



**HSC NURSES**

**M.N.U. LOCAL 10**

**2019**

**ANNUAL GENERAL**

**MEETING**

**MARCH 12<sup>TH</sup>, 2020**

## **2019 LOCAL 10 EXECUTIVE**

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

### **Centre Reps**

<b>Women's Rep</b>	Lydia Danilis
<b>Children's Rep</b>	Katie Stark
<b>Anne Thomas Rep</b>	Janet Zorica
<b>Psych Health Rep</b>	Lisa Erickson
<b>General/Rehab Rep</b>	Brenda Thomas

## NOMINATIONS UPDATE

As of February 8<sup>th</sup>, 2020

### IN BY ACCLAMATION

President	<u>Lana Penner</u>
Childrens Centre Rep	<u>Kathleen Stark</u>
PsychHealth Rep	<u>Lisa Erickson</u>

### Voting Delegates for NEXT YEARS Provincial AGM

Lisa Aab, Danielle Ferguson, Judy Strachan, Evan Barker, Cheryl O'Brien, Chi Nguyen, Shelley Trapp-Armstrong, Barb Coelho, Karen Rodgers, Carina Kirk, Lydia Danilis, Kathleen Stark, Janet Zorica, Lisa Erickson, Lana Penner, Jo-Anne Paterson

### POSITIONS OPEN FOR ELECTION

TWO (2) Finance Committee Members

Two (2) Voting Delegates for this years Provincial AGM

Nineteen (19) Voting Delegates for Next Years Provincial Annual General Meeting

### VOTING DELEGATES FOR THIS YEARS PROVINCIAL AGM

1. AAB, LISA
2. BRIGHT, JILLIAN
3. BUCHHOLD, ALEXANDAR
4. CERQUEIRA, GLENDA
5. COELHO, BARB
6. DANILIS, LYDIA
7. DAVIES, RUTH
8. DONDO, RUTH
9. LISA ERICKSON
10. FERGUSON, DANIELLE
11. FORDHAM, SARA
12. KAMARA, CONNIE
13. KAUS, TAMMY
14. KIRK, CARINA
15. KISS, MARY ANN
16. LALMAN, ELIZABETH
17. MENDOZA, ADORA
18. MONIZ, LAURA
19. NACIONALES, TRACY
20. NGUYEN, CHI
21. PATERSON, JOANNE
22. PAYNE, JOSIE
23. PENNER, LANA
24. PRUDHOMME, EMILY
25. RADFORD, CHRISTA
26. REIMANN, ELLEN
27. RODGERS, KAREN
28. SALAZAR, PAM
29. SHEARER, JESSICA
30. STARK, KATHLEEN
31. TRAPP-ARMSTRONG, SHELLEY
32. UY, MARY ROSE
33. ZORICA, JANET

