

# 2013 ANNUAL REPORT

*Proudly representing all nursing designations*

Manitoba  
**nurses**  
Union

A COMMITMENT TO CARING

## Mission Statement

To Care for Nurses...is to Care for Patients

## Values

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

## Vision Statement

"To promote a positive nursing culture".

### **About the cover**

*MNU holds the distinction of being one of the first nurses' union in Canada to represent all categories of nurses – Registered Nurses, Licensed Practical Nurses and Registered Psychiatric Nurses and Nurse Practitioners. The nurses featured on the cover are representative of the nursing designations.*

*(Clockwise from top left)*

*Cynthia Chartrand LPN, has been a member of the Neepawa Hospital team since 2007.*

*Kevin Byrne, RN has been working at The Pas Health Complex ER/SCU since July 2013.*

*Cindy Holland has been a Pediatric Nurse at the Children's Hospital for 24 years, and in her current role as a Nurse Practitioner for Pediatric Surgery for the last nine years.*

*Lori Ranta Rodrigues, RPN works at the Victoria Hospital on an adult acute mental health unit. She has 28 years of nursing experience.*

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# MNU Board of Directors

Sandi Mowat, President  
 Donna McKenzie, Vice-President  
 Holly Cadieux, Secretary-Treasurer



Karen Taylor, Assiniboine Region  
 Marguerite Smith, Assiniboine Region  
 Cathy Jensen, Brandon Region  
 Trudie Empey, Brandon Region



Cindy Hunter, Central Region  
 Dorothy Pasowisty, Central Region  
 Carrie Holland, Churchill/Burntwood Region  
 Tracy Bassa, Eastman (North & South) Region



Kathy Nicholson, Interlake Region  
 Darlene Jackson, NorMan Region  
 Candace Ewanyshyn, Parkland Region  
 Amanda Bouchard, Concordia Nurses



Karen Cannell-Jamieson, Grace Nurses  
 Kim Fraser, Health Sciences Centre Nurses  
 Lana Penner, Health Sciences Centre Nurses  
 Pat Van Haute, Misericordia Nurses



Dana Orr, Riverview Nurses  
 Sheila Holden, St. Boniface Nurses  
 Diana Martinson, St. Boniface Nurses  
 Colleen Johanson, Seven Oaks Nurses



Juanita Smith, Victoria Nurses  
 Charlotte Adolphe, Wpg. Long Term Care Region  
 Bluma Levine, Wpg. Community & Health Care Region



# 2013-2014 Manitoba Nurses Union Standing Committees

## EXECUTIVE COMMITTEE:

**Sandi Mowat, President, Chairperson**

Donna McKenzie, Vice-President  
Holly Cadieux, Secretary-Treasurer

Members at Large:

Bluma Levine

Tracy Bassa

Darlene Jackson

## NOMINATIONS COMMITTEE:

**Amanda Bouchard, Chairperson**

**Leona Barrett, Staff Advisor**

Charlotte Adolphe

Sharon Zeiler

## FINANCE COMMITTEE:

**Holly Cadieux, Secretary-Treasurer, Chairperson**

Sandi Mowat, President

Donna McKenzie, Vice-President

Karen Taylor

Marguerite Smith

Lana Penner

## RESOLUTIONS & CONSTITUTION COMMITTEE:

**Kim Fraser, Chairperson**

**Deb Stewart, Staff Advisor**

Sheila Holden

Karen Cannell-Jamieson

## DISCIPLINE COMMITTEE:

**Candace Ewanyshyn, Chairperson**

**Kirsten Andersson, Staff Advisor**

Kathy Nicholson

Pat Van Haute

Wendy Despina, MAHCP – Non-Member

Kevin Rebeck, MFL – Non-Member

## MNU STAFF LIST

Janice Grift, *Director of Operations*

Bill Crawford, *Director of Communications & Government Relations*

Kirsten Andersson, *Director of Labour Relations*

Samantha Turenne, *Communications Officer*

Ivana Saula, *Researcher*

Debbie Winterton, *Professional Practice & Education Officer*

Seid Ahmed, *Diversity Coordinator*

Tom Henderson, *Workplace Safety & Health Officer*

Deb Stewart, *Labour Relations Officer*

Debbie Jenkins, *Labour Relations Officer*

Bob Romphf, *Labour Relations Officer – Benefits*

Leona Barrett, *Labour Relations Officer*

Dan Kushneryk, *Labour Relations Officer – Negotiations*

Shauna Briscoe, *Labour Relations Officer – WCB*

Marise Frankel, *Labour Relations Officer*

Michelle Peterson, *Labour Relations Officer*

Mary Lakatos, *Labour Relations Officer*

Paulina Ruiz, *Labour Relations Officer*

Karen Fleming, *Labour Relations Officer*

Wendy Giesbrecht, *Administrative Assistant – Collective Agreements & Negotiations*

Tracy Wood, *Administrative Assistant – Executive Assistant*

Terry Dyck, *Accounting and Information Technology Coordinator*

Erin McGee, *Accounting Assistant – Accounts Payable*

Laurie Hanlon, *Accounting Assistant – Dues*

Maryanne Peters, *Accounting Assistant – Expenses*

Marija Tisaj, *Accounting Assistant – Expenses*

Veronica Jones, *Administrative Assistant – Membership*

Katrina Profeta, *Administrative Assistant – Communications*

Debb Soucie, *Administrative Assistant – Diversity*

Debbie Wiebe, *Administrative Assistant – Labour Relations*

Kristina Kiciuk, *Administrative Assistant – Labour Relations*

Jennifer Oleson, *Administrative Assistant – Reception*



# President's Report

## Central Table Bargaining

This round of Central Table Bargaining has been very challenging with what was a late start, and then periodic pauses. It has been frustrating for the membership and especially for the Provincial Collective Bargaining Committee members who have spent many hours on the process. The situation created by the amalgamations of the regions and the resulting run-off votes between affected unions has caused many delays.

In the initial stages of bargaining, last fall, we were able to make progress in a number of areas including Nursing Advisory Committees (NAC), Union Management and Health and Safety Committees. Progress has also been made in the area of Workload Staffing Reports to ensure a timelier response.

At the time of writing, we are scheduled to return to the table and are optimistic that we will make it to the "finish line", that is, we will achieve a tentative agreement. We will return to the table with the members' priorities of wages and workload in mind. As well, we are returning to the table with the knowledge that our members are ready to take action, if necessary, to secure a fair and reasonable deal. I have been to a large number of annual meetings this winter and am grateful for the support that our members have expressed for their bargaining committee.

*In May 2013 I traveled to Australia for the 25th Quadrennial Congress of the International Council of nurses, along with several members of the CFNU National Executive Committee, where I made several presentations on successful Manitoba campaigns and programs and cost effectiveness and the nursing team.*

*During this visit, I also met with the leaders of the Southern African Network of Nurses and Midwives (SANNAM) and presented on MNU's successful workplace violence strategies.*

*The conference was attended by more than 1,000 nursing leaders from 130 countries and the agenda focused on equity and access to health care.*



# Law Courts



## Sinclair Inquest

The inquest into the death of Brian Sinclair at the Health Sciences Centre began in August 2013. Several of our members testified at the hearings. MNU provided legal, as well as moral support. I attended the hearings daily. The details of the tragedy were distressing to hear but as difficult as I may have found it, sitting in the courtroom, it was infinitely more painful for Mr. Sinclair's family and deeply painful as well for the nurses and other health care staff involved.

Phase II of the inquest, which is about systemic emergency room issues, began in February of this year. Several witnesses testified including representatives from both the WRHA and the Health Sciences Centre. I testified during this phase. Our ER report formed the basis of my testimony.

Manitoba's nurses, like everyone else, are counting on this inquest to help us find out what happened and why. We're all seeking answers and solutions to prevent anything like this from happening again.



MNU is proud of our close working relationship with our national union. Linda Silas, CFNU President has been a driving force for change in the health care system – pushing nursing and patient safety issues front and centre.

Her efforts are invaluable in advocating for national discussions on key health priorities, such as a universal Pharamacare program, a comprehensive approach to long term and continuing care, greater attention to health human resources and more.

One of the priorities this year has been calling on the federal government to get back to the table and renegotiate a new Canada Health Accord. We have had several meetings with provincial and territorial health ministers as we continue to lobby for this crucial piece, needed to help preserve our universal Medicare system.

In June 2013, The Canadian Federation of Nurses Union biennial convention was held in Toronto. The week long convention brought together more than 800 nurses from across Canada. Manitoba was represented by 83 delegates.

## ER Report

In the spring of 2012, nurses from the six Winnipeg Emergency Rooms as well as the Pan Am Clinic and Misericordia Health Centre came together with Winnipeg Local Hospital presidents for a day long strategic planning session, to discuss their concerns regarding patient flow, staffing, education and resources. Out of that day, and subsequent meetings, came a report which contained a number of recommendations. The report was presented to government in the fall of 2012 but, in truth, there was little action.

Immediately upon her appointment in 2013, Minister of Health, Erin Selby, requested a meeting with MNU representatives to discuss the report and the recommendations. The ER nurses who participated, Winnipeg local hospital presidents along with myself, Lori Lamont, Chief Nursing Officer (CNO) of the WRHA and several other senior managers met with the Minister.

As a result of that meeting, a working committee has been established comprised of ER nurses to develop implementable solutions to problems such as ER overcrowding, lack of appropriate staffing and equipment, lack of diagnostic services and appropriate use of Misericordia Urgent Care and Pan Am Clinic. The WRHA's Chief Nursing Officer and I will also take part in the work of the committee. The Minister asked that the committee report back to her within six months of the initial meeting.

## Advisory Group on Violence Prevention for Health Care Workers

As Co-Chair of the Advisory Group In Violence Prevention, I am pleased to report that our one of a kind, across Canada, Provincial Violence Prevention Policy has received government approval.

The Provincial Health Care Violence Prevention Program Operational Procedure has been approved by this committee and was distributed to all Manitoba Regional Health Authorities to begin implementation.

## RHA Amalgamations

Rural Regional Worksite/Local Presidents and Board members met in Winnipeg in October 2013 to discuss the impact of amalgamations. The question discussed was, "What does the amalgamation mean to me as a MNU leader?" The dialogue between participants was very effective in helping leaders to deal with the challenges of the amalgamation. Beginning in February of 2014, Strategic Planning sessions are being held in the newly consolidated regions to help facilitate a smooth transition.

## College Liaison Activities

We continue to meet regularly with our nursing regulatory bodies. As the first union in Canada to represent all categories of nurses we know the value of working together to make improvements to both patient care and the nursing profession. This dialogue with the Colleges of Nursing has been invaluable.

