



HSC NURSES

M.N.U. LOCAL 10

2017

ANNUAL GENERAL

MEETING

MARCH 15TH, 2018

2017 LOCAL 10 EXECUTIVE

President	Lana Penner
Vice-President	Shelley Trapp-Armstrong
Secretary/Treasurer	Carina Kirk
MNU Board Member	Kim Fraser
MNU Board Member	Cheryl Lange
PCBC Rep	Brenda Thomas

Centre Reps

Women's Rep	Lydia Danilis
Children's Rep	Katie Stark
Anne Thomas Rep	Janet Zorica
Psych Health Rep	Lisa Aab
General/Rehab Rep	Melody Bouskill

NOMINATIONS UPDATE

As of February 10th, 2018

IN BY ACCLAMATION

President Lana Penner
General Centre Rep Melody Bouskill
Childrens Centre Rep Katie Stark
MNU Board Rep Kim Fraser

Voting Delegates for 2019 Provincial AGM

Ruth Davies Ruth Dondo
Jessica Shearer Chi Nguyen
Christa Radford Karen Rodgers
Barb Coelho Judy Strachan
Tammy Kaus Brian Goldstein
Alison Jones Jo-Anne Patterson
Glenda Cerqueira Shelley Trapp-Armstrong
Tracy Nacionales

POSITIONS OPEN FOR ELECTION

Psych Health Rep _____

Finance Committee _____

One (1) Voting Delegate for 2018 Prov. AGM

Four (4) Alternate Voting Delegate for 2018 Prov. AGM

Thirteen (13) Voting Delegates for 2019 Prov. AGM

4 (4) Alternate Voting Delegates for 2019 Prov. AGM

VOTING DELEGATES FOR 2018 AGM

1. AAB, LISA
2. ALCOCK, SUSAN
3. ARBEZ, LOUISE
4. ARMSTRONG, SHELLEY TRAPP
5. BOLDUC, SHAYE
6. BOUSKILL, MELODY
7. BURDA, DEBRA
8. COELHO, BARB
9. CERQUEIRA, GLENDA
10. DANILIS, LYDIA
11. DAVIES, RUTH
12. DONDO, RUTH
13. FANZEGA, BONITA
14. FERGUSON, DANIELLE
15. GOLDSTEIN, BRIAN
16. GORDON, LEANNE
17. JONES, ALISON
18. KAMARA, CONNIE
19. KIRK, CARINA
20. KISS, MARYANNE
21. KAUS, TAMMY
22. McDOUGALL, ANNETTE
23. NGUYEN, CHI
24. O'BRIEN, CHERYL
25. PATTERSON, JO-ANNE
26. PENNER, LANA
27. PROVOST, DONNA
28. RADFORD, CHRISTA
29. RODGERS, KAREN
30. STARK, KATIE
31. THOMAS, BRENDA
32. THOMPSON, CAROL
33. STRACHAN, JUDITH
34. ZORICA, JANET

Health Sciences Centre MNU Local 10
2017 Annual Meeting
March 15th, 2018

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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	8.2 MINUTE APPROVING COMMITTEE FOR 2018 MINUTES	
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	MOVED BY: The Finance Committee	
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	MOVED BY: The Finance Committee	
	MOTION #3	Pg. 10
	TO ADOPT THE 2018 ADJUSTED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.	
	MOVED BY: The Finance Committee	
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PRESIDENT REPORT

In Solidarity, Lana Penner

2017 was an extremely challenging year on a number of fronts;

The impact of closures of facilities in the city of Winnipeg on HSC, changes in patient's accessibility to care, significant culture shifts in our facilities combined with the Employment Security process as well as its impact on our facilities and members. These factors combined into a storm of change, challenge and fallout.

Increased violence remains a real issue at HSC with increased numbers of Injury near miss documentation as well as increased injury to our members. Our campus has been plagued with 2 car jacking's as well as 3 sexual assaults on one day in and around HSC. There have been random assaults in our tunnels and on our units; some staff have been seriously injured.

