

ANNUAL REPORT

2015



Manitoba
nurses
Union

A COMMITMENT TO CARING

Manitoba nurses Union



MISSION STATEMENT

"Through our effective collective bargaining practices, innovative member development programs, and well-rounded advocacy efforts, we instill and uphold the value of our nurses in supporting a healthy Manitoba."

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VALUES

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

VISION STATEMENT

“A healthy Manitoba where all nurses are valued for their passion, dedication, caring, skill and leadership.”

MNU BOARD OF DIRECTORS

MAY 1st 2015 - April 30th, 2016



Sandi Mowat
President



Donna McKenzie
Vice President



Holly Cadieux
Secretary Treasurer



Darlene Jackson
Northern Region



Carrie Holland
Northern Region



Kathy Nicholson
Interlake-Eastern Region



Karen Cleaver
Prairie Mountain Region



Trudie Empey
Prairie Mountain Region



Sharon Zeiler
Prairie Mountain Region



Karen Taylor
Prairie Mountain Region



Marguerite Smith
Prairie Mountain Region



Tracy Bassa
Southern Region



Cindy Hunter
Southern Region



Julie Lackner
Winnipeg Community
& Health Care Region



Karen Tessier
Winnipeg Long Term
Care Region



Dana Orr
Winnipeg Hospital Region
Riverview Health Centre



(Vacant)
Winnipeg Hospital Region
Misericordia Hospital



Sonyia Mayo
Winnipeg Hospital Region
Victoria General Hospital



Sheila Holden
Winnipeg Hospital Region
St. Boniface Hospital



Kathy Hillstrom
Winnipeg Hospital Region
St. Boniface Hospital



Kim Fraser
Winnipeg Hospital Region
Health Sciences Centre



Cheryl Lange
Winnipeg Hospital Region
Health Sciences Centre



Dawna Bieniarz
Winnipeg Hospital Region
Concordia Hospital



Karen Cannell-Jamieson
Winnipeg Hospital Region
Grace Hospital



Colleen Johanson
Winnipeg Hospital Region
Seven Oaks General Hospital

STANDINGS COMMITTEE & STAFF

2014 - 2015 Manitoba Nurses Union

Executive Committee

Sandi Mowat
President, Chairperson

Donna McKenzie
Vice President

Holly Cadieux
Secretary Treasurer

Tracy Bassa
Member at Large

Kim Fraser
Member at Large

Darlene Jackson
Member at Large

Finance Committee

Holly Cadieux
Secretary Treasurer, Chairperson

Sandi Mowat
President

Donna McKenzie
Vice President

Sheila Holden

Carrie Holland

Cindy Hunter

Nominations Committee

Kathy Nicholson
Chairperson

Darlene Jackson

Lana Penner

Leona Barrett
Staff Advisor

Resolutions & Constitution Committee

Kim Fraser
Chairperson

Mary Lakatos
Staff Advisor

Julie Lackner

Marguerite Smith

Discipline Committee

Cheryl Lange
Chairperson

Sonyia Mayo

Colleen Johanson

Staff

Monica Girouard
Director Of Operations

Eric Jorgensen
Director Of Labour Relations

Bill Crawford
Director Of Communications
& Government Relations

Debbie Jenkins
Labour Relations Officer

Bob Romphf
Labour Relations Officer

Leona Barrett
Labour Relations Officer

Dan Kushneryk
Labour Relations Officer

Shauna Briscoe
Labour Relations Officer

Marise Frankel
Labour Relations Officer

Michelle Peterson
Labour Relations Officer

Mary Lakatos
Labour Relations Officer

Paulina Ruiz
Labour Relations Officer

Karen Fleming
Labour Relations Officer

Mary Lou Cherwaty
Labour Relations Officer

Tom Henderson
Workplace Safety & Health Officer

Debbie Winterton
Professional Practice & Education Officer

Samantha Turenne
Communications Officer

Mikaela Brooks
Researcher

Manola Barlow
Diversity Coordinator

Terry Dyck
Accounting & Information
Technology Coordinator

Wendy Giesbrecht
Administrative Assistant

Tracy Wood
Administrative Assistant

Debbie Wiebe
Administrative Assistant

Erin Mcgee
Administrative Assistant

Maryanne Peters
Administrative Assistant

Marija Tisaj
Administrative Assistant

Kristina Kiciuk
Administrative Assistant

Veronica Jones
Administrative Assistant

Katrina Profeta
Administrative Assistant

Linda Stoyko
Administrative Assistant

Angela Samayoa
Administrative Assistant

PRESIDENT'S REPORT



PTSD

Following the release of our Post Traumatic Stress Disorder (PTSD) report, highlighting the prevalence of PTSD in the nursing profession, we have been working with the provincial government to ensure that nurses receive the support they so desperately need to help them deal with PTSD.

We began by successfully lobbying the government to amend the Workers Compensation Act to include a presumptive PTSD clause. A presumptive clause removes the requirement for nurses to provide evidence showing how their PTSD diagnosis was a result of their work.

The Presumptive PTSD Legislation came into effect on January 1, 2016, which means that Workers Compensation Board (WCB) should now presume that a nurse's PTSD diagnosis was a direct result of the workplace.

In November 2015, we submitted a legislative proposal to the Minister of Labour and Immigration calling for the inclusion of psychological health and safety requirements for health care facilities in Manitoba's Workplace Safety and Health Act regulations.

The proposal was based on the principles of the National Standard of Canada for Psychological Health and Safety in the Workplace, released in 2013 by the Mental Health Commission of Canada, an initiative commissioned by the federal government.

After we submitted our legislative proposal, we received a response from the Executive Director of Labour

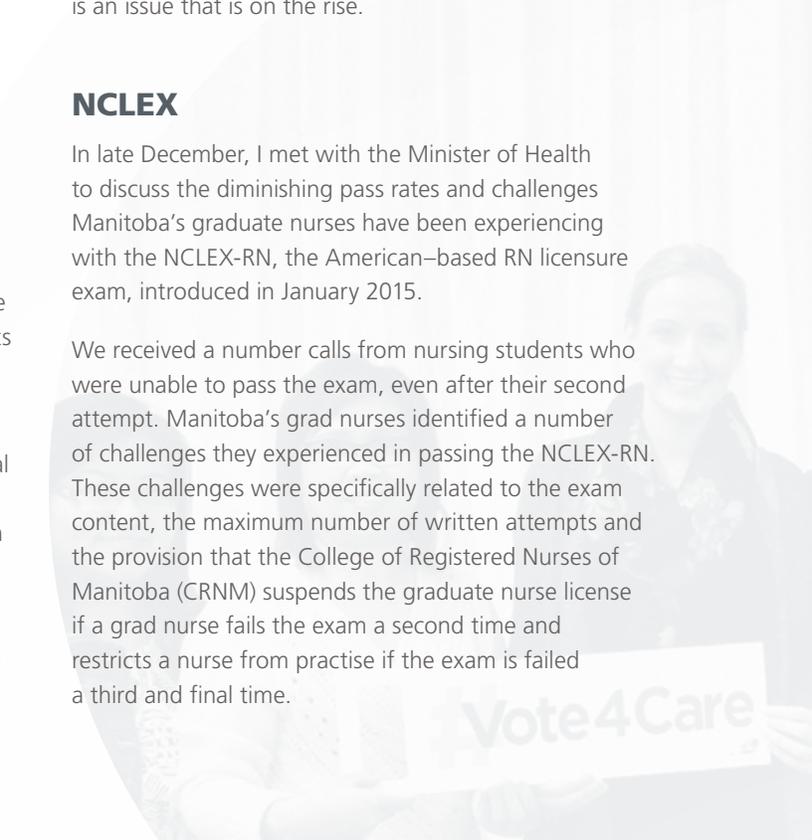
Programs on behalf of the Minister. The letter confirmed receipt of the proposal and stated that upon review our legislative proposal would not be considered at this time.

While it is disappointing that the Department of Labour and Immigration did not give this proposal further consideration or, at the very least, more discussion, we are prepared to pursue this further. We hope that we can have a more collaborative relationship in respect to the development of workplace psychological health and safety initiatives because this is an issue directly affecting our members, and according to the stats this is an issue that is on the rise.

