

# 2025

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# Annual REPORT

**PREPARED BY**

***mnu*10**

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# MNU WORKSITE 10 EXECUTIVE



**SHELLEY TRAPP -  
ARMSTRONG**  
President



**LYDIA DANILIS**  
Vice-President



**CARINA KIRK**  
Secretary/Treasurer -  
GA1



**JOANNE PATERSON**  
MNU Board Rep  
Ann Thomas - SICU



**KELSEY HANNAH**  
General - IICU



**KELSEY ROY**  
Children's - CHER



**ANGELA SIMEONIDIS**  
Women's - MBU



**PETER MARY**  
PsychHealth -  
PZI C+A

## **FINANCE COMMITTEE**

Shelley Trapp-Armstrong  
Lydia Danilis  
Carina Kirk  
Sara Follett

## **EDUCATION TRUST FUND COMMITTEE**

Shelley Trapp-Armstrong  
Lydia Danilis  
Karen Fulmore  
Vacancy

## **NOMINATION & ELECTION COMMITTEE**

Shelley Trapp-Armstrong  
Kelsey Hannah  
Kelsey Roy

## **WORKPLACE SAFETY & HEALTH COMMITTEE**

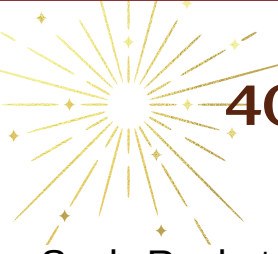
Lydia Danilis  
Peter Mary  
Cheryl-Ann Koop  
Erin Rebizant  
Carina Kirk  
Pamela Salazar

## **MNU/MANAGEMENT COMMITTEE**

Shelley Trapp-Armstrong  
Lydia Danilis  
Jo-Anne Paterson  
Kelsey Hannah  
Erin Rebizant

## **NURSING ADVISORY COMMITTEE**

Shelley Trapp-Armstrong  
Lydia Danilis  
Jo-Anne Paterson  
Carina Kirk  
Peter Mary



## **40,000 Socks Donated to Siloam Mission**

Sock Rocket, a Calgary-based company, donates three (3) pairs of socks for every sock purchased. But they didn't stop there. When Worksite 10 named Siloam Mission as the recipient of the sock donation, Sock Rocket decided to up the ante... and donate 40,000 pairs to those in need. Talk about major impact.

*To all members of Worksite 10, thank you!*



## **GREYLISTED**

HSC nurses have overwhelmingly voted (94% in favour) to grey list the facility due to the Employer's ongoing failure to address critical safety concerns. Nurses have made it clear that safety must be a priority.

As Manitoba's flagship hospital, HSC must do far better in protecting staff and creating a culture that values their well-being.

# ELECTIONS

## PRESIDENT NOMINEES:

- DANILIS, LYDIA
- REYES, MARK

## ETF COMMITTEE NOMINEES:

- BULEZIUK, STEFANI
- FOLLETT, SARA

## THIRTY-THREE (33) VOTING DELEGATES FROM THE LIST BELOW:

- AAB, LISA
- ALCALA, ALBERT
- BARKER, EVAN
- BAZAN, KALYNN
- BORGONIA, BRENDON
- BOUCKLEY, NICOLE
- BUCHHOLD, ALEX
- BULEZIUK, STEFANI
- BURKETT-WILSON, BABETTE
- CERQUEIRA, GLENDA
- CLIFFORD, BRYNN
- COELHO, BARB
- CORDOVIZ, RUTH
- CORREIA, SILVIA
- CROSWELL, KALI
- DAYAO, NOEL
- DE JONG, SYDNI
- DONDO, RUTH
- DOUGLAS, CAITLYN
- DUNLOP-COOPER, MANDY
- DYKER, HEATHER
- EZENDUKA, ROSEMARY
- FERGUSON, DANIELLE
- FOLLETT, SARA
- FULMORE, KAREN
- GAIR, EMILY
- GEODISICO, JOSEPH
- GRYC, AGNES
- HOBBS-MANNESS, KENDRA
- JOHNSON, BRIANNE
- KOSMAC, KENDALL
- LAFRENIERE, STACEY
- LALMAN, ELIZABETH
- LIONTAS, JESSICA
- MAHER, NICOLE
- MAKAZAN, JANNA
- MALCOLM, KAYLA
- MCKEE, MARNIE
- MCLENNON, CORAL
- MITCHELL, ERIKA
- OLIVER, BRITTANY
- OLIVIER, SUZANNE
- PAYNE, JOSIE
- POT, KRISTEN
- RADFORD, CHRISTA
- REBIZANT, ERIN
- REIMER, JEN
- REIMER, JAIME
- REYES, MARK
- RODGERS, KAREN
- SALAZAR, PAMELA
- SANDHU, JAGMINDER
- SCHELLENBERG, DANA
- STEWART, MEGHAN
- STRACHAN, JUDY
- TABINGA, CAITLIN
- THOMAS, WENDY
- TRINH, DONNA
- ZORICA, JANET

