

2025 ANNUAL REPORT



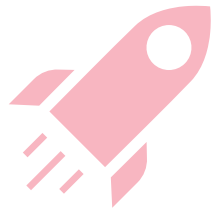
MANITOBA NURSES UNION
50 YEARS OF THE GOOD FIGHT

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.

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MNU BOARD OF DIRECTORS

MAY 1, 2025 – APRIL 30, 2026



DARLENE JACKSON
President



KATIE STARK
Vice-President



CARRIE HOLLAND
Secretary-Treasurer



PATTY GROCHOLSKI
Interlake/Eastern
Health Region



RONNIE KEOUGH
Northern Health
Region



SHELLY NICHOLS
Prairie Mountain
Health Region



AMANDA SAINSBURY
Southern Health
Region



PAMELA ACHURCH
Winnipeg Region:
Community Health



KAREN JANTZEN
Winnipeg Region:
Long Term Care
(Retired November 2025)



EVELEEN WINTER
Winnipeg Region:
Long Term Care
(Appointed December 2025)



LAURA SCHATTNER
Winnipeg Region:
Acute Care



ANGELA SIMEONIDIS
Shared Health Region:
Health Sciences Centre
(Resigned October 2025)



JOANNE PATERSON
Shared Health Region:
Health Sciences Centre
(Appointed November 2025)



KIMBERLY ROSS
Shared Health Region:
Shared Health
Provincial Programs

MNU STANDING COMMITTEES 2025 - 2026

EXECUTIVE COMMITTEE

Darlene Jackson, President,
Chairperson
Katie Stark, Vice-President
Carrie Holland, Secretary-Treasurer

MEMBERS AT LARGE:

Shelly Nichols
Amanda Sainsbury
Ronnie Keough

FINANCE COMMITTEE

Carrie Holland, Secretary-Treasurer,
Chairperson
Darlene Jackson, President
Katie Stark, Vice-President
Shelly Nichols
Pamela Achurch
Kimberly Ross

NOMINATIONS & ELECTIONS COMMITTEE

Laura Schattner, Chairperson
Marla Johal, Staff Advisor
Patty Grocholski
Renate Scheffer-King, Non-Board
Member
Darlene Jackson, Ex Officio Member

RESOLUTIONS & CONSTITUTION COMMITTEE

Katie Stark, Chairperson
Christine St. George, Staff Advisor
Pamela Achurch
Ronnie Keough
Darlene Jackson, Ex Officio Member

DISCIPLINE COMMITTEE

Laura Schattner, Chairperson
Pamela Achurch
Kimberly Ross
Darlene Jackson, Ex Officio Member
Gina McKay, CUPE, Non-Member
Kevin Rebeck, MFL, Non-Member

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

EXECUTIVE COORDINATOR:

Katrina Profeta

LABOUR RELATIONS OFFICERS:

Manola Barlow	Mary Lakatos
Allan Beach	Marlon Mahadeo
Mary Lou Cherwaty <i>(resigned 2025)</i>	Rachel Mamott
Amanda Couto	Kaitlin Mason
Marise Frankel	Bernice Pontanilla
Michael Howell	Christine St. George
Marla Johal	Deb Stewart <i>(retired 2025)</i>
Julie Lackner	

EDUCATION OFFICER:

Shelby Best

COMMUNICATIONS OFFICERS:

Jane Chartrand Chynna Hill

RESEARCHER:

Michelle Lark

FINANCE OFFICER:

Cayla (Zhirong) Wu

ADMINISTRATIVE ASSISTANTS:

Celeste Alibin	Erin McGee <i>(retired 2025)</i>
Sara Anderson	Giezelle Monte
Emily (Yanhong) Bai	Courtney Parada Leitao
Madalyn De Leon	Ashleigh Sadler <i>(resigned 2026)</i>
Jen Hueging	Angela Samayoa
Veronica Jones	Marija Tisaj
Julia Kravchuk	

MNU's 51st Annual General Meeting

AGENDA

TUESDAY, APRIL 28, 2026

0630 – 0750:

- Registration

0800 – 0930:

- Call to Order
- Land Acknowledgement
- O Canada
- Opening Prayer by Geraldine Shingoose
- Announcements
- Introductions
- Approval of Scrutineer & Credentials Committee
- Credentials Report
- Rules of Procedure
- Approval of Agenda
- MNU President's Address
- Greetings from Linda Silas, President, CFNU
- Greetings from Jason Linklater, President, MAHCP
- Passages Video

0930 – 1000:

- Refreshment Break, Late Registration

1000 – 1130:

- Updated Credentials Report
- Business Arising
- Presentation of Reports:
 - President
 - Executive Director
 - Senior Manager of Communications & External Relations
 - Manager of Administrative Services
 - Finance Committee:
 - Auditor's Statement
 - Adoption of Auditor's Report
 - Appointment of Auditor
 - 2026 Reallocation and 2027 Budget Forecast
 - Nominations & Elections Committee
 - Provincial Collective Bargaining Committee
 - Resolutions & Constitution Committee

1130 – 1230:

- Lunch

1230 – 1300:

- MNU Presidential Candidate Speeches

1315 – 1415:

- MNU Presidential Candidate Meet & Greet

1415 – 1445:

- Refreshment Break

1445 – 1515:

- MNU Chosen Charities: The Dream Factory, Behavioural Health Foundation

1515 – 1600:

- Constitutional Amendments and Resolutions

1600:

- Adjournment

1800:

- Cocktails in Lobby

1900:

- 51st Banquet Evening: Denim & Diamonds

MAKING SHIFT HAPPEN

WEDNESDAY, APRIL 29, 2026

0645 – 0750:

- Registration

0800 – 0930:

- Call to Order
- Credentials Report
- Announcements
- Constitutional Amendments and Resolutions

0930 – 1045:

- Refreshments, Late Registration, Regional Caucus Meetings

1045 – 1145:

- Updated Credentials Report
- Constitutional Amendments and Resolutions Continued

1145 – 1200:

- MNU Presidential Election Vote

1200 – 1300:

- Lunch

1300 – 1400:

- Constitutional Amendments and Resolutions Continued
- Business Held Over from Previous Day
- Approval of Budget

1400 – 1430:

- Refreshment Break

1430 – 1700:

- New Business
- Yellow Ribbon Award
- Vera Chernecki Emerging Leader Award
- MNU Presidential Election Results

1700:

- Adjournment

mnu AGM '26

APRIL 28-29, 2026 | WINNIPEG, MB

mnu AGM '26

APRIL 28-29, 2026 | WINNIPEG, MB

MNU CODE OF CONDUCT – GUIDING PRINCIPLES

RESPECT AND EQUALITY

All members are equals within the Union and must treat one another with professionalism, dignity, and respect.

DEMOCRATIC PARTICIPATION

MNU values open debate and democratic decision-making.

All members are expected to comply with the Code of Conduct. Please refer to the full document at: manitobanurses.ca/uploads/public/external-use/MNU_code_of_conduct.pdf

Disagreement is expected and healthy. Intimidation, disruption, or personal attacks are not acceptable.

SOLIDARITY

Members share a commitment to protecting nurses and public health care. Conduct that undermines solidarity weakens the Union.

DIVERSITY, EQUITY, AND INCLUSION

MNU is committed to ensuring all

members, regardless of race, Indigenous identity, ethnicity, gender identity, sexual orientation, age, ability, religion, language, or employment status, can participate fully and safely. Discrimination and exclusionary behaviour will not be tolerated. ●



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. Members will be appointed from amongst the non-voting members present to act as the Scrutineer and Credentials Committee.
3. A Parliamentarian will assist as needed, in accordance with Section 9.01 of the MNU Constitution and Robert's Rules of Order.
4. Delegates may speak once per resolution (max. three minutes unless extended by the assembly), and they must use the microphone, identify themselves and their worksite, and address the Chair. All members may participate in discussion; however, only voting delegates and Board members may move and vote on motions, which must be submitted in writing to the Chair.
5. 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.
6. Delegates must remain in the room during votes to retain their voting rights.

OUR AGM CHOSEN CHARITIES:

BEHAVIOURAL HEALTH FOUNDATION AND THE DREAM FACTORY

At its core, nursing is about showing up for people when they need it most. That same spirit carries beyond the bedside and into the communities where our members live and work. Each year, MNU's Annual General Meeting is an opportunity to extend that care in a different way by supporting organizations that are changing lives across Manitoba. This year, MNU is proud to support two charities whose work reflects both the complexity of health and the power of community: the Behavioural Health Foundation and The Dream Factory.

BEHAVIOURAL HEALTH FOUNDATION

The Behavioural Health Foundation is a therapeutic community that provides long-term programming for individuals living with addictions and co-occurring mental health challenges. Their approach recognizes that recovery is not just about treatment, but about rebuilding a life. Grounded in person-centred, culturally aware care, the Behavioural Health Foundation considers the full picture, including environment, family relationships, peer groups, work habits, and attitudes and values, to support meaningful and lasting change. Their program also welcomes dependents of those in residence, recognizing that healing often happens together, not apart.

To learn more about the Behavioural Health Foundation, please visit bhf.ca.

THE DREAM FACTORY

The Dream Factory supports Manitoba children facing life-threatening illnesses by creating meaningful experiences that bring moments of joy,

“Nurses see every day how much people are carrying, both inside and outside the healthcare system. The Behavioural Health Foundation and The Dream Factory are there for people in some of their hardest moments. Whether it's helping someone rebuild their life or giving children and their families a bit of relief when they need it most, that work matters. Supporting them is one way we can stand with Manitobans beyond the care nurses provide at work.”

— Darlene Jackson, MNU President

relief, and a sense of normalcy during incredibly difficult times. Each dream is thoughtfully tailored to the child, giving families something positive to hold onto in the midst of uncertainty. Their support extends well beyond these experiences. The Dream Factory provides ongoing assistance to families throughout their medical journey, including financial support, access to community events, and opportunities to connect with others who understand what they are going through. Many families remain connected to the organization for years, relying on that continued sense of community and care as their needs evolve.

To learn more about The Dream Factory, please visit thedreamfactory.ca.

Support raised through our AGM, along with proceeds from Hilary Druxman's *The Art of Nursing* necklace, helps these organizations continue the work that Manitobans rely on every day. ●





CANDIDATE FOR PRESIDENT:

Darlene Jackson

It has been a profound honour to serve as President of the Manitoba Nurses Union for the past eight years. What began as an exciting leadership challenge quickly became the hardest and most important work of my career. These eight years have tested this union and its leadership in ways none of us could have anticipated: through a global pandemic, two rounds of collective bargaining, two provincial governments, and three health ministers.

Through all of it, I have remained committed to rallying our members, showing up honestly, and keeping the fight focused on what matters most.