NCLEX

In late December, I met with the Minister of Health to discuss the diminishing pass rates and challenges Manitoba's graduate nurses have been experiencing with the NCLEX-RN, the American-based RN licensure exam, introduced in January 2015.

We received a number calls from nursing students who were unable to pass the exam, even after their second attempt. Manitoba's grad nurses identified a number of challenges they experienced in passing the NCLEX-RN. These challenges were specifically related to the exam content, the maximum number of written attempts and the provision that the College of Registered Nurses of Manitoba (CRNM) suspends the graduate nurse license if a grad nurse fails the exam a second time and restricts a nurse from practise if the exam is failed a third and final time.



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We have been working with the provincial government to ensure that nurses receive the support they so desperately need to help them deal with PTSD.

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Graduate nurses across Canada were experiencing the same issues. I met with the Minister of Health to discuss the issue and pointed to some of the policies that have been adopted by other provinces to help their graduate nurses as they tackle this exam.

To date, Manitoba has not made a commitment to change its policies or make any concessions. However, we believe there is an opportunity for CRNM to work with the provincial government to amend their existing policy to permit multiple written attempts (more than the current three). The introduction of a temporary license would also be helpful because it would ensure that graduate nurses still have the ability to accumulate practical work experience should they fail the examination.

While Manitoba's pass rate has increased since the first session in the spring, the results are still far below the pass rates for the former Canadian Registered Nurse Exam (CRNE) in which Manitoba's graduate nurses experienced a 90% pass rate for first attempts and a 73% pass rate for second written attempts.

While changes have been made to the exam to make it wholly Canadian in content, I remain very concerned for those 2015 graduates who successfully graduated from their nursing program but failed the NCLEX because they were not familiar with the exam design and were not adequately prepared to write the new exam. They are now in danger of never being able to practice nursing, should they fail a third time. Something must be done to ensure these nurses do not fall through the cracks.

CFNU Biennial Convention

CFNU's biennial convention was held in Halifax, NS, from June 1-5, 2015. More than 1,000 nurses from across Canada were in attendance, including more than 100 from Manitoba.

There was a heavy focus on the federal election, with information sessions encouraging nurses to Vote for Care. On the final day of convention, more than 1,000 nurses marched down the streets of Halifax, demanding federal leadership on Canada's public health care system.

Joint Nursing Classification Committee

We have developed a process where the employer, the union and the individual nurse or groups of nurses can apply for re-classification of a current position.

There is also a process for employers to follow when implementing a new position. The committee has developed an algorithm for the processes, as well as application forms for both the nurse(s) and employers. Nurses who wish to propose reclassification are encouraged to contact the Labour Relations Officer (LRO) assigned to their region or facility for assistance in applying to the committee.

Wellness Conference Presentation

I presented MNU's PTSD report at the Canadian Health and Wellness Innovation Conference hosted by the International Foundation of Employee Benefits Plans in Phoenix, Arizona. The conference was attended by more than 200 participants, which included medical and health care professionals, teachers, policy makers, benefit providers and more. In addition to the main presentation, I hosted two follow up workshop sessions where participants were given the opportunity to ask questions and discuss various mental health supports being used in their specific fields.

Violence Advisory Group

The purpose of the Advisory Group on Violence Prevention for Health Care Workers is to advocate, monitor and report on the implementation of violence prevention programs in health care facilities, including risk assessment of safety and security, measures and procedures to protect workers, procedures for at-risk workers needing/ summoning assistance, worker training, incident investigation, tracking and follow up. The committee is also charged with identifying and recommending new initiatives to strengthen safety and security for health care workers and suggesting how best to invest the health workplace safety fund.

The tri-partite committee of MNU, the regional health authorities and government representatives are jointly chaired by the MNU president and a CEO from a regional health authority. The committee is currently overseeing the orientation of the Provincial Health Care Violence Prevention Program which includes the implementation of the Patient Alert System as well as the Learning Management System.

Joint Safe Patient Care Committee

The Joint Safe Patient Care committee is currently looking at the role of the Charge Nurse. A survey was developed for nurses who are regularly assigned charge. Nurses who responded to the survey indicated their willingness to take part in focus groups to discuss the issue in more depth.

Discussion groups are being developed and will be held throughout the province. The purpose of the discussion groups is to gather more information from nurses that fill the role of Charge Nurse about their experiences and to get their input regarding the possibility of a structured Charge Nurse Education Program.

Ministerial Advisory Committee for Collaborative Discussions to Optimize Patient Care

The committee finalized a toolkit for the employer that includes the following: Rotation Rule Book, MOU Increase EFT's Interpretation document, Group Self Scheduling Rule Book, and Weekend Worker Interpretation document. The toolkit was circulated to employers during the summer and implementation is at various stages throughout the province.

The committee will continue to monitor the implementation.

Nursing Recruitment & Retention Committee

LRO Leona Barret and I continue to represent MNU on this committee. Two employer and two Manitoba Health representatives also sit on this committee.

Some issues arising in the past year have included the ability for nurses not employed by the RHAs—for example, those employed by the province or government agencies like Canadian Blood Services—to access continuing education funds; a Manitoba Nursing Graduate Employment survey, and the standardized terms of reference for the Regional Continuing Education Committees. We are also looking into concerns raised by Internationally Educated Nurses regarding timelines to apply for re-location assistance.

Looking ahead, NRRF will soon be sending out the updated Continuing Education Grant Policy, which extends to non-RHA nurses and includes administrative support as an eligible expense.

WRHA/ Emergency Department Working Group

This group was created following MNU's ER Report to the provincial government and is comprised of nurses and managers/directors representing all the Winnipeg hospital sites, along with the WRHA's Chief Nursing Officer and myself.

Some of this year's agenda items have included: updates on Regional Flow Planning, Regional Overcapacity Protocol and much more.

Most recently, the group was updated on a pilot project at The Victoria General Hospital's Emergency Room which "redirects" patients to the Bison Medical Clinic. The patients must meet strict criteria and must agree to be redirected. Once the criteria have been met and the patient has provided their consent, they are given an appointment at the clinic.

The Grace General Hospital is also involved in a similar project where their "redirected" patients are given an appointment at Access West. The working group will continue to monitor and look for other opportunities at some of the other WRHA sites.

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Rural Strategic Planning Session

In October 2015, MNU's board of directors and rural leaders met in Winnipeg for a day of discussion, focusing on important, ongoing issues in the rural regions.

Some of the agenda items included:

- Union representation post bargaining unit amalgamations;
- Feedback on the Rural RHA Union Management pilot project; and
- Role of the regional president.

There were many recommendations that came out of this planning session, and we are taking them into account as we move forward.

Board Strategic Planning Session

At a strategic planning session in March 2016, a new organizational mission and vision statement was adopted by the MNU board of directors. The statements can be found in this annual report.

The Council of Federation

The Council of Federation is a meeting of all Canadian Premiers, in which they join together to discuss priority issues including health care, the economy and climate change. During the meeting, members of the CFNU National Executive Board met with the Premiers in a closed-door session on the future of health care. At that time, I was able to discuss some Manitoba nurses' concerns with Premier Selinger as well as take part in discussions regarding federal funding issues. It was a very positive meeting that ended with Canada's Premiers' support of our call for the federal government to commit to increasing the Canada Health Transfer to a minimum of 25% of all health care spending by provinces and territories.

College Liaison Activities

The union meets with the regulatory bodies throughout the year. As the representative of all categories of nursing we are keenly aware of the importance of nurses working as a team to provide the best possible patient care.

Thank You

We have had another successful year. We have accomplished a great deal in many areas including raising awareness of working conditions. We have made significant changes in legislation that cover the work that we do. Our work in the area of PTSD is second to none across Canada. Our research shows that our members continue to support our union and believe in the work that we do. Thanks to the MNU Board, Local/Worksite and Regional leaders as well as our dedicated staff for making it possible. We will face a number of challenges in the upcoming year, which include dealing with a newly elected government and preparing for Central Table Bargaining. I am confident that we will face these challenges as we have always—with unity, courage and strength. Thanks to all of you for your support.