## **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 IDENTITY 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	
3.0	INTRODUCTION OF LOCAL EXECUTIVE	
4.0	APPROVAL OF CREDENTIALS	
	<i>Moment of silence for our sisters and brothers who have passed away in the last year.</i>	
5.0	ADOPTION AND APPROVAL OF AGENDA	Pg. 4
6.0	APPROVAL OF RULES OF PROCEDURE OF THE ANNUAL MEETING	Pg. 3
7.0	MINUTES	
	7.1 APPROVAL OF 2018 ANNUAL GENERAL MEETING MINUTES	
	7.2 MINUTE APPROVING COMMITTEE FOR 2019 MINUTES	
	1. _____ 2. _____	
8.0	SECRETARY/TREASURERS REPORT	Pg. 9
	AUDITORS REPORT	
	<b>MOTION #1</b>	Pg. 9
	TO ADOPT THE 2019 FINANCIAL STATEMENTS AS AUDITED BY ERIC ROBERT OF RAWLUK & ROBERT CHARTERED PROFESSIONAL ACCOUNTANTS	
	<b>MOVED BY:</b> The Finance Committee	
	<b>MOTION #2</b>	Pg. 9
	TO APPOINT ERIC ROBERT OF RAWLUK & ROBERT CHARTERED PROFESSIONAL ACCOUNTANTS AS AUDITOR FOR THE LOCAL 10 2020 FISCAL YEAR.	
	<b>MOVED BY:</b> The Finance Committee	
	<b>MOTION #3</b>	Pg. 9
	TO ADOPT THE 2020 ADJUSTED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.	
	<b>MOVED BY:</b> The Finance Committee	
	<b>MOTION #4</b>	Pg. 9
	TO ADOPT THE 2021 PROPOSED GLOBAL BUDGET AS PROPOSED AND APPROVED BY THE FINANCE COMMITTEE.	
	<b>MOVED BY:</b> The Finance Committee	
	<b>MOTION #5</b>	Pg.13
	TO ADOPT THE EDUCATION TRUST FUND 2019, FINANCIAL STATEMENTS AS AUDITED BY ERIC ROBERT OF RAWLUK & ROBERT CHARTERED PROFESSIONAL ACCOUNTANTS.	
	<b>MOVED BY:</b> THE EDUCATION TRUST FUND	
	<b>MOTION #6</b>	Pg.13
	TO APPOINT ERIC ROBERT OF RAWLUK & ROBERT CHARTERED PROFESSIONAL ACCOUNTANTS AS AUDITOR FOR THE EDUCATION TRUST FUND 2020 FISCAL YEAR.	
	<b>MOVED BY:</b> THE EDUCATION TRUST FUND	
9.0	ELECTION RESULTS (IN BY ACCLAMATION)	Pg. 2
10.0	NOMINATIONS FOR UNFILLED POSITIONS	Pg. 2
11.0	REPORTS	
	12.1 PRESIDENT'S REPORT	Pg. 5 & 6
	12.2 VICE PRESIDENT'S REPORT	Pg. 7 & 8
	12.3 MNU BOARD REPORT	Pg.10
	12.4 PCBC Report – no report	
	12.5 CENTRE UNION REPS	
	i) GENERAL CENTRE – NO REPORT	
	ii) WOMEN'S CENTRE	Pg.12
	iii) CHILDREN'S	Pg.11
	iv) PSYCH HEALTH - NO REPORT	
	v) ANNE THOMAS	Pg.11
	12.6 EDUCATION TRUST FUND REPORT	Pg.13
12.0	NEW BUSINESS/ANNOUNCEMENTS	
13.0	ADJOURNMENT	



## PRESIDENT REPORT

### In Solidarity, Lana Penner

The last year has been an extreme challenge to say the least! It feels as though HSC Local 10 has been stuck in a very bad old western - The Bad, The Worst and The Really Ugly!

The only positive I can share is to give a loud and long shout out to all MNU members and

staff of HSC; You have all given everything you have, you have worked through incredible challenges, suffered crushing workloads, supply shortages, increasing and daily violence and yet have continued to rise to every instance and do your level best to continue to provide safe and ethical care to our patients and families of Manitoba. Against unrealistic odds, combined with the pressure of the provinces health care needs on our backs everyone kept showing up! My question is how long can we continue under the worsening and most dangerous conditions?

Our members are facing moral distress, compassion fatigue, physical and mental injuries AND UNRELENTING STRESS all the while the Employer and Government knew there were significant shortfalls in resources. Had anyone asked or listened to our concerns since 2015 our members would have readily articulated what our Employers 'DATA' would demonstrate! HSC needs change, support, and resources, both human and physical with respect to space, staff, Support staff, and Allied Health supports. Instead, despite Local 10 MNU's clear messages, not enough has changed to support our workplace sustainably. We as professionals and guardians of health care – the most trusted professionals in Health care must continue to educate, inform, advocate and cry for help because change has got to come!

So to document one of the worst years ever, MNU members started the move to Grey list our facilities; we had overwhelming support from both the Local members and ultimately the Board of Directors for MNU. We have at every opportunity been working collaboratively with our Employer, nurses have risen above the crippling challenges which include excessive violence and the inability to meet our professional standards; we have lived with fear regarding our Colleges/licences, fears for our safety and ultimately the fear for our patients and families. The demand for care has far outreached our physical space and has degraded our ability to support

excellent patient care which has resulted in moral distress, compassion fatigue and fear for our members' patients and families. When combined with a punitive and reactive Employer the result is a perfect storm. If improvements do not occur further action will be taken by Local 10 and its members.

HSC cannot continue to carry the workload and chaos any longer, all stakeholders are in jeopardy!

Over this last year we have been officially designated as the Province's hospital - Shared Health so please let's more equitably share the workload and the resources.

