

ANNUAL REPORT

2016



Manitoba
nurses
Union

A COMMITMENT TO CARING



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."

TABLE OF CONTENTS

02	MNU Board of Directors	18	Discipline Committee Report
03	2016 – 2017 MNU Standing Committee Members & MNU Staff List	19	PCBC Report
04	President's Report	20	Resolutions & Constitutions Committee Report
09	Director of Operations Report	26	Finance Committee Report
10	Director of Communications & Government Relations Report	42	Annual General Meeting Agenda
12	Director of Labour Relations Report	46	Education Day
15	Nursing Workload Staffing Committee Report	47	Breakout Workshops
16	Nominations & Elections Committee Report	48	2017 MNU Education Conference
		52	Vice-President Candidates

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."

MNU BOARD OF DIRECTORS

May 1, 2016 – April 30, 2017



Sandi Mowat
President



Donna McKenzie
Vice President



Darlene Jackson
Secretary Treasurer



Kathy Nicholson
Interlake-Eastern
Region



Carrie Holland
Northern Region



Jose Huberdeau
Northern Region



Trudie Empey
Prairie Mountain
Region



Amanda Fehr
Prairie Mountain
Region



Val Wotton
Prairie Mountain
Region



Tracy Bassa
Southern Region



Cindy Hunter
Southern Region



Julie Lackner
Winnipeg Community
& Health Care Region



Karen Tessier
Winnipeg Long Term
Care Region



Colleen Johanson
Winnipeg Hospital Region
Concordia / Seven Oaks



Karen Cannell-Jamieson
Grace / Victoria



Kim Fraser
Health Sciences Centre
Nurses Local 10



Cheryl Lange
Health Sciences Centre
Nurses Local 10



Dana Orr
Riverview / Misericordia



Sheila Holden
St. Boniface
Nurses Local 5



Kathy Hillstrom
St. Boniface
Nurses Local 5

STANDING COMMITTEE MEMBERS

2015 – 2016 Manitoba Nurses Union

Executive Committee

Sandi Mowat
President,
Chairperson
Donna McKenzie
Vice President
Darlene Jackson
Secretary Treasurer
Tracy Bassa
Member at Large
Kim Fraser
Member at Large
Sheila Holden
Member at Large

Finance Committee

Darlene Jackson
Secretary Treasurer,
Chairperson
Sandi Mowat
President
Donna McKenzie
Vice President
Carrie Holland
Colleen Johanson
Cheryl Lange

Nominations & Elections Committee

Kathy Nicholson
Chairperson
Leona Barrett
Staff Advisor
Trudie Empey
Marguerite Smith

Resolutions & Constitution Committee

Kim Fraser
Chairperson
Mary Lakatos
Staff Advisor
Karen Cannell-Jamieson
Cindy Hunter
Discipline Committee
Cindy Hunter
Chairperson
Kathy Hillstrom
Val Wotton

MNU STAFF

2015 – 2016 Manitoba Nurses Union

Monica Girouard
Director of Operations
Eric Jorgensen
Director of Labour Relations
Wes Payne
Director of Communications & Government Relations
Debbie Jenkins
Labour Relations Officer
Bob Romphf
Labour Relations Officer
Leona Barrett
Labour Relations Officer
Dan Kushneryk
Labour Relations Officer
Shauna Briscoe
Labour Relations Officer

Marise Frankel
Labour Relations Officer
Michelle Peterson
Labour Relations Officer
Mary Lakatos
Labour Relations Officer
Paulina Ruiz
Labour Relations Officer
Karen Fleming
Labour Relations Officer
Mary Lou Cherwaty
Labour Relations Officer
Susan Tremblay
Labour Relations Officer
Tom Henderson
Workplace Safety & Health Officer
Debbie Winterton
Professional Practice & Education Officer

Samantha Turenne
Communications Officer
Mikaela Brooks
Researcher
Manola Barlow
Diversity Coordinator
Terry Dyck
Accounting & Information Technology Coordinator
Wendy Giesbrecht
Administrative Assistant
Tracy Wood
Administrative Assistant
Debbie Wiebe
Administrative Assistant
Erin McGee
Administrative Assistant
Maryanne Peters
Administrative Assistant

Marija Tisaj
Administrative Assistant
Kristina Kiciuk
Administrative Assistant
Veronica Jones
Administrative Assistant
Katrina Profeta
Administrative Assistant
Linda Stoyko
Administrative Assistant
Angela Samayoa
Administrative Assistant
Tiffany Willits
Administrative Assistant
Jen Hueging
Administrative Assistant

PRESIDENT'S REPORT

BARGAINING

Your Provincial Collective

Bargaining Committee has done a lot of hard work in preparation for central table negotiations. Priorities this year include workload issues, health and safety including mental health and violence prevention, scheduling, and compensation.

Our proposals are ready to go, and we have served notice to bargain. We are ready. Please see the PCBC report for more info.

Any discussion of bargaining must consider the new political climate in the province. There has been a major shift in Manitoba, and while there has been much speculation to date, as of writing this report few details have been confirmed.

The government is expected to table legislation to control public sector compensation before March 20, 2017, and while we have participated in meetings with government staff about Manitoba's fiscal situation, frustratingly few details have been provided on the government's goals or expected outcomes. The government has also indicated interest in amalgamating bargaining units in the health care sector, but again few details have been provided.

During the election, Brian Pallister promised to protect front line services and return the provincial budget to balance over eight years. Now he's asking the Regional Health Authorities to balance their budgets in just one year. They've also canceled over \$1 billion in health infrastructure spending projects.

Manitoba's nurses know firsthand the effect these cuts have on our patients and on our health care system. We're certainly prepared to work with government to find efficiencies, but we will not support cuts that affect patients or rollbacks that undermine the professional, quality care that nurses provide.

We expect a difficult round of bargaining, but with your support we hope to make real gains for nurses and our patients.



PRESUMPTION IN EFFECT

Manitoba's presumptive PTSD clause, enacted by the *Workers Compensation Act*, came into effect on January 1, 2016, which means that the Workers Compensation Board (WCB) should now presume that a nurse's PTSD diagnosis was a direct result of the workplace.

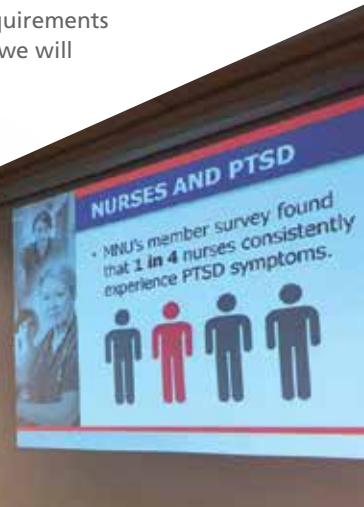
Since there is still some subjectivity involved in deciding whether a triggering event was in fact traumatic enough to cause PTSD, we have been paying close attention to see the effect on our members' claims.

Over the past year, I have been speaking about our PTSD research to a broad audience, including at the Fifth International Conference on Violence in the Health Sector in Dublin, Ireland.

The focus of the conference was concrete and sustainable initiatives, projects and research aimed at combating violence in the health sector.

Our presentation, "*Addressing the psychological impacts of violence and trauma in the nursing profession*" was well attended and provoked lots of questions and discussion.

We are continuing to push for the inclusion of psychological health and safety requirements for health care facilities. To that end, we will continue to lobby government and we will be bringing the issue to the bargaining table.



BILL 3

THE MENTAL HEALTH AMENDMENT ACT

On June 28, 2016, I participated in the legislative consultation process for Bill 3, the Mental Health Amendment Act.

This legislation proposes to amend the Mental Health Act to designate professions apart from peace officers and police authorities to accompany involuntary patients during medical assessments.

We challenged the government to continue to prioritize the health and safety of Manitoba's nurses and cautioned government to ensure that any future "designated person" possess the necessary authority, training and capacity to prevent the escalation of violence, threatening behaviours, and to ensure designated individuals are able to respond, intervene and detain individuals who pose a risk to themselves and others.

MNU's research surrounding workplace violence and trauma was instrumental in identifying the inherent risks Manitoba's nurses face against high-risk patients when adequate security supports are not provided.

I reiterated the importance for security measures to be applied consistently across the province, given the lack of available security supports apparent in many facilities.

The Minister of Health, Seniors and Active Living made a commitment to ensure nurses are involved in the consultation process in which their feedback and security risks will be acknowledged when developing new legislation. MNU issued a letter in March 2017 to the Minister to confirm what consultation activities have been completed thus far along with the status of the proposed legislation.

WORKERS COMPENSATION ACT UNDER REVIEW

MNU recently participated in the consultation process for the comprehensive review of the Workers Compensation Act. Our submission addressed the consultation questions proposed by the Government of Manitoba as well as emphasized the challenges our members have and continue to experience with respect to Manitoba's current workers' compensation system.

We proposed 31 recommendations intended to improve the province's workers' compensation legislation and policies in a way that is responsive to the needs of our members.

The review committee will develop a final report to government that articulates the issues brought forward by stakeholders and propose recommendations based on the consultations.

The report is expected to be completed in June 2017.

We have every intention to work with the Government of Manitoba to craft legislation that respects and appreciates the concerns we have brought forward during this legislative process.



SAFE STAFFING PROGRAM IN NEW ZEALAND

In June, 2016, I had the opportunity to travel to New Zealand, as part of the CFNU delegation to learn about Care Capacity and Demand Management (CCDM) and to determine whether the program could be adapted to the Canadian context to address the need for safe staffing, healthy work environments, and the optimal and innovative use of organizational resources.

The program, a tripartite agreement negotiated between the union, the employer and government, was developed to help hospitals balance capacity and demand. It uses a validated patient acuity tool to support evidence-based decision making in regards to staffing numbers and skill mix.

The consensus was that Canada faces similar challenges with respect to safe staffing and should follow a similar path bringing together governments, employers and unions in recognition that the current problems in our health care system can only be addressed through a joint effort based on a respectful partnership model. CFNU is following up to arrange a meeting of union, employment and government stakeholders to discuss ways of moving forward, together.

NATIONAL LOBBYING EFFORTS

Pharmacare, Medicare, Pensions and more

We recently ramped up our lobbying efforts as the federal and provincial government are currently negotiating a new Canada Health Accord, the agreement which determines health care funding, including health transfer payments.

The Canadian Federation of Nurses Unions (CFNU) is recommending that Canada's First Ministers implement a health and social accord that includes:

- Stable federal health care funding (to a minimum of 25% by 2025)
- Coordinated health human resources planning
- A national prescription drug plan (Pharmacare)
- A Canadian strategy for healthy aging
- Improved access to health services in home and community settings
- Improved indigenous health

In July 2016, the CFNU National Executive Board hosted a briefing for provincial premiers at the annual Council of the Federation meeting on the federal role within a national pharmacare program.