Nelson House Nurses—Well Done!

The five members of Nisichawayasihk PCH Local 138 Nelson House, MB, ratified a new collective agreement on September 10, 2015. The agreement included a 6 per cent salary increase, the implementation of respectful workplace practise and zero tolerance for staff abuse, increases in evening, night and weekend shift premiums and retroactivity. Their strike began May 12, 2015, and ended July 24, 2015. Congratulations to the nurses of Nelson House for your inspiring stand against injustice!



DIRECTOR OF OPERATIONS REPORT

Monica Girouard

2015 was a busy year full of learning, opportunities and challenges in my new role as the Director of Operations.

We are constantly looking at ways to improve efficiency and effectiveness in our delivery of member services, and one of the things we did was to implement a new process to ensure that local/worksites always have access to a reliable stream of funds. Under the new system, on the first of each month, locals/worksites receive a monthly advance equivalent to 1/12 of the previous year's total dues. This process is also more convenient for smaller locals because it gives them immediate access to funds to help plan their annual activities.

We have also worked with our database provider to change some of our reporting to make the monthly reports and reconciliation more clear. This delayed the process in 2015 but the amounts have been reconciled and the process will improve for 2016.

Bill 377

With the passing of Bill 377, the bill which required unions to provide detailed reporting to the Canadian Revenue Agency, we began to review our accounting procedures and practices to ensure we were compliant with the legislation.

However, the new Liberal government is in the process of reversing this legislation, so while we no longer need to submit our financial statements to the tax agency, we are still moving forward with modernizing our accounting system.

Renovations completed

A renovation of our third-floor space occurred over the summer, resulting in an open, bright and ergonomically updated workplace for our employees. MNU was able to negotiate an allowance from Union Centre Inc. to partially offset the cost of the renovation.

Canadian Culture and Communication for Nurses Program

For the past 12 years, the Canadian Culture and Communication for Nurses (CCCN) program has received funding from the provincial and federal governments. In 2015, MNU received \$379,843 in funding from Immigration Refugees Citizens Canada (IRCC) for the delivery of the CCCN program.

Demand for this program has continued to increase, and in 2015 there were a total of 236 students enrolled in various program courses. The addition of online exclusive options for learning has made it possible for Internationally Educated Nurses (IENs) from across the province to participate.

CCCN continues to stay on the cutting edge of emerging technologies in eLearning and has upgraded the online Learning Management System (LMS) significantly over the past year to enhance the experience of online learners.

Based on analysis of past student data, we are happy to report that more than 200 past CCCN students are now MNU members.

For more information, please visit:
<https://cccn.manitobanurses.ca>

Thank you

I would like to take this opportunity to thank all of the staff, Board and general members who have helped to make 2015 a productive year and for their patience with the changes we are working on.

DIRECTOR OF COMMUNICATIONS REPORT

Bill Crawford

This year we have continued to raise awareness of PTSD with our membership, the public and the government. Our research provided support to MNU President Sandi Mowat in her very aggressive and extremely successful attempts to lobby government regarding changes to legislation around PTSD.

Communication with our members has been enhanced by the increased use of social media. We constantly monitor our membership through independent polling and surveys to ensure that their voice is heard and that we are reflecting their views in our communications to the public.

COMMUNICATIONS

Social Media

It's been four years since MNU took the plunge into the world of social media. At that time, this type of communication tool was relatively new in the health care and union sectors and we were unsure as to how much uptake there would be from our membership. What we did know was that social media was a way for us to maintain more frequent communication with our members and was therefore an extremely powerful and valuable tool.

Our social media network has grown considerably, with our weekly Facebook reach exceeding 5,000 unique viewers. However, the most telling statistic is the high percentage of member engagement and interaction. In any given week, more than 500 members are actively sharing, commenting and liking our posts. Another positive development is the increase in the number of rural users from places like Norway House, Swan River, Pine Falls and Notre-Dame-de-Lourdes—just to list a few. Currently, over 25 per cent of our Facebook members are from rural Manitoba, 49 per cent are from Winnipeg and the rest are from Canada and other countries, such as the Philippines.

The same holds true for Twitter—our following has grown considerably over the past four years and continues to expand on an almost daily basis. According to Twitter Analytics, we gain an average of 20 followers every month. Every week, our tweets are viewed by an average of 12,000 individuals, many of which are leaders in the areas of health care, government policy and media.

Website/Portal

We are continually working on ways to integrate our website and portal to maximize efficiency and increase functionality. For example, we have created a special section in our portal for members of Prairie Mountain Health where they can access meeting minutes, their handbook and constitution, and other documents specific to their region. We are hoping to expand this customization feature to include all other regions. Please contact us if you would like to see this feature in your region.

RESEARCH

The release of the PTSD report and the continuation of psychological health and safety research has been the major focus of our Researcher for 2015. This included preparing reports and information for our lobbying campaign for presumptive PTSD legislation and improved psychological health and safety standards in the nursing profession. Providing information and research support for our President continues to be a priority. Research related to WSRs, NACs, IAC's and support of public and membership polling have been integral parts of the job. Over this past year, information related to nursing practices, staffing trends and workplace challenges was invaluable in our consultations with government related to the Workers Compensation Act, the Regulated Health Professions Act and the NCLEX-RN examination.

EDUCATION

Administration of a Local

Three “Administration of a Local” sessions were offered in 2015, and we are happy to report that each boasted a full attendance.

This education program is currently being revised to provide more focus on roles and responsibilities as it applies to the specific executive positions of the Local/Worksite, i.e., President, Vice President, Secretary and Treasurer.

The revamped program will be launched in 2016 and will feature a two-day workshop for Presidents and Vice-Presidents and a one-day session for secretaries and treasurers.

The 2016 workshop dates are as follows:

Winnipeg

Presidents and Vice Presidents: MAY 3 – 4

Presidents and Vice Presidents: JUNE 15 – 16

Secretaries and Treasurers: MAY 19

Brandon

Presidents and Vice Presidents: MAY 10 – 11

Secretaries and Treasurers: MAY 12

MNU Education Conference

The 2015 Education Conference, held in Brandon, MB, was the biggest yet, with 190 participants. More than 30 of the participants were first-time attendees, funded through MNU.

Planning is well underway for the 2016 MNU Education Conference, which will be held at the Radisson Hotel in Winnipeg, on October 17-19. Based on the popularity of this conference, this venue was chosen in part for its ability to accommodate up to 200 participants.

While we are still working out the workshop details, we would like to announce that this year a two-day course entitled Advanced Presidents Workshop will make its debut.

Also, in response to member feedback, we are planning more networking activities.

Information and registration packages for the 2016 Education Conference will be distributed to Local, Worksite and Regional Presidents at the AGM. Information will also be available on the MNU website after April 21, 2016.

2016 Prairie Labour School

Prairie Labour School is jointly sponsored by United Nurses of Alberta, Saskatchewan Union of Nurses and Manitoba Nurses Union. This 4th Biennial labour education event is being held in Regina from June 6-8, 2016. At the time of writing this report, the courses and agenda were still being finalized.

Information will be available on the MNU website and also through Local, Worksite and Regional Presidents as soon as it becomes available.

PROFESSIONAL PRACTICE

A crucial aspect of the Professional Practice Officer’s role is to provide support for members and assist them in accessing appropriate resources and services for dealing with professional practice issues.

In 2015, there was a focus on Workload Staffing Report (WSR) education and improving the effectiveness of Nursing Advisory Committees (NAC). The Professional Practice and Education Officer provided a number of WSR and Nursing Advisory Committee education sessions to MNU members, as well as conducted joint presentations for MNU representatives and employer managers at NAC meetings. The Professional Practice Officer also collaborated on a project with Prairie Mountain Health (PMH) to provide WSR education for both MNU members and Employer managers, which will be accessible on the PMH employee education site.

DIRECTOR OF LABOUR RELATIONS REPORT

Eric Jorgensen

After a long and somewhat varied career in labour relations, I couldn't refuse the wonderful opportunity to join the Manitoba Nurses Union in November 2015. MNU has long been the forerunner union within the health care sector, so coming to a winner was an easy decision.

