

THE STATE OF HEALTHCARE IS
OUTRAGEOUS



2023 ANNUAL
REPORT

MISSION STATEMENT



VISION

A healthy Manitoba where all patients and nurses are respected, safe and valued.



MISSION

Towards this vision, we instill and uphold the value of nurses within a strong, publicly funded healthcare system, by empowering nurses through effective collective bargaining practices, innovative member development programs, and well-rounded advocacy efforts.



VALUES

We believe in honour, integrity, accountability, democracy, diversity, advocacy, solidarity, reconciliation and social justice.

CONTENTS

ABOUT MNU

MNU Board of Directors	4
MNU Standing Committees and Staff	5

ANNUAL GENERAL MEETING

Annual General Meeting Agenda	6
Annual Meeting Rules of Procedure	8
AGM Chosen Charity: Rossbrook House	9

REPORTS

President's Report	10
Executive Director's Report	20
Senior Manager of Communications and External Relations	24
Manager of Administrative Services' Report	28

COMMITTEES

Provincial Collective Bargaining Committee Report	29
Nominations & Elections Committee Report	30
Discipline Committee Report	31
Resolutions & Constitution Committee Report	32
Finance Committee Report	41

FUNDING

MNU Scholarships	44
Vera Chernecki Emerging Leader Award and Yellow Ribbon Award	45
Kim Kotelo Memorial Award	46

Manitoba Nurses Union

BOARD OF DIRECTORS

May 1, 2023 – April 30, 2024



Darlene Jackson
President



Valerie Wotton
Vice-President



Tracy Bassa
Secretary-Treasurer



Patricia Grocholski
Interlake/Eastern
Health Region



Carrie Holland
Northern Health
Region



Christina Woodcock
Prairie Mountain
Health Region



Amanda Sainsbury
Southern Health
Region



Pamela Achurch
Winnipeg Region:
Community Health



Karen Jantzen
Winnipeg Region:
Long Term Care



Laura Schattner
Winnipeg Region:
Acute Care



Colleen Johanson
Winnipeg Region:
Acute Care



Katie Stark
Shared Health
Region: Health
Sciences Centre



Kimberly Ross
Shared Health
Region: Shared
Health Provincial
Programs

MNU STANDING COMMITTEES 2023 - 2024

EXECUTIVE COMMITTEE

Darlene Jackson, President,
Chairperson
Valerie Wotton, Vice-President
Tracy Bassa, Secretary-Treasurer
3 Members at Large:
Colleen Johanson
Carrie Holland
Christina Woodcock

FINANCE COMMITTEE

Tracy Bassa, Secretary-Treasurer,
Chairperson
Darlene Jackson, President
Valerie Wotton, Vice-President
Pam Achurch
Katie Stark
Colleen Johanson

NOMINATIONS & ELECTIONS COMMITTEE

Laura Schattner, Chairperson
Marla Johal, Staff Advisor
Sheila Holden, Non-Board Member
Pam Achurch

RESOLUTIONS & CONSTITUTION COMMITTEE

Katie Stark, Chairperson
Julie Lackner, Staff Advisor
Karen Jantzen
Christina Woodcock

DISCIPLINE COMMITTEE

Laura Schattner, Chairperson
Patty Grocholski
Kimberly Ross
*Non-Member Kevin Rebeck, MFL
*Non-Member Gina McKay, CUPE

MNU STAFF

EXECUTIVE DIRECTOR:

Mike Sutherland

SENIOR MANAGER OF COMMUNICATIONS & EXTERNAL RELATIONS:

Brandi Johnson

MANAGER OF ADMINISTRATIVE SERVICES:

Kaley Wusaty-Phillips

MANAGER OF LABOUR RELATIONS:

Leona Barrett

IN-HOUSE COUNSEL:

Anne Gregory

LABOUR RELATIONS OFFICERS:

Tom Henderson (retired 2023)	Mary Lakatos Mary Lou	Marla Johal Marlon Mahadeo
Shauna Briscoe	Cherwaty	Rachel Mamott
Manola Barlow	Susan Tremblay	Christine St.
Marise Frankel	Deb Stewart	George (New hire 2024)
Michelle Peterson	Julie Lackner	

PROFESSIONAL PRACTICE:

Deb Stewart

EDUCATION OFFICER:

Shelby Colbert

COMMUNICATIONS OFFICERS:

Bernice Pontanilla
Jane Chartrand

RESEARCHER:

Bridget Whipple*
Chris Sanderson*
Michelle Lark (New hire 2024)

ACCOUNTING & INFORMATION TECHNOLOGY COORDINATOR:

Terry Dyck (retired 2023)
Cayla Wu (New hire 2024)

ADMINISTRATIVE ASSISTANTS:

Tracy Wood	Katrina Profeta	Ashleigh Sadler
Erin McGee	Angela Samayoa	Celeste Alibin
Marija Tisaj	Tiffany Willits*	(New hire 2024)
Kristina Kiciuk	Jen Hueging	
Veronica Jones	Giezelle Monte	

**These staff members sought other opportunities in 2023 and we wish them well.*

ANNUAL GENERAL MEETING AGENDA

TUESDAY, MAY 7

0730 – 0845:

Registration

0900:

Call to Order

Land Acknowledgement

O Canada sung by Ashleigh Sadler

Greetings

Opening Prayer by Flora Simpson

Announcements

Introductions

Credentials Committee Report

Rules of Procedure

Approval of Agenda

Approval of Scrutineers

MNUUnity Video

MNU President's Address

Passages Video

1000 – 1030:

Refreshment Break &
Late Registration

1030:

CFNU Greetings – Linda Silas,
CFNU President

Greetings from MFL Kevin Rebeck

MNU Chosen Charity – Rossbrook House

Updated Credentials Committee Report

Presentation of Reports:

- President
- Executive Director
- Senior Manager of Communications & External Relations, Year In Review Video
- Manager of Administrative Services
- Secretary Treasurer

Finance Committee:

- Auditor's Statement
- Adoption of Auditor's Report
- Appointment of Auditor
- Budget Forecast

Nominations & Elections Committee

Discipline Committee

Resolutions & Constitution Committee

1200 – 1300:

Lunch provided

MNU

2024 AGM | MAY 7-8, 2024

FAIRMONT WINNIPEG, 2 LOMBARD PLACE, WINNIPEG, MB



1300:

KEYNOTE: Gerard Murphy, Barefoot Facilitation Inc.

1430 – 1500:

Refreshment Break, Year in Review Video

1500:

Regional Meetings

1600:

Adjournment of Business Session

1800:

Cocktails

1900:

49th Banquet Evening –Slumber Party

WEDNESDAY, MAY 8

0730 – 0845:

Registration

0900:

Call to Order

Credentials Committee Report

Announcements

Greetings from Bea Bruske, President of the Canadian Labour Congress

Resolutions/Constitutional Amendments

1000 – 1030:

Refreshment Break & Late Registration

1030:

Resolutions/Constitutional Amendments

1130 – 1330:

Lunchtime Rally at the Manitoba Legislature

1330:

Credentials Committee Report

Resolutions/Constitutional Amendments

Business Held Over from Previous Day

Approval of Budget

New business

1500 – 1530:

Refreshment Break

1530:

Yellow Ribbon Award

Vera Chernecki Emerging Leader Award

1700:

Adjournment

Please note: Agenda is subject to change.

MNUUNITY

2024 ANNUAL GENERAL MEETING
MAY 7-8, 2024 | WINNIPEG, MANITOBA



ANNUAL MEETING RULES OF PROCEDURE

- 1.** Order of business is subject to majority approval. It may be changed during the meeting, only by a 2/3 vote.
- 2.** Eight (8) persons will be appointed from amongst the non-voting members present to act as scrutineers.
- 3.** Procedure: A Registered Parliamentarian will assist us with parliamentary procedure as the need arises. Procedure will be in accordance with the Constitution, Section 9.01, namely, "if any procedural matter is brought into the issue at any meeting of the Manitoba Nurses Union, the current edition of Robert's Rules of Order will govern."
- 4.** Delegates may speak only once to any given resolution and debate is limited to three minutes, unless permission to the contrary is given by the assembly.
- 5.** All delegates are requested to speak at the microphone and are further requested to identify themselves by name and Local/Worksite number before speaking.
- 6.** Speakers must address the Chair.
- 7.** All Manitoba Nurses Union members present are encouraged to engage in discussion, but only voting delegates and Board members may make motions and vote.
- 8.** Motion forms will be provided. Motions should be in writing on these forms and the appropriate copy given to the Chair at the time of making the motion.
- 9.** During voting on motions, delegates are to remain in the meeting room.

RESPECTFUL MEETING GUIDELINES:

- 1.** Respect each other.
- 2.** All members of the meeting should be treated as equals.
- 3.** Confidentiality must be maintained.
- 4.** Discuss issues not people.
- 5.** Listen respectfully.
- 6.** Focus on the issues.
- 7.** Refrain from personal attacks.
- 8.** Refrain from dominating the discussions.
- 9.** Cellphones to be on mute/vibrate during meetings. Please return calls during breaks.

OUR AGM CHOSEN CHARITY: ROSSBROOK HOUSE

“No child who does not want to be alone should ever have to be.”

- Sister Geraldine MacNamara, founder of Rossbrook House, during the ceremony in 1983 where she received the Order of Canada

Located at the corner of Ross Avenue and Sherbrook Street in Winnipeg’s Centennial area, Rossbrook House was founded in 1976 and, since then, has been a constant alternative to the destructive environment of the streets by:

- Keeping the doors open 365 days of the year, 24 hours a day every weekend and period of school holidays
- Recruiting its staff from the young people who come to the centre on a regular basis
- Driving participants safely home each evening

Today, over 1,000 children and youth ages 6-24 years come through the doors annually, and up to 80 participants on a daily basis.

Beyond being a safe place to be, Rossbrook House has three alternative school programs, an afterschool homework club, a young mom’s group, sports and recreational activities, Indigenous cultural activities, leadership activities, a music program, and a healthy kitchen program that provides daily meals to participants while teaching them about healthy eating and cooking.

We’re thrilled that Rossbrook House is our 2024 Charity of Choice!



Funds will be raised at the 2024 MNU AGM and all throughout the year, including from sales of the Art of Nursing necklace that was a jewelry collaboration between MNU and Hilary Druzman. This necklace has three rings linked on a unity chain representing the qualities of courage, compassion, and commitment.



If you already purchased the Art of Nursing necklace, Hilary Druzman has also created a Good Works necklace for Rossbrook House in collaboration with 14-year-old Breanna Mink, a Rossbrook House youth.

Hilary spent several months with Breanna, going through many of her inspiring sketches. Hilary and her team selected one that represents the guiding principle of Rossbrook House, that no child who does not want to be alone should ever have to be.

Both necklaces are available at hilarydruzman.com.

PRESIDENT'S REPORT

Darlene Jackson

2023 was a crescendo of effort. In fact, it crested on October 3. That day is one I'll never forget. I was sitting in a hotel room in San Francisco, attending the meeting of the Global Nurses United. It was Election Day back home in Manitoba; a day I knew that I could no longer influence, one that I'd been anticipating for a very long time.

Two years prior, after feeling deflated in the knowledge that we had done nearly everything possible to build a mutually beneficial relationship with government, only to watch one example after another of nurses being disregarded and disrespected, we knew we had to change directions.

Two years ago, we started to get loud, to fight back against a crumbling public healthcare system, and educate the public about what was really going on behind the scenes.