## IN BY ACCLAMATION

### CO-VICE PRESIDENT:

Stephanie Mazzon

### ANN THOMAS CENTRE REP:

Jo-Anne Paterson

### WOMEN'S CENTRE REP:

Meghan Stewart

## ELECTION PROCESS

- Electronic voting will be held through Simply Voting, a third-party election platform.
- Voting will open on March 16, 2026 at 1200h (noon) until March 17, 2026 at 1200h (noon).
- All members that have provided their email to Worksite 10 will receive their electronic ballot via personal email.
- Election results will be announced at the Virtual AGM, March 17, 2026 at 1600h.

# MEETING RULES

## **RULE 1. ORDER OF BUSINESS**

Order of business is subject to majority approval. It may be changed during the meeting, only by a  $\frac{2}{3}$  vote.

## **RULE 2. SCRUTINEERS**

Persons approved at the Annual Meeting shall act as scrutineers and shall count all ballots or electronic votes requiring a counted vote.

## **RULE 3. PROCEDURE**

Procedure shall be in accordance with MNU Worksite 10 Constitution. If any procedural matter is brought into issue at any meeting of the Worksite, the current issue of "Robert's Rules of Order 12th Edition" 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 indicate by a raised hand, 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. ELECTIONS**

Elections shall be by Simply Voting secret ballot.

## **RULE 6. VIRTUAL VOTING**

To ensure proper credentialing and fairness, once voting has commenced, there will be no entry to the virtual meeting until voting concludes.

Members who arrive late risk being unable to participate in voting if credentialing has closed.

These procedures will maintain the integrity of the vote.

# RESPECTFUL MEETING GUIDELINES

- Respect each other.
- All members of the meeting should be treated as equals.
- Confidentiality must be maintained.
- Discuss issues, not people.
- Listen respectfully.
- Focus on the issues.
- Refrain from personal attacks.
- Refrain from dominating the discussions
- Cellphones to be on mute/vibrate during meetings.

# AGENDA

- 1.0 CALL TO ORDER
- 2.0 LAND ACKNOWLEDGEMENT
- 3.0 WELCOMING REMARKS
- 4.0 INTRODUCTION TO WORKSITE EXECUTIVE
- 5.0 APPROVAL OF CREDENTIALS
- MOMENT OF SILENCE FOR OUR SISTERS AND BROTHERS WHO HAVE PASSED AWAY IN THE LAST YEAR.*
- 6.0 ADOPTION AND APPROVAL OF AGENDA
- 7.0 APPROVAL OF RULES AND PROCEDURE OF THE ANNUAL MEETING
- 8.0 APPOINTED SCUTINEER
- 9.0 MINUTES
  - 10.1 APPROVAL OF THE 2024 ANNUAL GENERAL MEETING
  - 10.2 MINUTE APPROVING COMMITTEE FOR THE MARCH 17, 2026 AGM MEETING
    - 1. \_\_\_\_\_
    - 2. \_\_\_\_\_
    - 3. \_\_\_\_\_
- 10.0 LATE REGISTRATION & CREDENTIALS UPDATE
- 11.0 SECRETARY/TREASURER REPORT ..... PG. 12-13
  - AUDITOR REPORT
- 12.0 EDUCATION TRUST FUND REPORT
  - AUDITOR REPORT
- 13.0 ELECTION RESULTS (IN BY ACCLAMATION) .....PG. 4
- 14.0 REVIEW OF CREDENTIALS FOR ANY LATE ATTENDEES
- 15.0 REPORTS
  - 15.1 PRESIDENT'S REPORT.....PG. 7-8
  - 15.2 VICE-PRESIDENT REPORT.....PG. 9-10
  - 15.3 MNU BOARD REPORT.....PG. 11
  - 15.4 CENTRE REPRESENTATIVE REPORTS
    - I) ANN THOMAS.....PG. 14
    - II) GENERAL.....PG. 15
    - III) CHILDREN'S.....PG. 16
    - IV) WOMEN'S.....PG. 17-18
    - V) PSYCHEALTH - NOT PROVIDED AT TIME OF DISTRIBUTION
- 16.0 CONSTITUTIONAL AMENDMENTS.....PG. 20
- 17.0 ELECTION RESULTS
  - I) EDUCATION TRUST FUND COMMITTEE MEMBER
  - II) VOTING DELEGATES
  - III) PRESIDENT
- 18.0 ANNOUCEMENTS
- 19.0 ADJOURNMENT