I am a nurse first. Whether speaking publicly, engaging governments, or connecting with members, I have led from the perspective of someone who understands the realities of frontline care especially in Manitoba. I know what it means to work short-staffed, to feel unheard, and to advocate fiercely for patients and colleagues alike. That lived experience has guided every decision I have made as President.

My union involvement began early in my career.

Within a year of graduating, I became active at the worksite level through committees and as a general member. Attending my first Annual General Meeting was a turning point. I remember the power in the room — the strength of nurses coming together with purpose. I left that AGM energized and determined to be more involved, and I have never looked back.

Over the years, I have participated at every level of my worksite executive and served on numerous committees. I was elected President of my worksite and served in that role for more than 20 years. Following regionalization in the late 1990s, I became the first President of the Norman nurses and continued in that role for 15 years, through the transition into the Northern Health Region. While regionalization has not been easy, I am proud of the cohesive regional locals we have built while preserving each worksite's identity.

Following the strike of 1991, I developed a strong interest in collective bargaining. As the Provincial Collective Bargaining Committee Representative for the North, I participated in nine rounds of bargaining and served as vice-chair for most of that time.

In 2013, I was elected to the executive committee of the MNU board and continue to serve as Secretary-Treasurer, chairing the finance committee. In this role, I have worked to ensure transparency, fiscal responsibility, and long-term stability for the organization particularly important during periods of crisis and uncertainty.

I am proud to have received the Yellow Ribbon Award early in my career and being honoured in 2023 with the CFNU's National Bread and Roses Award.

To my core, I am a union activist. I believe deeply in collective action and the power of nurses standing together.

Serving as President has been demanding, humbling, and deeply meaningful. I am proud of the leadership we have shown during some of the most challenging years in our history, and I am ready to continue this work with strength, experience, and resolve on behalf of nurses across Manitoba.

Darlene Jackson



CANDIDATE FOR PRESIDENT:

Angela Simeonidis

I am a Registered Nurse seeking the role of President of the Manitoba Nurses Union because I believe in the strength of our collective voice and the power of nurses who stand together with purpose.

Throughout my career, I worked alongside nurses in diverse practice settings: hospital units, community-based care, clinical education, and nursing coordination. I witnessed the compassion, resilience, and integrity that define our profession. These experiences deepened my appreciation for the complexity of our work and reinforced my commitment to advocacy.

Nurses across Manitoba are clear about their needs: adequate staffing and nurse-to-patient ratios, safe workplaces, fair compensation and benefits, and systems that allow nurses to provide the quality of care they are professionally and ethically committed to. They are also calling for workplaces grounded in diversity, equity, and inclusion, where nurses and patients feel respected and valued regardless of background, identity, or community. Too often, nurses are asked to

carry unsafe workloads, take on excessive overtime, and navigate environments where staffing shortages, insufficient supports, and systemic inequities make optimal care impossible. The resulting moral distress and mental health impacts are real and must be acknowledged and addressed.

My union involvement spans worksite, regional, and provincial levels. I contributed through committee work supporting governance, scholarship selection, collective agreement interpretation, policy development, and discipline processes. This work showed me that strong unions are built on credibility and member engagement. Advocacy must reflect lived experiences of nurses across all practice settings.

My approach is rooted in servant leadership. It is not about hierarchy, but about listening with intention, acting with integrity, and ensuring members feel seen, heard, and represented. I value clear communication, fairness in process, accountability in decision-making, and transparency in governance. Above all, I believe our union must be a place where members feel supported throughout their careers, not only in crisis. Unity is built when members trust the process and the people who lead it.

Recent clinical experience strengthens the role of President by grounding leadership in current practice realities and supporting the sustainability of our profession. This perspective includes an awareness of the mental health toll nurses experience when systemic barriers interfere with care.

At its core, the Manitoba Nurses Union is rooted in members, built by members, and led for members. Staying true to this principle strengthens our ability to advocate for safe workplaces, professional respect, and sustainable health-care systems for nurses and patients across Manitoba. This commitment ensures our union remains strong, inclusive, and ready to meet the future together.

If elected President, my focus will be on strengthening confidence between members and our union, supporting local and regional leaders, and ensuring governance processes are easy to navigate for members. I am committed to responsive union leadership that supports nurses through change, challenge, and opportunity, while protecting democratic processes and fostering a culture of member-driven engagement, inclusion, and shared responsibility.

I would be honoured to serve and stand shoulder to shoulder with nurses in Manitoba as we shape the next chapter of our union.

Angela Simeonidis

"Nurses have been clear about what needs to change. And as your union, we will continue to carry that forward with steadiness, with integrity, and with the unwavering belief that nurses deserve better."

— Darlene Jackson, MNU President

PRESIDENT'S REPORT

Darlene Jackson, President, Manitoba Nurses Union

There is a kind of leadership that reveals itself in calm times. And then there is the kind that is forged when the ground beneath you is unsteady. When the decisions are heavier, the voices louder, and the stakes unmistakably real. 2025 asked that of all of us.

It asked it of nurses who showed up, shift after shift, in conditions that continue to test the limits of what should ever be expected. And it asked it of this union, to stand steady, to speak plainly, and to lead with both courage and commitment.

This year did not introduce new challenges. Nurses in Manitoba have been carrying those for a long time. But 2025 was the year those realities became impossible to soften, to explain away, or to defer.

It was a year of clarity.





And clarity, while not always comfortable, is powerful. Because once something is seen clearly, it cannot be unseen.

WHAT I HEARD, WHAT I SAW

Over the past year, I had the privilege of travelling across Manitoba as part of the President's Tour, sitting in staff rooms, hospital corridors, and community

spaces. I met nurses where they are, not just geographically, but emotionally.

This time spent with members afforded me the opportunity to listen. I listened to nurses who are proud of their profession and deeply committed to their patients. I listened to nurses who are exhausted in ways that go beyond physical fatigue. I listened to nurses who still show up with compassion, even when the system around them makes that harder than it should be.

And no matter where I went — north, south, urban, rural — the message was consistent.

Nurses are doing everything they can to hold the line.

STORIES FROM THE ROAD... NORTHERN STOP

HEARD IN THE NORTH:

“Nurse blaming is real...”

STORIES FROM THE ROAD... PORTAGE LA PRAIRIE

HEARD IN PORTAGE:

“We definitely need Nurse Patient Ratios, but the real question is, how are they ever going to enforce this? Without fixing culture, nurses are not coming back.”

STORIES FROM THE ROAD... SELKIRK STOP

HEARD IN SELKIRK:

“Morale is going down daily.”

STORIES FROM THE ROAD... HSC STOP

HEARD IN WINNIPEG:

“I am most disappointed in Wab Kinew. I voted for him. And he has completely dropped the ball on his promises to nurses. All photo ops.”

Safety remains one of the most urgent concerns. Violence in the workplace is no longer rare or unexpected. It is something nurses are navigating with increasing frequency. These are not isolated incidents. They are part of a broader pattern that demands more than acknowledgement. It demands action.

Through our *Same Shift, Different Day* campaign, nurses across Manitoba have been sharing what this looks like in real time, in their own words, in their own workplaces. What they've revealed is not exaggerated. It is not exceptional. It is consistent. And it is deeply concerning.

Staffing continues to challenge every corner of the system. Vacancies persist. Workloads grow. Experienced nurses are being stretched, and new nurses are being asked to step into environments that require mentorship and stability, which are supports that are not always available in the way they should be.

And yet, despite all of this, nurses continue to make shift happen, with both integrity and with heart.

WHEN NURSES DREW THE LINE

Every so often, there is a moment when quiet endurance gives way to decisive action.

In 2025, we saw that in the form of grey listing.

At Health Sciences Centre, and later at Thompson General Hospital and St. Boniface Hospital, nurses made the difficult decision to say: *enough*. Not as

an act of defiance, but as an act of responsibility to themselves, to their colleagues, and to their patients.

Grey listing is never the goal. It is the result of concerns that have been raised, documented, and repeated, without the response they require.

It is a signal. A serious one.

And it should be understood for what it is. It's not a disruption of the system, but a reflection of where the system has already fallen short.

I stood with nurses in those moments, just as I will continue to stand with them in every moment that requires courage.

ADVOCACY THAT DOESN'T STEP BACK

This year, because of the increased need to advocate even more fiercely for our members, our efforts did not soften. It sharpened.

At the provincial level, we continued to engage directly with government, bringing forward the realities nurses are facing and pushing for meaningful, measurable change. Those conversations have not always been easy. Nor should they be.

Respectful collaboration matters. But so does honesty. And nurses deserve both.

This year also included direct and candid conversations with government leadership. Despite having a labour-friendly government, the path has

STORIES FROM THE ROAD... ST. B STOP

HEARD IN WINNIPEG:

"I think the forecast is starting to look grey at St. B."

STORIES FROM THE ROAD... INTERLAKE STOPS

HEARD IN THE INTERLAKE:

"It seems nearly impossible to attract new public health nurses. There is a huge turnover. And often the empty positions are left vacant for ages."



continued to be difficult, mirroring conditions that nurses are faced with. Still, we continue to try to forge a healthy working relationship.

Nurses want to work collaboratively to repair Manitoba's healthcare system. But the current condition of our healthcare system cannot be downplayed, and neither can the experiences of the nurses working within it.

Our focus is not on revisiting past governments. It is on building real solutions — together. Solutions that support frontline workers and, ultimately, the Manitobans who rely on timely, safe care.

One thing's for sure, grey listing is making a difference as it seems to be the only way resources are being allocated to safety initiatives.

Manitoba's nurses are ready to build safer workplaces, strengthen staffing, and ensure better care for patients across this province.

STAYING ROOTED IN EVIDENCE AND EXPERIENCE

One of the strengths of this union is our ability to pair lived experience with evidence.

This year, we continued to build that foundation.



Top: Member quotes from the MNU President's Tour across Manitoba. Top and middle right: MNU members rally at the Manitoba Legislative Building during the 50th Anniversary AGM. Bottom right: Uzoma Asagwara and Carla Compton look on at MNU's rally.



Through member surveys, we gathered a clearer picture of what nurses are experiencing across Manitoba. Burnout, safety concerns, moral distress, and the ongoing challenge of feeling heard within the system.

Our research, including work on home care, highlighted pressures that often go unseen but are deeply felt by both nurses and the patients they serve.

And through the Nurse-Patient Ratio Committee, we contributed to work that is now beginning to take shape in legislation. This has been years in the making, built on the expertise and persistence of nurses who understand what safe care truly requires.

There is still work to be done. But progress is not accidental. It is the result of sustained effort, clear direction, and a refusal to accept less than what is needed.

LEADERSHIP IS STAYING CLOSE

If there is one lesson I carry forward from this year, it is that leadership must stay close to the work.

Not just in moments of visibility, but in the everyday realities.

