

HSC NURSES

M.N.U. LOCAL 10

2014

ANNUAL GENERAL

MEETING

MARCH 12TH, 2015



2014 LOCAL 10 EXECUTIVE

President	Lana Penner
Vice-President	Shelley Trapp-Armstrong
Secretary/Treasurer	Susan Morrisseau
MNU Board Member	Kim Fraser
MNU Board Member	Anne Boyd
PCBC Rep	Lana Penner
<u>Centre Reps</u>	
Women's Rep	Lydia Danilis
Children's Rep	Connie Kamara
Anne Thomas Rep	Jo-Anne Paterson
Psych Health Rep	Lisa Aab
General/Rehab Rep	Anne Boyd

COMMITTEE MEMBERS

Labour Education Committee

Shelley Trapp-Armstrong
Jan Kozubal
Audrey Weiss
Jeanne Smith

Finance Committee

Susan Morrisseau
Connie Kamara
Jan Kozubal

NOMINATIONS UPDATE

As of February 8th, 2015

IN BY ACCLAMATION

Vice-President	<u>Shelley Trapp-Armstrong</u>
Secretary/Treasurer	<u>Susan Morrisseau</u>
Provincial MNU Board Rep	<u>Cheryl Lange</u>
Women's Centre Rep	<u>Lydia Danilis</u>
Anne Thomas Centre Rep	<u>Jo-Anne Paterson</u>
Labour Education Com. Mbr.	<u>Audrey Weiss</u>
Labour Education Com. Mbr.	<u>Leanne Gordon</u>

Voting Delegates for NEXT YEARS Provincial AGM

Linda Nguyen	Jan Kozubal
Audrey Weiss	Karen Rodgers
Barb Coelho	Kim Krahn
Danielle Ferguson	Jane Stone
Tracy Nacionales	Leanne Gordon

POSITIONS OPEN FOR ELECTION

One (1) Finance Committee Member

Twenty Two (22) Voting Delegates plus four (4)
Alternates for Next Year's Provincial Annual General
Meeting

THIS YEARS PROVINCIAL AGM VOTING DELEGATES

1. AAB, LISA
2. ARMSTRONG, SHELLEY TRAPP
3. BALDWIN, LONNIE
4. BEREZANSKI, DARIA
5. BRNJAS, CHARLOTTE
6. BURDA, DEBRA
7. COELHO, BARB
8. DANILIS, LYDIA
9. DONDO, RUTH
10. GOLESKI, ERIN
11. GORDON, LEANNE
12. HAURE, MICHELLE
13. HOUSTON, HEATHER
14. JONES, ALLISON
15. KAMARA, CONNIE
16. KANKAM, STELLA
17. KIRK, CARINA
18. KIESMAN, COLLEEN
19. KISS, MARY ANNE
20. KOZUBAL, JAN
21. KRAHN, KIM
22. LANGE, CHERYL
23. LOPES, AMANDA
24. MORRISSEAU, SUSAN
25. NACIONALES, TRACY
26. PATERSON, JO-ANNE
27. PENNER, LANA
28. PEPPIN, ALISSA
29. PERSOAGE, CANDACE
30. REGNIER, KIMBERLEY
31. RODGERS, KAREN
32. RODGERS, WENDY
33. STONE, JANE
34. THOMAS, BRENDA
35. THOMPSON, CAROL
36. VINCENT, ALLSION
37. WEISS, AUDREY
38. WIEBE, MARIANNE
39. WIRT, LORNA
40. ZORICA, JANET