*In July 2013, CFNU President Linda Silas and I met with Manitoba Premier Greg Selinger to discuss key health priorities, as provincial and territorial Premiers converged at Niagara-on-the-Lake for their annual Council of the Federation meeting.*





*November 18 was proclaimed as Nurse Practitioner Day in Manitoba and aims to raise awareness and recognize the important role of nurse practitioners in Manitoba's health care system.*

*I was pleased to bring greetings on behalf of MNU's 12,000 members at the proclamation ceremony.*

*Over the years, MNU has been on the frontlines campaigning for more NPs in ER departments, long-term care facilities and in the community.*

### **Nursing Recruitment and Retention Committee**

LRO Leona Barrett and I continue to represent MNU on this committee. It is comprised of two employer representatives and two Manitoba Health Representatives. We continue to monitor finances, continuing education reports and refresher and relocation expenses. Job fair/career day attendance and any new funding initiatives are discussed, and if appropriate, approved for funding.

Continuing Education Committees impacted by amalgamations have consolidated. Membership on these committees and terms of reference are being reviewed by the NRRF committee to ensure standardization throughout the province.

### **COLA/Pension/Benefits**

COLA, or Cost of Living Adjustment, is a payment that is made to retired pension plan members in addition to their regular pension benefit plan, to offset inflation. We were successful in achieving this in our last round of bargaining. Effective April 1, 2014 contributions to the COLA Plan will begin. The contribution rate for both active members and employers will be 0.8% of pensionable earnings. 100% of COLA Plan contributions will go to the Active Members Fund. The first COLA payment is anticipated for January 1, 2018.

I am now in my second year as a member of the Blue Cross Board. Manitoba Blue Cross provides group health, EAP and many other benefits to nurses and other health care providers throughout Manitoba.



## **Wear white on May 12, 2014**

Nurses lead the world for patient safety and May 12th will be GNU's Global day of action! Yes, we are taking back Florence Nightingale's birthday by speaking up for patient care.

Nurses across Canada will be wearing white at work, at home or at play to say NO to nursing cuts and to say YES to safe staffing.

**Global Nurses United**  
Nurses leading the world  
for patient safety



## For outstanding leadership

National award recognizes Manitoba Nurses president for her work on behalf of nurses and patients

**The Canadian Federation of Nurses Unions gave Sandi Mowat, president of the Manitoba Nurses Unions, its most prestigious honour: the Bread and Roses Award.** contribute to policy and decision-making, and enhance public awareness of nursing and health care.

Mowat received the honour for her passionate and tireless advocacy to better improve health care and for nurses throughout Manitoba and Canada.

The Manitoba Nurses Union represents 12,000 nurses from all designations: Registered Nurses, Registered Psychiatric Nurses, Licensed Practical Nurses and Nurse Practitioners — about 97% of all unionized nurses in Manitoba.



## Director of Operations Report

Reflecting on 2013, it was another busy year full of exciting opportunities and challenges. My role is to ensure that the appropriate human, financial and physical resources are in place for the members, staff and the board in order to meet the goals of the organization.

I enjoyed meeting with a number of local/ worksite Treasurers to review the financial management policies to assist in the day-to-day operations of the local/worksites. I look forward to meeting with many more members to help in making this task more manageable.

The MNU is proud to support the Canadian Culture and Communication program for Internationally Educated Nurses. The program is going to be moving off-site effective September of 2014. We have also made our first multi-year application for funding which became an option in 2013.

The MNU has secured additional space in the Union Centre for a new board room located on the 1st floor. The room should be fully operational by the fall of 2014 and will host all committee meetings as well as other member meetings. Once this project is complete, we will turn our attention to renovating some of our current space on the 3rd floor to enhance member experience specifically in the reception area.

Manola Barlow, Diversity Coordinator went on maternity leave in May and had her second son. Seid Ahmed was hired to replace her for the duration of her leave.

I would like to take this opportunity to thank all of the staff, Board and general members who have helped make 2013 another exciting year at the MNU.

**All the best in 2014!**

# Director of Communications/ Government Relations Report

## Website and Portal

Last year we launched a new, interactive website which reflects the new ways of communicating – social media, real time updates and discussion forums, while incorporating fundamentals such as ease of navigation, improved accessibility across all electronic devices and relevant content into a unified hub. Since the launch of the new website, we have seen a significant increase in the number of members using the website as a preferred method of receiving information – 20 per cent of MNU members now receive information via the website.

We have spent the last months fine-tuning the website and enhancing its integration with the member portal. One area of major change, involves the moving of documents housed in the portal under the “Forms” tab out of the portal and remapping them under their respective content areas within the website, creating a more logical flow and experience for users.

We are also moving towards online registration for all MNU events and turning all pdf forms into online, fillable forms. This will greatly improve efficiency, accuracy, information gathering and time management, enhancing overall member experience.

## Bargaining Page

Communication during this round of bargaining has been particularly challenging. Prolonged periods away from the table were frustrating for both the bargaining committee and our members. It has been difficult to communicate “non-news” such as, the employer is not ready to get back to the table.

However, a dedicated bargaining page was developed on the MNU website, to provide up to date bargaining information as it becomes available.

The page includes the bargaining schedule, the bargaining committee and their contact info, web updates, Twitter and Facebook updates and any pertinent media clips.

The page also features a discussion forum, a first for MNU. This forum is private and secure and open to all MNU members, giving participants the opportunity to ask questions and offer input on specific topics.

Our recent polling shows that members are more open to receiving information via email; in fact 68 per cent said that they would appreciate more frequent email updates. We have complied by incorporating email updates as part of our online communications bargaining strategy.

## Social Media

Our social media networks continue to expand across the province, improving our ability to connect with our membership on a more timely and personal level.

As our network grows we are seeing some changes in the demographics of our audience. Last year, 69 per cent of our Facebook fans were women and 10 per cent male. Recent numbers show that the male demographic has increased to 15 per cent. We have also seen a change in the different age ranges. Last year, the majority of fans (29%) fit into the 25-34 age category. Today, there has been a significant increase in the 35-54 age range, up to 37 per cent from 19 per cent.

While similar demographic data is not readily available for Twitter, anecdotally we have seen an increase in following of nurses, nursing students and nursing and health care related organizations. This is a positive development, since it increases our ability to reach our desired target audience. Over the year, we have participated in many online campaigns ranging from Bell Let’s Talk Campaign, which

raises awareness about mental health issues to a CFNU campaign aimed at establishing universal pharmacare program in Canada.

## Research

Research plays an important role in helping MNU affect positive change in workplaces. It is also key in helping MNU to be proactive and knowledgeable about current trends and emerging issues that are of significance to our members and the nursing profession. It also allows us to share our expertise and knowledge with our CFNU counterparts and other unions in the labour movement as we collectively strive for progressive and positive changes.

Throughout the year as issues emerged the need for information was essential and a number of topics that are significant for our members were researched. For instance, topics such as, nurse migration, the global nursing shortage, Jordan's Principle, N-95 masks as well as legislation and policy were thoroughly examined in order to deliver up to date information that informs much of our decision making. One of the top priorities this year was the Sinclair Inquest, which was monitored daily.

We've also undertaken some significant studies and projects in the past year. An amalgamation survey was conducted to assess current and anticipated duties of our local Presidents, as well as, to gauge general perceptions about amalgamation. The survey was conducted online and a report was prepared for the Governance and Structure Committee. MNU also conducted internal and external polling.

Currently we are conducting a provincial study about the quality of long term care in Manitoba, workload and non-nursing duties, which will yield crucial information about LTC facilities an help us to continue fighting for better patient care and working conditions. In the coming months, we will develop a new network to encourage and support new activists.

MNU has been invited to participate in is a study conducted by Sunnybrook Hospital in Toronto, Ontario. This is an exciting study that is carried out nationally and will examine healthcare worker exposure to potentially infectious bio-aerosols. Research results will help MNU to look ahead and use ground-breaking academic research to improve working conditions and protect our members in their workplaces.

## Professional Practice & Education

### LABOUR SCHOOL 2013

A successful Labour School was held at the Viscount Gort Hotel, Winnipeg on September 23-25th with 176 participants. Eight courses were offered and the new option of attending one-day courses was well-received by participants.

A combination of one and two-day courses will be offered at this year's Labour School at newly-opened Lakeview Hecla Resort on September 22-24, 2014. Deadline for receipt of applications is June 27, 2014.

*MNU President Sandi Mowat visits the Steinbach Quick Care Clinic with (left to right) Terry Seper-Boily, Primary Care nurse, Brenda Schoeborn, Nurse Practitioner, and Linda Pollock, Primary Care Nurse.*



## EDUCATION SCHOLARSHIPS

25 Joyce Gleason Scholarship applications were received in 2013.

**Joyce Gleason Scholarships were awarded to:**

Hannah Curtis; Meghan Robert; Kimberly Smith and Elliana Wiens.

The 2013 CFNU Scholarship was awarded to Krystal Bayer.

The 22 Continuing Education Scholarship applications received included nurses pursuing further education as a Registered Nurse (LPN), Bachelor of Nursing, Masters or Doctorate level in Nursing. There has been a lot of interest from members inquiring about the Continuing Education Scholarship and MNU is proud to be able to provide some financial support to members pursuing further nursing studies.

**The 2013 Continuing Education Scholarships were awarded to:**

Edith-Rose Cairns (Masters in Public Health)

Erin Legare (LPN to BN)

Updated Continuing Education, Joyce Gleason and CFNU Scholarships information and application forms can be found on the MNU website. The Education Officer is working with the Executive Committee on revision of scholarship selection criteria and processes. Next year's deadline for applications is October 15, 2014.

## KEITH LAMBERT MEMORIAL SCHOLARSHIP FUND

The Keith Lambert Memorial Scholarship Fund criteria and application forms have been revised and posted on the MNU website. The Board approved an increase in funding of a maximum of \$1000 per calendar year per member. Applicants can apply more than once per calendar year and are eligible for up to 75% of their request (up to the maximum of \$1000).

There were 17 applications received in 2013; 16 applications were approved for a total of \$7,368.75 dispersed.

## Upcoming Events

Preparations are currently underway for the upcoming Workplace Integration for New Nurses-Nursing the Future (WINN-NTF) conference. This organization is dedicated to nurturing the leadership potential of new nursing graduates as they transition into the workplace. MNU will be sending two new nursing members to attend along with two MNU Board members.

Our two-day workshop, Administration of a Local will be held in Brandon and Winnipeg. The two day workshop is designed to equip new leaders with the tools they need to carry out their responsibilities as local/worksite leaders. Application forms are available on the Member's portal of the MNU website.