Following this, in February, 2017, I joined Canada's nursing leaders in hosting an annual parliamentary breakfast for Senators, Members of Parliament and health care stakeholders from across Canada.

At the breakfast meeting, CFNU presented research from their latest report titled: *Down the Drain: How Canada Has Wasted \$62 Billion Health Care Dollars without Pharmacare*, where economist Hugh Mackenzie calculated the disturbing amount Canada has wasted over the past 10 years by not implementing national pharmacare.

Also in February, I participated in the largest ever Canadian Labour Congress (CLC) Lobby Day on Parliament Hill. More than 362 participants from 42 different public and private sector unions met with over 165 Members of Parliament (MPs) and Ministers on three key issues: pensions, pay equity and pharmacare.

We voiced our opposition to Bill C-27, a Bill that threatens the retirement security of Canadians, stressed the need for timely and fair pay equity, and emphasized the urgent need of introducing a national pharmacare program.

Finally, in recognition of National Medicare Week, I joined 125 public health care advocates from across Canada, in Ottawa, to call for the creation of a National Public Drug Plan. Along with representatives from other provincial labour unions, I spent the day meeting with provincial Members of Parliament and discussing ways to strengthen medicare, including the establishment of a national pharmacare plan.

Cambie Case

CFNU has been paying close attention to a case that is currently before the BC Supreme Court. Dr. Brian Day, owner of the Cambie Surgery Centre, a for-profit facility in Vancouver, launched a constitutional challenge in which he argued that Medicare, violates the Charter of Rights and Freedoms because it restricts private health care and forces Canadians to be placed on long wait lists for care.

He is proposing that Canada creates a health care system where private and public systems operate in parallel. There is plenty of research and evidence which shows that two-tiered health care systems are far more inefficient than the public system and in fact do more harm than good.

The most cost-effective and equitable way of distributing health care is publicly funded, publicly administered and publicly delivered.

The trial began September 2016 and is expected to continue until April 2017. This is one of the greatest threats to public health care that Canada has seen, and the outcome of this trial, for or against public health care, will greatly impact the delivery of health care in this country.

NCLEX Update

Following last year's update, I have been calling for an increase in the number of allowable writes, in addition to the introduction of a temporary licence, so that students who fail the NCLEX a second time can continue to work, improving on their skills and earning their practice hours.

I am happy to report that the College of Registered Nurses of Manitoba (CRNM) board of directors voted in favour of removing the limit on the number of writes and the course of instruction requirement after a second failed attempt on the exam.

Unfortunately, there was no progress made in regards to issuing a temporary licence.

The College has submitted a request to the government to amend the current legislation. There is no time frame as to when the changes would be considered. The current legislation remains in effect until further notice. I have issued correspondence with the Minister of Health to clarify the timelines for these important changes.

COMMITTEES

Nurses Recruitment and Retention Fund Committee

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

This year we implemented standard terms of reference for the Regional Continuing Education Committee meetings.

We have also received confirmation that nurses not employed by the RHAs—for example those employed by the province or government agencies like Canadian Blood Services—are still eligible to apply for funding, according to the revised Regional Continuing Education Committee policy. Administrative support will also be considered an eligible expense.

Advisory Group on Violence Prevention for Health Care Workers

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

To date, the NRHA, IERHA, and PMH have completed implementation of the VPP. Southern began rollout in December 2016, and the WRHA has established working groups to plan implementation but program completion dates are unknown. Orientations continue in CancerCare as new and existing staff are being trained on Module I and scheduled for Module II.

Provincially, more than 8,000 staff have completed unit one and more than 4,000 have completed unit two through the Learning Management System, making the VPP the biggest and most successful program on the LMS to date.

The committee will continue to monitor the VPP and hope for full implementation across the province in early 2017.

Provincial Joint Nursing Classification Committee

Following the development of processes, algorithms and application forms for reclassification of both current and new nursing positions, the committee has further developed questionnaires for the reclassification process as well as an appeal application.

In SOLIDARITY With
MANITOBA NURSES

To date the committee has reviewed a total of 25 applications for reclassification. 16 requests have been for new positions, two requests have come from the employer, and seven have come from nurses. The committee has now begun a review of all existing positions starting with Nurse III classifications.

Joint Safe Patient Care Committee

This committee continues to look at the role of the charge nurse. Discussion groups have been held across the province, and we have reviewed summaries of the discussions. Based on our findings, the committee is recommending proceeding with a structured, provincial charge nurse education and orientation program.

Ministerial Advisory Committee for Collaborative Discussions to Optimize Patient Care

The committee monitored the distribution and implementation of a toolkit for employers that included a Rotation Rule Book, an MOU Increase EFTs Interpretation Document, a Group Self-scheduling Rule Book, and a Weekend Worker Interpretation Document. Following the rollout of this document, the committee mutually agreed to disband.

WRHA / Emergency Department Working Group

The committee continues to monitor regional flow planning and emergency department staffing with a particular attention to nursing across all sites.

College Liaison Activities

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

Topics discussed this year include:

- The Regulated Health Professions Act
- The NCLEX-RN exam
- Medical Assistance in Dying
- Management of substance abuse disorders



WELCOME CROSS LAKE NURSES

MNU HAS A NEW LOCAL

Welcome to Cross Lake Nurses, Local 143. This local is comprised of four members, working in the Cross Lake Home and Community Care Program.

LPN TOWN HALLS

In early 2017, we organized a series of town hall meetings with Licensed Practical Nurses across the province. At the meetings we discussed concerns raised over LPN wage levels. This issue was brought forward as a resolution at the 2016 Annual General Meeting and in September a petition with about 700 signatures was presented to our Provincial Collective Bargaining Committee. This issue has been a source of frustration for some members, and as such we felt it was important to talk to as many LPNs as possible, face-to-face, about the issue.

The duties and responsibilities of LPNs have changed dramatically over the years. Under our collective agreement we have the opportunity to address changes to job content of existing classifications. Under Article 38, as well as through the Joint Nursing Position Classification committee, we can make a case to create a new and higher classification for LPNs. We've decided to pursue this reclassification, separate and apart from bargaining. With this option, a decision for reclassification ultimately rests with a neutral, third party arbitrator.

Response to the town halls has been generally positive. There have been many questions and discussions about the reclassification process. At the time of writing, I have met with more than 400 LPNs from across the province. I would like to personally thank the nurses who took time out of their day to come out and participate in the discussion.

BOARD STRATEGIC PLANNING SESSION

Following the adoption of a new organizational mission and vision statement in March 2016, the board attended a strategic planning session on May 31 and identified increasing member engagement as a strategic priority for the organization going forward. Some of the main discussion points that emerged about the intent of increasing member engagement were to ensure members are united to address external threats, and to improve internal capacity to support the work of MNU.

With direction from the board, MNU's senior director team has put together a plan that identifies four key areas for increasing member engagement:

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

The board continues to monitor plan implementation in these key areas.

Virtual Town Hall

In January 2017, we held our first ever virtual town hall meeting to discuss the best representation for community nurses in the former Assiniboine region. Affected nurses will vote on whether they would like to remain at their current worksites or join the Assiniboine community nurses worksite #144.

The virtual town hall technology proved effective as members were able to ask questions and participate in discussion. We anticipate using this technology more in the future.

Thank you

Our organization is strong because of so many dedicated people who are truly committed to the wellbeing of Manitoba's nurses and their patients. 2016 has been a successful year for us. We've faced challenges head on, as we always do, and 2017 will certainly bring more as we bargain a new central table agreement. But thanks to the commitment and strength of the MNU board, local/worksites and regional leaders, staff, and most importantly our members, I have full confidence that we will face these challenges with professionalism, unity and courage.

Thank you for your continued support.

DIRECTOR OF OPERATIONS REPORT

Monica Girouard

We are always looking for ways to improve our delivery of member services, and 2016 was no different.

We are continuing to work with locals and worksites to provide the tools that they need to manage their finances prudently and transparently. Many locals/worksites are initiating meetings with finance department staff to help with setting up their financial systems and budgets, within the approved financial guidelines.

There has been a significant increase in smaller locals bringing their records to the provincial office for review. A special thank you to the treasurers for doing such an impressive job of tracking revenues and expenses and following the guidelines.

In 2016, MNU entered the world of electronic voting. Working with Simply Voting (a third-party provider), MNU has had success with several elections this year. The project was piloted with good success for the Provincial Collective Bargaining Committee elections.

With the process, members can log in to the secure area of the MNU website to access a tamper-proof secret ballot. Once the member has voted, he/she is issued a receipt and cannot vote again in that election. Results are tabulated immediately, at the close of the election, and certified correct by Simply Voting.

We used this method several times after the pilot, most recently with the new board members with good results. Overall, with the increased accessibility, participation has increased and as acceptance grows, we anticipate more success.

I would like to take this opportunity to thank all of the staff, board and membership who have made 2016 a productive year at MNU.

Canadian Culture and Communication for Nurses Program

For the 13th year, the Canadian Culture and Communication for Nurses program continued to offer interactive online and onsite activities for Internationally Educated Nurses. Three 12 week sessions were delivered in 2016, with 107 students participating in January – March, 115 students participating in April – June and 100 students participating in September – December.

In 2016, MNU received \$376,000 in funding from Immigration Refugees Citizens Canada (IRCC) for the delivery of the CCCN program.

We continue to focus on improving accessibility and in 2016, we had participants from 10 communities across Manitoba including: Winnipeg, Brandon, Winkler, Steinbach, Portage la Prairie, Stonewall, Notre Dame de Lourdes, Schanzenfeld, Neepawa and The Pas.

For more information, please visit:
<https://cccn.manitobanurses>

DIRECTOR OF COMMUNICATIONS & GOVERNMENT RELATIONS REPORT

Wes Payne

Returning to MNU, and my home province, after six years has been an exciting venture. MNU is a truly remarkable and excellent organization, and I'm thrilled to be working with a team of such talented and insightful people.

Our team has been busy this year. We've developed new tools for communication, revised and improved education courses, and spearheaded new research initiatives. All of these projects have us well positioned for what's sure to be an interesting and challenging 2017.

COMMUNICATIONS

Website and Portal Overhaul

We have recently given our website and portal an updated look with additional functionality. Apart from the clean and crisp layout and design, functionality on mobile devices has been greatly enhanced. The website and portal are now fully functional on all mobile devices.