# PRESIDENT'S REPORT

Shelley Trapp-Armstrong



*There is Change in the Air...*

This report is being written with so much excitement and hope. Hope, because of the tremendous interest shown in Union activism. Just with our Voting Delegates alone. Our office received an exceptional number of nominations from the many specialty departments. I also share my excitement for the nominees running to be your next President. As my retirement is on my horizon, come May 1<sup>st</sup>, our facility will remain to have strong leaders along with the Executive committee members to advocate for each of you. I wish everyone the best in their campaigns.

## **Grey Listing – Where are We at?**

Grey Listing often feels like a “Hurry and Wait” concept. Nurses of HSC spoke loudly and clearly in August 2025 with a 94% mandate to Grey List this Employer. There was a flurry of safety and security meetings with the upper most leadership of Shared Health HSC and numerous Ministers of the current Government with those stakeholders reviewing our safety requirements. Many promises made with words, and yet many of those commitments are yet to come to fruition at the time of writing this report. Yes, we do have the presence of the Winnipeg Police Services. Yes, there are other small improvements in the right direction. However, until our safety list is addressed to a more fulsome level... please know that at the grass-root level, and with continued Provincial MNU support, we will stay steadfast.

Our office asks you all to speak up for your safety, including advocating for your patient's and their families so you all can work in a better workplace and know you will go home safe after your shift. Your Executive, along with the Workplace Safety and Health committee members, want to hear from you so the Union can hold the Employer accountable.

## **Thank You to the Many!**

I want to take this opportunity to acknowledge and thank Deb Stewart who was assigned Lydia and myself as her assignment in May 2024. Her professionalism shown to our office was so appreciated. Her technique of teaching allowed my initial apprehensions to dissipate as she let us ask questions and receive her guidance on approaches to try with this Employer, along with filing grievances when we reached an impasse. When she served us notice she was going to retire my nervous wonder of who would replace her was eased with Rachel Mamott taking on our assignment. Her perspectives, expertise, and education that she is always willing to give will serve the next leaders well. I wish Deb all the health and happiness retirement is meant to have. Rachel, thank you for making my time through difficult situations be attainable.

## **PRESIDENT'S REPORT - CONTINUED**

Thank you to the Worksite 10 Executive committee members, as well as Board of Directors, for your leadership and ideas for change to make HSC the Flagship of what the Provincial Hospital in Manitoba should be! I wish you all the success to take Worksite 10 to the next level.

My next acknowledgement goes far beyond the business side of our jobs. This thank you is from the bottom of my heart. Lydia Danilis has shown a leadership that nurses at HSC want in their corner. Lydia, your dedication to the Culture of Safety has been second to none. We should all continue to speak up for a safer workplace. On a personal note, you have shown myself nothing but support on some of my most trying days. From myself and my family, we wish you all the best in the many leadership roles you will take on without being asked!

To our Worksite 10 Executive Assistant Montana Patrick, I have learned so many facets of becoming an Employer! Who knew the rules of payroll, the CRA, establishing benefits and pensions and a collective agreement? Well, our office did as we worked as a team to successfully navigate all those legalities.

Our members are so lucky to have such talent in our front office. I wish you a long successful career with Worksite 10. All the best!