Sitting in my hotel room, glued to a laptop, I watched one PC MLA after another be ousted. It was an incredibly proud moment, knowing that my team and I, my sisters and brothers, and all of our many supporters, had forced change. Together we made healthcare the Number 1 issue in the provincial election.

In fact, our election-

focused OutRAGEous campaign was visible around the province on superboards, billboards, in windows, on balconies, as well as lawns that read *The state of healthcare is outRAGEous: Vote like your life depends on it.*

Our staff, members and supporters spent hours upon hours delivering those signs to all corners of the province. This was an initiative that made me incredibly proud to see how widespread the campaign became, especially considering the geography of our province.

We strongly believe that our campaign helped cement healthcare as the most important issue at the ballot box. And while we are a non-partisan union and did not endorse a party to vote for, we did feel that it was crucial to work towards making the public aware of what was happening in our facilities.

That said, we are under no illusion that there will be a quick fix to the problems plaguing the public healthcare system, from serious staffing issues to the lack of respect shown to nurses on the part of managers and of course, staff to patient ratios. But what I can say is that I am hopeful and encouraged to continue working hard to improve conditions for members' and patients we serve.

This report provides an overview of our efforts in 2023.



“When I ran for the office of president, I spoke about my belief in the collective power of nurses and, wow, did 2023 show that power!”



GOVERNMENT RELATIONS

On October 3, Manitobans voted in a new party to govern our province, the NDP led by Premier Wab Kinew.

The election was an acrimonious affair, with the Tories' campaign team heavily criticized for using ads touting their opposition to the search for the remains of murdered women left in landfills to try and draw voters, as well as the "parental rights" rhetoric used in the United States and other parts of Canada that is anti-LGBTQ+.

Despite these ads, it was healthcare that became the focal point in the campaign. This important topic, coupled with the NDP's efforts to remain above the fray compared to the Tories, helped seal the win for them.

During the government's swearing-in ceremony on October 18, we learned that Uzoma Asagwara, NDP MLA for Union Station, was named Health Minister and Deputy Premier.

Minister Asagwara, who completed a Bachelor of Science in Psychiatric Nursing from the University of Winnipeg and the University of Brandon, has a keen understanding of our public healthcare system, and quickly expressed a willingness to listen to the frontline.

This has set a completely different tone compared to what we experienced before, the attacks on unions by the Pallister government and the big promises made by the Stefanson government with very little to show for them.

The new NDP government wasted no time in addressing healthcare, first with a letter to healthcare workers across the province and an accompanying press conference, thanking them for their dedication during difficult times, and commitments to staff up the system and change the culture in healthcare, ending mandatory overtime for more work-life balance and holding management accountable for measurable goals in improving our healthcare system.

Minister Asagwara held a press conference on

November 17 to announce the shutting down of the surgical and diagnostic task force set up by the previous PC government to address the provincial backlog of procedures, tests, and surgeries.

This task force was supposed to address capacity issues, but Asagwara stated that instead it spent millions of dollars sending people elsewhere for their procedures. Some of those visits to private clinics cost up to seven times more than if the procedure had been done in Manitoba.

In December, Minister Asagwara embarked on a *Listening to the Frontline Tour*, with the first stop at Grace Hospital on December 8. These hour-long sessions are meant for open dialogue, to share ideas and concerns that affect nurses, workplaces, patient care, and the healthcare system as a whole. Over the ensuing months, this Tour was expected to

include Health Sciences Centre Winnipeg, St. Boniface Hospital, Victoria General Hospital, Brandon Regional Health Centre, Bethesda Regional Health Centre, Selkirk Mental Health Centre and Thompson General Hospital.

At the time of writing this report, Manitoba had not yet signed the bilateral healthcare agreement with the Government of Canada, which set aside over \$200 billion for healthcare over 10 years. This number includes \$25 billion for tailored bilateral agreements with provinces and territories.

B.C. was the first province to sign the bilateral agreement in October 2023, followed by P.E.I. and Alberta. Nova Scotia signed on less than two weeks into 2024. The other provinces are said to be in negotiations with the federal government on their agreements.

At MNU, we strongly urged the new Manitoba government to follow suit as soon as possible, for the need is high at healthcare facilities across the province and those funds will go a long way to

MNU President Darlene Jackson proudly stands with the Manitoba delegation at the CFNU Biennial Convention in Charlottetown, P.E.I., in June of 2023.



helping the system to provide better patient care and workplace conditions for our members.

COLLECTIVE BARGAINING

When it comes to collective bargaining, 2024 is expected to be a year of huge importance for our members. The Central Table collective agreement, which was ratified in October of 2021 and retroactive to 2017, expires on March 31, 2024.

MNU reconvened our Provincial Collective Bargaining Committee (PCBC) in the summer of 2023 and sent out a bargaining survey to our Central Table members in early September. Since then, there have been numerous PCBC meetings to hammer out the proposals that will be brought forward during Central Table negotiations.

It is also our expectation that with a new provincial government, this upcoming round of bargaining

will not be the years-long, drawn-out affair that it was under the PC government of Brian Pallister and his two bills: Bill 29, which saw the number of bargaining units in health care reduced and via the representation votes, and Bill 28, which attempted to implement a wage mandate on public sector workers of no more than 0%, 0%, 0.75% and 1% over a four-year period.

As many of you will recall, MNU, other unions and the Manitoba Federation of Labour joined together as *The Partnership to Defend Public Services* to launch a constitutional challenge of Bill 28. While the Partnership initially won in court, the provincial government appealed, and this judgement went in their favour.

The next step for our Partnership was to request that the Supreme Court of Canada hear this case. While we were waiting for an answer from the Supreme Court, the Government of Heather Stefanson, who succeeded Pallister, repealed Bill 28. In October of 2022, the Supreme Court





MNU President Darlene Jackson attended in solidarity MAHCP's information picket at St. Boniface Hospital in May of 2023 with Karen Sadler and Sheila Holden of MNU Worksite 5.

announced that it would not be hearing the case, which was a disappointment.

However, the fact that unions banded together to fight back against unjust legislation was a powerful message not only to the former PC government, but also any future government, as well as Manitobans in general. Organized labour will always fight back against unjust legislation.

MNU gave notice to commence the new round of bargaining to the Provincial Health Labour Relations Services (PHLRS) on December 5, 2023, and PCBC was hard at work with the goal of exchanging proposals with Employers at the end of February, 2024.

We are not expecting any legislation like Bill 28 to be coming forward, which is a relief. Unions know that collective bargaining works best when it is free from government interference. It is a tried and tested process that allows workers and employers to reach fair deals that make sense for both sides.

RESPIRATORY ILLNESSES CONTINUE TO PLAGUE SYSTEM

Respiratory illnesses such as the flu, RSV and COVID-19 have continued to have a devastating effect on our healthcare facilities, especially our hospitals, towards the end of the year.

A mere two days before Christmas, Minister Asagwara and Manitoba Chief Public Health Officer Dr. Brent Roussin held a hastily called press conference pleading with healthcare workers to consider picking up shifts over the holidays. They stated that intensive care units were already stretched and increases in respiratory illnesses were expected to continue over the holidays. They also called on Manitobans who hadn't received their flu shots or other vaccinations to please do so, and to wear masks if symptomatic.

A media outlet, *CBC Manitoba*, reported on an internal memo from Shared Health that stated organ donations and the transfer of patients from northwestern Ontario were temporarily suspended as Winnipeg hospital ICUs struggled with capacity.

We heard from many of our members during this time who felt overwhelmed and like they were drowning under the heavy workloads and lack of adequate staffing numbers.

One of our social media posts about the wait time exceeding 30 hours at HSC's Adult ER in mid-December garnered much attention from the media and the public. The member who reached out to us stated that they were concerned that "someone will die unnecessarily" because they were constantly meeting the criteria for surge protocol, meaning the emergency department was over capacity. This member further stated: "please send an SOS to Shared Health and the Government to try something new, something drastic: what we are doing is not serving us anymore."

We feel that it is important to continue to shed light on issues affecting our healthcare system and the experiences of our members, even as we work with the NDP government and the health regions to improve working conditions. This further demonstrates our commitment to remaining a non-partisan union that brings up difficult issues no matter which party is in government.

There were numerous media requests made to us over the holidays, and one aspect I hammered home to reporters was the domino effect of

TOP: During the Save Public Healthcare Rally in July of 2023, MNU President Darlene Jackson spoke to the crowd gathered there. This rally took place while premiers were gathered at the Fort Garry Hotel for the Council of the Federation meetings. MIDDLE: In January of 2023, President Jackson spoke at a press conference calling for supports for the SANE program at HSC, alongside NDP MLA Uzoma Asagwara and NDP leader Wab Kinew. BOTTOM: President Jackson is photographed with Senator Rebecca Patterson, a registered nurse by training and Canadian Armed Forces veteran, at the CFNU's Parliamentary Breakfast event in December of 2023.

bottlenecking that occurs in emergency departments when there aren't enough beds for patients to move to in hospitals or other health facilities.

One of our members contacted us to let us know that at HSC ER, they had 77 patients waiting for care at one point, which is a record for this facility. Nurses worked mandatory overtime and missed breaks to deal with this surge in patients, and some Employers sent out requests for nurses to pick up extra shifts and cancel vacations to work. It was a very tough holiday season.

I mentioned the issue of bottlenecking to media back in November, when it was reported that a patient died at Grace Hospital ER after waiting 33 hours. Our members there told us that it had been a chaotic weekend, with up to 100 patients passing through the department that day, which is higher than normal.

The Winnipeg Regional Health Authority (WRHA) launched an investigation into this death, and very early in January the WRHA ruled it to be a critical incident, which provincial legislation defines as “an unintended event that occurs when health services are provided to an individual and results in a consequence to him or her that is serious and undesired, and does not result from the individual's underlying health condition or from a risk inherent in providing the health services.”

When the WRHA announced the critical incident threshold being met, they also said a comprehensive review into the circumstances that led to the death would be undertaken. This is a necessary step to ensuring that any mistakes made are not repeated in the future. Our deepest condolences to the loved ones of this patient.

ADDRESSING SECURITY IN OUR HEALTH FACILITIES

In addition to the staffing issue, we also spent a good deal of time in 2023 putting pressure on leadership in the healthcare regions to improve safety at



facilities across the province, especially at Health Sciences Centre in Winnipeg.

Our concerns were made public when we were contacted by the *Winnipeg Free Press* last November. This newspaper reported on a pair of grievances that we had filed against Shared Health, one on safety concerns in parkades and surface lots surrounding HSC, and the second on how the health authority reported the incidents of violence province wide.

Nurses who work at HSC told us they have faced incidents related to everything from vehicle thefts to physical assaults, including being punched and spat on.

In my interview with the *Free Press*, I made it clear that we were done talking with management, that we needed action to safeguard our members and that's why we filed the grievances. We found ourselves unable to provide the level of support to our members that we wanted to provide because the reports that we were getting from the Employer had no information that we could use.

We have been calling for years on health region leadership and government officials to take this issue seriously. The previous Progressive Conservative government passed legislation in June of 2019 to create institutional safety officers (ISO), which were security guards with more powers and training, for hospitals and post-secondary institutions, but there were no ISO hires even four years later.

When it comes to the health and safety of our members, we will continue to put pressure wherever necessary to see action taken.

COALITION BUILDING

Manitoba Federation of Labour

The MFL remained front and centre throughout the year 2023, first providing huge support to the many union members who found themselves on strike or on informational pickets, and then during the provincial election.

Thanks to the efforts of MFL President Kevin Rebeck and his team, local strikes and informational pickets received widespread attention from the media and the public. They made sure to keep all other unions informed of the locations of the strikes/pickets, as well as any rallies at the Manitoba Legislature.

