



HSC NURSES

M.N.U. LOCAL 10

2015

ANNUAL GENERAL

MEETING

MARCH 10TH, 2016

2015 LOCAL 10 EXECUTIVE

President	Lana Penner
Vice-President	Shelley Trapp-Armstrong
Secretary/Treasurer	Susan Morrisseau
MNU Board Member	Kim Fraser
MNU Board Member	Cheryl Lange

Centre Reps

Women's Rep	Lydia Danilis
Children's Rep	Connie Kamara
Anne Thomas Rep	Janet Zorica
Psych Health Rep	Lisa Aab
General/Rehab Rep	Anne Boyd

NOMINATIONS UPDATE

As of February 8th, 2016

IN BY ACCLAMATION

President Lana Penner
General Centre Rep Carina Kirk
Finance Committee Mbr Brandy-Lynn Woodcock

Voting Delegates for THIS YEARS Provincial AGM
Britney Scholz, Debra Burda, Brandy Lynn Woodcock,
Lorna Wirt

Voting Delegates for NEXT YEARS Provincial AGM
Britney Scholz Brenda Thomas
Christine Radford Brandy Lynn Woodcock
Audrey Weiss Leanne Gordon
Cheryl Lange Moon Suk Cho
Karen Rodgers MaryAnne Kiss
Judith Strachan Brian Goldstein

POSITIONS OPEN FOR ELECTION

Childrens Centre Rep
PsychHealth Centre Rep
Four (4) voting Delegates for this year
Twenty Seven (27) Voting Delegates Next Year's
Provincial Annual General Meeting

2016 VOTING DELEGATES

1. AAB, LISA
2. ARMSTRONG, SHELLEY TRAPP
3. BAKER, NICOLE
4. BOLDUC, SHAYE
5. BOYD, ANNE
6. BURDA, DEBRA
7. COELHO, BARB
8. DANILIS, LYDIA
9. DONDO, RUTH
10. FERGUSON, DANIELLE
11. GIRARDIN, PAT
12. GORDON, LEANNE
13. JONES, ALLISON
14. KAMARA, CONNIE
15. KIESMAN, COLLEEN
16. KIRK, CARINA
17. KISS, MARY ANNE
18. KOZUBAL, JAN
19. KRAHN, KIM
20. LABONGO, SUSAN
21. LIEBRECHT, LYNDA
22. McDOUGALL, ANNETTE
23. MORRISSEAU, SUSAN
24. NGUYEN, LINDA
25. PENNER, LANA
26. RADFORD, CHRIS
27. RODGERS, KAREN
28. RODGERS, WENDY
29. SCHOLZ, BRITNEY
30. STONE, JANE
31. STRACHAN, JUDY
32. THOMAS, BRENDA
33. WEISS, AUDREY
34. WIRT, LORNA
35. WOODCOCK, BRANDY LYNN
36. ZORICA, JANET

Health Sciences Centre MNU Local 10
2015 Annual Meeting
March 10th, 2016

RULES

RULE 1. ORDER OF BUSINESS

THE ORDER OF BUSINESS SHALL BE ADOPTED BY A MAJORITY VOTE AND MAY BE AMENDED DURING THE MEETING BY MAJORITY VOTE.

RULE 2. SCRUTINEERS

PERSONS APPROVED AT THE ANNUAL MEETING SHALL ACT AS SCRUTINEERS AND SHALL COUNT ALL BALLOTS OR HAND VOTES REQUIRING A COUNTED VOTE.

RULE 3. PROCEDURE

PROCEDURE SHALL BE IN ACCORDANCE WITH MNU LOCAL 10 CONSTITUTION. IF ANY PROCEDURAL MATTER IS BROUGHT INTO ISSUE AT ANY MEETING OF THE LOCAL, THE CURRENT ISSUE OF "ROBERT'S RULES OF ORDER" SHALL PREVAIL.

