



HSC NURSES

M.N.U. LOCAL 10

2016

ANNUAL GENERAL

MEETING

MARCH 16TH, 2017

2016 LOCAL 10 EXECUTIVE

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

Centre Reps

Women's Rep	Lydia Danilis
Children's Rep	Vacant
Anne Thomas Rep	Janet Zorica
Psych Health Rep	Lisa Aab
General/Rehab Rep	Carina Kirk

NOMINATIONS UPDATE

As of February 10th, 2017

IN BY ACCLAMATION

Vice-President Shelley Trapp-Armstrong
Secretary/Treasurer Carina Kirk
Womens Centre Rep Lydia Danilis
Anne Thomas Rep Janet Zorica

Alternate Voting Delegate for 2017 Provincial AGM

Carol Thompson, Cheryl Boychuk

Voting Delegates for 2018 Provincial AGM

Debra Burda Karen Rodgers
Barb Coelho Christa Radford
Brenda Thomas Brian Goldstein
Judith Strachan Mary Anne Kiss
Ruth Dondo

POSITIONS OPEN FOR ELECTION

Finance Committee Member

Childrens Centre Rep

General Centre Rep

17 Voting Delegates for 2018 Provincial AGM

4 Alternate Voting Delegates for 2018 Prov. AGM

VOTING DELEGATES FOR 2017 AGM

1. AAB, LISA
2. ALCOCK, SUSAN
3. ARBEZ, LOUISE
4. ARMSTRONG, SHELLEY TRAPP
5. BURDA, DEBRA
6. COELHO, BARB
7. CHO, MOON SUK
8. DANILIS, LYDIA
9. DONDO, RUTH
10. GIESBRECHT, CRYSTAL
11. GOLDSTEIN, BRIAN
12. GORDON, LEANNE
13. KANKAM, STELLA
14. KIRK, CARINA
15. KISS, MARYANNE
16. KOZUBAL, JAN
17. KRAHN, KIM
18. McDOUGALL, ANNETTE
19. MORRISSEAU, SUSAN
20. NACIONALES, TRACY
21. PAYNE, LAURIE
22. PAZIUK, AMBER
23. PENNER, LANA
24. O'BRIEN, CHERYL
25. RADFORD, CHRISTINE
26. RODGERS, KAREN
27. RODGERS, WENDY
28. SCHOLZ, BRITNEY
29. STRACHAN, JUDITH
30. WEISS, AUDREY
31. WIRT, LORNA
32. WOODCOCK, BRANDY LYNN
33. ZORICA, JANET

Health Sciences Centre MNU Local 10
2016 Annual Meeting
March 16th, 2017

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 10.04 "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 NOT 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	
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	To ADOPT THE 2016 FINANCIAL STATEMENTS AS AUDITED BY ERIC ROBERT OF OSBORNE ACCOUNTING GROUP	
	MOVED BY: The Finance Committee	
	MOTION #2	Pg. 10
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	MOVED BY: The Finance Committee	
	MOTION #3	Pg. 10
	To ADOPT THE 2016 ADJUSTED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.	
	MOVED BY: The Finance Committee	
	MOTION #4	Pg. 10
	To ADOPT THE 2017 PROPOSED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.	
	MOVED BY: The Finance Committee	
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	MOVED BY: THE EDUCATION TRUST FUND	
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12.0	NEW BUSINESS/ANNOUNCEMENTS	
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PRESIDENT REPORT

In Solidarity, Lana Penner
Another year in the books!

Local 10's office remains a busy hub with a number of outstanding issues;

Payroll errors continue to plague our worksite, and sadly we have the largest number of outstanding grievances in our history.

Violence in our work places remains a significant concern, workload issues are increasing for our members as units within our facilities are extremely busy with both numbers of patients as well as their increased acuity combined with increased complexity. Staffing levels are continually stretched to accommodate more patients with higher acuity.