Staff frequently express their concerns regarding their personal safety while on the job as well as the safety of patients and visitors to our facilities. The Union absolutely believes that our members are entitled to a safe workplace! Our Patients and visitors should have a safe environment, too. My biggest question is how do we achieve this? How do we get there and what will it look like and what will it entail to achieve? WH&S committees I believe are understaffed and underutilized. How can we make these committees more desirable to our members so all seats are filled and our members are duly represented? How do we get our Employer to acknowledge the violence in our workplaces as a significant hazard to our members? I don't have all the answers yet but our office does plan to step up our quest with respect to these issues.

I must say that as I prepared my annual President's report I did reread the 2016 Annual report and was struck by how similar and yet magnified our Local issues and concerns are.

We continue to have further pressured worksites; I had identified earlier, our members continue to deal with ever increasing violence, heavier workloads both in acuity and numbers of patients. Our members have dealt with rotation changes in many areas- many have been completed and many are in the process of change so this is an ongoing issue and concern for many of our members. Our members have also dealt with Employment security issues or bumping which was concluded in early Jan/2018 thankfully although that impact lingers in our facilities.

Respectful workplace issues remain outstanding with lengthy time frames to address; our expired contract (which remains in full force and effect until such time as we ratify another) but we note our Employer pushing the limits of language and interpretation. The passing in Legislature but no enactment of Bill 28 and 29 which has spawned a lengthy legal undertaking for our Union and others from the Health sector that have joined together to challenge the Government in our rights to collective bargain and be supported by our Unions. The phases of hospital closures and repurposing of some facilities and the transition periods to those changes have impacted our sites. The transition to other service models which has shaken our facilities and impacted our service delivery due to the reduction of acute care facilities increasing our numbers and acuity of our patients. The difficulties some patients and families have had accessing the "right care at the right time in the right facility" has fallen to our staff. The "manage to budget changes that have cut services , supplies and staff to the bone to meet budget restrictions by March's end have caused much stress to staff and patients. We have also been made aware albeit very vaguely that HSC will become the "Provinces' Hospital but without any detail to explain what that means to our staff and patients. Extremely poor communication about changes has resulted in plenty of rumour and conjecture which is usually not pleasant or positive and impacts the culture in our facilities very negatively. All of the changes and rumors and negativity is problematic but so is our new reality- the loss of our longstanding IV team has reverberated long and hard within our facilities impacting our members, the care they are providing as well as the comfort of our patients. We lost our Burn CNS and our Trauma CNS which is difficult for our tertiary trauma hospital that manages both trauma and burns exclusively within the province- another resource lost to our members and our patients. Our Women's hospital has undergone many changes as previously outlined and lost an important piece of their team when the Lactation Consultants were deleted. Their input , knowledge and expertise has also impacted our members, the care they provide as well as impacting mothers and babes that would have benefitted from their expertise. All these changes at women's combined with the largest number of births per month ever documented has Women's reeling per NSWR which come at record numbers from that facility. Women's also awaits the opening of the New Women's hospital which is long overdue and remains a moving target with respect to an actual opening.

Centralized Staffing Offices, Computerized availability, RSV season that was both early, virulent and prolonged, Flu in the adult world, assigned breaks on the night shift, unpaid LOAs being offered which are very reminiscent of “Filmon Fridays” have all been reason to feel pressured and anxious. Our hospitals have always had a “can do” culture, but I fear that some of the positivity and hope is being sucked from our members as they struggle valiantly under the ever increasing workloads, pressures and violent workplaces.

Our Union, MNU both Provincially and Locally continue to do the utmost to support our members through change by addressing workplace issues as well as ensuring Collective Agreement provisions and language are maintained. I ask our members to do their part by supporting your Union, staying informed, knowing your rights and advocating for your patient’s care. Now is the time to stand strong together as we are formidable together and much weaker apart. Call your Local MNU office, visit our website (Provincial website, too) read the “Pulse” from our Provincial office and heed the email blasts you receive from your Local and your Provincial MNU. Stay active or get active in your Union, take care of yourselves and each other-and of course keep up your hard work, it is appreciated!

