



ANNUAL REPORT
2020

Manitoba
nurses
Union

A COMMITMENT TO CARING





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, 2020 – April 30, 2021



Darlene Jackson
PRESIDENT



Val Wotton
VICE-PRESIDENT



Tracy Bassa
SECRETARY-TREASURER



Kathy Nicholson
INTERLAKE-EASTERN
REGION



Carrie Holland
NORTHERN REGION



Amber Mitchell
NORTHERN REGION



Karen Taylor
PRAIRIE MOUNTAIN
REGION



Christina Woodcock
PRAIRIE MOUNTAIN
REGION



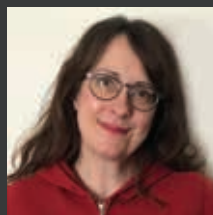
Michael Yablonski
PRAIRIE MOUNTAIN
REGION



Renate McGowan
SOUTHERN REGION



Amanda Sainsbury
SOUTHERN REGION



Pamela Achurch
WINNIPEG COMMUNITY
& HEALTH CARE REGION



Karen Jantzen
WINNIPEG LONG TERM
CARE REGION

WINNIPEG HOSPITAL REGION:



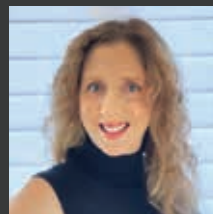
Colleen Johanson
CONCORDIA /
SEVEN OAKS



**Karen Cannell-
Jamieson**
GRACE / VICTORIA



Lydia Danilis
HEALTH SCIENCES
CENTRE NURSES
LOCAL 10



Katie Stark
HEALTH SCIENCES
CENTRE NURSES
LOCAL 10



Dana Orr
RIVERVIEW /
MISERICORDIA



Kathy Hillstrom
ST. BONIFACE NURSES
LOCAL 5



**Renate
Scheffer-King**
ST. BONIFACE NURSES
LOCAL 5

2020-2021

Manitoba Nurses Union Standing Committees

Executive Committee

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

Finance Committee

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

Nominations & Elections Committee

Kathy Nicholson, Chairperson
Leona Barrett, Staff Advisor
Marguerite Smith, Non-Board Member
Dana Orr

Resolutions & Constitution Committee

Katie Stark, Chairperson
Deb Stewart, Staff Advisor
Karen Cannell-Jamieson
Karen Jantzen

Discipline Committee

Val Wotton, Chairperson
Kathy Hillstrom
Renate Scheffer-King
*Non-Member Kevin Rebeck, MFL
*Non-Member Bea Bruske, UFCW

Manitoba Nurses Union Staff List

Manager of Administrative Services:

Kristy Jamieson

Director of Labour Relations:

Mike Sutherland

Senior Manager of Communications and External Relations:

Brandi Johnson

In-House Counsel:

Anne Gregory

Labour Relations Officers:

Debbie Jenkins	Mary Lakatos
Leona Barrett	Paulina Ruiz
Tom Henderson	Karen Fleming
Dan Kushneryk (1966-2021)	Mary Lou Cherwaty
Shauna Briscoe	Susan Tremblay
Manola Barlow	Deb Stewart
Marise Frankel	Julie Lackner
Michelle Peterson	Marla Johal (term)

Professional Practice & Education Officer:

Debbie Winterton

Communications Officers:

Bernice Pontanilla Jane Chartrand

Researcher:

Bridget Whipple

Accounting & Information Technology Coordinator:

Terry Dyck

Administrative Assistants:

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

**Retired in 2020*

Farewell and thanks to former Comms staff Wes Payne, Matt Austman and Michelle Lancaster.

Annual General Meeting Agenda

TUESDAY, APRIL 27

0900

Call to Order

Introduce DOTS – ‘How to’ Session

Basic Housekeeping

Credentials Committee Report

Motion to be Virtual AGM

Announcement of Scrutineers – DOTS

Greetings and Welcome to New Members and Locals/Worksites

Introduction of Vera Chernecki as Parliamentarian

CFNU Greetings – Linda Silas, CFNU President

Announcements Introductions – Board of Directors

Intro of VP and Secretary

Announcements Introductions – MNU Staff & Long Service Awards

Regional/Local/Worksite Presidents Introduction

Approval of Agenda

Approval of Rules of Procedure

1015 – 1030

MORNING BREAK

1030

Welcome Back

President’s Address



Business Arising

Presentation of Reports:

President

Manager of Administrative Services

Senior Manager of Communications and External Relations

Director of Labour Relations

1230 – 1330

LUNCH BREAK

1330

Welcome Back

Finance Committee Report:

Auditor's Statement

Motion – Approve Statement

Motion – Approve Auditors 2021

Nominations & Elections Committee

Discipline Committee

Provincial Collective Bargaining Committee

1500 – 1515

AFTERNOON BREAK

1515

Welcome Back

Resolutions & Constitution Committee

Intro to Constitutional Amendments and Resolutions

Motions

Vote for MNU Vice President

New Business

Yellow Ribbon Announcement

Announce VP Election Results

Thank you and Last Call for Charity Donations for Reason to Live

Final Remarks

Adjournment



Annual Meeting Rules of Procedure (Virtual)

1. Order of business is subject to majority approval. It may be changed during the meeting, only by a 2/3 vote.
2. Procedure: A Registered Parliamentarian will assist us with parliamentary procedure as the need arises. Procedure will be in accordance with the Constitution, Section 9.01, namely, "if any procedural matter is brought into the issue at any meeting of the Manitoba Nurses Union, the current edition of Robert's Rules of Order will govern."
3. Delegates may speak only once to any given resolution and debate is limited to three minutes, unless permission to the contrary is given by the assembly.
4. All delegates are requested to write their motion in the chat box. Once recognized, they are further requested to identify themselves by name and Local/Worksite number before they speak.
5. All Manitoba Nurses Union members present are encouraged to engage in discussion, but only voting delegates and Board members may make motions and vote.
6. For any motions from the floor during the AGM, or changes to a previously known motion, please type the request/motion/ amendment into the chat. The meeting moderator will reach out to the member to confirm request, notify the proper people from MNU side and open the mic for them to speak if applicable. The Chair will ask for a second to the motion/amendment before the matter can be debated.

7. For Electronic Meetings:

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

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

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

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.



President's Report

Darlene Jackson

2020 was marked by a global pandemic that disrupted nearly every aspect of our daily lives. As nurses, we saw first-hand the devastating impact that COVID-19 had on our health care system.

Workplaces including hospitals, personal care homes, clinics and community care settings were forced to adapt quickly to the reality of working amidst a deadly and highly contagious virus. Although Manitoba avoided the worst impacts of the virus in the spring and summer of 2020, many of the warning signs were ignored were by the Pallister government, and case numbers, test positivity rate, and hospitalization rate exploded in the fall. At the same time, the daily business of the Manitoba Nurses Union continued on through our administrative, labour relations and communications teams. This report provides an overview of our efforts to assist our members and patients across the province in all care settings, and our path forward in 2021.

COVID-19: Standing up for patients and safe workplaces

COVID-19 has created a new array of issues for our members, and exacerbated many others as well. I want to begin with a special thanks to all of our staff, Local leaders, and Board of Directors for going above and beyond during the pandemic. Everyone worked within existing resource constraints to serve our members and help them provide safe, quality patient care.

I want all of you to know that your efforts are deeply appreciated and noticed.

As soon as it became apparent that COVID-19 would reach Manitoba, we set out to work on strengthening personal protective equipment (PPE) standards and access policies. The precautionary principle has guided our work throughout the pandemic because safety is not negotiable. It is the longstanding position of MNU — and the Canadian Federation of Nurses Unions — that in light of scientific uncertainty about the causes of disease transmission, nurses should be fitted with a NIOSH fit-tested N95 respirator when dealing with confirmed or suspected COVID-19 patients. Although negotiations are never easy with this government, I am proud of the progress we made over the course of the past year.

In July, we negotiated our first Memorandum of Agreement with Shared Health regarding PPE access and supply. This agreement established a joint-PPE committee with representatives from



the employer and government; a requirement that all nurses be provided an N95 mask when working with suspected or confirmed COVID-19 patients; and recognized nurses' rights to use their clinical expertise when conducting a Point of Care Risk Assessment (PCRA) to determine the appropriate level of PPE.

The PPE agreement was enhanced at the end of 2020/beginning of 2021. Under the new MOA, nurses will automatically be provided with an N95 respirator in the following situations (replacing the requirement of having to request an N95, as per the previous agreement):

- All nurses, across all care settings, that provide direct care to COVID-positive and/or COVID-suspect individuals;
- All nurses in Labour and Delivery (with the exception of those staff caring for patients who have received a negative COVID-19 test result on the day of labour/delivery or the day prior);

- Nurses in Emergency Departments and Urgent Care Centres (with the exception of staff working in designated low acuity areas where Green zone patients are directed following screening at triage);
- All nurses performing nasopharyngeal swabs at COVID-19 testing locations;

In addition, the MOA bolsters accountability mechanisms to ensure employer compliance with the new standards, and requires employers to share information with MNU regarding the circumstances of nurses who test positive for COVID-19. These changes will maintain existing privacy and confidentiality requirements, but allow the union to better understand possible reasons for exposure, and therefore more effectively advocate for policy changes. We are monitoring this agreement closely to ensure compliance from employers across the province.

Despite our best efforts, the provincial government response was ineffective in many areas. As a union, we are committed to doing everything in our power to influence policy and decision-making processes; however, health care is a provincial responsibility that rests with the duly-elected government. And therefore, accountability must rest with our elected representatives.

Tragically, there were a myriad of issues that existed prior to COVID-19 that were exacerbated by a deeply flawed and patchwork response. This resulted in chronic, pre-existing issues in our health care system becoming acute during the pandemic, including a lack of ICU beds, public health contact tracing capacity, and insufficient care standards in personal care homes.