RULE 4. MOTIONS AND DEBATE

MEMBERS MAY SPEAK ONLY ONCE TO ANY GIVEN RESOLUTION OR MOTION. DEBATE IS LIMITED TO THREE (3) MINUTES PER SPEAKER, UNLESS DEVIATION TO THIS RULE IS GRANTED BY THE ASSEMBLY. MEMBERS WISHING TO SPEAK SHALL GO TO A MICROPHONE, ADDRESS THE CHAIR AND IDENTIFY THEMSELVES BY NAME BEFORE SPEAKING. ALL MOTIONS AND ANY AMENDMENTS TO MOTIONS MUST BE WRITTEN ON MOTION FORMS PROVIDED AND FORWARDED TO THE CHAIR.

RULE 5. DECORUM

DURING DISCUSSION OF MOTIONS, VOTING AND ELECTIONS, MEMBERS ARE REQUESTED TO REMAIN IN THE ROOM.

RULE 6. NOMINATIONS FROM THE FLOOR

ARTICLE 10.04 "IF NO PERSON HAS BEEN NOMINATED TO A POSITION OR POSITIONS, NOMINATIONS IN WRITING WILL BE ACCEPTED AT THE ANNUAL MEETING PRIOR TO START OF THE BUSINESS SESSION".

EACH CANDIDATE SO NOMINATED SHALL BE ALLOWED TO ADDRESS THE ASSEMBLY FOR NO MORE THAN TWO (2) MINUTES.

RULE 7. ELECTIONS

ELECTIONS SHALL BE BY SECRET BALLOT OR A SHOW OF HANDS.

RULE 8. PROXY VOTES

PROXY VOTES SHALL BE COUNTED FOR THE PURPOSE OF ELECTIONS ONLY. IN ACCORDANCE WITH LOCAL 10 CONSTITUTION SECTION 10.05 "THE LOCAL MAY HAVE A VOTING DAY OF ADEQUATE HOURS TO ALLOW ALL MEMBERS THE OPPORTUNITY TO VOTE. THE TIME AND DATE OF THIS VOTE WOULD BE DETERMINED BY THE LOCAL EXECUTIVE COMMITTEE. IF ALL DAY VOTING OCCURS THERE WOULD BE NO OPTION FOR PROXY VOTING. IF THE ABOVE IS ADOPTED BY THE LOCAL THE FOLLOWING WOULD OCCUR: A MEMBER WHO IS UNABLE TO ATTEND THE ANNUAL MEETING ONLY BY REASON OF BEING ON DUTY MAY APPOINT ANOTHER MEMBER AS HIS/HER PROXY, PROVIDED THAT NO MEMBER SHALL HOLD MORE THAN TWO (2) PROXIES. THE PROXY MUST BE COMPLETED AND ORIGINALLY SIGNED BY THE MEMBER WHO IS WORKING, INDICATING WHICH MEMBER HE/SHE IS ASSIGNING THE PROXY TO".

AGENDA

1.0	CALL TO ORDER	
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	7.2 MINUTE APPROVING COMMITTEE FOR 2015 MINUTES	
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	To ADOPT THE 2015 FINANCIAL STATEMENTS AS AUDITED BY ERIC ROBERT OF OSBORNE ACCOUNTING GROUP	
	MOVED BY: The Finance Committee	
	MOTION #2	Pg. 8
	To APPOINT ERIC ROBERT OF OSBORNE ACCOUNTING GROUP AS AUDITOR FOR THE LOCAL 10 2016 FISCAL YEAR.	
	MOVED BY: The Finance Committee	
	MOTION #3	Pg. 8
	To ADOPT THE 2016 ADJUSTED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.	
	MOVED BY: The Finance Committee	
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	To ADOPT THE 2017 PROPOSED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.	
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PRESIDENT REPORT

In Solidarity,
Lana Penner

So as my first term as President of Local 10 nears its end, I am able to say that I continue to learn something new each and every day. Some days I am concerned my head will explode or the only word I will be able to verbalize is OVERLOAD. The work remains a challenge and one that I happily accept.