One of the largest strikes was that of MPI workers, who are MGEU members. It was also one of the longest in 2023, running from Aug. 28 until Nov. 1, but workers persevered and received what MGEU called a fair deal.

If there was a silver lining to the constant attacks on labour over the seven years of PC government, it is that solidarity has grown by leaps and bounds. I had the opportunity to walk with members of unions on strike and had great conversations with those on the picket lines. They were so grateful to see the support of the Manitoba Nurses Union.

The labour movement in Manitoba has grown stronger and more united than ever. It truly was a summer of solidarity.

The MFL's election efforts included organizing labour groups to go out and canvass for many candidates across the city and the province. They also held a successful labour women's canvass in September.

In conversations with the MFL's leadership, we were lauded for our *The State of Healthcare is OutRAGEous: Vote Like Your Life Depends On It* campaign and they were very appreciative of our efforts to get signs delivered all over the province.

Following the election, the MFL started placing pressure on the Kinew government to enact legislation toward establishing a simple one-step unionization process (50%+1 card check) and implementing a long overdue ban on the use of replacement workers during strikes and lockouts, also known as anti-scab legislation.

In December, Minister of Labour Malaya Marcelino officially tasked the Labour Management Review Committee with giving her advice on these two important measures, which are critically important to re-balance Manitoba's labour laws after the Pallister/Stefanson governments tipped the scales so heavily against working people and unions.

In 2023, the MFL also championed paid sick days for all workers, pointing to new data from Statistics Canada that showed the need for government to act. This was shared via press release in October, and in November, Domestic Violence awareness month, the MFL re-booted their campaign to raise worker awareness about the availability of paid interpersonal violence leave, which is available to workers who are experiencing domestic violence, stalking or sexual violence. Paid leave gives workers



The leaders of the nurses' unions across Canada, including MNU President Darlene Jackson and CFNU President Linda Silas, met with Federal Health Minister Mark Holland and Chief Nursing Officer of Canada Leigh Chapman during CFNU's National Executive Board meeting in October of 2023.

an opportunity to take time off from work to get help to breakout of violence, without risking their jobs or taking a hit on their pay cheques.

For more information about MFL activities and programs, please visit mfl.ca

Canadian Federation of Nurses Unions

It was a banner year for CFNU initiatives, with lots of media coverage.

In January, CFNU and MNU penned an op-ed that ran in the *Winnipeg Free Press* and was shared with members via our digital newsletter, *The Pulse*. In this op-ed, we put pressure on the two levels of government, federal and provincial, to come to the table and hammer out a deal.

We ended the op-ed with this statement: *Nurses deserve safe workplaces and patients deserve access to the care they need. All levels of government must step up, just like nurses have for so long. Together we can improve healthcare for nurses and patients alike, which is what every Manitoban deserves.*

In February, the federal Liberal government of Justin Trudeau announced \$196.1 billion for health care over the next decade — including \$46.2 billion in new spending on top of funds already budgeted. The deal meant that provinces and territories would

receive an unconditional \$2-billion boost to the Canada Health Transfer (CHT) and a 5% annual hike to the CHT for the following five years, with a built-in mechanism to permanently increase funding in the years after.

Linda Silas, CFNU President, responded in a press release that “after years of underfunding and grueling working conditions pushing nurses out of the profession, increased funding is welcome, but fixing the health crisis starts with concrete action to fix nursing shortages.”

The CFNU Biennium was held in Charlottetown, P.E.I., from June 5 to 9. MNU was allotted 75 registrants based on our membership and our registration was full only two days after it opened. The theme was *Together We Got This* and several of our staff assisted: Brandi Johnson, Senior Manager of Communications and External Relations, coordinated the large communications team and oversaw onsite operations. Jane Chartrand assisted the comms team and Shelby Colbert provided support for the two education days. This was the first Biennium after the COVID-19 pandemic, and it was great to see everyone in person.

The Council of the Federation (CoF) took place July 10 to 12 in Winnipeg and was hosted by Manitoba Premier Heather Stefanson. CFNU held a breakfast

with the Premiers to inform them on issues that are of the highest importance to Canadian nurses.

Right before this event, CFNU launched a media campaign that called on Canada's leaders to "finish the job" when it comes to fixing the nursing crisis and "complete the recovery" of our public health care system. For this campaign, CFNU recruited 10 nurses from across the country, including our very own Christina Woodcock, to provide testimonials as to what they saw in their workplaces.

To coincide with the CoF meetings, the Manitoba Health Coalition, Canadian Health Coalition, MFL and several unions, including MNU, organized the *Save Public Health Care Rally* on July 11. This event was well attended and garnered a lot of media attention. Speakers during the rally called on the provincial and territorial governments to act swiftly and strongly in support of our public healthcare system.

In October, I traveled to Charlottetown, P.E.I., to attend events related to the Federal-Provincial-Territorial Health Ministers' meeting, which was chaired by federal Health Minister Mark Holland. He was named new federal Health Minister when Prime Minister Justin Trudeau shuffled his cabinet in July.

At the conclusion of the meeting, CFNU put out a press release where President Silas said we were encouraged by governments' collaborative commitments to bolster the healthcare workforce. She emphasized the importance of governments acting quickly to turn commitments to the health workforce into concrete changes on the frontlines, including phasing out overreliance on costly private nurse staffing agencies and addressing excessive hours of work for nurses.

There was also a rally organized by the Canadian Health Coalition in Charlottetown that CFNU representatives and I attended. This event received media coverage at the national level, which was great to see.

For more information about CFNU activities and programs, please visit nursesunions.ca

PROGRAMS

Scholarships & Funding

Eligibility criteria, deadlines, and application forms for all available funding and scholarships are available at www.manitobanurses.ca/scholarships

Keith Lambert Memorial Labour Fund

This year, there were nine successful applications with a total of \$7,940 dispersed.

Joyce Gleason Memorial Scholarship

There are four Joyce Gleason Memorial Scholarships aimed at students enrolled for the first time in a nursing program at a Manitoba institution.

We congratulate the four recipients for 2023: Hope Omondi, Anabella Cardozo, Brooklyn Bedard and Christina Ambrenac.

CFNU Scholarship

The CFNU offers an annual scholarship to each provincial nurses' union, for a student enrolled in a nursing program. Congratulations to this year's recipient of the CFNU Scholarship: Sofreen Sandhu.

MNU Continuing Education Scholarship

The selections committee awarded the 2023 scholarships to: Robin Catton from Assiniboine Worksite 144 and Renee Boily from Bethesda Worksite 101.

Kim Kotelo Memorial Award at Red River College Polytech

Congratulations to nursing student Katie LaBerge, the second recipient of the Kim Kotelo Memorial Award!

LaBerge was nominated by Julia Whitehead, a registered nurse on the orthopedic trauma unit at the Grace Hospital and LaBerge's preceptor. In her nomination, Whitehead said that from the beginning of Katie's senior practicum, "her compassion, empathy and advocacy for patients was evident. Katie always entered a patient's room with a smile on her face. Oftentimes I could find Katie taking extra time to listen to patients and their family members during some of the most challenging times of their lives."

The Kim Kotelo Memorial Award, valued at \$1,000, is presented annually to a student completing their third year of the Bachelor of Nursing program. This award was established to honour the life of Kim Kotelo, a graduate of the RRC Polytech's nursing program, who worked as an acute care nurse at the Health Sciences Centre through the COVID-19 pandemic and passed away in April of 2021.

For those who would like to support Kim Kotelo's legacy, there is a green 'donate now' button on the



MNU President Darlene Jackson participated in an open forum at the CFNU's Biennial Convention in P.E.I. in June of 2023, where she was also honoured with the Bread & Roses award, presented to her by CFNU President Linda Silas and Secretary-Treasurer Pauline Worsfold.

award's information page at the rrc.ca/fundraising website. Please remember to designate your gift in memory of Kim Kotelo.

Donations are also accepted over the phone by calling 204-619-0139, or by mail at the following address:

Red River College Polytechnic Development Office
C306-2055 Notre Dame Ave.
Winnipeg, MB R3H 0J9

CONCLUSION

As I pen this last section in my report, I received the news of my acclamation as President for another two years, which includes MNU's 50th anniversary in 2025. I'm truly grateful for the confidence and support that members have shown me since I was first elected in 2018. It is an honour to represent unionized nurses here in Manitoba.

When I ran for the office of president, I spoke about my belief in the collective power of nurses and, wow, did 2023 show that power! This belief is now unshakeable, I know that we are capable of doing very difficult things when we come together.

Our collective efforts paid off and were visible for everyone to see during the election, plus the change in government. These efforts will continue

in 2024, because we are committed to seeing true change – radical change – in our workplaces. Changes for the better that will benefit patients and our members.

This change is crucial. We simply cannot continue to bleed staff in our public healthcare system, not with what respiratory illness season has now become and not if we want to tackle emergency room wait times and the wait times for backlogged surgeries.

We need our governments to continue working together to tackle this staffing crisis, and we will be there with our ideas, suggestions, and opinions on how to do that.

Thank you, MNU members, for continuing to place your trust in me and for continuing to share your experiences and thoughts with me. We appreciate you staying engaged with us through our social media, the digital newsletter *The Pulse* and via our comms@manitobanurses.ca and info@manitobanurses.ca emails.

Thanks to the MNU Board, Local/Worksite and Regional leaders as well as our dedicated MNU staff for their contributions towards making 2023 the incredibly successful year that it was. We continue to face numerous challenges, but I am confident that we will face them as we have always—with unity, courage and strength. ■



EXECUTIVE DIRECTOR'S REPORT

Mike Sutherland

The year 2023 was action-packed, with a number of changes and developments that we hope will lead to a positive impact on nursing. One of the most significant, of course, is the change in government, and it is our hope that the promises made in the campaign will translate into significant and tangible improvements in the healthcare system and the working conditions of nurses.

INCENTIVES

The incentive programs instituted under the previous government are for the most part slated to expire in early 2025, or late 2024. At this time, it is as of yet undetermined as to what, if any, incentives will continue under the new government beyond the expiry dates, and what areas they will look to emphasize or invest in. It is clear the entire system is under resourced and the massive nursing vacancies must be meaningfully addressed through both retention and recruitment. That has been conveyed clearly to the government and we have reminded them of their various statements in support of nurses and health care throughout the campaign.

BARGAINING

Central Table bargaining commenced on February 27th of 2024. The current agreement expires March 31st, 2024. Although perhaps overly optimistic, it would be seen as an unprecedented positive sign if a collective agreement, satisfactory to nurses was reached prior to, or within a short time after expiry. It would certainly indicate the current government's sincere commitment to prioritizing nurses. Our Provincial Collective Bargaining Committee (PCBC) will continue to assert the manifest need for proper compensation, respect and valuation of nurses in order to maintain a competitive standing in the midst of a national and global nursing shortage.

MEMBERSHIP

MNU continues to receive overtures from various workplaces that are considering joining our bargaining unit. In 2023, we added Rest Haven Care Home to our MNU family.

PROVINCIAL FLOAT POOL & AGENCY USAGE

As of the time of reporting, the Employer has indicated a desire to add part-time positions and augment the number of the nurses in the Provincial Float Pool to approximately 400. A significant number of nurses (approximately 68% according to the Employer) currently in the float pool were formerly Agency nurses and we are pleased to



Photo from the Save Public Healthcare Rally in July of 2023, where MNU's lawn signs featured prominently among those walking from the Upper Fort Garry site on Main Street to the Union Centre on Broadway.

see them join the MNU. We continue to monitor to ensure the Provincial Float Pool is not derailed or undermined by the Employer and continues to remain a viable and constructive option in limiting the reliance upon private Agency nursing.