Health Sciences Centre MNU Local 10
2014 Annual Meeting
March 12th, 2015

RULES

RULE 1. ORDER OF BUSINESS

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

RULE 2. SCRUTINEERS

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

RULE 3. PROCEDURE

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

RULE 4. MOTIONS AND DEBATE

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

RULE 5. DECORUM

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

RULE 6. NOMINATIONS FROM THE FLOOR

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

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

RULE 7. ELECTIONS

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

RULE 8. PROXY VOTES

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

AGENDA

- 1.0 CALL TO ORDER
- 2.0 WELCOMING REMARKS
- 3.0 INTRODUCTION OF LOCAL EXECUTIVE
- 4.0 APPROVAL OF CREDENTIALS
- Moment of silence for our sisters and brothers who have passed away in the last year.*
- 5.0 ADOPTION AND APPROVAL OF AGENDA Pg. 4
- 6.0 APPROVAL OF RULES OF PROCEDURE OF THE ANNUAL MEETING Pg. 3
- 7.0 APPROVAL OF SCRUTINEERS
- 8.0 GUEST SPEAKER – SANDI MOWAT
- 9.0 MINUTES
 - 9.1 APPROVAL OF 2013 ANNUAL GENERAL MEETING MINUTES
 - 9.2 MINUTE APPROVING COMMITTEE FOR 2014 MINUTES
- 10.0 SECRETARY/TREASURERS REPORT Pg. 8
AUDITORS REPORT
- MOTION #1** Pg. 8
TO ADOPT THE 2014 FINANCIAL STATEMENTS AS AUDITED BY ERIC ROBERT OF OSBORNE ACCOUNTING GROUP
MOVED BY: The Finance Committee
- MOTION #2** Pg. 8
TO APPOINT ERIC ROBERT OF OSBORNE ACCOUNTING GROUP AS AUDITOR FOR THE LOCAL 10 2015 FISCAL YEAR.
MOVED BY: The Finance Committee
- MOTION #3** Pg. 8
TO ADOPT THE 2015 ADJUSTED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.
MOVED BY: The Finance Committee
- MOTION #4** Pg. 8
TO ADOPT THE 2016 PROPOSED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.
MOVED BY: The Finance Committee
- MOTION #5** Pg.12
TO ADOPT THE EDUCATION TRUST FUND 2014, FINANCIAL STATEMENTS AS AUDITED BY ERIC ROBERT OF OSBORNE ACCOUNTING GROUP.
MOVED BY: THE EDUCATION TRUST FUND
- MOTION #6** Pg.12
TO APPOINT ERIC ROBERT OF OSBORNE ACCOUNTING GROUP AS AUDITOR FOR THE EDUCATION TRUST FUND 2015 FISCAL YEAR.
MOVED BY: THE EDUCATION TRUST FUND
- 11.0 ELECTION RESULTS (IN BY ACCLAMATION) Pg. 2
- 12.0 NOMINATIONS FOR UNFILLED POSITIONS Pg. 2
- 13.0 REPORTS
 - 13.1 PRESIDENT'S REPORT Pg. 5&6
 - 13.2 VICE PRESIDENT'S REPORT Pg. 7
 - 13.3 MNU BOARD REPORT Pg. 9
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 - 13.5 CENTRE UNION REPS
 - i) GENERAL CENTRE/REHAB Pg.10
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 - 13.6 EDUCATION TRUST FUND REPORT Pg.12
- 14.0 NEW BUSINESS/ANNOUNCEMENTS
- 15.0 ADJOURNMENT



PRESIDENT REPORT

In Solidarity

Lana Penner

It is quite unfathomable that a year has passed since I've been elected as President of Local 10.

What a year it has been, a whirlwind. As I was the PCBC representative for Local 10, the beginning of my term was a blur of Negotiations, Ratification, and Information meetings plus disseminating all the changes included in our new Collective Agreement. The year of change continued both in Local 10's office and around Health Sciences Centre campus and grounds. Although being a Union activist is 2nd nature to me, and despite thinking I was well versed in our Collective Agreement being immersed in the work of Local 10 has truly been an education with a steep learning curve. So much to learn, so little time to learn it all! Our Local has undergone a number of changes to ensure our members' information is protected but also our office tools/equipment has changed and been upgraded to ensure that we are more able to provide optional service and information sharing with our member but also to improve our ability to do the work required that we do on behalf of Local 10's nurses. We have designed and introduced a new Local 10 website with the help of Smokehouse; a design company that we'd had the pleasure of working with previously. It has been a journey but one that has been painstaking, rewarding, humbling but now demonstrates a project to be proud of. Please check out

www.mnu10.ca. During the launch in November, 2014 we had a draw for five (5) Samsung Tablets in exchange for submission of email addresses. Although we were able to log many email addresses, many more could be submitted. I would like to take this opportunity to remind our members that their personal information that is submitted to us is private and protected. It is very important for our Local to have current personal contact information as it may be the only method we can rely on when important information must be disseminated. We have had difficulty sharing communication important to our members via past methods such as interdepartmental mail which the Employer did suspend for some time in the fall of 2014 to our Union. Although "mail gate" has been resolved, the dispute highlighted the knowledge of how important our members' personal contact information is to our Local and that could be the only method for our Local to share important information with members.