I am proud to represent the nurses of Local 10 in the many forums and venues that I do, and hope each time I do that it is to the best of my ability. I am proud of the work our office does every day in the delivery of support to our many members. I am prouder though, of the care delivered by our members to the patients of Manitoba. I am truly awed and inspired by the work each and every one of you do in the pressure cooker environments of acute care settings of today in our facilities.

The office remains a very busy hub and thankfully we now possess more tools that aid in our ability to do our jobs. Our website has been established and contains important information for our members which is now at their fingertips 24/7. The site is well used according to our webmasters at Smokehouse. They report that our site received over 7,270 hits over the last year with an average of 380/month. According to their statistics, it is demonstrated that 75% of the visits are new which is also a good sign and confirms that it is a helpful tool for us, our Executive, and our members.

Our office also has IT support, a safe and dedicated server protecting our privacy and security as well the company also provides support to our office as required.

The Local 10 office also thankfully has our Executive Assistant Sandra Moffatt who is

present in the office regularly Monday-Friday, 8am-4pm. Conversely, the VP and I do not spend as much time in the office so Sandra does triage our calls and documents them so that when we are not out of office we have the ability to return calls. It is not uncommon for members to have to wait to have a conversation as there are only so many hours a day. The VP and I share the workload dividing our work into areas of responsibility such as; Investigatory and or Disciplinary meetings, Overpayment issues and meets, ASAP meetings, Grievances, GIP Hearings, Employment Security meets, NAC, Union Management committee meetings, Provincial committee representation which are primarily managed by myself, the President .

The Vice President, currently Shelley Trapp-Armstrong, manages all the GRTW, Accommodation meetings WH&S (she actually sits on many committees for HSC)overseeing the site, Orients new union reps, GIP's as well as we share Executive and General Meeting responsibilities. As you can see, these responsibilities keep us busy and away from the office reducing our ability to answer calls as they come in. Frequently we are out representing or supporting our members. Please be patient with our Executive Assistant and please leave your name, number or an email address so that we can assist you. We want to help, this information is necessary so that we are able to serve you.

We have a number of outstanding grievances; currently we have approximately 70 outstanding which indicates continued changes in our workplaces, but also demonstrates our organization's commitment to ensuring our Collective Agreement is adhered to. I will reiterate that our workplaces continue to change and the culture evolves as well. Nurses must remain aware of the messages sent via voice, tone, body language or digital messages within the workplace.

There is little tolerance and more awareness within the public as well as colleagues and co-workers. Nurses are held in high regard by the public but are also held to a higher standard yet by their College and colleagues.

A significant issue for MNU Local 10 is our current Payroll/Benefits system (for other Locals and Unions as well). Epost weeks are exceptionally busy as our office fields many calls on pay weeks and still have several outstanding grievances related to errors within or as a result of this system. Please MNU members monitor your pay schedules for accuracy. If you do not understand a notation or find a discrepancy please contact your Manager and Timekeeper first, keep a record (preferably digital) and of course contact our Union Office for further input. It is imperative for each nurse to understand, review and identify discrepancies as the number of errors continue to amass and remain ongoing since the inception of this system in 2013. Myself and Local 10's LRO, Leona Barrett met with Mr. Dave Lachasin CEO HR WRHA for our region to discuss our concerns and hoped to effect change. This was not the outcome of said meeting and the payroll issues continue at an alarming rate. Please be vigilant about pay, dues, benefit deductions, seniority hours, and accruals as ultimately you can only be assured by your own awareness.

I see the next few years as both challenging and changing for nurses, our organization, and our workplaces. I believe we as constituents of Manitoba know changes are afoot. HSC continues to change, grow and evolve; for example; construction of a new Women's Hospital with a proposed amalgamation of some units. Nurses now have performance conversations vs performance appraisals. EFT increases are being offered and Rotations / EFTs are being reviewed and adjusted to make the most of nursing resources. New positions are being vetted by the Joint Classification committee which also review existing positions if a nurse believes their position has not been captured into an appropriate classification. Social Media continues to make our world smaller and society continually adjusts to an ever increasing pace. I think my motto for the days, weeks and months ahead will be to embrace change to manage it.