Our union is hosting Prairie Labour School this year. The United Nurses of Alberta and Saskatchewan Union of Nurses also participate in this CFNU event. It will be held in Winnipeg June 10-12.

This has been a challenging year for the staff responsible for communications, research, education and more. Central Table Bargaining, the Sinclair Inquest, as well as day to day activities have kept us busy and provided many opportunities to improve our contribution to our membership. My thanks to the "Communications Unit" – Sam Turenne, Communications Officer, Ivana Saula, Researcher, Debbie Winterton Professional Practice/Education Officer and Katrina Profeta, Communications Assistant, for their continuing efforts in producing the highest quality of work for our members.

# Director of Labour Relations Report

It's been a busy year in labour relations for the Manitoba Nurses Union. In addition to participating in Central Table Negotiations meetings throughout the fall and winter of 2013, we continue to deal with residual issues related to the amalgamation of Regional Health Authorities. The government announced the amalgamation of 11 RHAs to five RHAs in May 2012. This resulted in the need for run-off votes which delayed the negotiations process for our colleagues in other health care unions. Some of the other health care unions have been without a negotiated collective agreement since 2012 and are currently in the process of finalizing both a multi-table agreement and local agreements. All of this has had the effect of prolonging our negotiations.

Some highlights from 2013 include:

## Labour Board Matters

We certified two new locals in 2013. The first was Opaskwayak Cree Nation – Rod McGillivray Memorial Care Home Local 150. Rod McGillivray is a 40 bed facility with thirteen nurses located near The Pas. At the time of writing, Labour Relations Officers are close to achieving a first agreement.

The second newly certified group is Morneau-Sheppel Nurses Local 151. This is a group of nurses employed by the national HR consulting firm Morneau-Sheppel who provide occupational health services to various mines in the Thompson area. At the time of writing, Labour Relations officers are in the process of negotiating a first agreement.

## National Negotiators

I was able to meet with my counterparts from other provinces twice this year, and as always the perspective and collective wisdom from that group was invaluable. Across the country, provinces are at various stages of the negotiations process: BCNU, SUN, NBNU, NSNU and PEINU all begin bargaining in 2014. UNA, ONA and NLNU are currently bargaining. The bargaining landscape is particularly difficult in British Columbia, Alberta and Ontario but I hope to report satisfactory settlements at the annual general meeting.

## MCHCU – Manitoba Council of Health Care Unions

The Council is comprised of representatives from: Canadian Union of Public Employees (CUPE), International Union of Operating Engineers (IUOE), Manitoba Association of Health Care Professionals (MAHCP), Manitoba Government Employees Union (MGEU), Professional Institute of the Public Service of Canada (PIPSC), Public Service Alliance of Canada (PSAC), United Food and Commercial Workers (UFCW) and of course the Manitoba Nurses Union. Attendance at Council meetings this year has been sporadic due to the demands of the bargaining schedule on all of the health care unions. There was a plan to have representatives from the Labour Relations Secretariat and management representatives from the WRHA attend alternate meetings but this has not occurred again, due to the demands of the bargaining schedule. We are hopeful the upcoming year will allow for the parties to come together regularly to address union/management issues.

The MCHCU agenda continues to focus on workplace health and safety, payroll and payroll related issues, benefits and other items of mutual interest. As well, MCHCU is in ongoing discussions with the WRHA regarding the implementation of the integrated acute care/ community care model currently in place in south Winnipeg (Victoria Hospital) and west Winnipeg (Grace Hospital). The Council is planning a strategic planning session in spring of 2014.

### Labour Relations Staff

Thanks goes out to the hard working and conscientious labour relations staff who enjoy a stellar reputation in the labour community for providing representation and support to members throughout the province. After the amalgamations it was necessary to review and re-organize Labour Relations Officers' assignments. After some initial growing pains in 2013, these assignments are stable and LROs have worked hard to build positive and productive relationships with members, local leaders and employers.

### Workplace Safety and Health

At this time last year, we were in the process of compiling and analysing the needs of members related to Workplace Health and Safety. We are now ready to implement a MNU training program that will be completed by the annual general meeting. The goal is to provide basic training to WSH committee members, regional presidents, local and worksite leaders and MNU board members. LROs and the WSH officer will be holding these training sessions throughout the province in the early spring and I will be able to report further at the annual general meeting.

We continue to provide support to individuals and to WSH committees in order for them to advocate effectively for themselves and their colleagues, in an effort to ensure our members have the safest possible workplaces.

### Grievances, Arbitrations and Appeals

In 2013 MNU initiated 152 grievances and there were 220 grievances carried over from 2012. Over the course of the year, 126 grievances were resolved satisfactorily and 20 grievances withdrawn and closed. No arbitration awards were received in 2013 but there are several arbitrations in process and we expect resolution in 2014.

For Workers Compensation appeals, at the time of writing there are 19 open files waiting for dates before the appeal board. In 2013 MNU engaged in six appeals and was successful in five. We are waiting resolution of the sixth appeal.

I would like to extend my thanks to the staff, senior managers, board of directors, PCBC, local leaders and members for another exciting and energizing year. I anticipate 2014 will bring the same challenges and opportunities and that we will meet them as we always do- with determination, integrity and diligence.

*Mike Yablonski, MNU representative on the Workload Safety and Health committee at the Swan River*

*Valley Health Centre played a key role in helping to improve staff safety at the facility.*



# Committee Reports

## Nominations Committee Report

Amanda Bouchard, Chairperson  
Charlotte Adolphe  
Sharon Zeiler

The Nominations Committee is responsible for the nomination and election of the Executive Officers and the Board of Directors, as well as, for ensuring each candidate has been nominated in accordance with the MNU Constitution.

As per the MNU Constitution, Executive Officers are to be elected from the general membership for a two year term by the voting delegates at the MNU Annual General Meeting. The deadline for receiving nominations was January 31, 2014. Nominations can only be received from the floor of the Annual General Meeting, if there are no nominations prior to the January 31st deadline.

The position of President has been declared by acclamation for the term June 15, 2014, to June 14, 2016. The successful candidate is:

- ▶ Sandi Mowat

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

The deadline for receiving nominations was January 17, 2014. The following members have been declared elected by acclamation to the MNU Board of Directors for the term May 1, 2014 to April 30, 2016:

- ▶ Assiniboine Region      Marguerite Smith
- ▶ Brandon Region        Trudie Empey
- ▶ Central Region         Cindy Hunter
- ▶ Churchill/Burntwood    Carrie Holland
- ▶ Winnipeg Long Term    Charlotte Adolphe  
  Care Region

Two Nominations were received from the Parkland Region. The nominees are:

- ▶ Candace Ewanyshyn
- ▶ Sharon Zeiler

Elections for both of these positions were to be held at each Local/Worksite Annual Meeting with ballots to be forwarded to MNU office for counting by April 1, 2014.

The deadline for receiving nominations was January 17, 2014. The following members have been declared elected by acclamation to the MNU Board of Directors for the term May 1, 2014 to April 30, 2016:

- ▶ Concordia Nurses      Amanda Bouchard  
  Local 27
- ▶ HSC Nurses Local 10    Kim Fraser
- ▶ Misericordia Nurses    Vacant  
  Local 2
- ▶ Seven Oaks Nurses     Colleen Johanson  
  Local 72
- ▶ St. Boniface Nurses    Diana Martinson  
  Local 5
- ▶ Victoria Nurses Local 3   Sonyia Mayo

The Nominations Committee also oversees elections to the Executive Committee Members-at-Large and Standing Committees at the first Board Meeting following the Annual General Meeting.



## PCBC Committee Report

The Provincial Collective Bargaining Committee is comprised of elected representatives of each Region in Manitoba as well as representatives of Winnipeg hospitals. The committee is charged with providing member input into negotiating the Central Table Agreement which covers approximately 9,000 MNU members. The current agreement expired on March 31, 2013.

### **Chairperson**

Sandi Mowat

### **Misericordia/ Riverview**

Dana Orr

### **Winnipeg Long Term Care Region**

Charlotte Adolphe

### **Winnipeg Community & Health Care Region**

Dawn Thompson

### **Concordia/Seven Oaks**

Kardene Campbell

### **Health Sciences Centre**

Lana Penner

### **St. Boniface**

Karen Sadler

### **Grace/Victoria**

Kim Swanson

### **Central Region**

Cindy Hunter

### **Churchill/Burntwood/ NorMan Region**

Darlene Jackson

### **Interlake Region**

Kathy Nicholson

### **Eastman Region**

Renate McGowan

### **Parkland Region**

Karen Cleaver

### **Assiniboine Region**

Karen Taylor

### **Brandon Region**

Wanda Zolinski

## Discipline Committee Report

Candace Ewanyshyn, Chairperson

Kathy Nicholson

Pat Van Haute

Wendy Despina, MAHCP – Non-Member

Kevin Rebeck, MFL – 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 Constitution).

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

At the time of writing this report there had been no charges received for the past year.

## Finance Committee Report

Holly Cadieux, Secretary-Treasurer, Chairperson  
Sandi Mowat, President  
Donna McKenzie, Vice-President  
Karen Taylor  
Marguerite Smith  
Lana Penner

The financial business of MNU is conducted based on the budget developed by the Finance Committee to represent the strategic direction of our organization, as developed by the Board of Directors. The financial statements are merely a numeric representation of MNU's activities as presented in the narrative report.

The majority of the provincial operating revenue is derived from the membership dues (\$26 per bi-weekly pay period for full/part time nurses, and casual nurses in any pay period worked) Dues and/or special assessments are set by the membership at the Annual General Meeting. Interest and dividends on investments provide for other sources of revenue.

The 2013 year-end review financial statements are reflective of the priorities of MNU over the past year.

By setting a solid financial plan and implementation, of same, we continue to be able to offer our membership access to education through Labour School, AGM, Provincial Education Day and Admin of a Local (in 2 locations this year). We are also pleased to continue to provide funding for first time attendees to the AGM.

Through strong return on investments and maintaining a high level of fiscal responsibility, to the membership, we are able to put the surplus from the 2013 budget into the Negotiations Fund.

## 2014 Budget Reallocation

The 2014 Reallocation is based on the actual income from 2013. We have reallocated a large sum to the Negotiations line. This will include negotiations as well as printing of the contract, contract interpretation as well as an ad campaign. These resources are in place to support the negotiation process. Other increases and decreases in the lines have been carefully reviewed to enable MNU to continue to provide education and services to the membership, in the most fiscally responsible way possible, while still maintaining a positive balance.

The 2014 Reallocation was endorsed by the MNU Board.