With our office equipment upgrades, we engaged an IT company and have since hired them to be our IT support. This has been very helpful and gives our Local a professional standard and guides us through the evolving digital world! We believe this investment is a good one and will continue to pay dividend in the form of improving the efficiency and quality of the work our Local does on behalf of our members.

The office continues to evolve and remains a very busy place. Investigatory meetings with the members, Human Resources and the Union have probably quadrupled in the last year. Both the President and Vice President are out of the office a great deal of the time attending meetings with or on behalf of members. As the relationship with Human Resources has changed and could be described as strained and more aloof, the general atmosphere with our facility has too become less collaborative. There are many more disciplinary situations being addressed with Human Resources in attendance in a more formal manner.

The Attendance Support and Assistance Program (ASAP) has resulted in multiple terminations despite its supportive designation. The physical changes in HSC continue with ongoing construction of the new Women's Centre, the DI building, addition of Canad Inn Hotel and many other smaller projects.

The Health Sciences Centre Executive Team has changed and with that their goals and focus have shifted as well. Ebola preparation had a major impact on our facility and staff. Staff surveys have been completed twice and the results are studied by HSC's Executive Team with a view to improve staff engagement.

The Management Committee continues to meet quarterly which includes the Executive officers and all Unions from HSC meeting, sharing and discussing some of these issues of mutual concern like staff engagement, and Ebola planning.

Health Sciences Centre Human Resources department has undergone a complete overhaul in the past year. Only the Administrative Assistant and one consultant remain. Director, Consultants and Legal all have changed. Their

office is also undergoing construction, and benefits as well as payroll have all moved to Carlton Street under a Human Resources shared services model in an effort to provide better response and service with regard to benefits, payroll and employment inquiries. They believe this is a simplified contact process. It is the Union's greatest hope this is true as in my experience this year, these services have been appalling and have used a lot of our time and resources as well as causing much angst to our members.

Change can be good, great even but change takes time, adjustments, planning and patience. Our office strives to not only keep up with change but to drive change within the Health Sciences Centre for our members. We continue to do that to the very best of our ability.

5.

We have many outstanding Grievances and although we have resolved some, we continue to file more than we have resolved. We continue to work for our member with Human Resources and our Employer to ensure our Collective Agreement is adhered to in fairness and equity to all parties. We have used the newly negotiated Grievance Investigation Process (GIP). This involves a nonbinding joint process to resolve grievances in a timely, efficient and more cost effective alternative to the arbitration process. We can always refer the issues to arbitration, but Local 10 has worked well with John Van Masehoven through this process and have achieved some success.

Some grievances that remain outstanding are related to our Payroll program and these issues remain problematic. They are ongoing and recurrent for some of our members. I do encourage all of our members to regularly review online Eposts and report discrepancies as soon as possible. As direct contact with Payroll/Benefits has been so difficult we encourage members to follow the correct reporting chain ie. report issues to timekeepers and Managers first and as soon as possible. Keep copies of

correspondence, (email is a proven method) and remember that the loss of human contact in these instances can be frustrating and off putting but the new methods will include digital contact, incident numbers and is the method the Winnipeg Regional Health Authority has chosen.

During negotiations, there was a commitment from both the Union and Employers to refresh and renew the work of the Nursing Advisory Committee (NAC). Since the Collective Agreement was completed we have changed both NAC and Union Management to a monthly meeting. Although we continue to struggle to make our NAC more effective and efficient, it remains a work in progress and I give our members my commitment to improve the strength, function and efficiency of our joint committees. NAC reviews increased EFT's as outlined in a Memorandum in our Collective Agreement which the Union has only committed to until the end our current contract. Much work has been done with self-scheduling and changes that were agreed to in the Collective Agreement also continue to be explored and shared within the Province. Locally, we have had success on two Units for

many years with self scheduling. A body will continue to work on this issue as many believe self scheduling could be an answer for nurses, their families and Employers to provide some autonomy in work life balance for our members.

