

40 YEARS OF
CARING

A celebration of our commitment

2014

Annual Report

Manitoba
nurses
Union

A COMMITMENT TO CARING

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About the cover: The cover photo and others throughout the Manitoba Nurses Union Annual Report are images from our upcoming "This is Nursing" advertising campaign that members will see launched in Spring 2015.

**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."

MNU BOARD OF DIRECTORS



Sandi Mowat
President



Donna McKenzie
Vice-President



Holly Cadieux
Secretary-Treasurer



Marguerite Smith
Assiniboine Region



Karen Taylor
Assiniboine Region



Trudie Empey
Brandon Region



Cathy Jensen
Brandon Region



Cindy Hunter
Central Region



Dorothy Pasowisty
Central Region



Carrie Holland
Churchill/Burntwood
Region



Amanda Bouchard
Concordia Nurses
Local 27



Tracy Bassa
Eastman Region
(N&S)



**Karen Cannell-
Jamieson**
Grace Nurses Local 41



Anne Boyd
Health Sciences Centre
Nurses Local 10



Kim Fraser
Health Sciences Centre
Nurses Local 10



Kathy Nicholson
Interlake Region



Sandy Forrest
Misericordia
Nurses Local 2



Darlene Jackson
NorMan Region



Sharon Zeiler
Parkland Region



Dana Orr
Riverview Nurses
Local 1A



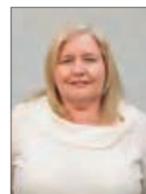
Colleen Johanson
Seven Oaks
Nurses Local 72



Sheila Holden
St. Boniface
Nurses Local 5



Diana Martinson
St. Boniface
Nurses Local 5



Sonyia Mayo
Victoria Nurses
Local 3



Bluma Levine
Winnipeg Community
& Health Care Region



Charlotte Adolphe
Winnipeg Long
Term Care Region

2014 – 2015 Manitoba Nurses Union

STANDING COMMITTEES & STAFF LIST

Executive Committee

Sandi Mowat, President, Chairperson

Donna McKenzie, Vice-President

Holly Cadieux, Secretary-Treasurer

Members at Large:

Tracy Bassa, Kim Fraser, Darlene Jackson

Finance Committee

Holly Cadieux, Secretary-Treasurer, Chairperson

Sandi Mowat, President

Donna McKenzie, Vice-President

Trudie Empey

Sheila Holden

Carrie Holland

Nominations Committee

Amanda Bouchard, Chairperson

Leona Barrett, Staff Advisor

Kathy Nicholson

Lana Penner, Non Board Member

Resolutions & Constitution Committee

Kim Fraser, Chairperson

Mary Lakatos, Staff Advisor

Bluma Levine

Dana Orr

Discipline Committee

Cathy Jensen, Chairperson

Kirsten Andersson, Staff Advisor

Anne Boyd

Kathy Nicholson

Appointee positions:

Wendy Despins – Non-Member

Kevin Rebeck, MFL – Non-Member

Staff List

Monica Girouard,
Director of Operations

Bill Crawford,
Director of
Communications &
Government Relations

Kirsten Andersson,
Director of
Labour Relations

Samantha Turenne,
Communications Officer

Mikaela Brooks,
Researcher

Debbie Winterton,
Professional Practice
& Education Officer

Manola Barlow,
Diversity Coordinator

Tom Henderson,
Workplace Safety and
Health Officer

Leona Barrett,
Labour Relations Officer

Shauna Briscoe,
Labour Relations Officer

Mary Lou Cherwaty,
Labour Relations Officer
– WCB

Karen Fleming,
Labour Relations Officer

Marise Frankel,
Labour Relations Officer

Debbie Jenkins,
Labour Relations Officer

Dan Kushneryk,
Labour Relations Officer
– Collective Bargaining

Mary Lakatos,
Labour Relations Officer

Michelle Peterson,
Labour Relations Officer

Paulina Ruiz,
Labour Relations Officer

Bob Romphf,
Labour Relations Officer
– Pension & Benefits

Terry Dyck,
Accountant &
IT Coordinator

Wendy Giesbrecht,
Administrative Assistant
– Collective Agreement &
Negotiations

Laurie Hanlon,
Accounting Assistant
– Dues & Accounts
Receivable

Veronica Jones,
Administrative Assistant
– Membership

Kristina Kiciuk,
Administrative Assistant
– Diversity & Registration

Erin McGee,
Accounting Assistant
– Accounts Payable

Katrina Profeta,
Administrative Assistant
– Communications
& Education

Angela Samayoa,
Administrative Assistant
– WCB, Workplace Safety
and Health & Labour
Relations

Maryanne Peters,
Accounting Assistant
– Expenses

Linda Stoyko,
Receptionist &
Administrative Assistant

Marija Tisaj,
Accounting Assistant
– Expenses

Debbie Wiebe,
Administrative Assistant
– Labour Relations

Tracy Wood,
Administrative Assistant
– Executive Assistant



PRESIDENT'S REPORT

► Sinclair Inquest Report

The Inquest into the Death of Brian Sinclair began in August 2013. MNU members, WRHA and HSC representatives testified at the Inquest. I testified during the second phase. My testimony was largely based on the research and recommendations contained in our ER Report. Judge Tim Preston issued his report in December of 2014. The report focused on recommendations for improvement. A number of the recommendations were, in fact, contained in our ER Report or were suggested by nurse witnesses at the Inquest. We will continue to work with employers to improve the system and, as a result, patient care.

► WRHA/Emergency Department Working Group

Some time after we presented our ER Report to the government, the Minister met with the nurses who had contributed to the report. At that meeting a joint committee was established to develop implementable solutions to problems such as overcrowding, and lack of appropriate staffing and equipment. Nurses from all Winnipeg sites participating in the report and meeting, along with the WRHA's Chief Nursing Officer and myself, are taking part in work of this committee.

We have met several times throughout the year. Agenda items have included: updates on Regional Patient Flow Plan, report on the recent ED Accreditation, Overcapacity Protocols, ED Staffing at various sites, and Guidelines for NON-ED Redirection/Public Education. The recommendations emanating from the Sinclair Inquest Report issued in December 2014 will play a major role in the work of the committee.

► Nursing Recruitment and Retention Fund Committee

LRO Leona Barrett and I continue to represent MNU on this committee. It is also comprised of two employer and two Manitoba Health representatives. We continue to monitor finances, continuing education reports and refresher and relocation expenses. Job fair/career attendance and any new funding initiatives are discussed, and if appropriate, approved for funding. The committee also revised the Continuing Education Grant policy and have included standardized Continuing Education Committee Terms of Reference for all committees to use.

► College Liaison Activities

We meet with all nursing regulatory bodies throughout the year. We proudly represent all categories of nursing and are keenly aware of the value of nurses working as a team to ensure quality patient care.

► Ebola

As you will recall the subject of Ebola preparedness and safety was the focus of much of our attention this year. Initially, I expressed my concern regarding the apparent lack of preparedness, and especially, the lack of communication to our members regarding any plans.

In October I met with the WRHA representatives who assured me that the equipment is in place and training has taken place for many of the nurses. I made the point to the WRHA

The Manitoba Nurses Union is in the midst of a research project on the prevalence of PTSD among nurses.

representatives that all nurses should be made aware of our readiness.

I also expressed concern that rural facilities did not appear to have been given the proper equipment or training to deal with Ebola. After touring, I was able to see firsthand that the equipment began flowing to the rural facilities and more training was taking place. I want to commend our Regional and Local leaders, as well as the LROs who have been involved in regular tele-conferences around Ebola preparedness.

At this same time, the CFNU, with input from our respective WS&H officers across Canada, developed a Policy Directive around Emergency Preparedness for the Ebola Virus. This document is available on the MNU website for all members to review. I am pleased to report that our employers have agreed (and implemented) almost all of the recommended protocols and procedures.

I will continue to make the point to all stakeholders that emergency preparedness and pandemic planning should be ongoing, and that in the future we must be proactive instead of reactive.



President Sandi Mowat observes Boundary Trails Health Centre's "donning and doffing," Ebola training

► PTSD and Nursing – The Experience of the Wounded Healer

In policy circles and the nursing profession itself, burnout and compassion fatigue have been accepted as an irrefutable fact, symptoms that few nurses escape. As nurses we are knowledgeable about the costs of burnout and impact on patient care, and as the nursing community we are well-versed about these phenomena. However, a little known fact and one that hasn't received much attention is that burnout and compassion fatigue are symptoms of Post-Traumatic Stress Disorder. In fact, some studies show that nurses are more likely to develop PTSD than military personnel, and that many under report their symptoms and suffer in silence.

The Manitoba Nurses Union is in the midst of a research project on the prevalence of Post-Traumatic Stress Disorder (PTSD) among nurses. We have been reviewing root causes and symptoms, which as the academic literature points out is manifested as burnout and compassion fatigue. In one study 98% of nurses with significant PTSD symptoms also tested positively for burnout, anxiety and depression.

This project has involved extensive reviews of existing research and literature on PTSD and nursing, surveys and focus groups with members, and speaking with our members about very difficult firsthand traumatic experiences.

This new information will advance our understanding and knowledge about burnout, and make it known that the work that is endlessly gratifying can also be deeply traumatizing. In order to address a problem, it first must be understood in its entirety, and this study will help MNU make continuous efforts to ensure our members receive the support they need to continue providing quality care we all depend on.

The report will contain recommendations in the areas of Presumptive Legislation, workplace initiatives and the importance of opportunities for self-care.

We will be releasing the full report with our findings at our 2015 AGM in April.

▶ Committees Negotiated in 2014

Joint Nursing Classification Committee

The Joint Nursing Classification Committee has representation from the MNU and employers and has been meeting monthly since September 2014. The committee is charged with developing standardized criteria to assess new classifications or requests for re-classifications. The goal is to standardize and reduce the number of classifications in the province; the number currently stands at several hundred different job titles and descriptions.

The committee has developed a process where either the employer, the union, individual nurses or groups of nurses can apply for re-classification of a current position. All new positions must be referred to the committee to ensure the classification is correct and in keeping with the standardization criteria.

Nurses who wish to propose re-classification are encouraged to contact the LRO assigned to their region for assistance in applying to the committee.

Joint Safe Patient Care Committee and the Collaborative Discussions to Optimize Patient Care Committee

The Joint Safe Patient Care Committee and the Collaborative Discussions to Optimize Patient Care Committee operate together as many of the issues discussed are closely related. Both committees meet on the second Friday of each month, with Joint Safe Patient Care in the morning and Collaborative Discussions in the afternoon. Some of the topics we have been discussing include the role of the charge nurse, nursing specialty areas such as OR and obstetrics. As president of the MNU, I co-chair these committees with an employer representative and report on the activities.