There have been a number of changes within the executive and leadership teams at HSC which creates a sense of uneasiness and stress and also begins to impact culture and environment within the worksites. Most days feel like a dog eat dog scenario and everyone begins to look out for number one. Respectful workplace issues remain a constant source of concern in this uneasy environment and are not always addressed in a timely fashion which again impacts our members significantly. This delay can affect members on a number of levels and result in more stress which creates more issues that require increased Union support and Human Resources involvement adding to dissatisfaction and further unease in the workplace for our members. To ice the cake, the Union has also provided our Employer with notice regarding our intent to address bargaining with our current central table agreements expiring March 31 2017, a date fast approaching! I include this to draw further attention to the unstable and uneasy environment a lot of our members are feeling and identifying as well as to highlight why we are all feeling somewhat unsettled. Combine all of these issues with Master Rotation changes, amalgamations and very active and evolving workplaces it is no wonder we are all feeling the pressure!

The good news is our Union is strong, well respected and always working to identify and address any workplace issue. Now is the time to solidify the support from our members and continue to reach out to each other in solidarity further strengthening our bonds and commitments to one another. We must all dig deep and work together supporting each other through whatever challenge arises. It is through our combined efforts that we will emerge from these trying times successful and stronger. Thankfully, I know that is what nurses do and will continue to do as the going gets tough, the tough get going! In my experience Nurses are some of the toughest people I know. I am always awed and humbled by what we do and can do together for the greater good.

It is important that members stay informed and to that end continue to contact us, watch our website and the Provincial website for continued updates on all the issues we are all facing. Stay involved with your Union so together we can surmount change, deal with issues and remain strong. PCBC updates and details will be available on our websites as the situation evolves. Know that your PCBC has been meeting and preparing for the monumental task ahead. Our Provincial Director of Labor Relations and Negotiations, Eric Jorgensen has provided some reports and information that negotiations will be very challenging as they have been cross country. It is not a surprise, as I am sure our members have been aware of, Manitoba's Premier making headlines in the media which have been unsettling to our Union as well as all Unions within our province. I do see very challenging days ahead in our workplaces for a variety of reasons. I do feel confident that provincially and locally MNU is working tirelessly on many important issues. Our members support only makes our organization stronger!

In the challenging days ahead be sure that your Union is working to address;

- ▶ Violence/safe work places
- ▶ Improving working conditions
- ▶ Strengthening and improving WH&S
- ▶ Maintenance of wages, benefits and pensions

Locally, we have seen or will see the amalgamation of IMCN/NICU/MS3, a change in the patient care delivery model on the Labour floor, a Centralized staffing office and model for the General, Women's, Children's and Psych Health, rotational changes in Women's, Children's, and Psych Health.

We may also see the move into the new Women's Hospital and the changes and challenges that will entail.

Nursing Workload Staffing Reports

The Office continues to track, evaluate, and have professional dialogue with the Employer with the information collated from the Nursing Workload Staffing Reports. As members send them forward to our office our President takes many points of interest further to the Nursing Advisory Committee, as this committee tries to reach understanding and looks for improved working conditions for the units across this facility.

The following were received in 2016:

GENERAL	CHILDRENS	WOMENS	ANNE THOMAS	REHAB/RESP	PSYCH
A3 - 1	CH3 - 1	WRS2 - 2	ADULT ER - 20	RR5 - 2	ER - 1
A5 - 4	CH4 - 27	WRS3 - 49	CH ER - 20		PY3 - 3
B3 - 1	CH 5 - 32	WRS4 - 1	PICU - 41		
D2 - 1	CK3 - 7	FETAL ASS - 7	CH OR - 11		
D3 - 1	CK4 - 1	LDRP - 2	CH PACU - 4		
D6 - 1	CK5 - 1	WRS5 - 16	SICU - 2		
H3 - 3	NICU - 81	OR - 12			
H4 - 5	MS3 - 1	L&D - 43			
GD122 - 9	IMCN - 23	PNAU			
DIALYSIS - 7	WT1 - 5				
ENDOSCOPY - 4	PSCU - 14				
PRE ADM - 1					
VAT - 2					
ADULT PACU - 4					
UROLOGY - 16					

Provincially, the Union will be working on a new Collective Agreement with our Employers at Central Table Negotiations, Further we will continue to work with the employer to realize online NWSR. We will continue exploring PTSD and sharing our research with other organizations. Automatic Double Dues refunds have begun this year so anyone who works with more than one Employer should recoup automatically the Provincial portion of their dues deducted. The Provincial website has undergone updating and will be streamlined and improve navigation for our members. Changes and challenges abound in all sectors of our worksites and our organization.