My career was great! I worked hard with great team players which made many of my bedside and outpatient clinic shifts feel like we were hardly working! I was honored to work with some of the best nurses, health care aides, unit clerks, housekeepers and the many other people who make our hospital run. Some of my best friends remain to this day from the outpatient departments including Urology, GI, Hepatology, and Dialysis... and so many other places I had the privilege to cross paths with.

To each member of Worksite 10, thank you for taking care of some of the sickest, toughest patients in Manitoba. They are blessed to have such professional colleagues.

My final hope before I sign off is to WISH each of you a safe day, evening, and night shift everyday!

# VICE-PRESIDENT'S REPORT

Lydia Danilis

Hello to all! Where does the time fly... It is hard to believe I am entering into my third year as Worksite 10 Vice President. So much has happened that I would need to write a novel, but I only have a page or two, so here goes...

## **New Hire Orientation**

Worksite 10 has initiated a 1-hour lunch and learn for members who are interested in wanting to step into the role of Unit Representatives for the respective areas they work on.

I am pleased to report it has been, and continues to be, successful in attracting individuals in increasing their knowledge of the Collective Agreement.

Any interested nurses wanting to become a Unit Representative... I encourage you call the office and make a date to have lunch, on us. I look forward to meeting you and enhancing your understanding of the Collective Agreement.

## **Workplace Safety and Health**

One of our top priorities at Worksite 10 has been addressing Workplace Safety and Health concerns.

Nurses need an environment that supports their physical and mental wellbeing.

On June 28, 2023, MNU filed a grievance alleging the Employer Shared Health HSC was failing to provide and maintain a safe work environment. The Arbitrator's decision made several specific compliance orders regarding safety and security. Employees have seen improvements with our parkades, cameras and monitoring, exterior patrols, weapon detector equipment, safe escort etc.

What seems like a lot of change is still not enough. Ongoing unsafe events and sexual assaults occurred on HSC campus that resulted in grey listing HSC, nineteen (19) recommendations coming out of WPSH, and another Safety Grievance that addresses internal concerns.

The Employer is responsible to provide a respectful workplace environment free from physical and verbal abuse. easy access to PPE, assistive equipment to protect from musculoskeletal injury and appropriate policy and procedures and more.

The Workplace Safety and Health committee continues to work diligently to improve the safety and health of employees of HSC. However, maintaining workplace safety is a shared, legal responsibility under the Workplace Safety and Health Act. The Employer holds the highest responsibility for health and safety and the welfare of all employees. But remember everyone in the workplace is legally required to participate in creating a safe workplace. Any concerns please contact Worksite 10.



### Safe Escort Program

We have received numerous concerns regarding requests for escort trips at peak times and boundaries. For this reason, it warrants a repeat in our Annual Report.