<u>Grievance Report</u>	<u>Nursing Workload Staffing Report</u>
<p>Currently have 55 ongoing grievances. 1 from 2010; 1 from 2012; 2 from 2014; 8 from 2015; 13 from 2016, 29 from 2017 and 1 from 2018</p>	<p>402 forms were received in 2017 of those, 103 occurred in 2016 but were received in 2017. Psych – 11-PX2; 1-PX3; 3-PY3S; 2-PSY ER; 9-GB2 Children’s – 17-CH ER; 4-CH OR; 8-CH4; 21-CH5; 2-CK3; 6-CK4; 1-CK5; 5-PSCU; 34-PICU; 1-PACU; 41-NICU; 4-NICU ND; 19-NICU YD Women’s – 15-IMCN; 15-L&D; 1-OR; 77-WRS3; 1-WRS4; 7-WT1 General – 3-GA4; 1-GA6; 2-GB3; 1-GB6; 11-CDU; 18-SCDU; 3-HEMO DIALYSIS; 1-GD2; 3-GD4; 2-GH3; 4-GH4; 2-GH6; 3-CENTRAL LINES; 25-ADULT ER; 1-PRE ADMISSION; 2-SICU; 3-VAT</p>

I now will take the opportunity to thank the members of MNU Local 10 for the support given to me, for their patience when they wait for me to return a call or an email, their understanding and respect when I provide information they may not like or want to hear and their continued faith despite all the challenges they have faced over this last year. I thank you all for the opportunity to serve as the Local President, I truly love what I do despite all the challenges we face together and the difficult times we all find ourselves in during this changing and challenging climate. I would also thank MNU Local 10’s Executive and Board members for their vision, commitment and support. As well, thanks to our Local VP, Shelley Trapp-Armstrong for her unfailing support of our members in their GRTW, Accommodations and ASAP meetings; as many of you know she regularly goes the extra mile for each of the members she serves. Our senior LRO Leona Barrett merits more than sincere thanks for her guidance, wisdom, experience and support through the many challenges that we work through together to identify and resolve. Of course I must also thank my SMEA, Sandra Moffat our Executive Assistant who is more than competent managing our office and also supporting the work that we do at and for MNU Local 10.

A special thanks to you all!
 In solidarity,



VICE-PRESIDENTS REPORT

In Solidarity, Shelley Trapp-Armstrong

I open this report with greetings to all of our members. To the ones that are just joining us as your careers “take off” and to the ones that are “taking off” as they join the newest retirees of 2018.

As the calendars have changed over and Ground Hog day says spring is on its way that is all the telling signs that our HSC Local 10 Annual General Meeting is set for March 15th, 2018. I look forward to an evening with good food and great friends!

I hope to share a small synopsis of the last year’s work our office continues to do on your behalf. Sometimes this may sound similar to reports from the past as my portfolio remains unchanged. However as the wonderful people keep changing my days are never the same.

Welcoming our Newest Members...

Introducing Unionism and the Collective Agreement to our newest members during orientation week is always one of my favorite assignments. These colleagues are eager and inquisitive. They always thank us for our knowledge we bring as they gain their foundation on their units as we give them a firm foundation on their Union rights and resources available to them.

ASAP Being Well Utilized by the Employer...

To all that may not know what ASAP is? It is the acronym for the Employer’s Attendance Support Assistance Program. The Employer continues to monitor all of our absences and compare it against a 6% comparator group of employees. The Employer utilizes this program to discuss success strategies that allow our members to attend work on a regular basis. Please contact our office if you are being called to meet and wish to discuss your situation in which we may be able to assist you.

The Return to Work Program...Are You Away because of Injury or Illness?

I assist many members through their journey to return to their positions following an injury or other illness. Some experience a simple recovery while others last much longer than they ever expected. All along the way they realize the paperwork, the phone calls that need to be done, including the rehabbing one has to go through to get back to their jobs is more than a full time job. Some tell me their recovery compares to them enduring “Boot Camp.” Not only can a physical injury be difficult but we also see the psychological illnesses that nurses endure. All of these journeys are given with the utmost support for our members as they strive to return to work. We are also here to ensure nurses look after their premiums during their time away from the workplace. Always call our office if you are away for a Leave of Absence as we will guide you through the trail of paperwork and let you concentrate on your recovery.