▶ Fourth International Conference on Violence in the Healthcare Sector

In October I had the honour of representing our members and the MNU at the Fourth International Conference on Violence in the Health Sector in Miami, Florida. Health care experts from over 30 countries around the world participated in the largest global conference dedicated to work-related aggression and violence in the health and social services sector.

“Violence is not in our job description”



President Sandi Mowat presents MNU's *Curbing Workplace Violence in Manitoba: Effective Lobbying for Regulatory Reform* at 4th International Conference on Violence in the Healthcare Sector



Janet Hazelton, President NSNU, Heather Smith, President UNA, Jane Sustrik, Vice-President UNA, Sandi Mowat, President MNU, Vicki McKenna, Vice-President ONA, Mona O'Shea, President PEINU

This year the focus of the conference was to target concrete and sustainable initiatives, projects and research aimed at combating violence in the health sector. The goal is to raise awareness and address the global problem of violence in the health sector.

The Manitoba Nurses Union's *Curbing Workplace Violence in Manitoba: Effective Lobbying for Regulatory Reform* was selected as an abstract presentation for the conference, and I had the honour of presenting our findings to an international audience.

The conference was a powerful forum to exchange knowledge, information and tried-and-true methods that make healthcare workers safe in their work settings. It was an opportunity to share information and methods that have proven to be successful in Manitoba, and perhaps, serve as a starting point for other countries to frame their OHS standards.

▶ CFNU Activities

National Pharmacare Program Presentation at Council of the Federation

In August CFNU nursing leaders from across Canada participated in a health care round table discussion at the Council of the Federation, an annual meeting of provincial and territorial Premiers.

During the discussion, held in Prince Edward Island, nursing leaders and experts expressed the need for a national pharmacare program in Canada.

Dr. Marc-Andre Gagnon, an Assistant Professor at the Carleton University's School of Public Policy and Administration, presented his report, *A Roadmap to a Rational Pharmacare Policy in Canada*, which demonstrated that the current hybrid prescription drug system is not working. According to Gagnon's report, the current system is unfair, inequitable and wastes vast amounts of money.

He pointed out major inefficiencies with the current system, including the fact that the current prescription drug coverage offered to Canadians is



MNU President Sandi Mowat with Premier Greg Selinger at the Council of the Federation health care round table discussion.

based on where they work or live, when it should be based on the individual's medical needs. In fact, Canadians pay among the highest per capita costs for prescription drugs, when compared to other OECD countries, and one in 10 are unable to fill their prescriptions.

Gagnon believes that if Canada offered first-dollar coverage, a universal pharmacare program would generate savings of 10 to 41 per cent on prescription drugs, which represents savings of up to \$11.4 billion per year, while simultaneously improving health outcomes.

He said that while a universal pharmacare program may not solve all the challenges we face, it will help to improve access, diminish costs, improve practices and ensure the continued sustainability of our health care system.

Polls show that the majority of Canadians agree with Gagnon, with 78 per cent in favour of the establishment of a universal pharmacare program.



MNU President Sandi Mowat with Premier Greg Selinger at the Council of the Federation health care round table discussion.

Canadian Labour Congress (CLC) Triennium

The CLC Triennium was held May 4 – 9, 2014, in Montreal, Quebec. The theme was "Together FAIRNESS WORKS."

I am pleased to report that MNU had 19 members as part of the almost 200 delegates from CFNU to the CLC convention in Montreal.

There was much debate and discussion on many issues, including the Health Accord, National Pharmacare, Mental Health, National Daycare and Migrant Workers, just to name a few.

On the third day of the convention, delegates elected Hassan Yussuff as the CLC's new President and Barbara Byers as its new Secretary-Treasurer, as well as Marie Clarke Walker and Donald Lafleur as Executive Vice-Presidents in contested elections.

There were 4837 delegates eligible to vote in Thursday elections at the CLC's largest ever convention.

National Health Minister's Meeting

On October 1, 2014, I met with leaders of the Canadian Federation of Nurses Unions (CFNU) and the Canadian Nurses Association (CNA) in Banff where we showed provincial and territorial health leaders the inextricable link between safe staffing, patient safety and quality care. The meeting took place at a round table briefing held during federal, provincial and territorial health ministers' meetings.



President Sandi Mowat with Health Minister, Erin Selby at National Health Minister's Meeting in Banff, Alberta

Nursing leaders presented information from national and international lessons, including examples from England's public inquiry into the relationship between safe staffing, patient safety and quality care.

We also discussed the need for the federal government to implement a national pharmacare strategy, and as nursing leaders we'd like to applaud the Health Minister's stance on supporting the national prescription drug plan. The meeting was very positive overall, and I believe as it's encouraging to see that our health ministers support the CFNU's research and understand that by lowering the cost of prescription drugs, we are improving the health of patients across Canada.



National Health Minister's Meeting in Banff, Alberta



Founding meeting of the Global Nurses United

► Global Nurses United

In September the Manitoba Nurses Union and the Canadian Federation of Nurses Unions (CFNU) made history as one of 14 countries and 18 national nurses unions to attend the founding meeting of Global Nurses United (GNU).

The meeting was represented by 25 Canadian delegates including MNU VP Donna McKenzie, Board member Dana Orr, and me.

Global Nurses United was created in 2013 to address the issues all nurses around the world dedicated to social justice have in common. Members of GNU work to protect their patients on many fronts, from bedside care to the environment. GNU was born from the idea that we are one planet, one people, dedicated to caring for each other.

The founding 14 countries that make up Global Nurses United are: Argentina, Australia, Brazil, Canada, Costa Rica, Dominican Republic, Guatemala, Honduras, Ireland, Israel, Philippines, South Africa, South Korea, and the United States. The group also welcomed five new countries to GNU today — Greece, Kenya, Uruguay, Paraguay and Taiwan.

At the first founding meeting, the group met in Las Vegas and discussed GNU developments, governance, future campaigns, and disaster relief efforts—including recognizing the Canadian Federation of Nurses Unions for donating \$33,000 to the fight against Ebola.

The Manitoba Nurses Union has enjoyed our success over the past 40 years because of the hard work and dedication of our activists. Provincial, Regional and local leaders have proven time and time again that our ability to mobilize our members has made us a force in this province.

For forty years we have advocated for nurses and patients. There were many difficult times but we always prevailed thanks to the heroic efforts of our members and staff.

Thank you!

MOTIONS ARISING FROM 2013 AGM

Ratification Vote Update

Delegates at the 2014 AGM passed the following resolution regarding our ratification process:

“That MNU investigate possible changes to the ratification process by looking at our sister and brother unions’ collective agreement ratification process, and further bring recommendations back to the membership at next year’s Annual General Meeting.”

Based on the results of the membership polling conducted by Viewpoints Research the majority of our membership are satisfied with the amount of information they receive during bargaining and they find the information provided following the tentative settlement useful in making their voting decision. Specifically 95.7% would prefer an email from the union featuring all of the highlights of the agreement.

Based on this information and a jurisdictional scan of other unions, both nursing and non-nursing, the following recommendations have been proposed to improve MNU’s ratification process:

1. Provide more accessible communication regarding the tentative agreement by putting both the highlights and the entire ratification package on the MNU Portal.
2. Bring regional/local/worksite Presidents together for a day long session on the tentative agreement to ensure that they are adequately prepared to present the package to their members.

MOTIONS ARISING CONTINUED

MNU Board Reconfiguration Recommendations as Endorsed by Board of Directors

At the 2014 Annual General Meeting, MNU was directed by delegates to devise solutions for reconfiguring our Board of Directors structure. A motion was passed at the AGM, after which the Executive began their work on the request to address the Board structure, given the 2012 amalgamation of 11 health regions into 5.

Currently, most rural employers are operating under the new structure, which is vastly different than MNU's Board of Directors.

The difference between the employers' and MNU's structure gives rise to issues, such as one Board member representing two regions. A new structure would aim to resolve issues of this kind. The Executive recognized that restructuring would impact the entire Board, which is why we consulted all Regional/Worksite Presidents and Local Presidents.

MNU conducted an online survey, which concluded on October 31, 2014, with a 54% completion rate. The survey was anonymous and a mixture of structured and open ended questions.

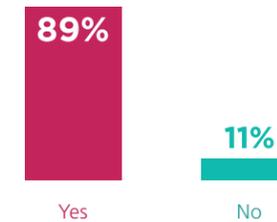
The issue of restructuring the Board of Directors is an important issue to 97.2% of respondents, with 49.3% indicating that the matter is somewhat important and another 48% indicating it is very important. 90% of feedback indicated that the new structure of the Board should be aligned with new Regional Health Authorities, as long as following considerations are taken into account.

3 out of 4 participants indicated that maintaining a balance between rural and urban areas is very important, and that regions get representation based on membership. Also, nearly 60% of participants support a possible reduction in representatives for some regions, as they see it as a necessary part of the process.

MNU conducted an online survey, which concluded on October 31, 2014

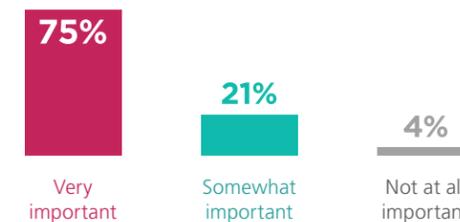
Do you agree that the Board of Directors should change to align with the structure of new Regional Health Authorities?

71 answered, 5 skipped



How important is it that the Board of Directors structure is balanced between rural and urban areas?

71 answered, 5 skipped



Reconfiguring the Board's structure could lead to a reduction in representatives for some regions. Are you opposed to this possibility or do you think it may be a necessary part of the process?

71 answered, 5 skipped



This feedback gives us essential information that has helped MNU to make the following recommendations for restructuring the Board:

Board of Directors Structures Across Canada

BCNU

25 member board, known as the Provincial Council, consisting of 16 regions and 20 regional reps on the Board. Each region has its by-laws and meets at least 3 times per year.

UNA

25 member Board, including 21 District Representatives who represent 5 districts with differing numbers of locals in each.

SUN

12 member Board, consisting of 7 regional representatives and 2 hospital representatives, one each from Regina and Saskatoon. The 7 regions have 30 districts, and each district has its council with and executive and by-laws.

ONA

7 member Board, consisting of 1 Regional Vice President from each of ONA's 5 regions.