## The 2015 Forecast

The 2015 forecast is reflective of the 2014 reallocation. The increase to the Affiliations line is in part to the 2015 CFNU Biennium Convention. We will continue to monitor budget lines to assure that we can provide education and services while being able to maintain a positive balance. As always, our goal is to maintain the financial resources to support and meet the needs of the membership.

*Great turn out at the Public Health Nurses' AGM – Worksite #1.*





83 MNU delegates attended the CFNU biennium convention in Toronto, ON.

## Resolutions & Constitutions Committee Report

Kim Fraser, Chairperson  
Sheila Holden  
Karen Cannell-Jamieson

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

All resolutions received by the published deadline will be included in the Annual Report. Members are strongly encouraged to submit resolutions prior to the deadline in order to allow locals and/or worksites the opportunity to discuss them fully prior to the Annual General Meeting.

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

Resolutions submitted after this deadline will be reviewed by the Resolutions and Constitution Committee and shall be open for consideration at the Annual General Meeting only with the permission of a 2/3 vote of the delegates.

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.

As per Article 20 of the MNU Constitution:

**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.*

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.

There were no resolutions; six (6) constitutional amendments; and one (1) by-law amendment submitted prior to the printing of this report.

Locals/Worksites/Regional Locals are reminded that their Constitutions must be in alignment with the MNU Model Constitution. Over the past year, the Resolutions and Constitution Committee has undertaken a comprehensive review of all of the local/worksite/regional local constitutions to ensure that they are current and congruent with the MNU Constitution. The goal is to ensure that MNU records are accurate and to have all Constitutions available to the membership via the member portal of the MNU web site once the process has been completed.

## PROPOSED AMENDMENT TO BY-LAW NO. 5 – PROVINCIAL COLLECTIVE BARGAINING COMMITTEE (PCBC)

**MOVED BY:** THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend by insertion:

CURRENT WORDING	IF ADOPTED, WILL READ (Insertion Underlined)																																																												
<p>BY-LAW NO. 5 — PROVINCIAL COLLECTIVE BARGAINING COMMITTEE (PCBC)</p> <p>A. The Provincial Collective Bargaining Committee shall consist of fifteen (15) members, the MNU President as Chairperson, and fourteen (14) Regional / Local representatives chosen as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">MNU Region/Local</th> <th style="text-align: center;">No. of Representatives</th> </tr> </thead> <tbody> <tr><td>Assiniboine</td><td style="text-align: center;">1</td></tr> <tr><td>Brandon</td><td style="text-align: center;">1</td></tr> <tr><td>Churchill / Burntwood / Nor-Man</td><td style="text-align: center;">1</td></tr> <tr><td>Central</td><td style="text-align: center;">1</td></tr> <tr><td>Eastman</td><td style="text-align: center;">1</td></tr> <tr><td>Parkland</td><td style="text-align: center;">1</td></tr> <tr><td>Interlake</td><td style="text-align: center;">1</td></tr> <tr><td>Winnipeg Community &amp; Health Care</td><td style="text-align: center;">1</td></tr> <tr><td>Winnipeg Long Term Care</td><td style="text-align: center;">1</td></tr> <tr><td>Health Sciences Centre</td><td style="text-align: center;">1</td></tr> <tr><td>St. Boniface</td><td style="text-align: center;">1</td></tr> <tr><td>Misericordia / Riverview</td><td style="text-align: center;">1</td></tr> <tr><td>Seven Oaks / Concordia</td><td style="text-align: center;">1</td></tr> <tr><td>Grace / Victoria</td><td style="text-align: center;">1</td></tr> </tbody> </table>	MNU Region/Local	No. of Representatives	Assiniboine	1	Brandon	1	Churchill / Burntwood / Nor-Man	1	Central	1	Eastman	1	Parkland	1	Interlake	1	Winnipeg Community & Health Care	1	Winnipeg Long Term Care	1	Health Sciences Centre	1	St. Boniface	1	Misericordia / Riverview	1	Seven Oaks / Concordia	1	Grace / Victoria	1	<p>BY-LAW NO. 5 — PROVINCIAL COLLECTIVE BARGAINING COMMITTEE (PCBC)</p> <p>A. The Provincial Collective Bargaining Committee shall consist of fifteen (15) members, the MNU President as Chairperson, and fourteen (14) Regional / Local representatives chosen as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">MNU Region/Local</th> <th style="text-align: center;">No. of Representatives</th> </tr> </thead> <tbody> <tr><td>Assiniboine</td><td style="text-align: center;">1</td></tr> <tr><td>Brandon</td><td style="text-align: center;">1</td></tr> <tr><td>Churchill / Burntwood / Nor-Man</td><td style="text-align: center;">1</td></tr> <tr><td>Central</td><td style="text-align: center;">1</td></tr> <tr><td>Eastman</td><td style="text-align: center;">1</td></tr> <tr><td>Parkland</td><td style="text-align: center;">1</td></tr> <tr><td>Interlake</td><td style="text-align: center;">1</td></tr> <tr><td>Winnipeg Community &amp; Health Care</td><td style="text-align: center;">1</td></tr> <tr><td>Winnipeg Long Term Care</td><td style="text-align: center;">1</td></tr> <tr><td>Health Sciences Centre</td><td style="text-align: center;">1</td></tr> <tr><td>St. Boniface</td><td style="text-align: center;">1</td></tr> <tr><td>Misericordia / Riverview</td><td style="text-align: center;">1</td></tr> <tr><td>Seven Oaks / Concordia</td><td style="text-align: center;">1</td></tr> <tr><td>Grace / Victoria</td><td style="text-align: center;">1</td></tr> </tbody> </table> <p>B. <u>A vacancy shall be deemed to exist if the PCBC member, during her/his term in office either:</u></p> <p>a) <u>dies or resigns;</u></p> <p>b) <u>is unable or unwilling, to attend meetings, or perform the duties of the PCBC position for any reason whatsoever;</u></p> <p>c) <u>ceases to be employed in the Region / Local in which she/he was elected.</u></p> <p><u>It shall be the sole decision of the Chair of the Committee to determine how such a vacancy will be managed</u></p>	MNU Region/Local	No. of Representatives	Assiniboine	1	Brandon	1	Churchill / Burntwood / Nor-Man	1	Central	1	Eastman	1	Parkland	1	Interlake	1	Winnipeg Community & Health Care	1	Winnipeg Long Term Care	1	Health Sciences Centre	1	St. Boniface	1	Misericordia / Riverview	1	Seven Oaks / Concordia	1	Grace / Victoria	1
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**RATIONALE:** Depending on how far the committee is into collective bargaining there must be timely decisions made on how to best handle such vacancies. This decision should fall to the Chairperson to be both timely and appropriate to the specific circumstances.

**FINANCIAL IMPLICATIONS:** None.

**PROPOSED AMENDMENT TO THE MNU CONSTITUTION & BY-LAWS –  
ARTICLE 10A.04 – ELECTION/APPOINTMENT OF DELEGATES BY EACH REGION**

**MOVED BY:** THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend by strike out and insertion:

CURRENT WORDING	IF ADOPTED, WILL READ (Insertion Underlined)
The election/appointment of Delegates by the Local/ Worksite Unit shall be completed before March 15 of each calendar year. Such elections/appointments of delegates shall be effective May 1st of that year.	The election/appointment of Delegates by the Local/ Worksite Unit shall be completed before March 22nd of each calendar year <u>or as otherwise approved by the Provincial Manitoba Nurses Union</u> . Such elections/ appointments of delegates shall be effective May 1st of that year.

**RATIONALE:** Provides flexibility when deemed necessary.

**FINANCIAL IMPLICATIONS:** None.

**PROPOSED AMENDMENT TO THE MNU CONSTITUTION & BY-LAWS –  
ARTICLE 17.06 – LOCAL / WORKSITE UNIT / REGIONAL LOCAL**

**MOVED BY:** THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend by strike out and insertion:

CURRENT WORDING	IF ADOPTED, WILL READ (Insertion Underlined)
As far as may be possible previously existing worksite organizations will retain their individual identities. For example, members of the Manitoba Nurses Union employed in Rivers, Manitoba, shall now be known as Rivers Nurses, Number 90, of the Assiniboine Regional Local of the Manitoba Nurses Union.	As far as may be possible previously existing worksite organizations will retain their individual identities. For example, members of the Manitoba Nurses Union employed in Rivers, Manitoba, shall now be known as Rivers Nurses, Number 90, of the <u>Prairie Mountain Regional Local</u> of the Manitoba Nurses Union.

**RATIONALE:** Editorial with the regional amalgamations that have taken place.

**FINANCIAL IMPLICATIONS:** None.

**PROPOSED AMENDMENT TO THE MODEL CONSTITUTION OF A  
REGIONAL LOCAL – ARTICLE 5.01 – OFFICERS OF THE REGIONAL LOCAL**

**MOVED BY:** THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend by insertion:

CURRENT WORDING	IF ADOPTED, WILL READ (Insertion Underlined)
g) a Regional Board member to be ex-officio non-voting on the Regional Local Executive.	g) a Regional Board member( <u>s</u> ) to be ex-officio non-voting on the Regional Local Executive.

**RATIONALE:** Editorial.

**FINANCIAL IMPLICATIONS:** None.

## PROPOSED AMENDMENT TO THE MODEL CONSTITUTION OF A REGIONAL LOCAL – ARTICLE 9.01 – MEETINGS OF THE REGIONAL LOCAL

**MOVED BY:** THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend by insertion:

CURRENT WORDING	IF ADOPTED, WILL READ (Insertion Underlined)
There shall be a Regional Local Annual Meeting of the members of the Regional Local before March 31st in each calendar year.	There shall be a Regional Local Annual Meeting of the members of the Regional Local before April 6th in each calendar year, <u>or as otherwise approved by the Provincial Manitoba Nurses Union.</u>

**RATIONALE:** Provides flexibility when deemed necessary.

**FINANCIAL IMPLICATIONS:** None.

## PROPOSED AMENDMENT TO THE MODEL CONSTITUTION OF A WORKSITE UNIT – ARTICLE 9.01 – MEETINGS OF THE WORKSITE UNIT

**MOVED BY:** THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend by insertion:

CURRENT WORDING	IF ADOPTED, WILL READ (Insertion Underlined)
There shall be an Annual Meeting of the members of the Worksite Unit before March 15th in each calendar year.	There shall be an Annual Meeting of the members of the Worksite Unit before March 22nd in each calendar year, <u>or as otherwise approved by the Provincial Manitoba Nurses Union.</u>

**RATIONALE:** Provides flexibility when deemed necessary.

**FINANCIAL IMPLICATIONS:** None.

## PROPOSED AMENDMENT TO THE MODEL CONSTITUTION OF A LOCAL – ARTICLE 9.01 – MEETINGS OF THE LOCAL

**MOVED BY:** THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend by insertion:

CURRENT WORDING	IF ADOPTED, WILL READ (Insertion Underlined)
There shall be an Annual Meeting of the members of the Local before March 15 in each calendar year.	There shall be an Annual Meeting of the members of the Local before March 22nd in each calendar year, <u>or as otherwise approved by the Provincial Manitoba Nurses Union.</u>

**RATIONALE:** Provides flexibility when deemed necessary.

**FINANCIAL IMPLICATIONS:** None.

# Governance and Structure



*Cheryl Kostiuik and Duane Pelly from OCN Nurses Local 150 successfully negotiated the first collective agreement for the Rod McGillvary Memorial Care Home of the Opaskwayak Cree Nation.*

**Immediately following our 2013 AGM, the Board directed that the Governance and Structure Committee reconvene to review the issues raised at the meeting, and to collect more information to renew our efforts to develop a plan of action to deal with the amalgamations.**

The process of developing the adjusted plan involved reviewing the current dues structure, usage of President's Days, Regional Financial policies and a Model Constitution of a Regional Local.