Workplace Safety and Health... We Want To Do Better

At the Local 10’s Strategic Planning Session in the fall of 2017 it was discussed to try and make HSC a safer place to work. We are working diligently to be present on the 10 working committees that require nurses as members. Our Executive members have been requested to sit on these committees and continue to recruit other colleagues who may be interested. As there continues to be a high number of incidents around the Hospital we strongly encourage you to get involved and speak up for a safer work environment.

For 2017 our office recorded a total of 124 Injury Near Miss forms and Union Reports_combined. I broke down the incidents per each tower as follows:

- Ann Thomas 31
- Children’s 9
- General 27
- Women’s 2
- Rehab 1
- Psych Health 54

We recognize these occurred within the Hospital, however many of you know we have had very serious assaults occur around our Hospital on the surrounding sidewalks, parks, and even our parking lots. We ask you to be well aware of your surroundings. Please take your tunnels after dark if you can or walk in pairs to your cars parked on the residential streets.

Our office is going to advocate for your safety. We want to hear from you if you do not believe your concerns are being addressed.

Thank-you...

I have had the pleasure to orientate several new unit reps throughout this last year. We want to thank these colleagues who became a new union support that assists members and directs them to Lana or myself for their more complex concerns.

Our office includes the talents of Sandra our Executive Assistant. She often answers the phones and assists our members for Education funding requests. Thank you for all the assistance you do for our members and personally for me in the office. That kindness has not gone unnoticed.

Lana, our President. Her leadership and support I see her show day in and out is second to none. She works diligently to back our members with a resolve to the satisfaction of each member she works with.

Our Executive Committee works hard on your behalf to provide ideas and knowledge that allows us to provide the highest quality of leadership for all Local 10 nurses.

Leona, our Labour Relations Officer. She may not cohabitate with us in our office however her phone is always near and she is always available when we call on her. I often say to myself what would Leona say? Sometimes I figure it out and other times I still require her expertise that would be best for our members. Her goal like ours is to provide our nurses with the best representation. We are lucky to have her as part of our leadership from the Provincial Office.

Finally, I wish to thank Sandi Mowat for all she has shown me over the years. Her leadership to our members of Manitoba has always been with honesty during the good and the bad times we as nurses have experienced. Her dedication had never faltered during her time as our Provincial President. I am and will be proud to say she was an Alumni of our Local. I hope to be able to show leadership like she has to our members as I hold this position. I want to wish her well and all the best on her new adventure called Retirement!

Respectfully submitted by,
Shelley Trapp-Armstrong



SECRETARY/TREASURER REPORT

Submitted by, Carina Kirk

This year has been a challenging year for nurses. We continue to challenge ourselves when we have to.

As my first term in my position of Secretary/Treasurer, I have done that too.

When I started nursing, I did not really know how much the Union could do for me. Going to the Provincial AGM as a voting delegate, I saw the posters of the

Union History. Nurses mortgaged their houses to start our Union. Can you imagine us doing that today? Our challenges are different. With workplace violence on the rise, and changes in rotations that resulted in many deletion of positions, this year causes us to reflect on what it means to be in a Union.

With that in mind, our Executive continues to work hard to manage our finances. Here is the Proposed Global Budgets.

GLOBAL BUDGET

REVENUE	2018	2018 AMENDED	2019 PROPOSED
Local Portion of Dues	331,890.00	331,890.00	331,890.00
President Salary Replacement	45,700.00	54,000.00	54,000.00
Interest on Deposits	1,500.00	1,500.00	1,500.00
Legacy Fund	51,060.00	51,060.00	51,060.00
TOTAL	430,150.00	438,450.00	438,450.00
EXPENSES			
Office Costs	58,100.00	58,550.00	58,550.00
Demo/Membership	40,450.00	41,450.00	41,450.00
Admin/Support	306,995.00	306,995.00	306,995.00
Funds (cfnu/severance/platinum)	23,050.00	23,050.00	23,050.00
TOTAL	428,595.00	430,045.00	430,045.00
Net Surplus/-Deficit	1,555.00	8,405.00	8,405.00

MOTION #1

TO ADOPT THE 2017 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 2018 FISCAL YEAR.

