policy and/or agreement.



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 MNU members.

Bargaining has been at a standstill for more than two years, as the government has refused to come to the bargaining table. In February 2019, Bill 29 Commissioner Robert Pruden, responsible for overseeing the Health Care Union Representation Votes, provided the information on the government's position as part of his second update:

"Collective bargaining cannot begin until after the votes have been conducted and the successful union has been determined. How soon bargaining for a new collective agreement can begin after the votes will be up to the successful union and the employers organization. However, given the size and complexity of each new bargaining unit, preparing for bargaining will be a complicated process for both unions and employers."

Further complicating matters, the legal challenge over The Public Services Sustainability Act (formerly

Bill 28) continues to wind its way through the court system. Court of Queen's Bench dates have been set for November 18, 2019 to December 5, 2019. The challenge is led by the Partnership to Defend Public Services, a coalition of Public Sector Unions representing over 120,000 public sector employees, including MNU members. More information on the progress of this challenge is available in the President's report.

We recognize that it's very frustrating for nurses to be without a contract for more than two years, particularly during these challenging times. Following the votes, we will endeavor to reassemble a package of proposals as quickly as possible and get to the bargaining table.

Thank you for your patience and your continued support.

Nursing Workload Staffing Committee Report

New Workload Staffing Report forms were printed and successfully distributed to all locals and worksites. They have been in use since October 2018. Supporting materials have been developed to educate members on the importance of filling out WSRs, and the changes made to the new form. All of these education tools have been made available on our website at manitobanurses.ca/workload-staffing-reports.

Education sessions have been provided to many locals and worksites across the province. Locals or worksites interested in hosting one of these sessions can contact Debbie Winterton, dwinterton@manitobanurses.ca.

The work of this committee is now complete, and the committee has been disbanded. Work

on an online WSR form continues. For further updates on the online WSR form, see the Director of Communications and Government Relations report.

Donna McKenzie,
Union Representative Co-chair

Resolutions & Constitution Committee Report

Kim Fraser, Chairperson
Karen Cannell-Jamieson
Deanna Douglas

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

SUBMISSION OF RESOLUTIONS FOR THE PROVINCIAL AGM:

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

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

All resolutions received by the published deadline will be printed in the Annual Report available online to members on the MNU website **manitobanurses.ca**. Members are strongly encouraged to submit resolutions prior to the deadline in order to allow locals and/or worksite units and regional locals the opportunity to discuss them fully, prior to the Annual General Meeting.

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

Resolutions submitted after 5:00 p.m. on the Thursday before the Annual General Meeting would be considered an emergency resolution. An emergency resolution deals with issues, which were not known prior to the deadline and must be dealt with immediately by the assembly in order to have an impact. These resolutions will be reviewed by the Resolutions & Constitution Committee to determine

whether they meet the criteria of a true “emergency” and will then be presented at the Annual General Meeting for consideration with the permission of a 2/3 vote of the delegates.

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



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

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

All proposed constitutional amendments must be received by the MNU Office on or before the

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

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

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

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

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

Three (3) Resolutions were submitted prior to the printing of this report. No Constitutional Amendments were submitted.

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

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

To access a copy of your Regional Local / Worksite Unit / Local Constitution, please visit the MNU website manitobanurses.ca and login to the member portal.

RESOLUTION #1:

WHEREAS, MNU's reputation is our greatest asset and compliance with CRA to maintain our not-for-profit status is critical to continue providing services to our members;

WHEREAS, the MNU Board of Directors has a fiduciary responsibility to ensure that dues of the members are handled and expended according to best practices.

THEREFORE BE IT RESOLVED THAT, all Regional Locals, Worksite Units and Locals be required to submit their records for review or a statement from a qualified individual confirming that a satisfactory financial review has been completed by June 30th of each year. Failure to do so will result in the monthly dues rebate being held in trust until the required information has been received.

AND BE IT FURTHER RESOLVED THAT, the MNU has the ability to randomly perform spot checks on Regional Locals, Worksite Units and Locals to ensure compliance with MNU financial policies and best practices.

FINANCIAL IMPLICATIONS: Work to be performed within existing accounting resources.

MOVED BY: MNU FINANCE COMMITTEE

RESOLUTION #2:

WHEREAS, MNU is a founding member of the Canadian Federation of Nurses' Unions and membership in the CFNU is of critical importance to advocacy for the protection of the health care system and nurses;

WHEREAS, MNU is not currently affiliated with the Manitoba Federation of Labour, which means we stand in violation of both the Canadian Labour Congress and CFNU constitutions;

WHEREAS, MNU currently participates in the Partnership to Defend Public Services (PDPS) challenging the government's unconstitutional wage freeze in court, and has benefited from many other initiatives of the Manitoba Federation of Labour, including lobbying and campaigns to enhance workplace safety and health, pensions and employment standards; and labour appointments to government boards and agencies;

WHEREAS, in the face of current attacks on health care and labour, unions must stand together;

WHEREAS, MNU's Board of Directors has carefully studied the matter and recommends affiliating with the MFL.

THEREFORE BE IT RESOLVED THAT, voting delegates at the 2019 MNU AGM ratify the November 28th, 2018, Board decision to affiliate with the MFL, effective July 1st, 2019.

FINANCIAL IMPLICATIONS: Regular per capita payments of \$1.08 per member per month for half of 2019 (total: \$76,107.60), rising to \$1.09 per member per month for 2020 (total: \$160,164.60) and participation in other MFL activities as required and desired. Labour council affiliation (where present) totaling approximately \$30,000 to \$40,000 per annum.

MOVED BY: MNU Board of Directors

RATIONALE: By formalizing our relationship, nurses will have a stronger voice of influence on labour issues, and ensure fair contribution to the MFL's ongoing work on a variety of issues that benefit MNU members, including the administration of the PDPS, and improving workplace health and safety, pensions, employment standards for nurses and all Manitobans. Affiliating with the MFL will also bring MNU into compliance with the constitutions of the CLC and the CFNU and ensures our continued affiliation with both organizations.