The new Women's Hospital opened after a very long road. I can tell you it is a beautiful facility but a very large and spread out facility. Some members are reporting 19000 plus steps per shift! There were some glitches with the opening and continuous changes and adaptations that nurses have been working very hard to incorporate to ensure the success in their new home. Kudos for all of them as it has not been an easy transition. Speaking of transitions, the surgical program in Shared Health has been working toward sharing of spaces between multiple programs and has been another challenge considering foundational and functional differences.

Many units within HSC have continued to struggle with workload, acuity, staffing and injuries; there aren't many that haven't reported such issues. Although our Grievance lists have decreased, many do remain outstanding including some Overpayments and Quota bank grievances; we hope to continue addressing these concerns for our members. Bill 28 remains outstanding but is in the Courts, thankfully we will continue this dispute until we have regained our right to collective bargain. MNU has officially received our new members (result of Bill 29) and we welcome them to our fold.

HSC MNU Local 10 has full support to Grey list and we have been working hard to keep communication open and to continue collaboration with the Employer. The efforts have at least brought the players to the table. The Government has been meeting regularly with Darlene Our Provincial president but our Local needs observable improvements sooner than later. We have irons in the fire but we must maintain and increase the pressure and stay the course for full resolution.

We have heard confirmation that a Stroke Unit will be forthcoming into our campus and look forward to this inclusion.

Critical care areas have experienced a lot of additional pressure with respect to both staffing and Physical space. The Employers response has been surprising; the foundations of Critical Care Education have been altered and shortened based on ECCO program. We all wait for the impacts of the alterations. More courses have been offered beyond the usual scheduled time frames to address our vacancy rates within the program.

ER both Children's and Adult have been sorely under spaced and staffed for an extensive period of time and the relief seems a long way away as I write this report.

Medicine, Surgery and Mental health have also exploded and grown out of their Physical spaces and staffing needs. It seems generally our hospitals have less support, less supplies, more challenges with equipment and less support staff than required. Violence is at an all-time high all over our campus; societal underbelly plus drugs issues including crystal meth have impacted all areas.

I guarantee more challenge and change in our future. The Union has never needed the support of its members as much nor have our members needed their Union more. We must support each other unit to unit, program to Program, Hospital to hospital , Urban to Rural .Solidarity has never been more important than it is today. I ask members to vote, support and commit to their Union. It is imperative that when the Union calls, our members must be prepared to answer our call! Please stay tuned and utilize our website, the Local office resources, NWSR. RL6's. Present your concerns at NAC; Attend meetings and support the Union and each other! Stay informed, it is to your best advantage and ours!

I would also take this opportunity to thank Leona Barrett our esteemed LRO for a great many years for her wisdom, hard work and dedication .She has been the port in our storms! Leona trained at the Winnipeg general Hospital, worked here for a great many years and upon moving to MNU as an LRO has worked tirelessly for our Organization. We regretfully say good bye to her as our LRO as she moves to negotiations, her first love! We wish her the very best in that familiar but daunting role! Thank you Leona Barrett!

We welcome Karen Fleming as our new LRO commencing April 1<sup>st</sup>!

I would also thank our hardworking Local Executive and Board members for the last year, for their commitment and vision. We say happy retirement to Melody Bouskill (General Centre Rep) and Brenda Thomas (PCBC and General Centre rep) Wishing you both health and a long happy retirement!

We welcome Lisa Erickson to Centre rep in mental health saying so long to Brian Goldstein who moved to another facility!

I also congratulate and thank Shelley Trapp-Armstrong for her work, commitment and support, our members rely on her expertise that she freely gives!

Sandra our Executive Assistant is one of our greatest assets, we could not function without her organization and support. Thankfully it is her dulcet tones you hear when you call our office, she continues to assist all our members in any way she can, always with a smile!

In solidarity,

*Lana Penner*



## VICE-PRESIDENTS REPORT

In Solidarity, Shelley Trapp-Armstrong

Hello to all and wishing each of you a wonderful New Year and an even more optimistic decade starting in 2020!

Another year, another annual general report is required. Reminders of such to get my report started are:

1. Ukrainian Christmas and New Years have been celebrated in my home...Check!
2. Ground Hog day has occurred...Check!
3. Sandra and Lana have enjoyed a beach on their well-deserved holidays...Check!
4. Mr. Pallister has failed to recognize the hard dedicated work provided by the 2500 nurses at Health Sciences Centre...Check!