That means listening. It means being present, even when the answers are not immediate. And it means being willing to have the difficult conversations.

The President's Tour reminded me of that again and again.

It reminded me that behind every statistic is a person. A nurse who has chosen this profession with intention, who brings their full self to their work, and who deserves to be supported in doing it safely.



WHERE WE ARE — AND WHERE WE ARE NOT

There are signs of movement.

The introduction of legislation related to nurse-patient ratios, proposed on the heels of the tripartite committee, reflects years of advocacy, participation from the frontline and a growing recognition that safe staffing must be built into the system, not left to chance.

There is increased attention, both provincially and nationally, on the issues nurses are raising.

And there is a level of engagement among our membership

Top left: NEB at the 2025 CFNU Council of the Federation meeting. Top middle: NEB panel at MNU's 50th AGM. Top right: Darlene Jackson presents a donation to the Rainbow Resource Centre. Right middle: Darlene Jackson and guests at MNU's 50th AGM. Bottom right: Darlene Jackson with NEB at the 2025 CFNU Council of the Federation.



Above: Darlene Jackson with attendees at the 2026 Canadian Nursing Students' Association National Conference.

that speaks to a shared understanding that change is not only necessary, but possible.

But we are not where we need to be.

GRATITUDE, AND SOMETHING DEEPER

It would be easy to close this message with a simple thank you.

And there is deep gratitude. Truly.

To every nurse who spoke up this year.

To every nurse who supported a colleague.

To every nurse who showed up, even on the hardest days.

But what I feel goes beyond gratitude.

It is respect. Respect for the strength it takes to continue in this work. Respect for the honesty it takes to name what is not working. And respect for the collective courage that is shaping what comes next.

LOOKING FORWARD

If 2025 was a year of clarity, then the years ahead must be a time of action.

Not action driven by urgency alone, but by intention. By a commitment to building a healthcare system that is safe, sustainable, and worthy of the people who sustain it every day.

Nurses have been clear about what needs to change.

And as your union, we will continue to carry that forward with steadiness, with integrity, and with the unwavering belief that nurses deserve better.

IN CLOSING

I have always believed that leadership is not about standing in front. It is about standing alongside. It was learned for me over more than three decades on the floor.

This year, I stood alongside each one of you — around the province, in union meetings, at worksite and regional meetings, and in coffee shops and lunch rooms.

I will continue to do so.

Because this work matters.

Because nurses matter.

And because the future of health care in Manitoba depends on what we choose to do next.

Together. ●

EXECUTIVE DIRECTOR'S REPORT

Mike Sutherland

2025 was indeed an interesting year. Nurses spoke clearly that tolerance for unsafe working conditions must come to an end. At the time of reporting, two facilities have been grey listed, and a third site is taking a vote to consider the same.

What makes the situation even more frustrating is that this follows on the heels of a very clear arbitration ruling that indicated Health Sciences Centre (HSC) had not complied with its responsibilities for keeping its staff safe and mandated a variety of improvements.

Although the employer has made various safety-related improvements at HSC, and both the employer and government certainly made a number of announcements in regard to them, MNU has asked that if the intention is to truly commit to a safe work environment, the employer make those commitments in a formal written agreement. This way, there is clear recourse should the employer in future renege on any of the needed safety measures in place to properly protect nurses and other healthcare staff. At the time of reporting, there is still no firm and lasting written commitment from the employer. It is bewildering and disappointing to say the least.

RESEARCH AND ADVOCACY

In addition to the grey listing and grievances filed, MNU has joined forces with the Manitoba Association of Health Care Professionals (MAHCP) to sponsor a research project by Professor Sean Tucker to investigate the effectiveness of the regulatory scheme and enforcement mechanism for safety and health in Manitoba's healthcare system.

"At the time of reporting, there is still no firm and lasting written commitment from the employer. It is bewildering and disappointing to say the least."

— Mike Sutherland,
MNU Executive Director



By identifying the potential gaps in safety standard enforcement in health care, this will be yet another avenue to obtain positive change for nurse safety.

AGENCY REDUCTION AND SYSTEM PRESSURES

To expand upon the instances of bewildering disappointment, we move to the situation with agencies and the corresponding reduction from over one hundred separate private for-profit nursing agencies to four permitted to operate in the province.

By way of background, agency use costs increased at an alarming rate, from approximately \$13 million in 2017/18 to almost \$70 million in 2024/25 — a more than fivefold increase. To address the draining of massive resources from public budgets allocated for health, the Provincial Travel Nurse Team (PTNT) was created in 2021 (then called the Provincial Float Pool). It provided for increased remuneration, travel, and scheduling flexibility. This new concept offered nurses employed in the public system similar conditions to agency nursing without having to leave the system. It intended to create a stable, publicly employed nursing resource and address the exponential increase in cost resulting from for-profit agency over-usage.

Despite the many self-congratulatory accolades and announcements by both the former and current government lauding the PTNT in addressing the nursing shortage, early on in the process, MNU noted serious problems; First, it was highly inconvenient for schedulers to secure nurses from the PTNT for vacant shifts, as opposed to agencies, And, secondly, the hiring process had very limited access, often significantly delayed resulting in discouraged nurses giving up on the PTNT altogether. MNU explicitly, emphatically, and repeatedly warned both government and employers that, to be effective, the PTNT had to be properly resourced with schedulers and application processing staff. Assurances were given, which later proved to be meaningless, stating that the PTNT would be provided with all necessary resources.

Of course, upon the application of the limitation of agency contractors, unfilled shifts, especially in rural areas, skyrocketed. Thus, the government had to walk back the implementation date. All of which could have been easily avoided had MNU's warnings been heeded. Again, bewilderment and frustration, with nurses having to extend themselves to the limit in order to care for their patients, due yet again to preventable nurse shortages.

FULL-TIME SALARY ENHANCEMENT

On a more positive note, the one area that, despite the hiccups, appears to be proving to have some success is the Full-Time Salary Enhancement (FTSE). Up until the agency debacle, the provincial data indicated that mandated overtime was being reduced and there was an overall increase in nurses migrating to greater EFTs, both of which ought to contribute positively to alleviating inordinate strain on nurse working conditions. MNU continues to monitor the data and administration of the FTSE to ensure it functions as intended.

NURSE-PATIENT RATIOS

Additionally, the Nurse-Patient Ratio (NPR) committee has completed its work, and the recommendations have been forwarded to the Minister of Health for implementation. It will be a true litmus test to determine if this government truly intends to live up to its promises to nurses and Manitoba's patients, or is simply interested in cleverly crafted sound bites and politically polished announcements.

MOAS AND UPCOMING NEGOTIATIONS

Over the life of the current contract, we have also negotiated a number of MOAs (Memoranda of Agreement) that:

1. Augmented the ability to reconnect seniority, encouraging nurses who had previously retired or left the public system to return to an EFT.
2. Obtained improved CRA mileage rates for



home care and mental health nurses who provide in-home patient care.

3. Created mentorship positions through the Patient Care Optimization Committee.
4. Ensured casual nurses' hours worked are counted toward increment advancement at the 15-, 20-, and 25-year steps.
5. Improved access to qualifying hours for the FTSE with respect to Shared Health positions in the rural regions and vice versa.

With the contract set to expire in 2028, we are preparing for the next round of contract negotiations. While government budget overruns will undoubtedly be claimed, MNU will, in no way, permit our members to bear the brunt of austerity measures.

GRIEVANCES

- Total amount opened in 2025: **256**
- Number of closed files in 2025: **238**
- Number of disciplinary in 2025: **67**
- Number of non-disciplinary in 2025: **189**

LEAP

Cases opened from January 1, 2025, to December 31, 2025: **75 cases**

143 payments made – expenditures up to and including December 31, 2025 = **\$161,049.64**

WCB

Total Appeals: **10**

Total Contacts with the WCB Fair Practice Officer: **11**

The role of the WCB Advocate continues to focus on helping members navigate the often confusing and frustrating WCB system. 2025 marked the first full year with Bernice Pontanilla in this role, and she has certainly learned the ropes with the WCB's Review Office and Appeal Commission, while also helping members resolve issues and, thus, avoid filing appeals altogether.

MNU remains committed to providing members with guidance and assistance when it comes to WCB. This was certainly the case in 2025, as there were retirements at the WCB that deeply affected MNU members.

January 1 – December 31, 2025

The WCB saw turnover in 2025 when it comes to staff, including case managers, who manage longer-term claims, develop return-to-work plans, review all medical documentation, approve benefits, and make ongoing claim-related decisions on entitlement to benefits. One of the case managers who retired had the responsibility of numerous nurse-related cases, as case managers often specialize in certain “industries,” a term used by the WCB. This left many cases in limbo, resulting in our WCB Advocate having to contact either the Fair Practices Office or a senior manager on behalf of members.

The retirement of Alex McCuaig, the longtime director of the Fair Practices Office, also had a substantial impact. He retired in April of 2025 and left enormous shoes to fill, as he was noted for his dedication to this role and assuring that WCB met expectations set forth by the Act and by stakeholders. He possessed a vast wealth of knowledge and was not only extremely professional but also accessible. His assistance on cases, especially those initiated under our previous WCB Advocate, Susan Tremblay, was invaluable.

WCB has, however, hired Justin Beaudin, a former manager of the WCB’s Specialized Services Unit. He previously worked in numerous WCB departments and brings that knowledge to his role. Ms. Pontanilla was able to meet Mr. Beaudin in early December. At the meeting, MNU obtained a sense of the way Mr. Beaudin intends the Fair Practices Office to function. Since this meeting, our WCB Advocate has received guidance in addressing various WCB internal process questions.

There were 18 previous cases inherited by the new Advocate, who was able to close some files. Some members had their case concerns settled, and other cases went to the Review Office. Two cases were heard by the Appeal Commission.

It was a tremendous amount of work to go through these cases, and our Advocate is grateful to these members for their patience and to fellow staff who provided support.

Appeal Commission

The two cases that were heard by the Appeal Commission (in March and May of 2025) were complex and required significant preparation.

Despite our best efforts and diligent work, the Appeal Commission upheld the previous WCB decisions on these cases. This was a disappointment, as we believe strong arguments were made in both cases. There were positive comments in the Commissioners’ reports. However, they were tempered by the WCB policies and applicable legislation.

Despite our members’ disappointment, they expressed gratitude for having the support of MNU throughout the process.

One case that was decided against our member by the Appeal Commission was a heavy workload case. Ms. Pontanilla has brought this to the attention of the Manitoba Federation of Labour (MFL) because of the high threshold of the Psychological Injuries Policy. The MFL is participating in the Provincial Government’s review of the *WCB Act*, and how the WCB responds to psychological injuries needs to be addressed.