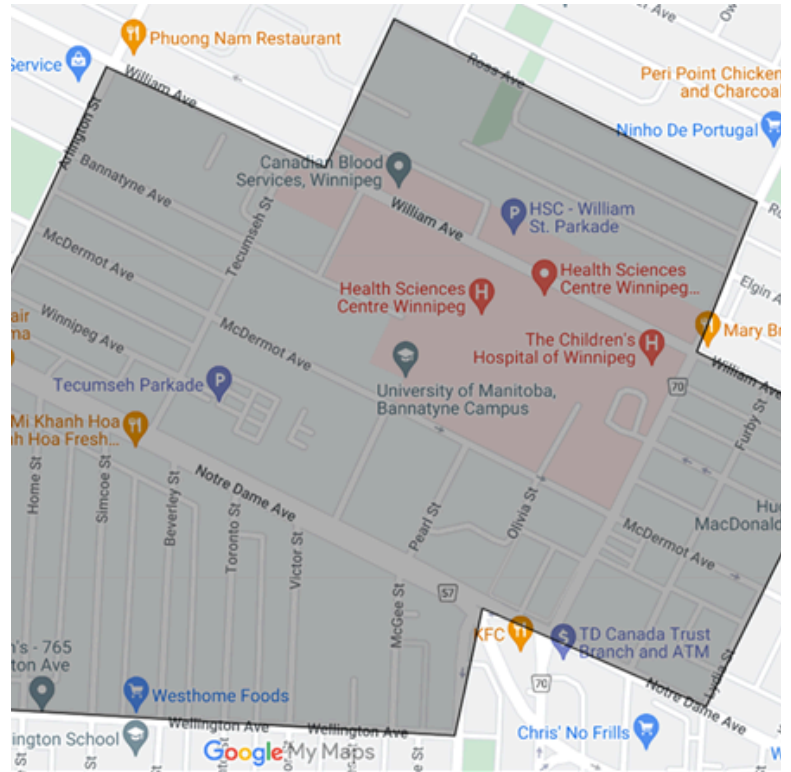
#### Safe walk

- Sees HSC Security Team walk employees to their car, bike, or bus stop with the boundaries of HSC.

#### Safe Ride

Safe drive program expands the boundaries of HSC to include city streets beyond the boundaries of HSC... see map for details.

If concerns arise regarding wait times and or refusal to be driven to your vehicle within the boundaries of the above map, *please contact Security at 204 787 4567 and Worksite 10.*



### Graduate Return to Work (GRTW)

Helping nurses return to work in collaboration with the Disability Management team has supported many in successfully coming back from their leaves of absence. These injured nurses have worked diligently to regain their pre-injury positions. Through strong engagement with the Employer, numerous medical accommodations have been implemented, enabling nurses to return safely and successfully through modified work programs.

### Attendance Management (ASAP)

The activities on the rise this past year include the Attendance Support Assistance Program. The Union has seen an increase of members being placed on a formal Step II of the program. The Employer continues to implement this program and make nurses insightful to their attendance for their shifts. The Union encourages nurses to seek the assistance of the Union when attending these meetings and to understand where their absence rate is at. The Employer at present is calculating against a 6 % comparator group.

Thank you for your excellence and caring. I am proud to be a voice for the Nurses of HSC. Remember to complete WSR reports to strengthen or voice when advocating for you all!

In solidarity.

# MNU BOARD REP REPORT

JoAnne Paterson



I am proud to represent Health Sciences Centre (HSC) on the MNU Board of Directors. I was appointed to this position by our executive team following the departure of the previous board representative from HSC.

Since November 2025, I have been serving on the board and am continuing to learn and grow in this role. The past few months have been both exciting and informative, and I appreciate the opportunity to gain a deeper understanding of provincial-level union work.

I proudly sit on the Diversity, Equity, Inclusion & Belonging interest group with Provincial MNU. This work aligns with who I am at my core, and I look forward to further conversations to bring the collective together.

I am looking forward to attending the Provincial AGM and will make every effort to keep our members informed about initiatives and plans being developed by Provincial MNU that may impact our future.

Thank you for the opportunity to represent HSC for another two years. Please feel free to reach out to me with any questions, concerns, or feedback.

## Provincial Action & Priorities

**Grey Listing:** *The Provincial MNU continues to stand in support of HSC, and most recently Thompson and St. Boniface, amid ongoing and unresolved concerns impacting nurses and patient care*

**Safety:** *Ensuring safety initiatives are prioritized.*

## Important Dates to Remember:

### **51<sup>st</sup> Provincial MNU AGM**

- April 28-29, 2026

### **CLC Triennium (Winnipeg)**

- May 5-10, 2026

### **Western Labour School (Calgary)**

- June 8-10, 2026



# SECRETARY/TREASURER REPORT

Carina Kirk

It's been a busy year for 2025 and now 2026. February marks the start of the FireHorse for those who follow Chinese Zodiac signs. This indicates bold action, big moves and forward momentum. The year of the snake 2025 was all about shedding, outgrowing old patterns, and ridding ourselves of old identities.

Worksite 10 is in full motion towards this path. Our worksite and provincial president is up for election, multiple health care unions are aligned in values of safety and our system in crisis. There is a deep need for change. Our office has grown in needs, henceforth we have a term nursing co-vice president position to help the backlog of growing demands for our members.

The employer has made improvements to safety, our employee benefit package, and workplace health and safety but without constant advocacy and perseverance of the Manitoba Nurses Union, history has shown that complacency becomes predominant. Today's world is being challenged by the rights of the individual. Workers basic rights will always need diligence and constant attention. Our geopolitical environment reminds us to stay focused on our community.