NBNU

7 member Board, which includes bargaining unit reps from hospitals, community, nursing homes and managers and supervisors.

NSNU

10 member Board, which includes 4 Regional representatives and three sectoral reps from LTC, LPNS/Graduates and Community Care.

PEINU

10 member Board, each Local of the union elects one representative to sit on the Provincial Board of Directors.

► Current Board Structure

Based on December 2014 MNU calura numbers.

	Board Members	Union Members
Former Assiniboine Region	2	873
Former Brandon Region	2	974
Former Central Region	2	926
Former Churchill/Burntwood Region	1	327
Former Interlake Region	1	610
Former Norman Region	1	314
Former Parkland Region	1	471
Former Eastman Region	1	426
	11	
Winnipeg Long Term Care	1	1131
Winnipeg Community and Health Care	1	885
Winnipeg Hospitals:		
Grace Hospital	1	472
Victoria General Hospital	1	404
Concordia Hospital	1	406
Seven Oaks Hospital	1	573
Health Sciences Centre	2	2541
St. Boniface Hospital	2	1373
Riverview Health Centre	1	240
Misericordia	1	270
	12	
Total Board Members	23	

► Board Structure Effective May 2015

THE BOARD OF DIRECTORS AMENDED BY-LAW NO.1 AS PER ARTICLE 5.07 BY RENAMING THE REGIONS AS PER THE AMALGAMATION IN 2012 AND DELETING THE EASTMAN REGIONAL REPRESENTATIVE, EFFECTIVE MAY 1, 2015. THE BY-LAW AS AMENDED IS INCLUDED IN THIS REPORT FOR RATIFICATION/AMENDMENT OR REJECTION AT THIS AGM.

	Board Members	Union Members
Northern	2	641
Southern	2	1352
Prairie Mountain Health	5	2318
Interlake-Eastern	1	849
	10	
Winnipeg Long Term Care	1	1131
Winnipeg Community and Health Care	1	885
Winnipeg Hospitals:		
Grace Hospital	1	472
Victoria General Hospital	1	404
Concordia Hospital	1	406
Seven Oaks Hospital	1	573
Health Sciences Centre	2	2541
St. Boniface Hospital	2	1373
Riverview Health Centre	1	240
Misericordia	1	270
	12	
Total Board Members	22	

► MNU Board Recommendation

Please see page 28 of the Resolutions & Constitutions Committee Report for the amended by-law.

	Board Members	Union Members
Northern	2	641
Southern	2	1352
Prairie Mountain Health	3	2318
Interlake-Eastern	1	849
	8	
Winnipeg Long Term Care	1	1131
Winnipeg Community and Health Care	1	855
Winnipeg Hospitals:		
Grace Hospital & Victoria General Hospital	1	876
Concordia Hospital & Seven Oaks Hospital	1	979
Health Sciences Centre	2	2541
St. Boniface Hospital	2	1373
Riverview Health Centre & Misericordia	1	510
	9	
Total Board Members	17	

DIRECTOR OF OPERATIONS REPORT

Monica Girouard

I am a new addition to the MNU staff assuming the role previously held by Janice Grift who left early in 2014.

My role is to ensure that the appropriate human, financial and physical resources are in place for the organization to achieve the goals set by the membership.

In order to provide a reliable stream of operating funds to the worksites, locals and regions, we are implementing a new method of returning the dues collected in the Provincial Office to the worksite. At the beginning of each month we will be advancing 1/12 of the previous year's dues to the worksites/regions/local. A reconciliation will be done annually based on June's actual amounts and an adjustment payment will be made subsequently.

As the CPA designation is adopted in Manitoba, some public accounting services will be restricted to CPAs only. This includes audits, reviews and compiling financial statements. Other financial service workers such as bookkeepers will no longer be able to offer these specific public accounting services. This will have an effect on non-profit organizations as the fees to perform audit or review could be prohibitive for some of the smaller locals. The accounting department will be travelling out to local/worksites and attending educational workshops to meet with the treasurers to implement a different process.

I look forward to meeting with many members to discuss how we can be more proactive in meeting the operational needs of the MNU. I would also like to take this opportunity to thank all of the staff and Board who have made me welcome at the MNU.

DIRECTOR OF COMMUNICATIONS & GOVERNMENT RELATIONS REPORT

Bill Crawford

Our "Communications Unit" — Communications, Research and Education/Professional Practice — has been hard at work this year in a number of targeted areas in addition to the usual day to day work of providing service to the membership in their areas of expertise.

We have been focused on our PTSD research and the resulting communications and education components. This promises to have a significant impact on the way nurses with PTSD are treated by employers and in legislation. We saw the impact of our work on Violence in the Workplace and are hopeful that government will be equally responsive.

In the area of communications, we have been particularly focused on improving our Social Media reach and are pleased with the upcoming "This Is Nursing" advertising campaign which shows the work that nurses do throughout our province — acute, long-term care and in the community.

Many thanks to the dedicated staff: Emily Doer (Communications Officer), Mikaela Brooks (Research), Debbie Winterton (Professional Practice & Education Officer), and Katrina Profeta (Communications Assistant) who work tirelessly to make sure nurses are supported in the work that they do. Thank you!

Here are a few highlights of the work we do:

► Research

Our work in the study of PTSD has been the major focus of our Researcher, however, continuing to provide information for our President in the area of workplace violence continues to be a priority. Research on WSRs, NACs, and support in the development of public and membership polling are an integral part of the job. Information provided during our last round of Central Table Bargaining was invaluable in supporting the work of the PCBC.

► Membership Cards

Plans have been underway over the 2014 calendar year to roll out the new personalized plastic MNU membership cards by spring 2015. I am pleased to report that the new cards are on schedule and will be sent out to existing members in the first week of May.

► Social Media

We continue to expand our social media reach each week as we engage new and existing members in conversations on both Twitter and Facebook. We have seen a steady increase in Facebook page "likes," with over 400 new page likes over the last year.

As our Facebook network grows, the demographics of our audience stay relatively similar. Recent numbers show that the male demographic remains at 15 per cent, as does the female demographic at 85 per cent.

#ThrowbackThursday

To promote the 40th Anniversary and the AGM photo gallery, in January we launched “#ThrowbackThursday” or “#TBT.” Each week an MNU photo that was taken over the last 40 years is posted on our Facebook page with a general description or clue. We’ve asked members to share the photo with friends, colleagues and fellow members, to identify anyone they can in the photo, or share a personal memory. We have seen a steady increase in member engagement including comments, likes and shares from this social media initiative.

Though demographic data is not readily available for Twitter, we see a steady increase of approximately two new followers per week. We continue to engage in conversations with nurses, nursing students, our CFNU counterparts, and health related organizations. This information is positive feedback for MNU as we continuously assess our messaging and our ability to reach our desired target audience.

#MNUtour2014

We have been using both Twitter and Facebook to promote the President’s Tour, and keeping members informed on Sandi’s journey to facilities across the province. In October we introduced a new hashtag, “#MNUtour2014,” which is used in each of Sandi’s tour tweets and is included in the MNU Facebook posts. This has made it even easier for our members to keep up to date with everything happening on tour.

► Front Lines

Over the 2014 calendar year we released five issues of the Front Lines Magazine. Every issue is mailed out to each member, and the PDF is saved on the MNU website for those who would like to visit the archives. Some features this year were:

- Issue 1 – St. Boniface State of Emergency
- Issue 2 – Importance of Mentorship
- Issue 3 – AGM Recap and A Snapshot of LTC in Manitoba
- Issue 4 – Newly Negotiated Group Self-Scheduling Promotes Work Life Balance
- Issue 5 (Special 20 page issue) – PTSD and Nursing – The Experience of Wounded Healers

► Education

Administration of a Local

The Administration of a Local is a 2-day workshop intended for new Local/Worksite Leaders to enhance their leadership skills and equip them with tools to carry out their responsibilities in their locals and worksites. Two sessions were offered in 2014. The April session in Brandon had 20 participants. The Winnipeg session held in June had 33 participants and a waiting list. There are three “Administration of a Local” sessions in 2015 in order to accommodate more members. The dates are: April 15 & 16 in Winnipeg; May 13 & 14 in Brandon; May 28 & 29 in Winnipeg. Application packages were sent to local/worksite and regional presidents and information is also available on the members’ portal of the MNU website.

Prairie Labour School 2014

The CFNU Prairie Labour School was held in Manitoba (a first) on June 10-12th, 2014, at the Fort Garry Hotel and Conference Center. 170 participants from United Nurses of Alberta, Saskatchewan Union of Nurses and Manitoba Nurses Union attended. 67 MNU members were in attendance. The workshops offered were “The Future of Medicare,” “Psychological Health and

Safety Standards,” “Pensions Are Under Attack-Fight Back,” “Representing Members With Mental Illness,” and a Canadian Labour Congress workshop on “Membership Engagement.” It was a fun and valuable learning experience. MNU member Rasia Zegalski from Worksite #50 Shoal Lake was the recipient of the CFNU Glenna Rowsell Book Award.

MNU Education Conference

The Manitoba Nurses Union education logo “Learn and Lead” made its debut at the 2014 MNU Education Conference September 22 – 24 held at Lakeview Hecla Resort. 139 members from 63 locals/worksites attended one or two of the six courses offered. Returning courses were “New to MNU,” “The Unionized Nurse and the Law,” “Grievance and Arbitration,” “You’ve Got the Power – Now Use It” and “Money, Meetings and Minutes.” The course “Collective Bargaining” had not been offered for a few years and was very well received.

General feedback from participants indicates that members want education related to professional challenges, dealing with management and practical examples from their workplaces. The 2015 Education Conference will be held September 28 to 30 at the Keystone Centre in Brandon and the venue has a capacity for 200 participants. This year’s program will offer some new and advanced courses. Specific funding for first time participants will continue, but these participants will choose from the offered courses, rather than a “New to MNU” course. On-line information and registration packages will be available in April. Deadline for receipt of applications is June 19, 2015.

► CFNU Activities

CFNU Intergenerational Study

MNU will be participating in a CFNU intergenerational study. We will be recruiting volunteers from our membership to participate in one of two focus groups at our Annual General Meeting. The focus groups are part of the CFNU study intending to understand the distinct career experiences, expectations and needs of nurses at different stages of their career (early career and mid-late career).