Review Office

Over the course of late 2024 and all of 2025, more than 25 new WCB cases were referred to our Advocate, usually through our union worksite executives. Most of these cases have resulted in appeals filed to the WCB’s Review Office. However, eight were resolved successfully without the need for an appeal.

In addition to appeals, the WCB Advocate participated in various events as follows:

- Co-presenting the *Supporting Injured Workers with WCB Claims* workshop
- The Occupational Health Centre’s Repetitive Strain Injury (RSI) Awareness Day and the Occupational Health Centre hosted webinars throughout the year.
- WCB’s *Psychological Injury Strategy* presentation, where Ms. Pontanilla provided feedback from MNU on WCB’s multi-year strategy with respect to prevention and claims related to psychological injuries.

Finally, with the help of our administrative staff, our WCB Advocate has modernized the designs of MNU’s appeal submission documents for both the Review Office and the Appeal Commission. These documents now have a look that is very much in line with MNU’s overall style. ●



"Thank you for trusting us to tell your stories and to stand with you. The work is hard, but it matters. And together, I believe we are *Making Shift Happen* for a stronger, more sustainable future for nurses and for public health care in Manitoba."

— Brandi Johnson, Senior Manager of Communications and External Relations

SENIOR MANAGER OF COMMUNICATIONS AND EXTERNAL RELATIONS REPORT

Brandi Johnson

As I reflect on the past year, I am struck not only by the volume of work undertaken, but by the weight of responsibility that our MNU communications carried during a time of deep strain within Manitoba's healthcare system. This was not a year defined by ease or certainty. It was a year that required clarity, steadiness, and a deep commitment to truth, even when that truth was uncomfortable.

In an environment marked by staffing shortages, safety concerns, public scrutiny, and significant political tension, communication with members, patients, and the public played a central role in maintaining trust, amplifying nurses' voices, and anchoring our union's advocacy in lived experiences. The work was demanding, often urgent, and always carefully orchestrated.





COMMUNICATING IN A TIME OF STRAIN

Throughout the year, nurses across Manitoba reached out in unprecedented numbers to share what they were experiencing on the ground. We heard from nurses working in overcrowded emergency departments, in environments with unsafe staffing levels; nurses working amidst moral distress, and under the weight of fear for patient safety. Our role as a Communications Team was to listen carefully, verify responsibly, and communicate honestly.

Rather than softening the message or retreating from difficult conversations, we made a deliberate choice to name what nurses were living every day. Through media engagement, President's posts, and direct member communication, we focused on credibility over comfort, knowing that public trust is built through consistency and transparency.

This approach was not always easy, but it reinforced our role as a trusted voice for nurses and a credible advocate for public health care.

SAME SHIFT, DIFFERENT DAY

One of the most significant communications initiatives of the year was the launch of *Same Shift, Different Day*, a public awareness campaign rooted in the lived realities of nurses across Manitoba.

The campaign grew out of conversations

with members and a rally at the Manitoba Legislature earlier in the year, where nurses named a shared experience: while shifts may look the same on paper, conditions change daily — often unpredictably and unsafely. The campaign was designed to challenge public misunderstanding and highlight that these realities are systemic, not occasional.

Same Shift, Different Day featured a series of billboards across Winnipeg, each focused on a core issue nurses face:

Workplace Violence: challenging the normalization of violence against nurses.

Mental Health and Workplace Culture: highlighting the toll nursing takes on families and the importance of supportive workplaces.

Patient Care: reinforcing that nurse safety and patient safety are inseparable.

The campaign was supported by *sameshift.ca*, a dedicated website providing context, data, and opportunities for action. Nurses and members of the public were invited to share their experiences anonymously, helping demonstrate the scale and consistency of these issues across the system.

The impact of the campaign extended beyond Manitoba. The Canadian Federation of Nurses Unions recognized its resonance and launched a national campaign inspired by this work, *Same Shift, Different Province*, helping spark a broader conversation about nursing conditions across Canada.

At its core, *Same Shift, Different Day* reinforced the simple truth that meaningful change begins when reality is clearly seen and no longer ignored.



SOCIAL MEDIA WITH PURPOSE

Social media continued to be one of our most visible and most scrutinized platforms. Over the past year, our channels evolved beyond information-sharing into tools for accountability, education, and engagement. We aimed to shut down misinformation and reach out to members who were clearly angry. But what we did not do was give up.

Daily posts highlighted frontline realities, clarified complex government relations, and responded to breaking developments in real time. We used social media to ask questions of nurses directly, invite dialogue, and illuminate patterns that required attention from decision-makers.

Engagement across platforms continued to grow, with strong interaction on posts that centred on nurse safety, patient care, and system accountability. More importantly than metrics alone, the tone and content of our digital presence reinforced trust with members who needed to know their union was listening, responding, and standing firm.

LEADERSHIP COMMUNICATIONS AND ADVOCACY

A key focus this year was strengthening leadership communications during moments of uncertainty and frustration.





TAKING THE CARE OUT OF HOME CARE

Decisions that have **DISMANTLED** Manitoba's Home Care System

President's posts, research papers, and rapid-response messaging were crafted to acknowledge member frustration while maintaining a steady, principled voice.

By grounding communications in facts, frontline voices, and shared values, we were able to navigate contentious moments in a measured manner.

Media relations remained a critical component of this work. We continued to engage seven days a week with journalists across the province and country, ensuring that nurses' perspectives were present in conversations about violence, staffing models, institutional betrayal, and a failed system.

MEMBER ENGAGEMENT AND EDUCATION

Beyond public-facing communications, significant work was done to strengthen internal engagement and access to information. Member newsletters, targeted emails, surveys, and polls were used to gather feedback and share

timely updates. Education remained a priority, with communications support for Executive Education Day, Fall Education Conference, our new Solidarity School virtual platform, and ongoing labour relations education.

These efforts underscored a dedication to educate across platforms, venues and topics.

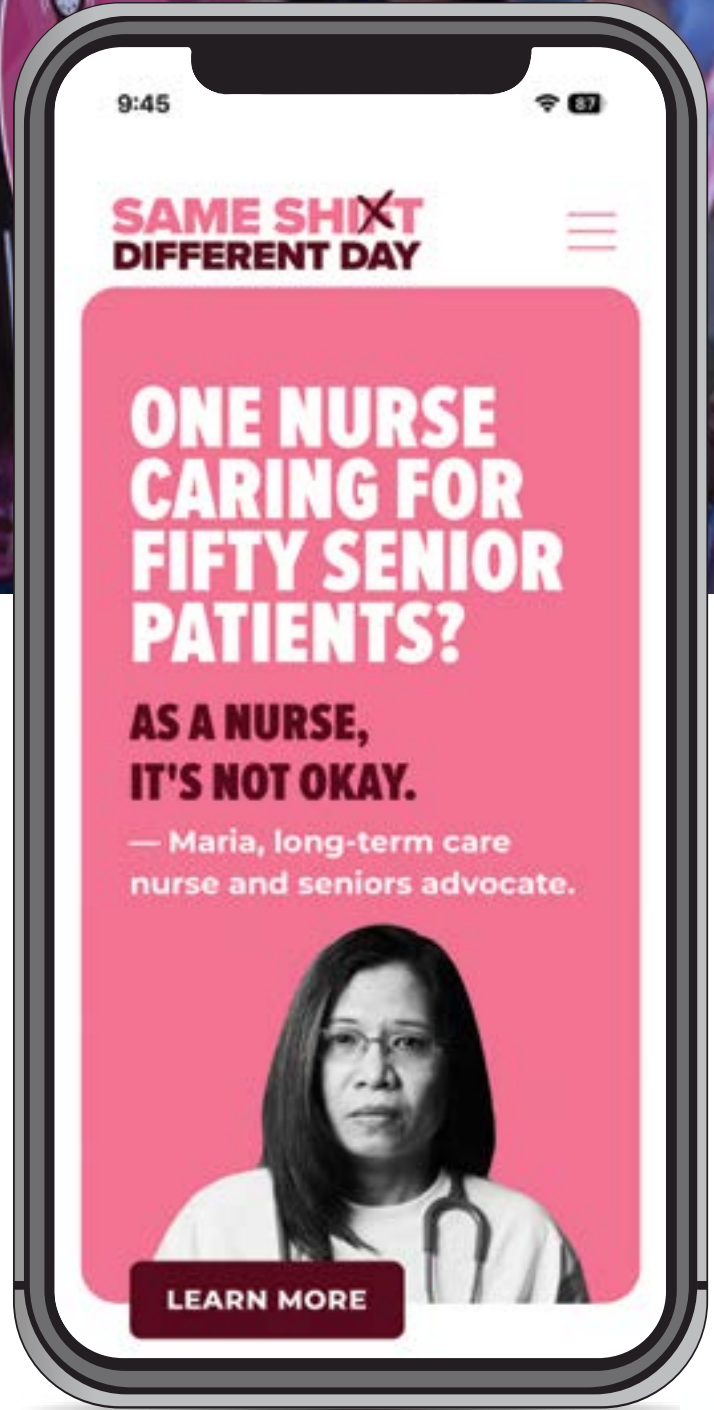
LESSONS FROM THE YEAR

This year reinforced several important lessons.

First, that credibility is cumulative. It is built over time through consistency, honesty, and respect for members' lived experiences.

Second, that hope cannot be manufactured. It must be rooted in action, accountability, and a willingness to come together even in the most difficult times.

And finally, that communication is the foundation on which advocacy is built. In moments of crisis, we must continue to work through difficult topics with respectful dialogue.



LOOKING AHEAD

As we move forward, the work of communications will continue to focus on bringing members together through our podcast, our social media platforms and our outward communication. Advocating for meaningful change and supporting nurses with clear, timely, and principled information is key. The year ahead will undoubtedly bring new challenges, but it will also bring an opportunity for all of us at MNU to build on the trust, resilience, and clarity forged through a difficult period.

I remain deeply grateful to the Communications Team for their professionalism, creativity, and care — and to our members for their honesty, courage, and unwavering commitment to patient care.

Thank you for trusting us to tell your stories and to stand with you. The work is hard, but it matters. And together, I believe we are *Making Shift Happen* for a stronger, more sustainable future for nurses and for public health care in Manitoba. ●

Homepage of MNU's campaign website (sameshift.ca).

MANAGER OF ADMINISTRATIVE SERVICES REPORT

Kaley Wusaty-Phillips

This past year required focused attention on strengthening operational stability, modernizing systems, and ensuring our practices align with MNU's governing documents and member expectations. As Manager of Administrative Services, my responsibility is to ensure that the systems and supports behind the scenes operate effectively, transparently, and responsibly.

Our work is grounded in decades of history — the triumphs we celebrate and the challenges that have shaped us. We carry that legacy forward in our everyday work serving Manitoba's nurses. We are real people, guided by our values and committed to learning, improving, and growing stronger in service to our members.