Case numbers exploded in the fall, and several thousand Manitobans were infected and hundreds passed away as a result. Most of these cases and deaths were avoidable, and we must never forget that. Instead of using the summer lull to build capacity in the health care system, the Pallister government cut corners and tried to restart the economy as quickly as possible despite ample evidence of a pending second wave. The result was tragic. Public health nurses were quickly overwhelmed in their contact tracing efforts; critical care units filled up quickly, and ICU standards of care were circumvented due to the critical nursing shortage and an unsustainable infection rate; deadly outbreaks occurred in care homes across the province, and many seniors passed away alone without loved ones at their side due to visiting restrictions that were put in place far too late.

The government's ineffective response meant that, tragically, our most vulnerable patients and residents were hurt the most. However, I am proud of how nurses responded. As always, nurses put patients' interests first, and advocated on their behalf. Over the course of 2020, I did approximately 225 interviews about an array of issues – that's an average of over 4 interviews per week, and even higher when considering most of the media attention took place during the spring and fall of 2020. MNU received by far the most media coverage during the pandemic for good

reason: we are the most trusted spokespeople in health care, and Manitobans will listen to us when we speak up.

But I wasn't alone in speaking up. Nurses across the province took it upon themselves to write letters to their MLAs, the Health Minister and premier. Our online letter writing campaigns on PPE standards, presumptive WCB coverage, and long-term care standards generated several thousand responses, and helped set the tone in our dialogue with the public and this government. In addition, nurses spoke up in the media and organized their own letter writing campaigns, including public health nurses in Winnipeg and HSC Local 10 nurses.

The Pallister government illegally interfered with our constitutional right to a free and fair bargaining process.



Image taken prior to pandemic restrictions in March of last year.

Collective Bargaining

2020 saw significant movement in our efforts to bargain a new collective agreement. First and foremost, we won a longstanding legal challenge against Bill 28: The Public Services Sustainability Act (PSSA). As a member of the Partnership to Defend Public Services (PDPS) — a coalition of labour unions coordinated by the Manitoba Federation of Labour — MNU was heavily invested in this process. In June, the Court of Queen's Bench ruled that the legislation was unconstitutional. This was a major victory and validated our concerns since the legislation was introduced; **the Pallister government illegally interfered with our constitutional right to a free and fair bargaining process.**

The Pallister government has appealed this decision and, at the time of writing, we are waiting to hear back on court dates. This government seems to want to appeal any ruling against it to the Supreme Court of Canada, meaning it could be several years before the legal process is ultimately resolved.

Despite the fact that COVID-19 dominated our time and attention, and the ongoing uncertainties about the PSSA legal challenge, we were able to make progress in bargaining a new contract in 2020. In July, MNU sent a new notice to the employer requesting that bargaining begin in the fall. The employer finally responded, and on October 15, 2020, we held our first bargaining meeting with Provincial Health Labour Relation Services (PHLRS). Six meetings were held over the course of November and December, and more meetings have taken place this past winter and spring of 2021. I remain optimistic that we will have news to share in the coming months.

I know nurses across Manitoba are deeply frustrated by the delays. March 2021 marks four years since the expiration of our last collective agreement. I share that frustration, and assure you the union is doing everything it can to push this process forward. At the same time, we will not accept a bad deal, and that includes the wage-freeze terms of the PSSA – MNU will only propose a deal to members that is in our best interest. Moreover, due to the unacceptable delay tactics used by the Pallister government over the past four years, the new collective agreement will likely only be finalized in time to be applied retroactively. That means as soon as the current agreement is negotiated, we must look towards bargaining a new collective agreement for 2021 and beyond. This is not an ideal situation for anybody.

For updates and news, please visit manitobanurses.ca/bargaining-centre and manitobanurses.ca/news-events and make sure you are subscribed to The Pulse e-newsletter! More information is included in the Director of Labour Relations report (see page 21).



Coalition Building

Manitoba Federation of Labour

MNU officially affiliated with the Manitoba Federation of Labour (MFL) during AGM 2019, and we saw the many benefits in 2020. The MFL is the provincial body of the Canadian Labour Congress; MNU has been a member of the CLC for decades through our affiliation with the Canadian Federation of Nurses Unions. Affiliating with the MFL was another major step forward in our efforts to work on issues of common concern with our partners in the labour movement, and formalized our existing partnership.

In addition to the aforementioned legal challenge to the Pallister government's wage-freeze legislation, the MFL provides MNU with the opportunity to fully take part in its democratic decision-making process, including positions on its Executive board, delegate spots for conventions, and a variety of educational and training workshops. We have a seat at the table, and this provides us with more opportunity to work collaboratively with other unions. It also allows us to work more effectively with other labour leaders on a wide variety of issues affecting nurses and other working professionals. For more information about MFL activities and programs, please visit mfl.ca.

Canadian Federation of Nurses Unions

As always, we also maintain close ties to the Canadian Federation of Nurses Unions (CFNU), the national and professional voice of nurses across the country. Throughout 2020, the CFNU has been a steadfast ally in our cause for enhanced PPE standards amidst COVID-19. They coordinated several digital/online campaigns related to this issue and the importance of the precautionary principle. In addition, they continue to push longstanding issues such as the need for a universal Pharmacare program in Canada. Although their work is focused primarily on the federal level, they continue to be strong allies and proponents of provincial issues, including in Manitoba. However, a federal focus is likely to be renewed as there is widespread speculation that the minority Liberal government led by Prime Minister Justin Trudeau will fall, triggering an election sometime in 2021.



Provincial Health Care Changes & Government Relations

As nurses are well aware, the Pallister government has rammed through significant changes to Manitoba's health care system since its election in 2016. However, to date these changes have primarily taken place in the Winnipeg Regional Health Authority (WRHA). Phase I was implemented in the fall of 2017, followed by Phase II in 2018 and 2019. This featured the closure of the Misericordia Urgent Care Centre and the Seven Oaks and Concordia Emergency Departments, in addition to the conversion of the Victoria ED to an Urgent Care Centre. By the time the pandemic arrived in Manitoba in March 2020, most of the major health care cuts and facility closures had been completed in the WRHA.

Nonetheless, the Pallister government has continued to use the pandemic as cover for covertly making changes that it knows are not supported by nurses or most Manitobans. In 2020, the Pallister government closed outpatient services at the Seven Oaks and Concordia hospital sites. And, in rural Manitoba, further changes were foreshadowed with shut downs of the Roblin emergency department and other facilities as they struggled to maintain staffing levels during the pandemic.



Image taken prior to pandemic restrictions in March of last year.



For many years, MNU has been raising the alarm about our province's nursing shortage. I've said many times that our chronic nursing shortage has become acute. The Pallister government's austerity plan has badly damaged nursing recruitment and retention efforts, including their rushed changes to health care and their ongoing delays to bargaining a new collective agreement. In early 2021, Premier Pallister replaced former Health Minister Cameron Friesen with Heather Stephenson (former Minister of Family Services). MNU is committed to working with the new minister on areas of common concern, but make no mistake: we will continue to advocate publicly against this government if they continue to ignore our advice and concerns.

In addition, we continue to work with Manitoba's opposition NDP and Liberals to ensure this government is held to account. Over the course of 2020, we were proud to be part of three key private members bills that were introduced by the Official Opposition. This included a bill on restricting mandatory overtime for nurses (except for emergency situations), enhancing direct care hours for nurses to 4.1 hours per resident per day, and enhanced transparency on PPE standards and supply. Although these bills are unlikely to be supported by the Pallister government, we are appreciative of the attention the opposition has devoted to nursing and health care issues in the legislature and publicly.

Programs

Scholarships & Funding

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

Keith Lambert Memorial Labour Fund

Seven applications were received in 2020. One was approved with a total of \$1,000 dispersed. Some applications were denied for not meeting the criteria of labour education. The criteria and application process can be found on the MNU website.

Joyce Gleason Memorial Scholarship

Scholarships of \$1,500 each were awarded to Mikaela Boulet, Adriana Hoadley, Kim Lontoc and Kaylee Smith.

CFNU Scholarship

The 2019 CFNU Scholarship recipient was Jacqueline Pankiw.

MNU Continuing Education Scholarship

In 2019, the selections committee awarded scholarships to: Gabrielle Demers- RN from Deer Lodge (Local 157) pursuing a Master's of Nursing degree; and Sarah Fordham- LPN from HSC (Local 10) enrolled in the Baccalaureate Nursing program.

Thank You & Reflections on 1991

In 2021, we are commemorating the 30th anniversary of the 1991 Manitoba Nurses Strike, which remains the longest nursing strike in the history of Canada. In bitterly cold January temperatures, thousands of nurses marched and stood together on picket lines across the province. Through our collective determination, we forced the provincial government to hear our concerns and respond. As a result, Manitoba's nurses achieved major gains to their next collective agreement, and sent a message to employers, government and the public at large that nurses are a force to be reckoned with.

We find ourselves in a similar situation in 2021. Amidst a global pandemic, we know the Pallister government is committed to austerity and will do anything it can to interfere with negotiations and insist on limited monetary gains. As President, I want every nurse in Manitoba to rest assured that MNU will only propose a deal to members that meets our long-term interests. But in order to get the best deal

possible for members, we need everyone to be as engaged and as unified as possible throughout this process. A union is only as strong as its members, and I'm counting on your support!

There is a lot of work ahead of us, but I'm more hopeful and optimistic than ever about the future of our union. Please stay tuned for updates at manitobanurses.ca and make sure you are subscribed to The Pulse e-newsletter. Thank you for everything you do, and I look forward to working with you in 2021.