I want to remind our Local members to monitor our website for information and announcements and to please continue to be patient when contacting our office for advice and/or representation. Our Executive Assistant Sandra Moffat answers all calls and ensures recording of each for future follow-up by myself or the VP Shelley Trapp-Armstrong. We do our best in as timely a fashion as possible but be patient should you have a wait for a conversation with us. Also use the website when possible as we know our members have issues 24/7 and can advise us at the moment convenient for them.

I want to thank the members of Local 10 for granting me the privilege to represent you. My commitment is to do the best work I can for as long as membership wants and needs me to. I am always awed and humbled by the work that our members do in the most difficult and challenging of situations. I also want to thank our VP Shelley for the good work that she does for our members and the skill with which she does so. I want to thank the Local Executive for the work they do for our Local and members, our Board members while they work with us and for us, PCBC representative Brenda Thomas for her work at the Central Table and for all the preparation work prior. Thanks to Sandra our Executive Administrative Assistant, who supports us all each and every day, our office runs smoother thanks to her. I must also thank Leona Barrett, our Labour Relations Officer and my resource for everything she does to support not only our office, but the hard work and expertise she expends on each of our members.

I want to give a final thanks to Susan Morrisseau who has been our Secretary -Treasurer for many years providing her skills and expertise during her tenure with our Local. I want to wish her the very best in her retirement! Enjoy, you have earned it!

Onwards and Upwards!



VICE-PRESIDENTS REPORT

In Solidarity, Shelley Trapp-Armstrong

The signs that show spring is around the corner...

- Ukrainian Christmas and New Years have occurred in my calendar.
- The rodent has declared there is 6 more weeks of winter or 6 more weeks until spring. Either way my family believes this should be another family day and a national school holiday.
- And finally the Outlook calendar keeps generating daily reminders since "Ground Hog" day that says my annual report is due on Sandra's desk "Yesterday!!!!!!"

So I am going to get down to business to provide a small synopsis of the year that has flown by.

New Unit Representatives and New Hire Orientation

I have had the pleasure of orientating interested individuals who have wanted to step into the role of Unit Representatives for the respective areas they work on. It is always nice to see individuals increasing their knowledge of the Collective Agreement. They are a great connection for members and are often directing the nurses to call to our office if further assistance is required. The information provided in a brief orientation is very similar to the material presented at our New Hire presentation that is done monthly in the Corporate and Nursing Orientation Program.

Workplace Safety and Health Committees

The Joint Workplace Safety and Health committees are working diligently to improve their program and effectiveness. I have attended several of the committee's meetings this past year to assess membership and rate of attendance. Nursing is represented on 10 of the 12 committees. However quorum is still challenged at most meetings throughout the 10 committees by all of the participating Unions that should represent the workers of Health Sciences Centre. The workers are still not able to be released by the Employer for unforeseen staffing difficulties arising on the day of the meetings. All of the committees are looking for members. I put this plea out each year because the need is for alternates. Please call our office so we can follow up with you if you are interested.

Disability Management Program

The Return to Work program keeps me the busiest. Assisting members to navigate their paperwork, to corrections throughout the SAP payroll and benefits departments. The errors are an on-going process for each nurse's program. The injured or ill nurses' statistics continue to increase for various reasons across the programs at HSC. The re-entry timeline can be as short as a couple of weeks to the long difficult journeys of several years depending on the severity of the case.