2015 was a busy year for Labour Relations Officers (LROs) as implementation and education on new provisions of the collective agreement continued, the Grievance Investigation Process was more fully utilized and a number of IACs (Independent Assessment Committees) were held.

CFNU Negotiators Meetings

The CFNU Negotiators meeting will be held March 3rd and 4th in Toronto. This will be my first opportunity to interact with the chief negotiators from the other nursing associations and unions across Canada.

I look forward to this opportunity.

The ability to gain new perspectives, gather knowledge regarding bargaining strategies and priorities as well as share frank and open discussion about the challenges we all face in achieving good collective agreements for our memberships is invaluable. It is also an important piece in ensuring that MNU is prepared to represent Manitoba's nurses to the fullest.

I will provide an update at the AGM.

MCHCU—Manitoba Council Of Health Care Unions

The MCHCU is comprised of the Canadian Union of Public Employees, 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 the Manitoba Nurses Union. The council meets regularly to discuss issues of common concern and interest and to share updates on issues arising between the affiliate unions and employers, such as bargaining, arbitration decisions, and workplace safety, etc.

Representatives from the Winnipeg Regional Health Authority (WRHA) attend on a regular basis to address issues regarding payroll, Shared Services, workplace safety and health and a variety of other items arising between the WRHA and the affiliate unions.

Grievances, Arbitrations & Leap Claims

There were 213 grievances filed in 2015, with 219 being carried over from 2014.

180 grievances were resolved satisfactorily and 51 were withdrawn or closed.

There were no arbitration awards received in 2015. LEAP claims increased significantly from 64 in the previous year to 91 in 2015.

GIP—Grievance Investigation Process

The GIP continues to run successfully since its inception in 2014. While the average time between the date of referral through to the initial meeting has increased to 69 days, this time frame is still significantly less than the time it takes to have grievances heard at arbitration.

There were 59 grievances referred to GIP in 2015. There were 24 settlements reached, seven grievances withdrawn and seven written opinions. There are 21 grievances still active within the process.

Where a written opinion was issued, only one grievance has been scheduled for arbitration while the remainder have either been resolved or continue to be discussed with a resolution expected.

Overall, the GIP has led to quicker resolutions, improved labour relations, significant legal representation and arbitration cost savings.

IAC—Independent Assessment Committees

During 2015, MNU members and LROs participated in two Independent Assessment Committees (IAC), one involving Victoria General Hospital (VGH) and the other involving Bethesda Hospital.

The issues, heard by the three-member IAC panel regarding VGH, were related to staffing deficiencies, mandatory overtime, Clinical Resource Nurse and space and equipment concerns. A total of 13 nurses testified before the panel, which provided valuable insight into the long-standing workplace concerns.

The IAC panel issued their recommendations on June 9, 2015, in a 52-page report. The employer, MNU and the nurses have met a number of times to review, discuss implementation and evaluate the progress arising from these recommendations.

Progress is slow and while some improvement has been made, it remains a challenge that we continue to work on rectifying.

The Bethesda Hospital IAC was to address longstanding issues on the Obstetrical/Surgical unit. Nine nurses provided their insight into these concerns and relayed their experiences about working on this unit.

The IAC panel has issued recommendations that have been reviewed by the employer, MNU and the nurses, but they have not yet fully implemented. The parties have agreed to meet in three months (April 2016) to discuss progress.

Separate Table Bargaining

In 2015, collective agreements for Norway House Cree Nation, Pinoaw Wachi, Canadian Blood Services and all Extencicare facilities were achieved through bargaining/conciliation.

Nishichawayashk Local 138 achieved a new four-year agreement following a month long strike.

In late 2015, both Horizon Occupational Local 150 and Opaskwayak Local 151 served notice to the employers to commence bargaining to revise their collective agreements.

Workplace Safety And Health

Over the past year, the Workplace Safety and Health (WSH) file has seen the Manitoba Nurses Union provided with a number of venues to discuss the WSH issues that affect our members' work lives on a daily basis. MNU has been instrumental in advancing the issue of violence in the health care sector, and also participates on the Minister of Labour's Workplace Injury Reduction Committee.

2015 saw MNU lead the creation of a multi-union Workplace Safety and Health Committee, co-chaired by MNU, representing the affiliates of the Manitoba Council of Health Care Unions (MCHCU). This committee also includes employers from within the City of Winnipeg as well as representatives from the various regional health authorities.

A number of locals have accessed MNU for ongoing assistance and support for members on Workplace Safety and Health Committees and to address and provide solutions to unique WSH concerns. We continue to review and monitor the legislative structure of the Workplace Safety and Health Committees within all workplaces to ensure that Employers are meeting and/or exceeding the minimum legislative requirements.

MNU has recently assisted a number of Workplace Safety and Health Committee members in filing Discriminatory Action Complaints against the Employer because of their refusal to include our members' time spent on WSHC duties as time worked.

Workers Compensation Appeals

There were 38 new files opened during 2015, and at year end there were 62 open appeal files with nine appeals held in abeyance, mostly pending receipt of further medical information.

The most common reason for denial of a claim is "delay in reporting." Please make sure your co-worker immediately reports a workplace injury. Don't let them fall prey to the "It will get better with a few days' rest" syndrome.

MNU staff continue to work on a number of committees tasked with reviewing and improving WCB processes.

Labour Relations Staff

Many thanks go to the Labour Relations Officers and support staff for their tireless work in ensuring our membership receives the service and support that is regarded so highly by those they serve and by the labour community as a whole. While the full implementation of the GIP process has resulted in a higher workload for the LROs and support staff, their hard work has ensured the success of the GIP while maintaining their high level of service to the membership.

I owe thanks to the staff, management, elected officials and members of MNU for making my entry into your world so smooth. I have been welcomed by all and have been provided help and guidance whenever I have asked. I could not have hoped for more and it does confirm my decision to join a winner!

I look forward to meeting as many of you as I can over the coming months and years. Our success starts with you, the members. Your constant vigilance on contract adherence, thoughtful input on bargaining proposals and willingness to take on important issues all send a clear message that MNU members are ready to protect their rights.

NURSING WORKLOAD STAFFING COMMITTEE REPORT

The Nursing Workload Staffing Report (NWSR) Committee met five times in 2015 to discuss ways to improve the NWSR process.

A survey was developed, which was sent to 400 randomly selected long term, community and acute care nurses. The employer's survey was distributed to 100 managers from the same areas. It is important to note that nurses and managers from all five regional health authorities were represented in the surveyed areas.

Each survey concluded on April 10, 2015. According to the results, 90 per cent (90%) of the nurses indicated that they want the form to identify unsafe staffing situations and 79 per cent (79%) want the form to result in more staffing for areas with recurring issues.

Over 75 per cent (75%) of the nurses identified the working conditions and staffing sections as the most useful part of the form, while just over 80 per cent (80%) of management respondents identified the situation date and patient/resident care sections as the most useful.

It was consistently found, between both nurse and management respondents, that there should be more room on the form to provide detail regarding the situations and the actions that were completed.

Overwhelmingly, nurse respondents believe it would be useful if the manager's response to the form was automatically sent to the union and the Nursing Advisory Committee (97%). The majority of both nurse and management respondents supported the idea of an electronic form in the future.

In addition to answering questions specific to the form's overall content and appearance, the survey also confirmed the committee's belief that there is a need for a specific workload form to better capture nurse issues arising in long term care.

Based on the survey results and further discussion at the committee level, a new Acute Care form was drafted. The Acute Care form was piloted during the month of February 2016 on the Labour and Delivery (L&D) unit at the St. Boniface Hospital in Winnipeg.

A further trial will continue on the L&D unit at St. Boniface and expand to a rural acute setting to be determined.

An updated survey will be developed to achieve a greater response from all nurses on the unit; i.e., not just limited to the author of the form.

The committee is also diligently working on the draft of a new long term care form, which will be piloted in the spring. Should the form come to your unit for a trial, please fill it out. We greatly appreciate your participation, and your feedback is paramount in moving forward. The committee thanks you in advance for your assistance in this very important project.