DIRECTOR OF LABOUR RELATIONS REPORT

Kirsten Andersson

As always, it has been a busy year for labour relations staff. We spent the first part of 2014 concluding and ratifying the current collective agreement. Since then we have been working to finalize and implement the new provisions as well as preparing to print and distribute the new collective agreements. Other highlights from 2014 are:

Labour Board Matters

We certified the nurses at St. Joseph's Personal Care Home in October and I hope to be able to report a first agreement at the Annual General Meeting. We received an imposed first agreement for the nurses at Horizon Occupational Health Solutions (formerly Morneau-Sheppel) in January 2015. Golden Links first agreement was ratified in 2014.

The Manitoba Labour Board unveiled proposed changes to the rules of procedure regulation to take effect in 2015. These are the first changes to be proposed since 1988. The proposed rules tighten timelines and formalize a case management approach to certain cases.

National Negotiators

I was able to meet with my counterparts from other provinces twice this year and as always come away from those meetings having benefited from new perspectives and collective wisdom. Manitoba will be hosting the meeting in September 2015.

United Nurses of Alberta, Registered Nurses Union of Newfoundland and Labrador and most nurses represented by the Ontario Nurses Association have settled into 2016 and 2017. Saskatchewan Union of Nurses, New Brunswick Nurses Union, Nova Scotia Nurses Union and Prince Edward Island Nurses Union are all at various stages of negotiations. I will report further at the Annual General Meeting.

Manitoba Council of Health Care Unions

The Manitoba Council of Health Care Union is comprised of the Canadian Union of Public Employees and The Manitoba General and Government Employees Union, The International Union of Operating Engineers, two locals of the United Food and Commercial Workers, The Public Sector Alliance of Canada and of course the Manitoba Nurses Union. The committee meets quarterly to discuss labour relations issues related to health care. Representatives from the WRHA attend regularly to address union/management issues. At the strategic planning session held in May 2014, several new ad hoc sub-committees were formed and several existing sub-committees were re-constituted. The Workplace Health and Safety committee will be meeting regularly with employer representatives. The negotiators sub-committee meets quarterly to keep each other apprised of bargaining trends and emerging issues.

Grievance Trends

There were 217 grievances filed in 2014 and there were 322 grievances carried over from 2013. 276 grievances were resolved satisfactorily and 50 were withdrawn or closed. There were no arbitration awards received in 2014. LEAP claims are up slightly from sixty-one to sixty-four for 2014.

Grievance Investigation Process

On September 1, 2014, we officially embarked on the grievance investigation process agreed to in the most recent round of negotiations. Through his process we have realized some cost savings and have been able to have grievances

heard much more quickly. The average time between the date the grievance is referred and the initial meeting is approximately forty calendar days. From September 1 – December 31, 2014, we referred seventeen grievances to GIP. Of those seventeen, we achieved a negotiated settlement in seven cases. We have received a written opinion in nine cases and are awaiting a written opinion on a grievance filed in 2014. Once a written opinion has been received, one or both of the parties may still refer the case to arbitration if either or both disagree with the Grievance Investigator.

Separate Table Bargaining

At the beginning of 2015 we have applied for conciliation for all Extendicare, Nishichawayasihk, Norway House Cree Nation and Pinoaw Wachi. Canadian Blood Services will be meeting in February 2015, All Revera, River East PCH, Tudor House, St. Adolphe and St. Norbert have all ratified.

Workplace Safety and Health

During the last eighteen months the MNU provincial office completed nine full day Workplace Safety and Health sessions called Health and Safety 101: Building a Safer Workplace. It was an ambitious schedule that we completed in the spring of 2014. The training sessions included approximately 200 Workplace Safety and Health Committee members, Local/Worksite Presidents and MNU Board members. These courses also gave the Provincial Office some further understandings of some of the challenges our members face every day while providing safe patient care.

During contract interpretation sessions in the fall of 2014, LROs and WSH Officer provided an enhanced WSH section to emphasize the significant effort and progress made in the areas of WSH in the last round of bargaining and are now entrenched within articles 7 and 7A of our Collective Agreements.

In 2014, the MNU has challenged some long standing WSH practices that do not meet legislative requirements. We continue to make efforts to work with the other healthcare unions within the province to attempt to achieve consistent application when it comes to Workplace Safety and Health.

Worker's Compensation Appeals

There are 70 open appeal files. Several files are in the queue waiting to be heard by a medical review panel and one case is being sent to judicial review. We have been monitoring the employer's practices regarding those files where the employer initiates the appeal. As well, WCB staff have been active in participating in provincial committees charged with reviewing WCB processes and procedures.

Labour Relations Staff

In 2014 we bid a reluctant farewell to Debbie Stewart and welcomed Mary Lou Cherwaty in January, 2015.

Thanks goes out to Labour Relations Officers whose skill and dedication does not go unnoticed by members of MNU and the labour relations community in Manitoba. I am proud to be associated with all of you.

I would like to extend my thanks to all who make this work exciting and challenging. It is a privilege to represent the nurses of this province and I wish you all the best.

NOMINATIONS COMMITTEE REPORT

Amanda Bouchard, Chairperson | Kathy Nicholson | Lana Penner

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 & By-Laws.

As per the MNU Constitution & By-Laws, 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, 2015. Nominations can only be received from the floor of the Annual General Meeting, if there are no nominations prior to the January 31st deadline:

HSC Nurses Local 10:

- ▶ Cheryl Lange

Riverview Nurses Local 1a:

- ▶ Dana Orr

St. Boniface Nurses Local 5:

- ▶ Sheila Holden

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.

All Board nominations and resumes submitted were accepted by the Nominations Committee. The nominees are:

Interlake-Eastern Region (one member for election):

- ▶ Kathy Nicholson
- ▶ Lena Robertson

Prairie Mountain Region (two members for election):

- ▶ Karen Taylor
- ▶ Karen Cleaver
- ▶ Val Wotton

Southern Region (one member for election):

- ▶ Dorothy Pasowisty
- ▶ Tracy Bassa

Elections for these positions were to be held at each Local/Worksite Annual Meeting with ballots to be forwarded to MNU office for counting by April 6, 2015.

Donna McKenzie has been re-elected by acclamation to the position of MNU Vice-President for the term of May 1, 2015 to April 30, 2017.

Holly Cadieux has been re-elected by acclamation to the position of MNU Secretary-Treasurer for the term of May 1, 2015 to April 30, 2017.

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, 2015. The following has been declared elected by acclamation to the MNU Board of Directors for the term May 1, 2015 to April 30, 2017:

Northern Region:

- ▶ Darlene Jackson

Winnipeg Community & Health Care Region:

- ▶ Julie Lackner

Grace Nurses Local 41:

- ▶ Karen Cannell-Jamieson

DISCIPLINE COMMITTEE REPORT

Cathy Jensen, Chairperson | Anne Boyd | Kathy Nicholson

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

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

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

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

PCBC REPORT

The Central Table Agreement was ratified April 30, 2014 by a vote of 91%. The Provincial Collective Bargaining Committee (PCBC) held its debriefing meeting following the ratification of the Central Table Agreement. At this meeting the committee reviewed and updated all negotiations policies in the MNU Handbook in preparation for the next round of bargaining. Membership polling indicates that the vast majority of members are pleased with the contract and thought that it addresses their priorities. Members said the PCBC made a good effort during the negotiations.

Congratulations to the 2014 Provincial Collective Bargaining Committee!

The committee discussed the following motion from the 2014 AGM regarding the structure of the PCBC:

“That MNU review the Regional Representatives on PCBC with a view to reflect the newly amalgamated regions.”

“That the motion be referred to existing PCBC to review and make recommendations to members at the 2015 Annual General Meeting.”

The committee recommended to the Board of Directors that action on the motion be deferred to the 2016 Annual General Meeting in preparation for the next round of bargaining.



Provincial Collective Bargaining Committee

RESOLUTIONS & CONSTITUTION COMMITTEE REPORT

Kim Fraser, Chairperson | Bluma Levine | Dana Orr

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.

Submission of Resolutions for the Provincial AGM

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

All resolutions received by the published deadline will be included in the Annual Report for mail out to all members. Members are strongly encouraged to submit resolutions prior to the deadline in order to allow Locals and/or Worksite Units and Regional Locals the opportunity to discuss them fully prior to the Annual General Meeting.

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

Resolutions submitted after 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.

Submission of Amendments to the MNU Constitution & By-Laws for the Provincial AGM

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

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

As per ARTICLE 20 – AMENDMENTS of the MNU Constitution & By-Laws

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

As per ARTICLE 5 – POWERS OF THE BOARD of the MNU Constitution & By-Laws

5.07 The Board shall have full power to pass or amend By-Laws, which shall remain in effect only until the next meeting of the Union at which time any such By-Laws or amendments shall be ratified, amended or rejected.

There were two (2) Resolutions and two (2) By-Law Amendments submitted prior to the printing of this report; no constitutional amendments were submitted.

Resolution #1

WHEREAS, the Nominations Committee is responsible for the nomination and the conduct of elections of the Board Members, and shall submit a report of their work at each Annual Meeting; and

WHEREAS, the Nominations Committee is responsible for the nomination and the conduct of elections of the Executive Officers at the Annual Meeting; and

WHEREAS, the Nominations Committee is responsible for the nomination and the conduct of elections of the Provincial Collective Bargaining Committee (PCBC), and shall submit a report of their work to the Board of Directors.

THEREFORE BE IT RESOLVED THAT, the Nominations Committee of the Manitoba Nurses Union be known as the Nominations and Elections Committee, effective immediately.

Moved by: Nominations Committee

Financial Implications: None.

Resolution #2

WHEREAS, there has been a significant increase in Local / Worksite Presidents’ work demands and workload; and

WHEREAS, Local / Worksite Presidents have noted significant increases in meetings such as ASAP, discipline, return to work, short notice meetings representing nurses. Also an increase in emails, texts and phone inquiries from membership; and

WHEREAS, Local / Worksite Presidents need assistance with the increased workload associated with being union Activists in the current demanding and volatile atmosphere.

THEREFORE BE IT RESOLVED THAT, the Executive Committee of the Manitoba Nurses Union review the current formula for determining President’s Days Entitlement with a view to increasing the number of days allotted to Local / Worksite Presidents.

BE IT FURTHER RESOLVED THAT, the Executive Committee provide their report at the November 2015 Board meeting.

Moved by: Kellee Stewart-Schuff, President, Grace Nurses Local #41

Seconded by: Shawna Castillo, President, Victoria Nurses Local #3

Financial Implications: To be determined.