In October, the Committee sponsored a day-long meeting of all rural Regional/Worksite/Local Presidents and Board members to discuss the impact of the amalgamations and possible strategies to move forward.

During the meeting, leaders expressed frustration with the amalgamation process on a number of fronts:

- ▶ inconsistent communication by employers regarding current and proposed changes; and
- ▶ lack of clarity regarding reporting lines and a perceived increase in management positions.

Information was also presented regarding Transition Memos: Postings, Transfers, and Additional Available Shifts.

Participants then held Regional meetings with the goal of identifying goals and priorities for moving forward. In final discussions, the consensus was that Regional, Local and Worksite leaders must continue to meet to share information and that it is essential that we communicate to the entire membership regarding changes as a result of the amalgamation process, not just those directly affected.

Following the October meeting a survey was distributed to all Worksite and Local Presidents to gain information in a number of areas:

- ▶ frequency of meetings in regards to grievances, dis-cipline, return to work, etc.; and

- ▶ NACs, Local/Worksite meetings, Board meeting attendance.

The survey also provided information on the use of President's Days, preferred methods of communication and their perception of the role of Regional Presidents.

This information proved to be invaluable in developing recommendations.

The Committee presented its findings to the MNU Board of Directors with the following recommendations:

- ▶ Dissolve existing Rural Regional Local Constitutions and adopt new ones that reflect the amalgamated RHAs. The constitutional changes will specifically affect the officers of the Rural Regional Local and election process.

## Governance and Structure Committee

**Sandi Mowat, Chairperson**

**Donna McKenzie**

**Holly Cadieux**

**Kim Fraser**

**Cindy Hunter**

**Cathy Jensen**

**Karen Cleaver**

**Glen Stobbe**

*The executive of Health Sciences Centre Local#10 held a strategic planning session, as part of their day-long meeting on November 4, 2013.*



- ▶ Elect Regional Executive Officers by March 31, 2014.
- ▶ Set a standardized dues structure for all transferred facilities within each region by May 2014. This will be determined by the newly elected Regional Executive in consultation with the Local/Worksite Presidents.
- ▶ All existing Regions will maintain their existing funds. The regions will determine their own process for dealing with these funds.
- ▶ Effective June 1, 2014, the MNU Provincial office will rebate the regional portion of member's dues directly to the region. Local and worksite rebates will continue as per past practice.
- ▶ MNU will fund a one-day Strategic Planning session in each new Rural Region, which will include an invitation to each of the Local/ Worksite Presidents (including non-transferred locals) and the Board Members.
- ▶ To assist in the transition year (May 2014-2015) the following is recommended:

Regional President's Days will reflect the amalgamation effective May 2014 (and be reassessed as we move forward):

- Prairie Mountain: 15 days
- Southern: 10 Days
- Interlake Eastern: 10 days
- Northern: 10 days

- ▶ MNU Staff will be available to support each of the Regions in determining their specific needs.
- ▶ An activity log has been developed to measure the workload of the Regional President which can be used by Executive Officers.

There are no recommended changes to either the MNU Board or PCBC at this time, but we do suggest a comprehensive review in 2015.

The Board passed the recommendations at its December 4, 2013 meeting.

Meeting the challenges arising from the amalgamations has been a daunting task.

Thanks to the Governance and Structure Committee and MNU leaders for their tenacity and commitment.

## Statement of Revenue and Expenditures

	2013 REALLOCATED	2013 ACTUAL	2014 FORECAST	2014 REALLOCATED	2015 FORECAST
<b>REVENUE</b>					
MNU PORTION OF DUES	7,571,200.00	7,830,082.58	7,571,200.00	7,774,000.00	7,774,000.00
LESS: DUAL DUES REFUNDS	100,000.00	111,279.04	100,000.00	110,000.00	110,000.00
DUES REVENUE	7,471,200.00	7,718,803.54	7,471,200.00	7,664,000.00	7,664,000.00
INTEREST AND DIVIDENDS (net fees)	125,000.00	489,194.03	125,000.00	140,000.00	140,000.00
<b>OPERATING REVENUE</b>	<b>7,596,200.00</b>	<b>8,207,997.57</b>	<b>7,596,200.00</b>	<b>7,804,000.00</b>	<b>7,804,000.00</b>
<b>EXPENDITURES</b>					
<b>1. OFFICE/SUPPORT</b>	645,500.00	588,101.36	645,500.00	690,500.00	658,500.00
<b>2. DEMOCRATIC PROCESS</b>	952,300.00	917,832.56	887,300.00	1,005,500.00	990,500.00
<b>3. MEMBERSHIP SERVICES</b>	2,698,000.00	1,956,817.28	2,233,000.00	2,831,000.00	1,755,000.00
<b>4. AFFILIATIONS</b>	417,000.00	411,948.47	329,500.00	349,500.00	483,500.00
<b>5. OUTREACH &amp; SOLIDARITY</b>	60,000.00	44,585.30	60,000.00	53,000.00	53,000.00
<b>6. ADMINISTRATIVE SUPPORT</b>	3,510,000.00	3,501,000.36	3,610,000.00	3,745,000.00	3,815,000.00
<b>7. AMORTIZATION OF CAPITAL ASSETS</b>	80,000.00	61,660.63	80,000.00	125,000.00	115,000.00
TOTAL EXPENSES	<b>8,362,800.00</b>	<b>7,481,945.96</b>	<b>7,845,300.00</b>	<b>8,799,500.00</b>	<b>7,870,500.00</b>
<b>NET INCOME (LOSS)</b>	<b>(766,600.00)</b>	<b>726,051.61</b>	<b>(249,100.00)</b>	<b>(995,500.00)</b>	<b>(66,500.00)</b>
NEGOTIATIONS FUND	(800,000.00)	726,051.61	(270,000.00)	(1,000,000.00)	(70,000.00)
DEFENCE/STRIKE FUND					
<b>NET INCOME LESS FUNDS</b>	<b>33,400.00</b>	<b>0.00</b>	<b>20,900.00</b>	<b>4,500.00</b>	<b>3,500.00</b>

# Detailed report of MNU Board Member Expenses

As per the resolution passed at the 2013 AGM, the following is a detailed report of salary, per diem and expenses of each MNU board member.

Please note the following when looking at the report:

1. Sections M 3 and 4 of the Manitoba Nurses Union Handbook outlines the financial policies and procedures for Board members. It outlines what expenses will be covered regarding; attendance at meetings; accommodations; travel; honorariums; meals; printing expenses.

BOARD MEMBER	SALARY	PER DIEM
President	\$135,674.61	\$3,057.46
Vice-President	\$4,748.73	\$364.00
Secretary/Treasurer	\$5,812.29	\$488.10
Assiniboine 1	\$6,183.38	\$570.00
Assiniboine 2	\$3,129.29	\$481.00
Brandon 1	\$6,359.63	\$585.00
Brandon 2	\$2,908.19	\$450.00
Central 1	\$2,751.41	\$450.00
Central 2	\$5,459.11	\$595.00
Churchill/Burntwood	\$4,678.37	\$715.00
Eastman	\$3,503.81	\$355.00
Interlake	\$1,833.32	\$420.00
NorMan	\$8,028.34	\$835.00
Parkland	\$2,326.89	\$639.04
Winnipeg Community & Health Care	\$3,460.94	\$330.00
Winnipeg Long Term Care	\$1,280.71	\$0.00
Concordia	\$1,938.02	\$420.00
Grace	\$4,529.15	\$435.00
Health Sciences Centre 1	\$2,982.43	\$395.00
Health Sciences Centre 2	\$6,757.73	\$330.00
Misericordia	\$3,883.72	\$375.00
Riverview	\$4,101.51	\$446.00
St. Boniface 1	\$3,295.31	\$435.00
St. Boniface 2	\$2,535.84	\$420.00
Seven Oaks	\$3,679.05	\$350.00
Victoria	\$2,473.24	\$367.18
<b>Total</b>	<b>\$234,315.02</b>	<b>\$14,307.78</b>

2. The salary, per diem, accommodation and mileage lines include attendance at all meetings/events the Board member attended in the 2013 calendar year.