MOVED BY: The Finance Committee

MOTION #3

TO ADOPT THE 2018 AMENDED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.

MOVED BY: The Finance Committee

MOTION #4

TO ADOPT THE 2019 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 2017. The past year was busy with grievances, arbitrations and GIP'S which seem to becoming more complex and increased in number.

Annual Meeting

The 42nd AGM and Provincial Education day was held April 25, 26, 2017 at the Victoria Inn in Winnipeg. Approximately 500 delegates participated in the discussion and decision making over the two day meeting. The keynote speaker on the first day was Dr. Cindy Blackstock who spoke on the challenges faced by Indigenous Children.

Sandy Summers, Founder and Executive Director of the Truth about Nursing, spoke on day two of the AGM. She is leading the effort to change the way the world thinks about nurses by challenging damaging media depiction of Nurses.

Day Two also saw us march to the Legislature to voice our concerns over the changes being made to health care. Although Government promised to protect Front Line Workers, they introduced 2 Bills, Bill 28 and Bill 29, cancelled millions in infrastructure spending and announce plans around changes to ER's, ICU's, Urgent Care and much more. We were quite a force, we also had many other Health Care Unions come and support us as well! Being a Wednesday Manitoba Nurses wore White!

The Education Day began with Jeff Sych. Stress, Resistance, Resilience & Recovery. This was followed by members choosing from many breakout sessions.

The AGM is scheduled for May 1, 2 and the Education Day on May 3rd, 2018. The theme for this year's banquet is Viva Las Vegas. The proceeds from the silent auction will be going to support The Bruce Oake Recovery Centre. The Banquet is being hosted by the Seven Oaks Nurses Local 72.

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 attended the International Congress of Nursing which was held in Barcelona, Spain. 'Nurses Transforming Change' Nursing is a global profession, with our common concerns, purposes knowing no borders.

Sandi also held town meetings with LPN's across the province gathering and providing information concerning the issues of the LPN wages. A survey was distributed to 1738 LPN with a 10% response rate. The information gathered is being sent to the PCBC for review.

Almost 1300 Nurses from across Canada attended the CFNU Biennium in Calgary, this included 120 from Manitoba. The Theme was Speak Up. Lots of great discussion and networking. Again CFNU President Linda Silas took us marching to the streets in Calgary to SPEAK UP!

The CLC Triennial was held in Toronto, Ontario in May of 2017. President Hussan was acclaimed as president! This time it was President Hussan along with all other Member Organizations marching down the streets of Toronto to lend support for the \$15.00 minimum wage.

November 29th, 2017 saw The Board of Directors, meet and speak with many different MLA's to voice our concerns about the changes in the Health Care System. We met with all parties and we each presented issues of concern. The Board then attended question period, and listened to the Leader of the Opposition Wab Kinew and other MLA's present the Petition signed by our 9000 Manitobans.

MNU participated in The Pride Parade June 4, 2017. This was a first for MNU, approximately 40 members attended. A committee has been struck to formalize ongoing participation in coming years.

The 2017 Education Conference (formerly Labour School) was held in Winnipeg September 19-21, 2017 at the Radisson Hotel. Once again we had many first time attendees, student nurses and internationally educated nurses participate. As always, the classes were informative and fun. During a lunch break the nurses wore White and headed to the streets to get signatures for the Petition. The Education Officer is always evaluating the courses offered to ensure that the topics remain pertinent to all nurses.

Bill 28 - Public Service Sustainability Act interferes with our right to bargain by imposing a 2 year wage freeze. An injunction has been filed and court proceedings are pending. MNU has joined forces with several other Health Care Unions to challenge this in the courts.

Bill 29 - The Health Care Bargaining Unit Review is looking to reduce the number of bargaining units in Health Care. Both of these Bills have been passed, but not yet enacted.

Sandi and MNU continue to communicate and campaign about the changes. Communication tools include, but are not limited to Frontlines, Pulse, MNU App, MNU Website and Portal! Remember we need your email address so you don't miss out on information. If you haven't signed up for the App yet, we encourage you to do so!