The work of the Joint Classification Committee continues. I have remained on this committee and the Union and Management meet regularly to continue the work required to develop a standard tool to assist in the Nurse Classification process.

Another change in our Collective Agreement included a clause regarding Transfer Language which was agreed to by both parties for the life of this Collective Agreement. It applies only to the awarding of Nurse II positions and was meant to streamline the process for both our members and Managers decreasing the need for a competitive process when moving from a position to another within our facilities within specific criteria. This clause has also caused some issue and continues to be a moving target that has required further discussion and or grievances. When all criteria of a posting is met, seniority is to be the determining factor in the award of Nurse II positions.

Another year of Vacation Planning has commenced as have the usual issues. Thanks to Local 10 Vice President, Shelley Trapp-Armstrong, Leona Barrett, Labour Relations Officer and Human Resources for providing sessions prior to the onset of vacation planning meetings, as I was in Phoenix on vacation!

2014 saw an end to the Brian Sinclair Inquest which I was able to attend near the end to support our members and also to hear testimony from the expert witnesses who shared recommendations with the judge, Tim Preston. The report contains many sections, one referred to a "Nursing: A Union Perspective" that provided ten (10) recommendations of which six (6) were incorporated in the Judge's findings. The report can be found online on the Province's website for review. I did not mean to be so verbose in my report, however as previously indicated it's been a whirlwind year!

I am both humbled and proud to represent the nurses of Local 10 Health Sciences Centre and reaffirm my commitment to you all going forward into 2015. Thanks so much for the opportunity. Special thanks to Local 10's Vice President, Shelley Trapp-Armstrong for her hard work and dedication, Leona Barrett, Local 10's Labour Relations Officer who works tirelessly for our Local. I also wish to think the members of Local 10's Executive for their commitment: Susan Morrisseau (Secretary/Treasurer), Kim Fraser (MNU Board Representative), Anne Boyd (MNU Board Representative and General Centre Rep), Jo-Anne Paterson (Anne Thomas Centre Rep), Connie Kamara (Children's Centre Rep), Lydia Danilis (Women's Centre Rep), Lisa Aab (PsychHealth Centre Rep). I would also like to thank Sandra Moffat (Executive Assistant) for her hard work and guidance as well as her skills in the office for which I am very grateful!



VICE-PRESIDENTS REPORT

Shelley Trapp-Armstrong

As another Annual Report deadline has come onto my calendar, it tells me the Annual General Meeting is around the corner on March 12th, 2015.

Change is in the Air...

This last year has seen changes with the election of our new President Lana Penner. She has brought new insight, process and leadership to our office and our members should take note of the many changes.

The year has seen a complete overhaul of the Human Resources Department at the Health Sciences Centre. As our office continues to make new avenues with the Employer our mandate remains strong to represent each of our members the best to our abilities.

Workplace Safety & Health Members Always Wanted

The Health Sciences Centre continues to work with twelve (12) sub-committees involving the different buildings around the Facility.

Nurses are required to sit on ten (10) of the twelve (12) committees. Each committee continues to look for active members and alternates are required for all.

It is important for nurses to sit on these committees so that a nurse's perspective is respected for the hazards they face every day in their unique work environments. Please call our office if you are interested. Safety is everyone's responsibility.

Are you Injured or Ill?

The Return to Work portfolio has again grown unfortunately for our members. This complex program from applying for your benefits to officially returning to payroll, has many trials and tribulations for our members.

Nurses need to call our office when they go off on a Leave of Absence. You need to make sure you complete your Leave of

Absence form with your Manager so the new SAP payroll system can ensure your status is changed appropriately. Once your Leave of Absence form is completed the Benefits Department must send you out a pre-payment package for your 119 day elimination period. It is important you stay on top of these matters as you do not want your benefits to lapse due to being late or lack of payment.

Your Attendance is Always Monitored

The Employer has been implementing the Attendance Support Assistance Program more diligently this last year. The Employer has been very consistent across the Programs

with using the 6% comparator group. Should you be called to a meeting, please call our office if you wish to have Union present at your meeting.