RESOLUTION #3:

WHEREAS, the acuity level in long term care facilities is rising, along with an increase in comorbidities in our resident population; and

WHEREAS, “The Future of Long Term Care is Now”, MNU’s report on addressing nursing care needs in Manitoba’s Personal Care Homes recommends increasing direct care hours to 4.1 hours per resident, per day; and

WHEREAS, the content of Bill 201 would push the current government of Manitoba to legislate the 3.6 care hours and not leave it as a guideline, as well as, requiring feedback about moving towards 4.1 direct care hours.

THEREFORE BE IT RESOLVED THAT, the Manitoba Nurses Union actively lobby the government to legislate an increase to 4.1 direct care hours per resident, per day.

FINANCIAL IMPLICATIONS: None

MOVED BY: Karen Jantzen, Winnipeg Long Term Care Regional Board Member & President, Vista Park Nurses Local 78

SECONDED BY: Nadine McLean, President, Oakview/Tuxedo Nurses Local 8



Finance Committee Report

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.

The role of the Finance Committee is to oversee the expenditure 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 MNU members' dues. To accomplish this, the committee meets regularly to review the financial statements and budget, discuss financial policies, and review investment portfolios.

In order to continue to meet our fiduciary responsibilities to the general membership we have brought forward a resolution to this year's AGM requiring all worksites/locals/regions to submit their records for review, or provide a statement from a qualified individual confirming that a satisfactory financial review has been completed by June 30th of each year.

We also continue to work on an electronic salary continuance form, which will enable us to get more accurate number for reconciling employer invoices.

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

The **General Reserve Fund** provides for the stabilization of provincial union operations. Historically it has been funded through annual surpluses, however, due to budget deficits related to increasing costs, the Reserve Fund has been used to balance the budget for the past 3 years. With membership numbers likely remain relatively stable, the only way to increase revenue is through a dues increase. MNU has not increased dues rates since 2010. At that time it was increased by \$4.00/member biweekly. The Finance Committee continues to monitor fund balances to ensure that they remain adequate to keep MNU strong financially.

The **Negotiations Fund** was established in 2003 to support bargaining Collective Agreements for our membership. MNU was prepared to bargain centrally in 2017 when our last Collective Agreement expired, however, we continue to wait for the employer to come to the table.

The **Defense/Strike Fund** was established to assist in financing lengthy legal proceedings, assist with public relations and education in times of crisis, and both job/political action. In recent years, it has been used to fund MNU's contribution to the Partnership to Defend Public Services and the Put Patients First Campaign.

Manitoba's nurses are facing significant pressure from government through systematic cuts and changes to health care, and through forced representation votes that will require MNU to campaign against other unions for the right to continue to represent nurses. With bargaining also on the horizon, it's important for MNU to ensure that the public is aware of the challenges nurses face in delivering quality patient care during these difficult times.

As such, in support of a representation vote campaign, ongoing resistance to cuts and closures in health care, and bargaining in the future, in March 2019 MNU's Board of Directors approved a \$500,000 withdrawal from the Defense/Strike fund toward the continuation of our Put Patients First Campaign. This initial investment represents a portion of a larger overall expenditure that's required for the campaign. A campaign plan will be presented to delegates at the 2019 AGM for ratification.

2019 REALLOCATION

Based on 2018 results and planned activities for 2019, the Finance Committee has looked at revenue and expenditures and reallocated accordingly. Affiliation with the Manitoba Federation of Labour and its affiliates has been built into the 2019 Reallocation, pending ratification by AGM delegates.

Regardless of the MFL decision outcome we are forecasting a significant budget deficit.

2020 FORECAST

The 2020 forecast was developed by the Finance Committee based on a review of strategic planning and future goals as set out by the Board of Directors.

Though our financial standing remains strong, 3 years of deficits and reliance on our Reserve fund to sustain our operating budget requires us to consider the medium and long-term sustainability and implications of this approach. With no significant growth in membership and no dues increase for almost 10 years, revenues have remained flat, but costs have continually risen.

With careful consideration for the needs of MNU members, the current political and economic climate, and the importance of maintaining the current service level for members, with the support of the MNU Board of Directors, the Finance Committee recommends the following to AGM Delegates and members:

“That effective January 1, 2020, the Provincial dues be increased by \$4 per member, per bi-weekly pay period for full time/part time nurses, and for casual nurses in any pay period worked.”

The Finance Committee would like to thank members for your continued support. We remain committed to prudent fiscal management that will ensure our organization continues to meet the needs of members for many years to come.



	2018 Budget	2018 Year End	2019 Forecast	2019 Reallocation	2020 Forecast
Revenue					
MNU Provincial Dues	8,140,000	8,053,239	8,140,000	8,140,000	9,551,100
Dual Dues Refund	(210,000)	(203,580)	(210,000)	(200,000)	(200,000)
Net Dues Revenue	7,930,000	7,849,659	7,930,000	7,940,000	9,351,100
Transfer from General Fund	665,000	671,855	611,000	637,784	–
Total Operating Revenue	8,595,000	8,521,514	8,541,000	8,577,784	9,351,100
Expenditures					
Sundry Office Supplies	30,000	25,044	30,000	30,000	30,600
Messenger Services	3,000	4,659	3,200	3,200	3,264
Fax Costs	1,500	1,628	1,500	1,500	1,530
Insurance	17,000	16,181	17,000	17,000	17,340
Telephone	70,000	59,238	72,500	72,500	73,950
Stationery	8,000	10,689	8,500	8,500	8,670
Copier	30,000	20,077	30,000	30,000	30,600
Printing	10,000	8,220	10,000	10,000	10,200
Postage	18,500	17,287	17,500	17,500	17,850
Resource Material	15,000	12,829	13,000	13,000	13,260
Rental Services	298,000	297,448	298,000	298,000	295,000
Bank Service Charges	1,800	1,087	2,000	2,000	2,040
Technology	95,000	77,400	95,000	95,000	96,900
Audit	17,500	19,340	17,750	17,750	18,105
	615,300	571,126	615,950	615,950	619,309
Democratic Process					
Annual Meeting	650,000	647,973	650,000	650,000	725,000
Annual Planning Session	20,000	–	–	–	–
Board	200,000	217,146	200,000	200,000	200,000
Board Development	60,000	41,557	60,000	20,000	60,000
Miscellaneous Meetings	20,000	4,210	20,000	20,000	10,000
Committee					
a) Finance	10,000	10,577	10,000	10,000	10,000
c) Executive /Officers	266,000	292,969	256,500	256,500	261,375
d) Resolutions/Constitution	4,000	817	4,000	4,000	4,080
e) Nominations	5,000	1,236	5,000	5,000	5,100
f) Discipline	5,000	3,305	1,000	1,000	1,020
	1,240,000	1,219,790	1,206,500	1,166,500	1,276,575
Membership Services					
Education Programs	400,000	258,454	400,000	400,000	400,000
LEAP	85,000	75,883	85,000	45,000	45,000
Prairie Labour School	75,000	69,926	–	–	75,000
Communications	500,000	596,832	500,000	500,000	500,000
Legal	380,000	295,306	380,000	275,000	275,000
Arbitration	75,000	49,148	75,000	75,000	75,000
Consultants	15,000	2,630	15,000	10,000	10,000
Regional Local President's Days	31,250	8,806	31,250	31,250	31,250