The pure numbers of our union gives us the advantage to stay in solidarity. I believe nurses are more well informed than they ever have been, thanks to AI, access to the internet and connections among each other. We are a hardy group of individuals who stand together to care for our patients each and every day. Despite setbacks we will continue to move forward. I feel grateful that you have given me this opportunity to represent you all. We will keep up the good work.

## SOLID FISCAL

### FOUNDATION FOR GROWTH

As our workforce continues to grow, our office evolves alongside it. Worksite 10 remains financially strong due to our long-standing fiscal responsibility and prudent leadership.

Through thoughtful decision-making, transparent discussions, and careful financial management, we have been able to budget to support an additional member services ...all without raising Worksite dues in over 25 years.

## FUTURE

### FINANCIAL PLANNING

The Finance Committee remains steadfast in its goals and committed to responsible long-term planning. We continue to prioritize savings — for education initiatives and for an office that keeps pace with an ever-evolving technological landscape — while recognizing that there is still more work ahead.

With growing engagement in union activities, the time is right to strengthen our investment in education and meaningful membership engagement.

## SECRETARY/TREASURER REPORT - CONTINUED

GLOBAL BUDGET	APPROVED 2026	AMENDED 2026	PROPOSED 2027
<b>REVENUE</b>			
Local Portion of Dues	\$ 395,000.00	\$ 380,000.00	\$ 380,000.00
President Salary Replacement	\$ 80,000.00	\$ 80,000.00	\$ 83,000.00
Interest on Deposits	\$ 5,000.00	\$ 1,000.00	\$ 1,000.00
Legacy Fund	\$ 23,050.00	\$ -	\$ -
<b>TOTAL</b>	<b>\$ 503,050.00</b>	<b>\$ 461,000.00</b>	<b>\$ 464,000.00</b>
<b>EXPENSES</b>			
Office Costs	\$ 70,480.00	\$ 75,480.00	\$ 78,780.00
Democratic Process/Membership	\$ 39,800.00	\$ 50,500.00	\$ 66,500.00
Leadership/Administration	\$ 382,650.00	\$ 446,350.00 <sup>1</sup>	\$ 386,350.00
Funds (CFNU/Sev/Strike/Exec)	\$ 23,050.00	\$ 9,000.00	\$ 10,000.00
Capital Project - Renovation	-	\$ 150,000.00 <sup>2</sup>	-
<b>TOTAL</b>	<b>\$ 515,980.00</b>	<b>\$ 731,330.00</b>	<b>\$ 541,630.00</b>
<b>Net Surplus/deficit</b>	<b>-\$ 12,930.00</b>	<b>-\$ 270,330.00</b>	<b>-\$ 77,630.00</b>
<b>ADJUSTMENT</b>			
Net Operating Result	-\$ 12,930.00	-\$ 270,330.00	-\$ 77,630.00
Transfer From Investments/Savings		\$ 270,330.00	\$ 77,630.00
<b>Adjusted Position</b>	<b>-\$ 12,930.00</b>	<b>\$ - <sup>3</sup></b>	<b>\$ -</b>

[1] The increase in the Admin/Support expense line for the 2026 budget reflects an \$80,000 allocation to fund a 0.5 EFT for a 1-year trial term for a Co-Vice President.

[2] Capital Project – Renovation line in the 2026 amended budget represents a one-time, temporary project and is not expected to recur in 2027.

[3] At the 2024 AGM, the assembly approved a “zeroed” bottom line. Worksite 10 will draw on investments as needed to cover any potential deficit and ensure operational continuity.

**MOTION #1.**

To Adopt The 2025 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 Worksite 10 2026 Fiscal Year.

MOVED BY: The Finance Committee

**MOTION #3**

To Adopt The 2026 Global Budget as Amended By The Finance Committee and Approved By the Worksite 10 Executive Committee.

MOVED BY: The Finance Committee

**MOTION #4**

To Adopt The 2027 Proposed Global Budget as Proposed By The Finance Committee and Approved By the Worksite 10 Executive Committee.

MOVED BY: The Finance Committee

**MOTION #5**

To Adopt The Education Trust Fund 2025 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 2026 Fiscal Year.