PROPOSED AMENDMENT TO BY-LAW NO. 1 – REGIONS

Moved by:
MNU Board of Directors

Current wording with strike out:

BY-LAW NO. 1 – REGIONS

- A. The Province of Manitoba shall be divided into ~~eleven (11)~~ Regions based upon the various employment regions and other factors to be determined by the Board.
- B. The approximate geographic boundaries of each Region are shown on a map attached hereto.
- C. Notwithstanding the geographic boundaries, each Region shall contain such Locals as the Board may from time to time decide to place in such Region.
- D. The Board shall consist of ~~twenty-six (26)~~ members, being three (3) officers and ~~twenty-three (23)~~ regional representatives, chosen as follows:

Region	Regional Reps on Board of Directors
Assiniboine	2
Brandon	2
Central	2
Churchill / Burntwood	4
Eastman (includes North & South)	4
Interlake	4
Norman	4
Parkland	4
Winnipeg Community & Health Care	1
Winnipeg Long Term Care	1
Winnipeg Hospital Region*	10
Total	23

*Within the Winnipeg Hospital Region:

Concordia	1
Grace	1
Health Sciences Centre	2
Misericordia	1
Riverview	1
St. Boniface	2
Seven Oaks	1
Victoria	1

- E. All Board members shall be elected for a term of two (2) years to fill existing vacancies, which term shall be staggered so that approximately one-half (1/2) of the Board shall be elected each year.

THE BOARD OF DIRECTORS AMENDED BY-LAW NO.1 AS PER ARTICLE 5.07 BY RENAMING THE REGIONS AS PER THE AMALGAMATION IN 2012 AND DELETING THE EASTMAN REGIONAL REPRESENTATIVE, EFFECTIVE MAY 1, 2015. THE BY-LAW AS AMENDED IS INCLUDED IN THIS REPORT FOR RATIFICATION/ AMENDMENT OR REJECTION AT THIS AGM.

- ▶ AMEND BY STRIKING OUT IN "A," ELEVEN (11) AND INSERTING SEVEN (7);
- ▶ AND IN "D" STRIKING OUT TWENTY-SIX (26) AND INSERTING TWENTY-TWO (22); (the total reps becoming 22);
- ▶ AND ALSO BY STRIKING OUT THE FOLLOWING NAMES OF REGIONS IN "D," ASSINIBOINE, BRANDON, CENTRAL, CHURCHILL/BURNTWOOD, EASTMAN (INCLUDES NORTH AND SOUTH), INTERLAKE, NORMAN, PARKLAND AND INSERTING INTERLAKE-EASTERN, NORTHERN, PRAIRIE MOUNTAIN AND SOUTHERN.

If adopted, will read:

BY-LAW NO. 1 – REGIONS

- A. The Province of Manitoba shall be divided into seven (7) Regions based upon the various employment regions and other factors to be determined by the Board.
- B. The approximate geographic boundaries of each Region are shown on a map attached hereto.
- C. Notwithstanding the geographic boundaries, each Region shall contain such Locals as the Board may from time to time decide to place in such Region.
- D. The Board shall consist of twenty-five (25) members, being three (3) officers and twenty-two (22) regional representatives, chosen as follows:

Region	Regional Reps on Board of Directors
Interlake-Eastern	1
Northern	2
Prairie Mountain	5
Southern	2
Winnipeg Community & Health Care	1
Winnipeg Long Term Care	1
Winnipeg Hospital Region*	10
Total	22

*Within the Winnipeg Hospital Region:

Concordia	1
Grace	1
Health Sciences Centre	2
Misericordia	1
Riverview	1
St. Boniface	2
Seven Oaks	1
Victoria	1

- E. All Board members shall be elected for a term of two (2) years to fill existing vacancies, which term shall be staggered so that approximately one-half (1/2) of the Board shall be elected each year.

Rationale: To be consistent with the amalgamation of the rural RHAs.

Financial Implications: None.

AS PER BOARD RECOMMENDATION ON PAGE 14.

- ▶ AMEND BY STRIKING OUT IN "D" TWENTY-FIVE (25) AND INSERTING TWENTY (20) AND STRIKING OUT TWENTY-TWO AND INSERTING SEVENTEEN (17); (the total reps becoming 17);
- ▶ AND ALSO IN "D" BY COMBINING THE FOLLOWING NAMES WITHIN THE WINNIPEG HOSPITAL REGIONS AS FOLLOWS: CONCORDIA/SEVEN OAKS; AND GRACE/VICTORIA; AND MISERICORDIA/RIVERVIEW.
- ▶ AND INSERTING "F."

If adopted, will read:

BY-LAW NO. 1 – REGIONS

- A. The Province of Manitoba shall be divided into seven (7) Regions based upon the various employment regions and other factors to be determined by the Board.
- B. The approximate geographic boundaries of each Region are shown on a map attached hereto.
- C. Notwithstanding the geographic boundaries, each Region shall contain such Locals as the Board may from time to time decide to place in such Region.
- D. The Board shall consist of twenty (20) members, being three (3) officers and seventeen (17) regional representatives, chosen as follows:

Region	Regional Reps on Board of Directors
Interlake-Eastern	1
Northern	2
Prairie Mountain	3
Southern	2
Winnipeg Community & Health Care	1
Winnipeg Long Term Care	1
Winnipeg Hospital Region*	7
Total	17

*Within the Winnipeg Hospital Region:

Concordia / Seven Oaks	1
Grace / Victoria	1
Health Sciences Centre	2
Misericordia / Riverview	1
Riverview	4
St. Boniface	2
Seven Oaks	4
Victoria	4

- E. All Board members shall be elected for a term of two (2) years to fill existing vacancies, which term shall be staggered so that approximately one-half (1/2) of the Board shall be elected each year.

- F. For the purposes of transition, to maintain the staggering of two year terms, the following shall apply on a one time basis only. In the 2016 election year, all Board Terms will expire April 30, 2016, and the Board will be elected as follows:

▶ One-Year Term to Expire April 30, 2017:

Winnipeg Community & Health Care	1 Rep.
Health Sciences Centre	1 Rep.
St. Boniface	1 Rep.
Prairie Mountain	1 Rep.
Southern	1 Rep.
Northern	1 Rep.
Concordia / Seven Oaks	1 Rep.
Grace / Victoria	1 Rep.

▶ Two-Year Term to Expire April 30, 2018:

Winnipeg Long Term Care	1 Rep.
Health Sciences Centre	1 Rep.
St. Boniface	1 Rep.
Prairie Mountain	2 Reps.
Southern	1 Rep.
Northern	1 Rep.
Interlake-Eastern	1 Rep.
Misericordia / Riverview	1 Rep.

Rationale: THAT the MNU Executive Committee, in consultation with Worksite, Local and Regional Presidents conduct a review of the current structure of the MNU Board of Directors with recommendations to be brought to the 2015 Annual General Meeting.

Financial Implications: None.

Nursing Workload/Staffing

REPORT COMMITTEE

The Nursing Workload/Staffing Report Committee began meeting with employer group in October 2014, and monthly meetings have been scheduled until the end of 2015. Areas of concern identified include: forms not meeting the needs of long term, community and acute care nurses—forms being filled out despite the issue being resolved with the out of scope manager—and lack of education regarding how to fill out the form and that data collection/tracking of data is difficult with the current forms.

The form is cost shared between MNU and the employer, therefore input from both parties is required for any changes. Both parties agreed that a survey should be done. The survey template was created and was sent out to MNU members in late March, and the employer group was scheduled to be sent out at the same time. The random survey group was divided equitably between long term, community and acute care nurses. The deadline for responses to the survey was April 10, and further information will be provided at the 2015 AGM.

Once the results have been reviewed the committee will address a separate long term care form and review the community form. There has been some early discussion about the feasibility of online forms and we will continue to work out these details moving forward.

The committee includes representatives from the LRS and the employer as well as the following MNU representatives: Donna McKenzie (Co-chair), Diana Martinson, Dan Kushneryk (LRO Advisor), Debbie Winterton (Professional Practice and Education Officer), Mikaela Brooks (Researcher), Monica Girouard (Director of Operations).

FINANCE COMMITTEE REPORT

The Financial business of the 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 a numeric representation of the MNUs activities as presented in the narrative report.

The majority of the provincial operating revenue is derived from the membership dues (\$26.00 per bi-weekly pay period for full/part time or casual nurses in any pay period worked). Dues and special assessments are set by the membership at the AGM. Interest and dividends on investments provide for other sources of revenue.

The 2014 year-end review financial statements are reflective of the priorities and activities of the 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 services of the MNU as well as education by way of Admin of a Local (in three locations this year — one session in Brandon and two sessions in Winnipeg), and funding first time attendees to the AGM, Education Conference and Prairie Labour School.

Through strong return on investments and maintaining a high level of fiscal responsibility to the membership, we are able to allocate the surplus from the 2014 budget equally into Negotiations and Strike Defence Fund.

► The 2015 Reallocation

The 2015 Reallocation is based on the 2014 actual income and expenditures from 2014. We have reallocated to the Negotiations line to cover the costs of the printing of the Collective Agreements. As Education is a priority for the membership, we have increased the education line to enable us to provide our members with access to the Education Conference as well as Admin of a Local. All other lines have been carefully reviewed to enable the MNU to continue to provide a high level of service to the membership in a fiscally responsible way while still maintaining a positive balance.

The 2015 Reallocation was endorsed by the Board.

► The 2016 Forecast

The 2016 forecast is reflective of the 2015 reallocation. Any changes to the lines are determined based on the projected activities of the Union during the 2016 year. As always we continue to monitor the budget lines to ensure we can provide education and services to our membership while being able to maintain a positive balance.