As many of you are aware, Sandi announced her retirement. We would like to take this opportunity to thank Sandi for her commitment and dedication to MNU over the years. Congratulations on your retirement Sandi.

An election for the MNU President will take place on Day 2 of the AGM. Those running for President are Darlene Jackson, Donna McKenzie, Marguerite Smith and Kellie Stewart-Schuff.

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

In Solidarity, Brenda Thomas

As many of our members are aware, our last collective agreement expired on March 31, 2017. Early in 2017, MNU served notice to the employers that we were ready and willing to come to the bargaining table to begin the process of negotiating a new collective agreement.

However during the last legislative session, the Government presented Bill 28 (The Public Services Sustainability Act – the act that freezes the wages of nurses and all other public sector employees for a 2 year period), and Bill 29 (The Health Sector Bargaining Review Act – the act that decreases the number of health care bargaining units in the province) to the legislative house. The MNU and multiple other unions/bargaining units have strongly opposed these bills. Our provincial president Sandy Mowat (as well as other union leaders), made multiple presentations to legislative committees and to Provincial Government

members, outlining concerns that the bills interfere with the Unions' rights to bargain new and fair collective agreements that represent all unionized public sector employees. Despite hearing the valid concerns of the unions' representatives, the Government chose to pass these bills. To this date, the Government has not "enacted the bills" (have the bills come into effect), but they can choose to do this at any time without further debate.

As of the date of writing this report, the PCBC has not had further meetings nor have we been notified of any proposed meeting dates, to negotiating a new collective agreement with the employer.

I encourage all members to continue to monitor: the Provincial MNU website at: manitobanurses.ca, or our local website at: mnu10.ca for updates on the progress of our bargaining committee. I also can be reached: bthomaslocal10@gmail.com for any questions, comments, or concerns our local members may have for the bargaining committee.



ANNE THOMAS CENTRE REPORT

Submitted by: Janet Zorica

A very challenging year comes to an end. We started off with baseline staffing issues to experiencing restructuring of staff, resources and patient services. There are still many unknowns which are causing a lot of questions by nurses as well as a lot of apprehension. We encourage all our members to contact the Local 10 Union office to answer any questions or concerns.

We know that the upcoming year will continue to be a challenging year so we encourage nurses to continue to be advocates for their patients and Safe working environments. Communication is our key. If your Unit does not currently have a rep, and you or someone you know is willing ... please contact us. Here are the number of Nursing Workload Staffing Reports received for the year..... SICU 2; ADULT ER 25; CH ER 17; CH PACU 1; CH OR 4; CH PICU 34

PSYCHEALTH CENTRE REPORT



Submitted by: Lisa Aab

There continues to be a heavy workload for HSC emergency including the PEN nurses in ER. Despite recent news articles that have been available in Winnipeg there are NO methamphetamine beds in HSC mental health. According to management there will be 4 new mental health beds on PX3. Allegedly there will be new hires to assist with workload in this area. Staff safety continues to be of main concern for all mental health and HSC staff with regards to patient loads and individuals at risk for violence.

WOMEN'S CENTRE REPORT

Submitted by Lydia Danilis

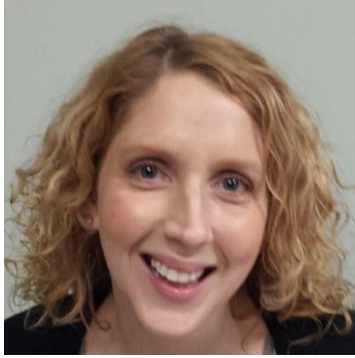


This year may you find innumerable ways to make health food taste as good as junk food on nights, get time to empty your bladder, and due to the current work load stay positive and refrain from posting "The light at the end of the tunnel will be turned off until further notice."