I would also like to take the time to thank Local 10 members for the opportunity to serve as President of MNU Local 10, I am challenged and humbled by it. Special thanks to Our VP, Shelley Trap-Armstrong for her work and support. Leona Barrett Local 10's LRO who educates us and grounds us each day. Thank you to Local 10's Executive for their commitment to our Local:

Susan Morrissette - Secretary/Treasurer

Kim Fraser - Board

Cheryl Lange - Board

Centre Reps

Anne Boyd – General Centre (retiring in Apr 2016- you will be missed immensely)

Janet Zorica - Anne Thomas (we said goodbye and good luck to JoJo Patterson)

Connie Kamara - Children's Centre

Lydia Danilis - Women's Centre

Lisa Aab - Psych Health Centre

And also Sandra Moffat our Executive Assistant for her commitment to our Local and Office

A very heartfelt thanks to all!



VICE-PRESIDENTS REPORT

Shelley Trapp-Armstrong

I often think the date of our Local AGM is as good as a prediction to spring starting as Ground Hog's day. I know when the report due date starts popping up on my day calendar daily for a week, that spring is around the corner just like March 10th is for our meeting.

Despite change somethings never change...

This last year has been another year of transition with our Employer. It has brought about optimism that has yet to come to fruition. As the Human Resources Department has changed its leadership and personnel, the Local office remains committed to reach resolve on some very long outstanding issues as quickly as we can. However it remains one of our greatest challenges.

Has illness or injury removed you from work?

My portfolio has continued to keep me occupied as I work closely with yourself and the disability management team at the Facility. I want to assist you during your journey. From ensuring you complete your LOA form, get your prepayment packages and follow through to ensure you pay for your benefits. Continuing to transition you through a successful return to work portfolio.

There are many challenges to achieving a smooth process. Our office continues to work through the many mishaps that occur in the Human Resources Shared Services Department. The Union will be using the Grievance Process to protect the interests of the injured or ill nurse as this process winds itself through the convoluted ques in HR Shared Services.

Present or Not ...ASAP Being Well Utilized by the Employer

The Union wishes to let nurses know that the Employer has been enforcing the Attendance Support Assistance Program. The comparator group is remaining at 6%. We often have members ask our office why we do not fight this program more diligently. As this is not a negotiated program the Employer has Management Rights under Article 4. Our role is to assist our members to be successful at getting to work for their hired EFT. Should you find yourself being requested to attend an ASAP meeting the Union would be there for support. Call our office for our availability.

Are you keeping your work environment safe?

The Workplace Health and Safety committees are always looking for new active members and alternates. Please contact the office if you would consider participating on these committees.

New faces on the Horizon...

I would like to acknowledge and thank the new Unit Reps that have received orientation from our Local office. All Reps play an important place as a voice and ear for us. Your involvement is vital in the succession plan needed to carry out Union information to our front-line nursing colleagues.

Before I end, I want nurses to know I do not achieve my job in isolation. The team around me starts with the leadership shown by our President Lana Penner. There is always something new to learn and consider with the complicated issues of our Facility. Thank you Lana, as you consider me a partner in our office. To the Executive Committee of our Local, I look forward to another year of working through our strategies to achieve the needs of our members. Your efforts are appreciated. Our Local continues to gain the expertise of Leona Barrett our Labour Relations Officer. She works endlessly to reach resolve with again the issues that remain outstanding and to the many that arise week after week. The education she has shown to myself and the many members she has represented is second to none.

Our office runs smooth with the help of our Executive Assistant Sandra Moffat. Her achievement of 25 years with dedication and commitment does not go unnoticed. Congratulations Sandra on your achievement with Local 10.

In solidarity may Local 10 be strong and unified. My resolve is for us to remain professional and committed in its mandate of nurses taking care of nurses.