We conducted several rounds of testing with a variety of users to help determine the best placement of information. We have further improved navigation with the addition of a scrolling home page.

The secure member portal was also upgraded and offers improved functionality. In addition to housing documents like board meeting minutes, financial documents and expense forms it will become an online resource library where information regarding filling out workload staffing reports forms, filing a grievance, accessing the LEAP program and more can be accessed.

MNU App

Based on member feedback and interest, MNU developed and recently launched an app. The app is exclusive to MNU members and will give you quick access to frequently asked questions involving the collective agreement, updates on bargaining and other breaking news, as well as a handy scheduling tool to keep track of shifts worked, sick time, vacation time and much more.

Advertising Campaign

In support of bargaining, we launched a new advertising campaign on television and online in February. The campaign celebrates the value of nurses by highlighting the breadth and scope of their work. Focus group tests of the ad showed a strong favourable reaction.

RESEARCH

With a change in government, anticipating future health care funding models, legislation and policy changes have been the major focus of our researcher for 2016. This has included preparing government committee submissions for proposed changes to legislation such as The Mental Health Amendment Act (Bill 3), and most recently, MNU's legislative submission for the 2016 – 17 review of The Workers Compensation Act.

The researcher has also completed the preliminary steps to developing our next research project, which will focus on Manitoba's long term care sector and the nursing profession.

Long term care focus groups and a telephone poll were completed early 2017.

Providing information and research support for our president continues to be a priority. Research related to government priorities, public polling, health human resources and workplace/workload challenges have been invaluable in our consultations with government, especially related to bargaining and the visions for our health care system.

EDUCATION

Administration of a Local

In 2016, we changed the format of our Administration of a Local session to tailor to the specific roles and responsibilities of each executive position. Presidents and vice-presidents attended a two-day workshop, while secretary-treasurers had a one- day session. This new format was very successful, with high attendance rates at all sessions. In 2017, Administration of a Local will be offered on a regional basis. Presidents, vice-presidents and any member considering a position of president are invited to attend in their specified region.

2017 President and Vice-President Sessions:

Winnipeg Region:	<i>February 15, 2017</i> Union Center Winnipeg, MB
Interlake-Eastern Region:	<i>March 22, 2017</i> Selkirk Inn & Conference Centre Selkirk, MB
Southern Region:	<i>April 6, 2017</i> Carman United Church Carman, MB
Northern Region:	<i>May 10, 2017</i> The Best Western Hotel Thompson, MB
Prairie Mountain Region:	<i>May 25, 2017</i> Keystone Centre Brandon, MB

A follow-up session will be scheduled in June for any newly elected presidents and vice-presidents.

2017 Secretary-Treasurer Session

- MNU Education Conference
September 20 – 21, 2017

CFNU Prairie Labour School 2016

The Canadian Federation of Nurses Unions Prairie Labour School is a biannual opportunity for members of the MNU, the Saskatchewan Union of Nurses and the United Nurses of Alberta to network and learn about union and work life issues. Fifty-five MNU members attended Prairie Labour School, held from June 6 – 8, 2016, hosted by SUN.

Congratulations to MNU member Deanna Douglas, president Boundary Trails Worksite who was the winner of the CFNU Glenna Rowsell Book award.

MNU Education Conference 2016

A very successful Education Conference was held October 17 – 19, 2016 at the Radisson Hotel in downtown Winnipeg with 190 members in attendance.

Next year's Education Conference will again be at the Radisson Winnipeg, from September 19 – 21, 2017. Information and registration packages will be distributed to local, worksite and regional presidents at the MNU provincial Annual General Meeting. Information will also be available on the MNU website after May 1, 2017.

Professional Practice

The Professional Practice & Education Officer has provided a number of WSR and Nursing Advisory Committee education sessions to members of locals, worksites and regions as well as joint presentations for MNU representatives and employer managers at NAC meetings.

Locals and worksites can request individual sessions by contacting Debbie Winterton or their Labour Relations Officer. This education is ongoing and any revisions made to the WSR form will be reflected in education sessions.

We will be investigating online educational tools and improving members' access to union educational material once our revised website and portal is fully rolled out.



DIRECTOR OF LABOUR RELATIONS REPORT

Eric Jorgensen

2016 marked another busy year for the Labour Relations Department. We worked through an ever-increasing number of grievances, began preparations for negotiations, set to begin in 2017, and adapted to ongoing relationships that are changing under the new provincial government.

CFNU NEGOTIATORS' MEETING

The CFNU negotiators' meeting is held twice annually, normally in September and January. This is an opportunity to interact with the chief negotiators from the other nursing associations and unions across Canada.

I always look forward to these meetings as I gain new perspectives, gather knowledge regarding bargaining strategies and priorities, as well as, share frank and open discussion about the challenges we all face in achieving good collective agreements for our membership. It is also an important piece in ensuring that MNU is prepared to represent Manitoba's nurses to the fullest.

The information shared at these meetings over the last year indicates that we are all entering a new era in labour relations in health care. The political and economic climate has altered dramatically in every province and territory and is placing significant stress on the previously calm labour relationships in most provinces.

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

MANITOBA COUNCIL OF HEALTH CARE UNIONS (MCHCU)

The MCHCU is comprised of the Canadian Union of Public Employees, the Manitoba General and Government Employees' Union, the International Union of Operating Engineers, two locals of the United Food and Commercial Workers, the Public Sector Alliance of Canada and the Manitoba Nurses Union. The council meets regularly to discuss issues of common concern and interest and to share updates on issues arising between the affiliate unions and the employers, such as bargaining, arbitration decisions and workplace safety, etc.

Representatives from the Winnipeg Regional Health Authority (WRHA) attend on a regular basis to address issues regarding payroll, Shared Services, Workplace Safety and Health and a variety of other items arising between the WRHA and the affiliate unions.



GRIEVANCES, ARBITRATIONS AND LEAP CLAIMS

In 2016, MNU filed 328 grievances, broken down as follows:

- **72 are discipline files**
- **256 are non-discipline**

Grievances filed indicate a marked increase from the annual average of just over 200.

With a carryover of 293 grievances from 2015, the total number of grievances handled in 2016 was 621. Over the course of 2016, there were 226 grievances resolved and 31 grievances withdrawn. We carried 364 grievances forward into 2017.

As reported previously, grievances filed in 2016 are not closely following the normal trend of discipline cases being predominant. Grievances regarding schedules/offering of work, improper pay and job postings have significantly increased in 2016 with discipline grievances now accounting for only 22 per cent of all grievances filed. Most of the pay/overpayment grievances are being filed in Winnipeg and MNU has been very active in pursuing resolutions.

Grievances arising from accommodation issues are becoming more prevalent and are some of the most difficult and time-consuming grievances to handle.

There were no arbitration awards received in 2016.

While the total number of LEAP claims decreased in 2016, there was an increase in total cost of these claims to almost \$100,000.

GRIEVANCE INVESTIGATION PROCESS (GIP)

The GIP continues to run successfully since its inception in 2014. While the average time between the date of referral through to the initial meeting has increased to 75 days, this time frame is still significantly less than the time it takes to have grievances heard at arbitration.

There were 53 grievances referred to GIP in 2016 and of those, only 10 were still active within the process at year end.

Overall, the GIP has led to quicker resolutions, improved labour relations and significant legal representation and arbitration cost savings.

INDEPENDENT ASSESSMENT COMMITTEES (IAC)

During 2015, MNU members and LROs participated in one IACs, one involving Seven Oaks General Hospital.

The SOGH IAC regarding the Geri-Rehab Department proceeded on March 9th, 10th and 11th. Five nurses provided statements regarding their concerns and experiences. Their input was invaluable and we thank them for their commitment to improving the workplace and patient care and applaud their courage on stepping forward and being heard.

The IAC panel issued a report on April 8, 2016, listing a number of recommendations and the MNU, the nurses and the employer have met to discuss implementation. A follow-up meeting to assess progress made will occur on September 8, 2017.

Arising out of the IAC and the subsequent report, the employer has added an additional full-time night shift health care aide to the staffing complement. This is a very positive move and will help alleviate some of the nurse's concerns.

After some initial problems with the discussion and implementation of the Bethesda IAC recommendations, communication has improved and while progress is slow, some improvement has been made but it remains a challenge that continues to be worked at.

SEPARATE TABLE BARGAINING

In late 2015, both Horizon Occupational Local 150 and Opaskwayak Local 151 served notice to the employers to commence bargaining to revise their collective agreements.

Both Locals ratified new two year collective agreements in 2016.

Locals tied to Central Table bargaining have served notice to commence collective bargaining. No dates for bargaining have been set to date.

WORKPLACE SAFETY AND HEALTH

Over the past year, the Workplace Safety and Health (WSH) file has seen the Manitoba Nurses Union be provided a number of venues to discuss the WSH issues that affect our members' work lives on a daily basis. MNU has been instrumental in advancing the issue of violence in the health care sector, and also participates on the Minister's Workplace Injury Reduction Committee.

MNU continues to participate in a multi-union Workplace Safety and Health Committee, co-chaired by MNU, representing the affiliates of the Manitoba Council of Health Care Unions (MCHCU). This committee also includes employers from within the City of Winnipeg as well as representatives from the various regional health authorities.

A number of locals have accessed MNU for ongoing assistance and support for members on Workplace Safety and Health Committees and to address and provide solutions to unique WSH concerns. We continue to review and monitor the legislative structure of the Workplace Safety and Health Committees within all workplaces to ensure that Employers are meeting and/or exceeding the minimum legislative requirements.

WORKERS COMPENSATION APPEALS

There were 38 new files opened during 2015

and at year end there were 62 open appeal files with nine appeals held in abeyance, mostly pending receipt of further medical information.

The most common reason for denial of a claim is "delay in reporting". Please make sure your co-worker immediately reports a workplace injury. Don't let them fall prey to the "It will get better with a few days' rest syndrome."

MNU staff continue to work on a number of committees tasked with reviewing and improving WCB processes, including the formal review of the Workers Compensation Act which commenced in February.

LABOUR RELATIONS STAFF

Much thanks goes to the LROs and support staff for their tireless work in ensuring our membership receives the service and support that is regarded so highly by those they service and by the labour community as a whole.

Increased grievance volume and preparation for upcoming bargaining has added additional workload to the staff, but they have risen to the challenge.

I look forward to meeting as many of you as I can over the coming months and years. Our success starts with you the members; your constant vigilance on contract adherence, thoughtful input on bargaining proposals and willingness to take on important issues all send a clear message that MNU members are ready to protect their rights.