Manitoba Nurses Union

STATEMENT OF REVENUE & EXPENDITURES

	2014 Reallocated	2014 Actual	2015 Forecast	2015 Reallocated	2016 Forecast
Revenue					
► MNU Provincial Dues	7,774,000.00	7,906,113.00	7,774,000.00	7,909,200.00	7,909,200.00
► Less Dual Dues Refunds	- 110,000.00	- 114,965.00	- 110,000.00	- 115,000.00	- 115,000.00
► Net Dues Revenue	7,664,000.00	7,791,148.00	7,664,000.00	7,794,200.00	7,794,200.00
► Interest and Dividends	140,000.00	293,470.00	140,000.00	175,000.00	175,000.00
► Transfer from Negotiations Fund	1,000,000.00		70,000.00	200,000.00	
Total Operating Revenue	8,804,000.00	8,084,618.00	7,874,000.00	8,169,200.00	7,969,200.00
Expenditures					
► Office Support	690,500.00	605,450.00	658,500.00	649,200.00	649,200.00
► Democratic Process	1,051,500.00	992,530.00	990,500.00	1,178,000.00	1,133,000.00
► Membership Services	2,785,000.00	2,211,570.00	1,755,000.00	1,950,000.00	1,755,000.00
► Affiliations	349,500.00	341,060.00	483,500.00	456,350.00	366,600.00
► Outreach & Solidarity	53,000.00	46,855.00	53,000.00	47,500.00	47,500.00
► Administrative Support	3,745,000.00	3,707,230.00	3,815,000.00	3,805,000.00	3,935,025.00
► Amortization of Capital Assets	125,000.00	77,400.00	115,000.00	80,000.00	80,000.00
Total Expenses	8,799,500.00	7,982,095.00	7,870,500.00	8,166,050.00	7,966,325.00
Net Income	4,500.00	102,523.00	3,500.00	3,150.00	2,875.00

MNU BOARD MEMBER EXPENSES

	Salary & Wages	Per Diem	ACCOM	Mileage/Travel	BRD Development	Honorarium	Printers
▶ President	\$137,252.00	\$2,737.75	\$1,593.00	\$19,424.22			
▶ Vice President	\$8,976.15	\$680.00	\$1,845.00	\$4,342.65		\$750.00	\$100.00
▶ Treasurer	\$5,984.10	\$783.84	\$1,968.00	\$5,279.00	\$268.55	\$750.00	
	\$152,212.25	\$4,201.59	\$5,406.00	\$29,045.87	\$268.55	\$1,500.00	\$100.00
Regions							
▶ Assiniboine	\$4,577.43	\$855.00		\$2,094.98		\$750.00	\$100.00
	\$6,968.03	\$30.00	\$389.85	\$711.94	\$1,899.43	\$750.00	\$100.00
	\$11,545.46	\$885.00	\$389.85	\$2,806.92	\$1,899.43	\$1,500.00	\$200.00
▶ Brandon	\$1,838.61	\$105.00	\$159.64	\$623.20	\$254.00	\$750.00	\$100.00
	\$1,506.41	\$285.00	\$299.75	\$500.27	\$1,532.66	\$750.00	\$100.00
	\$3,345.02	\$390.00	\$459.39	\$1,123.47	\$1,786.66	\$1,500.00	\$200.00
▶ Central	\$4,117.06	\$655.00	\$239.46	\$1,241.48	\$274.80	\$750.00	\$100.00
	\$1,342.85	\$135.00	\$478.92	\$1,720.19	\$1,006.18	\$750.00	\$100.00
	\$5,459.91	\$790.00	\$718.38	\$2,961.67	\$1,280.98	\$1,500.00	\$200.00
▶ Churchill/Burntwood	\$218.70	\$380.00	\$1,009.11	\$2,743.78	\$300.00	\$750.00	\$100.00
▶ Eastman (North & South)	\$2,754.35		\$159.64	\$1,074.65	\$2,282.85	\$750.00	\$100.00
▶ Interlake	\$5,730.61	\$85.00	\$59.33	\$1,304.18	\$2,119.71	\$750.00	\$100.00
▶ Norman	\$7,075.22	\$930.00		\$4,782.11	\$3,659.09	\$750.00	\$100.00
▶ Parkland	\$2,809.30	\$312.92	\$159.64	\$1,222.72		\$750.00	\$100.00
	\$669.28	\$225.00	\$192.96	\$716.78	\$909.56	\$750.00	\$100.00
	\$3,478.58	\$537.92	\$352.60	\$1,939.50	\$909.56	\$1,500.00	\$200.00
▶ Concordia	\$999.93	\$30.00				\$500.00	\$100.00
▶ Grace	\$1,525.20	\$41.87		\$588.98	\$332.37	\$500.00	\$100.00
▶ Health Sciences Centre	\$625.38			\$545.49	\$1,226.72	\$500.00	\$100.00
				\$58.32			
	\$1,473.35	\$30.00		\$45.83		\$500.00	\$100.00
	\$2,098.73	\$30.00		\$649.64	\$1,226.72	\$1,000.00	\$200.00
▶ Misericordia	\$262.46					\$500.00	\$100.00
						\$500.00	\$100.00
	\$262.46					\$1,000.00	\$200.00
▶ Riverview Nurses	\$4,781.87	\$45.00		\$365.50	\$2,682.17	\$500.00	\$100.00
▶ St. Boniface	\$3,624.13	\$30.00		\$357.00	\$1,181.58	\$500.00	\$100.00
	\$2,148.02	\$15.00		\$323.03	\$1,021.69	\$500.00	\$100.00
	\$5,772.15	\$45.00		\$680.03	\$2,203.27	\$1,000.00	\$200.00
▶ Seven Oaks				\$10.00	\$1,726.20	\$500.00	\$100.00
▶ Victoria		\$30.00		\$277.98	\$2,002.20	\$500.00	\$100.00
						\$125.00	
	\$1,407.85	\$45.00		\$20.00	\$300.75		
	\$1,407.85	\$75.00		\$297.98	\$2,302.95	\$625.00	\$100.00
▶ Wpg. Long Term Care	\$5,446.69	\$30.00		\$676.10	\$309.49	\$500.00	\$100.00
▶ Wpg Community & Health Care	\$5,054.32			\$102.46	\$704.16	\$500.00	\$100.00
Totals	\$219,169.30	\$8,495.97	\$8,554.30	\$51,152.84	\$25,994.16	\$17,125.00	\$2,600.00



March 18, 2015

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, 2014 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, 2014 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.

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, 2014

	2014 \$	2013 \$
Assets		
Current assets		
Cash	1,077,749	2,062,960
Accounts receivable	1,251,055	1,198,238
Prepaid expenses	31,635	23,065
	<u>2,360,439</u>	<u>3,284,263</u>
Investments in marketable securities (note 3)	9,083,448	7,918,649
Investment in Union Centre Inc. (note 4)	579,362	579,362
Property and equipment (note 5)	214,413	101,410
	<u>12,237,662</u>	<u>11,883,684</u>
Liabilities and Fund Balances		
Current liabilities		
Accounts payable and accrued liabilities (note 6)	1,437,264	1,267,992
Severance payable (note 7)	413,872	449,482
	<u>1,851,136</u>	<u>1,717,474</u>
Fund balances		
Defence/Strike Fund (note 8)	2,872,811	2,768,396
Keith Lambert Scholarship Fund (note 9)	47,215	47,031
Negotiations Fund (note 10)	3,437,286	3,316,243
International Assistance Fund (note 11)	1,215	4,418
General Fund	4,027,999	4,030,122
	<u>10,386,526</u>	<u>10,166,210</u>
	<u>12,237,662</u>	<u>11,883,684</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, 2014

	2014 \$	2013 \$
Revenue		
Membership dues	7,906,113	7,830,083
Less: Dual dues refunds	(114,966)	(111,279)
	7,791,147	7,718,804
Investment income (note 3)	410,869	608,236
Other income	1,988	6,370
	8,204,004	8,333,410
Expenses		
Office support (Schedule 1)	682,846	649,762
Democratic process (Schedule 2)	992,534	917,833
Membership services (Schedule 3)	2,211,571	1,956,817
Affiliations (Schedule 4)	341,062	411,948
Outreach and solidarity (Schedule 5)	55,362	52,804
Administrative support	3,700,313	3,517,041
	7,983,688	7,506,205
Net income for the year	220,316	827,205

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, 2014

	2014				2013	
	Defence/ Strike Fund \$	Keith Lambert Scholarship Fund \$	Negotiations Fund \$	International Assistance Fund \$	General Fund \$	Total \$
Balance - Beginning of year	2,768,396	47,031	3,316,243	4,418	4,030,122	10,166,210
Net income (loss) for the year	-	(2,316)	6,057	(4,203)	220,778	220,316
Interfund transfers (notes 8, 9, 10 and 11)	104,415	2,500	114,986	1,000	(222,901)	-
Balance - End of year	2,872,811	47,215	3,437,286	1,215	4,027,999	10,386,526
						10,166,210

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

Manitoba Nurses' Union

Statement of Cash Flows

For the year ended December 31, 2014

	2014 \$	2013 \$
Cash provided by (used in)		
Operating activities		
Net income for the year	220,316	827,205
Items not affecting cash		
Amortization	77,398	61,661
Realized (gains) losses on sale of investments	16,519	(99,789)
Unrealized gain on investments	(215,863)	(383,874)
	98,370	405,203
Change in non-cash working capital items		
Accounts receivable	(52,817)	122,674
Prepaid expenses	(8,570)	(1,094)
Accrued interest	(3,376)	(883)
Accounts payable and accrued liabilities	133,662	159,675
	167,269	685,575
Investing activities		
Purchase of investments	(2,669,444)	(1,624,257)
Proceeds on disposal of investments	1,707,365	949,205
Purchase of property and equipment	(190,401)	(68,022)
	(1,152,480)	(743,074)
Decrease in cash during the year	(985,211)	(57,499)
Cash - Beginning of year	2,062,960	2,120,459
Cash - End of year	1,077,749	2,062,960

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

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2014

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 Summary of significant accounting policies

Basis of presentation

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies.

Revenue recognition

MNU follows the deferral method of accounting for contributions.

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.

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2014

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.

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:

	2014		2013	
	Market value \$	Cost \$	Market value \$	Cost \$
General Fund				
Term deposits	3,713,068	3,713,370	3,309,461	3,310,919
Bonds	670,980	678,756	481,122	489,557
Accrued interest	12,006	12,006	8,630	8,630
Pooled funds	4,030,301	3,431,996	3,505,076	3,094,449
	8,426,355	7,836,128	7,304,289	6,903,555
Severance Fund				
Pooled funds	499,626	420,263	462,949	409,955
Negotiations Fund				
Preferred shares	157,467	157,467	151,411	151,411
	9,083,448	8,413,858	7,918,649	7,464,921

(2)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2014

Pooled funds consist of the following:

	2014		2013	
	Market value \$	Cost \$	Market value \$	Cost \$
General Fund				
Canadian equity	1,038,820	900,163	911,152	762,359
Canadian fixed income	869,084	833,446	1,051,049	1,054,065
U.S. equity	585,310	382,472	431,539	306,189
Overseas equity	355,591	310,961	316,892	277,398
Emerging markets	215,060	180,130	178,223	151,995
Global equity	606,388	495,594	311,698	237,896
Real assets portfolio	360,048	329,230	304,523	304,547
	4,030,301	3,431,996	3,505,076	3,094,449
Severance Fund				
Canadian equity	93,721	79,537	88,915	74,266
Canadian fixed income	229,530	213,661	215,415	209,362
U.S. equity	15,529	10,135	14,835	10,135
Overseas equity	39,991	34,925	38,563	34,188
Emerging markets	49,029	35,621	44,140	35,621
Global equity	71,826	46,384	61,081	46,383
	499,626	420,263	462,949	409,955

Investment income consists of the following:

	2014 \$	2013 \$
General Fund		
Interest	195,161	113,756
Realized gains (losses)	(16,519)	99,789
Unrealized gain on fair market value adjustment	189,494	340,443
	368,136	553,988
Severance Fund		
Interest	10,308	4,993
Unrealized gain on fair market value adjustment	26,369	43,431
	36,677	48,424
Negotiations Fund		
Interest	6,056	5,824
Total	410,869	608,236

(3)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2014

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

	2014		2013	
	Cost \$	Accumulated amortization \$	Net \$	Net \$
Furniture and equipment	1,380,208	1,165,795	214,413	101,410

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, \$60,534 (2013 - \$141,064) is included within accounts payable and accrued liabilities.