WHAT WE'VE DONE

We've updated key technology systems and operational processes to make it easier and more transparent for members to access our services. Improvements to electronic submissions, expense processing, and reporting have increased accuracy, reduced delays, and strengthened accountability.

We upgraded security systems and reinforced internal controls to uphold our responsibility to safeguard member information. Protecting confidential data is a core accountability and essential to maintaining trust.

We reassessed operational priorities and redirected resources where they are most needed. Responsible stewardship requires adapting to changing member needs while ensuring efficiency and impact.

We reviewed historical decisions, clarified policy intent, and corrected inconsistencies to ensure practice aligns with approved policy and governing

documents. Respecting our history while improving clarity strengthens confidence in our systems.

Supporting regional locals, worksites, and local leadership through financial and operational guidance remains a priority. Executive Education Days continue to equip leaders with practical knowledge and confidence. Being an activist takes dedication and time to educate yourself, and we are here to help.

We maintained strong financial oversight to support both current operations and long-term sustainability. This year also reinforced the importance of staff stability, strong documentation, and retaining institutional knowledge to preserve the history and expertise that guide our decisions.

WHAT'S AHEAD

We will continue aligning administrative policies and procedures with MNU's governing documents, as well as our vision, mission, and values. It is not a perfect process, but we have acknowledged what needs to improve in order to move forward with clarity and integrity.

We will be initiating a significant project to move members to electronic payroll (EFT) for expense reimbursement, replacing the outdated cheque process. Careful planning and execution will ensure accuracy, security, and a smooth transition.

We will continue providing clear guidance and

“Our work is grounded in decades of history — the triumphs we celebrate and the challenges that have shaped us. We carry that legacy forward in our everyday work serving Manitoba’s nurses.”

Kaley Wusaty-Phillips,
Manager of
Administrative
Services



practical support to members stepping into executive roles or seeking process clarification. Accessible systems and informed leaders strengthen the entire organization.

Retaining experienced staff and safeguarding institutional knowledge remain priorities. Our history lives in our people, our records, and our practices and protecting that continuity ensures long-term stability.

Guided by our values and strengthened by our history, we remain committed to practical, transparent, and responsive operational leadership in service to Manitoba’s nurses. ●

PROVINCIAL COLLECTIVE BARGAINING COMMITTEE REPORT

The Provincial Collective Bargaining Committee (PCBC) is made up of elected representatives from each region of the province. The committee receives input with respect to member bargaining priorities and then conducts negotiations for the Central Table Collective Agreement, which covers the majority of members.

The current contract is set to expire on March 31, 2028. A new PCBC will be established in 2027, prior to expiry, to begin negotiating the next collective agreement. ●

NOMINATIONS & ELECTIONS COMMITTEE REPORT

Laura Schattner, Chairperson
Patty Grocholski, Board Member
Renate Scheffer-King, Non-Board Member

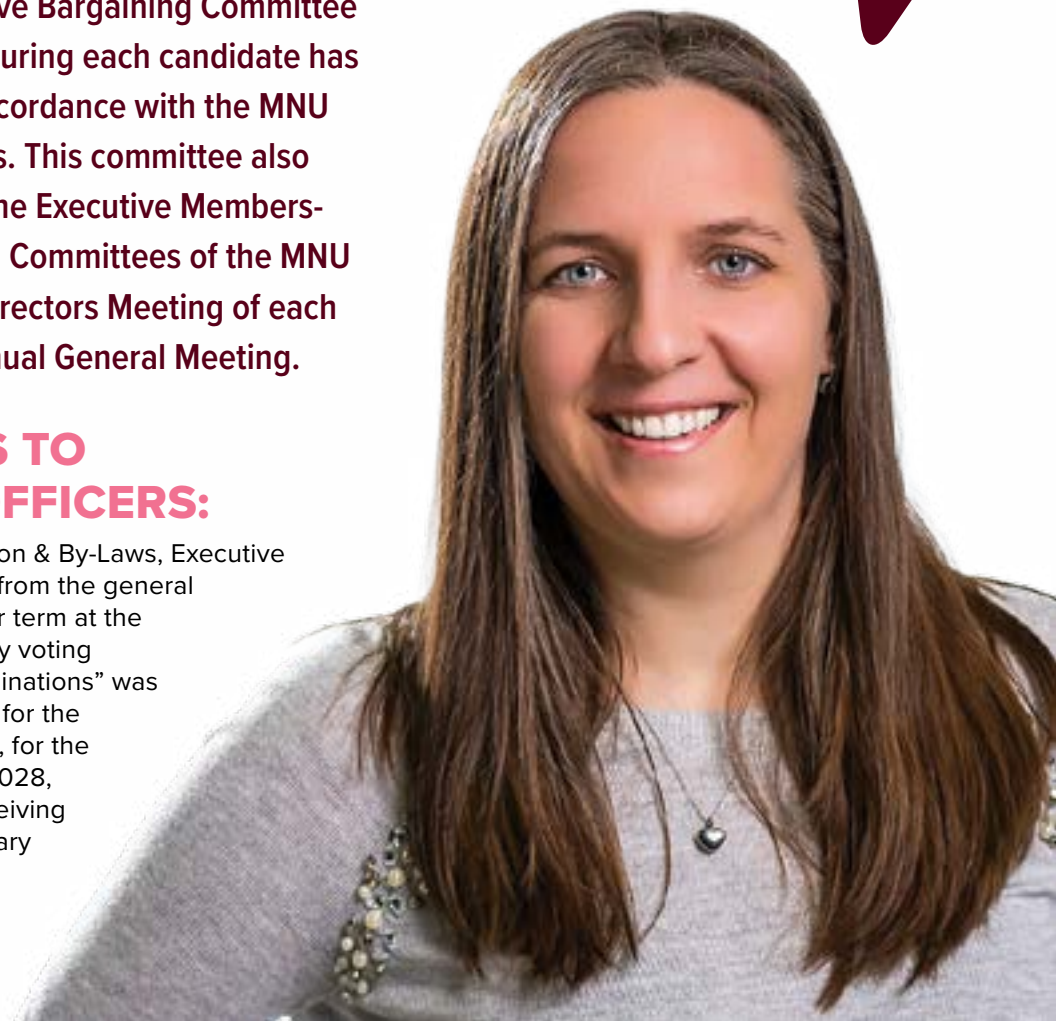
The Nominations & Elections Committee is responsible for the nomination and election of Executive Officers, the Board of Directors, and the Provincial Collective Bargaining Committee (PCBC), as well as ensuring each candidate has been nominated in accordance with the MNU Constitution & By-laws. This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

A. ELECTIONS TO EXECUTIVE OFFICERS:

As per the MNU Constitution & By-Laws, Executive Officers are to be elected from the general membership for a two-year term at the Annual General Meeting by voting delegates. A “Call for Nominations” was issued in November 2025 for the position of MNU President, for the July 1, 2026, to June 30, 2028, term. The deadline for receiving the nominations was January

"To ensure greater participation in electronic voting, MNU requires updated member email addresses. I encourage members to update all contact info."

Laura Schattner, Chairperson



9, 2026. All nominations and resumes submitted were accepted and reviewed by the Nominations & Elections Committee. Two nominations were submitted: Angela Simeonidis and Darlene Jackson. An election will take place at the 2026 AGM.

B. PCBC:

As this is not a Provincial Collective Bargaining year, no members were selected for the Provincial Collective Bargaining Committee. Members will be selected when bargaining resumes.

C. ELECTIONS TO THE BOARD OF DIRECTORS:

The Board of Directors are elected by and from the membership to represent the Regions and Locals/Worksites within. The terms of office of Board members are two years and staggered so that approximately one-half of the Board is elected annually. A “Call for Nominations” was issued in November 2025 for the May 1, 2026, to April 30, 2028, terms. The nominations and resumes submitted were accepted by the Nominations & Elections Committee. There were two members who departed mid-term: Angela Simeonidis (Shared Health Region, HSC), with JoAnne Paterson filling her position, and Karen Janzten (Winnipeg Region, Long-term Care), who retired, with Eveleen Winter stepping in to finish the term.

An election was required for the Winnipeg Region, Long-Term Care Board member due to the April 30, 2026, term end. The election took place in February 2026, with Maria Cornista being elected for a two-year term from May 1, 2026, to April 30, 2028.

Declared elected by acclamation to the MNU Board of Directors for a two-year term to start May 1, 2026, to April 30, 2028, is as follows:

- Shelly Nichols, Prairie Mountain Region
- Laura Schattner, Winnipeg Region, Acute Care
- Patricia Grocholski, Interlake Eastern Region
- JoAnne Paterson, Shared Health Region, HSC ●

DISCIPLINE COMMITTEE

Laura Schattner, Chairperson
Kim Ross
Pamela Achurch
Kevin Rebeck, MFL, Non-Member
Gina McKay, CUPE, Non-Member

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 and By-Laws). The committee is comprised of three MNU Board members and two non-member professionals.

The discipline committee considers the charges and evidence presented and determines if the member is innocent or guilty. ●

RESOLUTIONS & CONSTITUTION COMMITTEE REPORT

Katie Stark, Chairperson
Pamela Achurch
Ronnie Keough
Christine St. George, Staff Advisor

The Resolutions & Constitution Committee is made up of three members elected annually by the Board of Directors. Its role is to review and finalize all resolutions and proposed amendments to the MNU Constitution and By-Laws ahead of the AGM. The committee also reviews proposed amendments to Regional, Local/Worksite Unit, and Local constitutions, and brings those forward to the Board of Directors for consideration.

In some cases, a submitted resolution may be ruled out of order. If that happens, the Chair of the committee will contact you to explain why. This usually occurs when a resolution attempts to direct staff or address operational matters. Under the MNU Constitution, those responsibilities belong to designated governing bodies. Resolutions brought forward by members are intended to set priorities and guide the union's direction, not manage day-to-day operations.

At the 2024 AGM, four resolutions were submitted. Three were debated and voted on. Two passed, and one was defeated. One of the successful resolutions addressed equitable parking fees, and an update on that work will be shared with members. The second called on MNU to advocate for license reimbursement.

The committee was encouraged to see members bringing forward resolutions and welcomes continued participation. If you have questions about the process or need help drafting a resolution, you are encouraged to reach out to the committee.

No constitutional amendments were submitted last year. ●

"The committee was encouraged to see members bringing forward resolutions and welcomes continued participation."

Katie Stark, Chairperson



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 AGM.

All resolutions to be dealt with at the AGM 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 AGM 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 AGM 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.*

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. ●

CONSTITUTIONAL AMENDMENTS

PROPOSED AMENDMENT #1

ARTICLE NUMBER 3.01: MEMBERSHIP – amend by striking out and/or inserting the new language in red below.