GENERAL MATTERS

Arbitration hearings continue to be required, despite the Employer's statement about the valuation of nurses. Hearing included classification issues, fair compensation for SANE nurses, and fundamental safety issues at HSC. The cost of arbitration hearings is substantial, but these are important matters and MNU must take these matters forward when Employers remain inexplicably oppositional even when obvious and reasonable compromise could have resolved the situation.

The Patient Care Optimization Committee has met

a number of times throughout the past year. MNU maintains equal representation on the committee, but it is a partnership with the Employer. MNU continues to insist on measures that will have positive results for front-line nurses, not those that reduce Employer costs.

Workload, workplace violence, staffing issues, mandating, agency use, etc., remain prominent issues. Employers ought to be committed to real and meaningful solutions to these issues in order to keep nurses in Manitoba's health system.

GRIEVANCES

- 1. Total amount opened in 2023: **95**
- 2. Number of closed files (all): **252**
- 3. Number of disciplinary in 2023: **26**
- 4. Number of non-disciplinary in 2023: **69**

LEAP

Cases opened from Jan 1, 2023 – December 31, 2023 – **47 Cases**

53 Payments made - Expenditures up to and including December 31, 2023 = **\$77,699.901**

WCB MATTERS

Total Appeals: **51**

Total Contacts with the WCB Fair Practice Officer: **30**

September 1 –December 31, 2023

1. WCB presentation on the new policy for the Adjudication of Psychological Claims for LRO's & Comms, October 23, 2023
2. Request sent to Shann Haas, Director of OESH, October 2023 asking if OESH can put together a Q&A/policy outlining the process for members to request the 10% top up when on a WCB claim and to have the Disability Manager include this information when they first become aware that someone is off work due to a WCB/MPI claim. No response from Shaun Haas to date.
3. WCB healthcare unit assessment of claims-not having a specialist provide an opinion regarding a complex injury; not requesting the MRI results before providing a medical opinion which resulted in a claim being denied.
4. Contacted the MFL October 19, 2023, to request consideration to start a file of sorts to collect issues that are identified with WCB's management of claims. To take a collective approach to try and facilitate change.
5. Addressed WCB call in exam process for informed consent & procedural fairness with the Fair Practices Officer, October 26, 2023. Members are told they must attend a call-in exam with the WCB healthcare department without being fully informed as to the purpose of the call-in exam. WCB threatens to end benefits for noncompliance if the member does not attend the call-in exam.

May 6-August 31, 2023

1. Started to refer some members to one of the physicians at the Occupational Health Centre to assist with the appeal submission. The OHC

doctor provides a report including their opinion which has been beneficial to members in their appeal success.

2. Contacted WCB management, MFL & MNU management regarding concerns with the WCB medical management/WCB healthcare's opinions provided on claims which impact benefit entitlement:
 - a. WCB medical advisor's inappropriate comment regarding the Rhomberg Test (nurse does not work with their eyes closed so test result are not relevant)
 - b. Appeal Commission's written comment that the WCB medical advisor discounted information relevant to a long covid claim.
 - c. Release of personal health information on psychological claims-can WCB didact the sensitive historical information so that the employer does not have access (childhood trauma, past diagnoses), WCB legal denied this request.

March 13 – May 5, 2023

1. Contacted the FPO & Manager at the WCB-what is the process to address situations where the WCB is not following their own policies when providing services/making decisions. Specific to a WCB overpayment situation.
2. Contact with the WRHA's WCB Coordinator to confirm the employer correctly paid GRTW hours of work, previously covered by HEB following a successful WCB appeal.
3. Met with the WCB Manager to discuss concerns with how MNU members are being treated; issues with rtw plans & WCB's lack of involvement to ensure safe rtw plan, (the employer provides info at grtw meetings that should be coming from the WCB), lack of communication from WCB to members regarding claim status and benefit entitlement (Physio extensions), WCB's medical management of claims-WCB healthcare unit appears to be in place to end benefits (requested examples where a referral to the WCB healthcare department did not lead to claim closure).
4. Made a request to the WCB manager to have someone present on the new WCB policy on the Adjudication of Psychological claims.



MNU Executive Director Mike Sutherland, along with MNU President Darlene Jackson and Communications Admin Assistant Giezelle Monte, attended MGEU's march from the Union Centre to the Manitoba Legislature in support of striking workers at Manitoba Liquor & Lotteries in August of 2023.

5. Asked the MFL if they would organize a WCB presentation to all unions on the new policy for the adjudication of psychological claims.

January 1 – March 10, 2023

- 1. Co-presented on WCB claims & appeals at the MFL Health & Safety Conference, February 2 & 3, 2023
- 2. The employer was not paying hours worked on a HEB grtw when the WCB appeal resulted in retro pay. The member must repay HEB but was not getting paid by the employer. This was resolved in February 2023.
- 3. Request a process from the Manager & Fair Practices Officer to appeal situations where the

WCB is not following their own policies when making decisions on claims. (overpayment policy was not followed by the WCB). March 2023.

- 4. MNU requested the employer postpone an appeal on a psychological claim due to the health implications for the member. The employer agreed to the delay.
- 5. First WCB file reviewed that contained WSR's which supported the excessive workload issues, used to support claim acceptance. WCB's policy for the adjudication of psychological claims is changing in the spring 2023, WSR's should be included in all workplace injuries that are impacted by workload and staffing issues. ■



SENIOR MANAGER OF COMMUNICATIONS AND EXTERNAL RELATIONS

Brandi Johnson

As I begin to craft my message for this year's Annual Report, I am in awe of all that we've managed to accomplish... yet again. This was the first year in my tenure that the entire Comms team spent 12 consecutive months working as one. It was also the first year that everything returned to normal, so to speak; all our events were live and in-person when possible, and travelling on a global scale was not only acceptable but embraced.

This year was one of pushing enormous boulders uphill. Not only in 2023 did we host our first in-person AGM as a team, but the meeting was out of town, in Brandon, at a location unknown to us.

Thankfully, it was not only successful, by and large, our 48th Annual General Meeting was also insightful.

One of the most important things I took from that event and from 2023 in general was that the longer I'm lucky enough to work in this role, the larger my member network becomes. Last year, I was able to meet, dialogue, and problem solve with more members, exponentially more than the year previous. 2023 took the notion of giving a nurse a voice and magnified it significantly.

In my heart, this expansion was the result of our efforts to connect and was the highest nod to advocacy. What began with a press conference whereby President Jackson called out the former government for understaffing the Sexual Assault Nurse Examiner (SANE) Program ended with a brand-new government.

In those 12 months, my team and I learned plenty, but from that one experience, one that is ongoing to this day, we understood that that kind of advocacy, when you put a face to a cause, is not only bucket filling, it is the highest form of courage. Not for the faint of heart, a mission of this sort brings together the selfless and the voiceless. And for as long as I can reflect, I will remember sitting across the room from a survivor of the SANE program as she described in detail what had happened to her and how it was thanks to a nurse that she chose not only to stand up and fight for justice, but also to find a way forward. That encounter was moving, heartbreaking, and to this day, a reminder of why I continue to do the work that I do.

Shortly after that public announcement, we launched the *OutRAGEous* campaign which blanketed billboards, digital platforms and, of course, our social media channels with stories from the frontline about the state of our healthcare. This commitment, true to our nature, was edgy. We pushed the envelope with bold catch phrases and handpicked locations around major intersections, healthcare facilities and key locations.



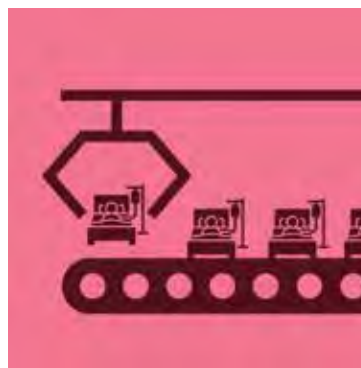
In 2023, our campaign ‘The State of Healthcare is OutRAGEous,’ which ran from late winter through the provincial election, earned praise from members, the public and other unions.

Like a house on fire, the desire to share what was really going on took off like flames. Our members started to talk out about specifics of the violence they were subjected to, the trouble with agencies and how they felt as humans, not solely as those who provide care.

As a result, we got really loud about the waning resources and, especially, the lack of staff. In fact, as the former premier hosted the meeting for the Council of the Federation where premiers from across Canada convened in Winnipeg to discuss the most important issues facing our country, we boldly splashed ‘The State of Healthcare is OutRAGEous’ both in the city and around the province. It was a sight not to be unseen and one that was mirrored on lawn signs, 20,000 to be exact, from border to border, north to south.

This campaign garnered big publicity across the nation. In fact, we heard from media outlets around Canada, which meant President Jackson was busier than ever as travel resumed, and the press looked to MNU to share truths from the frontline. I want to personally thank Jane Chartrand, MNU





Communications Officer, who is our visual storyteller and my creative partner here in office. As you know, everything we do is done in-house and much of what you see is done by Jane.

What was most important to me about this campaign was that our members were front and centre of issues in healthcare as we made clear what was on the line in the provincial election. As we have always said, the Manitoba Nurses Union is non-partisan, however, what was most important to us as an organization was that our members who chose to vote did so with the public healthcare system in mind, regardless of the candidate. In saying that, education was key.

With Shelby Colbert, MNU Education Officer, leading the charge in our department, we followed her cues by engaging with esteemed speakers on the East Coast at the Canadian Federation of Nurses Unions Biennium in Charlottetown, P.E.I., and here at home for our Fall Education Conference.

While at the Biennium in P.E.I., I personally looked after the national communications team and helped to orchestrate the Die In rally to emphasize the research, *Safe Staffing Saves Lives*.

Jane joined Shelby and I as we assisted in all things member-related, from registration to education. Another opportunity to grow, I saw ways that we could improve operational efficiencies as well as what I could personally do better for the next Biennium in 2025. For example, I was unaware

that I should have packed us a rally kit complete with new banner flags (I'll never do that again!). Thankfully, this experience afforded us the chance to rebrand old flags that are now available for local gatherings and marches and were used plenty throughout the year when our fellow unions needed picket line support.

The Fall Education Conference itself, held at the beautiful Fairmont Hotel, was executed with fine precision. Last year, we offered new and innovative workshops that focused on healing and inclusivity. We filled our bellies with nourishing well-made food and our souls with comradery and laughter. I am very fortunate to have had the entire Comms Team sing back up for this event which went off without a hitch. Special thanks to Shelby for her attention to detail, authentic disposition, and for Giezelle Monte, Administrative Assistant (Communications, Education and Merchandise), who is patient, approachable and laser focused.

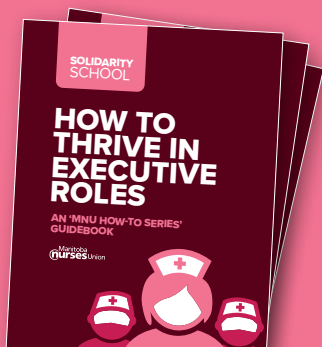
Immediately after the Education Conference, I was lucky enough to travel to California with President Jackson as a guest attendee of the Global Nurses United and California Nurses Association meeting. This experience was incredibly humbling considering our annual Communications budget, and it was equally inspiring to see what a group of committed individuals can achieve, both in terms of execution and organization.

It was down in California that I met many others who do similar jobs from around the world and was

89%

OF NURSES HAVE EXPERIENCED SOME FORM OF ABUSE ON THE JOB OVER THE PAST YEAR.