MOVED BY: The Education Trust Fund

# ANN THOMAS CENTRE REP REPORT

JoAnne Paterson

Hello everyone,

My name is JoAnne Paterson, and I have been the Ann Thomas Center Representative since returning to HSC in 2017, with a two-year break during my time working in Selkirk. This past year has been a busy one for me personally, as I transitioned from Adult Emergency back to SICU in an effort to begin gradually gearing down toward retirement.

With the ongoing and significant surgical waitlists, Adult OR and PACU continue to be extremely busy. Many days, patients are being

housed overnight in recovery due to the lack of available inpatient beds. This creates a very challenging environment for PACU staff, and with the large backlog of patients awaiting surgery, there is unfortunately no clear end in sight.

Both SICU and MICU have also faced ongoing challenges related to staffing shortages and heavy workloads. Despite these pressures, the dedication and determination of staff in both ICUs continue to keep these units functioning. Your commitment does not go unnoticed—thank you, and please keep up the incredible work.

Adult Emergency holds a special place for me, as I was part of this strong and resilient team for approximately 18 years. I know all too well the daily struggles faced in this department. It is often a thankless role, with an intense workload where the more you give, the more is expected. Violence and aggression are ever-present realities, and the trauma endured by these nurses is profound and difficult to put into words. I am, quite honestly, trauma-bonded to this department. I want to sincerely thank each and every one of you for the work you do—your strength and perseverance are extraordinary.

Regarding Children's ER, OR, and PACU, I have not had as much opportunity to connect directly with staff in these areas, so my report is unfortunately limited. If you work in any of these departments and would like to connect, I would truly welcome that. While I do review workload and staffing reports, I greatly value firsthand information from those working on the ground. Please do not hesitate to include me in your emails if you have concerns or issues—your input is invaluable.

Overall, the challenges across our facilities remain consistent: heavy workloads paired with insufficient staffing. Despite this, I am incredibly proud to represent such dedicated and hardworking teams. Please continue to reach out to me with specific struggles or concerns. Together, we can advocate for change.

In solidarity.

# GENERAL CENTRE REP REPORT

Kelsey Hannah

As we welcome the new year, nurses in the general hospital at HSC unfortunately face many of the same challenges as in the last several years. Most prominent among these challenges are poor staffing, unsafe patient ratios and high levels of floating. Nurses working on the medicine and surgical floors are currently stretched incredibly thin and are required to do more work with fewer resources. While visiting these units I have witnessed the difficult staffing constraints and the burnout experienced by nurses who are often pushed to care for 8 patients at a time, a notable increase from the normal 6 to 7 patients.

Many units in the general hospital find it difficult to recruit and retain staff due to these unsustainable nurse-to-patient ratios while also working with highly acute patients. Turnover remains high as new hires and new grads are overwhelmed by these stresses. Many nurses report missing many of their breaks, leaving late and feeling as though they can never do a good enough job.

General hospital nurses also face the constant threat of being floated. Many nurses experience anxiety at the prospect of coming into work only to be pulled from their home unit to staff other units. This uncertainty around knowing where they will be working each day and feeling ill equipped to work in unfamiliar areas has also been reported by staff as worsening staffing shortages and leading to higher volumes of sick calls due to the anxiety surrounding floating.

The Rehab hospital is another area of staffing concerns. With this area of the hospital having higher nurse-to-patient ratios at baseline, recruitment in this area has and continues to be difficult. High vacancies in the Rehab hospital have caused higher ratios of patients per nurse. This has led to an extraordinary level of burnout and many nurses working in these areas feeling unsafe and defeated.

An overarching concern across the general facility has been a focus on safety. While many nurses acknowledge that there have been some new measures put into place by the employer there is an overall feeling of concern that remains. Particularly while in the tunnels, which still feel empty and unsafe while walking in them. The employer needs to do more to ensure the safety and security of the HSC tunnels to ensure nurses a safe entry and exit to their units.

WSR are encouraged across all areas of the general hospital. While I acknowledge that the WSR itself takes time out of an already exhausting day, we as nurses must organize ourselves in solidarity to combat the extremely challenging situations that the employer has placed us in and work together to hold them accountable.



# CHILDREN'S CENTRE REP REPORT

Kelsey Roy



This past year has been one of significant transition, challenge, and resilience within the Children's Tower. As renovations continued throughout the Children's Hospital, our nurses demonstrated extraordinary adaptability and unwavering commitment to our patients and families.