IF ADOPTED, WILL READ

3.01

Any person who is entitled to practice in Manitoba as:

- (a) a Registered Nurse; or
- (b) a Registered Psychiatric Nurse; or
- (c) a Licensed Practical Nurse;
- (d) a Nurse Practitioner; or
- (e) an Undergraduate Nurse Employee

and who is an employee within the meaning of the Labour Relations Act of Manitoba or the Canada Labour Relations Act is eligible for membership in the Union.

RATIONALE: Editorial
SUBMITTED BY: Resolutions and Constitutions Committee
MOVED BY: Resolutions and Constitutions Committee
SECONDED BY: Resolutions and Constitutions Committee
DATE AND TIME SUBMITTED: January 27, 2026, at 1115 hrs.



PROPOSED AMENDMENT #2

ARTICLE NUMBER 4.02: BOARD OF DIRECTORS OF THE UNION – amend by striking out and/or inserting the new language below.

IF ADOPTED, WILL READ

4.02

- (a) **Election Schedule and Terms.** In odd numbered years, the Vice-President and Secretary-Treasurer shall be elected by a majority vote of the general membership. In even-numbered years, the President shall be elected by a majority vote of the general membership. All Executive Officers shall serve a term of two (2) years, commencing at the conclusion of the Annual General Meeting at which they are declared elected.
- (b) **Method of Election.** All elections for Executive Officers shall be conducted by a secure, secret ballot of the entire general membership. This ballot shall be administered by mail, secure electronic means, or a combination thereof, to ensure all members in good standing have a direct and equal vote. The candidate receiving a majority votes cast for each office shall be declared elected. If no candidate receives majority vote, a run-off election shall be held between the two candidates receiving the highest number of votes.
- (c) **Election Administration.** The Board shall establish fair and transparent rules to govern the election process, which shall include, but not limited to Nominations procedures and timelines; A period for candidate electioneering; Financial limitations for campaign purposes; Requirements for ensuring all candidates have equitable accessibility to the membership through various means; Timelines for distribution and return of ballots, and for the counting of votes.

Certification and Challenge. An Elections Committee, appointed by the Board and comprising members in good standing not for office, shall oversee the election, certify the results, and adjudicate any challenges in accordance with the rules established by the Board. ~~the following~~ Executive Officers shall be elected from general membership for a two (2) year term by voting delegates at the Annual General Meeting:

- ~~(a) Vice-President.~~
- ~~(b) Secretary-Treasurer.~~

In even numbered years, the following Executive Officer shall be elected from general membership for a two (2) year term by voting delegates at the Annual General Meeting:

- ~~(a) President.~~

The Board shall establish rules for the election including but not limited to:

- ~~— financial limitation for campaign purposes;~~
- ~~— accessibility to membership through various means;~~
- ~~— time frames for electioneering.~~

RATIONALE:

This amendment replaces delegate elections with direct membership elections for all Executive Officers to strengthen our union’s democracy and power. This change provides: 1. Stronger Mandate: Leaders elected by all members have a clearer mandate and greater legitimacy to represent us. 2. Direct Accountability: Officers will be directly answerable to the entire membership, encouraging broader communication and transparency. 3. Greater Engagement: Giving every member a direct vote increases ownership and participation, building a more active and unified union. 4. Modern & Inclusive: Mail/electronic ballots ensure all members can vote, regardless of schedule or location, making our process more fair and accessible. This change focuses election authority where it belongs—with the members—while delegates retain their vital role in policy-making at conventions.

SUBMITTED BY: Kim Wilton
MOVED BY: Jaime Bartel
SECONDED BY: Monique Dela Cruz

DATE AND TIME SUBMITTED: February 6, 2026, at 1310 hrs.

CONSTITUTIONAL AMENDMENTS

PROPOSED AMENDMENT #3

ARTICLE NUMBER 12.03: ELECTIONS – amend by striking out and/or inserting the new language below.

IF ADOPTED, WILL READ

12.03

The election of **Executive Officers and** Board Members shall be completed at least two (2) weeks **no fewer than fourteen (14) days** prior to the Annual Meeting. The election of the Executive Officers shall be completed at the Annual Meeting. The Nominations and Elections Committee shall report the election results at the Annual Meeting.

RATIONALE: The proposed change of wording is recommended to be in line with the potential constitutional amendment of Article 4.02 to remove the requirement of election of the Executive Officers to be completed at the Annual General meeting. This proposed change also would align election timelines in accordance with the proposed changes to Article 4.02 to no fewer than fourteen (14) days prior to the Annual Meeting.

SUBMITTED BY: Erin Rebizant

MOVED BY: Angela Simeonidis

SECONDED BY: Kelsey Hannah

DATE AND

TIME SUBMITTED: February 6, 2026, at 1820 hrs.



RESOLUTIONS FOR 2026 AGM:

RESOLUTION #1: EMBEDDING LANGUAGE IN THE NEXT COLLECTIVE AGREEMENT RELATED TO INTERPERSONAL VIOLENCE LEGISLATION:

WHEREAS, interpersonal violence does not discriminate and crosses all social, economic, and cultural barriers, but as research demonstrates interpersonal violence does disproportionately affect women and gender diverse people in Manitoba; and

WHEREAS, the workforce represented by the Manitoba Nurses Union is predominantly female, making it essential that protections related to interpersonal violence be embedded within the Collective Agreement which will protect all members; and

WHEREAS, Manitoba legislation provides employees with up to five (5) paid days off work in a 52-week period for one or more of the following purposes, as they relate to the employee or a dependent: • to seek medical attention for a physical or psychological injury or disability; • to obtain services from a victim services organization; • to obtain psychological or other professional counselling; • to relocate temporarily or permanently; • to seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from interpersonal violence; or • for any other purpose prescribed by regulation; and

WHEREAS, employers may suggest that the nurse use their income protection bank instead of the five (5) days of paid leave to cover time off required to address matters related to interpersonal violence; and

WHEREAS, embedding language within the Collective Agreement affirms the use of the legislated five (5) paid days of interpersonal violence leave prior to accessing income protection would better support and protect nurses during these circumstances; and

WHEREAS, interpersonal violence leave under Manitoba legislation consists of two other components of unpaid leave: • up to ten (10) days, taken consecutively or intermittently, in a 52-week period as needed by the employee; and • up to seventeen (17) weeks taken in one continuous period within a 52-week period; and Whereas, employees may access these components of leave in any order that best meets their individual circumstances;

THEREFORE, BE IT RESOLVED THAT, individual circumstances; Therefore, be it resolved that the Manitoba Nurses Union bargain, at the next round of collective bargaining, for the full embedding of interpersonal violence leave provisions from provincial legislation into the new Collective Agreement.

FINANCIAL IMPLICATIONS: None.

SUBMITTED BY: Katie Stark, MNU Vice President & Co-Chair DEIB interest group

MOVED BY: Katie Stark, MNU Vice President & Co-Chair DEIB interest group

SECONDED BY: Sarah Fordham Co-Chair of the DEIB interest group

DATE AND TIME SUBMITTED:
January 29, 2026, at 1145 hrs.

RESOLUTION #2: ON-DUTY PARKING ACCESS FOR COMMUNITY BASED NURSES:

WHEREAS, community-based nurses—including Home Care, Public Health, Primary Care Nurses, Clinical Nurse Specialists, and Nurse Practitioners—regularly park in residential neighbourhoods across Manitoba to deliver essential, time-sensitive care in clients' homes and community settings, often in inner-city, rural, northern, and high-need communities; and

WHEREAS, nurses performing assigned community visits are frequently ticketed for parking in time-restricted, permit-only, or limited-access zones, creating an unfair financial burden directly related to required job duties; and

RESOLUTIONS FOR 2026 AGM:

WHEREAS, the lack of accessible and lawful on-street parking forces nurses to park in back lanes, poorly lit areas, or at unsafe distances from client residences, increasing personal safety risks—particularly in high-crime or isolated areas—while nurses are carrying supplies and using employer-issued phones required for locked-box access, building entry codes, and electronic documentation; and

WHEREAS, ongoing safety concerns and parking barriers significantly contribute to recruitment and retention challenges in community-based practice across Manitoba, particularly in underserved urban, rural, and northern communities; and

WHEREAS, other essential community service providers, including police, fire, emergency medical services, and municipally recognized service programs, are granted parking exemptions or permits to perform their duties, demonstrating that parking access is an established and achievable operational support; and

WHEREAS, municipalities across Manitoba already operate permit or exemption models recognizing essential service providers (for example, Winnipeg’s Social Service Provider Permit Program), and other jurisdictions provide health care workers with temporary on-street parking exemptions while delivering in-home services;

THEREFORE, BE IT RESOLVED THAT, the Manitoba Nurses Union advocate for employers, including WRHA/Shared Health and other relevant health authorities, in collaboration with municipalities and parking authorities across Manitoba, to implement a standardized On-Duty Community Care Parking Permit Program for community-based nurses while performing assigned community visits; and **BE IT FURTHER RESOLVED** that any required permits, passes, or credentials under such a program be employer-issued, fully funded, and recognized as a necessary operational support rather than a personal expense for

nurses; and **BE IT FURTHER RESOLVED** that the program include clear safeguards and enforcement parameters, including visible employer identification, use only while actively on duty, and clearly defined parking exemptions (such as time-limit and permit-only restrictions), while maintaining compliance with all safety-related bylaws (including no-stopping zones, fire routes, hydrants, and accessible parking stalls); and **BE IT FURTHER RESOLVED** that until such a program is implemented, employers be urged to reimburse reasonable parking tickets incurred while nurses are actively performing assigned community visits through a transparent, consistent, and auditable process; and **BE IT FURTHER RESOLVED** that the Manitoba Nurses Union collect and document member-reported data on ticketing frequency and cost, safety risks, and service impacts across regions to support bargaining, employer engagement, and municipal negotiations.

FINANCIAL IMPLICATIONS: may include employer-funded on-duty community care parking permits or credentials for community-based nurses, as well as potential interim reimbursement of parking tickets incurred while nurses are actively performing assigned community visits. Costs would vary by municipality, employer, and scope of implementation and would be determined through employer and municipal negotiations. Any administrative costs associated with data collection and analysis would be minimal and absorbed within existing Manitoba Nurses Union operational resources.

SUBMITTED BY: Karen Taylor

MOVED BY: Angela Simeonidis

SECONDED BY: Jaime Bartel

DATE SUBMITTED:

January 31, 2026, at 0826 hrs.