	2018 Budget	2018 Year End	2019 Forecast	2019 Reallocation	2020 Forecast
Membership Services continued...					
Worksite President's Days Allot	320,000	298,868	320,000	320,000	320,000
Advocacy-IAC	20,000	–	20,000	20,000	20,000
Employer Invoices Estimate	60,000	56,317	60,000	60,000	60,000
Computer Support	14,500	13,500	14,500	14,000	14,000
Workplace Safety & Health	70,000	–	–	–	–
	2,045,750	1,725,670	1,900,750	1,750,250	1,825,250
Affiliations					
MCHCU	6,600	6,600	6,600	6,600	6,600
Manitoba Health Coalition	23,000	23,000	23,000	23,000	23,000
CFNU	210,000	208,804	210,000	210,000	246,000
CFNU Biennial	–	–	125,000	125,000	–
CLC	92,400	92,400	92,400	92,400	92,400
CLC Convention	–	–	–	–	15,000
MFL	–	–	–	75,000	154,000
Labour Councils	–	–	–	20,000	40,000
CCPA	10,000	10,000	10,000	10,000	10,000
	342,000	340,804	467,000	562,000	587,000
Outreach & Solidarity					
In Memorium	1,000	100	1,000	1,000	1,000
Budgeted Donations	6,500	6,500	6,500	6,500	6,500
Ad Hoc Donations	10,000	9,982	10,000	10,000	10,000
International Assistance Donations	2,000	2,000	2,000	2,000	2,000
Joyce Gleason Scholarship	6,000	6,000	6,000	6,000	6,000
CCCN	3,000	2,000	3,000	3,000	3,000
Keith Lambert	–	–	–	2,500	2,500
Student Outreach	25,000	9,271	25,000	5,000	10,000
Miscellaneous Donations/ 1919 strike	12,500	12,500	12,500	12,500	10,000
Labour Donations	2,000	500	2,000	2,000	2,000
Continuing Education Scholarship	3,000	3,000	3,000	3,000	3,000
	71,000	51,853	71,000	53,500	56,000
Administrative Support					
Staff Salaries, Travel, Vehicles	4,039,584	4,269,744	4,039,584	4,189,584	4,314,866
Staff Development	40,000	11,651	40,000	40,000	40,000
Senior Management Development	20,000	4,343	20,000	20,000	15,000
Severance	30,000	155,592	30,000	30,000	30,000
	4,129,584	4,441,331	4,129,584	4,279,584	4,399,866
Total Expenditures	8,443,634	8,350,573	8,390,784	8,427,784	8,764,000
Depreciation	150,000	170,941	150,000	150,000	150,000
Net Income	1,366	0	216	0	437,100



Independent auditor's report

To the Members of Manitoba Nurses' Union

Our opinion

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Manitoba Nurses' Union (the Organization) as at December 31, 2018 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.

What we have audited

The Organization's financial statements comprise:

- the balance sheet as at December 31, 2018;
- the statement of operations for the year then ended;
- the statement of changes in fund balances for the year then ended;
- the statement of cash flows for the year then ended; and
- the notes to the financial statements, which include a summary of significant accounting policies.

Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report.

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

Independence

We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada. We have fulfilled our other ethical responsibilities in accordance with these requirements.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of the 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.

PricewaterhouseCoopers LLP

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



In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.



- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

PricewaterhouseCoopers LLP

Chartered Professional Accountants

Winnipeg, Manitoba
March 27, 2019

Manitoba Nurses' Union

Balance Sheet

As at December 31, 2018

	2018 \$	2017 \$
Assets		
Current assets		
Cash	584,716	1,138,671
Accounts receivable	991,483	1,145,659
Prepaid expenses	50,145	9,969
	1,626,344	2,294,299
Investments in marketable securities (note 3)	7,397,757	7,366,435
Investment in Union Centre Inc. (note 4)	579,362	579,362
Property and equipment (note 5)	335,058	436,909
	9,938,521	10,677,005
Liabilities and Fund Balances		
Current liabilities		
Accounts payable and accrued liabilities (note 6)	623,588	764,860
Leasehold inducement	60,000	90,000
Severance payable (note 7)	473,037	359,513
	1,156,625	1,214,373
Fund balances		
Defence/Strike Fund (note 8)	2,654,660	2,823,292
Keith Lambert Scholarship Fund (note 9)	27,751	22,174
Negotiations Fund (note 10)	3,133,182	3,103,888
International Assistance Fund (note 11)	6,498	5,528
General Fund	2,959,805	3,507,750
	8,781,896	9,462,632
	9,938,521	10,677,005

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, 2018

	2018 \$	2017 \$
Revenue		
Membership dues	8,053,239	8,190,220
Less: Dual dues refunds	(203,580)	(203,448)
	<hr/>	<hr/>
	7,849,659	7,986,772
Investment income (note 3)	27,733	386,664
Other income	10,772	4,797
	<hr/>	<hr/>
	7,888,164	8,378,233
Expenses		
Office support (note 15)	742,068	722,251
Democratic process (note 16)	1,219,490	1,210,355
Membership services (note 17)	1,771,129	2,609,990
Affiliations (note 18)	340,804	450,511
Outreach and solidarity (note 19)	54,078	79,970
Administrative support	4,441,331	4,018,526
	<hr/>	<hr/>
	8,568,900	9,091,603
Net loss for the year	<hr/>	<hr/>
	(680,736)	(713,370)