NURSING WORKLOAD STAFFING COMMITTEE REPORT

The Nursing Workload Staffing Report (NWSR) committee met four times in 2016 to continue working on ways to improve the NWSR process, including a revision of the current forms.

The new acute care form was piloted in The Pas, St. Boniface and WRHA community/corporate and long-term care.

Based on member and employer feedback, received during the pilot, the committee finalized the forms and is now ready to move on to the next stage – implementation and joint education strategy.

Included in the plan will be a process for collecting the old forms, both completed and unused.

The committee is also working with the WRHA to develop an online version of the form, on the RL6 platform. When using the online form, the completed form will be submitted to the local/worksite, management and MNU simultaneously. If the online version is a success, a plan to roll it out further will be discussed.

A special thank you to all those that served on this committee.

Employer Representatives:

Teri Kindrat (*co-chair*)

Cindy Woodson

Debbie Harms

Donna Romaniuk

Laurie Walus

Union Representatives:

Donna McKenzie (*co-chair*)

Bev Fisher (*Direct Care Nurse, Seven Oaks Hospital*)

Julie Lackner (*Manitoba Home Care*)

Karen Tessier (*Long Term Care*)

Dan Kushneryk (*LRO adviser*)

Debbie Winterton (*Professional Practice and Education Officer*)

Mikaela Brooks (*Researcher*)

Monica Girouard (*Director of Operations*)



NOMINATIONS & ELECTIONS COMMITTEE REPORT

Kathy Nicholson, Chairperson
Trudie Empey
Marguerite Smith

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

ELECTRONIC VOTING

An electronic voting platform was trialed for the Provincial Collective Bargaining Committee (PCBC) elections held in June 2016. This electronic voting was well-received by members and proved to be very successful, as demonstrated by a higher voter participation. As a result, the Nominations and Elections Committee recommended that we continue using electronic voting for future elections.

We have since used electronic voting to elect the MNU Secretary-Treasurer, Executive Member-At-Large, board members and a Northern PCBC representative.

We are recommending that electronic voting be trialed to elect the MNU Vice-President at the Annual General Meeting. In order to ensure even 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:

In early November 2016, Executive Officer Holly Cadieux had resigned from her position as MNU Secretary-Treasurer for the unexpired term ending April 30, 2017. A "Call for Nominations" was issued as per Article 14.02 of the MNU Constitution and 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 voted electronically from a slate of four candidates. Darlene Jackson was elected to fill the unexpired term ending April 30, 2017.

ii. Northern Region:

As a result of Darlene Jackson being elected to the position of MNU Secretary-Treasurer, two vacancies occurred in the Northern Region. A "Call for Nominations" was issued for the following positions:

Provincial Collective Bargaining Committee:

An election was held and the membership voted electronically from a slate of two candidates. Carrie Holland was elected to fill the term encompassing the 2017 Central Table negotiations.

MNU Board of Directors: An election was held and the membership voted electronically from a slate of three candidates. Jose Huberdeau was elected to fill the unexpired term ending April 30, 2018.

iii. Executive Member-At-Large Position:

As a result of Darlene Jackson being elected to the position of MNU Secretary-Treasurer, a vacancy also occurred on the Executive Committee.

A "Call for Nominations" was issued.

An election was held and the Board of Directors voted electronically from a slate of four candidates. Sheila Holden was elected to fill the term until the election for Standing Committees of the MNU to be conducted at the first Board meeting following the AGM.

B. MNU GENERAL ELECTIONS – EXPIRED TERMS:**i. Executive Officer Positions:**

As per the MNU Constitution and By-Laws, Executive Officers are to be elected from the general membership for a two (2) year term by the voting delegates at the MNU Annual General Meeting. **Nominations can only be received from the floor of the Annual General Meeting, if no nominations have been submitted.**

A "Call for Nominations" was issued for the following positions whose terms expire April 30, 2017:

Vice-President: Nominations were submitted by Donna McKenzie and Kellee Stewart-Schuff. One member will be elected at the 2017 Annual General Meeting for the two-year term starting May 1, 2017, to April 30, 2019.

Secretary-Treasurer: One nomination was submitted. Darlene Jackson was elected by acclamation to the position of MNU Secretary-Treasurer for the two-year term starting May 1, 2017, to April 30, 2019.

ii. Board of Directors:

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

A "Call for Nominations" was issued for the Board members whose terms expire April 30, 2017. The following Board nominations and resumes were submitted and accepted by the Nominations and Elections Committee:

Northern Region: An election was called and presented was a slate of two candidates. Jose Huberdeau withdrew his nomination, therefore, Carrie Holland was elected by acclamation to the Board of Directors for the two-year term starting May 1, 2017, to April 30, 2019.

Prairie Mountain Region: An election was held and the membership voted electronically from a slate of four candidates. Karen Taylor was elected for the two-year term starting May 1, 2017, to April 30, 2019. Valerie Wotton was elected to the fill the unexpired term starting May 1, 2017, and ending April 30, 2018.

Southern Region: An election was held and the membership voted electronically from a slate of two candidates. Deanna Douglas was elected for the two-year term starting May 1, 2017, to April 30, 2019.

The following have been declared elected by acclamation to the MNU Board of Directors for a two-year term starting May 1, 2017, to April 30, 2019:

Winnipeg Community & Health Care Region:

Julie Lackner

Winnipeg Hospital Region:

Colleen Johanson

– Concordia / Seven Oaks

Karen Cannell-Jamieson

– Grace / Victoria

Cheryl Lange

– Health Sciences Centre

Liz Cronk

– St. Boniface

DISCIPLINE COMMITTEE REPORT

Cindy Hunter, Chairperson

Kathy Hillstrom

Valerie Wotton

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 has been no charges received during the past year.

PCBC REPORT

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

Following the committee's election in June 2016, we met several times to get oriented and review proposals, along with the results of our polling and bargaining surveys.

During our meetings we had a mantra. That mantra was "*Lean, Mean and Achievable.*" Our goal has been to put together a solid package that addresses real issues for nurses that employers can't easily dismiss.

Polling revealed a wide range of priorities with workload as the top issue as indicated by 73 per cent of respondents. Workplace safety and health was also an area of concern, with 40 per cent of members reporting that they do not feel security services in their facilities are enough to ensure their safety in the workplace.

Based on these results and further discussion, improvements to workload as well as strengthening workplace safety and health provisions emerged as some of the bargaining priorities.

In December, more than 100 representatives from locals and worksites across the province gathered in Winnipeg for our Bargaining Conference. Chief negotiator, Eric Jorgensen, walked through all of the proposals under consideration by the committee and responded to questions.

On January 25, the PCBC met to finalize the proposal package. Our central agreement expires March 31, 2017. We have served notice to bargain.

Though government has made several public statements about plans that could have significant effects on bargaining, to date few details have been confirmed. The committee has prepared for bargaining as usual. We're ready to go.

We are thrilled that over 90 per cent of members indicated confidence in the bargaining committee.

Thank you for your support.

COMMITTEE MEMBERS

Sandi Mowat
Chairperson

Carrie Holland
Northern Region

Cindy Hunter
Southern Region

Renate McGowan
Southern Region

Karen Cleaver
Prairie Mountain Region

Karen Taylor
Prairie Mountain Region

Wanda Zolinski
Prairie Mountain Region

Beryl Dziedzic
Interlake-Eastern Region

Jose Solitana
Winnipeg Long Term Care Region

Karen Sadler
St. Boniface

Dana Orr
Misericordia / Riverview

Kardene Campbell
Seven Oaks / Concordia

Karen Cannell-Jamieson
Grace/Victoria

Julie Lackner
Winnipeg Community
and Health Care Region

Brenda Thomas
Health Sciences Centre

RESOLUTIONS & CONSTITUTION COMMITTEE REPORT

Kim Fraser, Chairperson

Karen Cannell-Jamieson

Cindy Hunter

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

Submission of Resolutions for the Provincial AGM

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

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

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

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

AGM prior to the regional meetings.

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

Any late resolutions, which are not considered an emergency, 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 four (4) Constitutional Amendments and one (1) Resolution.

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

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

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

Moved by: THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend **ARTICLE 14.03** by substituting for the current wording the following:

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 she / he represents, a replacement for the unexpired term.

CURRENT WORDING

- 14.03 With respect to a vacancy on the Board of Directors, the Region / Local shall elect / appoint from the members of the Union in the Region / Local she / he represented, a replacement for the unexpired term.

IF ADOPTED, WILL READ

- 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 she / he representsed**, a replacement for the unexpired term.

RATIONALE: REFLECTIVE OF CURRENT PRACTICE

FINANCIAL IMPLICATIONS: NONE

Amend **ARTICLE 10A.04** by substituting for the current wording the following:

The election / appointment of Delegates by the Local / Worksite Unit shall be completed and submitted prior to the Annual General Meeting or as otherwise approved by the Provincial Manitoba Nurses Union.

CURRENT WORDING

- 10A.04 The election/appointment of Delegates by the Local/Worksite Unit shall be completed before March 22nd of each calendar year, or as otherwise approved by the Provincial Manitoba Nurses Union. Such elections/appointments of delegates shall be effective May 1st of that year.

IF ADOPTED, WILL READ

- 10A.04 The election/appointment of Delegates by the Local / Worksite Unit shall be completed and submitted prior to the Annual General Meeting **before March 22nd of each calendar year**, or as otherwise approved by the Provincial Manitoba Nurses Union. **Such elections/appointments of delegates shall be effective May 1st of that year.**

RATIONALE: REFLECTIVE OF PRACTICAL APPLICATION

FINANCIAL IMPLICATIONS: NONE

Amend **ARTICLE 1A-DEFINITION** by striking “the masculine” and inserting “all genders”.

CURRENT WORDING

ARTICLE 1A — DEFINITION

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

RATIONALE: REFLECTIVE OF THE HUMAN RIGHTS CODE

FINANCIAL IMPLICATIONS: NONE

IF ADOPTED, WILL READ

ARTICLE 1A — DEFINITION

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



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

Moved by: THE RESOLUTIONS & CONSTITUTION COMMITTEE

New “ARTICLE 14 — AUDIT”. Subsequent articles will be renumbered accordingly in the Regional Local / Worksite Unit / Local Model Constitutions.

CURRENT WORDING

No current wording.

IF ADOPTED, WILL READ

ARTICLE 14 — AUDIT

The Fiscal Year of the _____ shall be January 1st to December 31st unless otherwise designated by the Board. There is a requirement for a review or audit by an independent third party annually. This may be provided by the MNU Provincial Office or an auditor of your choice with the report being forwarded to the provincial office.