Manager of Administrative Services Report

Kristy Jamieson

The COVID-19 pandemic had a huge effect on MNU operations in 2020. To keep members and staff safe during the pandemic, and to help flatten the curve, all MNU operations were converted to remote and/or virtual platforms. This meant that meetings normally held in person were moved online and hosted through ZOOM, and conversations, check-ins and questions were handled using TEAMS video or chat. New safety precautions were put in place at the MNU Provincial office to allow for a rotation of staff to come to the office as needed and to maintain normal business operations. COVID-19 safety protocols were also put in place at the Union Centre, where MNU Provincial office is located. Among those protocols was a hold on room rentals and gym usage.

The AGM planned for April of 2020 was cancelled due to the Public Health orders restricting gatherings. It was a tough decision at the time, but looking back, it was definitely the only decision that could be made to ensure the safety of all our members. For 2021, the AGM will be held virtually for the first time on April 27th and our goal is to make it as authentic as possible, including our first online AGM 50/50 draw!

All Board, Executive and Committee meetings were also moved over to the virtual platform Zoom. Our 2020 Strategic Planning sessions were hosted virtually with Jane Pardy and a two-year plan was developed with final approval by the Board of Directors due in the Spring of 2021.

There were changes to our staff, as well, so I would like to take this opportunity to recognize Debbie Wiebe and Linda Stoyko, two Administrative Assistants, who retired after 23 and 6 years respectively. Thank you, Debbie and Linda, for everything you have done for MNU!

Information Technology (IT)

Due to the shift to a remote office workplace, and to maintain our high level of commitment to member support, we implemented multiple new technology platforms: Trello for work assignments, Teams for instant messaging and video calls, and Zoom for meetings and webinars. These programs have ensured that communications among staff and between staff and members is seamless and available at all times.

Our Unionware system and usage review has been completed, and a system renewal implementation project, which involves Accounting, Case Administration, Communications, Events, and Membership departments, is set to begin in the Spring of 2021. The goal of this project is better reporting capabilities and system usage. Also completed was the HRIS system comparison for fit and function. Canadian company HUMI was chosen and implementation of multiple modules will also start in the Spring of 2021. This system will house HR, Payroll and employee benefits information together.

In my report last year, I made mention of our goal to roll out the Workload Staffing Reports (WSRs) to select test sites. Happily, I can report that this was successfully accomplished and was expanded to include additional sites within the WRHA. We are now looking at a further expansion to many more sites in the coming year.

Finance

We have continued to work closely with our Locals/Worksites/Regions to provide financial guidance with respect to policies, reporting and records through yearly audits. Please continue to submit financials for review. Financial information for 2020, either a third-party review or submission of documents to MNU, is due by June 30, 2021. We have also continued to work with Locals/Worksites/Regions for training on submission of expenses, honor and Presidents' hours.

Membership

One of the must-have items during the COVID-19 pandemic has been non-medical facemasks, which federal Public Health officials encouraged the use of a few months after the pandemic was declared. Many organizations sourced masks for their members, including MNU, and we distributed more than 11,000 masks to our members.

MNU continues to see a large number of changes within the leadership teams at many Locals and Worksites, with some smaller Locals not being able to staff their Executives at all. It is more important than ever for MNU Locals to have a collective voice, and we encourage members to please consider taking on a leadership role in the Locals and/or Worksites.

Finally, our MNU Member Discount Program has undergone a further expansion, offering discounts for scrubs and hotels, insurance to food establishments, and new discounts for protective prescription safety eyewear and esthetic services! Please visit our website manitobanurses.ca under Member Resources and Discount Program to learn more.





Senior Manager of Communications and External Relations

Brandi Johnson

As 2020 came to a close, we at MNU began a Communications team renewal.

I proudly came on board as Senior Manager of Communications and External Relations in December of 2020, and since then, have hired two Communications Officers with many years of experience in media, written communications and graphic design.

These two hires have been a perfect complement to our wonderful education, research and support staff that MNU had in place. Together, we have looked at new and innovative ways that we can push through the COVID-19 pandemic and reach each other and our members in ways previously unknown. In fact, as part of our strategy to function most effectively, we meet regularly on a virtual platform, which despite its challenges, has afforded us the opportunity to become more creative.

Our goal going forward is two-fold. It is a members-first approach, and it is also far reaching when it comes to public awareness, using media and government relations to strengthen our communication and strategic practices. In fact, over the course of about five weeks, it was my honour to be able to attend between 40 and 45 MNU Local/Worksite AGMs along with MNU President Darlene Jackson in the first few months of 2021. Additionally, at the time of this writing, our team has hosted two 'Evening with the President' webinars for President Jackson with a

goal of connection and transparency. As we move through this year, we will continue to expand our reach and abilities, with a full stocked in-house team of talent.

Further, we have begun to break out the demographics of our members to offer more effective plans. This dissection looks at age and experience, geographic location and area of specialty. In terms of age demographics, we have conducted member surveys, used targeted messaging for various social media platforms, updated our merchandise with new T-shirt offerings, promoted calls to action such as wear white to honour a year on the frontlines of the pandemic, and facilitated interviews with media in which we cross-connected with other unions to support labour movements.

As the world evolves, so too do we. We are adapting to the technology required when it comes to online education. In fact, as the pandemic forced cancellation in 2020 of all in-person educational events, including Prairie Labour School and the MNU Education Conference, our Education Program adapted. A Virtual Education Conference series was launched in September with the Zoom session *Building Personal Resilience during the COVID-19 Crisis*. Gerard Murphy led this interactive workshop twice and approximately 120 members participated.

This was followed by a total of five sessions intended to educate and support members: *Your Health & Safety Rights amid Covid-19*. The sessions, provided by Tom Henderson (Health & Safety) and Susan Tremblay (WCB), provided important information and an opportunity for questions to almost 500 members in total. A session intended for newly active or interested members entitled *MNU and You: Introductory Session* had a low level of participation, but it was scheduled during the second COVID-19 wave.

Evaluations of these education sessions revealed that overall, members want educational opportunities that are both synchronous, such as presentations, Q&A's and discussions, and asynchronous, including online resources that they can access on their own schedule. The preferred length of sessions is 60-90 minutes with preferred times of early and late evening as well as early morning. We concluded that on average 50% of the members registered for a virtual session, actually participate in the session.

The spring Local Leaders educational sessions planned for Local and Worksite executive were cancelled due to the ongoing pandemic. Initially we had hoped to be able to provide this type of education in the fall of 2020; the crisis caused by the second wave made that impossible. Going forward, we are committed to providing our Local and Worksite executives with virtual education sessions and online resources to support them in their union roles. The education plan involves providing short topic-focused education sessions, self-learning modules and products. We are starting to put the resources related to administration of a Local/Worksite on the MNU website. We are also looking to providing "snack-sized" resources for other union representatives and members.

One of most significant achievements of 2020 for the Communications Team was the online rollout of the Workload Staffing Reports, which is deserving of its own section in this report. A milestone was reached with this project in 2020, when the Online WSR went live in the Winnipeg Regional Health Authority following a staged rollout at select sites.

On March 4, 2020, the first set of WRHA Locals and Worksites gained access to the Online WSR system. Following a successful rollout at the initial set of sites, additional WRHA Locals and Worksites gained access on August 4, 2020. With no significant problems emerging following the second stage rollout, plans were made to proceed with a WRHA wide launch in Fall 2020. On September 30, 2020, the Online WSR system became available to MNU nurses throughout the WRHA.

Education materials for all users supporting the online WSR processes were developed and revised based on feedback received. Liaising with a WRHA education representative at the management level greatly facilitated this endeavor. Online WSR education packages were sent out to Locals and Worksite presidents and in some cases, directly to facilities. Virtual WSR education sessions were offered and provided August through November but without much uptake.



Throughout the staged launch adjustments were made to the rollout process and system to facilitate education and optimize the functionality of the system. Direct link access from the MNU website to the online WSR system was added when feedback identified difficulty finding the shortcut on employer systems. Several upgrades have been implemented to ensure the system performs well for both the users and for data collection.

Educational materials for both online and paper WSRs are available on the MNU website under Member Resources. These resources are suitable for members and employer management alike. Furthermore, sites can request virtual education sessions for their members and joint sessions for union and management NAC or Union Management reps.

As the year came to a close, in December of 2020, PHLRS/Shared Health provided the commitment on behalf of the RHAs to expand the online WSRs to all the various Regions. At the time of this report, efforts are being made to ensure a process of continual improvement is undertaken as we prepare to launch the system in other health Regions.

The online option has been widely embraced since its WRHA-wide launch on September 30, 2020, until December 31, 2020. Out of 162 WSR forms submitted for workload situations occurring in the WRHA alone from Sept. 30-Dec. 31, a total of 145 (89%) were submitted online, directly by nurses. So, while the paper forms remain available to nurses, submission numbers from the WRHA since the launch of the online option demonstrate successful uptake of the Online WSR system.

A few more 2020 stats:

- We conducted two in-house COVID-19 related surveys of our members wherein we asked about member views on employers' handling of the pandemic and access to PPE.
- We worked with polling firm Viewpoints to complete an Online Bargaining Survey and Member Poll in 2020.
- We submitted 100 Freedom of Information requests (FIPPA's) to 13 different public bodies in 2020.
- We gained cooperation from certain public bodies to proactively provide us with requested information on a monthly or as-needed basis.
- We lodged 11 Ombudsman complaints regarding public bodies' handling of Freedom of Information requests submitted by us in 2020. Of these complaints 6 have been supported, 2 have been partially supported, and 3 investigations have yet to conclude.
- We have actively monitored the legislative agenda and have conducted detailed analysis on half a dozen yet-to-be-passed bills of potential concern to our members.

In Closing

As a Communications Team, we are focused on improving member outreach and education, supporting all MNU initiatives and gaining the attention of key stakeholders to further improve the working lives of our members. We look forward to 2021 with gratitude for what was achieved in the past and new energy for the future!