The committee is comprised of both MNU and employer representatives. Current committee members include:

Employer Representatives: Teri Kindrat (co-chair), Donna Romaniuk, Cindy Woodson, Debbie Harms and Laurie Walus.

Union Representatives: Donna McKenzie (co-chair), Bev Fisher (Direct Care Nurse, Seven Oaks Hospital) Dan Kushneryk (LRO Advisor), Debbie Winterton (Professional Practice and Education Officer), Mikaela Brooks (Researcher) and Monica Girouard (Director of Operations).



NOMINATIONS & ELECTIONS COMMITTEE REPORT

Kathy Nicholson, Chairperson
Darlene Jackson
Lana Penner

The Nominations & Elections 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 (2) year term by the voting delegates at the MNU Annual General Meeting. The deadline for receiving nominations was January 15, 2016. Nominations can only be received from the floor of the Annual General Meeting. If there are no nominations prior to the January 15 deadline:

Sandi Mowat has been re-elected by acclamation to the position of MNU President for the term of June 15, 2016 to June 14, 2018.

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

As a result of an amendment that was passed to **BY-LAW NO. 1—REGIONS** at the 2015 Provincial Annual General Meeting, ALL Board terms in this election year will expire April 30, 2016. For the purpose of transition, this will apply on a one-time basis only, so as to maintain the staggering of the two (2) year terms.

This amendment was brought forth by the MNU Executive Committee following a review of the MNU Board structure subsequent to the amalgamation of the eleven (11) Regional Health Authorities into five (5). The review was conducted with Worksite, Local and Regional Presidents.

This amendment will go into effect on May 1, 2016 as follows:

Regional Locals	Number of Representatives on the Board of Directors
Interlake-Eastern	01
Northern	02
Prairie Mountain	03
Southern	02
Winnipeg Community & Health Care	01
Winnipeg Long Term Care	01
**Winnipeg Hospital Region	07
TOTAL	17
**Within the Winnipeg Hospital Region:	
Concordia / Seven Oaks	01
Grace / Victoria	01
Health Sciences Centre	02
Misericordia / Riverview	01
St. Boniface	02

The following Board nominations and resumes were submitted and accepted by the Nominations Committee:

Interlake-Eastern Region:

(One Member: May 1, 2016 – April 30, 2017)

Kathy Nicholson

Lena Robertson

Northern Region:

(One Member: May 1, 2016 – April 30, 2017)

(One Member: May 1, 2016 – April 30, 2018)

Carrie Holland

Jose Huberdeau

Darlene Jackson

Prairie Mountain Region:

(One Member: May 1, 2016 – April 30, 2017)

(Two Members: May 1, 2016 – April 30, 2018)

Trudie Empey

Amanda Fehr

Marguerite Smith

Karen Taylor

Christina Woodcock

Valerie Wotton

Mike Yablonski

St. Boniface Nurses Local 5:

(One Member: May 1, 2016 – April 30, 2017)

(One Member: May 1, 2016 – April 30, 2018)

Christine Boychuk

Liz Cronk

Kathy Hillstrom

*Concordia Nurses Local 27 &
Seven Oaks Nurses Local 72:*

(One Member: May 1, 2016 – April 30, 2017)

Dawna Marie Bieniarz

Colleen Johanson

PLEASE NOTE, WHERE IT APPLIES, THE CANDIDATE(S)
WITH THE MOST VOTES RECEIVED WILL BE APPOINTED
TO THE TWO (2) YEAR TERM(S).

The deadline for receiving nominations was January 15, 2016. The following have been declared elected by acclamation to the MNU Board of Directors for the following terms:

Southern Region:

Cindy Hunter: MAY 1, 2016 – APR 30, 2017

Tracy Bassa: MAY 1, 2016 – APRIL 30, 2018

*Winnipeg Community &
Health Care Region:*

Julie Lackner: MAY 1, 2016 – APR 30, 2017

Winnipeg Long Term Care Region:

Karen Tessier: MAY 1, 2016 – APRIL 30, 2018

*Grace Nurses Local 41 &
Victoria Nurses Local 3:*

Karen Cannell-Jamieson: MAY 1, 2016 – APR 30, 2017

*Misericordia Nurses Local 2 &
Riverview Nurses Local 1a:*

Dana Orr: MAY 1, 2016 – APR 30, 2018

HSC Nurses Local 10:

Cheryl Lange: MAY 1, 2016 – APR 30, 2017

Kim Fraser: MAY 1, 2016 – APR 30, 2018

The two election options for these positions are:

(A) The Worksite Unit/Local may have a voting day of adequate hours to allow all members the opportunity to vote. The time and date of this vote would be determined by the Regional Local / Worksite Unit / Local Executive Committee. If all-day voting occurs, there would be no option for proxy voting.

If the above is not adopted by the Worksite Unit/Local, the following would occur:

(B) A member who is unable to attend the Annual Meeting ONLY by reason of being on duty may appoint another member as her/his proxy, provided that no member shall hold more than two (2) proxies. The proxy must be completed and originally signed by the member who is working, indicating which member he/she is assigning the proxy to.

Within the city, a Local/Worksite must make known to the other Locals/Worksites affected and the Nominations & Elections Committee of their plan to conduct all-day voting.

Outside of the city, a Local/Worksite must make known to the Regional President and the Nominations & Elections Committee of their plan to conduct all day voting. The Regional President shall advise all Locals/Worksites which of the two election options will be used.

Ballots must be forwarded to the MNU Provincial Office for counting by March 31st, 2016. Any ballots received after March 31, 2016, will not be counted.

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.

DISCIPLINE COMMITTEE REPORT

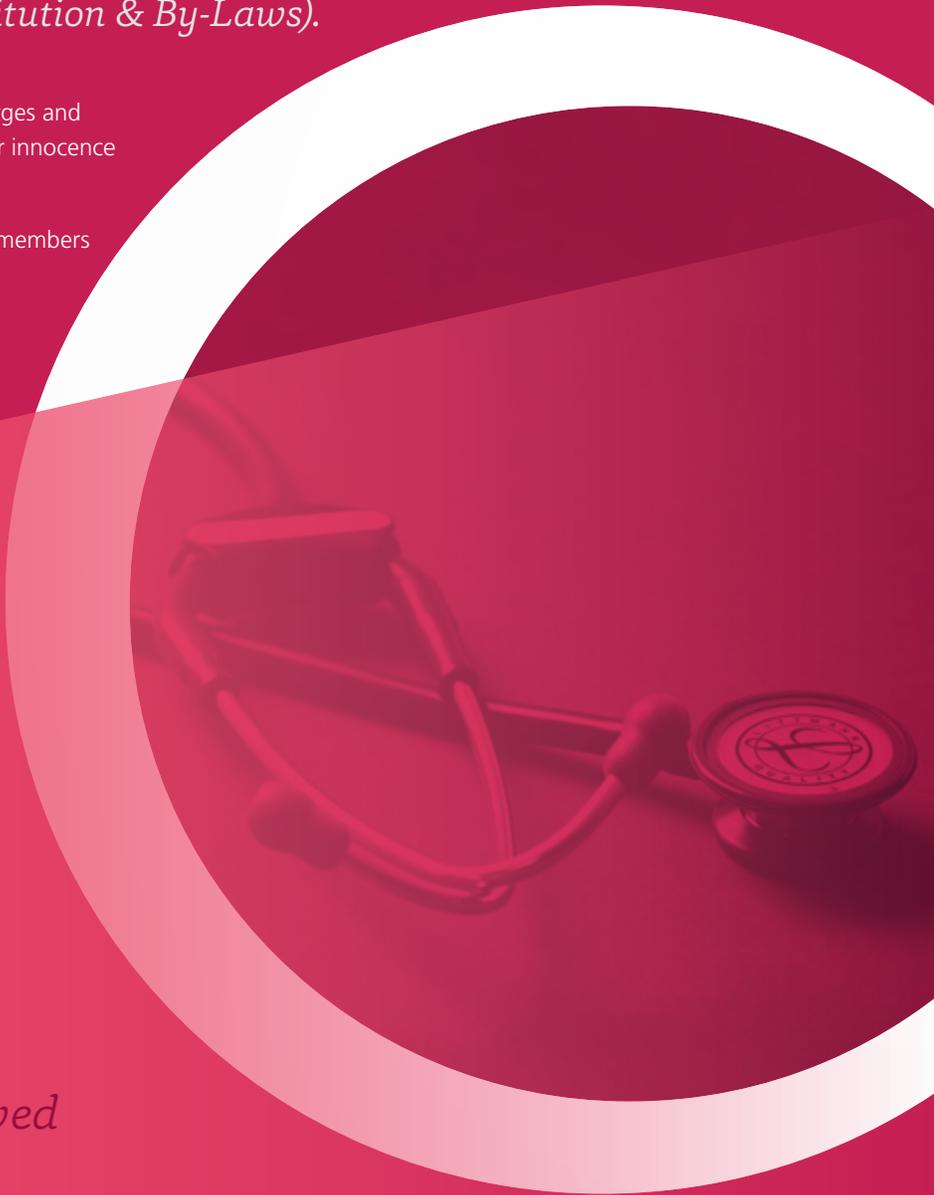
Cheryl Lange, Chairperson
Sonyia Mayo
Colleen Johanson