RESOLUTIONS FOR 2026 AGM:

RESOLUTION #3: LOBBYING FOR PATIENTS CARE GIVERS FINANCIALLY:

WHEREAS, the partners of patients are often finding themselves financially stressed when their loved one is needing to go into full time care (PCH) due to assessment being from their joint income

WHEREAS, patients and their partners are having to make difficult decisions of utilizing care at a financial hit or delaying care due to finances

WHEREAS, delaying care creates a safety risk for patients and their families

WHEREAS, delay of care is result of increased failed discharges

WHEREAS, can also lead to spousal abuse due to increased stress and caregiver responsibility

THEREFORE, BE IT RESOLVED THAT, MNU lobby the Provincial Government to advocate for patient's spouses' income to not be in consideration when patients are being panelled for PCH

FINANCIAL IMPLICATIONS: None.

SUBMITTED BY: Kayleigh Whyte

MOVED BY: Laura Eilers

SECONDED BY: Kayleigh Whyte

DATE SUBMITTED:

February 1, 2026, at 0319 hrs.

RESOLUTION #4: DAYCARE IN HEALTH CENTRE'S:

WHEREAS, healthcare workers, as the general public, are having a hard time accessing daycares for their children and are delaying returning to work from same

WHEREAS, healthcare workers including nurses are unable to return to work due to lack of daycare availability

WHEREAS, healthcare workers that work shift work with varying start and end hours are not able to utilize all public daycares due to lack of accommodation

WHEREAS, by adding daycares in health centres it could help with retention and recruitment of health care workers

THEREFORE, BE IT RESOLVED THAT, MNU lobby the provincial government to add daycares in health facilities that all healthcare workers can utilize, and report back at the next AGM on progress

FINANCIAL IMPLICATIONS: None.

SUBMITTED BY: Kayleigh Whyte

MOVED BY: Laura Eilers

SECONDED BY: Kayleigh Whyte

DATE SUBMITTED:

February 1, 2026, at 0441 hrs.

RESOLUTION #5: ACCESS TO SELF MEDICAL RECORDS:

WHEREAS, advocacy for patients/public to have access to their own health records

WHEREAS, other provinces already have access via apps or online

WHEREAS, it would keep patients informed and allow them to advocate for themselves

WHEREAS, have less patients going to the ED for results and more clinic time available

THEREFORE, BE IT RESOLVED THAT, MNU lobby the provincial government to allow access to patients own health records

FINANCIAL IMPLICATIONS: None.

SUBMITTED BY: Kayleigh Whyte

MOVED BY: Laura Eilers

SECONDED BY: Kayleigh Whyte

DATE SUBMITTED:

February 1, 2026, at 0501 hrs.

RESOLUTIONS FOR 2026 AGM:

RESOLUTION #6: ALL OPEN ED'S HAVE A MENTAL HEALTH NURSE ON STAFF FOR DAYS:

WHEREAS, ED's are seeing an increasing number of mental health concerns and emergencies with limited resources available, specifically rural

WHEREAS, there is an increased occurrence of mental health and a lot of smaller rural facilities do not have access to an in house mental health nurse or psychiatrists

WHEREAS, resources such as mobile crisis unit (MCU) or child and adolescent treatment centres (CATC) are getting clogged with inpatient problems leaving longer wait times for patients utilizing the service as an outpatient

WHEREAS, continuity of care is difficult with fluctuating staff or resources constantly

WHEREAS, inpatients could also have an opportunity to see mental health during their stay which could have positive impact with discharge

WHEREAS, possibility for more informed transfers of care from hospital to community for patients being discharged

THEREFORE, BE IT RESOLVED THAT, MNU lobby the provincial government to endorse and employ mental health nurses in acute care open ED's

FINANCIAL IMPLICATIONS: None.

SUBMITTED BY: Kayleigh Whyte

MOVED BY: Laura Eilers

SECONDED BY: Kayleigh Whyte

DATE SUBMITTED:

February 1, 2026, at 0509 hrs

RESOLUTION #7: VIRTUAL AGM ATTENDANCE FOR NON-VOTING

WHEREAS, the modernization of digital systems improves organizational efficiency, reduces environmental impacts, and enhances the overall member experience

WHEREAS, provincial AGMs are vital for membership engagement, yet attending in person creates significant travel and accommodation costs for both individual members and their respective worksites.

WHEREAS, the geographical diversity of the province can act as a barrier to participation, and virtual access offers a more inclusive solution for all regions to maintain interest at the grassroots level;

WHEREAS, providing a live virtual feed would allow non-voting members to observe proceedings and stay informed without the necessity of physical attendance or the associated logistical burdens;

THEREFORE, BE IT RESOLVED THAT, the MNU investigate providing virtual viewing access to the Provincial AGM for all non-voting members in good standing. They will provide a progress report for a secure virtual platform at the 2027 AGM.

FINANCIAL IMPLICATIONS: holding a virtual Provincial AGM for non-voting attendees would require an on-site technician to set up, oversee, and monitor the process. The cost for this service would be \$100 per hour for the duration of the meeting. An additional cost for the streaming platform may arise.

SUBMITTED BY: Maria Farias Fredette

MOVED BY: Monique Klenke

SECONDED BY: Michelle Green

DATE SUBMITTED:

February 5, 2026, at 0837 hrs

RESOLUTIONS FOR 2026 AGM:

RESOLUTION #8: ADVANCING COLLABORATIVE AND INCLUSIVE BARGAINING PRACTICES

WHEREAS, bargaining priorities must reflect the diverse needs and experiences of all frontline Nurses;

WHEREAS, member satisfaction increases when bargaining priorities are informed by broad, inclusive, and consultation processes that ensure all member voices are meaningfully represented;

WHEREAS, meaningful engagement requires collaboration among all presidents and elected leaders to ensure that the full range of member priorities is understood prior to the development and distribution of the bargaining survey;

WHEREAS, transparent communication back to the membership strengthens trust and ensures members understand how their input shapes bargaining priorities;

THEREFORE BE IT RESOLVED THAT, Presidents across the regions and elected leaders, establish a committee to develop a plan on how to engage with grassroots membership, facilitate local discussions to gather and communicate member priorities to assist in the creation of the bargaining survey.

FINANCIAL IMPLICATIONS: MNU to fund the working group.

SUBMITTED BY: Jaime Bartel

MOVED BY: Vickie Borgia

SECONDED BY: Michelle Green

DATE SUBMITTED:
February 6, 2026, at 0730 hrs.

RESOLUTION #9: EXPANSION OF AGM TO THREE DAYS:

WHEREAS, the Annual General Meeting is a key opportunity for member engagement, education, and unionwide collaboration;

WHEREAS, additional time would allow for meaningful participation in guest speaker sessions, networking opportunities, and focused discussions;

WHEREAS, Regional Local Executives and Regional Local membership benefit from dedicated time to meet, share information, and strengthen relationships;

WHEREAS, expanding the AGM schedule would enhance the overall quality and impact of the event;-

THEREFORE, BE IT RESOLVED THAT, MNU extend the Annual General Meeting to a three-day format; that the additional time be used to incorporate guest speakers, networking events, and meetings with Regional Local Executives and Regional Local membership.

FINANCIAL IMPLICATIONS: AGM budget would increase approximately 50% less banquet costs.

SUBMITTED BY: Jaime Bartel

MOVED BY: Pamela Achurch

SECONDED BY: Eveleen Winter

DATE SUBMITTED:
February 6, 2026, at 0746 hrs.

RESOLUTIONS FOR 2026 AGM:

RESOLUTION #10: PRESIDENT HOURS ALLOCATION WORKING GROUP

WHEREAS, the complexity and volume of member issues continue to increase across worksites and regions;

WHEREAS, Local/Worksite Presidents require adequate time to effectively represent members, address workplace concerns, and fulfill their leadership responsibilities;

WHEREAS, the currently allocated President hours do not accurately reflect the amount of work Presidents are performing annually within their worksites and at the regional level;

WHEREAS, the current distribution of President hours appears inconsistent, resulting in some worksites or Locals exhausting their allocated hours before the end of the year while others do not utilize the hours provided;

THEREFORE BE IT RESOLVED THAT, the Manitoba Nurses Union (MNU) establish a working group with representation from each region to review the current President hours allocation model;

BE IT FURTHER RESOLVED THAT, the working group evaluate options for a more equitable distribution of President hours based on factors such as the number of members in each worksite/local and the workload associated with representation;

BE IT FURTHER RESOLVED THAT, the working group provide recommendations to MNU on potential adjustments to the allocation model, including the possibility of increasing President hours where necessary to ensure effective member representation.

FINANCIAL IMPLICATIONS: Costs associated with meetings for one representative from each region. Additional financial impact dependent on any recommended increase in President hours.

SUBMITTED BY: Vickie Borgia

MOVED BY: Monique Klenke

SECONDED BY: Jaime Bartel

DATE SUBMITTED:

February 6, 2026, at 0852 hrs.

RESOLUTION #11: COMPENSATION FOR UNFILLED NURSING SHIFTS AND RESULTING INCREASED WORKLOAD:

WHEREAS, nurses are routinely required to assume additional patient care responsibilities when staffing shortages occur due to unfilled vacancies, partial shift coverage, or multiple nurse absences; and

WHEREAS, these increased responsibilities often occur without appropriate compensation, despite wages already being allocated for the unfilled positions; and

WHEREAS, chronic under-staffing, high patient acuity, and unrecognized workload escalation contribute significantly to nurse burnout, moral distress, and decreased retention;

THEREFORE, BE IT RESOLVED THAT, when a scheduled nursing shift, or portion thereof, remains unfilled due to the employer's inability to provide a trained, appropriately levelled replacement, the wages allocated for the unfilled shift shall be redistributed as compensation to the nurses who assume the additional workload. That has resulted from the staffing shortage, including situations involving partial shifts, multiple vacancies, and increased patient acuity.

FINANCIAL IMPLICATIONS: The cost that may be accrued would be the cost of bookkeeping as the funds have already been allocated to the nurse's wage for that time period.

SUBMITTED BY: Andrea Pukalo

MOVED BY: Andrea Pukalo

SECONDED BY: Teagan Pasichnyk

DATE SUBMITTED:

February 6, 2026, at 0731 hrs.

RESOLUTIONS FOR 2026 AGM:

RESOLUTION #12: ADVOCACY FOR FAIR COMPENSATION AND EXPENSES

WHEREAS, nurses frequently incur personal costs related to mileage, parking, and vehicle use;

WHEREAS, current reimbursement rates do not adequately reflect these expenses;

WHEREAS, fair compensation supports recruitment, retention, and equity;

THEREFORE, BE IT RESOLVED THAT, MNU advocate for improved mileage rates, parking reimbursement, and compensation for nurses required to use personal vehicles for work; all members should be compensated the same across the Province.

FINANCIAL IMPLICATIONS: None.

SUBMITTED BY: Jaime Bartel

MOVED BY: Pamela Achurch

SECONDED BY: Fiona Sheills

DATE SUBMITTED:

February 6, 2026, at 1854 hrs.