New Activists

I would like to thank all the new Unit Reps that stepped up in their new role this year. Your activism is greatly

appreciated. All new and current Unit Reps play an important role to liaison with the front line nurses and our office.

In closing I would like to acknowledge the diligent work of your Executive Committee. They have worked hard to see that the business of our Local moves forward with new ideas and direction this membership requires.

I have had the pleasure to continue to learn from our Labour Relations Officer, Leona Barrett. She always brings her professional, fair and reasonable approach to our challenges. She has educated us to ensure we are using the newest ratified Collective Agreement language the best to our members' situations.

In solidarity may our Local be as strong as the members in it.

SECRETARY/TREASURER REPORT

Submitted by, Susan Morrisseau

2014 was a year of Change. A new President, with a new outlook and philosophy that has brought about some changes that will impact how our members communicate and connect with us.

We purchased new computers and office furniture, had a new website developed, and acquired our own secure server, all of which will impact our members and how they get the information and news from our Local. All of these had a financial impact and were funded by taking monies out of our Savings. Our 2014 bottom line will be impacted as we spend more that we took in by your dues.

In order to meet our financial obligations and run the office without raising dues we have to take monies that we have in savings. We can afford to do this over the next several years and not raise dues. I believe that we need to be aware that as we do this it is important to know how much per member we are taking from savings/investments and how much we would have to raise our dues if we were not using our savings.

For the 2016 Budget year, we have budgeted to take \$10.00 per member from savings to help meet our anticipated expenditures. To bring forward a balanced budget (without changing any expenditure lines) we would have to collect \$6.25 per member per pay in Local dues. We have decided not to increase the Local portion of dues. We have decided to rather use monies we have deposited in our savings accounts. Are we being reasonable you may ask? My response is yes! If

we passed on dues increases in line with and proportional to our wage increases we would be paying \$6.35 per pay in Local dues by the end of this current collective agreement. We have chosen to use our savings from previous years and let those monies work for you and give you a "dues increase holiday". How long with this "holiday" last? For as long as we can reasonably do so. I will present with each budget the information on how much per member we are using from savings. We are projecting a small deficit in the 2016 budget of less than 2%.

A budget is a financial forecast or prediction, in most of our previous budgets, where we have predicted a deficit, we have had a smaller deficit that predicted. If estimated expenditures are slightly higher than what we actually spend, then we will be close to being balanced at the end of the 2016 budget year. Our budget process incorporates a review of what has been spend to date compared to what was anticipated. We look at the numbers and if they differ we ask why? Did prices of services go up more or less than expected? Was something purchased that wasn't anticipated or planned for when the budget was constructed? And then we look at what organizational changes are taking place and what is the anticipated financial impact of these changes? Since I don't have a crystal ball, I can't predict everything, but I promise I will continue to do my best to be careful and prudent with the finances of Local 10.

REVENUE	2015 PROPOSED	2015 ADJUSTED	2016 PROPOSED
Local Portion of Dues	324,415.00	324,415.00	328,900.00
President Salary Replacement	35,750.00	39,400.00	39,400.00
Interest on Deposits	5,000.00	1,350.00	1,500.00
Transfer From Savings	19,000.00	19,000.00	22,000.00
TOTAL	384,165.00	384,165.00	391,800.00
EXPENSES			
Office Costs	50,910.00	58,510.00	60,870.00
Demo/Membership	38,750.00	31,150.00	34,000.00
Admin/Support	286,605.00	286,605.00	286,605.00
Funds (cfnu/severance/platinum)	7,900.00	7,900.00	7,950.00
TOTAL	384,165.00	384,165.00	396,940.00

MOTION #1

TO ADOPT THE 2014 FINANCIAL STATEMENTS AS AUDITED BY ERIC ROBERT OF OSBORNE ACCOUNTING GROUP

MOVED BY: The Finance Committee

MOTION #2

TO APPOINT ERIC ROBERT OF OSBORNE ACCOUNTING GROUP AS AUDITOR FOR THE LOCAL 10 2015 FISCAL YEAR.

MOVED BY: The Finance Committee

MOTION #3

TO ADOPT THE 2015 ADJUSTED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.