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, 2018

	2018				2017		
	Defence/ Strike Fund \$	Keith Lambert Scholarship Fund \$	Negotiations Fund \$	International Assistance Fund \$	General Fund \$	Total \$	Total \$
Balance – Beginning of year	2,823,292	22,174	3,103,888	5,528	3,507,750	9,462,632	10,176,002
Net income (loss) for the year	(54,562)	5,577	2,860	970	(635,581)	(680,736)	(713,370)
Interfund transfers (notes 8, 9, 10 and 11)	(114,070)	-	26,434	-	87,636	-	-
Balance – End of year	2,654,660	27,751	3,133,182	6,498	2,959,805	8,781,896	9,462,632

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

Manitoba Nurses' Union

Statement of Cash Flows

For the year ended December 31, 2018

	2018 \$	2017 \$
Cash provided by (used in)		
Operating activities		
Net loss for the year	(680,736)	(713,370)
Items not affecting cash		
Depreciation	200,941	164,728
Leasehold inducement amortization	(30,000)	(30,000)
Realized (gain) loss on sale of investments	53,924	(1,152,259)
Unrealized (gain) loss on investments	(22,178)	1,022,134
	(478,049)	(708,767)
Change in non-cash working capital items		
Accounts receivable	154,176	(28,213)
Prepaid expenses	(40,176)	(3,685)
Accrued interest	498	872
Accounts payable and accrued liabilities	(27,748)	(522,610)
	(391,299)	(1,262,403)
Investing activities		
Purchase of investments	(12,358,734)	(21,431,518)
Proceeds on disposal of investments	12,295,168	23,236,858
Purchase of property and equipment	(99,090)	(57,694)
	(162,656)	1,747,646
(Decrease) increase in cash during the year	(553,955)	485,243
Cash – Beginning of year	1,138,671	653,428
Cash – End of year	584,716	1,138,671

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

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2018

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, 2018

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:

	2018		2017	
	Market value \$	Cost \$	Market value \$	Cost \$
Term deposits	783,380	775,393	1,359,622	1,351,162
Accrued interest	7,961	7,961	8,459	8,459
Pooled funds	6,420,926	6,527,015	5,819,040	5,947,780
Preferred shares	185,490	185,490	179,314	179,314
	<u>7,397,757</u>	<u>7,495,859</u>	<u>7,366,435</u>	<u>7,486,715</u>

Pooled funds consist of the following:

	2018		2017	
	Market value \$	Cost \$	Market value \$	Cost \$
Canadian equity	1,674,303	1,795,124	1,576,937	1,635,133
Global equity	1,838,499	1,898,002	1,354,440	1,422,562
Money Market	129,265	129,273	229,770	229,812
Bond Fund	1,375,196	1,364,047	1,322,967	1,326,412
Core Plus Bond (PIMCO)	786,185	790,154	765,511	783,952
Global Direct Real Estate	617,478	550,415	569,415	549,909
	<u>6,420,926</u>	<u>6,527,015</u>	<u>5,819,040</u>	<u>5,947,780</u>

(2)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2018

Investment income consists of the following:

	2018 \$	2017 \$
Interest	59,479	256,539
Realized gain (loss) on sale of investments	(53,924)	1,152,258
Unrealized gain (loss) on fair market value adjustment	22,178	(1,022,133)
	<u>27,733</u>	<u>386,664</u>

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.

5 Property and equipment

	2018			2017
	Cost \$	Accumulated amortization \$	Net \$	Net \$
Furniture and equipment	2,216,399	(1,881,341)	335,058	436,909

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, \$33,599 (2017 – \$241) 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.

(3)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2018

In 2018, \$24,045 (2017 – \$116,579) was transferred to the Defence/Strike Fund from the General Fund and \$138,115 (2017 – \$289,983) was transferred from the Defence/Strike Fund to the General Fund for the Put Patients First Campaign, for a net transfer of \$114,070 (2017 – \$173,404) to the General Fund.

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. During 2018, \$26,434 was transferred to this fund (2017 – \$139,960).

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.

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 \$1,256,345 and for each of the next five years are:

	\$
Year ending December 31, 2019	251,269
2020	251,269
2021	251,269
2022	251,269
2023	251,269

13 Post-retirement benefits

MNU maintains various defined contribution plans for its eligible employees. Pension expense for these plans for the year amounted to \$291,998 (2017 – \$238,984).

(4)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2018

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 2019 – January 2021.

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

Notes to Financial Statements

December 31, 2018

15 Office support

Expenses include the following:

	2018 \$	2017 \$
Amortization	170,941	134,728
Audit	19,340	15,913
Bank charges	1,087	1,342
Copier	20,077	24,283
Fax costs	1,628	1,580
Furniture and fixtures	-	534
Insurance	16,181	13,494
Messenger services	4,659	1,820
Office supplies	25,044	24,271
Postage	17,287	18,016
Premises rental	297,448	297,097
Printing	8,220	3,314
Resource material	12,829	14,599
Stationery	10,689	18,465
Technology	77,400	89,301
Telephone	59,238	63,494
	<u>742,068</u>	<u>722,251</u>

16 Democratic process

Expenses include the following:

	2018 \$	2017 \$
Annual meeting	647,673	651,403
Board	258,703	227,272
Committees	308,904	328,313
Miscellaneous meetings	4,210	3,367
	<u>1,219,490</u>	<u>1,210,355</u>

(6)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2018

17 Membership services

Expenses include the following:

	2018 \$	2017 \$
Communications	596,832	692,264
Education programs	328,380	257,230
Employer invoice estimate	56,317	87,506
Legal expense assistance plan	75,883	74,316
Legal, arbitration and consultation	399,016	554,861
Regional and worksite president's days	300,012	342,791
Negotiations	14,689	601,022
	<hr/>	<hr/>
	1,771,129	2,609,990

18 Affiliations

Expenses include the following:

	2018 \$	2017 \$
Canadian Federation of Nurses' Unions and Canadian Labour Congress	301,204	433,911
Manitoba Council of Health Care Unions	6,600	6,600
Other	33,000	10,000
	<hr/>	<hr/>
	340,804	450,511

(7)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2018

19 Outreach and solidarity

Expenses include the following:

	2018 \$	2017 \$
Ad hoc donations	9,982	10,000
Budgeted donations	6,500	6,500
Student outreach	9,271	21,803
International Assistance Donation	2,000	2,000
Joyce Gleason Scholarship	6,000	6,000
Keith Lambert Scholarships	2,225	15,748
Other donations and sponsorships	18,100	17,919
	<hr/> 54,078	<hr/> 79,970

(8)

MFL affiliation FAQ

Recently, the MNU Board of Directors made the decision to begin the process of affiliating with the Manitoba Federation of Labour (MFL), pending ratification from voting delegates at AGM 2019. To enhance engagement with membership on this issue, below are answers to frequently asked questions for why the decision was made.