Most staff are aware that Women's Hospital has undergone many changes over the past few years and is continuing. The staff endured the transition from Low Risk and High-Risk L&D to an amalgamation of one Women's Birthing Center. We saw PNAU and Triage become just Triage. 2017 had multiple recorded breaking birth months. The acuity of patients has increased in turn induction of labour has increased. This is just a sample of the changes that have occurred. Now with Government budget cuts we see front line positions deleted and the bumping process alive and well. I have heard many stories regarding crazy shifts, no breaks, fear surrounding being bumped and what to do next. To date I would like to say how proud I am of the staff at Women's Hospital. Whether in person, via text, phone, email etc. all nurses who contacted me regarding concerns did so with integrity and professionalism. I can only image how scary it is for a new grad to enter the profession and in less than a month be notified she does not have a position. With perseverance and help they overcame these trying times and to date I am aware all nurses who were bumped at Women's found positions at Women's. It may not have been on the unit they wanted but they maintained a positive outlook.

I am sure you all are aware that the new Women's Hospital has been plagued with delays. Construction on the building began in 2013 and the new official opening is slated for 2019. I was fortunate to have a tour of the building, along with other staff. It really is a state of the art building for new mothers, women, and staff. It will be both exciting and a relief when the transition to the new building finally comes. For further information and updates please visit HSC website. Also visit CBCnews.ca New women's hospital on budget, but delays mean it won't open until 2019.

Remember each New Year brings new opportunities and adventures. A New Year is like a blank book, and the pen is in your hand but in the land of nurses the book comes in the form of workload forms. I cannot stress enough the importance of these forms. Completing these forms keeps union and management apprised of nursing shortages, trauma in the workplace and other concerns surrounding the short comings that interfere with nurses being able to perform safe patient care. Remember to work together in completing the forms.



CHILDREN'S CENTRE REPORT

Submitted by: Katie Stark

Children's Hospital has had another busy year with high numbers of influenza and RSV this winter. Staff continue to work understaffed and have higher level

of acuity on the wards without staff increases. Sick calls are not always covered with overtime and working short staff is not uncommon. The staff has been filling out the Nursing Workload/Staffing Report forms but I hear from our members that they should be filling out more but are just too tired and don't have the time. There have been many implementations of new master rotations to the units and some rotations still in the works. Rotations have been moving to working every other weekend. New positions were created this year for units of having staff who work a non-conforming shift pattern to assist with filling vacancies when staff are on vacation. This innovative idea has been useful to the units.

Due to budget cuts this year BLS was postponed as well as Code Blue training so for many months' staff were working without being up to date on their certification of BLS and Code Blue.

Many changes have come to Children's Emergency Department with the implementation of the EDIS triage system, a system that has been widely used for years across Winnipeg Emergency Departments. Minor renovations were done to the triage area in Children's ED to implement that system that allows a side-by-side triage and registration process. The space is crowded and has been taxing on staff working in this area, staff are hopeful that more renovations will be done and allow visualization from triage to the waiting room.

In May 2017 a new monitoring unit for children with epilepsy was unveiled at the Children's Hospital thanks to a 2 million dollar donation.

The Pediatric Transport team is up and running and when the nurses are not on transport they have been very helpful to units in the hospital assisting with break relief and starting IVs on the wards.



GENERAL CENTRE REPORT

Submitted By: Melody Bouskill

I represent all MNU members in the General Centre.

There continues to be concern throughout the General Centre regarding violence towards staff. Several incidents have been reported regarding verbal and physical assaults including outside of the hospital grounds or areas around the campus. Along with physical and verbal assaults within the General units, H7 reported physical assaults resulting in a lockdown of the unit. Workplace Health and Safety meets regularly, although staff feel that some incidents were slow to be addressed by proper personnel.

In previous years, efforts were made to train and educate staff. The violence prevention modules were implemented at that time. Presently, the general feeling is that more needs to be done on an ongoing and continual basis as violence towards staff tend to be occurring more frequently at an alarming rate. Staff are encouraged to call security first and not to physically intervene. There are vacancies on the Workplace Health and Safety Committee for those interested.

Throughout 2017 many changes have occurred regarding the bumping and deletion process. There was definitely a sense of insecurity and palpable stress throughout the entire General. Master rotation changes will be occurring now that the bumping and deletion process is completed. In some areas concerns voiced are that staff need to pick vacation prior to the master rotation change. If you have questions or concerns please contact the MNU Local 10 office, or utilize your Collective Agreement Article 1504 in regards to Master Rotation.