Director of Labour Relations Report

Mike Sutherland

It has been an unprecedented year of challenges for nurses in the face of a devastating global pandemic. Early in the COVID-19 pandemic, MNU heard from a multitude of nurses with respect to concerns about safety and risk of infection in the workplace. In response, MNU filed two major grievances, one in the spring of 2020, after an unsatisfactory ruling from the Workplace Safety and Health Branch in considering the proper application the precautionary principle. The second was filed in the fall of 2020 in response to high nurse infection rates and continued inadequate access to proper PPE (N95).

Since the outset, MNU's position remained that aerosolization of the COVID virus was a very real possibility, despite preliminary dismissals by a number of governmental agencies. Over time, MNU's position continued to be reinforced by the evolving science and resulted in an eventual acknowledgement by a majority of entities that aerosolization is a recognized vector of transmission. The current MOUs obtained as a result of the grievance provides robust access to N95 masks and other appropriate PPE when nurses are dealing with confirmed, suspect or undifferentiated patients. Furthermore, the MOU prohibits Employers from discouraging or restricting N95 use. These protections may become even more important in the future with the rise of new variant strains of COVID.

MNU also repeatedly called for compensation in the form of premium for all nurses, given the demands on the nursing workforce. Government refused, and instead invited MNU, along with a number of other entities (unions, non-profits, businesses) to participate in discussions in the dissemination of funds provided by the federal government to address COVID and the resultant effects on the workforce. In the end,

Government determined the monies would be disseminated based largely on lower income thresholds to workers deemed "essential." The thresholds largely disqualified MNU members, but we accepted the necessity to recognize low-income workers in the pandemic. What was highly objectionable, however, was the Government's categorization of the funds as "Risk Recognition," as MNU has always maintained that nurses have taken on a major and central portion of the risk associated with COVID.

Subsequent to the second wave of COVID-19, MNU was advised that consideration was being given by Employers/Government to declare an "Article 10" and thereby essentially suspend all nurses' collective agreement rights, without compensation. MNU cautioned senior bureaucrats that doing so would lead to serious and substantial additional aggravating factor amongst nurses that were already stretched to the limit. As a result, MNU was invited to participate in discussions to develop an additional deployment/compensation MOU for the duration of the pandemic. MNU's initial position was compensation ought to be provided for all nurses, however the Employer/Government

position was very limited and targeted (nurses redeployed to certain ICUs and PCHs). MNU was able to expand the terms from the Employer/ Government's initial position to include, among other elements:

1. Compensation to include nurses already working in the applicable units, not just those redeployed to them.
2. All ICUs.
3. All PCHs for the first two and a half months of the MOU. Thereafter in outbreak or in PCHs where nurses continue to be redeployed.
4. Units/facilities in outbreak for the duration of outbreak.
5. Units where 50% or more of the patients are COVID positive or prove COVID positive.
6. Compensation for disruption of shift schedule.
7. Greater compensation to attract nurses for temporary redeployment in the Northern Region.
8. A later addition to include Alternative Isolation Accommodation sites.

WRHA Restructuring

Phase 1 of the operational changes in Winnipeg are by and large mostly complete and government has announced plans to move forward soon with Phase 2, which will affect rural Manitoba. The recent announcement was very broad and general in nature, and few specifics have been provided to date. We continue to exhort to government and senior health officials that front line nurses must be fully consulted and properly heeded in order to avoid the serious mistakes that resulted from the first phase. We continue to express our concerns that such changes ought not lead to the deterioration of patient care. Further updates will be provided as Phase 2 details become available. We have been advised that the Addictions Foundation of Manitoba, as well as Selkirk Mental Health Centre are to fall under the jurisdiction of the Health Services Bargaining Unit Restructuring Act. We have been given no details beyond the initial notice.

MNU Restructuring

As a result of the changes imposed on various bargaining unit structures, MNU is examining its representational structure. Subsequent to the Bill 29 Representation Vote, we've incorporated a number of new sites with approximately 550 new members. Interim integration into MNU Worksites/Locals has been implemented, but with the creation of an entirely new Shared Health Region, future and more lasting changes will likely be required to ensure maximally effective representation continues. The Governance and Structure committee has been struck and continues to examine Worksite and Local allocation on a more permanent basis.

On February 29, 2020, Lifeflight was transitioned to Shared Health and representational rights transitioned from MGEU to MNU. A formalized transition agreement was struck only to have Government then declare, a short few months later, that the work would be usurped by STARS and privatized. This was hugely disruptive to the Lifeflight Nurses and a disappointing indicator of the lack of respect afforded nurses, as well as the devaluation of efforts invested by MNU to secure a finalized agreement on behalf of those nurses.

Bill 28 Legislation Court Challenge

The court challenge to Bill 28 that was launched by MNU as part of a coalition of public sector unions was successful. The legislation was declared unconstitutional, and the presiding Justice was quite critical of the conduct of Government in their actions with respect to the bargaining process. Government has appealed the decision, which we anticipate will be heard in the spring of 2021, but in the interim, MNU views the legislation as unlawful and irrelevant.

Central Table Bargaining

In mid-December of 2019, the employer, through the Provincial Health Labour Relations Services (PHLRS), served notice to MNU indicating their intention to enter into discussions to commence the bargaining process. The intention announced as per Bill 29 will be to have essentially six (6) collective agreements, one (1) for each Region.

Despite the notice, and MNU's readiness to proceed to bargaining, the Employer by virtue of the arrival of COVID, declined to set dates, despite repeated assurances of willingness to negotiate a new contract. In the end MNU threatened a Labour Board action, which then resulted in the Employer agreeing to dates being set in October. A number of meetings have occurred, but to date progress has been extremely slow. The Employer/Government certainly does not seem to approach a collective agreement some four years expired with the same degree of urgency as MNU on behalf of its nurses. Not surprising, but disappointing, nonetheless.

New Legislation

Government has introduced a variety of new bills for the upcoming session, and we continue to assess the potential impacts. Changes include amendments to the Worker's Compensation Act, The Civil (Public) Service Act, the Regional Health Authorities Act, the Workplace Safety and Health Act, the Labour Relations Act, and the Pension Benefits Act. We continue to monitor and assess the practical impact of these changes.

Separate Table Bargaining

We are pleased to advise that new Collective Agreements have been reached at Medisys Health Group #151 and Cree Nation Tribal Health #56.

Manitoba Council of Health Care Unions (MCHCU)

MCHCU is comprised of representatives from unions with members working in health care in Manitoba. The group held its first meeting of 2021 on March 8. As a group, the council serves to ensure that Employers/Government are responsive to the common concerns of all Health Care Unions.

Grievance Trends

For 2020:

362 opened (please note some were grievances from other Bargaining Agents post Bill 29, imported to us from 2016, 2017, 2018 & 2019, but were opened in the MNU system in 2020)

2 closed files

78 Disciplinary

282 Non-Disciplinary

This represents a greater than 50% increase in grievances filed from the previous year and is an alarming trend in terms of overall labour relations. It signifies a disturbing change in tone from some Employers. When nurses are not treated fairly, MNU will continue to step up and defend our members, uphold their contractual rights, and their right to be free from arbitrary and unfair treatment. This has meant a significant increase in workload for our staff as well resource expenditure, but regardless remains a fundamental priority for MNU.

Grievance Investigation Process

This process continues to demonstrate value in many cases in assisting the parties to negotiate fair settlements when neither party is assured of a clear win in an arbitration award. GIP costs remain relatively stable and present a good return on investment of MNU resources to date.

Arbitrations

MNU filed a number of arbitrations in 2020, most settled with satisfactory conditions for those affected. A recent arbitration decision by arbitrator Werier on an Agency Nurse grievance, filed on behalf of St. Boniface Nurses, may lead to significant developments and broader application for many other similar situations. MNU is examining the ruling and looking to expand action to challenge overuse of and over reliance on Agency, rather than recruitment and retention of MNU Nurses.

LEAP Update

LEAP costs have remained relatively stable over the past years, despite fluctuations in the number of actual claims. LEAP costs for 2020 (\$62,470.27) were down slightly from 2019 (approximately \$78,000). There were 38 claims opened in 2020, whereas 2019 saw 58 claims opened. The year-over-year trend to date appears to be headed in a positive direction (50% reduction) in terms of claims, however, cost per claim continues to increase.

Workplace Safety and Health

Although significant improvements were achieved as a result of our efforts to protect nurses, we continue to monitor issues ranging from workplace violence to protective equipment. MNU, along with our Local and national partners, will continue to ensure that nurses are provided the necessary tools to maintain safe workplaces, and address and eliminate hazards.

Workers Compensation Appeals

WCB Appeals 2020:

Appeals to WCB Adjudicator: **16**

Appeals to WCB Case Manager: **7**

Appeals to Review Office: **19**

Appeals to the Appeal Commission: **5**

Files reviewed: appeal but not supported: **4**

Total appeals: 51

Number of referrals in 2020: **51**

Advocacy activities: Numerous activities over the year include member advocacy re: COVID outbreaks, meetings with WCB regarding compliance concerns, return to work assistance, education seminars and presentations on WCB-related matters.

In Closing

There have been a number of unprecedented challenges encountered in 2020 and 2021 will not see a quick end to many of those hardships. Nonetheless with the support of the membership and our dedicated staff, we will continue to work towards the common good and improving working conditions for all Manitoba nurses.





Finance Committee Report

Tracy Bassa, Secretary-Treasurer, Chairperson

Darlene Jackson, President

Val Wotton, Vice-President

Kathy Hillstrom

Carrie Holland

Colleen Johanson

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 Finance Committee is tasked with the responsibility to oversee the expenditure of the dues, ensuring that resources are spent wisely and in the best interest of our members.

Though COVID-19 continues to challenge our members daily, it is important to note that MNU's financial position remains strong with membership continuing to receive full service.