Q: What is the Manitoba Federation of Labour?

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

Q: Why should MNU join the MFL?

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

Benefits of the MFL's work

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

their work has greatly benefited MNU members, and all Manitobans.

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

Affiliation is required by our current affiliates

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

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

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

Solidarity

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

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

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

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

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

Q: How was this decision made?

A: After MNU was notified of its violation of the CFNU and CLC constitution, the Board of Directors investigated the matter over several months and considered MNU's legal, ethical and financial responsibilities. At the November 2018 meeting, the Board made the decision to affiliate. Further discussion followed that meeting, and a special meeting was called on January 8, 2019. At the special meeting the Board and Regional/Local/Worksite Presidents had the opportunity to hear from and ask questions of CFNU Secretary-

Treasurer Pauline Worsfold, and MFL President Kevin Rebeck. After thorough questioning and further discussion, the Board voted overwhelmingly in favour of recommending affiliation with the MFL, pending ratification of the decision by delegates at our 2019 AGM.

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

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

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

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

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

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

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

Q: How do I learn more about the MFL?

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

Annual General Meeting Agenda

**2019 ANNUAL MEETING
& PROVINCIAL EDUCATION DAY
APRIL 30, MAY 1 & 2**

VICTORIA INN WINNIPEG
1808 Wellington Avenue, Winnipeg, Manitoba

*Please bring
your Membership
Card to the
Annual Meeting*

MONDAY, APRIL 29

1500 – 2000 Pre-Registration
Location: Embassy Foyer

Registration Procedure at Annual 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, APRIL 30

0800 – 0850 Registration – EMBASSY FOYER

0900 Call to Order
O Canada
Greetings
Announcements
Introductions
Credentials Committee Report

Approval of Agenda
Rules of Procedure
Approval of Scrutineers
President's Address

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

1030 Updated Credentials
Committee Report

Presentation of Reports:

President
Director of Operations
Director of Communications
and Government Relations
Director of Labour Relations
Secretary Treasurer

Finance Committee:

Auditor's Statement
Adoption of Auditor's Report
Appointment of Auditor
Budget Forecast
Nominations & Elections
Committee
Discipline Committee
Nursing WSR Committee
Provincial Collective
Bargaining Committee
Resolutions & Constitution
Committee

1145

100 Years Celebration: Winnipeg
General Strike (1919–2019)

1200

Free Time for Lunch

1330

KEYNOTE: Jane McAlevey

1445

**Refreshment Break – Regional
Meetings**

1615	Vice-President Candidate Speeches
1700	Adjournment of Business Session
1700	Meet & Greet (Candidates for Vice-President)

WEDNESDAY, MAY 1

0800 – 0850	Registration – EMBASSY FOYER
0900	Call to Order
	Announcements
	CFNU Greetings – Linda Silas, CFNU President
	Credential Committee Report
	In Camera Session
	Business Held Over from Previous Day
1000 – 1030	Refreshment Break & Late Registration
1030	Resolutions
	Approval of Budget
1145	Vote for MNU Vice President
1200	Rally – Lunch
1330	CLC Greetings – Bernie Wood
	Charity Presentation – STARS MB
	Resolutions cont'd

1500 – 1530	Refreshment Break
1530	Honorary Life Membership
	Yellow Ribbon Awards
1700	Announce Election Results
1700	Adjournment of Business Session
1800	Cocktails
1900	44 th Banquet Evening – “ALICE IN WONDERLAND”

THURSDAY, MAY 2 – Provincial Education Day

0830	Registration – EMBASSY FOYER
0900	PLENARY: Dr. Sherri Fandrey <i>Embassy Ballroom</i>
1015 – 1045	Refreshment break
1045	Break-out sessions
1145 – 1315	Lunch
1315	Break-out sessions
1415 – 1445	Refreshment break
1445 – 1545	CLOSING KEYNOTE: You Gotta Laugh, with Susan Stewart <i>Embassy Ballroom</i>
1545	Adjournment

KEYNOTE SPEAKER — Jane McAlevey When We Fight, Our Patients Win, We Win

Jane McAlevey is an organizer, author and scholar with decades of experience in the community organizing, environmental justice and labour movements, including extensive involvement with nursing unions. Her first book, *Raising Expectations (and Raising Hell)*, published by Verso Press, was named the “most valuable book of 2012” by The Nation Magazine. Her second book, *No Shortcuts: Organizing for Power in the New Gilded Age*, was released late in 2016. McAlevey earned a PhD from the City University of New York’s Graduate Centre, and was a Post Doc at Harvard Law School’s Labor & Worklife Program. Her third book, *Striking Back*, is slated for release in fall 2019 and explores union organizing, power and strategy.

As the Pallister government continues its program of cuts and closures in health care, Dr. McAlevey will discuss the importance of membership mobilizing and organizing at the grassroots level. Drawing from her experiences working with unions across North America, she will provide important insight into how nurses can utilize their trust with the public to fight back against health care cuts, and strengthen their bargaining position. Learn more about her work at janemcalevey.com



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.



COMING TO AGM?

Avoid the line ups

Pre-register and WIN!

Visit the
MNU store!
OPEN Monday, April 29:
1500hrs – 2000hrs
May 1, 2: during breaks
from AGM business

AGM PRE-REGISTRATION OPENS

Monday, April 29th, 2019

1500hrs – 2000hrs

Victoria Inn, Embassy Hallway
1808 Wellington Ave.