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

At the 2014 AGM, a motion was brought forward for MNU to review the regional representation on the Provincial Collective Bargaining Committee (PCBC) with a view to reflecting the newly amalgamated regions.

The motion was referred to the existing PCBC for review and to make recommendations to members at the 2015 AGM.

The PCBC further recommended to the Board of Directors that action on the motion be deferred to the 2016 AGM in preparation for the next round of Central Table Bargaining.

The PCBC looked at a number of methods of research in studying this issue. An online survey was sent to all Presidents in November of 2015. The survey featured a number of structured and open-ended questions. A number of trends emerged in the response: the vast majority think the restructuring of the PCBC is important (**92%**), the committee should reflect the RHA structure as long as there is fair representation for members (**84%**) and the committee should be balanced between urban and rural areas (**93%**). It was also important for all regions to have representation proportionate to their membership.

An independent poll of the general membership showed that members were less concerned than activists about the PCBC changing, but the majority (four out of five) felt that it should reflect the RHAs and a slim majority felt the number of representatives should remain the same.

In November 2015 the PCBC reviewed data from the polls as well as information provided regarding the structure of committees of Nurses Unions across Canada.

Based on the above research and further consultation with the members they represent, the members of the committee made a number of recommendations for consideration by delegates to the 2016 AGM, outlined at right

- The Provincial Collective Bargaining Committee (PCBC) shall consist of (15) members, the President as Chairperson, and fourteen (14) Regional/Local representatives chosen as follows:

MNU Regional /Local	Number of Representatives
Northern	01
Southern	02
Prairie Mountain	03
Interlake-Eastern	01
Winnipeg Community & Health Care	01
Winnipeg Long Term Care	01
Health Sciences Centre	01
St. Boniface	01
Misericordia / Riverview	01
Seven Oaks / Concordia	01
Grace / Victoria	01

- The Committee will be provided with 5 days x 7.75 hours per bargaining cycle to allow for preparation. The bargaining cycle will begin with PCBC orientation and end with ratification.
- The union will investigate online/telephone voting for upcoming 2016 PCBC elections.

See next page for Resolution & Constitution.

RESOLUTIONS & CONSTITUTION COMMITTEE REPORT

Kim Fraser, Chairperson
 Julie Lackner
 Marguerite Smith

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

Submission of Resolutions for the Provincial AGM

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

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

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

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

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

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

There were no resolutions received by the publishing deadline.

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 is one (1) By-Law Amendment, ten (10) Constitutional Amendments and zero (0) Resolutions submitted prior to the printing of this report.

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

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

To access a copy of your Regional Local / Worksite Unit / Local Constitution, please visit the MNU website **WWW.MANITOBANURSES.CA** and click on “Union Resources” followed by “Constitution & By-Laws” and/or “Forms Centre”. A login prompt to the member portal will appear.



PROPOSED AMENDMENT TO THE MNU CONSTITUTION & BY-LAWS

Moved By: THE PROVINCIAL COLLECTIVE BARGAINING COMMITTEE

Amend “**BY-LAW NO. 5**” by substituting the proposed wording as stated below to reflect current structure. [(**B**) will be deleted and inserted under “**Article 11—MNU Standing Committees**”, as (**E**) provincial collective bargaining committee].

CURRENT WORDING

BY-LAW NO. 5 -- PROVINCIAL COLLECTIVE BARGAINING COMMITTEE (PCBC)

(A) The Provincial Collective Bargaining Committee shall consist of fifteen (15) members, the MNU President as Chairperson, and fourteen (14) Regional / Local representatives chosen as follows:

MNU Region / Local	Number of Representatives
Assiniboine	1
Brandon	1
Churchill / Burntwood / Nor-Man	1
Central	1
Eastman	1
Parkland	1
Interlake	1
Winnipeg Community & Health Care	1
Winnipeg Long Term Care	1
Health Sciences Centre	1
St. Boniface	1
Misericordia / Riverview	1
Seven Oaks / Concordia	1
Grace / Victoria	1

(B) A vacancy shall be deemed to exist if the PCBC member, during her/his term in office either:

- i.) Dies or resigns;
- ii.) Is unable or unwilling, to attend meetings, or perform the duties of the PCBC position for any reason whatsoever;
- iii.) Ceases to be employed in the Region / Local in which she / he was elected.

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

IF ADOPTED, WILL READ

BY-LAW NO. 5 -- PROVINCIAL COLLECTIVE BARGAINING COMMITTEE (PCBC)

(A) The Provincial Collective Bargaining Committee shall consist of fifteen (15) members, the MNU President as Chairperson, and fourteen (14) Regional / Local representatives chosen as follows:

MNU Region / Local	Number of Representatives
Assiniboine Northern	1
Brandon Southern	± 2
Churchill / Burntwood / Nor-Man	±
Central Prairie Mountain	± 3
Eastman Interlake-Eastern	1
Parkland	±
Interlake	±
Winnipeg Community & Health Care	1
Winnipeg Long Term Care	1
Health Sciences Centre	1
St. Boniface	1
Misericordia / Riverview	1
Seven Oaks / Concordia	1
Grace / Victoria	1

~~B. A vacancy shall be deemed to exist if the PCBC member, during her/his term in office either:~~

- ~~i.) Dies or resigns;~~
- ~~ii.) Is unable or unwilling, to attend meetings, or perform the duties of the PCBC position for any reason whatsoever;~~
- ~~iii.) Ceases to be employed in the Region / Local in which she / he was elected.~~

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

RATIONALE: REFLECTIVE OF CURRENT PRACTICE.

FINANCIAL IMPLICATIONS: NONE.

Moved By: THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend “**ARTICLE 11—Nominations And Elections Committee**” by substituting for the current “**Nominations & Elections Committee**”, a new article “**MNU STANDING COMMITTEES**” as set out below.

CURRENT WORDING

No current wording.

IF ADOPTED, WILL READ

ARTICLE 11-MNU STANDING COMMITTEES

11.01 The MNU Standing Committees shall be:

- (A) The Finance Committee;
- (B) The Nominations & Elections Committee;
- (C) The Resolutions & Constitution Committee;
- (D) The Discipline Committee;
- (E) Provincial Collective Bargaining Committee.

No current wording.

11.02 The composition of each Standing Committee & its duties shall be:

- (A) Finance Committee:
- 1.) There shall be a Finance Committee consisting of the officers of the Union and three (3) members elected by and from the members of the Board.
 - 2.) The MNU Secretary-Treasurer is the Chairperson of this committee.
 - 3.) This committee will make recommendations to the Board of Directors in respect of the committee's role in financial matters:
 - i.) undertaking detailed scrutiny of monthly, quarterly and year to date financial information.
 - ii.) undertaking detailed scrutiny of the financial projections;
 - iii.) considering proposals for financial plans and estimates;
 - iv.) considering the annual budget;
 - v.) undertaking financial strategy and review of financial investments.