2020 Final

As you will note, 2020 left MNU with a large budget surplus. This was largely due to the cancellation of the 2020 AGM and Education Conference. Two motions were brought to the March Board meeting by the Finance Committee with recommendations that the Board endorse the following:

- \$1,000,000 be transferred into the Strike/Defense Fund;
- \$750,000 be transferred into the Negotiations Fund;
- With the balance to be left in the Operating Account.

2021 Reallocation

Based on reviews of 2020 actuals, the Finance Committee has looked at revenue and expenditures and reallocated accordingly. As with 2020, we are predicting a surplus budget largely due to conducting a virtual AGM and inability to have an in-person Education Conference.

2022 Forecast

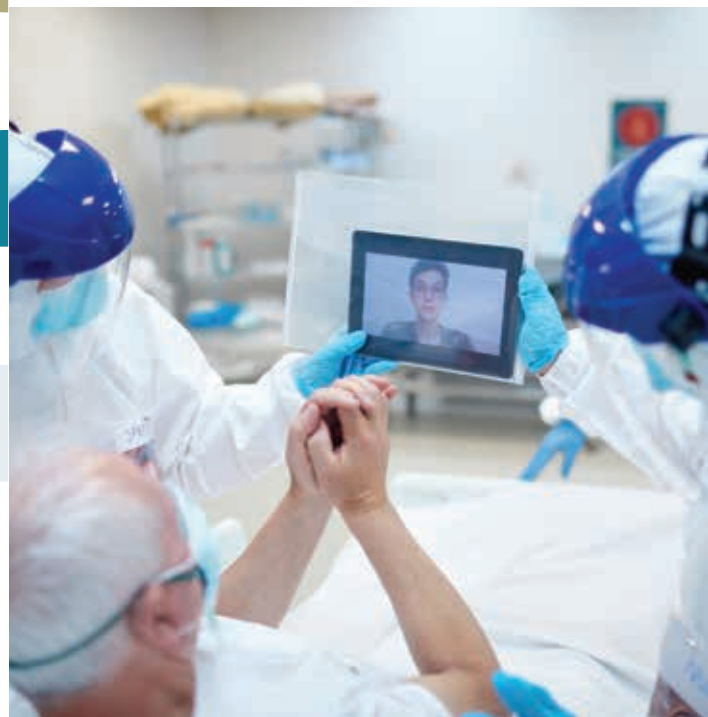
The 2022 Forecast was developed by the Finance Committee based on a review of strategic planning and future goals as set out by the Board of Directors. As you will note, 2022 does predict a small surplus budget. The Finance Committee will continue to monitor budget lines through the coming year to ensure the growing needs of the nurses of this province can continue to be met.

I would like to thank all members of the Finance Committee for all their hard work and dedication in ensuring the fiscal accountability to the nurses of Manitoba.

	2020 Budget	2020 Year End	2021 Forecast	2021 Reallocation	2022 Forecast
Revenue					
MNU Provincial Dues	9,126,000	9,659,800	9,048,000	9,755,000	9,755,000
Dual Dues Refund	(190,000)	(202,020)	(200,000)	(200,000)	(200,000)
Net Dues Revenue	8,936,000	9,457,780	8,848,000	9,555,000	9,555,000
Interest and Dividends		466,464			
Total Operating Revenue	8,936,000	9,924,244	8,848,000	9,555,000	9,555,000
Expenditures					
Sundry Office Supplies	30,000	23,097	30,000	30,000	30,000
Messenger Services	4,000	4,042	4,000	5,000	4,000
Fax Costs	1,000	906	1,000	—	—
Insurance	20,000	18,913	20,000	20,000	21,000
Miscellaneous	3,000	7,541	3,000	3,000	3,500
Telephone – CHANGE to TELECOMMUNICATIONS	70,000	73,679	70,000	75,000	75,000
Stationery	8,000	2,714	8,000	8,000	8,000
Copier	30,000	19,547	30,000	30,000	30,000
Printing	5,000	4,465	5,000	5,000	10,000
Postage	18,500	19,060	18,500	20,000	20,000
Resource Material	14,500	13,717	14,500	14,500	14,500
Rental Services	298,000	292,945	312,900	295,000	300,000
Bank Service Charges	1,500	1,637	1,700	2,000	2,000
Technology	95,000	94,441	95,000	125,000	125,000
Audit	19,000	22,580	19,000	24,000	25,000
	617,500	599,284	632,600	656,500	668,000
Democratic Process					
Annual Meeting	20,000	16,619	775,000	150,000	825,000
Annual Planning Session	—	—	—	—	—
Board	200,000	77,411	20,000	100,000	200,000
Board Development	60,000	4,050	200,000	—	60,000
Miscellaneous Meetings	10,000	10,671	10,000	10,000	10,000
Committee					
a) Finance	10,000	5,778	10,000	10,000	10,000
b) Executive /Officers	270,000	246,682	270,000	270,000	300,000
c) Resolutions/Constitution	2,000	898	2,000	2,000	2,000
d) Nominations	2,000	919	2,000	2,000	2,000
e) Discipline	1,000	—	1,000	1,000	1,000
f) Executive Committee	10,000	3,326	10,000	10,000	10,000
g) Governance & Structure	10,000	4,334	2,000	5,000	—
	595,000	370,687	1,302,000	560,000	1,420,000

	2020 Budget	2020 Year End	2021 Forecast	2021 Reallocation	2022 Forecast
Membership Services					
Education Programs	400,000	2,064	400,000	25,000	400,000
LEAP	85,000	62,470	85,000	85,000	85,000
Prairie Labour School	5,000		–	–	75,000
Communications	425,000	321,496	425,000	425,000	425,000
Legal	275,000	402,887	275,000	325,000	325,000
Arbitration	75,000	44,478	75,000	75,000	75,000
Consultants	10,000	5,729	10,000	10,500	10,500
Regional Local President's Days	35,000	11,989	35,000	35,000	35,000
Worksite President's Days Allot	350,000	353,197	355,000	375,000	375,000
Advocacy – IAC	20,000	–	20,000	20,000	20,000
Employer Invoices Estimate	25,000	–	25,000	10,000	10,000
Computer Support	14,500	13,900	14,500	14,500	14,500
New Members	–	2,778			
	1,719,500	1,220,988	1,719,500	1,400,000	1,850,000
Affiliations					
MCHCU	6,600	–	6,600	13,200	6,600
Manitoba Health Coaliton	23,000	23,000	23,000	23,000	23,000
CFNU	204,600	230,300	231,000	231,000	231,000
CFNU Bienniel	–		125,000	50,000	–
CLC	99,000	99,000	105,600	99,000	99,000
CLC Convention	15,000	2,000		30,000	–
MFL	136,000	129,030	140,000	140,000	140,000
MFL Triennial	–		25,000	–	10,000
Labour Councils	50,000	54,547	55,000	57,000	58,000
CCPA	10,000	10,000	10,000	10,000	10,000
	544,200	547,877	721,200	653,200	577,600
Outreach & Solidarity					
In Memorium	1,000	–	1,000	1,000	1,000
Budgeted Donations	6,500	6,500	6,500	6,500	6,500
Ad Hoc Donations	10,000	9,950	10,000	12,500	12,500
International Assistance					
Donations	2,000	1,159	2,000	2,000	2,000
Joyce Gleason Scholarship	6,000	6,000	6,000	6,000	6,000
CCCN	–	–	–	–	–
Keith Lambert	2,500	2,500	2,500	2,500	2,500
Student Outreach	10,000	1,843	10,000	10,000	10,000
Miscellaneous Donations/ 1919 strike	10,000	2,000	10,000	2,000	10,000
Labour Donations	2,000	500	2,000	4,500	4,500
Continuing Education Scholarship	3,000	3,000	3,000	3,000	3,000
	53,000	33,452	53,000	50,000	58,000

	2020 Budget	2020 Year End	2021 Forecast	2021 Reallocation	2022 Forecast
Administrative Support					
Staff Salaries, Travel, Vehicles	4,500,000	4,390,715	4,600,000	4,600,000	4,700,000
Staff Development	40,000	5,071	40,000	40,000	40,000
Senior Management Development	20,000	16,584	20,000	20,000	20,000
Severance	30,000	51,814	30,000	30,000	50,000
	4,590,000	4,464,184	4,690,000	4,690,000	4,810,000
Total Expenditures	8,119,200	7,330,927	9,118,300	8,009,700	9,383,600
Depreciation	150,000	94,456	150,000	150,000	150,000
Net Income	666,800	2,593,318	(420,300)	1,545,300	171,400



Nominations & Elections Committee Report

Kathy Nicholson, Chairperson
Marguerite Smith

Dana Orr
Leona Barrett, Staff Advisor

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

To ensure greater participation in electronic voting, MNU requires updated member email addresses. **PLEASE ENCOURAGE YOUR MEMBERS TO PROVIDE UPDATED CONTACT INFORMATION TO INCLUDE CURRENT MAILING ADDRESSES, PHONE NUMBERS AND EMAIL ADDRESSES.**

A. MNU VACANCIES:

i. Executive Officer Resignation:

Executive Officer Deanna Douglas had resigned from her position as MNU Vice-President for the unexpired term ending April 30th, 2021. A "Call for Nominations" was issued as per Article 14.02 of the MNU Constitution & By-Laws:

"With respect to a vacancy of an Executive Officer position, any such vacancy shall be filled by an election by the Board, with nominations from the general membership".

An election was held and the Board of Directors, using a zoom platform, voted from a slate of 3 candidates. Elected was Valerie Wotton to fill the unexpired term starting January 1st, 2021, to April 30th, 2021.

ii. Prairie Mountain Region: One Board vacancy occurred in the Prairie Mountain Region.

A Board vacancy occurred in the Prairie Mountain Region, formerly held by Valerie Wotton, who was elected to the MNU Vice-President position. A "Call for Nominations" was issued for the unexpired term ending April 30th, 2022, as per Article 14.03 of the MNU Constitution & By-Laws:

"With respect to a vacancy on the Board of Directors, the Chair of the Board (MNU President) in consultation with the Regional / Local Executive shall decide to either elect or appoint from the members of the Union in the Region / Local they represent, a replacement for the unexpired term."