Register on **Monday,**
April 29 and you will be
entered into a draw for a
\$200 gift card to Best Buy!



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 chemicals; including those
found in scents, 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.



TEULON NURSES AND WORKSITES 9, 39, 48, 55, 105, & 107
announces

Alice in Wonderland

Wednesday, May 1st, 2019

Cocktails 1800 • Dinner 1900

Victoria Inn Winnipeg

Centennial Ballroom



**Best
Costume
Prizes**

**Door
Prizes**

Dancing all night long!

Tickets \$25.00

(in advance from the MNU Office)

Dress as your favourite Alice in Wonderland character

**Silent
Action**

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 nursing program, provided that they are actively participating in a course at the time of their application.

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

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

**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.

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.

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

Applicants may apply for the scholarship in any year of the program. Nurses enrolled in post-diploma or post-degree programs are not eligible.

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

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

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

Manitoba
nurses
Union

A COMMITMENT TO CARING

Keith Lambert Memorial SCHOLARSHIP

\$1,000



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

Applicants are eligible for a maximum of \$1,000 annually and can apply more than once per calendar year.

ABOUT KEITH LAMBERT

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

This education fund was established in 1993, in recognition of his philosophy of effecting change through participation, so that other nurses can advance their labour education and become active union members.

For further information, or to apply online, please visit manitobanurses.ca/keith-lambert

Applications can also be mailed, emailed, couriered or delivered personally to:

Katrina Profeta
c/o Manitoba Nurses Union
301 – 275 Broadway
Winnipeg, Manitoba R3C 4M6
Fax: (204) 942-0958
kprofeta@manitobanurses.ca

Provincial Education Day

Thursday May 2nd, 2019

PLENARY SESSION:

Methamphetamine: What's old is new again

Dr. Sheri Fandrey – Addictions Foundation of Manitoba

This session will focus on the current trend of methamphetamine use in Manitoba, the short- and long-term consequences of use, implications for nurses and issues related to recovery.

Themes that will be discussed include:

- How common is methamphetamine use?
- How does methamphetamine affect users?
- Who is at higher risk from meth use?
- What are the short- and long-term effects?
- How can we deal with someone who is using?
- Does anyone recover from meth addiction?

Dr. Sheri Fandrey is the Knowledge Exchange Lead at the Addictions Foundation of Manitoba. She has been working in the field of addictions and mental health for over 15 years, and is a specialist when it comes to communicating knowledge in a way that reduces stigma and fosters productive relationships. She provides professional education about addictions and prescription drug abuse to educators, social workers, pharmacists, physicians and nurses and others in Manitoba. As the Knowledge Exchange Lead, Dr. Fandrey is responsible for providing input into the strategic direction of the Manitoba Addictions Knowledge Exchange Centre, with the goal of enhancing the entire Manitoba Addictions system.



Breakout Sessions

Participants will choose 2 of the 4 sessions described below:

Gen Zen: Communicate, Collaborate and Cooperate in the Changing Workplace

Tina Varughese: Cross-Cultural Communication Expert

Today's increasingly multigenerational, multicultural and multifaceted workforce brings both opportunities and challenges. To create trust, collaboration and creative work environments, inclusive leaders need to effectively communicate, understand and listen to their fellow employees. Learning how to communicate and cooperate in the workplace leads to a healthier, happier, motivating and inspiring workplace where everybody benefits.

Tina is an Indo-Canadian daughter of first generation East Indian parents, which allows her to find 'the best of both worlds' and shed light, knowledge and most importantly universal humour into the intercultural workplace. Described as a 'dynamic, engaging, knowledgeable and humorous' speaker, Tina's interactive and energetic approach is insightful and her delivery is highly entertaining.

Born Resilient: Transforming Challenges into Triumphs

Allan Kehler: Mental Wellness Expert

Allan draws from his personal and professional experiences and uses humour, compassion, and authenticity to inspire others. His session at last year's Provincial Education Day included an entertaining game of PieFace.

Having challenges, failures, pain and triumphs are what make you human. The ability to navigate through stress and adversity relies on developing certain thoughts and behaviours. Drawing from his most recent book, Allan provides factors of resiliency and attitudes that will help you to not just survive stress and change, but thrive in the midst of it.

Get ready to reflect on your own story of resilience. It will become clear that you were not created to roll over and give up in the face of obstacles. You were born resilient. You were born to be triumphant.

Energy is Everything!

Janice Butler: Workplace Morale Booster

Janice Butler is an internationally renowned speaker, author and expert on how to foster confidence, happiness, and success!

Every individual or team needs positive energy to feel their best and do their best!

Participants will be energized to get more energy in their lives through fabulous and practical techniques shared by Janice. The focus is placed on how to energize your mind.

Starting with a study on the impact of positive thinking on someone's energy, Janice will then guide the participants through fun and dynamic activities around the effect of your environment. What you see and hear affects your energy! She will also present some key ways to refresh your mind to find a balance during your hectic day. All this is orchestrated as a beautiful, musical, and energetic speech from the "Master Booster" herself.

Her message is SIMPLE and POWERFUL... "Be energized... Enjoy what you do!"

Financial Planning

Chris Chornick: Certified Financial Planner – Onyx Financial Group

Chris is a partner of ONYX Financial Group where he oversees the individual and pension investment strategies along with all of the financial and retirement planning. Chris works closely with a large number of individual and group clients as well as consulting for the Manitoba Nurses Union Reserve Fund. Chris presents to over 100 groups per year educating and inspiring others to look at their financial position.

This is a valuable session for all MNU members, at any stage of their career. The session will provide an overview of a financial plan for now and in retirement, with the goal of making financial planning fun. Topics will include:

- Tips for financial planning at any stage
- Budgeting
- Taking a look at your different pots of money
- What to expect from government & your work retirement plans
- What savings strategies are available and best for you?

Join us for an engaging session to inspire you to consider your financial future.

Closing Keynote

Susan Stewart: Comedian

YOU GOTTA LAUGH: Healing Stress with Humour

Comedian Susan Stewart returns to wrap up our day with wit and wisdom about not taking life too seriously – especially in times of adversity and uncertainty. In her stand-up comedy style, Susan will share ways to see the lighter side of life leaving you more uplifted and inspired to meet your challenges with a positive outlook, and of course, a sense of humour.