ARTICLE 11—Nominations & Elections Committee

- 11.01 The Nominations and Elections Committee shall be composed of three (3) members appointed by the Board. One of the members shall be a non-Board member.
- 11.02 The Nominations and Elections Committee shall be 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.
- 11.03 The Nominations and Elections Committee shall be responsible for the nomination and the conduct of elections of the Executive Officers at the Annual Meeting.
- 11.04 The Nominations and Elections Committee shall be 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.
- 11.05 The Nominations & Elections Committee shall:
- 1.) Assure that at least one (1) representative is nominated for each vacancy;
 - 2.) Prepare a list of candidates who are suitable and willing to act;
 - 3.) Send such list to each Local/Worksite Unit prior to the election along with a resume of each candidate.
- 11.06 Any member may submit to the Nominations and Elections Committee the name of any other member within the Region / Local as a candidate for the Board provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least two (2) other members. The Nominations and Elections Committee shall thereupon add the names of such nominees to the ballot.
- 11.07 Executive Officers—Any member may submit to the Nominations and Elections Committee the name of any other member as a candidate for an Executive Officer position provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least four (4) other members. The Nominations and Elections Committee shall thereupon add the names of such nominee to the ballot.
- 11.08 Any member may submit to the Nominations and Elections Committee the name of any other member within the Region / Local as a candidate for the Provincial Collective Bargaining Committee (PCBC) provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least two (2) other members. The Nominations and Elections Committee shall thereupon add the names of such nominees to the ballot.

ARTICLE 11—(B) Nominations & Elections Committee

- 1.) ~~11-01~~ The Nominations and Elections Committee shall be composed of three (3) members ~~appointed~~ **elected** by ~~and from~~ the Board. One of the members shall be a non-Board member.
- 2.) ~~The members of the committee shall select a Chairperson.~~
- 3.) ~~11-02~~ The Nominations and Elections Committee shall be 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.
- 4.) ~~11-03~~ The Nominations and Elections Committee shall be responsible for the nomination and the conduct of elections of the Executive Officers at the Annual Meeting.
- 5.) ~~11-04~~ The Nominations and Elections Committee shall be 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.
- 6.) ~~11-05~~ The Nominations and Elections Committee shall:
- i.) Assure that at least one (1) representative is nominated for each vacancy;
 - ii.) Prepare a list of candidates who are suitable and willing to act;
 - iii.) Send such list to each Local/Worksite Unit prior to the election along with a resume of each candidate.
- 7.) ~~11-06~~ Any member may submit to the Nominations and Elections Committee the name of any other member within the Region / Local as a candidate for the Board provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least two (2) other members. The Nominations and Elections Committee shall thereupon add the names of such nominees to the ballot.
- 8.) ~~11-07~~ Executive Officers—Any member may submit to the Nominations and Elections Committee the name of any other member as a candidate for an Executive Officer position provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least four (4) other members. The Nominations and Elections Committee shall thereupon add the names of such nominee to the ballot.
- 9.) ~~11-08~~ Any member may submit to the Nominations and Elections Committee the name of any other member within the Region / Local as a candidate for the Provincial Collective Bargaining Committee (PCBC) provided such nominee has given written consent to the nomination and provided that the nomination is supported by the signature of at least two (2) other members. The Nominations and Elections Committee shall thereupon add the names of such nominees to the ballot.

RATIONALE: REFLECTIVE OF CURRENT PRACTICE.

FINANCIAL IMPLICATIONS: NONE.

No current wording.

(C) The Resolutions and Constitution Committee

- 1.) The Resolutions and Constitution Committee shall be composed of three (3) members elected by and from the Board.
- 2.) The members of the committee shall select a Chairperson.
- 3.) The Committee is struck annually for the purpose of receiving, reviewing and finalizing resolutions and/or proposed amendments to the MNU Constitution & By-Laws, prior to the Manitoba Nurses Union Annual General Meeting and any other assignments directed by the Board.
- 4.) The Committee is also responsible for the receiving, reviewing and finalizing of all proposed amendments to the individual member constitutions belonging to a Regional Local, Worksite Unit and a Local, prior to being presented to the Board of Directors for approval.

No current wording.

(D) The Discipline Committee:

- 1.) The Discipline Committee shall be composed of three (3) members elected by and from the Board and two (2) non-member professionals appointed by the Board
- 2.) The members of the committee shall select a Chairperson who must be a Board member.
- 3.) The Discipline Committee is responsible for establishing and maintaining standing rules of procedure and for conducting hearings of members accused of conduct detrimental to the Manitoba Nurses Union or reflecting discredit on the Manitoba Nurses Union (Article 18 -- Constitution). Based on the charges and evidence presented, the Discipline Committee determines the guilt or innocence of the respondent member and the penalty, if any.

No current wording.

(E) Provincial Collective Bargaining Committee:

The Provincial Collective Bargaining Committee shall consist of fifteen (15) members, the MNU President as Chairperson and fourteen (14) Regional / Local representatives.

The PCBC is responsible to the MNU Board for:

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

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

- i.) Dies or resigns;
- ii.) Is unable or unwilling, to attend meetings, or perform the duties of the PCBC position for any reason whatsoever;
- iii.) Ceases to be employed in the Region / Local in which she / he was elected.

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

RATIONALE: REFLECTIVE OF CURRENT PRACTICE.

FINANCIAL IMPLICATIONS: NONE.

Moved By: THE RESOLUTIONS & CONSTITUTION COMMITTEE

AMEND “**Article 15.01—Revenue**” by striking all wording in **(B)** after “**them**” in the second sentence and striking **(C)** in its entirety and renumber.

CURRENT WORDING

ARTICLE 15—REVENUE

- 15.01 The revenue of the Union shall be derived as follows:
- (A) Each member shall pay to the Union such amount of dues as the Union may from time to time decide.
- (B) Each Local/Worksite shall direct that the dues payable to it on behalf of any of its members shall be forwarded directly to the Union unless otherwise authorized by the Board. The Union shall refund to the Local / Worksite / Regional Local such portion as may be due them with the proviso that the Manitoba Nurses Union alters its current process for local/worksite dues rebates upon implementation of an integrated payroll system. The alterations shall include the dues rebate being sent directly to the Regional Local as directed by each Region.
- (C) Where the dues of members are paid to the Local / Worksite Unit, such Local / Worksite Unit shall forward to the Union the dues for each member.
- (D) Pursuant to the terms of Collective Agreements and/ or any statute or for any other reason, each Local / Worksite Unit may receive the dues deducted from employees who are not yet members. All such receipts of money shall be treated in the same manner as if each such employee were, at the time of deduction, a member of the Union.
- 15.02 The Union may accept any donation, grant, bequest, or other form of transfer of funds or properties from any charitable, governmental, educational, or other source, and may agree with the transfer to devote the funds or properties so transferred to any specific purpose consistent with the objectives of the Union.
- 15.03 A Local/Worksite Unit and/or Certified Bargaining Agent may establish a dues structure providing for the payment by its members of larger dues than are determined from time to time by the Board.
- 15.04 The Union shall have the right to levy assessments for special purposes upon its members, provided that any such assessment must first be approved by an Annual or Special Meeting of the Union.
- 15.05 Any funds owed to the Union by a Local/Worksite Unit and/or Certified Bargaining Agent pursuant to the provisions of this Constitution, shall constitute a preferred claim and must be paid promptly by the Local/Worksite Unit and/or Certified Bargaining Agent each month, prior to the payment of any other obligations of the Local / Worksite Unit and/or Certified Bargaining Agent. This provision shall apply similarly to any funds owed by the Union to a Local / Worksite Unit.