RATIONALE: REFLECTIVE OF CURRENT PRACTICE

FINANCIAL IMPLICATIONS: NONE



RESOLUTION #1

WHEREAS, there has not been an increase in the number of President's Days in the last 16 years (except for last year's resolution of a 25% increase – prorated for 2016 (66.6% of 25%).

WHEREAS, in reviewing the proposed increase for 2016, in the Prairie Mountain Region:

- 16/41 Worksites/Locals had no President's Days increase;
- 23/41 Worksites/Locals only received an increase of one (1) day.

WHEREAS, as a Worksite/Local President in a rural region should try to attend:

- Four (4) meetings x one (1) day per year to attend the Regional Local Meetings;
- One (1) x three (3) days per year to attend the MNU Educational Conference (previously called Labour School);
- One (1) x one (1) day per year to attend a Provincial Board meeting.

This equals eight (8) days minimum needed. This is without consideration for all the Worksite/Local responsibilities (emails and phone calls from members and LROs, attendance at return to work meetings, worksite/local meetings). The grassroots leaders' workload has increased remarkably over the last few years.

THEREFORE BE IT RESOLVED THAT, each Worksite/Local is provided with an entitlement based on number of members in each Worksite/Local. The entitlement formula is ten (10) days (x 7.75 hours) for the first 25 members or less; and then one (1) day (in hours) for each additional 25 members. In order for a Worksite/Local to receive ten (10) days for the first 25 members, their dues must be at least \$5.00 per member per month. Failing that criteria, they shall only be entitled to one (1) day for the first 25 members.

FINANCIAL IMPLICATIONS:

Five (5) days @ 7.75 hours x \$44.956 (Nurse 2, Step 5 Wage Average used for calculations) x 142 Worksites/Locals = \$247,370.39.

ACTUAL FINANCIAL IMPLICATIONS:

The financial implication has been reviewed to include additional payroll cost and the revised financial implication is \$340,280.

Moved by: Shaunna Watt-Dorscheid, President, Assiniboine Community Nurses Worksite 122

Seconded by: Christina Woodcock, President, Minnedosa Nurses Worksite 31

FINANCE COMMITTEE REPORT

Chairperson: Darlene Jackson, Secretary-Treasurer

Sandi Mowat
Donna McKenzie
Carrie Holland
Colleen Johanson
Cheryl Lange

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

MNU members set the strategic direction of the organization through policies passed at the AGM, the board and the executive. The role of the Finance Committee is to provide oversight of the expenditures of dues, ensuring that resources are spent wisely and in the best interests of our members.

All union activities are made possible by the MNU board, executive and Finance Committee's planning and stewardship of members' dues. To accomplish this, the committee meets regularly to review the financial statements and budget, discuss financial policies and assess and discuss our investment portfolios.

We have three main funds, each with a different purpose as set out in the MNU Handbook. The General Fund provides for stabilization of provincial union finances. It covers budget deficits, large arbitrations and other extraordinary situations.

Negotiations costs are funded from the Negotiations Fund and replenished through annual budget to retain a target amount.

Rather than transfer funds from the Negotiations Fund to the General Fund annually, we plan to fund negotiations expenditures directly from the fund and provide an itemized statement for the fund. This will provide more transparency to the finances as well as reduce volatility in General Fund results.

Our Defense Fund continues to grow and remain strong. This fund is used to fund job action, legal proceedings, public relations and education in time of crisis or political action.

Our funds have grown to a healthy amount in the last few years and we are in the process of modernizing our investment policy and management to ensure that the needs of the membership are accurately reflected.

2017 REALLOCATION

The 2017 Reallocation is based on the 2016 actual results and activities planned for 2017.

Each budget line was reviewed and discussed by the Finance Committee and adjustments were made to reflect updated information.

We are also working with our education providers to ensure activists have the tools they need to manage their local/worksites finances.

We will see a full year of the increase to the President's Days Entitlement by 25 per cent and plan for a review of the adequacy of the days at the end of 2017, with a report provided to the 2018 AGM. A commitment to provide information to regions/worksites/locals has resulted in an increase usage in 2016.

2018 FORECAST

The 2018 forecast is based on actual results as well as upcoming activities in 2018.

The Finance Committee continues to look at ways to improve policies and provide stewardship of the dues revenue to continue to maintain a strong organization to support our membership.

	2016 Budget	2016 Actual	2017 Forecast	2017 Reallocation	2018 Forecast
Revenue					
MNU Provincial Dues	8,078,200	7,992,144	8,078,200	8,112,000	8,112,000
Less Dual Dues Refunds	-115,000	-218,487	-200,000	-200,000	-200,000
Net Dues Revenue	7,963,200	7,773,656	7,878,200	7,912,000	7,912,000
Interest and Dividends	175,000	51,024	175,000		
Transfer from Negotiations Fund	45,000		1,000,000		
Transfer from General Fund			300,000	600,000	620,000
Total Operating Revenue	8,183,200	7,824,681	9,353,200	8,512,000	8,532,000
Expenditures					
Sundry Office Supplies	30,000	24,678	30,000	30,000	30,000
Messenger Services	4,000	3,337	5,000	4,000	4,000
Fax Costs	1,250	1,321	1,200	1,200	1,200
Insurance	14,000	15,954	14,000	17,000	17,000
Miscellaneous	-	-	-	-	-
Telephone	70,000	75,398	70,000	75,000	75,000
Stationery	5,000	7,733	7,500	11,000	7,500
Copier	25,000	39,909	25,000	25,000	25,000
Printing	20,000	9,638	20,000	15,000	15,000
Postage	20,000	21,926	20,000	20,000	20,000
Resource Material	18,000	18,320	20,000	10,500	10,500
Rental Services	290,000	292,838	290,000	293,000	293,000
Bank Service Charges	1,800	2,721	2,000	2,000	2,000
Technology	75,000	74,995	75,000	75,000	75,000
Audit	18,000	16,964	18,000	18,000	17,000
	592,050	605,732	597,700	596,700	592,200
Democratic Process					
Annual Meeting	600,000	708,329	600,000	650,000	650,000
Annual Planning Session	-	-	20,000	-	20,000
Board	200,000	144,635	200,000	200,000	200,000
Board Development	60,000	46,241	60,000	60,000	60,000
Miscellaneous Meetings	20,000	8,160	25,000	20,000	20,000
Committee					
a) Finance	10,000	8,332	10,000	10,000	10,000
b) PCBC	25,000	84,873	12,000		
c) Executive /Officers	225,000	245,941	225,000	250,000	250,000
d) Resolutions/Constitution	5,000	4,017	4,000	4,000	4,000
e) Nominations	5,000	5,758	5,000	5,000	5,000
f) Discipline	1,000	-	1,000	1,000	1,000
g) Workload Staffing	8,000	8,475	3,500	1,000	
	1,159,000	1,264,760	1,165,500	1,201,000	1,220,000

	2016 Budget	2016 Actual	2017 Forecast	2017 Reallocation	2018 Forecast
Membership Services					
Education Programs	400,000	387,687	350,000	400,000	400,000
LEAP	75,000	93,460	75,000	75,000	85,000
Prairie Labour School		-			75,000
Communications	500,000	392,173	500,000	500,000	500,000
Legal	380,000	356,150	380,000	380,000	380,000
Arbitration	100,000	100,240	75,000	75,000	75,000
Consultants	29,500	9,648	25,000	15,000	15,000
Regional Local President's Days	24,250	12,711	31,250	31,250	31,250
Worksite President's Days Allot	287,500	305,037	320,000	320,000	320,000
Negotiations	40,000	247,479	1,000,000		
Advocacy-IAC	40,000	5,401	30,000	30,000	20,000
Employer Invoices Estimate	60,000	96,448	60,000	150,000	60,000
Computer Support	15,000	14,100	15,000	14,500	14,500
Workplace Safety & Health	1,000	-	1,000	-	50,000
Regional Amalgamation Meetings	42,000	705			
	1,994,250	2,021,239	2,862,250	1,990,750	2,025,750
Affiliations					
MCHCU	6,600	6,600	6,600	6,600	6,600
CFNU	220,000	209,946	210,000	210,000	210,000
CFNU Biennial		-	135,000	120,000	
CLC	110,000	90,000	135,000	135,000	135,000
CLC Convention		-	25,000	25,000	
CCPA	5,000	10,000	5,000	10,000	10,000
	341,600	316,546	516,600	506,600	361,600
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	10,000	10,000	10,000	10,000
International Assistance Donations	2,000	2,000	2,000	2,000	2,000
Joyce Gleason Scholarship	6,000	6,000	6,000	6,000	6,000
CCCN	3,000	4,144	3,000	3,000	3,000
Student Outreach	5,000	10,876	5,000	5,000	5,000
Mis. Donations/ Sponsorships	10,000	10,000	10,000	10,000	10,000
Labour Donations	2,000	2,000	2,000	2,000	2,000
Continuing Education Scholarship	3,000	3,000	3,000	3,000	3,000
	48,500	54,519	48,500	48,500	48,500
Administrative Support					
Staff Salaries, Travel, Vehicles	3,800,390	3,813,401	3,921,926	3,921,926	4,039,584
Staff Development	40,000	19,698	40,000	40,000	40,000
Senior Management Development	20,000	7,049	20,000	20,000	20,000
Severance	30,000	-	30,000	30,000	30,000
	3,890,390	3,840,148	4,011,926	4,011,926	4,129,584
Total Expenditures	8,025,790	8,102,945	9,202,476	8,355,476	8,377,634
Depreciation	150,000	161,952	150,000	150,000	150,000
Net Income	7,410	-440,216	724	6,524	4,366



March 13, 2017

Independent Auditor's Report

To the Members of Manitoba Nurses' Union

We have audited the accompanying financial statements of Manitoba Nurses' Union, which comprise the balance sheet as at December 31, 2016 and the statements of operations, changes in fund balances and cash flows for the year then ended, and the related notes, which comprise a summary of significant accounting policies and other explanatory information.