An election was held and the Prairie Mountain Region Membership voted electronically from a slate of 2 candidates. Elected was Christina Woodcock to fill the unexpired term starting January 1st, 2021, to April 30th, 2022.

iii. Winnipeg Community & Health Care Region: Two Board vacancies occurred in the Winnipeg Community & Health Care Region.

The first vacancy occurred, formerly held by Julie Lackner who was hired by MNU provincial office to fill a permanent LRO position. As per Article 14.03 of the MNU Constitution & By-Laws, appointed was Marla Johal for the unexpired term starting March 2nd, 2020 to April 30th, 2021:

"With respect to a vacancy on the Board of Directors, the Chair of the Board (MNU President) in consultation with the Regional / Local Executive shall decide to either elect or appoint from the members of the Union in the Region / Local they represent, a replacement for the unexpired term."

The second vacancy occurred, formerly held by Marla Johal who was hired by MNU Provincial office to fill a LRO term position. As per Article 14.03 of the MNU Constitution & By-Laws, appointed was Pamela Achurch for the unexpired term starting September 18th, 2020, to April 30th, 2021:

"With respect to a vacancy on the Board of Directors, the Chair of the Board (MNU President) in consultation with the Regional / Local Executive shall decide to either elect or appoint from the members of the Union in the Region / Local they represent, a replacement for the unexpired term."

iv. MNU Standing Committees: Two vacancies occurred.

The first vacancy occurred on the Discipline Committee, formerly held by Marla Johal, who was hired by MNU Provincial office to fill a LRO term position.

An election was held at the September 23rd, 2020, Board meeting. The Board of Directors voted, using a zoom platform, from a slate of 3 candidates and elected was Renate Scheffer-King to fill the unexpired term ending May 31st, 2021.

The second vacancy occurred on the Nominations & Elections Committee, formerly held by Kim Fraser, who resigned from her non-Board member position, effective January 2021. A "Call for Volunteers" was issued for the unexpired term ending May 31st, 2021.

An election was held and the Board of Directors voted electronically from a slate of 3 candidates. Elected was Marguerite Smith to fill the unexpired term effective immediately.

v. Provincial Collective Bargaining Committee (PCBC): Three PCBC vacancies occurred.

The first PCBC vacancy occurred in the Winnipeg Community & Health Care Region, formerly held by Marla Johal who was hired by MNU provincial office to fill an LRO term position. A "Call for Nominations" was issued as per Article 11 of the MNU Constitution & By-Laws:

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

An election was held and the Winnipeg Community & Health Care Region membership voted electronically from a slate of 4 candidates. Elected was Lea Mutch to fill the unexpired term to encompass the provincial negotiations at central table.

The second PCBC vacancy occurred in the Winnipeg Hospital Region, representing Concordia / Seven Oaks, formerly held by Dawna Bieniarz who resigned from her position, effective January 1st, 2021. A "Call for Nominations" was issued as per Article 11 of the MNU Constitution & By-Laws:

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

One nomination was submitted and elected by acclamation was Maria Jonker to fill the unexpired term, effective January 1st, 2021, to encompass the provincial negotiations at central table.

The third PCBC vacancy occurred in the Winnipeg Hospital Region, representing Grace / Victoria, formerly held by Karen Cannell-Jamieson, who resigned from her position, effective April 1st, 2021. A "Call for Nominations" was issued as per Article 11 of the MNU Constitution & By-Laws:

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

One nomination was submitted and elected by acclamation was Trish Young to fill the unexpired term, effective April 1st, 2021, to encompass the provincial negotiations at central table.

vi. Winnipeg Hospital Region: A Board vacancy occurred in the Winnipeg Hospital Region.

A Board vacancy occurred formerly held by Cheryl Lange, HSC Local 10 member, who had resigned from her position, effective July 31st, 2020. As per Article 14.03 of the MNU Constitution & By-Laws, appointed was Lydia Danilis for the unexpired term starting August 25th, 2020 to April 30th, 2021:

"With respect to a vacancy on the Board of Directors, the Chair of the Board (MNU President) in consultation with the Regional / Local Executive shall decide to either elect or appoint from the members of the Union in the Region / Local they represent, a replacement for the unexpired term."

B. ELECTIONS TO EXECUTIVE OFFICERS (EXPIRED TERMS):

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 with terms to expire April 30th, 2021. The deadline for receiving nominations was on Friday, January 15th, 2021, at midnight. All nominations and resumes submitted were accepted by the Nominations & Elections Committee:

Vice-President: Nominations were submitted by Kathy Hillstrom, Kellee Stewart-Schuff and Valerie Wotton. One member will be elected at the 2021 Annual General Meeting for a two-year term to start May 1st, 2021, to April 30th, 2023.

In compliance with Robert's Rules of Order, the successful candidate must receive the majority of the votes (50% + 1). 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 a two-year term to start May 1st, 2021, to April 30th, 2023.





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

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

A “Call for Nominations” was issued for those Board members with terms to expire April 30th, 2021. The deadline for receiving nominations was on Friday, January 15th, 2021, at midnight. The Board nominations and resumes submitted were accepted by the Nominations & Elections Committee as follows:

Declared elected by acclamation to the MNU Board of Directors for a two-year term to start May 1st, 2021 to April 30th, 2023:

Northern Region (one member):
Carrie Holland acclaimed.

Prairie Mountain Region (one member):
Karen Taylor acclaimed.

Southern Region (one member):
Renate McGowan acclaimed.

Winnipeg Community & Health Care Region (one member):
An election was held (see below).

Winnipeg Hospital Region:

Concordia / Seven Oaks (one member):
Colleen Johanson acclaimed.

Grace / Victoria (one member):
An election was held (see below).

Health Sciences Centre (one member):
An election was held (see below).

St. Boniface (one member):
Renate Scheffer-King acclaimed.

A Board election was called between the hours of 0900 on Thursday, February 25th, 2021, and 1600 on Friday, February 26th, 2021. The respective membership voted electronically and elected for a two-year term to start May 1st, 2021, to April 30th, 2023 are as follows:

- **Grace / Victoria: Eric Wheeler**
- **Health Sciences Centre: Josie Payne**
- **Winnipeg Community & Health Care Region: Pamela Achurch**



Discipline Committee Report

Val Wotton, Chairperson
Kathy Hillstrom
Renate Scheffer-King

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

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

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

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

Provincial Collective Bargaining Committee Report

As of March 31, 2021, the vast majority of MNU collective agreements have been expired for four (4) years. The day was marked with the launch of our new communications campaign, which seeks to educate and inform the public about the plight of our nurses and the dire situation in our health care system currently.

As explained in last year's report, the Pallister government's introduction of Bills 28 (wage freeze) and 29 (health care restructuring) contributed significantly to that delay. Since that last update, we are pleased to report that the legal challenge MNU participated in against Bill 28 was successful. The legislation was struck down as unlawful, although the Manitoba Government has filed an appeal, which is anticipated to be heard sometime this spring. We remain hopeful the appeal will reinforce the original ruling, and the legislation remains defunct.

Bargaining did commence in the fall of 2020, and we have had 15 sessions with the employer group as of the time of the composition of this report.

Initial progress was made by the withdrawal of the Employer's proposal to reduce or eliminate pre-retirement leave provisions. The Employer also withdrew an initiative to reduce overtime rate eligibility.

A unique challenge in this round is the compression of dozens of collective agreements into six agreements (one per Region). Nonetheless your Provincial Collective Bargaining Committee (PCBC) was well-prepared with a robust and exhaustive set of proposals in place for the commencement of negotiations.

A global pandemic of historic proportions, following years of bargaining delays and health care cuts, certainly supports nurses' reasonable demands for a contract that recognizes their contributions to Manitoba and our health care system.

Member support will be increasingly important, including engagement in union activities and events that will be critical to building a united front during the bargaining process.



2020-21 Governance and Structure Committee (Ad Hoc)

Darlene Jackson, Chairperson

Sheila Holden, Winnipeg Hospital Region

Karen Jantzen, Winnipeg Long Term Care

Christine St. George, Winnipeg Community and Health Care Region

Lana Penner, Shared Health Representative

Renate McGowan, Rural Representative

Kathy Nicholson, Rural Representative

Carrie Holland, Member-at-Large Advisor

Kristy Jamieson, Staff

Brandi Johnson, Staff

Mike Sutherland, Staff

Deb Stewart, LRO Advisor

This committee was tasked with examining how our MNU structure best reflects and responds to the Government's imposed realignment for union representation. The committee was unable to complete its task.

The Pallister government's Bill 29: *The Health Sector Bargaining Unit Review Act*, which compelled the representation votes, calls for six collective agreements across Manitoba for those Locals/Worksites/Regions at the central bargaining table.

While in bargaining, the Employer group indicated they did not intend to discuss how the new structure of Shared Health or the WRHA would be executed for labour relations purposes. The committee did not continue to meet at this point until the issue was clarified by government.

MNU has received clarification on this issue and bargaining will include distilling some odd 60 collective agreements into six regional collective agreements.

Due to those complications and delays, no recommended changes have been finalized for introduction at this year's AGM. The committee has reconvened, and recommendations will instead be introduced at the 2022 AGM.

Meeting the challenges arising from the amalgamations within the city of Winnipeg will be a daunting task. I would like to extend thanks to the Governance and Structure committee and MNU leaders for their commitment to this project.