SECRETARY/TREASURER REPORT

Submitted by, Susan Morrisseau

REVENUE	2016 PROPOSED	2016 AMENDED	2017 PROPOSED
Local Portion of Dues	328,900.00	328,900.00	328,900.00
President Salary Replacement	39,400.00	39,400.00	42,500.00
Interest on Deposits	1,500.00	2,500.00	2,500.00
Transfer From Savings	22,000.00		
Legacy Fund		112,000.00	57,200.00
TOTAL	391,800.00	482,800.00	431,100.00
EXPENSES			
Office Costs	53,570.00	55,945.00	56,590.00
Demo/Membership	41,200.00	52,700.00	53,000.00
Admin/Support	294,120.00	294,120.00	298,000.00
Funds (cfnu/severance/platinum)	7,950.00	82,950.00	23,025.00
TOTAL	396,840.00	485,715.00	430,615.00
Net Surplus/-Deficit	-5,040.00	-2,915.00	485.00

MOTION #1

TO ADOPT THE 2015 FINANCIAL STATEMENTS AS AUDITED BY ERIC ROBERT OF OSBORNE ACCOUNTING GROUP

MOVED BY: The Finance Committee

MOTION #2

TO APPOINT ERIC ROBERT OF OSBORNE ACCOUNTING GROUP AS AUDITOR FOR THE LOCAL 10 2016 FISCAL YEAR.

MOVED BY: The Finance Committee

MOTION #3

TO ADOPT THE 2016 AMENDED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.

MOVED BY: The Finance Committee

MOTION #4

TO ADOPT THE 2017 PROPOSED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.

MOVED BY: The Finance Committee

MNU BOARD REPORT

Submitted by: Kim Fraser and Cheryl Lange

The MNU Board of Directors held five meetings in 2015. The past year was busy, as always, with grievances, arbitrations and GIP'S. The Board Committees were also very busy again, with review of Local/Worksite/Regional Constitutions ensuring that they are standardized. The Board of Directors also participated in the CFNU Biennium which took place in Halifax Nova Scotia, at the beginning of June.

Annual Meeting

The 40th AGM was held at the Victoria Inn, Winnipeg, MB. Sandi highlighted our history as a union, shining a light on issues that nurses face both past and present. Close to 500 delegates participated in the discussion and decision making. The keynote speaker Meg Soper- spoke on "Bring it on...Strategies to create a positive workplace" was well received by Boomers and Gen Ys LOL'ing. Sandi presented the report on PTSD in Nursing at the beginning of our Provincial Education Day. This report and presentation was well received by members.

The Resolution passed at last years AGM to By-Law NO.1 will see a decrease in the size of the Board of Directors to 17 from 22 regional representatives, this will be effective May 1st, 2016.

Board Activity

President Sandi Mowat has been busy with the usual business of representing nurses across Manitoba, but also with touring the province and meeting the nurses. Sandi also represents the nurses of Manitoba when meeting with other provincial union leaders at CFNU and when speaking with political leaders here at home. Sandi has been presenting the PTSD Report across Canada.

Education Conference was held in Brandon this past September. Once again this year we had many first time attendees and student nurses who are eager for information. This year we also had many internationally educated nurses attend. As always, the classes were informative and fun. The Education Officer is always evaluating the courses offered to ensure that the topics remain pertinent to all nurses. The Education Conference will be held in Winnipeg for 2016. This year Prairie Labour School will take place in Regina, June 6, 7, and 8th.

Finally, we would like to thank all Local 10 members for their support over the last year. Special thanks to our President Lana Penner and Vice-President Shelly Trapp-Armstrong and all the Local executive members. Without their continued support, advice and expertise we wouldn't have been able to accurately represent the nurses at HSC.

PCBC (Provincial Collective Bargaining Committee) Report

Current Collective Agreement is effective and in full force until March 31st, 2017

2% Increase April 1st, 2016, as well as increases to the evening shift premium from \$1.00 to \$1.75 and the night shift premium from \$2.05 to \$2.50. Increase to the weekend premium from \$1.65 to \$2.00.

Discussion surrounding the motions arising from last year's AGM to PCBC will reconvene at our Provincial AGM in April.