Management's responsibility for the financial statements

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

Auditor's responsibility

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

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

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

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Manitoba Nurses' Union as at December 31, 2016 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

PricewaterhouseCoopers LLP

Chartered Professional Accountants

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

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

Manitoba Nurses' Union

Balance Sheet

As at December 31, 2016

	2016 \$	2015 \$
Assets		
Current assets		
Cash	653,428	178,631
Accounts receivable	1,117,446	1,194,610
Prepaid expenses	6,284	17,423
	<hr/> 1,777,158	<hr/> 1,390,664
Investments in marketable securities (note 3)	9,042,522	9,139,435
Investment in Union Centre Inc. (note 4)	579,362	579,362
Property and equipment (note 5)	<hr/> 543,943	<hr/> 665,532
	<hr/> <hr/> 11,942,985	<hr/> <hr/> 11,774,993
Liabilities and Fund Balances		
Current liabilities		
Accounts payable and accrued liabilities (note 6)	1,267,024	853,381
Leasehold inducement	120,000	150,000
Severance payable (note 7)	<hr/> 379,959	<hr/> 436,850
	<hr/> <hr/> 1,766,983	<hr/> <hr/> 1,440,231
Fund balances		
Defence/Strike Fund (note 8)	2,996,696	2,924,084
Keith Lambert Scholarship Fund (note 9)	37,922	37,398
Negotiations Fund (note 10)	3,597,700	3,504,932
International Assistance Fund (note 11)	1,942	50
General Fund	<hr/> 3,541,742	<hr/> 3,868,298
	<hr/> <hr/> 10,176,002	<hr/> <hr/> 10,334,762
	<hr/> <hr/> 11,942,985	<hr/> <hr/> 11,774,993

Approved by the Board of Directors President

Secretary-Treasurer

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

Manitoba Nurses' Union
 Statement of Operations
For the year ended December 31, 2016

	2016 \$	2015 \$
Revenue		
Membership dues	7,993,508	8,156,731
Less: Dual dues refunds	<u>(218,487)</u>	<u>(108,446)</u>
Investment income (note 3)	7,775,021	8,048,285
Other income	313,386	336,336
	<u>34,541</u>	<u>6,602</u>
	<u>8,122,948</u>	<u>8,391,223</u>
Expenses		
Office support (Schedule 1)	806,554	752,340
Democratic process (Schedule 2)	1,258,084	1,238,083
Membership services (Schedule 3)	2,021,534	2,224,699
Affiliations (Schedule 4)	316,546	457,161
Outreach and solidarity (Schedule 5)	54,519	67,224
Administrative support	3,824,471	3,703,480
	<u>8,281,708</u>	<u>8,442,987</u>
Net loss for the year	<u>(158,760)</u>	<u>(51,764)</u>

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

Manitoba Nurses' Union
 Statement of Changes in Fund Balances
 For the year ended December 31, 2016

		2016	2015				
		Keith Lambert Scholarship Fund \$	Negotiations Fund \$	International Assistance Fund \$	General Fund \$	Total \$	Total \$
Balance - Beginning of year		2,924,084	37,398	3,504,932	50	3,868,298	10,334,762
Net income (loss) for the year		-	524	5,732	1,892	(166,908)	(158,760)
Interfund transfers (notes 8, 9, 10 and 11)		72,612	-	87,036	-	(159,648)	(51,764)
Balance - End of year		2,996,696	37,922	3,597,700	1,942	3,541,742	10,176,002
							10,334,762

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

Manitoba Nurses' Union
 Statement of Cash Flows
 For the year ended December 31, 2016

	2016 \$	2015 \$
Cash provided by (used in)		
Operating activities		
Net loss for the year	(158,760)	(51,764)
Items not affecting cash		
Depreciation	191,952	157,925
Leasehold inducement amortization	(30,000)	-
Realized (gains) losses on sale of investments	18,065	(2,760)
Unrealized gains on investments	(79,084)	(149,064)
	<hr/>	<hr/>
Change in non-cash working capital items	(57,827)	(45,663)
Accounts receivable	77,164	56,445
Prepaid expenses	11,139	14,212
Accrued interest	(1,757)	4,431
Accounts payable and accrued liabilities	356,752	(560,905)
	<hr/>	<hr/>
	385,471	(531,480)
Investing activities		
Purchase of investments	(865,316)	(597,029)
Proceeds on disposal of investments	1,025,005	688,435
Purchase of property and equipment	(70,363)	(609,044)
Proceeds from leasehold inducement	-	150,000
	<hr/>	<hr/>
	89,326	(367,638)
Increase (decrease) in cash during the year	474,797	(899,118)
Cash - Beginning of year	<hr/>	<hr/>
Cash - End of year	178,631	1,077,749
	<hr/>	<hr/>
	653,428	178,631

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

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2016

1 Organization

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

2 Summary of significant accounting policies

Basis of presentation

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

Revenue recognition

MNU follows the deferral method of accounting for contributions.

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

Property and equipment

Property and equipment are initially recorded at cost.

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

Use of estimates

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

Financial instruments

a) Measurement of financial instruments

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

(1)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2016

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

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

b) Impairment

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

3 Investments in marketable securities

Investments consist of:

	2016	2015
	Market value \$	Cost \$
	Market value \$	Cost \$
Term deposits	1,933,232	1,927,498
Bonds	691,523	680,538
Accrued interest	9,332	9,332
Pooled funds	5,081,883	4,197,134
Mutual funds	100,362	99,977
Preferred shares	1,226,190	1,226,190
	<hr/> 9,042,522	<hr/> 8,140,669
	<hr/> 9,139,435	<hr/> 8,313,630

(2)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2016

Pooled funds consist of the following:

	2016	2015
	Market value \$	Cost \$
Canadian equity	877,035	729,201
Canadian fixed income	1,263,150	1,251,224
U.S. equity	870,850	478,210
Overseas equity	350,142	260,126
Emerging markets	168,438	117,499
Global equity	371,831	201,768
Real assets portfolio	351,553	314,826
Canadian dividend pool	384,794	384,222
Global unconstrained	444,090	460,058
	<hr/>	<hr/>
	5,081,883	4,197,134
	<hr/>	<hr/>
	4,868,429	4,047,929

Investment income consists of the following:

	2016	2015
	\$	\$
Interest	252,367	184,512
Realized gains (losses)	(18,065)	2,760
Unrealized gains on fair market value adjustment	79,084	149,064
	<hr/>	<hr/>
	313,386	336,336

4 Investment in Union Centre Inc.

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

5 Property and equipment

	2016	2015		
	Cost \$	Accumulated amortization \$	Net \$	Net \$
Furniture and equipment	2,059,616	1,515,673	543,943	665,532

(3)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2016

6 Government remittances

Government remittances consist of amounts (such as sales taxes and payroll withholding taxes) required to be paid to government authorities and are recognized when the amounts become due. In respect of government remittances, \$549 (2015 - \$47,112) is included within accounts payable and accrued liabilities.

7 Severance payable

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

8 Defence/Strike Fund

The Defence/Strike Fund is internally restricted and was established for the purpose of funding future labour disputes. In 2016, \$72,612 (2015 - \$51,273) was transferred to the Defence/Strike Fund.

9 Keith Lambert Scholarship Fund

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

10 Negotiations Fund

The Negotiations Fund is internally restricted and was established in 2002 for the purpose of funding collective bargaining negotiations of future years. \$87,036 was transferred to this fund in 2016 (2015 - \$61,348).

11 International Assistance Fund

The International Assistance Fund is internally restricted and was established in 2009 for the purpose of providing donations to organizations that provide health and social support in developing countries or those countries recovering from natural or human disasters. In 2016, \$nil (2015 - \$1,000) was transferred to this fund.

(4)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2016

12 Lease commitments

The approximate aggregate future minimum lease payments required under long-term operating leases for leased premises and office equipment amount to approximately \$1,758,881 and for each of the next five years are:

	\$
Year ending December 31, 2017	251,269
2018	251,269
2019	251,269
2020	251,269
2021 and thereafter	753,805

13 Post-retirement benefits

MNU maintains various defined contribution plans for its eligible employees. Pension expense for these plans for the year amounted to \$242,817 (2015 - \$222,974).

14 Financial instruments

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

a) Credit risk

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

b) Interest rate risk

MNU is exposed to interest rate risk on its fixed and floating interest rate investments. Fixed rate instruments subject MNU to a fair value risk, while the floating rate instruments subject MNU to a cash flow risk. Interest rates on term deposits and bonds vary from 2.05% to 2.68% and maturity dates vary from December 2017 – January 2021.

Manitoba Nurses' Union
 For the year ended December 31, 2016

Office Support	Schedule 1	
	2016	2015
	\$	\$
Amortization	191,952	157,925
Audit	16,964	17,351
Bank charges	2,721	1,572
Copier	39,909	45,921
Fax costs	1,321	1,335
Insurance	15,954	13,767
Messenger services	3,337	3,995
Office supplies	33,549	36,260
Postage	21,926	20,085
Premises rental	292,838	292,740
Printing	9,638	21,109
Resource material	18,320	13,486
Stationery	7,732	4,181
Technology	74,995	53,053
Telephone	75,398	69,560
	806,554	752,340

Democratic Process	Schedule 2	
	2016	2015
	\$	\$
Annual meeting	708,329	707,617
Board	181,497	202,351
Committees	357,381	275,263
Miscellaneous meetings	10,877	52,852
	1,258,084	1,238,083

Manitoba Nurses' Union
For the year ended December 31, 2016

Membership Services	Schedule 3	
	2016	2015
	\$	\$
Advocacy - Pensions	5,401	37,197
Communications	392,173	583,359
Contract interpretation	-	727
Education programs	387,687	292,771
Employer invoice estimate	96,448	59,320
Legal expense assistance plan	93,460	66,872
Legal, arbitration and consultation	480,138	591,364
Regional and worksite president's days	318,748	270,953
Negotiations	247,479	321,404
Workplace safety and health	-	732
	2,021,534	2,224,699

Affiliations	Schedule 4	
	2016	2015
	\$	\$
Canadian Federation of Nurses' Unions and Canadian Labour Congress	299,946	446,161
Manitoba Council of Health Care Unions	6,600	6,000
Other	10,000	5,000
	316,546	457,161

Outreach and Solidarity	Schedule 5	
	2016	2015
	\$	\$
Ad hoc donations	10,000	9,250
Budgeted donations	6,500	6,500
Student outreach	10,876	5,303
International Assistance Donation	2,000	2,828
Joyce Gleason Scholarship	6,000	6,000
Keith Lambert Scholarships	2,126	18,458
Other donations and sponsorships	17,017	18,885
	54,519	67,224

\$1,500

MNU CONTINUING EDUCATION SCHOLARSHIP

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

Two (2) scholarships of fifteen hundred dollars (\$1500) are available annually to MNU members enrolled in a nursing degree or additional degree program that is nursing related.

Distance/online courses may qualify.

Certificate programs are not eligible.

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

To apply, please submit an essay of 250 words describing yourself, why you wish to continue your education and how this education will impact your nursing career.

PLEASE NOTE, THE APPLICATION DEADLINE HAS CHANGED TO MAY 31ST OF EACH YEAR.