- GA1 reports an increase in procedures. No concerns regarding staffing. An increase in patient load but staff are coping. Staff sick calls being replaced, as without bare minimum staff procedures would result in being cancelled.
- GA5 reports an increase in beds (total of 6). Staff report hiring of more nurses along with support staff. Overtime continues to be approved with sick calls being replaced.
- GD5 relief coverage thin over the holidays.

- GB6/A6 dialysis reports that sick calls are not being replaced. CRN's carrying a patient assignment and having to leave to attend a meeting, leaving staff with a double patient assignment. Overtime is not being fairly distributed. An increase of staff being mandated and that staff aren't sure which process is being utilized to mandate staff. Staff breaks being interrupted to discuss doing overtime or other general ward/nursing concerns. Stats are being requested 8 weeks in advance, only to be denied a week before the requested stat day. Nurses are seeing an increased need for 2 CRN's on evenings due to increased patient acuity and an increase of patient volumes.

Many nurses report IV issues including establishing in a medical 25.

Nurses in the General report float nurse carrying a black bag for medical 25's which results in staff having to cover the nurse when called away on a medical 25.

Taking into consideration the deletion of the IV team in 2017 many concerns have been raised.

The General common issues involve: heavy workloads, staff exhaustion/injuries and burnout due to working short staffed, CRN's having an assigned patient workload (along with CRN assigned duties), and mandated overtime.

Please take the time to fill out the workload staffing report forms if concerned. There are documents needed to protect members and workload, especially in these trying and challenging times. If there are any questions regarding workload staffing reports, please ask your Unit Rep, your General Centre Rep and your MNU Local 10 President or Vice-President for help and guidance in regards to filling out these forms.

In regards to Unit Reps, out of 31 Unit Rep positions, only 10 are occupied in the General Centre. The vacant positions are: GD157, GB3, GD1-Surgical/Ortho Clinics, GD2, GD4, GG-332 Vascular Lab, GE1, GH5, GH6, Diabetic Clinic-GA248, Surg./Med. OPD-GD122, Pre Adm. Clinic-GA129, Infectious Disease-GD122, Lipid Clinic-1st floor 835 Sherbrook, Enterostomal Therapy-GA207, Diabetes Research Group-JBRC806, Liver Research-JBRC806, TPN Co-Ord.-GE432, Renal Transplant Program-GE412. If you are interested in being a Unit Rep, please let MNU Local 10 know at mnu10@mnu10.ca or call 204-783-4338.

EDUCATION TRUST FUND REPORT

Submitted by: Linda Newton, Administrator

The Education Trust Fund (ETF) was established in 1981 from accumulated monies from an Employment Insurance (EI) rebate, which is applied for yearly by the Hospital. The overall goal of supporting nurses at Local 10 in pursuit of a wide range of continuing education opportunities continues to guide the Board in their decision making.

This year, the Board has been monitoring several trends including the decline in applicants in pursuit of a baccalaureate degree and the overall number of conferences/seminars attended. The first trend is likely due to the change several years ago in the entry requirements for a baccalaureate for registered nurses. The second trend may reflect the increasing difficulty in nurses' ability to get days off to attend continuing education activities. We will continue to monitor these trends. As a result of the first trend, the maximum amount of monies for full-time bursary applicants was reduced. The reasons are to ensure a more even disbursement of monies to all members and to reduce over-all expenditures in order to maintain our principal.

Our financial affairs are managed by Richard Clark of Sun Life Financial. Each year the Board receives an in-person report of our financial affairs including return on investments and asset mix. The net rate of return in the past year was 4.01% with a 5 year compound rate of return of 6.30%. The asset ratio is 60% lower risk and 40% medium risk (per AGM December 11th, 2012).

The Board is chaired by Lana Penner and has as its members Shelley Trapp-Armstrong, Ed Brunner, Bernadette Truong and Bonita Fanzega.

MOTION #5

TO ADOPT THE EDUCATION TRUST FUND 2017, 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 2018 FISCAL YEAR.

MOVED BY: THE EDUCATION TRUST FUND

LOCAL 10
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