3. The mileage/travel column includes the following expenses: mileage, parking, air fare, taxi, and shuttle.

ACCOM	MILEAGE/TRAVEL	BRD DEVELOP	HONORARIUM	PRINTER
\$1,393.29	\$19,627.77	\$0.00	\$0.00	\$0.00
\$853.60	\$690.20	\$1,619.35	\$750.00	
\$1,021.90	\$1,092.00	\$3,798.66	\$750.00	\$45.63
\$1,187.50	\$1,683.22	\$482.72	\$750.00	
\$1,590.92	\$1,492.16	\$249.05	\$750.00	\$30.00
\$1,044.50	\$870.60	\$2,091.96	\$750.00	
\$1,044.50	\$1,420.00	\$739.65	\$750.00	
\$826.75	\$1,041.98	\$120.78	\$750.00	
\$1,113.15	\$1,337.18	\$684.11	\$750.00	\$50.00
\$2,219.51	\$2,850.24	\$2,341.36	\$750.00	
\$826.75	\$1,135.40	\$78.37	\$750.00	\$100.00
\$840.00	\$1,155.17	\$85.00	\$750.00	
\$1,483.39	\$2,633.60	\$0.00	\$687.50	
\$1,341.08	\$2,487.10	\$189.77	\$750.00	
\$700.00	\$671.00	\$398.62	\$750.00	
\$0.00	\$167.58	\$0.00	\$750.00	
\$826.75	\$788.40	\$577.62	\$500.00	
\$700.00	\$674.07	\$354.73	\$500.00	
\$700.00	\$864.00	\$30.00	\$500.00	
\$700.00	\$734.00	\$473.45	\$500.00	
\$127.44	\$906.70	\$1,220.70	\$500.00	
\$700.00	\$646.00	\$466.92	\$500.00	
\$700.00	\$780.40	\$996.78	\$500.00	\$78.99
\$700.00	\$618.00	\$345.75	\$500.00	
\$380.25	\$686.00	\$2,669.88	\$500.00	
\$700.00	\$863.00	\$1,981.01	\$18.00	
<b>\$23,721.28</b>	<b>\$47,915.77</b>	<b>\$21,996.24</b>	<b>\$15,705.50</b>	<b>\$304.62</b>

**Total \$358,266.21**

# Financial Statements

December 31, 2013



March 21, 2014

## Independent Auditor's Report

### To the Members of Manitoba Nurses' Union

We have audited the accompanying financial statements of Manitoba Nurses' Union, which comprise the balance sheet as at December 31, 2013 and the statements of operations, changes in fund balances and cash flows for the year then ended, and the related notes, which comprise a summary of significant accounting policies and other explanatory information.

#### Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained in our audit is sufficient and appropriate to provide a basis for our audit opinion.

#### Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Manitoba Nurses' Union as at December 31, 2013 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

*PricewaterhouseCoopers LLP*

**Chartered Accountants**

*PricewaterhouseCoopers LLP*  
One Lombard Place, Suite 2300, Winnipeg, Manitoba, Canada R3B 0X6  
T: +1 204 926 2400, F: +1 204 944 1020

\*PwC\* refers to PricewaterhouseCoopers LLP, an Ontario limited liability partnership.

# Manitoba Nurses' Union

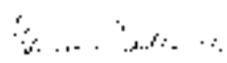
## Balance Sheet

As at December 31, 2013

	2013 \$	2012 \$
<b>Assets</b>		
<b>Current assets</b>		
Cash	2,062,960	2,120,459
Accounts receivable	1,198,238	1,320,912
Prepaid expenses	23,065	21,971
	<u>3,284,263</u>	<u>3,463,342</u>
<b>Investments in marketable securities</b> (note 3)	7,918,649	6,759,051
<b>Investment in Union Centre Inc.</b> (note 4)	579,362	579,362
<b>Property and equipment</b> (note 5)	<u>101,410</u>	<u>95,049</u>
	<u>11,883,684</u>	<u>10,896,804</u>
<b>Liabilities and Fund Balances</b>		
<b>Current liabilities</b>		
Accounts payable and accrued liabilities (note 6)	<u>1,267,992</u>	<u>1,108,317</u>
<b>Fund balances</b>		
Defence/Strike Fund (note 7)	2,768,396	2,735,007
Severance Fund (note 8)	449,482	417,099
Keith Lambert Scholarship Fund (note 9)	47,031	49,904
Negotiations Fund (note 10)	3,316,243	2,553,198
International Assistance Fund (note 11)	4,418	3,513
General Fund	<u>4,030,122</u>	<u>4,029,766</u>
	<u>10,615,692</u>	<u>9,788,487</u>
	<u>11,883,684</u>	<u>10,896,804</u>

### Approved by the Board of Directors

 President

 Secretary-Treasurer

The accompanying notes are an integral part of these financial statements.

**Manitoba Nurses' Union**

## Statement of Operations

For the year ended December 31, 2013

	2013 \$	2012 \$
<b>Revenue</b>		
Membership dues	7,830,083	7,789,210
Less: Dual dues refunds	(111,279)	(106,471)
	<hr/> 7,718,804	<hr/> 7,682,739
Investment income (note 3)	608,236	272,660
Other income	6,370	2,891
	<hr/> 8,333,410	<hr/> 7,958,290
<b>Expenses</b>		
Office support (Schedule 1)	649,762	639,238
Democratic process (Schedule 2)	917,833	845,856
Membership services (Schedule 3)	1,956,817	1,625,471
Affiliations (Schedule 4)	411,948	282,335
Outreach and solidarity (Schedule 5)	52,804	49,970
Administrative support	3,517,041	3,053,938
	<hr/> 7,506,205	<hr/> 6,496,808
<b>Net income for the year</b>	<hr/> <b>827,205</b>	<hr/> <b>1,461,482</b>

The accompanying notes are an integral part of these financial statements.

**Manitoba Nurses' Union**  
Statement of Changes in Fund Balances  
For the year ended December 31, 2013

	2013					2012	
	Defence/ Strike Fund \$	Severance Fund \$	Keith Lambert Scholarship Fund \$	Negotiations Fund \$	International Assistance Fund \$	General Fund \$	Total \$
<b>Balance - Beginning of year</b>	2,735,007	417,099	49,904	2,553,198	3,513	4,029,766	8,327,005
Net income (loss) for the year	-	21,019	(5,373)	5,824	905	804,830	1,461,482
Interfund transfers (notes 7, 8, 9, 10 and 11)	33,389	11,364	2,500	757,221	-	(804,474)	-
<b>Balance - End of year</b>	<b>2,768,396</b>	<b>449,482</b>	<b>47,031</b>	<b>3,316,243</b>	<b>4,418</b>	<b>4,030,122</b>	<b>9,788,487</b>

The accompanying notes are an integral part of these financial statements.

**Manitoba Nurses' Union**

## Statement of Cash Flows

For the year ended December 31, 2013

	2013 \$	2012 \$
<b>Cash provided by (used in)</b>		
<b>Operating activities</b>		
Net income for the year	827,205	1,461,482
Items not affecting cash		
Amortization	61,661	72,022
Realized (gains) losses on sale of investments	(99,789)	5,633
Unrealized gain on investments	(383,874)	(158,500)
	<hr/> 405,203	<hr/> 1,380,637
Net change in non-cash working capital items		
Accounts receivable	122,674	(207,935)
Prepaid expenses	(1,094)	-
Accrued interest	(883)	1,718
Accounts payable and accrued liabilities	159,675	320,282
	<hr/> 685,575	<hr/> 1,494,702
<b>Investing activities</b>		
Purchase of investments	(1,624,257)	(1,612,717)
Proceeds on disposal of investments	949,205	1,053,056
Purchase of property and equipment	(68,022)	(25,248)
	<hr/> (743,074)	<hr/> (584,909)
<b>Increase (decrease) in cash</b>	(57,499)	909,793
<b>Cash - Beginning of year</b>	<hr/> 2,120,459	<hr/> 1,210,666
<b>Cash - End of year</b>	<hr/> <u>2,062,960</u>	<hr/> <u>2,120,459</u>

The accompanying notes are an integral part of these financial statements.

# Manitoba Nurses' Union

## Notes to Financial Statements

December 31, 2013

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### 1 Organization

The constitution and bylaws of the Manitoba Nurses' Union ("MNU") were adopted in October 1975. The objective of MNU is the advancement of the social, economic and general welfare of its members. As such, MNU is exempt from income taxes under Section 149(1)(k) of the Income Tax Act.

### 2 Significant accounting policies

#### Revenue recognition

Dues are recorded as income in the month in which they are earned. Investment income is recognized when earned.

#### Property and equipment

Property and equipment are initially recorded at cost.

Amortization is provided for by using the straight-line method to amortize the cost of the assets over their estimated useful lives at a rate of 20%.

#### Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual amounts could differ from those estimates.

#### Financial instruments

##### a) Measurement of financial instruments

MNU initially measures its financial assets and financial liabilities at fair value. MNU subsequently measures all its financial assets and financial liabilities at amortized cost, except for cash and investments in marketable securities quoted in an active market, which are subsequently measured at fair value. Changes in fair value are recognized in net income.

Financial assets measured at amortized cost include accounts receivable. The investment in Union Centre Inc. is measured at cost.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

(1)

**Manitoba Nurses' Union**

## Notes to Financial Statements

December 31, 2013

**b) Impairment**

Financial assets measured at amortized cost are tested for impairment when there are indicators of possible impairment. When a significant adverse change has occurred during the period in the expected timing or amount of future cash flows from the financial asset or group of assets, a write-down is recognized in net income. When events occurring after the impairment confirm that a reversal is necessary, the reversal is recognized in net income up to the amount of the previously recognized impairment.

**3 Investments in marketable securities**

Investments consist of:

	2013		2012	
	Market value \$	Cost \$	Market value \$	Cost \$
General Fund				
Term deposits	3,309,461	3,310,919	3,185,798	3,186,766
Bonds	481,122	489,557	494,438	489,557
Accrued interest	8,630	8,630	7,747	7,747
Pooled funds	3,505,076	3,094,449	2,510,956	2,454,578
	7,304,289	6,903,555	6,198,939	6,138,648
Severance Fund				
Pooled funds	462,949	409,955	414,525	404,962
Negotiations Fund				
Preferred shares	151,411	151,411	145,587	145,587
	7,918,649	7,464,921	6,759,051	6,689,197

(2)

# Manitoba Nurses' Union

## Notes to Financial Statements

December 31, 2013

Pooled funds consist of the following:

	2013		2012	
	Market value \$	Cost \$	Market value \$	Cost \$
General Fund				
Canadian equity	911,152	762,359	739,733	696,368
Canadian fixed income	1,051,049	1,054,065	484,175	469,012
U.S. equity	431,539	306,189	522,509	515,922
Overseas equity	316,892	277,398	253,889	281,377
Emerging markets	178,223	151,995	258,523	230,161
Global equity	311,698	237,896	252,127	261,738
Real assets portfolio	304,523	304,547	-	-
	<u>3,505,076</u>	<u>3,094,449</u>	<u>2,510,956</u>	<u>2,454,578</u>
Severance Fund				
Canadian equity	88,915	74,266	77,535	74,266
Canadian fixed income	215,415	209,362	216,683	205,021
U.S. equity	14,835	10,135	43,892	46,384
Overseas equity	38,563	34,188	29,871	33,536
Emerging markets	44,140	35,621	14,092	10,134
Global equity	61,081	46,383	32,452	35,621
	<u>462,949</u>	<u>409,955</u>	<u>414,525</u>	<u>404,962</u>

Investment income (loss) consists of the following:

	2013 \$	2012 \$
General Fund		
Interest	113,756	107,681
Realized gains (losses)	99,789	(5,633)
Unrealized gain on fair market value adjustment	340,443	138,522
	<u>553,988</u>	<u>240,570</u>
Severance Fund		
Interest	4,993	5,843
Unrealized gain on fair market value adjustment	43,431	19,978
	<u>48,424</u>	<u>25,821</u>
Negotiations Fund		
Interest	5,824	6,269
	<u>5,824</u>	<u>6,269</u>
Total	<u>608,236</u>	<u>272,660</u>

(3)

**Manitoba Nurses' Union**

## Notes to Financial Statements

December 31, 2013

**4 Investment in Union Centre Inc.**

The investment in Union Centre Inc., which represents approximately 27% membership and voting interest, is recorded at cost. Union Centre Inc. is a not-for-profit organization, exempt from income taxes, that was formed to operate the building at 275 Broadway in Winnipeg.