2019 MNU Education Conference

October 8–10, 2019

Radisson Hotel Downtown • 288 Portage Avenue • Winnipeg, Manitoba

Tuesday October 8th

1500 Registration starts

Wednesday October 9th

0830 Classes begin

1600 Classes dismiss

Thursday October 10th

0830 Classes begin

1530 Classes dismiss

Information and applications/
registration will be available
May 6th on the MNU website
or from your Local/Worksite/
Regional president.

**Deadline for applications
is July 15th, 2019.**



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 Thursday, May 2nd, 2019.

You do not have to be present to win!



NEVER BEEN TO A MNU Education Conference?

NAME: _____

ADDRESS: _____

PHONE: _____ LOCAL / WORKSITE: _____

EMAIL: _____

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

FAX: 204.942.0958
EMAIL: info@manitobanurses.ca



VISIT THE MNU WEBSITE: www.manitobanurses.ca



Candidate for Vice-President

Deanna Douglas

April 27th, 2009 was my 1st AGM. I still remember that day very clearly, walking into AGM and feeling an overwhelming sense of solidarity and pride for the nursing profession.

It was the day I realized I was a member of an organization whose belief system modelled my own. One that was based on integrity, accountability, democracy, and solidarity.

My feelings of unionism were only strengthened as I listened to Sandi Mowat assuring delegates that the full power of the union was behind nurses during the Brian Sinclair inquest. She also congratulated Dauphin nurses on lobbying their employer to improve working conditions, which resulted in a 2-year grey-listing being lifted.

Needless to say, April 27th, 2009 was the day a Union Activist was born!

As I sit down to write this reflection, I am amazed at everything that has happened the past 10 years. At the Local level I have held numerous positions: Workplace Health & Safety Officer, Secretary, Vice President and President of Local 7/32 Boundary Trails Health Centre. I was also Union Representative for Union Management/Nursing Advisory meetings from 2009-2016.

May 1, 2017, I was elected to MNU Board of Directors, representing Southern Health. Words to describe this 20-member Board are commitment, advocacy, politically engaged, membership driven and dedicated. The opportunity to sit on the MNU Board of Directors has put me in a position to stand together in solidarity with other union activists and to speak out and advocate for improved health care services in Manitoba.

I am a strong believer that unionism is about **“What can I do for my union?”** rather than **“What is my union going to do for me?”**

Here are some union/advocacy highlights I would like to share with you:

On October 16th, 2018 I met with my MLA Cameron Friesen at his constituency office to discuss workplace violence, need for improved Home Care and Mental Health resources, and the shortage of PCH beds.

At last year's AGM I spoke at MNU's Rally at the Legislative building on the province's lack of commitment to delivering 1500 promised PCH beds.

I have been honoured to receive the Yellow Ribbon award in 2018 and the Glenna Roswell Award in 2016, both for union activism and standing up for patient care.

In 2015 I created a Facebook Blog “Vote for the Care we Deserve” that CFNU endorsed. This page, now called “Health Care Matters”, continues to advocate for the nursing profession and the delivery of safe patient care. The page has 700 followers.

In closing, I am seeking election for Vice President of MNU because I believe I can be a strong advocate for all members. I am a politically active, highly motivated, an invested member of MNU. I feel strongly that my passion for activism and my experience as a leader in MNU have prepared me to take on a greater role.

At AGM 2019, I ask your support as I seek to be elected MNU Vice President.

Yours in Solidarity,

Dee Douglas



Candidate for Vice-President

Donna McKenzie

Many of you know me from my 30 years of activism at the worksite level in Portage, the Regional level in the former Central, and as Vice President for the past 8 years.

Being a member of the Manitoba Nurses Union is an essential part of me, just as is being a nurse. My decisions are rooted in this identity. It is important to me that nurses are cared for and supported in their work life, in order to be able to provide care to patients. My whole career I have promoted this concept. I truly believe in the power of the collective whole, and that we do better when we work together toward a common goal.

As a union we are facing many challenges, which we must meet together, unified and strong. We must keep our focus on the real issues facing nurses: the health care cuts, massive amounts of overtime along with workload issues, and a government that seems unwilling to listen to the nurse on the frontline.

It is for these reasons that experience at the leadership level of the MNU is paramount. I represented nurses in the 1990s when nurses experienced similar treatment. While society has changed, the importance of quality patient care, fair treatment of employees, the right to bargain a collective agreement, and having meaningful consultation with frontline staff regarding changes to the system have not changed.

Our President, Darlene Jackson is doing media interviews about these issues and advocating for nurses every day. As an executive, we speak frequently and strategize on how to approach issues that will present nurses in the best light and have the most impact on the government and public. We discuss the importance of financial accountability and take the responsibility of managing the members' money very seriously. We balance the responsibility of providing services to our members and having a stable organization well into the future. In all our discussions, we always keep the needs of the nurses at the forefront.

While many nurses are nearing retirement, there are many new nurses, just starting out in their career. In the role of Vice President, I speak to many nursing classes, explaining the role of MNU in their work life, and how important their support and involvement is to ensure our collective rights are upheld. Engaging them in the union movement will ensure a strong future for MNU, a union for nurses, by nurses.

A strong leadership team in these times of change and attacks on our healthcare system is essential and I believe I have the passion and experience for the role of Vice President. I hope I can count on your support.

In solidarity,

Donna McKenzie



Having problems with unmanageable workloads?

New & Improved WSR forms are now available

Manitoba nurses Union **WORKLOAD STAFFING REPORT**
ACUTE CARE

Patient care is enhanced if concerns relating to professional practice, patient safety, fluctuating workloads and fluctuating staffing are resolved in a timely and effective manner. This report provides a tool for documentation and discussion and promotes a problem solving approach. MNU may use this information for statistical purposes.

Prior to submitting the Workload Staffing Report (WSR), please follow the problem solving process as outlined below (see back cover for flow chart), and as per applicable Collective Agreements (Article 11).