So the fight goes on to take this Government and Employer to task and accountability to ensure a safer respectful workplace.

This last year has seen the change of this hospital's name to Shared Health, and the Health Sector vote allowed some new members to join the MNU's umbrella from MGEU. To each of you I extend a warm welcome.

As I know our President will provide a thorough perspective of the last year. I thought I would provide a couple of different reviews.

### ***Years Later... Injuries, Illnesses and Recoveries...***

I wanted to provide an overview of the number of nurses who experienced an illness and or injury.

Disability Stats to 2019

YEAR	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
HEB	40	25	14	21	26	26	30	20	15	9
MPI	12	9	12	7	9	3	5	3	7	2
NONE	19	43	44	50	66	76	59	107	105	133
WCB	<u>29</u>	<u>37</u>	<u>45</u>	<u>34</u>	<u>39</u>	<u>41</u>	<u>37</u>	<u>33</u>	<u>32</u>	<u>21</u>
TOTAL	<u>100</u>	<u>114</u>	<u>115</u>	<u>112</u>	<u>140</u>	<u>146</u>	<u>131</u>	<u>163</u>	<u>159</u>	<u>165</u>

The journeys our nurses have gone on and some remain on show and tell me the tenacity it takes to get back to their positions. The Duty to Accommodate was successful 160 times in the last decade.

### ***Getting Involved at the Grass Roots Level...***

I had the pleasure to orientate 5 grass root leaders from the front lines and orientate them into their unit rep roles across the facility. Thank you for your participation.

### ***Are We Safe? Can we Be Safer?***

Lana has been diligent in getting the message across to this Employer and Executive Leadership team trying to make this hospital safer. That being said this also requires our commitment to participate actively on the Workplace Safety and Health committees across the Centre.

Our Local 10 Executive members are supporting the committees as we continue to look for a few more members. At the time of this report vacancies remained on the Ann Thomas, Administrative Buildings (including the Isabel Stewart Building), and the Harry Medovy and Community Service Towers.

We need your voice and advocacy for the tower you work in. Let's show this Employer you want a safer workplace. Let's do our part in making each one of our hospitals safer for all. Your participation means your workplace matters to all of us! We need your help! Please call our office at 204-783-4338 so we may put your name forward to the Employer as soon as possible.

***Do you meet the Attendance Expectation?***

The Employer continues to utilize the 6 % threshold for their attendance management program (ASAP) over this last year. There have been 4 removed from the program in 2019. However there are 46 actively participating between Step 2 and 3 on the program. If you are concerned or participating informally on Step 1 with your MOPC or have questions please call our office for assistance.

***A Thank you is Never Enough...***

In closing the last year and decade to say the least has had the HSC Local 10 nurse have experienced many changes. The dedicated leadership of Lana Penner and our labor relations officer Leona Barrett cannot be explained in a simple sentence. You need to see them in action to truly understand what they strive to do on behalf of each of us to improve the working conditions here at HSC. They carry your voice, your story, your passion forward to the leadership team that can make change for a better hospital for all of us. Please continue to show your support in their efforts when we are called upon to do so. I also wish to extend a thank you to Sandra Bond-Lehtinen for all she does in our office. Again a simple thank you seems so inadequate. Our executive committee continues the best to our abilities to meet the needs of this membership.

May this new decade bring change for the better and the solidarity it will take to make this hospital better again.

In solidarity

*Shelley Trapp-Armstrong*

## SECRETARY/TREASURER REPORT

Submitted by, Carina Kirk



# GLOBAL BUDGET

	PROPOSED 2020	AMENDED 2020	PROPOSED 2021
<b>REVENUE</b>			
Local Portion of Dues	\$ 344,200.00	\$ 344,200.00	\$ 344,200.00
Pres. Salary Replacement	\$ 54,000.00	\$ 54,000.00	\$ 54,000.00
Interest on Deposits	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
Funds	\$ 23,050.00	\$ 23,050.00	\$ 23,050.00
<b>TOTAL</b>	<b>\$ 426,250.00</b>	<b>\$ 426,250.00</b>	<b>\$ 426,250.00</b>
<b>EXPENSES</b>			
Office Costs	\$ 59,975.00	\$ 60,820.00	\$ 62,850.00
Demo/Membership	\$ 47,950.00	\$ 47,950.00	\$ 47,950.00
Admin/Support	\$ 306,598.00	\$ 306,598.00	\$ 308,082.96
Funds (cfnu,strike/sev)	\$ 23,050.00	\$ 23,050.00	\$ 23,050.00
<b>TOTAL</b>	<b>\$ 437,573.00</b>	<b>\$ 438,418.00</b>	<b>\$ 441,932.96</b>
<b>Net Surplus/deficit</b>	<b>&lt;\$11,323.00&gt;</b>	<b>&lt;\$12,168.00&gt;</b>	<b>&lt;\$15,682.96&gt;</b>