RESOLUTION #13: DISPLACEMENT DUE TO NATURAL DISASTER:

WHEREAS, nurses across Manitoba were displaced from their place of employment as a direct result of unprecedented wildfires in 2025, requiring evacuation and/or redeployment under urgent and extenuating circumstances to other communities and/or employers; and

WHEREAS, these evacuations occurred without clearly defined, pre-established rules or policies governing compensation, income protection, or benefit continuity for affected nurses; and

WHEREAS, displaced nurses were not automatically granted access to

income protection including sick leave, redeployment opportunities, or continued benefit coverage, requiring significant advocacy by the Manitoba Nurses Union to secure an ad-hoc agreement; and

WHEREAS, the risk of natural disasters, including wildfires, is province-wide but presents a heightened and ongoing emotional, physical, and economic risk to nurses working in northern and remote communities; and

WHEREAS, nurses should not experience loss of employment benefits, or employment insecurity, or inequitable opportunity for work as a result of complying with emergency evacuation orders or public safety directives beyond their control;

THEREFORE, BE IT RESOLVED THAT, Manitoba Nurses Union advocate for the establishment of a contractual agreement addressing access to income protection, benefit continuity, and employment security for nurses displaced by natural disasters; and **BE IT FURTHER RESOLVED** that such protections be triggered immediately upon displacement or evacuation, without requiring advocacy from nurses during the period of evacuation; **BE IT FINALLY RESOLVED** that the Manitoba Nurses Union continue to press the employer and the provincial government to collaboratively develop and implement clear, enforceable provisions addressing compensation, benefits, and shift security options available to nurses during natural disaster-related displacement.

FINANCIAL IMPLICATIONS: None.

SUBMITTED BY: Nicolle Fox

MOVED BY: Nicolle Fox

SECONDED BY: Jennifer Meikle

DATE SUBMITTED:

February 6, 2026, at 2321 hrs.

FINANCE COMMITTEE REPORT

Carrie Holland, Secretary-Treasurer, Chairperson
Darlene Jackson, President
Katie Stark, Vice President
Shelly Nichols
Kimberly Ross
Pamela Achurch

The financial business of the Manitoba Nurses Union (MNU) is conducted in accordance with the annual budget developed by the Finance Committee. This budget aligns with and supports the strategic direction set by the Board of Directors. Through this governance structure, MNU ensures that financial decisions remain transparent, responsible, and member-focused.

FUNDS AND ALLOCATIONS

MNU manages three primary funds, each with a distinct mandate as outlined in the Provincial Handbook:

- **GENERAL RESERVE FUND** provides financial stability for provincial union operations
- **NEGOTIATIONS FUND** supports the financial aspects of collective bargaining on behalf of members
- **DEFENCE/STRIKE FUND** provides resources to support:
 - lengthy legal proceedings
 - public relations and member education during crisis or political action
 - job action (member strike pay)

These funds ensure MNU is prepared to support members during both routine and extraordinary circumstances. Year-end surplus funds are responsibly directed to the strike/defence fund to ensure members have sufficient power and resources to take job action when needed,

protecting our ability to advocate effectively and achieve strong collective agreements.

YEAR-END FINANCIAL POSITION

The 2025 year-end financial statements reflect the priorities and activities undertaken throughout the year. Through careful budgeting, strategic planning, and disciplined implementation, MNU continues to maintain a strong and stable financial position.

This stability allows MNU to continue investing in member-focused services such as education, training, and professional development opportunities that enhance member engagement, strengthen the union's collective influence and resilience through our investments.

MEMBERSHIP SERVICES – LEAP PROGRAM TRENDS

The Finance Committee identified an ongoing upward trend in utilization of the Legal Expense Assistance Plan (LEAP)

"I would like to extend my appreciation to the entire Finance Committee for their dedication, as well as to the accounting staff at MNU for their ongoing diligence in administering membership dues and maintaining responsible financial reporting on behalf of all members."

Carrie Holland, MNU Secretary-Treasurer

reimbursement program. Established in 1991, LEAP provides eligible members with financial support when legal representation is required and not otherwise provided.

CURRENT BENEFIT LEVELS INCLUDE:

- \$3,000 per member for the first claim per calendar year
- \$1,500 per member for the second claim within the same calendar year

To sustain rising utilization and ensure continued support for members, the Finance Committee has increased expenditures allocated to this program.

In closing, I would like to extend my appreciation to the entire Finance Committee for their dedication, as well as to the accounting staff at MNU for their ongoing diligence in administering membership dues and maintaining responsible financial reporting on behalf of all members. ●

**IN SOLIDARITY,
CARRIE HOLLAND**

Note: the 2025 auditor's report will be available at manitobanurses.ca



	2025 Year End	2026 Forecast	2026 Reallocation	2027 Forecast
REVENUES				
MNU Provincial Dues	12,526,291	13,050,871	12,770,128	13,371,352
Less: Dual Dues Refunds	(364,965)	(230,000)	(256,720)	(267,000)
TOTAL OPERATING REVENUE	12,161,326	12,820,871	12,513,408	13,104,352
Donations and Other Income	0		0	
Interest, Dividends (Management fees)	1,456,626			
TOTAL REVENUE	13,617,952	12,820,871	12,513,408	13,104,352
EXPENDITURES				
1. OFFICE/SUPPORT				
Sundry Office Supplies	32,685	30,000	30,000	30,000
Mail Services	11,034	16,000	16,000	16,000
Insurance	36,047	35,000	35,000	36,000
Miscellaneous	6,499	15,000	10,000	10,000
Telecommunications	59,531	100,000	80,000	80,000
Stationery	4,355	5,000	5,000	5,000
Printing	25,090	30,000	30,000	30,000
Resource Material	17,736	20,000	20,000	20,000
Rental Services	303,197	305,000	305,000	305,000
Bank Service Charges	3,123	3,000	3,000	3,000
Technology	186,948	200,000	200,000	200,000
Audit	43,208	45,000	45,000	45,000
SUBTOTAL	729,453	804,000	779,000	780,000
2. DEMOCRATIC PROCESS				
Annual Meeting	944,637	800,000	650,000	875,000
Strategic Planning	0	0	0	20,000
Board	142,449	200,000	200,000	200,000
Board PD Fund	24,853	45,000	46,000	20,000
Miscellaneous Meetings/Negotiations Committees	146,324	25,000	100,000	75,000
A. Finance	3,105	13,000	13,000	13,000
B. Executive/Officer Duties	367,209	400,000	415,000	415,000
C. Resolutions/Constitution	227	3,000	3,000	3,000
D. Nominations	0	2,000	2,000	2,000
E. Discipline	0	1,000	1,000	1,000
F. Executive	10,979	10,000	15,000	15,000
G. Governance & Structure	0	0	40,000	0
H. Joint Provincial	5,081	20,000	10,000	10,000
SUBTOTAL	1,644,863	1,519,000	1,495,000	1,649,000
3. MEMBERSHIP SERVICES				
Education Programs	318,398	440,000	400,000	420,000
L.E.A.P.	160,950	130,000	200,000	200,000
Communications	314,965	400,000	400,000	500,000
Legal	565,939	700,000	700,000	700,000
Arbitration	20,587	130,000	110,000	110,000
Consultants	500	10,500	15,000	5,000
Regional Local President's Days	30,960	40,000	40,000	40,000

	2025 Year End	2026 Forecast	2026 Reallocation	2027 Forecast
Worksite President's Days Allot	422,760	475,000	475,000	475,000
Advocacy-IAC	0	20,000	15,000	15,000
EMPLOYER INVOICES ESTIMATE	12,889	25,000	50,000	50,000
Worksite Tech Support	1,808	10,000	5,000	5,000
Western Canada Labour School	0	0	0	0
New Worksites/Locals	1,000	5,000	5,000	5,000
MNU Paid Retro	545	0	25,000	25,000
SUBTOTAL	1,851,301	2,385,500	2,440,000	2,550,000
4. AFFILIATIONS				
M.C.H.C.U.	0	6,600	5,000	5,000
Mb Health Coalition.	23,500	24,000	26,000	26,000
C.F.N.U.	243,360	243,360	263,640	263,640
CFNU Biennial	118,921	0	0	100,000
M.F.L.	134,416	145,200	145,200	145,200
MFL Biennial	0	0	0	6,000
C.L.C.	116,640	116,640	126,360	126,360
CLC Convention	0	10,000	0	0
Labour Councils	57,492	61,500	65,000	65,000
CCPA	15,000	15,000	15,000	15,000
SUBTOTAL	709,329	622,300	646,200	752,200
5. OUTREACH & SOLIDARITY				
Budgeted Donations	8,570	9,000	13,500	13,500
In Memorium	0	1,000	500	500
Ad Hoc Donations/Misc Sponsorship	25,045	25,000	20,000	20,000
International Assistance Donation	1,500	2,000	2,000	2,000
Joyce Gleason Scholarship	6,000	6,000	6,000	6,000
Student Outreach	17,388	20,000	20,000	20,000
Labour Donations	100	4,500	1,000	1,000
Continuing Education Scholarship	10,000	10,000	10,000	10,000
Keith Lambert	3,843	2,500	2,500	2,500
MB Disaster Relief Donation	0	0	10,000	10,000
SUBTOTAL	72,446	80,000	85,500	85,500
6. ADMINISTRATIVE SUPPORT				
Staff Salaries,Travel,Vehicles	5,082,024	5,400,000	5,500,000	5,650,000
Staff Development	13,921	40,000	25,000	25,000
Senior Management Development	13,501	20,000	15,000	15,000
Severance	(70,907)	50,000	50,000	50,000
SUBTOTAL	5,038,539	5,510,000	5,590,000	5,740,000
7. CAPITAL ASSETS				
Depreciation	33,755	0		
TOTAL EXPENDITURES	10,079,685	10,920,800	11,035,700	11,556,700
NET OPERATING REVENUE / (LOSS)	2,081,641			
*NET INCOME / (LOSS)	3,538,267	1,900,071	1,477,708	1,547,652

*Includes Investment gains/loses

MNU SCHOLARSHIPS

MNU CONTINUING EDUCATION – \$1,500

The MNU Continuing Education Scholarship was established by a resolution, which was passed at the 2013 AGM 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, and 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.

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 MNU and the CFNU. 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 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.

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 about MNU scholarships, please visit manitobanurses.ca/scholarships. ●





VERA CHERNECKI EMERGING LEADER AWARD AND YELLOW RIBBON AWARD

VERA CHERNECKI EMERGING LEADER AWARD

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 AGMs 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.

The application deadline is March 31 of each year.

YELLOW RIBBON AWARD

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.

The application deadline is March 31 of each year.

More information about the application criteria and process for both awards can be found on the MNU website. ●







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**FIFTY
YEARS OF
THE GOOD
FIGHT.**