MOVED BY: The Finance Committee

MOTION #4

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

MOVED BY: The Finance Committee

MNU BOARD REPORT

Submitted by: Kim Fraser and Anne Boyd

The MNU Board of Directors held five meetings in 2014.

The past year was busy, as always, with grievances, arbitrations. The Board Committees were also very busy again. PCBC has been busy bargaining, and thanks to them we have a New Collective Agreement.

Annual Meeting

The 39th AGM was held at the Victoria Inn, Winnipeg MB. Approximately 500 delegates participated in the discussion and decision making, about the same in attendance as last year. Maysoon Zayis spoke to us, and kept us laughing throughout her talk, but also gave us something to think about. The education day had a couple of keynote speakers and then several breakout sessions that people could attend. These were well received.

Board Activity

President Sandi Mowat has been busy with the usual business of representing nurses across Manitoba, but also with touring the province and meeting the nurses. Sandi also represents the nurses of Manitoba when meeting with other provincial union leaders at CFNU and when speaking with political leaders here at home. Sandi was also busy with the Brain Sinclair Inquiry which has now been completed.

Education Conference

Education Conference was held in Hecla this past September. Once again this year we had many first time attendees and student nurses who are eager for information. This year we also had many internationally educated nurses attend. As always, the classes were informative and fun. The Education Officer is always evaluating the courses offered to ensure that the topics remain pertinent to all nurses. The Education Conference will be held in Brandon for 2015.

Canadian Federation of Nurses Union 2015 Biennial Convention (CFNU)

The current Board of Directors will be traveling to Halifax, Nova Scotia to attend the CFNU Biennial Convention this June. I think we should all bring walking shoes cause I have a feeling we may be doing a work or too in Solidarity!

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

PCBC (Provincial Collective Bargaining Committee) Report

Submitted by: Lana Penner

Although PCBC has officially disbanded as is protocol with the signing of a new Collective Agreement, the committee continued to meet to reevaluate the negotiation process and to discuss issues identified at the Annual General Meeting for review. We do not yet have copies of our Collective Agreement for distribution, but will distribute them from our office at 770 Notre Dame Avenue once printing is complete. We expect this to be anytime soon! The Contract Interpretation manual is available online for reference at this time. Thanks for your patience.

General Center Report

Submitted by: Anne Boyd

The areas the General Center rep covers are as follows – GA1, GD1 Outpatient Clinics, GE1 Renal Program, GH1 Interventional Radiology, GA2 ET and Diabetic clinic, GB2, GD2, GG2 ENT, GA3, GB3, GC3 Clinics, GD3, GH3, GA4, GD4, GH4, GA5, GD5, GE5 TPN, GH5, GA/B6, GD6, GE 6 Renal, GH6, GC7 Echo, GD7 Central Lines, GG7 Personal Care Unit/ Dialysis and Bronchoscopy, GH7 High Obs Medicine, GH7 CCDU, Lennox Bell, GG3 Vascular Lab.

As diversified as each area is, every unit, clinic or department has had common concerns -heavy workloads, high patient acuity, sick calls not replaced, charge with patient assignment and working short. Unfortunately the amount of Nursing Workload Staffing Reports submitted does not reflect this concern.

Year-end NWSR for the General Center: Dialysis -30 ; CT - 2; GH6- 3; GD5 -1; Ortho- 1; GA1 - 19; GA3- 1; GD3-1; GE4-1; VAT- 9
If your area had submitted NWSRs and they are not recorded here-

Did you keep your NWSR tab and send the MNU tab to the MNU office? if **NO** the NWSR can't be traced

Did your Manager forward their response to your NWSR to MNU? if **NO** both you and MNU can ask for that response

Has MNU sent you a Response Letter to NWSR from your Manager? if **NO** you have the NWSR tab to follow up

The past year the General Center has had various areas which have had Union intervention/involvement/support.

- GG7 PCU - a temporary 12 bed unit opened to relieve ER crisis and staffed by the Relief Team now has its own staff. Space and renovations are being made at the Rehab hospital to accommodate this patient group.
- GH7 CCDU (formerly Plasmaphoresis) a 6 bed unit opened in November to relieve ER of long stay patients has hired staff for 11 month terms
- Lennox Bell has opened 10 beds for stable patients awaiting home care
- GA1 Endoscopy has hired a Facilitator to transition the move to GD7. No date has been given for the move.