Resolutions & Constitutions

Committee Report and Resolutions

Katie Stark, Chairperson
Karen Cannell-Jamieson
Karen Jantzen
Deb Stewart, Staff Advisor

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

SUBMISSION OF RESOLUTIONS FOR THE PROVINCIAL AGM:

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

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

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

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

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

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

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

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

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

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

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

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

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

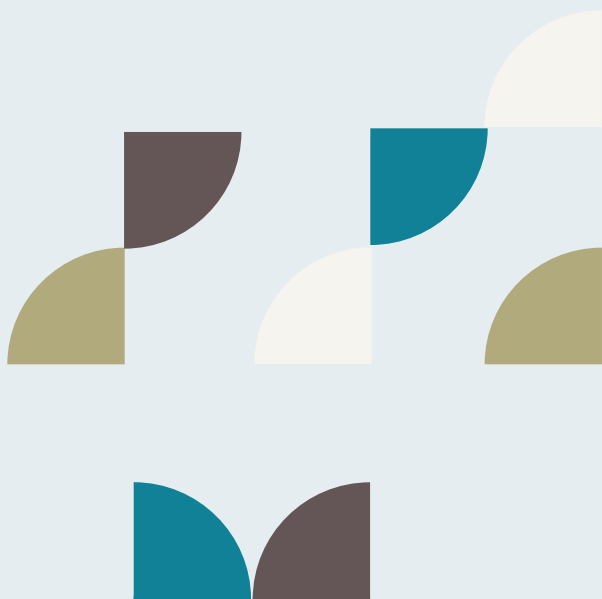
Submitted prior to the printing of this report were five (5) Constitutional Amendments and one (1) Resolution.

INDIVIDUAL REGIONAL LOCAL / WORKSITE UNIT / LOCAL CONSTITUTIONS:

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

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

To access a copy of your Regional Local / Worksite Unit / Local Constitution, please visit the MNU website manitobanurses.ca and click on “Union Resources” followed by “Constitution & By-Laws” and/or “Forms Centre”. A login prompt to the member portal will appear.



PROPOSED AMENDMENT TO THE MNU CONSTITUTION & BY-LAWS

ARTICLE 7 — MEETINGS OF THE BOARD – amend by striking out the last sentence in 7.05 below:

Current Wording	If Adopted, Will Read
<p>7.05 Unless otherwise provided in this Constitution, any questions arising at a meeting of the Board shall be decided by a majority vote of the members of the Board present and voting. Voting shall be by a show of hands unless a secret ballot is requested. Each member of the Board shall be entitled to one (1) vote on each question, which is voted upon at a meeting where they are present. A proxy designate could be appointed by the Local/Region if a Board member is unable to attend a Board meeting due to hospitalization or illness. The Chairperson, however, shall vote only in the case of a tie vote.</p>	<p>7.05 Unless otherwise provided in this Constitution, any questions arising at a meeting of the Board shall be decided by a majority vote of the members of the Board present and voting. Voting shall be by a show of hands unless a secret ballot is requested. Each member of the Board shall be entitled to one (1) vote on each question, which is voted upon at a meeting where they are present. A proxy designate could be appointed by the Local/Region if a Board member is unable to attend a Board meeting due to hospitalization or illness. The Chairperson, however, shall vote only in the case of a tie vote.</p>

MOVED BY: Resolutions & Constitution Committee

RATIONALE: The chair is allowed to vote under Robert's rules. This right should be exercised carefully, but should be particularly allowed for when the vote is by secret ballot.

FINANCIAL IMPLICATIONS: None.

PROPOSED AMENDMENT TO THE MNU CONSTITUTION & BY-LAWS

ARTICLE 8 — MEETINGS OF THE UNION – amend by adding new clauses 8.04, 8.05, 8.06 below:

Current Wording	If Adopted, Will Read
<p>8.01 The Union shall hold an Annual Meeting at such time and place as may be determined by the Board, provided that one (1) Annual Meeting must be held in every calendar year on such date as the Board may from time to time decide.</p>	<p>8.01 Annual Meeting – The Union shall hold an Annual Meeting at such time and place as may be determined by the Board, provided that one (1) Annual Meeting must be held in every calendar year on such date as the Board may from time to time decide.</p>

8.02 A Special Meeting of the Union may be called at any time and place at the written request of at least one-third (1/3) of the members of the Board, or at least one-third (1/3) of the Locals/Worksite Units representing the majority of such Locals/Worksite Units in at least any three (3) Regions. Such meeting shall be held within thirty (30) days of the receipt of such request by the President of the Union. Any such request shall state the specific subjects to be considered at the Special Meeting.

8.03 In the case of Special Meetings, only such subjects as are specified in the notice calling the meeting may be considered and acted upon at that meeting unless two-thirds (2/3) of those present rule otherwise.

8.02 Special Meeting – A Special Meeting of the Union may be called at any time and place at the written request of at least one-third (1/3) of the members of the Board, or at least one-third (1/3) of the Locals/Worksite Units representing the majority of such Locals/Worksite Units in at least any three (3) Regions. Such meeting shall be held within thirty (30) days of the receipt of such request by the President of the Union. Any such request shall state the specific subjects to be considered at the Special Meeting.

8.03 In the case of Special Meetings, only such subjects as are specified in the notice calling the meeting may be considered and acted upon at that meeting unless two-thirds (2/3) of those present rule otherwise.

8.04 Electronic Meetings – Any member may participate in meetings of members by any electronic means, if possible, from a designated meeting location. All participants, however, must have the opportunity for simultaneous aural communication and be able to communicate adequately with each other. Members participating in such meetings are deemed to be present, including for the purpose of quorum.

8.05 Postponement/Cancellation – In the event of an emergency, declared by the Federal or Provincial Government, the Board of Directors by a two-thirds vote may postpone/cancel any membership meeting, mentioned herein. All members shall be notified of the postponement/cancellation in a manner determined by the Board of Directors to be fair and reasonable under the circumstances.

8.06 Emergency Membership E-meetings – In the event of an emergency, as per 8.05, and as determined by the Board of Directors by a two-thirds vote, any membership meeting, mentioned

herein, may be held virtually, so long as all the members may simultaneously communicate with each other during the meeting. All members shall be notified of this meeting in a manner determined by the Board of Directors to be fair and reasonable under the circumstances.

MOVED BY: Resolutions & Constitution Committee

RATIONALE:

Article 8.04: Although the constitution allows for electronic meetings of the Board in 5.03, this clause would cover all MNU meetings, i.e., Executive, Finance, etc.

Article 8.05: This clause allows the postpone/cancelation of AGMs as happened in 2020.

Article 8.06: This clause allows AGMs to be held virtually as is happening in 2021.

FINANCIAL IMPLICATIONS: None.

PROPOSED AMENDMENT TO THE MNU CONSTITUTION & BY-LAWS

ARTICLE 14 — VACANCIES – amend by adding new wording after “general membership”, as indicated in 14.02 below:

Current Wording	If Adopted, Will Read
<p>14.01 A vacancy shall be deemed to exist in any office or position if the holder during their term in any office or position either:</p> <ul style="list-style-type: none"> (a) dies or resigns; (b) is unable or unwilling, in the opinion of the Board, to attend meetings, or perform the duties of a position for any reason whatsoever; (c) ceases to be employed in the Region / Local in which they were elected; (d) is successful in being elected to another Executive Officer position at the Annual General Meeting; (e) if the Vice-President is required to complete the term of the President. 	<p>14.01 A vacancy shall be deemed to exist in any office or position if the holder during their term in any office or position either:</p> <ul style="list-style-type: none"> (a) dies or resigns; (b) is unable or unwilling, in the opinion of the Board, to attend meetings, or perform the duties of a position for any reason whatsoever; (c) ceases to be employed in the Region / Local in which they were elected; (d) is successful in being elected to another Executive Officer position at the Annual General Meeting; (e) if the Vice-President is required to complete the term of the President.

14.02 With respect to a vacancy of an Executive Officer position, any such vacancy shall be filled by an election by the Board, with nominations from general membership.

14.03 With respect to a vacancy on the Board of Directors, the Chair of the Board (MNU President) in consultation with the Regional / Local Executive shall decide to either elect or appoint from the members of the Union in the Region / Local they represent, a replacement for the unexpired term.

14.04 When a vacancy occurs, calls for nominations must be initiated within thirty days.

14.05 In the event of an extended Leave of Absence (LOA) beyond three (3) months, the MNU Executive Committee shall meet with the holder who is on the LOA to determine an action plan to carry out the duties of the position.

14.02 With respect to a vacancy of an Executive Officer position, any such vacancy shall be filled by an election by the Board, with nominations from general membership, **provided that the remainder of the vacated term is six (6) months or longer. In the event that the vacated term has less than six (6) months remaining, the Board shall elect an Executive Officer position by, and from, members of the Board for the remainder of the term.**

This shall not apply to the position of President, as any vacancy occurring in the Presidency shall be filled by the Vice-President as stated in Article 4.03 (b).

14.03 With respect to a vacancy on the Board of Directors, the Chair of the Board (MNU President) in consultation with the Regional / Local Executive shall decide to either elect or appoint from the members of the Union in the Region / Local they represent, a replacement for the unexpired term.

MOVED BY: Nominations & Elections Committee

RATIONALE: Depending on the length of the remaining term this better meets operational needs of the board.

FINANCIAL IMPLICATIONS: None.