 **OUTRAGEOUS**



MANITOBA IS NOT MAKING FULL USE OF OUR NURSE PRACTITIONERS.

 **OUTRAGEOUS**



 **OUTRAGEOUS**

ASK MNU ANYTHING
with SOLIDARITY SCHOOL

My worksite is constantly experiencing incidents of violence. My coworkers and I are faced with uncomfortable situations pretty much daily.

What can we do to help keep ourselves safe?


OPERATION COLLECTIVE HOPE



SOLIDARITY SCHOOL



inspired to hear stories of advocacy, triumph and love. When we look out for one another, when we care about the world at large and when we see ourselves as part of the greater good, we all win.

A new government was elected while we were away and still, we managed to do media interviews in hotel lobbies, on the grass outside the hotel or in the hallway between meeting rooms.

Immediately following Global Nurses United came the First Ministers meeting back on the East Coast and the Federal Finance Committee, which met in Winnipeg. I personally chauffeured our President to speak before the group about the desperate need to invest in frontline staffing. President Jackson reinforced how we need a national strategy to avoid poaching from our neighbouring provinces and political accountability to keep funding in the health portfolio. She spoke at length about what was happening right here in Manitoba and how together, with our fellow member organizations, we can help change the landscape for Canadian nurses. I can say for certainty, the research and written efforts by our Communications Officer Bernice Pontanilla are immensely appreciated.

As I close my report, I am about to meet with our now-not-so-new Minister of Health who has met with MNU leadership many times to discuss the ongoing repairs needed to the public system. Sure, the issues to tackle remain, but knowing that I get to work with the best team I could possibly ask for makes it all worthwhile. ■

LEFT: More than 1,000 nurses in attendance at the CFNU Biennial in P.E.I. participated in a 'die-in' on June 9, 2023, to protest staff shortages across Canada. ABOVE: A sampling of the images and graphics featured on our social media channels in 2023 as well as some of our Solidarity School educational items.



THE STATE OF HEALTHCARE IS
OUTRAGEOUS

MANAGER OF ADMINISTRATIVE SERVICES REPORT

Kaley Wusaty-Phillips

Another year has come and gone and we reflect and celebrate our hard work, challenges and rewards. There were many changes at the MNU Provincial Office in 2023, such as standardizing routine administrative tasks, new collaborative efforts, and staff movement. I finally feel the momentum of moving in the direction of stronger relationships, change and improvement so that we can provide better services to our members.

We started with an update overhaul on the Member Portal, how expense forms are created and submitted, which is an ongoing project. We are excited to wrap up and roll this out to create a better internal process and experience for members. The Member ID card was also given a makeover. This was a collaborative effort between departments to prioritize supports for new members. We continue to focus on improving our overall systems and methods to provide better communication and services to our membership.

We welcomed a few new faces to the office and quickly integrated them into our environment, contributing to a welcoming and positive team. With that came other staff changes, including the departure of a few integral people – Terry Dyck, our Accounting and IT Coordinator of nearly 40 years made the decision to focus on his family and hobbies and retired in December. We wish him the best and thank him for his loyalty and foundational contributions! Tom Henderson, Labour Relations Officer, retired in October after 20 years of service – his expertise and humour will be missed, and we wish him a relaxing retirement. This human resource transformation will force us to evaluate and streamline our systems and processes, bringing fresh ideas to the table.

Our first in-person AGM since 2019 (and my personal first) was held in April of 2023 at the Keystone Centre in Brandon. It was humbling to meet so many members face-to-face and be part of

a very special two days. Our staff worked incredibly hard to execute a stress-free and enjoyable experience for attendees. The planning and detail work that goes into this event is impressive and I want to thank our staff for everything they did to make it a success. We look forward to another great event in 2024 at the Fairmont and our 50th AGM in 2025!

Building new relationships with our auditors, Deloitte, has been rewarding and will continue to provide transparency and support with our financial processes. The Finance Committee has been a vital part of communication and collaborative efforts, and I thank them.

In my role as Treasurer of the Union Centre Inc., I have been given the opportunity to see the larger picture of the labour community. Having undergone recent organizational transformation there as well, I feel we're entering a new era that brings positivity and growth. Serving on the Executive and Board of Directors has provided me with a greater sense of what the labour movement is all about and being part of change.

I want to take this opportunity to thank our staff for their commitment and dedication to MNU and its members. The daily work that is put in is truly appreciated and each individual plays a vital role in the bigger picture and the services we provide. We look forward to the year ahead, focusing on building supports, collaboration and efficiencies as well as embracing transformation and positive change. ■

PROVINCIAL COLLECTIVE BARGAINING COMMITTEE REPORT

MNU reconvened our Provincial Collective Bargaining Committee (PCBC) in the summer of 2023 following an election for those members who will make up the committee.

As stated in the Nominations & Elections Committee Report on page 30, PCBC elections were held in June of 2023.

Five were elected by acclamation to the committee: Renate McGowan – Southern; Christina Woodcock – Prairie Mountain; Dana Orr – Winnipeg Long term Care; Lana Penner – Health Sciences Centre; and Miriam Meinders – Shared health Provincial programs.

Elections were held for four of the Regions and the following candidates were successful: Carrie Holland – Northern; Eric Wheeler – Winnipeg Acute; Patty Grocholski – Interlake-Eastern; and Monique Klenke – Winnipeg Community.

A bargaining survey was sent to our Central Table members in early September. There were numerous PCBC meetings over the following months to get oriented and review proposals that would be brought forward during Central Table negotiations.

MNU gave notice to commence the new round of bargaining to the Provincial Health Labour Relations Services (PHLRS) on December 5, 2023, and PCBC worked hard to have proposals ready for exchange with Employers at the end of February 2024.

As a recap, our members in Central Table ratified the current agreement in October of 2021. It was retroactive to 2017 and had the expiration date of March 31, 2024.

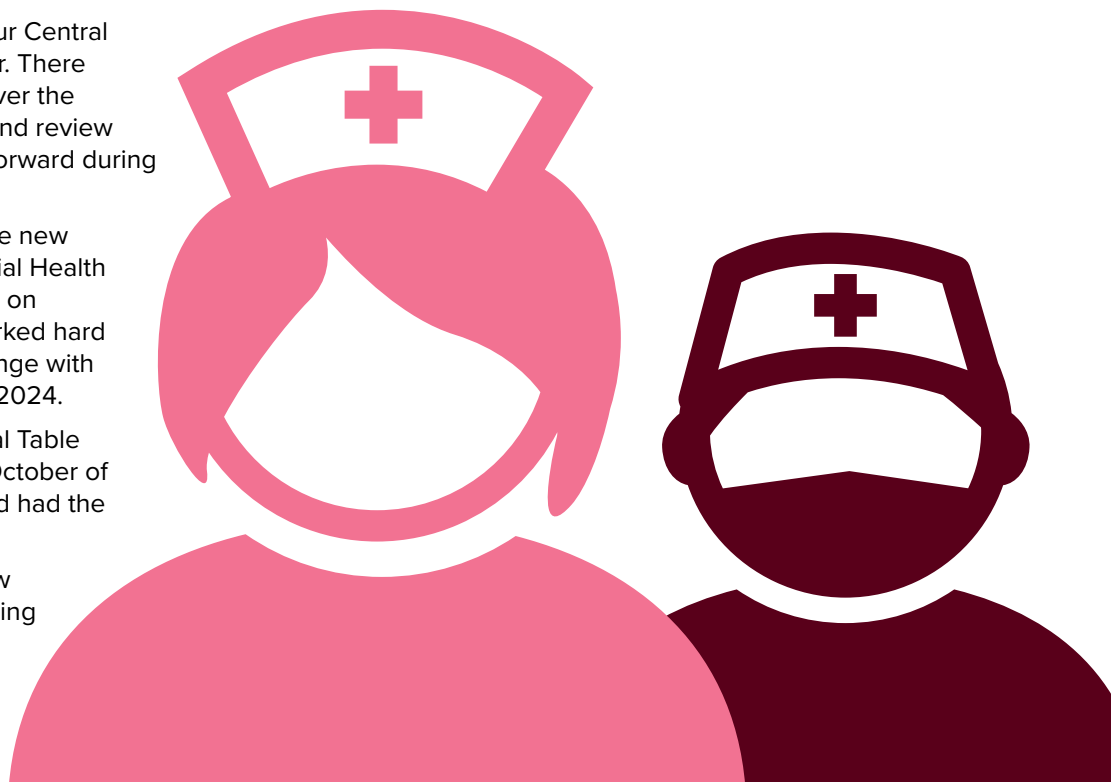
It is our expectation that with a new provincial government, this upcoming

round of bargaining will not be the years-long, drawn-out affair that it was under the previous Tory government, as stated in the President's Report on page 10. We are not expecting any legislation that mandates wages, like Bill 28 which was fought in the courts, to come forward.

This round of bargaining will not, however, be without its difficulties as there are many crucial issues nurses face. Those issues must be addressed in order to return our health system to proper viability and live up to public expectations for timely and effective health care. While government has prominently stated its support for nurses and positive change to the health care system, that will not be achieved without real and significant investment in nurses and nursing.

A reminder from PCBC to make sure that your contact information is up to date in the Member Portal. As in years past, MNU will NOT be sending any bargaining information to any Employer emails.

Please encourage your colleagues to continue to stay connected and engaged in this process. Thank you for your support! ■



NOMINATIONS & ELECTIONS COMMITTEE REPORT

Laura Schattner, Chairperson
Sheila Holden, Non-Board Member
Pam Achurch
Marla Johal, Staff Advisor

The Nominations & Elections Committee is responsible for the nomination and election of Executive Officers, the Board of Directors and the Provincial Collective Bargaining Committee (PCBC), as well as, ensuring each candidate has been nominated in accordance with the MNU Constitution & By-Laws. This committee also oversees elections to the Executive Members-at-Large and Standing Committees of the MNU at the first Board Meeting of each year, following an Annual General Meeting.

A. ELECTIONS TO EXECUTIVE OFFICERS (EXPIRED TERM):

As per the MNU Constitution & By-Laws, Executive Officers are to be elected from the general membership for a two-year term at the MNU Annual General Meeting by voting delegates. Nominations can only be received from the floor of the Annual General Meeting if no nominations have been submitted.

A “Call for Nominations” was issued for the position of MNU President whose term will expire June 30th, 2024. The deadline for receiving nominations was on Friday, January 12th, 2024, at midnight. All nominations and resumes submitted were accepted by the Nominations & Elections Committee.

Darlene Jackson was re-elected by acclamation to the position of MNU President for a fourth two-year term to start July 1st, 2024, to June 30th, 2026.

B. MNU VACANCIES:

i. Provincial Collective Bargaining Committee (PCBC):

Provincial Collective Bargaining Committee (PCBC) elections were held in June of 2023. Five were elected by acclamation to the committee; Renate McGowan – Southern; Christina Woodcock – Prairie Mountain; Dana Orr – Winnipeg Long term Care; Lana Penner – Health Sciences Centre; and Miriam Meinders – Shared health Provincial programs. Elections were held for four of the Regions and the following candidates were successful: Carrie Holland – Northern; Eric Wheeler – Winnipeg Acute; Patty Grocholski – Interlake-Eastern; and Monique Klenke – Winnipeg Community.

C. ELECTIONS TO THE BOARD OF DIRECTORS (EXPIRED TERMS):

The Board of Directors are elected by and from the membership to represent the Regions and the Locals/Worksites within. Terms of office of members are two years and staggered so that approximately one-half of the Board is elected annually.

A “Call for Nominations” was issued for those

To ensure greater participation in electronic voting, MNU requires updated member email addresses.