One of the most notable accomplishments came from the dedicated group of Pediatric Nurses who consistently advocated for the unique needs of their highly specialized patient population in PSCU. Through persistent presentations, collaborative discussions, and a unified voice, these nurses ensured that this fragile group of patients and their families will continue to receive the specialized care they deserve.

Their advocacy remains a powerful reflection of the strength and professionalism of our nursing teams.

Throughout the tower, we have continued to navigate chronic staffing shortages while managing the natural ebbs and flows of both respiratory and trauma seasons. Despite these pressures, our commitment to delivering safe, competent, and compassionate care has never wavered.

This year has also required us to face broader systemic challenges. Navigating through Grey Listing has placed significant pressure on our teams, pushing us to reflect on our professional environment, our value, and the type of workplace we want to build for the future. In addition, the increase in violence around our campus has affected us all emotionally, physically, and mentally. These realities have added a profound layer of stress to the already demanding work we do, yet our nurses continue to show up with strength, courage, and dedication.

In the face of these challenges, I am incredibly proud of the collaboration and solidarity shown across the Children's Tower. This year has highlighted how deeply we rely on one another and how powerful we are when we work together. Our collective resilience ensures that our patients and families continue to receive exceptional care, even in the midst of uncertainty and change.

# WOMEN'S CENTRE REP REPORT

Angela Simeonidis



## **WN1 - FAU**

All nursing positions are currently filled. Despite this, the Fetal Assessment Unit (FAU) continues to experience significant operational strain related to physician shortages, workload pressures, and uncertainty regarding future service stability.

The FAU services have reduced a day a week at HSC. FAU nurses are experiencing reassignment. Patient volumes remain extremely high, which has contributed in work-related injuries among nursing staff. The unit is also preparing for Accreditation in the spring while continuing to manage substantial workload related to the ongoing MASH project.

Staff have raised concerns regarding the organization's planned transition to a paperless Electronic Patient Record system, particularly how prenatal documentation and consults will be accessed and managed, as FAU does not use the clinical components of EPR and relies on it primarily for scheduling.

## **WN2 – NICU**

The Neonatal Intensive Care Unit (NICU) team continues to experience significant staffing and workload challenges that directly impact patient safety and nursing well-being. Nurses report that mandated overtime remains frequent, with many instances going unreported due to workload intensity and lack of time to document mandates. Although patient-to-nurse ratios are occasionally improved, the unit advocates when resources are limited.

A dedicated PICU/NICU float team has been hired and is currently in the training phase; however, the team has not yet been deployed to WN2.

## **WN3 – L&D**

The Labour & Delivery nursing team continues to educate the nursing students that come out of this department. They advocate for safe patient delivery with limited resources where the patient-nurse ratio remains high and care is acute.

The Nurse Practice Council remains involved to support best practice with all stakeholders for the labouring patients.

## **WOMEN'S CENTRE REP REPORT- *CONTINUED***

### **WN4 – MBU**

The Mother Baby Unit (MBU) has experienced a significant and sustained rise in patient acuity, complex social needs, and untenable staffing conditions. Nurses report with WSRs incidences illustrating the strain on clinical resources, and growing concerns about safety.

Staff have also raised concerns about expansion on their scope of practice. This will continue to be assessed as it evolves.

### **WN5**


WN5 has experienced positive developments whereby the implementation of short stay beds alongside an increase in the unit's baseline staffing model. This change has been viewed as a constructive step toward improving patient flow and capacity management.


The workload staffing reports will be the tool that continues to identify overall increased patient acuity. The employer collaborating with us as the front-line workers will set our profession up for long term success. The unit is now managing a broader and more complex care including all gynecologic oncology admissions as well as patients under the newly implemented acute gynecology service. The Employer has been supporting this with increased staffing levels although not as proactively with consistency. The pressures are often felt physically and with emotional duress.


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In closing, throughout the Women's health tower nurses acknowledge the rising acuity along with the need for ethical patient centred care because of the social complexity for our families. Staff wish to have transparency with open dialogue as scopes of practice expand recognizing the safe nursing resources need to provide such a degree of care.



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