### Motion 1#

To adopt the 2019 Financial Statements as Audited by Eric Robert of Rawluk & Robert Chartered Professional Accountants.

**Moved by: The Finance Committee**

### Motion #2

To appoint Eric Robert of Rawluk & Robert Chartered Professional Accountants as Auditor for the Local 10 2020 Fiscal year.

**Moved by: The Finance Committee**

### Motion #3

To adopt the 2020 Amended Global Budget as Proposed and Approved by the Finance Committee.

**Moved by: The Finance Committee**

### Motion #4

To adopt the 2021 Proposed Global Budget as Proposed and Approved by the Finance Committee.

**Moved by: The Finance Committee**



## MNU BOARD REPORT

In Solidarity Respectfully submitted by:

Kim Fraser

and

Cheryl Lange



The MNU Board of Directors held five meetings in 2019. The past year was busy with grievances, arbitrations and GIP'S which seem to becoming more complex and increased in number. MNU also welcomed just over 500 new members as a result of Bill 29. These votes were required in Southern, Shared Health and the WRHA. It affected 61 Locals/Worksites

which was approximately 80% of total MNU Membership.

Bill 28 The Public Sustainability Act, although the government passed the Act in legislation it has not been officially Proclaimed into Law. The court hearings and legal challenge continue as planned.

### Annual Meeting

The 44th AGM and Provincial Education day was held at the Victoria Inn in Winnipeg, April 30, May 1st, 2019. Approximately 500 delegates participated in the discussion and decision making over the two day meeting. The keynote speaker was Jane McAlevery and spoke on the importance of unions organizing to maximize collective power. This was Darlene Jackson's 1st AGM, we also elected Deanna Douglas to the role of Vice-President

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 announced 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! We also had several speakers at the Rally including Lana Penner!

We had Dr. Sherri Fandray speak to us About Methamphetamines, a very timely topic. We closed the Education Day with Susan Stewart whose topic was You Gotta Laugh!

The 45th AGM will be held in Brandon at the Keystone Center on April 28, 29, 30th 2020. The Theme for this year's banquet is "The Roaring 20's". The proceeds from the silent auction will be going to support Camp Bridges, hosting is Prairie Mountain Health and Northern Regions.

### Board Activity

President Darlene Jackson has been busy with the usual business of representing nurses across Manitoba, but also with touring the province and meeting nurses. Darlene also represents the nurses of Manitoba when meeting with other provincial union leaders at CFNU and when speaking with political leaders here at home. Darlene has been active in Media on many topics related to the changes in our Healthcare System, speaking up on behalf of Nurses concerns.

Almost 900 nurses from across Canada attended the CFNU Biennium in Fredericton, lots of great discussion and networking. Our Issues are everyone's issues. United we stand as one! The theme was LEAD. Ninety One (91) members from MNU attended. The next CFNU Biennium is to be held in Saskatoon, Saskatchewan June 7-11, 2021.

The 2019 Education Conference (formerly Labour School) was held in Winnipeg at the Radisson Hotel. Once again we had many first time attendees, student nurses and internationally trained nurses participate. As always, the classes were informative and fun. The Theme of Union Solidarity and organizing was carried throughout the 2 Days of Workshops.

Prairie Labour School will be held in Winnipeg, Manitoba June 8, 9, 10<sup>th</sup>, 2020 at The Fort Gary Hotel. Information will be coming out soon.

The 29th CLC Convention of the Canadian Labour Congress will be held in Vancouver, BC. The dates are Monday May 4 to Friday May 8, 2020. Linda Silas President of CFNU is running for the President of CLC.

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.



## **ANNE THOMAS CENTRE REPORT**

Submitted by: Janet Zorica

Another year has passed and it was at minimum a very challenging year!!