- 1) At the time the workload issue occurs, discuss the matter within the unit/ward/program to develop strategies to meet client care needs using current resources. If necessary, using established lines of communication, seek immediate assistance from an individual identified by the employer (e.g. clinical resource nurse/charge nurse/manager) who has responsibility for timely resolution of workload issues.
- 2) Failing resolution of the workload issue, discuss with the designated unit of scope manager with the objective of resolving the concern.
- 3) If no satisfactory resolution is reached after step 2 above, then you may submit an MNU Workload Staffing Report to your manager. The manager shall provide a written response as soon as is reasonably possible and no later than 14 days after the form has been submitted. The response will outline the action(s) taken and any further actions to be implemented.
- 4) The NAC shall review all complete forms at their next scheduled meeting.
- 5) The NAC shall follow the process outlined in your collective agreement (Article 11).

TIPS FOR COMPLETING THE FORM

- 1) Only one form completed per situation.
- 2) Review the form before completing it so you know what information is required.
- 3) Print legibly and firmly.
- 4) Avoid abbreviations, use complete words as much as possible.
- 5) Identify the professional Standards of Practice and employer policies and procedures you feel were compromised and at risk of not being met.
- 6) Report only facts about which you have first hand knowledge. If you use second hand or hearsay information, identify the source if permission is granted.
- 7) Do not, under any circumstances, identify patients, clients, family members or doctors.
- 8) If space is inadequate, attach additional paper and add the WSR form number.

Manitoba nurses Union **WORKLOAD STAFFING REPORT**
COMMUNITY CARE

Patient care is enhanced if concerns relating to professional practice, patient safety, fluctuating workloads and fluctuating staffing are resolved in a timely and effective manner. This report provides a tool for documentation and discussion and promotes a problem solving approach. MNU may use this information for statistical purposes.

Prior to submitting the Workload Staffing Report (WSR), please follow the problem solving process as outlined below (see back cover for flow chart), and as per applicable Collective Agreements (Article 11).

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- 5) Identify the professional Standards of Practice and employer policies and procedures you feel were compromised and at risk of not being met.
- 6) Report only facts about which you have first hand knowledge. If you use second hand or hearsay information, identify the source if permission is granted.
- 7) Do not, under any circumstances, identify patients, clients, family members or doctors.
- 8) If space is inadequate, attach additional paper and add the WSR form number.

Manitoba nurses Union **WORKLOAD STAFFING REPORT**
LONG TERM CARE

Patient care is enhanced if concerns relating to professional practice, patient safety, fluctuating workloads and fluctuating staffing are resolved in a timely and effective manner. This report provides a tool for documentation and discussion and promotes a problem solving approach. MNU may use this information for statistical purposes.

Prior to submitting the Workload Staffing Report (WSR), please follow the problem solving process as outlined below (see back cover for flow chart), and as per applicable Collective Agreements (Article 11).

- 1) At the time the workload issue occurs, discuss the matter within the unit/ward/program to develop strategies to meet client care needs using current resources. If necessary, using established lines of communication, seek immediate assistance from an individual identified by the employer (e.g. clinical resource nurse/charge nurse/manager) who has responsibility for timely resolution of workload issues.
- 2) Failing resolution of the workload issue, discuss with the designated unit of scope manager with the objective of resolving the concern.
- 3) If no satisfactory resolution is reached after step 2 above, then you may submit an MNU Workload Staffing Report to your manager. The manager shall provide a written response as soon as is reasonably possible and no later than 14 days after the form has been submitted. The response will outline the action(s) taken and any further actions to be implemented.
- 4) The NAC shall review all complete forms at their next scheduled meeting.
- 5) The NAC shall follow the process outlined in your collective agreement (Article 11).

TIPS FOR COMPLETING THE FORM

- 1) Only one form completed per situation.
- 2) Review the form before completing it so you know what information is required.
- 3) Print legibly and firmly.
- 4) Avoid abbreviations, use complete words as much as possible.
- 5) Identify the professional Standards of Practice and employer policies and procedures you feel were compromised and at risk of not being met.
- 6) Report only facts about which you have first hand knowledge. If you use second hand or hearsay information, identify the source if permission is granted.
- 7) Do not, under any circumstances, identify patients, clients, family members or doctors.
- 8) If space is inadequate, attach additional paper and add the WSR form number.

Have you used MNU's new Workload Staffing Report forms?

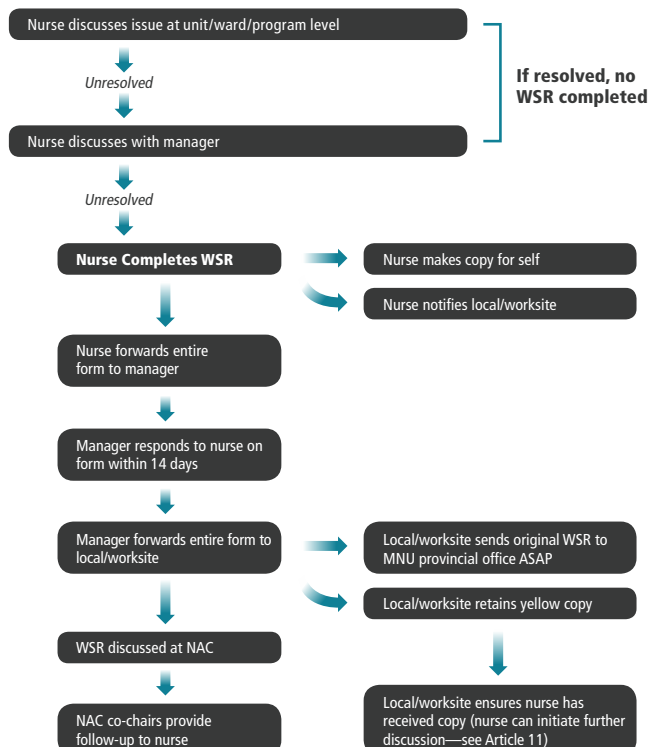
Over 60 per cent of MNU members cite workload issues and its consequences – long hours, burnout, stress and more – as the most important issues nurses face. And this number is growing as cuts and changes to health radiate throughout the province.

The WSR is a key part of solving the problem, allowing nurses to report unreasonable workloads to managers, employers and MNU.

The more nurses use WSRs to report workload issues, the stronger the position the union will be to advocate on your behalf.

Learn more at manitobanurses.ca/workload-staffing-reports

WORKLOAD STAFFING PROBLEM-SOLVING PROCESS





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