General Center Report

Submitted by: Anne Boyd

The areas of the General Center that the rep covers are as follows – GA1 Urology Procedures and Outpatient Clinics, GD1 Outpatient Clinics, GE1 Renal Program, GH1 Interventional Radiology, GA2 ET and Diabetic clinic, GB2, GD2, GG2 ENT, GA3, GB3, GC3 Clinics, GD3, GH3, GG3 Vascular Lab., GA4, GD4, GH4, GA5, GD5, GE5 TPN, GH5, GA/B6, GD6, GE6 Renal, GH6, GC7 Echo, GD7 GI Endoscopy Suites/Central Lines, GG7 Endoscopy/ Bronchoscopy and Central Lines Recovery Room/ Dialysis and Bronchoscopy Suite, GH7 High Obs Medicine.

As diversified as each area is, every unit, clinic or department has had common concerns: heavy workloads, high patient acuity, sick calls not replaced, charge with patient assignment, mandated overtime and working short. Unfortunately the amount of Nursing Workload Staffing Reports submitted does not reflect this concern. Please take the time to fill out Work Overload Reports. Call the office with your concerns.

Year end NWSR for the General Center were 94.

Update on moves, openings and areas of concern:

GA1 GI Endoscopy moved September to GG7/ GD7- All staff were put on layoff -some applied for the new GI department vacancies while some opted to exercise their right to bump. The staff mix was approximately 60% experienced staff and 40% new to Endoscopy. There have been and still are issues related to staffing and call coverage. Casual staff are largely utilized in the Recovery Room. Nursing Work situation Reports have and are being submitted. The Unit Manager hired following the retirement of Jan Gauthier is Fraser Barnett.

The interim Manager has been Shelley Anderson (Surgical Nursing Director)

Central Lines Service are sharing the GG7 Recovery Room pre and post procedure (previously GB3). The Program has had a complete turnover of nursing staff including the Manager Barb Kuerhig (VAT Manager). The interim Manager is Barb Lamonico. The program is seconding staff to provide care.

GB3 Manager Gloria Kirouac has retired and Catarina Sousa has replaced her.

GH3 has had a large turnover of staff.

Vat has had an interim Manager Barb Lamonica.

GA1 Urology Procedures Manager Jan Gauthier retired February 2016, and has a new Manager Laura Walton.

GA1 has funding to expand - to date front line nursing staff have not been included in the planning

GA5 Manager Wendy McDermot is retiring March 2016.

CHILDREN'S CENTRE REPORT

Submitted by: Connie Kamara

Children's Hospital has continued to be extremely busy this last year. We have a new Director of Nursing and several changes in Unit Managers. The quiet or down times are fewer and farther apart. Many workload forms have been generated and reiterate the same problems. (1) Surgeries are being cancelled due to lack of beds especially monitored or PICU beds. (2) Medical monitored beds (4) or 2:1 nursing beds (1-2 sets) are not opened due to inadequate staffing so patients are back logged in PICU or the ER. (3) Adolescent psych patients continue to be housed on the ward with sitters as the PY1 beds are full. (4) Mandated OT is being used. (5) Float Pool staff is a limited resource.

Unit Managers are extremely busy and are getting more and more jobs assigned to them. Have you had your Performance Conversation with your Manager? Or attended one of the monthly mandated staff meetings? The managers also have to check each entry into payroll by the unit's time keeper. Since a Unit Manager "supervises" during the day and on occasions are filling in the E, N or weekend shifts when there is no supervisor available we see less and less of our Managers. The plan is to have a "Day Supervisor" or "Bed Co-ordinator" to manage Patient flow.

No definite opening dates have been given for the opening of the Diagnostic Bldg. which includes the helicopter pad or the New Women's Hospital. Both are behind schedule.

The new Pediatric Transport team has a Nursing and a Respiratory Co-ordinator. Information sessions have been held and positions have been posted. Training will then be done.

I thank you for the opportunity of representing you.

ANNE THOMAS CENTRE REP

Submitted by: Janet Zorica

I have been the Anne Thomas Centre rep for about 7 months.