The WRHA Moderate (conscious) Sedation (Adult) Policy 1100010 (2010) remains in effect. Patient safety concerns related to the Policy have not been addressed. The issue remains on the NAC agenda. Presentations have also been made to the WRHA. There is no resolution to date.

Thank You to Carina Kirk, GA1, who joins Audrey Wiess, GD1 volunteering to sit on the Workplace Safety and Health Committee.

WOMEN'S CENTRE REPORT

Submitted by: Lydia Danilis

Another year has come and gone. Seems to go a lot faster though in more recent years. Many nurses have been asking when the hard copy of the contract will be out. I will be sure to get them to you ASAP when they arrive. They also will be available online. With the upgraded website navigating MNU website has never been easier. I would like to take this opportunity to congratulate Lana Penner, MNU President, on doing such a great job in helping launch the new website. She has been busy in organizing and implementing the means to bring local 10 to a level where information and contacts can be implemented in a more timely fashion.

She is a strong voice for the nurses of MNU local 10. Great Work!

Women's Hospital seems to always experience change especially in recent months. With the new Hospital closer to completion we have seen more changes. Trials and implementation of new supplies, furnishings etc. Change is never easy but I have no doubt the resilient staff of Women's will continue to rise up and face the new challenges. With this said I have also noticed an increase in staff fatigue and concerns. When I ask if work overload forms are being completed I seem to receive a similar response "It was a crazy shift and no one had time." & "How much more paper work can we endure." We

all, including myself, have to work together in filling these forms out. This can be a group effort to lessen the burden of filling these forms out after a busy shift. Completing them keeps the union and management apprised of the day-to-day shortages and the concerns surrounding the resources required for nurses to deliver and perform safe patient care.

I would like to take this opportunity to extend a warm welcome to our new WRS5 manager - Jennifer Cumpsty. The experience that Jennifer has gained over her career will certainly prove a great asset to Women's Hospital. All the best!

I would like to end off with a quote I found:

"May Light always surround you; Hope kindle and rebound you.

May your Hurts turn to Healing; Your Heart embrace Feeling.

May Wounds become Wisdom; Every Kindness a Prism.

May Laughter infect you; Your Passion resurrect you.

May Goodness inspire your Deepest Desires.

Through all that you Reach For, May your arms Never Tire."

— D. Simone

10.0

CHILDREN'S CENTRE REPORT

Submitted by: Connie Kamara

Children's Hospital has continued to be very busy with less and less down time. Adolescent psych patients continue to frequent Children's Emergency and require beds of which there are few. This requires admission to the regular wards with a 1:1 sitter. Monitored beds are a big issue as only 2 of the 4 beds on the medicine ward are budgeted and often the supervisor will opt to admit the child to PICU or keep the patient in the ER overnight. Surgeries continue to be cancelled due to, no monitored beds, no PICU bed or no staff available in either area to accommodate.

Ebola preparation has taken up a lot of time and energy in both ER and PICU. As things were ever changing, it was hard to keep the staff updated and answer all the questions that the staff had. Anxiety was very high! Most of the staff in both areas had their FIT testing done and a PPE don and doffing demo. A review of this is being planned and soon to start with the add on of specimen collection. We are happy to report that no patients have needed to be isolated for suspected Ebola.

Things have kind of slowed down with the announcement of Susan Fogg's retirement.

Issues that need to be resolved are

- (1) Head Nurse for CHOR
- (2) Forming of the Pediatric Transport Team (recommendation from the Stars review)
- (3) All the changes for NICU and IMCN in preparation for the opening of the New Woman's Hospital

I remain on the Finance Committee, and last year was on the Union Management committee. This year I am on Nursing Advisory Committee. We have attempted to address the large pile of workload forms. Sad to say we have not gotten very far, but will keep at it.

Thank you for the opportunity to serve you.