The goal is to always attempt to return the nurse to their original position, however we have had to medically accommodate several to different or modified positions within Health Sciences Centre. Their journeys may vary but I have come to realize the tenacity they each show and how strong each of them are with their successful return.

In closing I wish to acknowledge and thank those who make contributions that reflect in the many successes of Local 10. Thank you to our President Lana Penner along with the 2016 Executive Committee members. They have tried to increase the activists across our Centre. To our Labour Relations Officer Leona Barrett, our members are well represented at the grievance process. Her knowledge and expertise is seen and heard in the many Employer meetings we attend. Our office works hard for you the members. Please continue to provide your feedback so we may take your ideas to improve our services for you. I wish to thank Sandra Moffat who is often the first person you may come in contact with at our office. She assists to triage our calls, book our appointments and different meetings with the Employer. Her role is valued and "thank you" often seems under rated in this report. So in ending my report, to Sandra and all of Local 10, I thank you for the opportunity you have allowed me over this last term and wish you all the best for 2017.



SECRETARY/TREASURER REPORT

Submitted by, Susan Morrisseau

It is with much ambivalence that I write this report. Ambivalence? Yes as it is the last one that I will write. Fortunately I write it and you read it and I don't have to stand in front of you at the microphone and deliver it, because if I was to try to deliver this address at the mic you would see not just glistening eyes but also large crocodile tears pouring out of the corners of my eyes. As of April 30, 2017 I am retiring not just from my Union position but also from Nursing.

Nursing has brought much pleasure to my life and so too has being involved within MNU. Thank you for the opportunities, the enjoyment and the fulfillment that I received being your Secretary Treasurer.

I leave knowing that the members of Local 10 are being served by smart, educated, and caring individuals. Financially Local 10 is in a good position. There are sufficient funds in the Bank Accounts and Investments, that with careful planning and cautious optimism, to supplement the needs of the Local 10 for years to come. Over the past year we have put in place planning and funding to educate the members of the Executive. This is to prepare them and give them the tools to represent Members and to protect Nurses rights under the Collective Agreement. Education followed up with experience is the key to continue to provide representation, support and guidance to the members of our Local.

You have to go back several years to find when our last Local portion of Dues was increased. It has been my goal not to increase Local Dues to our members and to this end I have succeeded. The next Secretary-Treasurer will likely try hard to do the same. To do this there will be a reliance on annual withdrawals from Savings and Investments. There will however come a day when the shrinking of those monies will necessitate an increase in Dues. In our current and most recent budgets we have budgeted to allocate on average \$24.00 per member from our Savings /Investments to meet the financial needs of the Local. A \$.25 increase in biweekly Dues yields \$14,400.00 in Annual Revenue. In order to meet the financial needs of the Local, without dipping into Savings/Investments, a Dues increase of nearly \$1.00 per pay period per member would be required. The increasing cost of Salaries, supplies, electronic communication and utilities are the drivers of increasing Expenses. In years to come it will be a challenge to meet these increases without increasing revenue.

As I construct this report I do not know who will be taking over on May 1, 2017 as the next Local 10 Secretary-Treasurer. I will be a resource in the interim for whoever takes over. Their biggest resource will however be our Executive Administrative Assistant, Sandra Moffat. Without her support and assistance I could not have done my job and fulfilled the responsibilities of my position. Over the years we have become good friends and I would like to extend my gratitude and appreciation for all that she has done and continues to do not just for me but for all of us.

Farewell to thee, Aloha Oe, Until we meet again!