With continuing issues of baseline staffing shortages and working overtime, now we can add issues of violence in our departments, as well as safety concerns within our Hospitals campus, equipment and supply shortages, mandating as a form of baseline staffing, bedding shortages and increases in patient acuity... only to mention a few.

There is no doubt that times are tough now and that with our new jobs under Shared Services our jobs have become even more demanding. But the nurses of HSC continually put their patients first and show their commitment to caring. We continually stand up for patients, and work hard to care for them.... but we are getting tired. The public recognizes our efforts and are reporting that the nurses of HSC cannot continue in this situation forever. Change needs to happen, and this is why we continually ask that you report and document issues on your Units. MNU needs your voice to get the attention of the hospital as well as the government to initiate the changes that are necessary. Please take the time to fill those workloads out and forward them to the Union.

We thank you for the excellence you give on a daily basis and ask that we continue to “put patients first” as we always do!



## **CHILDREN'S CENTRE REPORT**

Submitted by: Katie Stark

This past year has been a difficult year for nurses in the Children's hospital, continually working short staffed in all units, staffing is not at baseline many shifts, and lots of mandatory overtime. There has been an increase of filling out Work Load Staffing reports. Over time is only being approved very late to cover known baseline needs causing nurses to never know if they will be leaving on time and resulting in high rates of fatigue. More and more nurses are reporting anxiety that have never experienced anxiety before. Nurses are experiencing verbal abuse and physical assaults at work, and do not feel safe going to their vehicles after

their shift. It is a hard time being a nurse right now. We are instructed to use EAP but don't feel that the issues causing us to go to EAP are ever addressed in our work place. It helps to have someone to talk to but it would also help with our employer would listen to nurses to fix the problems that are within our workplace. Nurses do not feel heard and nurses do not feel that the employer values what they say.

Units at the Children's hospital are having more patients than before and sicker patients without an increase to staffing; nursing or otherwise. There are many concerns for patients who are pulling out their GT tubes as their parents are unable to stay in hospital with them and constant attendant are difficult to get approval for. Nurses feel that they are not able to give the type of care that when they leave at the end of the day they feel satisfied. We are doing more with less. We are not taking breaks, not getting paid for missed breaks, and being told we should be better at time management, where is our support from our employer?

This year our employer to assist with higher patient volumes opened contingency beds but were unable to staff their current beds and certainly unable to staff their contingency beds, and they had to be closed. We have bed blocking going on in the Children's ER due to lack of beds in the Children's hospital. We have wait times up to 8 hours, long wait times to be triaged up to 1 hour, nurses are tired but doing the best with the resources we have. It is not a surprise that every year we have sick children with RSV and influenza but our employer does not have a plan in place to manage the foreseeable increase that we experience every year.

So nurses are doing what we do best. We advocate for our patients, we fill out our Work Load Staffing Reports, we write letters, we sign petitions, and we vote in favor to Grey List. We show up, we support each other, and will continue to do so. Let's hope 2020 brings about positive change.



## WOMEN'S CENTRE REPORT

Submitted by Lydia Danilis



"I was so tired at work, the other nurses had to revive me with C.P.R. — Coffee, Pepsi, and Redbull!"

Another busy year has come and gone. Reflecting on 2019, it was an exciting year for MNU as it won the representation votes and sent a clear message to the government that nurses are unified and committed to the profession of nursing. It was a victory but not the end of the battle. We showed the government we are a force to reckon with, but we need to keep the momentum going. I know it is a difficult time for nurses at HSC and across Manitoba. This health care consolidation keeps presenting new challenges above the already existing ones. Please stay unified and kind to each other. Please stay informed by visiting your Local 10 and Provincial MNU websites.

Now for news from Women's Hospital. The year 2019 was left with the closure of Old Women's Hospital and the official opening of the New Women's Hospital on Dec 1<sup>st</sup>. The staff were faced with many challenges. Although the transition from old to new was rather seamless establishing our footing in the new building has left staff with many challenges and feeling spent. For the most part staff had to face up to 52 changes. Changes were in the form of design layout, technology, learning new computer programs to keep in line with going paperless, flow of staff and patients and more all the while ensuring patient safety.

The closure of Seven Oaks and Concordia Women's day surgeries has left Women's Hospital to absorb the surgical slate leaving antepartum/oncology unit on 5<sup>th</sup> floor overwhelmed. An increase in patient numbers is further complicated by patients having comorbidities, more complex surgeries, more complex oncology medical regimes and more.