PLEASE ENCOURAGE YOUR MEMBERS TO PROVIDE UPDATED CONTACT INFORMATION TO INCLUDE CURRENT MAILING ADDRESSES, PHONE NUMBERS AND EMAIL ADDRESSES.

Board members with terms to expire April 30th, 2024. The deadline for receiving nominations was on Friday, January 12th, 2024, at midnight. The Board nominations and resumes submitted were accepted by the Nominations & Elections Committee. One election was required.

Declared elected by acclamation to the MNU Board of Directors for a two-year term to start May 1st, 2024, to April 30th, 2026, are as follows:

Interlake-Eastern Region (one member):
Patty Grocholski

Prairie Mountain Region (one member):
Christina Woodcock

Winnipeg Regional Long Term Care (one member):
Karen Jantzen

Winnipeg Regional Acute Care (one member):
Laura Schattner

The election for the remaining board seat was conducted February 22nd and 23rd, 2024. The following individual was elected:

Health Sciences Centre (one member):
Katie Stark

DISCIPLINE COMMITTEE REPORT

Laura Schattner, Chairperson
Patty Grocholski
Kimberly Ross

*Non-Member Kevin Rebeck, MFL

*Non-Member Gina McKay, CUPE

The Discipline Committee is responsible for establishing and maintaining rules of procedure and for conducting hearings for members accused of conduct detrimental to MNU (Article 18 of the MNU Constitution & By-Laws).

The Discipline committee considers the charges and evidence presented to determine the guilt or innocence of the accused member.

The Committee is comprised of three MNU members and two non-member professionals.

At the time of writing this report, there have been no charges received during the past year. ■



RESOLUTIONS & CONSTITUTION COMMITTEE REPORT

Katie Stark, Chairperson
Karen Jantzen
Christina Woodcock
Julie Lackner, Staff Advisor

The Resolutions & Constitution Committee is responsible for receiving, reviewing and finalizing all resolutions and constitutional amendments prior to the MNU Annual General Meeting. Any member in good standing may submit resolutions and constitutional amendments; however, they must ensure that the mover of the resolution and/or amendment is a voting delegate or Board Member.

SUBMISSION OF RESOLUTIONS FOR THE PROVINCIAL AGM:

A **resolution** is a main motion that needs to be expressed formally in writing; it includes reasons as “whereas” clauses and the action as “resolved” clause(s).

All resolutions should include rationale. Resolutions that have financial implications are to include the estimated costs associated with the implementation. Resolutions passed at the AGM provide direction for the ensuing year.

All resolutions received by the published deadline will be printed in the Annual Report available on-line to members on the MNU website manitobanurses.ca. Members are strongly encouraged to submit resolutions prior to the deadline in order to allow Locals and/or Worksite Units and Regional Locals the opportunity to discuss them fully, prior to the Annual General Meeting.

All resolutions to be dealt with at the Annual General Meeting must be sent to the MNU

Provincial Office by 5:00 pm on the Thursday before the Annual General Meeting. These resolutions will be distributed at the AGM prior to the regional meetings.

Resolutions submitted after 5:00 p.m. on the Thursday before the Annual General Meeting would be considered an emergency resolution. An emergency resolution deals with issues, which were not known prior to the deadline and must be dealt with immediately by the assembly in order to have an impact. These resolutions will be reviewed by the Resolutions & Constitution Committee to determine whether they meet the criteria of a true “emergency” and will then be presented at the Annual General Meeting for consideration with the permission of a 2/3 vote of the delegates.

Any late resolutions, which are not considered an emergency, will not be admitted for debate after the Thursday prior to the AGM deadline. They will be entered into the resolutions cycle for the following year, so that these issues are not lost and that the broader membership may still consider the resolution(s) at the next AGM.

SUBMISSION OF AMENDMENTS TO THE MNU CONSTITUTION & BY-LAWS FOR THE PROVINCIAL AGM:

An **amendment to the Constitution** is an improvement, a correction or a revision to the original content approved.

All proposed constitutional amendments must be received by the MNU Office on or before the published deadline so that they can be published in the Annual Report. Members must be aware that when debating constitutional amendments at the AGM, proposed changes must be within the scope of notice set out in the original amendment.

AS PER **ARTICLE 20 – AMENDMENTS OF THE MNU CONSTITUTION & BY-LAWS:**

20.01 *This Constitution may be amended or altered only by a two-thirds (2/3) majority vote at a meeting of the Union. Full details of the proposed amendments must be set out in the Notice of the Meeting sent to every Local/Worksite Unit and/or Certified Bargaining Agent.*

AS PER **ARTICLE 5 – POWERS OF THE BOARD OF THE MNU CONSTITUTION & BY-LAWS:**

5.07 *The Board shall have full power to pass or amend By-Laws, which shall remain in*

effect only until the next meeting of the Union at which time any such By-Laws or amendments shall be ratified, amended or rejected.

Submitted prior to the printing of this report was an amendment to **ARTICLE 4** of the MNU Constitution as approved by the MNU Board of Directors. Three resolutions were submitted at the time of this report.

INDIVIDUAL REGIONAL LOCAL / WORKSITE UNIT / LOCAL CONSTITUTIONS:

Please be reminded that it is the Regional Local / Worksite Unit / Local Executive who determines that it is time to review its constitution based on changing practices, or a proposed change is submitted from the membership, or it is time for an annual review.

Please refer to the MNU Handbook, under **SECTION G – THE MNU REGIONAL LOCAL / WORKSITE UNIT / LOCAL** on the process to submitting individual constitutional amendments for approval by the MNU Board of Directors.

To access a copy of your Regional Local / Worksite Unit / Local Constitution, please visit the MNU website manitobanurses.ca and click on the Member Portal button to login. ■

REPORT FOR THE 2023-2024 YEAR:

The Resolutions and Constitution Committee is formed each year with the election of three board members by the Board of Directors. We receive, review, and finalize any resolutions and/or proposed amendments to the MNU constitution and bylaws prior to AGM. This committee is also responsible for receiving, reviewing, and finalizing proposed amendments to individual Regional Local/Worksite Unit/ Local constitutions, then presenting to the Board of Directors.

For 2023-2024, the committee is bringing forward proposed amendments to the model constitution. Presented this year is editorial language to reflect the current MNU structure specifically related to the changes that have occurred on the committees, because of the *Health Services Bargaining Unit Restructuring Act*. Also reviewed was language regarding when there are too few members on the executive to be able to operate under the guidelines of the constitution and how MNU will support those members without an executive at their local/worksites. ■

PROPOSED AMENDMENT #1 TO THE MODEL CONSTITUTION OF A REGIONAL LOCAL

AMEND ARTICLE 12.02 (b) – REGIONAL LOCAL STANDING COMMITTEES by striking out and inserting the new language below.

IF ADOPTED, WILL READ

(b) Bargaining Committee:

1. This Committee shall consist of one (1) officer appointed by the Executive Committee and at least one (1) member elected at the Regional Local Annual Meeting, **and the Regional Representative elected/appointed to the Central Table Provincial Collective Bargaining Committee (PCBC)**. The members of this Committee shall include, where practical, representation from each nursing category affected.
2. The members of the Committee shall select its Chairperson.
3. The duties of this Committee shall include assisting members of the Regional Local Bargaining Committee, or the Provincial Collective Bargaining Committee or whatever individuals or groups represent the Manitoba Nurses Union in collective bargaining with the Employer and more particularly shall assist in formulating proposals and in rendering such assistance as may be required in collective bargaining.
4. Every collective agreement entered into on behalf of any of the members of a Regional Local shall be signed by:
 - i. The **Regional President Chair of the PCBC**, and
 - ii. An Officer or staff person of the Manitoba Nurses Union who is authorized by the Board or the Executive Committee of the Manitoba Nurses Union to be a signatory to a collective agreement.

MOVED BY: THE RESOLUTIONS & CONSTITUTION COMMITTEE

RATIONALE: As a result of HSBURA (Health Services Bargaining Unit Restructuring Act) all bargaining certificates for Regional Locals and Worksite Units that participate at Central Table are held by MNU central. Consequently, PCBC is jurisdictionally charged with collective bargaining for all Worksite Units and Regions with Central Table Employers. Therefore, as the responsibility for bargaining has been allocated exclusively to PCBC, and Regional Locals have mandated appointees to PCBC, the constitution has been amended to better and more accurately reflect the bargaining paradigm and PCBC's role and authority therein.

FINANCIAL IMPLICATIONS: NONE.

OPPOSITE PAGE, LEFT: MNU President Darlene Jackson and CFNU President Linda Silas are photographed at the Save Public Healthcare Rally in July of 2023. RIGHT: Katie Stark, MNU's Shared Health Region: HSC director, hands out our 'Vote Like Your Life Depends On It' campaign lawn signs.

PROPOSED AMENDMENT #2 TO THE MODEL CONSTITUTION OF A WORKSITE UNIT

AMEND ARTICLE 12.02 (b) – WORKSITE UNIT STANDING COMMITTEES by adding #4 and inserting the new language below.

IF ADOPTED, WILL READ

(b) Bargaining Committee:

1. This Committee shall consist of one (1) Officer appointed by the Executive Committee and at least one (1) member elected at the Worksite Unit Annual Meeting. The members of this Committee shall include, where practical, representation from each nursing category affected.
2. The members of the Committee shall select its Chairperson.
3. The duties of this Committee shall include preparation for negotiations; bargain collectively with the representative of the employer and report when required to do so.
4. **For clarity, where the collective agreement for the worksite unit falls under Central Table, the responsibility for bargaining collectively with the Employer Representatives shall be the responsibility of the Central Table Provincial Collective Bargaining Committee (PCBC), not the Worksite Unit Bargaining Committee.**

MOVED BY: THE RESOLUTIONS & CONSTITUTION COMMITTEE

RATIONALE: As a result of HSBURA (Health Services Bargaining Unit Restructuring Act) all bargaining certificates for Regional Locals and Worksite Units that participate at Central Table are held by MNU central. Consequently, PCBC is jurisdictionally charged with collective bargaining for all Worksite Units and Regions with Central Table Employers. Therefore, as the responsibility for bargaining has been allocated exclusively to PCBC, and Regional Locals have mandated appointees to PCBC, the constitution has been amended to better and more accurately reflect the bargaining paradigm and PCBC's role and authority therein.

FINANCIAL IMPLICATIONS: NONE.



PROPOSED AMENDMENT #3 TO THE MNU CONSTITUTION & BY-LAWS

AMEND ARTICLE 14.01 - VACANCIES by striking out and inserting the new language below.

IF ADOPTED, WILL READ

14.01 A vacancy shall be deemed to exist in any office or position if the holder during their term in any office or position either:

- (a) dies or resigns;
- (b) is unable or unwilling, in the opinion of the Board, to attend meetings, or perform the duties of a position for any reason whatsoever;
- (c) ceases to be employed in the **Region/Local region for the position** in which they were elected;
- (d) is successful in being elected to another Executive Officer position at the Annual General Meeting;
- (e) if the Vice-President is required to complete the term of the President.

14.02 With respect to a vacancy of an Executive Officer position, any such vacancy shall be filled by an election by the Board, with nominations from general membership, provided that the remainder of the vacated term is six (6) months or longer. In the event that the vacated term has less than six (6) months remaining, the Board shall elect an Executive Officer position by, and from, members of the Board for the remainder of the term.

This shall not apply to the position of President, as any vacancy occurring in the Presidency shall be filled by the Vice-President as stated in Article 4.03 (b).