BUDGET

REVENUE	2017	2017 AMENDED	2018 PROPOSED
Local Portion of Dues	328,900.00	328,900.00	331,890.00
President Salary Replacement	42,500.00	45,700.00	45,700.00
Interest on Deposits	2,500.00	1,500.00	1,500.00
Legacy Fund	55,000.00	52,800.00	51,060.00
TOTAL	428,900.00	428,900.00	430,150.00
EXPENSES			
Office Costs	56,590.00	58,045.00	58,100.00
Demo/Membership	53,000.00	39,950.00	40,450.00
Admin/Support	298,000.00	302,400.00	306,995.00
Funds (cfnu/severance/platinum)	23,025.00	27,025.00	23,050.00
TOTAL	430,615.00	427,420.00	428,595.00
Net Surplus/-Deficit	-1,715.00	1,480.00	1,555.00

MOTION #1

TO ADOPT THE 2016 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 2017 FISCAL YEAR.
MOVED BY: The Finance Committee

MOTION #3

TO ADOPT THE 2017 AMENDED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.
MOVED BY: The Finance Committee

MOTION #4

TO ADOPT THE 2018 PROPOSED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.
MOVED BY: The Finance Committee



MNU BOARD REPORT

Submitted by:

Kim Fraser

and

Cheryl Lange



The MNU Board of Directors held five meetings in 2016. The past year was busy with grievances, arbitrations and GIP'S which seem to becoming more

complex and increased in number. Last year the Board decreased in number to 17 members which seems to be working well in terms of member representation.

Annual Meeting

The 41st AGM and Provincial Education day was held April 19 -21, 2016 at the Westman Communications Group Place (formerly the Keystone Center) in Brandon MB. Approximately 425 delegates participated in the discussion and decision making over the two day meeting. The keynote speaker on the first day was Michelle Ray who spoke on the power of personal leadership and provided strategies to use long term to embrace challenges and create your own outcomes.

James Wilson, Treaty Commissioner of the Treaty Commissions of Manitoba, was the keynote speaker on day two. He spoke of his role which, as a neutral body, is to facilitate public understanding and enhance mutual respect among all peoples of Manitoba.

The Education Day started off with a panel discussion on Physician Assisted Death. The panel included a Palliative Care Physician, an ethics professor from the University of Manitoba Faculty of Nursing, a lawyer and a representative from a community group. The afternoon had several informative breakout sessions that 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 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 continues to present the PTSD Report across Canada and other countries.

Nine members of the Board travelled to Dublin, Ireland in September as part of the CFNU delegation for the Global Nurses United Summit. The conference brought together more than 60 nurse leaders from 15 different countries who shared struggles with achieving safe patient care, issues with working conditions and dealing with workplace violence.

The 2016 Education Conference (formerly Labour School) was held in Winnipeg October 17 - 19. Once again we had many first time attendees, student nurses and internationally educated nurses participate. 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.

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 Shelley 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.



Women's Centre Report

Submitted by Lydia Danilis

Another year has come and gone and changes at Women's HSC are constant. The LDRP and LA2 amalgamated to become a single Unit. Women labour and deliver on LA2 and continue their postpartum care on WRS3 or on the old LDRP. PNAU (perinatal assessment unit) has become part of Women's triage unit. New rotations have been developed and implemented.

Recently the option of self-scheduling has been introduced. The above is just a few of the changes experienced on Labour and Delivery and Post Partum units. All change requires an adjustment period and time will tell how these changes have impacted these unit's ability to meet the ongoing increases in patient care and acuity along with self care for nurses.

The birth rate has been steadily increasing and July 2016 experienced a new record of 565 births. The trend continued on with every month seeing increases in the birth rate compared to previous years. L&D Staff have been working together to meet the challenges to ensure they deliver safe and competent care that HSC is known for delivering. However, stress in the work place is present. Burnout, fatigue, exhaustion are being experienced on an almost daily basis. I encourage staff to continue to complete proper documentation about staffing shortages, safe working environment, etc.

The New Women's Hospital has experienced many delays. The new anticipated opening is scheduled for 2018. For further info please visit The HSC Women's Hospital update at www.hsc.mb.ca/files/WRHPFAQsFINAL.pdf



ANNE THOMAS CENTRE REPORT

Submitted by: Janet Zorica

I am the Centre Rep for Anne Thomas for the last year and a half. I presently work in Children's Post Anesthetic Care Unit.

In my rounds through the building, I have been fortunate to meet some nurses and have heard your concerns. I thank you for being diligent in filling out Workload Staffing Reports and for coming forward with your concerns.