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



**Manitoba
nurses
Union**

A COMMITMENT TO CARING

ANNUAL GENERAL MEETING AGENDA

2017 ANNUAL MEETING & PROVINCIAL EDUCATION DAY
April 25TH, 26TH and 27TH

VICTORIA INN WINNIPEG

1808 Wellington Avenue,
Winnipeg, Manitoba

Please bring your Membership Card to the Manitoba Nurses Union Annual Meeting.

KEYNOTE SPEAKERS

Tuesday, April 25th

Dr. Cindy Blackstock

Executive Director, First Nations Child and Family Caring Society of Canada, and Professor, School of Social Work, McGill University.

A member of the Gitksan First Nation, Cindy has 25 years of social work experience in child protection and Indigenous children's rights.

Her promotion of culturally based equity for First Nations children and families and engaging children in reconciliation has been recognized by the Nobel Women's Initiative, the Aboriginal Achievement Foundation, Frontline Defenders and many others.

Cindy recently completed a Master of Jurisprudence degree and currently serves as a Commissioner for the Pan American Health Organization Commission on Health Equity and Inequity.



Wednesday, April 26th

Sandy Summers

Sandy Summers is founder and executive director of *The Truth About Nursing* and co-author of *Saving Lives: Why the Media's Portrayal of Nursing Puts Us All at Risk*, with Oxford University Press, now in its second edition. Both editions of *Saving Lives*, which Sandy wrote with her husband, Harry – *The Truth About Nursing*'s senior advisor – have won Book of the Year awards from the American Journal of Nursing.

Since 2001 she has led the effort to change how the world views nursing by challenging damaging media depictions of nurses.

Prior to her graduate work, Sandy practiced nursing for 15 years in the emergency departments and intensive care units of some of America's major trauma centers.



Registration Procedure at Annual Meeting – CENTENNIAL BALLROOM

Registration will occur between the hours of **0800 – 0850** each morning.

Anyone arriving after **0850** hours will not be registered and will not receive their voting flags *until the first break*.

Tuesday, April 25th

0800 – 0850 Registration – EMBASSY FOYER

- 0900** Call to Order
- O Canada
- Announcements
- Introductions
- Approval of Agenda
- Rules of Procedure
- Approval of Scrutineers

1000 – 1030 Refreshment Break & Late Registration

- 1030** Credentials Committee Report
- Presentation of Reports:
 - President
 - Director of Operations
 - Director of Communications & Government Relations
 - Director of Labour Relations
 - Secretary Treasurer
 - Finance Committee:
 - Auditor's Statement
 - Adoption of Auditor's Report
 - Appointment of Auditor
 - Budget Forecast
 - Nominations & Elections Committee
 - Discipline Committee
 - Resolutions & Constitution Committee
 - Provincial Collective Bargaining Committee
 - Nursing WSR Committee

1200 Free Time for Lunch

1330 KEYNOTE: Dr. Cindy Blackstock

1430 Refreshment Break – REGIONAL MEETINGS

1600 Vice-President Candidate Speeches

1630 Adjournment of Business Session

1800 Cocktails

1900 42nd Banquet Evening
“HAPPY BIRTHDAY CANADA”

Wednesday, April 26th

0800 – 0850 Registration – EMBASSY FOYER

- 0900** Call to Order
- Announcements
- Business Held Over from Previous Day

1000 – 1030 Refreshment Break & Late Registration

- 1030** Resolutions

1145 Vote for Vice-President

1200 Free Time for Lunch

1330 KEYNOTE: Sandy Summers, RN

1430 – 1500 Refreshment Break

1500 New Business

1600 Presentation of Certificates to Retiring Board Members

1615 Labour School Draws

1630 Yellow Ribbon Awards

1700 Adjournment of Business Session

Thursday, April 27th

Provincial Education Day

0745 Registration – EMBASSY FOYER

0830 Welcome – CENTENNIAL BALLROOM

0840 – 1140 Plenary Session
STRESS: Resistance, Resilience & Recovery

1015 – 1045 Refreshment Break

1140 – 1300 Free Time for Lunch

1300 – 1415 Break-Out Sessions

1415 – 1445 Refreshment Break

1445 – 1600 Break-Out Sessions

ANNUAL MEETING RULES OF PROCEDURE

- 1** Order of business is subject to majority approval. It may be changed during the meeting, only by a 2/3 vote.
- 2** Eight (8) persons will be appointed from amongst the non-voting members present to act as scrutineers.
- 3** **Procedure:** A Registered Parliamentarian will assist us with parliamentary procedure as the need arises. Procedure will be in accordance with the Constitution, **Section 9.01**, namely, **"if any procedural matter is brought into the issue at any meeting of the Manitoba Nurses Union, the current edition of Robert's Rules of Order will govern."**
- 4** Delegates may speak only once to any given resolution and debate is limited to three minutes, unless permission to the contrary is given by the assembly.
- 5** All delegates are requested to speak at the microphone and are further requested to identify themselves by name and Local/Worksite number before speaking.
- 6** Speakers must address the Chair.
- 7** All Manitoba Nurses Union members present are encouraged to engage in discussion, but only voting delegates and Board members may make motions and vote.
- 8** Motion forms will be provided. Motions should be in writing on these forms and the appropriate copy given to the Chair at the time of making the motion.
- 9** During voting on motions, delegates are to remain in the meeting room.

RESPECTFUL MEETING GUIDELINES

- 1** Respect each other.
- 2** All members of the committee should be treated as equals.
- 3** Confidentiality must be maintained.
- 4** Discuss issues not people.
- 5** Listen respectfully.
- 6** Focus on the issues.
- 7** Refrain from personal attacks.
- 8** Refrain from dominating the discussions.
- 9** Cell phones to be on mute/vibrate during meetings. Please return calls during breaks.

**THE INTERLAKE-EASTERN
REGIONAL NURSES
ANNOUNCES**



**HAPPY
BIRTHDAY
CANADA**

Tuesday, April 25th, 2017

Victoria Inn Winnipeg – Centennial Ballroom

Cocktails 1800 • Dinner 1900

Dancing all night long!

TICKETS \$25.00

(in advance from the MNU Office)

Please dress casual!

SILENT AUCTION

DOOR PRIZES

BEST COSTUME PRIZES

*All proceeds raised will be donated to the
CAMP STEPPING STONES*

EDUCATION DAY

PLENARY SESSION

STRESS: RESISTANCE, RESILIENCE AND RECOVERY

Dr. Jeff Sych, Psychologist

Stress is a component of everyday life. Health care workers are exposed to a specific type of stress that, repeated over time, can have a detrimental effect on their health and wellbeing, as well as have an impact on those around them.

This session will focus on effective strategies for building resistance to stress, developing healthy resiliency to stress, and aspects of recovering from stress, with an emphasis on peer support and critical incident stress management. The strategies presented will focus on practical aspects of what an individual, family, their supports and employer can do to ensure the exposure to life and workplace stress have less detrimental effects.

The session will be led by Dr. Jeff Sych, a graduate of the University of Alberta and a registered psychologist. For the past five years his work has focused on understanding and treating the effects of critical incidents and job stress on specific professional populations. He is recognized by the International Critical Incident Stress Foundation as an approved instructor for assisting individuals in crisis and group crisis intervention.



BREAKOUT WORKSHOPS

Provincial Education Day

The breakout sessions will feature a range of speakers and a variety of topics.

1 LGBT2SQ+ Inclusive Health Care

Dr. Reece Malone, Education Program Coordinator, Rainbow Resource Centre

This session aims to build cultural awareness and professional capacity on creating inclusive and affirming health care services for lesbian, gay, bisexual, trans-gender, two-spirit, and queer (LGBT2SQ+) individuals and will cover areas such as:

- Differentiating relevant sexuality and gender terminology and demonstrating its use in personal and professional settings
- Outlining best strategies and policies for creating an inclusive LGBT2SQ+ environment for both patients and employees, and more.

2 Handling the Politics of Workplace Bullying

Valerie Cade, Certified Speaking Professional, MA in Conflict Resolution and Reconciliation

Traditional conflict resolution does not work when dealing with someone who is highly oppositional. During this session, you will learn implementation strategies to help you cope with and stop workplace bullying and disruptive behaviors.

3 Tending to Yourself:

Addiction and Mental Health Issues

Sheri Lysy-Sigurgeirson, Prevention and Education Consultant, Addictions Foundation of Manitoba

This session will focus on the impact of substance use and mental health issues on you and those around you. Learn about risk factors and how to spot signs of substance misuse. Also, nurse-specific resources will be provided. This session will be interactive, and discussion will be tailored based on the needs and interests of the audience.

4 Sexuality in Long term Care Facilities

Dr. Lois Stewart – Archer, Regional Clinical Nurse Specialist for WRHA Geriatric Mental Health

Sexual behaviour and intimacy between long term care residents remains a complex issue. This presentation will facilitate a frank discussion of residents' abilities to consent to sexual relations, review staff's attitudes/beliefs, and reflect on the need for policy development.

5 Benefit Basics

Bob Romphf, Labour Relations Officer, Manitoba Nurses Union

This is a valuable session for all MNU members, at any stage of their career, and will provide an overview of pension and benefits, including information on:

- HEBP Disability & Rehab Plan
- EAP
- LEAP
- Federal benefits

6 Establishing a CISM Peer Support Team

Dr. Jeff Sych, Psychologist

This breakout session will introduce best practices for the establishment and maintenance of a Critical Incident Stress Management (CISM) peer support team, based on the International Critical Incident Stress Foundation's standards and principles.

There will be time to address specific environmental and organizational issues that must be considered to ensure the best possible outcomes and the sustainability of a CISM peer support team.

7 Finding Resiliency Through Courage

Kevin Rempel

Kevin Rempel, a 2013 World Champion and 2014 Paralympic Bronze medalist in sledge hockey Kevin shares his personal story about managing change, building resilience, and igniting others to a commitment of higher personal achievement.

2017 MNU EDUCATION CONFERENCE

September 19th, 20th and 21st, 2017

RADISSON HOTEL DOWNTOWN

288 Portage Avenue,
Winnipeg, Manitoba

Information and applications are available in the MNU portal or from your local/ worksite/regional president, as of May 1, 2017.

Deadline for applications is Friday, June 16, 2017.

Tuesday, September 19th

1400 – 1800 Registration

1800 Supper

Wednesday, September 20th

0830 Plenary with Manitoba's MAID Team

1600 Classes dismiss

Thursday, September 21st

0830 Classes begin

1400 Classes dismiss

WIN A TRIP TO THE MNU EDUCATION CONFERENCE

The American Income Life Insurance Company donates annually to the Manitoba Nurses Union Education Program.