14.03 With respect to a vacancy on the Board of Directors, the Chair of the Board (MNU President) in consultation with the **Regional/Local Regional Local** Executive shall decide to either elect or appoint from the members of the Union in the **Region/Local region** they represent, a replacement for the unexpired term.

14.04 When a vacancy occurs, calls for nominations must be initiated within thirty days.

14.05 In the event of an extended Leave of Absence (LOA) beyond three (3) months, the MNU Executive Committee shall meet with the holder who is on the LOA to determine an action plan to carry out the duties of the position.

MOVED BY: THE RESOLUTIONS & CONSTITUTION COMMITTEE

RATIONALE: Reflective of the current MNU regional structure as outlined in By-Law No. 1 - Regions, resulting from the Health Services Bargaining Unit Restructuring Act (HSBURA), whereby all bargaining certificates for Regional Locals are held by MNU central.

FINANCIAL IMPLICATIONS: NONE.

PROPOSED AMENDMENT #4 TO THE MNU CONSTITUTION & BY-LAWS TO INCLUDE THE MODEL CONSTITUTION OF A WORKSITE UNIT.

AMEND by striking out “UNIT” after “WORKSITE” throughout.

MOVED BY: THE RESOLUTIONS & CONSTITUTION COMMITTEE

RATIONALE: Editorial.

FINANCIAL IMPLICATIONS: NONE.

PROPOSED AMENDMENT #5 TO THE MNU CONSTITUTION & BY-LAWS

AMEND ARTICLE 11 (b), #7, #8, #9 – MNU STANDING COMMITTEES by striking out and inserting the new language below.

IF ADOPTED, WILL READ

(b) Bargaining Committee:

7. **Board Members** - Any member may submit to the Nominations & Elections Committee the name of any other member within the **Region/Local region that they are both employed** as a candidate for the Board provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least two (2) additional members. The Nominations & Elections Committee shall thereupon add the names of such nominees to the ballot
8. **Executive Officers** – Any member may submit to the Nominations & Elections Committee the name of any other member as a candidate for an Executive Officer position provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least four (4) additional members. The Nominations & Elections Committee shall thereupon add the names of such nominee to the ballot.
9. **Provincial Collective Bargaining Committee (PCBC)** - Any member may submit to the Nominations & Elections Committee the name of any other member within the **Region/Local region that they are both employed** as a candidate for the Provincial Collective Bargaining Committee (PCBC) provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least two (2) other members. The Nominations & Elections Committee shall thereupon add the names of such nominees to the ballot.

MOVED BY: THE RESOLUTIONS & CONSTITUTION COMMITTEE

RATIONALE: Reflective of the current MNU regional structure, resulting from the Health Services Bargaining Unit Restructuring Act (HSBURA), whereby all bargaining certificates for Regional Locals are held by MNU central.

FINANCIAL IMPLICATIONS: NONE.

PROPOSED AMENDMENT #6 TO THE MNU CONSTITUTION & BY-LAWS

AMEND ARTICLE 11 (e) – MNU STANDING COMMITTEES by striking out and inserting the new language below.

IF ADOPTED, WILL READ

(e) Provincial Collective Bargaining Committee:

The Provincial Collective Bargaining Committee shall consist of ten (10) members, the MNU President as chairperson and nine (9) ~~Regional/Local~~ representatives **elected from each region as outlined in By-Law No. 5 of the MNU Constitution**, plus up to an additional three (3) members as appointed by the PCBC to meet specific bargaining needs.

The PCBC is responsible to the MNU Board for:

1. Formulation of master proposals and overall plan for negotiations; prioritizing and determining the final list of proposals to be submitted to the employer based on members' priorities;
2. Recommendations re bargaining policy;
3. Maintenance of communication with MNU ~~Locals/Worksites~~ **Regional Locals** and MNU Board.

A vacancy shall be deemed to exist if the PCBC member, during their term in office either:

1. Dies or resigns;
2. Is unable or unwilling, to attend meetings, or perform the duties of the PCBC position for any reason whatsoever;
3. Ceases to be employed in the ~~Region/Local~~ **region for the position** in which they were elected.

It shall be the sole decision of the Chair of the Committee to determine how such a vacancy will be managed following meaningful consultation between the ~~Region/Local or Worksite~~ **Regional Local**.

MOVED BY: THE RESOLUTIONS & CONSTITUTION COMMITTEE

RATIONALE: Reflective of the current MNU regional structure as outlined in By-Law No. 5 – PCBC, resulting from the Health Services Bargaining Unit Restructuring Act (HSBURA), whereby all bargaining certificates for Regional Locals are held by MNU central.

FINANCIAL IMPLICATIONS: NONE.

OPPOSITE PAGE: Photos from the 2023 MNU Annual General Meeting in April, which took place in Brandon. This was our first in-person AGM since 2019 due to the COVID-19 pandemic.

PROPOSED AMENDMENT #7 TO THE MNU CONSTITUTION & BY-LAWS

AMEND ARTICLE 17:10 – LOCAL / WORKSITE UNIT / REGIONAL LOCAL by striking out and inserting the new language below.

IF ADOPTED, WILL READ

17.10 Following all reasonable attempts to obtain a fully functional Local / Worksite Unit Executive, the Board shall have the final authority to assign a Local/Worksite Unit to ~~may~~ merge with and transfer its jurisdiction, rights, privileges, duties and assets to one or more other Locals/Worksite Units., ~~provided that the Locals/Worksite Units which are transferring their jurisdiction, rights, privileges, duties and assets have each approved the said merger and transfer by a two-thirds (2/3) vote at a meeting called for, inter alia, that purpose. When these procedures have been completed and~~ approved by the Board, the transfer of jurisdiction shall be deemed as complete. ~~Until any such merger is approved by the Board, the merger and transfer of jurisdiction, rights, privileges, duties and assets shall be deemed not to have occurred.~~

MOVED BY: THE RESOLUTIONS & CONSTITUTION COMMITTEE

RATIONALE: This language was added as there are some Locals / Worksite Units with very few members to full fill the financial obligation of the MNU Handbook. Where there are Locals / Worksite Units that have no interest from members in supporting an executive role and the MNU has used all efforts to recruit members, the MNU has an obligation to ensure the best representation for its members.

FINANCIAL IMPLICATIONS: NONE.



PROPOSED AMENDMENT #8 TO THE MNU CONSTITUTION & BY-LAWS

AMEND ARTICLE 18 – DISCIPLINE by striking out and inserting the new language below.

IF ADOPTED, WILL READ

- 18.03** Any charge under this Article against a member must be sent in writing to the **Director-of Labour-Relations Executive Director** of the Union within sixty (60) days after the violation has been discovered. The charge must be signed by the member(s) bringing the charge. The **Director-of Labour-Relations Executive Director** shall notify the accused member by registered mail of the nature of the charges against them and the date and place of the hearing into the charges within thirty (30) days after receipt of the complaint and at least fifteen (15) days prior to any hearing.
- 18.04** A Discipline Committee which will be a standing committee of three (3) Union members and two (2) non-member professionals appointed by the Board shall hear the charges and evidence and it shall determine the guilt or innocence of the accused member in respect of the charges, and the penalty, if any. The **Director-of Labour-Relations Executive Director** shall notify the accused of the decision of the Discipline Committee.
- 18.13** The **Director-of Labour-Relations Executive Director** or their designate shall have the authority to investigate any matter appearing to fall within this Article, either before or after a charge is laid. The **Director-of Labour-Relations Executive Director** or their designate may act as an advisor to all interested parties.

MOVED BY: THE RESOLUTIONS & CONSTITUTION COMMITTEE

RATIONALE: Editorial.

FINANCIAL

IMPLICATIONS: NONE.



Photo from the Save Public Healthcare Rally in July of 2023, with MNU President Darlene Jackson right at the centre. This event was hugely successful, garnering media coverage at the national level.

FINANCE COMMITTEE REPORT

Tracy Bassa, Secretary-Treasurer, Chairperson
Darlene Jackson, President
Valerie Wotton, Vice-President
Pam Achurch
Katie Stark
Colleen Johanson



2023 was an exciting year for the Manitoba Nurses Union with the return of in-person education. In 2024 we plan to continue to expand on that, not only increasing numbers to the provincial education conference but also re-introducing in person executive workshops.

This past year also saw the switch of accounting firms from Price Waterhouse to Deloitte for completion of our audit. This switch was necessitated by PWC's labour challenges, making it extremely difficult for the MNU to have a completed audit in time for the AGM. Without that information it is challenging for not only the office staff and the Finance Committee but also for the general membership to make knowledgeable decisions regarding the budget reallocation and forecast. Deloitte has been a good fit coming in mid-year to ensure things were on track for a seamless audit come the New Year. They have also made recommendations to ensure greater transparency in our reporting.

With the anticipation of a quicker ratification of our Collective Agreement, expanding in person education and inflation which only now seems to be levelling off, finance is recommending the following dues increase.

The dues will be based on 1.1% of the salary of a full time LPN at the top of the non 20 year scale (currently Step 7). All members will continue to pay the same dues amount regardless of classification or whether full time, part time or casual. This equates to an increase of \$2.24/ pay period. Provincial dues would move from the current \$30 per pay period, to \$32.24.

The rationale for this new dues structure is to

mitigate the effects of inflation and repeatedly having to bring the dues issue forward, as dues revenue would track along the amount of general wage increases. In future when there is a general wage increase, dues will similarly increase when the wage increase comes into effect by that slight amount. For example:

LPN step 7 (currently at \$76,201.255) annually. 1.1% of LPN at that step is \$838.21 per year which is \$32.24 per biweekly pay, and increase of \$2.24 per bi weekly pay from the current amount.

Hypothetically, if in 2024 there is a 5% increase in wages, that would move the annual full-time salary of an LPN at step 7 to \$80,011.32. Dues amount would be based on 1.1% of the new salary, which is \$880.12 annually or \$33.85 biweekly. Which would be an increase of \$1.65 per biweekly dues paid.

In this way dues increases will be implemented in smaller, more gradual amounts that better track wages and inflation.

We have heard at previous AGM's that there was no appetite for a straight percentage dues increase based on eft. This formula ensures all members continue to pay the same dues amount, but allows for better alignment with nurse wage increases and inflation.

I would like to thank the entire Finance Committee as well as the accounting staff at MNU for your hard work. Administering funds in these times is especially challenging and everyone has risen to the occasion.

Lastly Finance would like to wish Terry Dyck all the best in his retirement. The landscape at MNU and Finance will not be the same without you. ■

Note: The 2023 auditor's report will be available at manitobanurses.ca.