The most common concern over the year has been in regards to baseline staffing. Most units are experiencing baseline staffing issues as well as replacing sick calls. Through the Nursing Advisory Committee and your Workloads Staffing Reports, we have noted that weekends and nights seem to be the biggest gaps. MICU, SICU, PICU, Adult Emergency and Children's O.R. have experienced high vacancies for various reasons.

As most of you know by now, the managers have been asked to increase EFT's to fill baseline needs of their department. Part-time Nurses have been asked to decide how much of an EFT they need to live and secure that EFT as their manager makes it available. This has been started in Children's OR, Children's PACU (as well as PICU) This will take time to implement as it is a large undertaking.

High acuity over summer and most recently over the winter months has made staffing a challenge. We thank all the nurses for their hard work during critical times. Also remember when being mandated, please fill out a Workload Staffing Report form as well as the Notification to Union Mandatory/Overtime Form. This will help us determine issues within the departments as well as our system for use of mandating/overtime.

Thank You!



PSYCHEALTH CENTRE REPORT

Submitted by: Lisa Aab

It has been a busy year for the Mental Health program at Health Science Center with an increasing number of people presenting to the emergency department and CRC with mental health needs. This increasing number of presentations has led to an increased workload for psychiatric emergency room staff and unit staff alike. The WRHA mental health program released a memo indicating that “there has been a 20% increase in the volumes over the last year” (memo released in November 2016).

Emergency room staff and unit staff have been working diligently to keep up to this ever increasing pace and demand. I would like to remind staff to complete nursing workload staffing reports and speak to your immediate supervisor re: concerns regarding workload to ensure adequate staffing for the acuity level and ensure safe patient care.

In addition to this, PsychHealth staff have been in the midst of rotation changes that are occurring on a number of units within the center. If you have any concerns or questions re: same please contact your Local 10 office.

With this increasing acuity level it is important to check in with ourselves and ensure we are providing ourselves with adequate self-care. I would encourage staff to take time for yourself and recharge. “Self-care is not selfish. You cannot serve from an empty vessel” – Eleanor Brown.

Consider looking into these options:

Employee Assistance Program – (204) 786-8880

“U of M recreation Services” App. Available apple and android users for daily workout classes at Brody!

Thank you and have a great year!



GENERAL CENTRE REPORT

Submitted By: Carina Kirk

There are many areas/units within the General Centre and many changes have evolved in the Centre.

Changes to Management include:

- Andrea Spencer, VAT and Central Lines Service Manager
- Laura Walton, GA1 Urology Procedures Manager
- Louise Cameron, Ambulatory Care Float Pool Manager (GD5)
- Tara Bergner, A5
- Fraser Barnett, endoscopy procedures and GI clinics

The Workplace Health and Safety committee meets regularly. Issues addressed include violent, injuries due to violence and falls. There is an ongoing need for continued training in proper techniques and transferring patients with respect to unique situations such as Code Blue and patients in Broda chairs. The code White policy was addressed in a meeting with policy makers to ensure staff are made aware to utilize security and NOT to physically intervene. Despite this, nurses often are faced with challenging situations which make it difficult not to intervene or risk injury to another person, the patient or themselves. There are increasing numbers of Code Whites which lead to discussion regarding the need to have Violence Prevention Module 1&2 online completed by ALL staff. This process has been implemented facility wide. If staff don't have time to complete modules at work they are to inform their manager for the time to be made possible. Many staff have been completing modules at home and paid at regular time. There is a real need for MORE training and discussion about Violence prevention at HSC. The Centralized staffing office is now dealing with ALL away calls for all facilities. There was some initial issues but has been moving more smoothly of late.

Master Rotation changes have occurred in many areas of Health Sciences Centre, to ensure that operational needs are optimized for each area. If you have a question or concerns, refer to your Collective Agreement and/or call the MNU local 10 office for advice. Self-Scheduling is a contract compliant method to allow nurses more flexibility and control of work life. Refer to the Collective Agreement and/or call the Local 10 office for further information.