**5 Property and equipment**

			<u>2013</u>	<u>2012</u>
	Cost \$	Accumulated amortization \$	Net \$	Net \$
Furniture and equipment	1,189,807	1,088,397	101,410	95,049

**6 Government remittances**

Government remittances consist of amounts (such as sales taxes and payroll withholding taxes) required to be paid to government authorities and are recognized when the amounts become due. In respect of government remittances, \$141,064 (2011 - \$83,748) is included within accounts payable and accrued liabilities.

**7 Defence/Strike Fund**

The Defence/Strike Fund is internally restricted and was established for the purpose of funding future labour disputes. In 2013, \$33,389 (2012 - \$530,121) was transferred to the Defence/Strike Fund.

**8 Severance Fund**

MNU has a severance policy in place for its employees eligible under their respective collective agreements. The Severance Fund is internally restricted to fund this liability. At December 31, 2013, if all eligible employees terminated their employment with MNU, the actual liability would amount to \$401,121 (2012 - \$389,757). In 2013, \$11,364 was transferred to this fund (2012 - \$19,531).

**9 Keith Lambert Scholarship Fund**

The Keith Lambert Scholarship Fund is internally restricted and was established in 1993 in recognition of Keith Lambert's contribution to the labour movement and the MNU. The objective of the fund is to provide financial assistance to members of the MNU who enrol in programs of advanced labour studies. \$2,500 was transferred to this fund in 2013 (2012 - \$2,500).

# Manitoba Nurses' Union

## Notes to Financial Statements

December 31, 2013

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### 10 Negotiations Fund

The Negotiations Fund is internally restricted and was established in 2002 for the purpose of funding collective bargaining negotiations of future years. \$757,221 was transferred to this fund in 2013 (2012 - \$527,586).

### 11 International Assistance Fund

The International Assistance Fund is internally restricted and was established in 2009 for the purpose of providing donations to organizations which provide health and social support in developing countries or those countries recovering from natural or human disasters. In 2013, nil (2012 - \$1,000) was transferred to this fund.

### 12 Lease commitments

The approximate aggregate future minimum lease payments required under long-term operating leases for leased premises, office equipment and automobiles amount to approximately \$892,963 and for each of the next five years are:

	\$
Year ending December 31, 2014	288,945
2015	288,945
2016	263,893
2017	25,590
2018	25,590

### 13 Postretirement benefits

MNU maintains various defined contribution plans for its eligible employees. Pension expense for these plans for the year amounted to \$206,778 (2012 - \$175,797).

(5)

## **Manitoba Nurses' Union**

### Notes to Financial Statements

**December 31, 2013**

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#### **14 Financial instruments**

MNU manages risk and risk exposures by applying policies approved by the Board of Directors. The significant financial risks to which MNU is exposed are credit risk and interest rate risk.

##### **a) Credit risk**

MNU is exposed to credit risk with respect to its accounts receivable and term deposits. MNU assesses on a continuous basis, accounts receivable on the basis of amounts it is virtually certain to receive and the term deposits are invested with large financial institutions.

##### **b) Interest rate risk**

MNU is exposed to interest rate risk on its fixed and floating interest rate investments. Fixed rate instruments subject MNU to a fair value risk, while the floating rate instruments subject MNU to a cash flow risk. Interest rates on term deposits and bonds vary from 1.45% to 4.8% and maturity dates vary from December 2014 to December 2018.

**Manitoba Nurses' Union**  
**For the year ended December 31, 2013**

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<b>Office Support</b>	<b>Schedule 1</b>	
	<b>2013</b>	<b>2012</b>
	<b>\$</b>	<b>\$</b>
Amortization	61,661	72,022
Audit	16,360	16,368
Bank charges	1,811	1,304
Copier	46,829	42,338
Fax costs	1,331	1,158
Insurance	9,793	16,138
Messenger services	5,563	4,864
Office supplies	28,910	30,140
Postage	25,971	25,780
Premises rental	265,894	261,180
Printing	20,373	32,975
Resource material	14,063	19,848
Stationery	4,263	4,371
Technology	78,125	52,712
Telephone	68,815	58,040
	<hr/>	<hr/>
	649,762	639,238
	<hr/>	<hr/>

<b>Democratic Process</b>	<b>Schedule 2</b>	
	<b>2013</b>	<b>2012</b>
	<b>\$</b>	<b>\$</b>
Annual meeting	487,080	408,020
Board	157,006	161,500
Committees	254,657	263,411
Miscellaneous meetings	19,090	12,925
	<hr/>	<hr/>
	917,833	845,856
	<hr/>	<hr/>

The accompanying notes are an integral part of these financial statements.

**Manitoba Nurses' Union**

For the year ended December 31, 2013

**Membership Services****Schedule 3**

	<b>2013</b>	<b>2012</b>
	\$	\$
Communications	450,975	480,871
Education programs	293,116	336,209
Employer invoice estimate	67,144	82,105
Legal expense assistance plan	74,025	43,701
Legal, arbitration and consultation	444,033	333,972
Regional and worksite president's days	249,836	219,368
Negotiations	377,688	129,245
	<u>1,956,817</u>	<u>1,625,471</u>

**Affiliations****Schedule 4**

	<b>2013</b>	<b>2012</b>
	\$	\$
Canadian Federation of Nurses' Unions and Canadian Labour Congress	400,948	271,335
Manitoba Council of Health Care Unions	6,000	6,000
Other	5,000	5,000
	<u>411,948</u>	<u>282,335</u>

**Outreach and Solidarity****Schedule 5**

	<b>2013</b>	<b>2012</b>
	\$	\$
Ad Hoc donations	15,000	4,800
Budgeted donations	6,500	6,500
Career days	2,921	16,226
International Assistance Donation	2,000	2,000
Joyce Gleason Scholarship	6,000	6,000
Keith Lambert Scholarships	8,219	1,840
Other donations and sponsorships	12,164	12,604
	<u>52,804</u>	<u>49,970</u>

The accompanying notes are an integral part of these financial statements.

# MNU CONTINUING EDUCATION SCHOLARSHIP \$1,500

Established by a resolution at the 2013 Annual General Meeting, the MNU Continuing Education Scholarship represents our commitment to professional development.

Two (2) scholarships of \$1,500 are available annually to MNU nurses enrolled in a nursing degree or post-degree program.

RN, LPN, RPN applicants may apply for the scholarship in any year of their program.

*Please note that distance and on-line courses also qualify for this scholarship.*

#### To Apply:

- ▶ Submit an essay between 250 to 500 words addressing the following points:
  - Why you wish to continue your education?
  - How will this education impact your nursing career?
- ▶ Attach proof of enrollment into nursing program

For further information please visit our website [www.manitobanurses.ca](http://www.manitobanurses.ca) or contact:

MNU Continuing Education Scholarship Committee

c/o Manitoba Nurses Union  
301-275 Broadway  
Winnipeg, Manitoba R3C 4M6

Telephone: (204) 942-1320

Fax: (204) 942-0958

Email: [twood@manitobanurses.ca](mailto:twood@manitobanurses.ca)

**Application  
deadline is**

**October 15,  
2014**

# Pre-register for the AGM

## Avoid the long line-up!

MNU will be hosting a welcome reception on the eve of the 2014 AGM. This is a wonderful opportunity to mix and mingle with nurses from across the province, as well as pre-register for the AGM.

When you pre-register you will receive your AGM materials for the following day.

However, you have to check in the next morning for attendance purposes.

The line will move much faster because you will simply have to scan your membership card, since you already have your materials, and enter.

**ALL ATTENDEES WILL BE ENTERED TO WIN A \$500 GIFT CERTIFICATE FROM THE APPLE STORE.**

## Welcome Reception & Pre-Registration

Monday, May 12, 2014 • 6:00 p.m.  
Victoria Inn Winnipeg –  
Wellington Ballroom

*Proceeds from the silent auction will go towards the MNU International Assistance Fund*

There will be entertainment and a cash bar.

# 2014 AGM Agenda

## MONDAY, MAY 12

## TUESDAY, MAY 13

### 2014 ANNUAL MEETING & PROVINCIAL EDUCATION DAY

May 13–15, 2014

VICTORIA INN WINNIPEG –  
1808 WELLINGTON AVENUE

*Please bring your 2014  
Membership Card to the Manitoba  
Nurses Union Annual Meeting*

### 1800 – 2000

Welcome Reception & Pre-Registration  
**Location: Wellington Ballroom**

#### REGISTRATION PROCEDURE AT ANNUAL MEETING – CENTENNIAL BALLROOM

*Registration will occur  
between the hours of 0800 –  
0850 each morning. Anyone  
arriving after 0850 hours  
will not be registered and  
will not receive their voting  
flags until the first break.*

### 0800 – 0850

Registration – Embassy Foyer

### 0900

Call to Order  
Approval of Agenda  
Rules of Procedure

### 1000 – 1030

Refreshment Break & Late Registration

### 1030

Credentials Committee Report

Presentation of Reports:

- ▶ President
- ▶ Secretary Treasurer
- ▶ Finance Committee:
  - Auditor's Statement
  - Adoption of Auditor's Report
  - Appointment of Auditor
  - Budget Forecast

### SCENT FREE

*The effects of scented and chemical based products can and do cause serious problems for many people, especially those with asthma, allergies or other environmental illnesses.*

*Please be considerate of your neighbour by avoiding the use of scented and chemical based products in our shared environment.*

*We are acting to achieve and present a healthy and safe environment for all those we share the air with.*

## WEDNESDAY, MAY 14

- ▶ Nominations Committee
- ▶ Discipline Committee
- ▶ Resolutions & Constitution Committee
- ▶ Provincial Collective Bargaining Committee
- ▶ Governance & Structure Committee