	2023 YEAR END	2024 FORECAST	2024 REALLOCATION	2025 FORECAST
REVENUE				
MNU Provincial Dues	10,008,635	9,755,000	9,817,300	9,818,000
Dual Dues Refund	216,629	(200,000)	(200,000)	(200,000)
Operating Revenue	9,792,006	9,555,000	9,617,300	9,617,300
Donations and other income	114			
Interest/Dividends/Mgmt fees	1,037,244			
TOTAL REVENUE	10,829,363	-	-	9,617,300
EXPENDITURES				
Sundry Office Supplies	20,015	30,000	30,000	30,000
Messenger Services	465	6,000	16,000	16,000
Insurance	25,378	35,000	35,000	35,000
Miscellaneous	7,008	8,000	8,000	8,000
Telecommunications	71,379	100,000	100,000	100,000
Stationery	2,222	4,000	4,000	4,000
Copier/Printing	23,192	30,000	30,000	30,000
Postage	4,468	25,000	-	
Resource Material	19,614	20,000	20,000	20,000
Rental Services	291,682	295,000	295,000	295,000
Bank Service Charges	11,693	2,000	3,000	3,000
Technology	145,987	150,000	250,000	200,000
Audit	37,000	35,000	45,000	45,000
SUB TOTAL	660,101	740,000	836,000	786,000
DEMOCRATIC PROCESS				
Annual Meeting	542,386	725,000	725,000	900,000
Strategic Planning Session	14,643	10,000	-	5,000
Board	127,744	175,000	200,000	210,000
Board Development Fund	4,017	44,000	41,000	20,000
Miscellaneous Meetings (PCBC/Negotiations)	9,341	5,000	15,000	25,000
Committees				
a) Finance	8,585	10,000	12,000	13,000
b) Executive /Officers	308,408	365,000	375,000	380,000
c) Resolutions/Constitution	73	3,000	3,000	3,000
d) Nominations	229	2,000	2,000	2,000
e) Discipline	-	1,000	1,000	1,000
f) Executive Committee	3,838	10,000	10,000	12,000
g) Governance & Structure	-	-	-	-
SUB TOTAL	1,019,263	1,350,000	1,384,000	1,571,000
MEMBERSHIP SERVICES				
Education Programs	142,506	300,000	350,000	350,000
LEAP	77,700	85,000	90,000	90,000
Communications	311,107	325,000	375,000	375,000
Legal	332,032	400,000	600,000	600,000
Arbitration	84,196	110,000	130,000	130,000

	2023 YEAR END	2024 FORECAST	2024 REALLOCATION	2025 FORECAST
Consultants	6,565	10,500	25,000	10,500
Regional Local President's Days	15,667	50,000	40,000	40,000
Worksite President's Days Allot	370,091	450,000	450,000	450,000
Advocacy-IAC	-	20,000	20,000	20,000
Employer Invoices Estimate	19,468	75,000	40,000	40,000
Computer Support	14,090	16,500	16,500	16,500
Prairie Labour School	-	100,000	110,000	-
New worksite/locals *new*	2,000	5,000	5,000	5,000
MNU PAID RETRO - New	544	-	-	-
SUB TOTAL	1,375,966	1,947,000	2,251,500	2,127,000
AFFILIATIONS				
MCHCU	-	6,600	6,600	6,600
Manitoba Health Coaliton	23,500	23,000	24,000	24,000
CFNU	231,000	231,000	243,360	243,360
CFNU Biennial	135,048	-	-	70,000
MFL	134,416	145,200	145,200	145,200
MFL Triennial	-	-	-	-
CLC	99,000	107,000	116,640	116,640
CLC Convention	-	-	-	-
Labour Councils	57,875	61,500	61,500	61,500
CCPA	10,000	10,000	15,000	15,000
SUB TOTAL	690,839	584,300	612,300	682,300
OUTREACH & SOLIDARITY				
Budgeted Donations	11,500	11,500	12,500	7,500
In Memoriam	-	1,000	1,000	1,000
Ad Hoc Donations/Sponsorship	22,500	22,500	25,000	25,000
International Assistance Donations	-	2,000	2,000	2,000
Joyce Gleason Scholarship	6,000	6,000	6,000	6,000
Student Outreach	7,804	10,000	10,000	20,000
Labour Donations	1,157	4,500	4,500	4,500
Continuing Education Scholarship	3,000	3,000	10,000	10,000
Keith Lambert	2,500	2,500	2,500	2,500
SUB TOTAL	54,461	63,000	73,500	78,500
ADMINISTRATIVE SUPPORT				
Staff Salaries, Travel, Vehicles	4,602,258	5,350,000	4,950,000	5,150,000
Staff Development	17,271	40,000	40,000	40,000
Senior Management Development	275	20,000	20,000	20,000
Severance	4,141	50,000	50,000	50,000
SUB TOTAL	4,623,945	5,460,000	5,060,000	5,260,000
Depreciation	31,704	35,000		
TOTAL EXPENDITURES	8,456,279	10,179,300	10,217,300	10,504,800
*NET INCOME (LOSS)	2,373,084	(624,300)	(600,000)	(887,500)

*Includes investment gains/losses

MNU SCHOLARSHIPS

MNU CONTINUING EDUCATION – \$1,500

The MNU Continuing Education Scholarship was established by a resolution, which was passed at the 2013 Annual General Meeting of the Manitoba Nurses Union.

Two scholarships of \$1,500 each are available annually to MNU nurses enrolled in a nursing degree or additional degree program that is nursing-related. Distance/online courses that are part of a degree program may qualify for this scholarship. Certificate programs are not eligible.

RN, LPN, RPN applicants may apply for the scholarship in any year of their nursing program, provided that they are actively participating in a course at the time of their application.

Special consideration will be given to members with active MNU involvement.

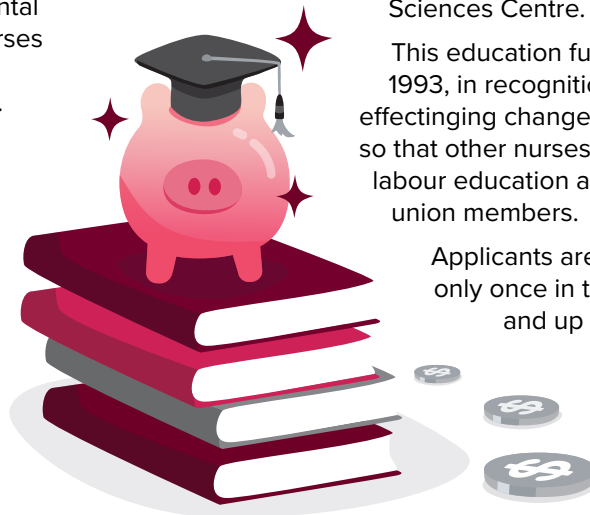
For further information, please visit our website manitobanurses.ca/scholarships

The application deadline is May 31 of each year.

JOYCE GLEASON MEMORIAL – \$1,500

The Joyce Gleason Memorial Scholarship was established by the Manitoba Nurses Union in 2001 as part of an ongoing commitment to the profession of nursing.

Joyce Gleason was instrumental in founding the Manitoba Nurses Unions and the Canadian Federation of Nurses Unions. She graduated from the University of Saskatchewan with her Bachelor of Nursing in 1949 and devoted her career, until her retirement in 1981, to advocating for nurses and for patients. She was instrumental in winning nurses' collective bargaining rights in the early 1970s.



In 1975, she became the first Executive Director of the Manitoba Organization of Nurses' Associations, now known as the Manitoba Nurses Union.

Joyce passed away in 2000. Her dedication to the union movement and the nursing profession won her the respect of nurses throughout Canada.

Four scholarships of \$1,500 each are available annually to students enrolled for the first time in a nursing program (RN, LPN, RPN).

Applicants may apply for the scholarship in any year of the program. Nurses enrolled in post-diploma or post-degree programs are not eligible.

In addition, a CFNU Scholarship in the amount of \$1,000 is also awarded at the same time as the aforementioned scholarship. There is no separate application form.

For further information, please visit our website manitobanurses.ca/scholarships

The application deadline is October 15 of each year.

KEITH LAMBERT MEMORIAL LABOUR FUND

The Keith Lambert Memorial Labour Fund provides members with an opportunity to further their knowledge in the area of labour studies.

Keith held several union positions and remained a strong advocate for nursing and the labour movement throughout his career at the Health Sciences Centre.

This education fund was established in 1993, in recognition of his philosophy of effecting change through participation, so that other nurses can advance their labour education and become active union members.

Applicants are eligible to access funds only once in three (3) calendar years, and up to a maximum of \$1,000.

For further information, please visit our website manitobanurses.ca/scholarships ■

VERA CHERNECKI EMERGING LEADER AWARD AND YELLOW RIBBON AWARD



The passing of MNU Past President Vera Chernecki in July of 2022 was met with great sadness from our leadership, staff and members.

Vera was the President of the Manitoba Organization of Nurses Associations (MONA) and then the Manitoba Nurses Union from 1981 to 1999. She led our union during a very transformative era, from MONA to MNU, including the historic 30-day strike in 1991.

Following her time as President, Vera studied to be a Parliamentarian and lent her expertise to MNU at our Annual General Meetings for many years.

In honour of her exceptional contributions, the Vera Chernecki Emerging Leader Award was established, and the first recipient was announced at the 2023 MNU AGM in Brandon.

This Award is meant to pay tribute to a very special person in MNU's history and foster the spirit of unwavering dedication to activism. Details on the criteria and application process can be found on our Vera Chernecki Award page on our website.

MNU also recognizes those members who have exemplified the spirit of the Yellow Ribbon, which

emerged in the 1990s as a symbol throughout Manitoba of our willingness to stand together and to support each other.

The Yellow Ribbon award was first awarded during our Standing Up For the Front Lines of Health Care campaign to recognize exceptional grassroots leadership. Since then, dozens of members have been honoured as recipients of the Yellow Ribbon.

More information on the Yellow Ribbon criteria and application process can also be found on our MNU website. ■



KIM KOTELO MEMORIAL AWARD FOR NURSES

In 2021, Red River College Polytech announced the establishment of the Kim Kotelo Memorial Award.

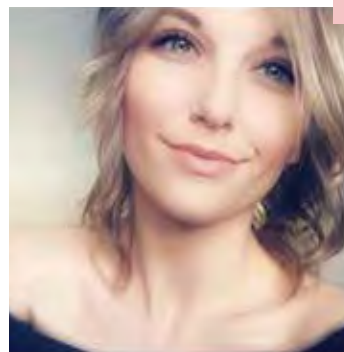
This award, valued at \$1,000, is presented annually to a student completing their third year of the Bachelor of Nursing program. The award was established to honour the life of Kim Kotelo, a graduate of the RRC Polytech's nursing program, who worked as an acute care nurse at the Health Sciences Centre through the COVID-19 pandemic and passed away in April of 2021.

In 2023, the second recipient of the Kim Kotelo Memorial Award was announced and we congratulate nursing student Katie LaBerge!

LaBerge was nominated by Julia Whitehead, a registered nurse on the orthopedic trauma unit at the Grace Hospital and LaBerge's preceptor.

In her nomination, Whitehead stated the following: "From the very beginning of Katie's senior practicum, her compassion, empathy and advocacy for patients was evident. Katie always entered a patient's room with a smile on her face. Oftentimes I could find Katie taking extra time to listen to patients and their family members during some of the most challenging times of their lives."

Whitehead also complimented LaBerge's "constant smile and positive attitude on the unit," adding that during times of constructive



feedback, LaBerge continued "to have a positive attitude and would apply the feedback immediately moving forward to better her practice. Katie was always looking for ways to improve her practice, even if she was successful she would seek advice on how she could do even better next time."

For those who would like to support Kim Kotelo's legacy, there is a green 'donate now' button on the award's information page at the rrc.ca/fundraising website. Please remember to designate your gift in memory of Kim Kotelo.

Donations are also accepted over the phone by calling 204-619-0139, or by mail at the following address:

Red River College Polytechnic
Development Office
C306-2055 Notre Dame Ave.
Winnipeg, MB R3H 0J9 ■



 Union Sourced

 Canadian Made

 Quality Gear

Shop online 24/7 at
mnustore.ca



301-275 Broadway
Winnipeg, Manitoba
Canada R3C 4M6

P. 204.942.1320

F. 204.942.0958

E. info@manitobanurses.ca

manitobanurses.ca

FOLLOW US ON SOCIAL:

 facebook.com/ManitobaNurses

 [@manitobanurses](https://instagram.com/manitobanurses)

 [@manitobanurses](https://twitter.com/manitobanurses)