The Endoscopy Unit experienced a high turnover rate in the past year, resulting in heavy workload for all.

The General Hospital has some vacancies in Unit representation as well as Centre Representative, so if anyone has interest personally or would like to nominate someone, please forward name to the Local 10 office.



PCBC (Provincial Collective Bargaining Committee) Report

Respectfully Submitted In Solidarity: Brenda Thomas

On March 31, 2017, our current collective agreement expires, therefore the PCBC has already begun preparations in anticipation of signing a new collective agreement with the provincial government. For this round of negotiations, we will be working with a different government than we have for the last few rounds of contract talks and agreements.

To prepare for the negotiations, the MNU had organized polling of our members and also random members of the public. These polls were conducted by an independent company, and consisted of both random telephone polls, and of MNU members who self-selected to answer a secure online poll. During multiple PCBC meetings (which began in November 2016), the results of these polls, the concerns and comments from MNU members, local executives, and our Labour Relations Officers, were all seriously taken into consideration as the team developed a package of bargaining proposals that was finalized on January 25, 2017. The MNU served notice to the government/Employer in December 2016, that MNU is prepared to engage in the bargaining process for a new collective agreement. At the time of writing this report, no dates have been confirmed to begin meeting at the central table.

Over the last few weeks, there have been many public statements made by the current government about their future plans and projected goals, which could also significantly affect our upcoming negotiations. It will not come as a surprise to any of us that given the current political climate, this set of talks that will begin in 2017 will undoubtedly have a different tone than in the recent past. Although the details of the bargaining package cannot be discussed at this preliminary stage, please be assured and confident that any and all details on bargaining that can be shared with the membership will be, as soon as possible.

On a personal note as this is the first time I have represented Local 10 at the bargaining table, I would like to say a big "THANK YOU" to Lana Penner who did an amazing job of being our previous rep for many rounds of bargaining (and for mentoring me in this position)! As well, to our Provincial President Sandi Mowat, Director of Labour Relations Eric Jorgansen, Labour Relations Officer Dan Kushneryk, Administrative Assistant Wendy Giesbrecht, and fellow PCBC members, I would like to extend my gratitude for your patience and willingness to always help me as I continue to learn and grow in this position. Last but certainly not least, a sincere "Thank You" to our Local 10 Executive Assistant Sandra Moffat, for all your help in my journey and for so patiently answering my many questions!

I would encourage all members to remain optimistic regarding the upcoming talks, and take any rumours or media reports about the process "with a grain of salt". Your PCBC has heard your concerns and priorities, and will continue to negotiate for the best possible contract for you.

Members should continue to monitor the Provincial website at manitobanurses.ca, as well as our local website at mnu10.ca, for accurate updates on the bargaining talks. I can also be reached for questions, comments, or concerns by our local members at: bthomaslocal10@gmail.com.

CHILDREN'S CENTRE REPORT

There is currently not a Children's Rep due to the resignation of the rep in December 2016. This position is vacant so if anyone is interested please contact Local 10's office to discuss.

Children's Hospital has had another difficult year. Staffing is very stretched with plenty of voluntary overtime, mandated overtime and increased workload. An early and very virulent RSV season has put a great strain on all Units and staff but clearly a shout out to all staff for their efforts and care of Manitoba's children. Many staff have worked well above their EFT's as well as supported programs/Units outside of their position for many months and continue to work with this hectic pace at the time of writing this report. We thank them all for their efforts. Children's Hospital has had many units undergoing Master Rotation changes and this effort too will continue into this New Year. Questions and concerns can be addressed via the Local 10 office by any member. A centralized staffing office is serving Children's Hospital and both the float pool and relief team have been fleshed out within Children's in an attempt to further support short staffing and workload issues. Unfortunately there have been many surgeries cancelled related to staffing and workload at Children's. The Union continues its' efforts to support our members through changes and workload to the best of our ability.

LOCAL 10

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