**1200**  
Lunch

**1330**  
Keynote address: Maysoon Zayid

**1430**  
Refreshment Break – **Regional Meetings**

**1600**  
Adjournment of Business Session

**1800**  
Cocktails

**1900**  
Banquet 2014  
Psychedelic 70s

**0800 – 0850**  
Registration

**0900**  
Call to Order  
Greetings  
▶ CFNU  
▶ CLC

**1000 – 1030**  
Refreshment Break & Late Registration

**1030**  
Business held over from previous day

**1200**  
Lunch

**1330**  
Resolutions (continued)

**1430 – 1500**  
Refreshment Break

**1500**  
Resolutions (continued)  
Presentation of Certificates to Retiring Board Members and Long Service

**1615**  
Labour School Draws

**1630**  
Yellow Ribbon Awards

**1700**  
Adjournment

## THURSDAY, MAY 15

### Provincial Education Day

**0800**  
Registration & Networking

**0830**  
Welcome

**0845 – 0945**  
**Keynote address: Meg Soper**

**0945 – 1015**  
Refreshment Break

**1030 – 1130**  
Breakout Workshop Session

**1145 – 1300**  
Lunch

**1300 – 1400**  
Breakout Workshop Session

**1415 – 1515**  
Breakout Workshop Session

**1515 – 1545**  
Refreshment Break

**1545 – 1615**  
Closing Speaker: Lisa Shaw

**1615**  
Adjournment



*Members of Worksite 40, made up of five sites in three neighbouring towns, exhibited excellent teamwork skills when a flood forced the evacuation of the Reston Health Centre. A total of 28 patients were evacuated to seven different facilities.*

## Respectful Meeting Guidelines

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

## Annual Meeting Rules of Procedure

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



ANNUAL GENERAL MEETING  
PROVINCIAL EDUCATION DAY

**NOW** for Something  
**NEW...**

Let's learn, laugh and have some fun!

KEYNOTE – MEG SOPER

Meg incorporates over 28 years of health care and nursing experience with her remarkable sense of humour and unique life perspective, on dealing with the everyday stresses we face. Learn how to identify ways to strike more balance in our lives and to build resilience in the face of daily stress. Meg emphasizes that humour and how we communicate can play an important role in helping us lead more productive and healthier lives in an ever changing environment.

## Breakout Workshop:

The breakout sessions will feature a range of speakers and variety of topics. Participants will choose any **three** of the following seven (7) workshops:

### 1) DR. MOIRA SOMERS – BEWARE THE IMPLEMENTATION IMPASSE.

Your intervention is evidence-based and your advice is sensible, but the patient just isn't following through with the necessary action steps. This can be one of the most frustrating problems faced by health care providers. Regrettably, in an effort to get patients "unstuck", many health care professionals turn to strategies that inadvertently entrench resistance and jeopardize the relationship. Learn how people go about deciding to change and learn time-tested strategies for helping people overcome the Implementation Impasse

### 2) CHRISTINE VAN DER HOEK – TWO FEET AND A HEARTBEAT.

Our attitude towards difficult situations affects our "feet" – it's physical...and it affects our "heartbeat", our mental health. However, through healthy living, we can control stress hormones and once again find balance. Learn simple, manageable steps that will improve your well-being and happiness and bring you to a potential you didn't know was possible.

### 3) DR. RUTH BZ THOMSON – PLANNING FOR RETIREMENT FROM THE INSIDE OUT.

Planning for retirement is much more than financial planning. What does retirement mean to you now? Taking charge of your retirement promotes a healthy lifestyle. It's time to realize a plan for the future and enjoy it!

### 4) SYLVIA YAEGER – RESPECTFULLY, UP YOURS!

Sylvia engages audiences by talking about everyday respectful behaviour. Respectful behaviour is necessary, in our personal and work lives to create happy, healthy individuals and ultimately a positive respectful work environment.

### 5) MEG SOPER – STRATEGIES TO CREATE A POSITIVE WORKPLACE.

This high energy, interactive session focuses on working with different personalities and/or generations and communicating with them more effectively. People are different not necessarily difficult. Participants will leave armed with practical, relevant strategies geared towards a healthier, happier and more productive workplace.

### 6) DERI LATIMER – HEALTHY HABITS FOR A CHANGING WORLD.

Deri focuses on inspiring and energizing people to engage in positive mental health practices for greater happiness, more success and a longer life. Her latest book, 'Wake Up To Your Habits' is a rich resource of strategies and tools to shift your emotions, adjust your thinking, and positively impact your results.

### 7) BOB ROMPHF – GET A RETIREMENT GAME PLAN.

Our MNU Labour Relations Officer Pension and Benefits; Bob presents his ever-popular retirement session with us, along with some updated information.



**SILENT  
AUCTION**

**THE WINNIPEG REGIONAL NURSES  
INVITES YOU TO**

# Psychedelic 70s



**BEST  
COSTUME**

**TUESDAY, MAY 13, 2014**

**VICTORIA INN WINNIPEG – CENTENNIAL BALLROOM**

**COCKTAILS 1800 • DINNER 1900**



**PRIZES  
DOOR  
PRIZES**

**TICKETS \$25.00**  
(in advance from the MNU Office)

**\*\*Costume optional**

**DANCING ALL NIGHT LONG!**

# Manitoba Nurses Union 2014 Education Conference\*

September 22–24, 2014

Lakeview Hecla Resort  
Hecla Island, Manitoba

Monday, September 22	Tuesday, September 23	Wednesday, September 24
<b>Registration and Check in</b> 1400-1800	<b>Plenary Session</b> 0830	<b>Classes begin</b> 0830
<b>Supper</b> 1800	<b>Classes begin</b> 0930	<b>Classes dismiss</b> 1530
	<b>Classes dismiss</b> 1600	Pick up box suppers for the ride home.

## REGISTER EARLY

ONLY MNU APPLICATION FORMS WILL BE ACCEPTED.

CONTACT YOUR LOCAL/WORKSITE REPRESENTATIVE FOR MORE INFORMATION.

**DEADLINE FOR APPLICATIONS IS  
JUNE 27, 2014**

# WIN A TRIP TO MNU'S EDUCATION CONFERENCE

## THE AMERICAN INCOME LIFE INSURANCE COMPANY

Donates a spot annually to the Manitoba Nurses Union Education Program. These funds are used to offset the cost of sending one grassroots member to the Manitoba Nurses Union's Annual Education Conference, to be held on September 22-24, 2014. Local/Worksite and/or Regional Executive Members and Board Members are not eligible for participation in the draw. If you qualify, please fill out the ballot below and mail, email or fax it to MNU or place it in the draw drum at the AGM.

**The draw will be held  
Wednesday, May 14, 2014.**

**GOOD LUCK!**

## Never Been to MNU's Education Conference?

The Manitoba Nurses Union Executive Committee is sponsoring a fully funded spot for a MNU member to attend its Education Conference.

### First Time Participants Only

The draw will be made at the MNU AGM  
**Wednesday, May 14, 2014**

*You do not have to be present to win!*

## New to MNU?

2014 Education Conference

**September 22 – 24, 2014**  
**Lakeview Hecla Resort, MB**

**If so, then you are invited to  
apply to attend:**

### New to MNU

An opportunity, for nurses new to MNU, to learn more about the benefits of belonging to the Manitoba Nurses Union, and how they can make a difference.

- ▶ Course is 1-day on September 23, 2014 and runs concurrent to 2014 MNU Education Conference
- ▶ Participants will choose another 1-day course for September 24, 2014
- ▶ All courses will be held at the Lakeview Hecla Resort
- ▶ Carpooling is expected and compensated for in accordance with MNU policy
- ▶ Paid Union leave and accommodations

### Registration Accepted By:

**FAX:** 204-942-0958  
**MAIL:** 301 - 275 Broadway, Wpg, MB R3C 4M6  
**EMAIL:** [kprofeta@manitobanurses.ca](mailto:kprofeta@manitobanurses.ca)  
**WEB SITE:** [www.manitobanurses.ca](http://www.manitobanurses.ca)

**APPLICATIONS AVAILABLE  
IN MNU PORTAL**

**All applications  
must be forwarded  
to the MNU provincial  
office by**

**June 27, 2014**

**ALL APPLICATIONS MUST BE FORWARDED  
TO THE MNU PROVINCIAL OFFICE BY:  
June 27, 2014**

REGISTRATION ACCEPTED BY:

FAX: 204-942-0958  
MAIL: 301 – 275 Broadway, Wpg, MB R3C 4M6  
EMAIL: kprofeta@manitobanurses.ca  
WEB SITE: www.manitobanurses.ca

**Manitoba Nurses Union  
New to MNU Application  
Winnipeg, Manitoba  
September 22–24, 2014**

Name: \_\_\_\_\_

Gender: M \_\_\_ F \_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

City: \_\_\_\_\_

Postal Code: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Facility/Worksite: \_\_\_\_\_

Years as MNU member: \_\_\_\_\_

**I will be carpooling with:** \_\_\_\_\_

MEMBERS REQUIRED TO TRAVEL FROM ELSEWHERE IN THE PROVINCE  
WILL HAVE TRAVEL COSTS PAID AS PER MNU POLICY, USING CAR-POOLS.

**Accommodations:** All accommodations are based on  
**double** occupancy. If you have no preferred roommate  
one will be assigned to you. **All rooms and balconies  
are non-smoking.**

Preferred Roommate \_\_\_\_\_

\*\*\*I have read and understood the financial policies  
associated with this program\*\*\*

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Manitoba Nurses Union abides by the rules and regulations of  
the Personal Information Protection and Electronic Documents  
Act (PIPEDA) with regard to capturing, retention and destruction  
of personal information. This personal information will be used to  
maintain a record of participants in the program. Questions about  
the collection can be addressed to the Privacy Officer of the MNU  
(204-942-1320 or 1-800-665-0043).

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Local/Worksite: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

**Mail:** ATTN: Katrina Profeta  
Manitoba Nurses Union  
301 – 275 Broadway  
Winnipeg, Manitoba R3C 4M6

**Fax:** (204) 942-0958

**Email:** kprofeta@manitobanurses.ca

Visit the MNU web site for more information:  
**www.manitobanurses.ca**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Local/Worksite: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

**Mail:** ATTN: Katrina Profeta  
Executive Committee Sponsored  
First Time Participants Only  
Education Conference Draw  
301 – 275 Broadway  
Winnipeg, Manitoba R3C 4M6

**Fax:** (204) 942-0958

**Email:** kprofeta@manitobanurses.ca

Visit the MNU web site for more information:  
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**Manitoba Nurses Union**

301-275 Broadway

Winnipeg, Manitoba

CANADA R3C 4M6

Phone: (204) 942-1320

Fax: (204) 942-0958

Email: [info@manitobanurses.ca](mailto:info@manitobanurses.ca)

[manitobanurses.ca](http://manitobanurses.ca)