Labour and deliver have been experiencing ongoing surges in the birth rate. These record-breaking numbers in delivery along with increase in patient acuities, co morbidities increasing induction rate and more. The mode of delivery is shifting from vaginal to more instrumental and operative deliveries.

This leaves patient and/or babies having longer hospital stays both before and after delivering. January 2020 saw 535 births!

Now take all that and superimpose it with the crystal meth crisis, the syphilis outbreak, HIV, legalization of marijuana and the list goes on. Labour floor is bursting at the seams leaving triage to labour patients as the unit has no beds to accommodate therefore seeing a steady increase in triage deliveries. When labour floor is bursting then Mother and Baby unit is bursting. What use to be a 4 to 1 patient to nurse ratio is now 6 to 1 and that does not include the babies. This is even more challenging when dealing with unpredictable behaviors and violence directed at nurses relate to apprehensions, crystal meth, psychosis etc. Nurses on Mother and Baby unit also provide more teaching and support as HSC no longer employee's lactation consultants.

Nurses are burning the candle at both ends and burning out quickly. Nurses are suffering symptoms of compassion fatigue, depression, PTSD, and more. The state of nurses affects the quality of care they provide. Staff turnover and absenteeism and overtime is costing the health care system unprecedented amounts and adding to staff burnout. Nurses should not have to leave their profession, or the units they work on as a solution to their burnout. Statistics/quantitative values are important. The humanitarian/qualitative component is equally as important and needs to be captured to allow insight on baseline nursing numbers, support staff needs, supply requirements, etc. Statistics/quantitative values are important. The humanitarian/qualitative component is equally as important and needs to be captured to allow insight on baseline nursing numbers, support staff needs, supply requirements, etc.

Completing work overload forms keeps the union and management apprised of the day-to-day challenges and concerns nurses face. Please know you can attach a write up to capture the shifts events along with your work overload form.

## **EDUCATION TRUST FUND REPORT**

Submitted by: Linda Newton, Administrator

### **Education Trust Fund Annual Report 2020**

The Health Sciences Centre Nurses Education Trust Fund (ETF) was established in 1979 with monies accumulated from an Employment Insurance rebate. In the disbursement process, the ETF Board continues to be guided by the initial purpose of the fund to support a variety of education options undertaken by members of the Local.

The year 2019 marked 40 years since the ETF was established. A report summarizing the past 40 years was shared with members of the then and present Local 10 Executives, the Board of the Manitoba Nurses Union and the Executive of the Health Sciences Centre. Two highlights of the report are the disbursement of \$2,534,956.47 to 3425 members of Local 10 (1992-2018).

Financial advice is provided to the ETF by Richard Clark Financial Services. Our portfolio is made up of 60% fixed income and 40% equity as previously determined by members at an AGM. The return rate of 9.82% was realized on our investments over the past year. The value of our portfolio increased from \$528,187.00 on December 6, 2018 to \$577,023.00 on November 19, 2019. In the past year due to amount of the rebate received by the Local it has not been necessary to withdraw any funds from the investments.

At the December 2019 it came to the attention of the Board from audits of the WRHA Continuing Education Fund that some applicants may be receiving funds from that fund and the ETF that are not in accordance with funding guidelines i.e. "double dipping" These applications may be fraudulent in nature. The Board is working on mechanisms to address these concerns.

The ETF Board is chaired by Lana Penner and Board members are Shelley Trapp-Armstrong, Ed Brunner Bernadette Truong.

Linda Newton  
Administrator

### **MOTION #5**

TO ADOPT THE EDUCATION TRUST FUND 2019, FINANCIAL STATEMENTS AS AUDITED BY ERIC ROBERT OF RAWLUK & ROBERT CHARTERED PROFESSIONAL ACCOUNTANTS.

**MOVED BY:** THE EDUCATION TRUST FUND

### **MOTION #6**

TO APPOINT ERIC ROBERT OF RAWLUK & ROBERT CHARTERED PROFESSIONAL ACCOUNTANTS AS AUDITOR FOR THE EDUCATION TRUST FUND 2020 FISCAL YEAR.

**MOVED BY:** THE EDUCATION TRUST FUND

# **LOCAL 10**

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