PSYCHEALTH CENTRE REPORT

Submitted by: Lisa Aab

Psychealth staff members have been through many changes within the last year with the introduction and roll out of "Six Core Strategies" throughout the center and have shown immense amounts of resilience and strength throughout this process. I am proud to be able to represent such a skilled group of individuals. Being employed in mental health can be both a challenging and rewarding experience. Nurses who work in psychiatry are there to support and advocate for those that often go unheard or unnoticed. It should be emphasized that Psychealth staff are doing a remarkable job of meeting the ongoing needs of our clients with a recovery oriented focus.

Throughout the last year there were a number of topics raised by members including themes with regards to safety, staffing, MNU education, and a new unit opening in Psychealth.

MNU has been working towards addressing safety concerns in Psychealth. Staff members have been educated by Local 10 about the "Right to Refuse Unsafe Work" and may continue to be educated re: same upon request. Nurses are encouraged to complete Injury/Near miss forms for verbal/physical aggression and when personal safety alarms are not working effectively. Staff members have been educated about

completing workload staffing reports for increased workload or inappropriate staffing. There have also been forums held at Psychealth in order to assist staff and the employer's communication about concerns throughout the center and have proven to be successful. We are continuing to work on improving the personal safety alarm system/process with a new system that will hopefully be in the works soon.

There have been improvements lately with regards to staffing the units with a new system in place throughout Psychealth that involves more equitable and contract compliant processes.

A new unit has opened within Psychealth called the ROU or "Reassessment Observation Unit" located in the 2nd Floor of Psychealth. This unit is meant to reduce the wait times for mental health assessment. The unit can help to decrease the wait times of certain mental health clients that meet a designated criterion. The hope is that it will create more space for Emergency Mental Health Patients accompanied by police that come to the ER. The ROU has a capacity to hold up to six patients and is staffed with a Psychiatric Emergency Nurse and two unit assistants.

"When you are a nurse you know that every day you will touch a life or a life will touch yours" – Anonymous.

ANNE THOMAS CENTRE REP

Submitted by: Jo-Anne Paterson

Hello My name is Jo-Anne Paterson. I work in the adult ER and I am proud to say that I have been the ANNE THOMAS CENTER REP since the opening of the building in 2007. Oh my where does the time go!

Throughout the past year we have gone through some growth and changes. In the Adult ER the renovations are complete and the staff there seem to be adjusting to their new and improved work environment. I would also like to take this opportunity to welcome ICU to the 3rd floor of the building right next door to the MICU. At the Local level we have also made some changes by means of division between center reps and the areas that we represent. The areas that I represent for the ANNE THOMAS CENTER are as follows: Adult OR, Adult PACU, MICU, SICU, CCU, Adult ER, Critical Care Float Pool, CT Department, Critical Educators, MS3, GE4 Transplant Clinic, VAT, CT/MRI/Radiology, CVT Associates, Anesthesia Dept, Med/Surg Relief Team, Transplant Program, Pain Clinic, MR Imaging, Bleeding Disorder

I look forward to continuing to serve you in the future. Please feel free to contact me by email- abearrxh2x3@gmail.com

EDUCATION TRUST FUND REPORT

Submitted by: Linda Newton

The Education Trust Fund (ETF) continues to provide monies in support of continuing education activities for members of Local 10. The original monies came from funds accumulated from the rebate received from the Employment Insurance Department. The monies available for disbursement derive from the ongoing rebate as well as investment returns. This year our investments realized a rate of return of +8.79%. Our investment advisor is Richard Clark from Sun Life Financial.

The ETF policies, which are available on the Local 10 website, were revised to provide more clarity regarding eligibility, definitions and the Board's decision making process.

The Board accepted Sheila Levin's resignation, with thanks for her years of service. She was replaced by Ed Brunner. Other Board members are Lana Penner (Chair), Shelley Trapp-Armstrong, Cherie Pinkerton and Laura Walton. Sandra Moffatt provides administrative support and much guidance to members during the application process.

MOTION #5

TO ADOPT THE EDUCATION TRUST FUND 2014, FINANCIAL STATEMENTS AS AUDITED BY ERIC ROBERT OF OSBORNE ACCOUNTING GROUP.

MOTION #6

TO APPOINT ERIC ROBERT OF OSBORNE ACCOUNTING GROUP AS AUDITOR FOR THE EDUCATION TRUST FUND 2015 FISCAL YEAR.
MOVED BY: THE EDUCATION TRUST FUND

LOCAL 10
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