PROPOSED AMENDMENT TO THE MODEL CONSTITUTION OF A REGIONAL LOCAL / WORKSITE UNIT / LOCAL

ARTICLE 7 — EXECUTIVE COMMITTEE OF THE REGIONAL LOCAL / WORKSITE UNIT / LOCAL – amend by adding a new clause 7.05 below:

Current Wording	If Adopted, Will Read
<p>7.01 The Executive Committee shall include the Officers and the Chairperson of each Standing Committee.</p>	<p>7.01 The Executive Committee shall include the Officers and the Chairperson of each Standing Committee.</p>
<p>7.02 The Executive Committee shall meet at least three (3) times a year at the call of the _____ President or any two (2) Officers.</p>	<p>7.02 The Executive Committee shall meet at least three (3) times a year at the call of the _____ President or any two (2) Officers.</p>
<p>7.03 A quorum of the Executive Committee shall be not less than two (2).</p>	<p>7.03 A quorum of the Executive Committee shall be not less than two (2).</p>
<p>7.04 The Executive Committee shall have all the powers of the _____ between meetings of the Regional Local and shall manage and administer all its affairs.</p>	<p>7.04 The Executive Committee shall have all the powers of the _____ between meetings of the Regional Local and shall manage and administer all its affairs.</p>
	<p>7.05 When not in session, the Executive may act or meet by letter, telephone or any form of electronic communication, on all matters of any nature requiring action by the Executive. When the President or any other member of the Executive desires that the Executive take action, they may contact the other members of the Executive by letter, telephone or any form of electronic communication. Any action so taken by the Executive shall constitute action of the Executive as though in formal session, shall be reviewed at the next meeting of the Executive, and shall be included in the minutes thereof.</p>

MOVED BY: Resolutions & Constitution Committee

RATIONALE: to be consistent with proposed amendments to the provincial constitution, if amended, with similar rationale.

FINANCIAL IMPLICATIONS: None.

PROPOSED AMENDMENT TO THE MODEL CONSTITUTION OF A REGIONAL LOCAL / WORKSITE UNIT / LOCAL

ARTICLE 9 — MEETINGS OF THE REGIONAL LOCAL / WORKSITE UNIT / LOCAL – amend by adding new clauses 9.07, 9.08, 9.09 below:

Current Wording	If Adopted, Will Read
<p>9.01 There shall be an Annual Meeting of the members of the _____ in each calendar year, or as otherwise approved by the Provincial Manitoba Nurses Union.</p> <p>9.02 Notice of each _____ Annual Meeting shall be given to each member at least two (2) weeks prior to such meeting.</p> <p>9.03 The business at the _____ Annual Meeting shall include:</p> <ul style="list-style-type: none"> (a) The report of the President; (b) The report of the Treasurer; (c) The report of the Auditor; (d) The report of the Chairperson of each Standing Committee; (e) The appointment of an auditor(s); (f) Election of Officers. <p>9.04 A Special Meeting of the members may be called at any time by the President or the Executive Committee or when the Secretary is requested to do so in writing by at least six (6) members of the _____.</p> <p>9.05 Notice of every Special Meeting shall be given at least one (1) week prior to such meeting.</p> <p>6. Those present at a _____ Annual Meeting or Special Meeting shall constitute a quorum.</p>	<p>9.01 There shall be an Annual Meeting of the members of the _____ in each calendar year, or as otherwise approved by the Provincial Manitoba Nurses Union.</p> <p>9.02 Notice of each _____ Annual Meeting shall be given to each member at least two (2) weeks prior to such meeting.</p> <p>9.03 The business at the _____ Annual Meeting shall include:</p> <ul style="list-style-type: none"> (a) The report of the President; (b) The report of the Treasurer; (c) The report of the Auditor; (d) The report of the Chairperson of each Standing Committee; (e) The appointment of an auditor(s); (f) Election of Officers. <p>9.04 A Special Meeting of the members may be called at any time by the President or the Executive Committee or when the Secretary is requested to do so in writing by at least six (6) members of the _____.</p> <p>9.05 Notice of every Special Meeting shall be given at least one (1) week prior to such meeting.</p> <p>6. Those present at a _____ Annual Meeting or Special Meeting shall constitute a quorum.</p> <p>9.07 Electronic Meetings – Any member may participate in meetings of members by any electronic means, if possible, from a designated meeting location. All participants, however, must have the opportunity for simultaneous</p>

aural communication and be able to communicate adequately with each other. Members participating in such meetings are deemed to be present, including for the purpose of quorum.

9.08 Postponement/Cancellation – In the event of an emergency, declared by the Federal or Provincial Government, the Executive by a two-thirds vote may postpone/cancel any membership meeting, mentioned herein. All members shall be notified of the postponement/cancellation in a manner determined by the Executive to be fair and reasonable under the circumstances.

9.09 Emergency Membership E-meetings – In the event of an emergency, as per 9.08, and as determined by the Executive by a two-thirds vote, any membership meeting, mentioned herein, may be held virtually, so long as all the members may simultaneously communicate with each other during the meeting. All members shall be notified of this meeting in a manner determined by the Executive to be fair and reasonable under the circumstances.

MOVED BY: Resolutions & Constitution Committee

RATIONALE: to be consistent with proposed amendments to the provincial constitution, if amended, with similar rationale.

FINANCIAL IMPLICATIONS: None.

RESOLUTION #1:

WHEREAS, MNU provincial union dues amount to \$780 per year if all pay periods are worked; and

WHEREAS, a nurse pays the same amount whether working one (1) shift or full-time hours; and

WHEREAS, other jurisdictions pay by percentage dues with success; for example, Newfoundland; New Brunswick; Quebec; Saskatchewan; Alberta and British Columbia, ranging from 1% to 2% of salary; and

WHEREAS, if paying by a percentage when nurses' salaries increase, so will the dues, resulting in less need to request a dues increase.

THEREFORE, BE IT RESOLVED THAT, the MNU Finance Committee calculate the percentage amount needed to maintain revenue and return to the 2021 AGM with a motion to proceed to a percentage collection of dues.

A MOTION WAS PASSED AT THE MARCH 2020 BOARD MEETING TO AMEND THE RESOLUTION AS FOLLOWS:

THEREFORE, BE IT RESOLVED THAT, the MNU Finance Committee calculate the percentage amount needed to maintain revenue and return to the 2021 AGM with information to members regarding a percentage-based dues structure.

FINANCIAL IMPLICATIONS: To follow.

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

SECONDED BY: Angie Jeske, MNU Member, River Park Gardens Local 149

RATIONALE:

This resolution received by the Resolutions & Constitution Committee was brought to the March 2020 Board meeting due to the cancellation of the 2020 MNU AGM, as result of the COVID-19 restrictions. At the March 2020 Board meeting, an amendment was made and approved to return the resolution to the 2021 AGM with information to delegates. However, the information requested from the employer necessary to complete the report for delegates at the 2021 AGM was not forthcoming. Therefore, on behalf of the Board, the following motion has been made:

"THAT the Finance Committee bring information on a percentage-based dues structure to delegates at the 2022 AGM."

RESOLUTION #2:

WHEREAS, the Provincial PCBC committee is one important component of MNU's ability to negotiate a collective agreement.

WHEREAS, the Provincial PCBC committee is elected to represent membership for the purpose of collective bargaining.

WHEREAS, members of the Provincial PCBC are tasked with understanding the workplace issues and committed to developing proposals on behalf of our membership.

WHEREAS, members of the Provincial PCBC committee are tasked with the role to represent their members and to provide a collective agreement for ratification.

WHEREAS, members of the Provincial PCBC committee spend countless hours preparing, debating and bargaining on behalf of our members.

THEREFORE, BE IT RESOLVED THAT, the provincial PCBC committee members be funded voting delegates at the AGM in the years that there is an elected standing PCBC committee.

FINANCIAL IMPLICATIONS: The cost of PCBC to attend the AGM would be approximately 36,000 dollars. This amount is budgeted for when PCBC attends the AGM. It is a sensible decision to have membership that is well informed on issues to have the right to vote.

MOVED BY: Cindy Hunter, Co-President, Boundary Trails Nurses Worksite 7/32, PCBC Member.

SECONDED BY: Christy Cousins, Secretary-Treasurer, Boundary Trails Nurses Worksite 7/32.

RATIONALE:

PCBC does attend the annual meeting funded when there is a standing PCBC committee, but not as a voting delegate. The PCBC committee is knowledgeable on many issues. They are knowledgeable and able to speak to issues related to contract concerns. It makes sense to have the members we elect to represent our interests in contract talks also be able to have a vote on issues.

RESOLUTION #3:

WHEREAS, MNU is no longer providing the membership service of nurse planners to MNU members.

WHEREAS, Nurse planners provide a forum for information out to our membership about our collective agreement provisions, as well as, information about our union.

WHEREAS, MNU prides itself on service to our members, the nurse planners are part of membership services.

THEREFORE, BE IT RESOLVED THAT, beginning in 2022, MNU reinstate the practice of providing MNU planners and distribution of MNU planners for all MNU members.

FINANCIAL IMPLICATIONS: Cost projection for planners and distribution cost would be approximately 67,000 dollars.

MOVED BY: Cindy Hunter, Co-President, Boundary Trails Nurses Worksite 7/32, PCBC Member.

SECONDED BY: Lana Penner, President, HSC Nurses Local 10.

RATIONALE:

In the past number of years, planners were sent to members who requested them. These numbers were not that high, but many members did not know they needed to request the planners be sent. This practice reflected that it was a service for membership that our general membership was not aware they could access. The Board of Directors chose to discontinue the use of the planners in the last year. Local 10 purchased their own planners and had several Locals purchase planners from them to distribute to their members. The membership who received these planners were very pleased to have them. The last number of years, the ability to reach out to our membership is challenging. A member being sent a planner is a way to reach out to each individual member. General members see the planner as a service their union is providing to them. The planners also play an important role in membership service, and provide MNU a forum to provide information about our union. Planners have also been used when MNU has been present at job fairs, talking to student nurses.



SCHOLARSHIPS

MNU Continuing Education – \$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 (\$1,500) each are available annually to MNU members enrolled in a nursing degree or additional degree program that is nursing-related. Distance/online courses that are part of the 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.

Joyce Gleason Memorial – \$1,500

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

Joyce Gleason was instrumental in founding the Manitoba Nurses 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 \$1,000 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.

MNU also has the **Keith Lambert Memorial Labour Fund**, which provides members with an opportunity to further their knowledge in the area of labour studies. Please visit www.manitobanurses.ca/scholarships for more details.



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Manitoba
nurses
Union
A COMMITMENT TO CARING