The Anne Thomas Centre rep is responsible for the critical care areas including both adults and pediatric areas. Areas include Emergencies, Operating Rooms, Post Anesthesia rooms, ICU's including PICU, MICU, CCU and SICU. Nurses in Anne Thomas building fill out nursing workload reports continuously with the last count being 122 forms. This is an excellent job by our nurses being diligent and using the joint Union Management tool NWSR to report on unsafe staffing occurrences.

The majority of concerns are: staffing below baseline levels, sick calls not being replaced and high acuity of patients.

PICU – (73 reports) due to high job vacancies, formation of the transport team and delays in processing job postings were issues noted.

Children's OR and PACU – (17 reports) due to mandatory call for senior staff as high volume of junior staff and sick calls not being replaced and slates not cancelled and staffing below baseline. A new rotation is being considered as well as a new manager has started - Lynne McKenzie.

Children's Emergency – (24 reports) due to vacancies, staffing below baseline and high acuity of patients.

MICU/CCU – (5 reports) Vacancies and no Manager for a period of time. New manager now is David Silver.

ICU – (1 report) and SICU - (2reports) both due to staffing below baseline.

Good job to all the nurses completing nursing reports. Improvements have been noted and as a group let's continue letting our employer know that issues still need to be addressed.

PSYCHEALTH CENTRE REPORT

Submitted by: Lisa Aab

Throughout the last year there have been continued topics raised by PsychHealth staff regarding themes of safety & staffing related concerns. It is important for staff to remember to complete WSR's when required to assist in the remedy of these concerns. MNU continues to provide support to staff regarding these issues and continue to discuss them with the employer as required.

Nurses continue to be encouraged by MNU to complete Injury/Near miss forms for both verbal/physical abuse as well as for the activation of code white alarms to assist in tracking episodes of aggression/injury.

The employer has recently put out a safe work procedure regarding the duress alarm system and staff are encouraged to review same and should be trained by the employer on use/resetting the alarm system and the safe work procedure.

PsychHealth management has recently announced that a Facility Maintenance has found a new supplier

to the personal alarm system. New unit receivers and personal alarms have been ordered for some of the units in PsychHealth. Staff are encouraged to provide feedback to your management team re: effectiveness of the new alarm system and fill out Injury/Near miss forms and incident reports for duress alarms that fail to activate a code white properly.

PsychHealth staff have continued to show an admirable amount of flexibility with the many changes over the last two years and have continued to adapt. In relation to this, many of the managers have changed unit areas within the center this year.

Performance conversations for staff are currently in the works throughout PsychHealth center to assist in communication/feedback between staff and the employer.

Lastly, there has been continued discussion throughout Psychiatry regarding the involvement of families in the care of psychiatric patients from emergency to psychiatric units.

EDUCATION TRUST FUND REPORT

Submitted by: Linda Newton

The Education Trust Fund (ETF) continues to provide financial support for members of Local 10 who are pursuing formal and continuing education activities. The Board is seeing a change in the type of formal education programs from baccalaureate to masters and doctoral programs. It is gratifying to see our members being able to attend specialty conferences that allow them to access the most current clinical information and innovations. Both of these activities were a goal when the ETF was established in 1981. Our financial advisors, Richard Clark and Fran Wieffering continue to provide sound advice which has allowed the principal of the fund to reach over \$500,000.

The ETF is carefully managed by a Board consisting of Lana Penner, Shelley Trapp-Armstrong, Laura Walton, Cherie Pinkerton and Ed Brunner.

MOTION #5

TO ADOPT THE EDUCATION TRUST FUND 2015, FINANCIAL STATEMENTS AS AUDITED BY ERIC ROBERT OF OSBORNE ACCOUNTING GROUP.

MOTION #6

TO APPOINT ERIC ROBERT OF OSBORNE ACCOUNTING GROUP AS AUDITOR FOR THE EDUCATION TRUST FUND 2016 FISCAL YEAR.
MOVED BY: THE EDUCATION TRUST FUND

LOCAL 10
CONTACT INFORMATION

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