7 Severance payable

MNU has a severance policy in place for its employees eligible under their respective collective agreements. On termination of employment, an employee who has completed ten years of continuous employment shall receive a severance of one week's pay for each year of employment.

8 Defence/Strike Fund

The Defence/Strike Fund is internally restricted and was established for the purpose of funding future labour disputes. In 2014, \$104,415 (2013 - \$33,389) was transferred to the Defence/Strike Fund.

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 2014 (2013 - \$2,500).

(4)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2014

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. \$114,986 was transferred to this fund in 2014 (2013 - \$757,221).

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 2014, \$1,000 (2013 - \$nil) was transferred to this fund.

12 Lease commitments

The approximate aggregate future minimum lease payments required under long-term operating leases for leased premises and office equipment amount to approximately \$1,056,308 and for each of the next five years are:

	\$
Year ending December 31, 2015	288,945
2016	263,893
2017	251,675
2018	251,675
2019	120

13 Postretirement benefits

MNU maintains various defined contribution plans for its eligible employees. Pension expense for these plans for the year amounted to \$227,055 (2013 - \$206,778).

(5)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2014

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 1.85% to 4.6% and maturity dates vary from February 2016 to December 2019.

15 Comparative figures

Certain comparative figures have been restated to be on a basis consistent with the current year's presentation.

(6)

Manitoba Nurses' Union

For the year ended December 31, 2014

Office Support

Schedule 1

	2014 \$	2013 \$
Amortization	77,398	61,661
Audit	16,996	16,360
Bank charges	1,682	1,811
Copier	45,237	46,829
Fax costs	1,121	1,331
Insurance	13,714	9,793
Messenger services	4,759	5,563
Office supplies	29,522	28,910
Postage	19,315	25,971
Premises rental	285,970	265,894
Printing	14,348	20,373
Resource material	22,671	14,063
Stationery	4,985	4,263
Technology	65,414	78,125
Telephone	79,714	68,815
	<u>682,846</u>	<u>649,762</u>

Democratic Process

Schedule 2

	2014 \$	2013 \$
Annual meeting	530,833	487,080
Board	153,343	157,006
Committees	276,557	254,657
Miscellaneous meetings	31,801	19,090
	<u>992,534</u>	<u>917,833</u>

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

Manitoba Nurses' Union

For the year ended December 31, 2014

Membership Services

Schedule 3

	2014 \$	2013 \$
Communications	464,425	450,975
Contract interpretation	85,570	-
Education programs	266,888	293,116
Employer invoice estimate	29,447	67,144
Legal expense assistance plan	74,805	74,025
Legal, arbitration and consultation	558,359	444,033
Regional and worksite president's days	235,744	249,836
Negotiations	424,540	377,688
Workplace safety and health	71,793	-
	<u>2,211,571</u>	<u>1,956,817</u>

Affiliations

Schedule 4

	2014 \$	2013 \$
Canadian Federation of Nurses' Unions and Canadian Labour Congress	329,462	400,948
Manitoba Council of Health Care Unions	6,600	6,000
Other	5,000	5,000
	<u>341,062</u>	<u>411,948</u>

Outreach and Solidarity

Schedule 5

	2014 \$	2013 \$
Ad Hoc donations	11,300	15,000
Budgeted donations	5,100	6,500
Student outreach	4,376	2,921
International Assistance Donation	4,500	2,000
Joyce Gleason Scholarship	6,000	6,000
Keith Lambert Scholarships	4,007	8,219
Other donations and sponsorships	20,079	12,164
	<u>55,362</u>	<u>52,804</u>

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

\$1,500

THE MNU CONTINUING EDUCATION SCHOLARSHIP

was established as a resolution, which was passed at the 2013 Annual General Meeting of the Manitoba Nurses Union.

Two (2) scholarships of fifteen hundred dollars (\$1500) are available annually to MNU members enrolled in a nursing degree or post-degree program (distance/on-line courses can also qualify).

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

Submit an essay of **250 words** describing yourself, why you wish to continue your education and how this education will impact your nursing career.

Manitoba
nurses
Union

A COMMITMENT TO CARING

Visit www.manitobanurses.ca for more information

ANNUAL GENERAL MEETING AGENDA

2015 Annual Meeting & Provincial Education Day — April 28, 29 and 30

1 Tuesday, April 28

Centennial Ballroom

0800 – 0850	▶ Registration (Embassy Foyer)	1130	▶ Buy-A-Net Presentation – Gail Fones
0900	▶ Call to Order ▶ O Canada ▶ Announcements ▶ Introductions ▶ Approval of Agenda ▶ Rules of Procedure ▶ Approval of Scrutineers	1200	▶ Free Time for Lunch
		1330	▶ “Bring it on... Strategies to create a positive workplace” – Meg Soper
		1430	▶ Refreshment Break / Regional Meetings
1000 – 1030	▶ Refreshment Break & Late Registration	1600	▶ Adjournment of Business Session
		1800	▶ Cocktails
1030	▶ Credentials Committee Report ▶ Presentation of Reports: <i>President</i> <i>Director of Operations</i> <i>Director of Communications and Government Relations</i> <i>Director of Labour Relations</i> <i>Secretary Treasurer</i> <i>Finance Committee:</i> <i>Auditor’s Statement</i> <i>Adoption of Auditor’s Report</i> <i>Appointment of Auditor</i> <i>Budget Forecast</i> <i>Nominations Committee</i> <i>Discipline Committee</i> <i>Resolutions & Constitution Committee</i> <i>Provincial Collective Bargaining Committee</i> <i>Nursing Workload/Staffing Report Committee</i>	1900	▶ 2015 “Gala Banquet” in Celebration of our 40th Anniversary

Victoria Inn Winnipeg
1808 Wellington Avenue

▶ Registration Procedure

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.

2 Wednesday, April 29

Centennial Ballroom

0800 – 0850	▶ Registration
0900	▶ Call to Order ▶ Announcements ▶ CFNU / CLC Greetings – Linda Silas ▶ Business Held Over from Previous Day
1000 – 1030	▶ Refreshment Break & Late Registration
1030	▶ Resolutions
1200	▶ Free Time for Lunch
1330	▶ Resolutions (continued)
1500 – 1530	▶ Refreshment Break
1600	▶ New Business ▶ Presentation of Certificates to Outgoing Board Members
1630	▶ Yellow Ribbon Awards
1700	▶ Adjournment

Provincial Education Day

3 Thursday, April 30

Centennial Ballroom

0815	▶ Registration
0900	▶ Welcome ▶ PTSD - The Experience of Wounded Healers Presentation
1015 – 1045	▶ Refreshment Break
1045 – 1200	▶ Breakout
1200 – 1330	▶ Lunch
1330 – 1445	▶ Breakout
1445 – 1515	▶ Refreshment Break
1515	▶ Closing Keynote - Sylvia!
1630	▶ Adjournment

Please bring this
Annual Report and your
2015 Membership Card to
the Manitoba Nurses
Union Annual Meeting

A black and white photograph of Emma Cloney, a woman with long dark hair, wearing a dark top and a necklace. She is resting her head on her hand. The name 'Emma Cloney' is written vertically in white text on the right side of the image.

PRE-REGISTER FOR THE AGM

AVOID THE LONG LINE-UP!

All attendees will be entered to
**WIN A \$500
GIFT CERTIFICATE**
from the Apple Store

Monday, April 27
Victoria Inn Winnipeg
Wellington Ballroom

1800 - 2000

Welcome Reception
& Pre-Registration

Emma Cloney and the
Prairie Kitchen Kickoff Party

MNU will be hosting a welcome reception on the eve of the 2015 AGM. This is a wonderful opportunity to mix and mingle with nurses from across the province, as well as preregister 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.

► Rules of Procedure

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

► Respectful Meeting Guidelines

1. Respect each other.
2. All members of the 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.

The MNU Board of Directors invites you to *celebrate in style* at the

GALA BANQUET

IN CELEBRATION OF OUR 40TH ANNIVERSARY

Silent Auction • Door Prizes
Entertainment by the Danny Kramer Band

Tuesday, April 28, 2015
Victoria Inn Winnipeg
Centennial Ballroom

Cocktails at 1800
Dinner at 1900

TICKETS \$25
(in advance from the MNU Office)

All proceeds raised will be donated to the "Buy-A-Net"