These funds are used to offset the cost of sending one grassroots member to the Manitoba Nurses Union Annual Education Conference to be held on **September 19th, 20th and 21th, 2017**.

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

The draw will be held on Wednesday, April 26th, 2017. Good Luck!

NEVER BEEN TO A MNU EDUCATION CONFERENCE?

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

First Time Participants Only

If you qualify, please fill out the reverse side of this ballot and mail or fax it to MNU or place it in the draw box at the AGM.

The draw will be held on Wednesday, April 26th, 2017.

You do not have to be present to win!

WIN A TRIP TO THE MNU EDUCATION CONFERENCE...

Name: _____

Address: _____

Phone: _____

Local / Worksite: _____

Email: _____

Mail: **AIL Draw**
301 – 275 Broadway
Winnipeg, Manitoba R3C 4M6

Fax: **204.942.0958**
Email: **info@manitobanurses.ca**
Visit the MNU Web Site: **www.manitobanurses.ca**



A COMMITMENT TO CARING

NEVER BEEN TO A MNU EDUCATION CONFERENCE?

Name: _____

Address: _____

Phone: _____

Local / Worksite: _____

Email: _____

Mail: **AIL Draw**
301 – 275 Broadway
Winnipeg, Manitoba R3C 4M6

Fax: **204.942.0958**
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A COMMITMENT TO CARING

MANITOBA NURSES UNION

Welcome Reception & Pre-Registration **Annual General Meeting**

Monday, April 24th, 2017

6:00 pm

**Victoria Inn Winnipeg
- Wellington Room**

All proceeds
from this event will go
towards the MNU International
Assistance Fund

**INCLUDES
MUSIC AND A
CASH BAR**



**Manitoba
nurses
Union**

A COMMITMENT TO CARING

VICE-PRESIDENT CANDIDATES

DONNA MCKENZIE

For the past five years, I have had the privilege of serving as vice-president of the Manitoba Nurses Union. During this time, I have traveled across the province speaking to hundreds of future nurses about the importance of the union, the benefits of unionism and of course, sharing my experiences gained from a 35 plus year nursing career.

Like many of you, my foray into union activism began with someone asking if I'd like to sit on a committee. Well I sat on that committee and then another one and soon enough I was hooked.

I began sitting at tables with decision makers and through my work and advocacy I was having a positive impact on my fellow nurses. This is a feeling unlike any other – the feeling of making a real difference. I went on to serve as the president of my worksite, Portage Hospital, for a decade. Also, during this time, following regionalization, I had the honour of becoming the first elected president for the Central Region, a role I held for almost 15 years.

During my time as regional president, I participated in countless forums and spoke to the media on many occasions about the challenges in health care and nursing related issues. Many of these challenges were unique to nurses working in rural areas and through these speaking engagements I was able to convey the concerns of a large number of nurses, as well as offer new perspectives on issues that might have otherwise been overlooked by mainstream media. I take great pride in the fact that I have always been able to articulate the nurse's perspective.

However, articulating the nurse's perspective is only one side of the coin. Equally important is the ability to form and maintain amicable working relationships with the employer, other union representatives, the nursing colleges, student organizations and others parties.

Over the years, I have gained a wealth of experience in dealing with the employer, especially through my work on the Nursing Advisory and Union Management Committees. I have always advocated for nurses and despite the complexity of the issues, I have never backed down until we reached a viable solution. Perseverance and diplomacy are key traits in building and maintaining relationships that are mutually beneficial, and I am confident that I have both the ability and respect necessary to maintain a fruitful working relationship with employers and all other parties necessary to the fulfillment of my role.

In addition to working with external parties, I have had the pleasure of working internally as a member of several MNU committees. I am currently a member of the MNU Finance Committee and the Executive Committee, and since 2014 I have co-chaired the Provincial Workload Staffing Form Revision Committee. The Workload Staffing Form Revision Committee brought together employer representatives, MNU staff and members in an effort to improve the reporting process and make the form more user friendly.

As a strong believer in professional development and the pursuit of education, I have greatly enjoyed my role as chairperson for



the Joyce Gleason and Continuing Education Scholarships. I have held this position since 2011, and I must say I still get goosebumps when I read some of the essay entries from nurses and nursing students about their drive to succeed in this profession. This passion for nursing, coupled with my determination to ensure fairness and a commitment to patient and nurse safety, has propelled me over the years.

I have had the opportunity to attend a wide range of labour and nursing related education sessions, provincially, nationally and internationally. Courses and seminars such as aboriginal awareness, collective bargaining, political action, addiction awareness have all helped strengthen my skills as a leader and advocate.

In 2008, I was awarded the Yellow Ribbon in recognition of my union activism. The ability to effect positive change in the workplace for nurses – at the grassroots level, is the pinnacle of being an effective union leader. I have never been more proud, nor have I ever been more humbled. This honour is not one that I take lightly, and in fact it has fueled my determination to continue to work hard each and every day to make things better for nurses.

Nurses and health care as a whole are facing tough times. We all know that nurses are being called on to do more with less and in increasingly hazardous working conditions. The threat of violence is at an all time high, more and more nurses are experiencing symptoms consistent with the development of post-traumatic stress disorder, patients are coming in with higher and higher levels of acuity, and of course there is always the issue of there not being enough nurses. Yet, nurses show up to work every day, determined to provide the highest level of care possible for their patients. This is truly admirable.

As a union, we have made great strides in making things better for nurses and patients alike. I know that together we can build on these accomplishments and face oncoming challenges head-on. I have had the good fortune of being mentored and supported by an army of individuals in my role as vice-president. A special thank you to our president Sandi Mowat for all the guidance she has given me over the years. She has truly helped me grow and succeed in my role.

I am proud to be a member of this union. I love that we represent all nursing designations. I wear that like a badge of honour. Unity is so important, especially as we move into challenging times. Be assured that I am up to the challenge, whatever they may be, and am highly motivated to continue working to bring nursing issues to the forefront. I hope that I can count on your support and vote of confidence.

Sincerely,

Donna McKenzie

MNU Vice-President

KELLEE STEWART-SCHUFF

The opportunity to run for the vice-president position of the Manitoba Nurses Union is one that I most welcome. In fact, it's safe to say, that all of my various experiences along the way have led me down this path. Each experience gave me the strength, courage and confidence to progress to the next chapter in life.

I graduated from the registered nursing program at the Grace Hospital in 1993, and subsequently began my career in British Columbia. In 1999, I returned to Manitoba and the Grace Hospital as an emergency room nurse.

I have spent two decades working as an ER nurse, and can say with absolute confidence that I am and always have been a frontline nurse. In addition to my extensive training in all areas of emergency, I thrived in the team atmosphere of the emergency department. I was able to remain calm in the worst of situations.

During my time in the emergency department, I was also a preceptor to many new staff. This was a role I greatly enjoyed, as I always walked away with new perspectives and a bright outlook for the future of our profession. Most recently, I have enjoyed a position in the Surgical Day Care Unit.

Soon after returning to Manitoba, I became actively involved in the union, eventually being elected as the vice-president for Grace Nurses local 41. In 2008, I became the local president, a role in which I have flourished over the last eight years. Every day was a learning experience and I was an eager student, always up to the challenge. I have gained extensive knowledge about negotiating and conflict management, which are core skills that I have continued to apply in many aspects of my daily life.

I am a strong advocate for proper baseline staffing, and continued monitoring of mandated overtime. Furthermore, I have a wealth of experience in the application of Attendance Support Assistance Programs (ASAP) and the procedure for discipline meetings as well as, grievances and arbitration and employment security.

Throughout my years as local 41 president, I have represented the interests of nurses on several committees at both the local and regional levels. Locally, I co-chair both the Union Management and Nursing Advisory Committees. I also co-chair the Joint Union Council, where Winnipeg West Senior Management and all local 41 unions discuss common issues.

Regionally, I have participated in the Regional Nursing Advisory Committee for several years. I have also participated in several working groups, such as the ER Working Group and the Winnipeg Critical Incident working sessions. I also attended the Labour Law Conferences, and am a regular attendee at all provincial annual general meetings, Prairie Labour Schools and CFNU conventions. In 2016, I was given the unique opportunity of filling a newly created term position for labour relations support in the MNU office. This experience provided valuable insight into the internal operations of the union, as well as a first-hand look at some of the issues and challenges faced by members in other parts of the province. I worked diligently to learn the difference between each collective agreement, and did quite well! I learned a great deal about the political landscape, and the implications of various policies on the nursing profession and health care, at both the

provincial and federal level. After a short time on the job, I was tasked with representing nurses on behalf of the labour relations officers. I assisted with preparation for arbitrations, accompanied nurses to meetings, and worked with lawyers in a team environment.

Maintaining relationships and the ability to work collaboratively with a range of individuals and groups is integral to advancing the interests of nurses and the profession as a whole. I have maintained a respectful relationship with my employer, over the years, and this has served me well when bringing forward issues affecting nurses at our facility. I pride myself in always having represented local 41 nurses in a manner that is articulate, accurate and diplomatic. Teamwork is essential to success and whether it's with the employer, nursing colleagues, and other health care workers, I have always been a team player.

Over the years, I have had many opportunities to hone my public speaking skills. I have been an annual presenter during Long Service Award ceremonies at the Grace Hospital, as well as a joint presenter with the employer to educate nurses on vacation planning.

Furthermore, during my term at MNU, I had the privilege of being a co-presenter at the 2016 Education Conference workshop for advanced presidents. The feedback from these sessions were very positive. I was also a co-presenter during a Workers Compensation Board appeal. The WCB appeal was a memorable opportunity and it also helped increase my research and communication skills.

Throughout my term at MNU, I served as a mentor to nurses across the province. My nursing experience was valuable in helping me understand the needs of the nurses I represented. It was an absolute honour to meet so many incredible nurses. Unfortunately, many of them work in less than wonderful situations. Their work ethic, their stories and their overall commitment to caring is truly inspiring.

I am confident that I can provide a voice for these nurses as well as nurses new to our province and profession. I can be that mentor. I am personally invested and highly motivated to make things better for this profession, as I watch my daughter navigate the Bachelor of Nursing Program.

Sandi Mowat has led our union to achieve many successes, and I am certain she and our Provincial Collective Bargaining Committee will lead us elegantly through the next round of bargaining. I am not afraid of hard work and am motivated by the determined nurses that surround me every day. Outside of nursing, I am a mother to five beautiful children, a wife, runner and chocolate enthusiast.

Thank you for your consideration, and I welcome any questions or comments that you may have, by any device you best communicate.

Thank you,

Kellee Stewart-Schuff





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Manitoba Nurses Union

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