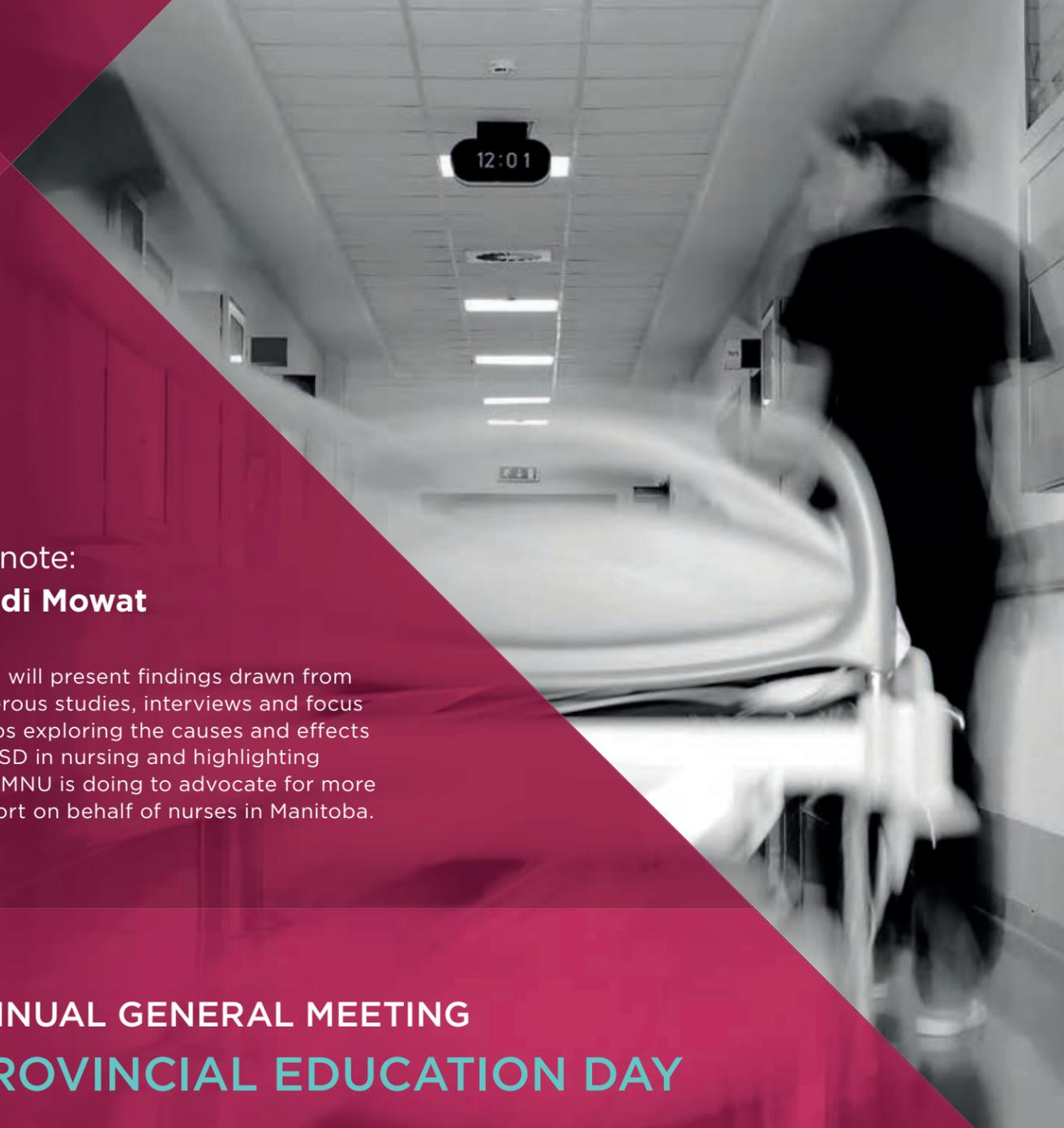
Keynote:
Sandi Mowat

Sandi will present findings drawn from numerous studies, interviews and focus groups exploring the causes and effects of PTSD in nursing and highlighting what MNU is doing to advocate for more support on behalf of nurses in Manitoba.

ANNUAL GENERAL MEETING
PROVINCIAL EDUCATION DAY

PTSD

THE EXPERIENCE OF WOUNDED HEALERS



Provincial Education Day

BREAKOUT WORKSHOPS

The breakout sessions will feature a range of speakers and variety of topics. Participants will choose any two of the following workshops:

1. Mindset Changer

– Deri Latimer

Deri Latimer, BMgt, CSP is an expert in positive possibilities for people. She focuses on inspiring and energizing people to engage in positive mental health practices for greater happiness, more success and a longer life. A TEDx speaker and author, she combines a business degree in human resources management with 20 years of experience engaging audiences across every sector.

2. #NeverGiveUp

– Cormac and Nicole Foster

Season two contestants from the Amazing Race Canada, mother and son team, Cormac and Nicole Foster, captured the hearts of fans across the country and the world. From Winnipeg, the dynamic duo showcased their unwavering commitment to demonstrating grit and determination to finish what they started no matter what.

Nicole was just 20 years old when Cormac was born. However, being the strong and determined woman that she is, she was able to continue her schooling and graduate while raising a young child on her own. Determined, she made sure Cormac grew up knowing he was a gift from God and stressed the necessity to demonstrate a “Never Give Up Attitude” in everything that he started.

Nicole and Cormac’s “Never Give Up Spirit” has carried them across the Globe and back and their story and message to #NeverGiveUp is truly an inspiration to all.

3. Meditation Instructor and Wellness Consultant

– Bonnie Schroeder

Bonnie has spent 30 years in the health and wellness domain. For the first 15 years she worked in the medical system in clinical diagnostics, then research and management, before following a deep call to explore more holistic pathways to health and healing. This calling led her around the globe to learn from many diverse perspectives on healing, wellbeing, compassion and happiness.

With a brain for science and a heart for healing, Bonnie builds compassionate bridges between the perceived polarities of our lives; science and spirit, our inner and outer worlds, our head and our heart, stress and relaxation. She shares stress-reduction programs, subtle energy healing support and health and wellness consults to individuals going through health or life challenges.

4. Balance...Inside and Out

– Terri Knox

Terri is an insightful, innovative and high energy speaker, author, trainer, and life coach who will challenge you to use tools such as introspection and humour to live each day with passion and purpose as you journey on your road to self-discovery and enlightenment, learning to maximize your unique God given potential on both a personal and professional level. She speaks on the topics of personal development, achieving work life balance, self-image, team-work and workplace relations.

5. Friendship & Health Connections Self-Esteem

– Shasta Nelson

Shasta Nelson, a friendship expert, is the Founder and CEO of GirlFriendCircles.com — the female friendship matching site in 35 cities across the U.S. and Canada where women of all ages go to make local friends.

Shasta believes we have a surprising epidemic of unacknowledged loneliness among men and women who are busy, successful, and networked. Creating meaningful relationships increases our longevity, happiness, and health; and yet few of us have ever taken a class on the subject. This session will explore four qualities that must be present for healthy friendships, break down the steps to creating friendship and the five types of friends we each need in our circles.

6. Get a Retirement Game Plan

– Bob Romphf

Our MNU Labour Relations Officer Pension and Benefits. Bob presents his ever-popular Retirement in a Nutshell sessions with us along with some updated information.

Closing Keynote

– Sylvia!

Sylvia!’s entertaining presentations focus on a proactive approach to building healthy lives and work places. Her years of assessing and treating injuries as an Occupational Therapist offer Sylvia! a unique insight through which she has developed a proactive approach to preventing stress and workplace injuries.

Stressed out employees make more mistakes, take more time off work and are less safe on the job due to preoccupation, poor judgment and fatigue. Recognizing we are a mind-body, not a mind and a body, has helped her educate people on truly effective ways to change their health. Sylvia’s presentations invite audiences to laugh along and learn practical, powerful tools to handle stress, reduce repetitive strain injuries and prevent burn out.

Sylvia! wants to help you discover the power of your mind-body so you can make the rest of your life the best of your life!

Learn & LEAD

Manitoba Nurses Union
2015 Education Conference
Keystone Centre • Brandon, MB

Monday, September 28

1400 – 1800

Registration and Hotel Check-in

1800

Supper

1900

Chat with Sandi Mowat,
President of MNU

Tuesday, September 29

0830

Plenary session

0930

Classes begin

1600

Classes dismiss

Wednesday, September 30

0830

Classes begin

1530

Classes dismiss

Pick up box supper

► Deadline for Applications is June 19, 2015

Accommodations are provided at Canad Inns and arranged by the MNU. Information and applications are available on the MNU portal or from your MNU local, worksite or regional President as of **May 1, 2015**. Only MNU applications will be accepted.

WIN A TRIP

to the MNU Education Conference

The American Income Life Insurance Company donates annually to the MNU Education program. This money is used to fund one grassroots MNU member to the Education Conference. Local / Worksite / Regional Executive members and Board members are not eligible for participation in this draw. If you qualify, fill out the ballot and mail, email or fax to MNU or personally place your entry into the draw drum at the Annual General Meeting.

The draw will be held on Thursday, April 30, 2015. You do not need to be in attendance to win.

Never been to the MNU Education Conference?

The MNU Executive Committee is sponsoring a **fully funded spot** for a MNU member to attend the Education Conference. This is for first time participants at the Education Conference.

The draw will be made at the AGM on Thursday, April 30, 2015. You do not need to be in attendance to win.

Learn & LEAD

Manitoba Nurses Union
2015 Education Conference

Keystone Centre • Brandon, MB

September 28 – 30, 2015

MNU members who have never attended an MNU Education Conference or Labour School are invited to apply.

Thirty members will be fully funded to attend and participate in any one of the offered courses.

Distribution and selection of these spots will be done on an equitable and representative basis, including random draw if necessary for remaining spots.

Deadline for Applications is June 19, 2015

Information and applications are also available on the MNU portal: www.manitobanurses.ca
Only MNU application forms will be accepted.

All applications must be forwarded to the MNU provincial office by June 19, 2015.

Applications will be accepted by:

Fax: (204) 942-0958

Mail: 301 – 275 Broadway Avenue
Winnipeg, MB R3C 4M6

Email: kprofeta@manitobanurses.ca

MNU First Time Participants Application

Name: _____

Gender: Male Female

Address: _____

Phone: _____

Email: _____

Facility/Worksite: _____

Do you hold a MNU position? If so, describe:

Course First Choice: _____

Second Choice: _____

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** in order to maximize the number of spaces. If you do not indicate a preferred roommate, one will be assigned to you. If you request a private room, you will be responsible for an additional charge.

Preferred Roommate: _____

I have read and understood the financial policies associated with this event.

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).

Win a Trip to the MNU Education Conference

The draw will be held on Thursday, April 30, 2015.
You do not need to be in attendance to win.

Name: _____

Address: _____

Local/Worksite: _____

Phone: _____

Email: _____

Mail: ATTN: Katrina Profeta
301 – 275 Broadway Avenue
AIL Sponsored Education Conference Draw
Manitoba Nurses Union
Winnipeg, MB R3C 4M6

Fax: (204) 942-0958

Email: kprofeta@manitobanurses.ca

MNU First Time Participants Draw

The draw will be held on Thursday, April 30, 2015.
You do not need to be in attendance to win.

Name: _____

Address: _____

Local/Worksite: _____

Phone: _____

Email: _____

Mail: ATTN: Katrina Profeta
301 – 275 Broadway Avenue
Executive Committee Sponsored Education
Conference Draw
Manitoba Nurses Union
Winnipeg, MB R3C 4M6

Fax: (204) 942-0958

Email: kprofeta@manitobanurses.ca

Visit the MNU website for more information:
www.manitobanurses.ca

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**Manitoba
nurses
Union**
A COMMITMENT TO CARING

Manitoba Nurses Union

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Canada R3C 4M6

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