IF ADOPTED, WILL READ

ARTICLE 15—REVENUE

- 15.01 The revenue of the Union shall be derived as follows:
- (A) Each member shall pay to the Union such amount of dues as the Union may from time to time decide.
- ~~(B) Each Local/Worksite shall direct that the dues payable to it on behalf of any of its members shall be forwarded directly to the Union unless otherwise authorized by the Board. The Union shall refund to the Local/Worksite/ Regional Local such portion as may be due them. with the proviso that the Manitoba Nurses Union alters its current process for local / worksite dues rebates upon implementation of an integrated payroll system. The alterations shall include the dues rebate being sent directly to the Regional Local as directed by each Region.~~
- ~~(C) Where the dues of members are paid to the Local/ Worksite Unit, such Local / Worksite Unit shall forward to the Union the dues for each member.~~
- (C) Pursuant to the terms of Collective Agreements and/ or any statute or for any other reason, each Local / Worksite Unit may receive the dues deducted from employees who are not yet members. All such receipts of money shall be treated in the same manner as if each such employee were, at the time of deduction, a member of the Union.
- 15.02 The Union may accept any donation, grant, bequest, or other form of transfer of funds or properties from any charitable, governmental, educational, or other source, and may agree with the transfer to devote the funds or properties so transferred to any specific purpose consistent with the objectives of the Union.
- 15.03 A Local/Worksite Unit and/or Certified Bargaining Agent may establish a dues structure providing for the payment by its members of larger dues than are determined from time to time by the Board.
- 15.04 The Union shall have the right to levy assessments for special purposes upon its members, provided that any such assessment must first be approved by an Annual or Special Meeting of the Union.
- 15.05 Any funds owed to the Union by a Local/Worksite Unit and/or Certified Bargaining Agent pursuant to the provisions of this Constitution, shall constitute a preferred claim and must be paid promptly by the Local/Worksite Unit and/or Certified Bargaining Agent each month, prior to the payment of any other obligations of the Local / Worksite Unit and/or Certified Bargaining Agent. This provision shall apply similarly to any funds owed by the Union to a Local/Worksite Unit.

RATIONALE: REFLECTIVE OF CURRENT PRACTICE.

FINANCIAL IMPLICATIONS: NONE.

Amend “**Article 16—Audit**” by striking “**may be a**” in second sentence and inserting “**shall be a**”. Insert “**professional**” after “**chartered**” and “**(CPA)**” after “**accountant**”.

CURRENT WORDING

ARTICLE 16—AUDIT

16.01 The Fiscal Year of the Union shall be January 1st to December 31st unless otherwise designated by the Board. There shall be an auditor of the Union who shall not be a member or employee of the Union and may be a Chartered Accountant. The Auditor shall be appointed by an Annual or Special Meeting and may not be dismissed except with the approval of an Annual or Special Meeting. In the event that the auditor should resign or otherwise be unable to carry out her/his duties, the Board shall appoint a new auditor until the following Annual Meeting or Special Meeting. The auditor shall conduct an audit once every year and shall report to the Annual Meeting.

IF ADOPTED, WILL READ

ARTICLE 16—AUDIT

16.01 The Fiscal Year of the Union shall be January 1st to December 31st unless otherwise designated by the Board. There shall be an auditor of the Union who shall not be a member or employee of the Union and ~~may be a~~ shall be a Chartered Professional Accountant (CPA). The Auditor shall be appointed by an Annual or Special Meeting and may not be dismissed except with the approval of an Annual or Special Meeting. In the event that the auditor should resign or otherwise be unable to carry out her/his duties, the Board shall appoint a new auditor until the following Annual Meeting or Special Meeting. The auditor shall conduct an audit once every year and shall report to the Annual Meeting.

RATIONALE: REFLECTIVE OF CURRENT PRACTICE.

FINANCIAL IMPLICATIONS: NONE.



Moved By: THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend “**Article 17—Regional Local / Worksite Unit / Local**” by inserting “**Regional/Local/**” before “**Worksite Unit**” throughout article and in 17.04 Insert “**who elect to belong to a Regional Local**” in the first sentence between “**Locals**” and “**shall**”.

CURRENT WORDING

ARTICLE 17—LOCAL / WORKSITE UNIT / REGIONAL LOCAL

- 17.01 Every Local/Worksite Unit shall have adopted a Local / Worksite Unit Constitution, which shall not be in conflict with the provisions of this Constitution and the objectives of the Union.
- 17.02 The Constitution of a Local/Worksite Unit may be amended or altered only with the approval of a two-thirds (2/3) vote of those attending a meeting of the Local / Worksite Unit and with the approval of such a majority of the Board of the Union. No such amendment shall take effect until the approval of both the Local / Worksite Unit and the Board has been obtained. Full details of the proposed amendments must be set out clearly in the Notice of the Meeting to all members of the Local / Worksite Unit.
- 17.03 No Local/Worksite Unit shall adopt or undertake policies or activities contrary to the principles and policies of the Union.
- 17.04 Locals may represent one worksite under the control and direction of one Employer, or may represent a number of various worksites contained in a Region under the control and direction of one common Employer. Where there is more than one worksite in a Local it shall be known as a Regional Local and each worksite shall elect one representative to serve as a Worksite President on the Regional Local. These Worksite Presidents shall elect a Regional President for such a Local.
Non-transferred Locals shall be represented at the Regional Local level by the Local President and the Local President shall have the same rights as the Worksite Presidents for voting and elections.
- 17.05 The duties of the Regional President shall be to preside at all meetings of the Regional Local and at all meetings of the Executive Committee of the Regional Local; and she/he shall be charged with the responsibility of carrying out the policies of the Regional Local and shall serve as a facilitator for the Region, and shall also perform such other duties as the Executive Committee of the Regional Local may assign from time to time.
- 17.06 As far as may be possible previously existing worksite organizations will retain their individual identities. For example, members of the Manitoba Nurses Union employed in Rivers, Manitoba, shall now be known as Rivers Nurses, Number 90, of the Prairie Mountain Regional Local of the Manitoba Nurses Union.
- 17.07 Previously existing Locals at a facility which has transferred its authority to a Regional Health Authority shall retain any bank accounts, monies or other assets owned by them as of the date of the passage of this article, and each worksite shall be free to deal with such previously accumulated assets and funds with interest as they may see fit.

IF ADOPTED, WILL READ

ARTICLE 17—REGIONAL LOCAL / WORKSITE UNIT / LOCAL

- 17.01 Every **Regional Local** / Worksite Unit / Local shall have adopted a Regional Local / Worksite Unit / Local Constitution, which shall not be in conflict with the provisions of this Constitution and the objectives of the Union.
- 17.02 The Constitution of a **Regional Local** / Worksite Unit / Local may be amended or altered only with the approval of a two-thirds (2/3) vote of those attending a meeting of the **Regional Local** / Worksite Unit / Local and with the approval of such a majority of the Board of the Union. No such amendment shall take effect until the approval of both the **Regional Local** / Worksite Unit / Local and the Board has been obtained. Full details of the proposed amendments must be set out clearly in the Notice of the Meeting to all members of the **Regional Local** / Worksite Unit / Local.
- 17.03 No **Regional Local** / Worksite Unit / Local shall adopt or undertake policies or activities contrary to the principles and policies of the Union.
- 17.04 Locals may represent one worksite under the control and direction of one Employer, or may represent a number of various worksites contained in a Region under the control and direction of one common Employer. Where there is more than one worksite in a Local it shall be known as a Regional Local and each worksite shall elect one representative to serve as a Worksite President on the Regional Local. These Worksite Presidents shall elect a Regional President for such a Local.
Non-transferred Locals **who elect to belong to a Regional Local** shall be represented at the Regional Local level by the Local President and the Local President shall have the same rights as the Worksite Presidents for voting and elections.
- 17.05 The duties of the Regional President shall be to preside at all meetings of the Regional Local and at all meetings of the Executive Committee of the Regional Local; and she/he shall be charged with the responsibility of carrying out the policies of the Regional Local and shall serve as a facilitator for the Region, and shall also perform such other duties as the Executive Committee of the Regional Local may assign from time to time.
- 17.06 As far as may be possible previously existing worksite organizations will retain their individual identities. For example, members of the Manitoba Nurses Union employed in Rivers, Manitoba, shall now be known as Rivers Nurses, Number 90, of the Prairie Mountain Regional Local of the Manitoba Nurses Union.

- 17.08 Any funds subsequently acquired by a Worksite Unit shall also be administered at the discretion of that Worksite Unit, so long as any decisions are not in conflict with other provisions of this Constitution.
- 17.09 (A) When a Local/Worksite Unit dissolves, or ceases to perform its obligation to the members as herein provided, the Board may order that all funds and properties of any nature held by the Local / Worksite Unit shall revert to the Union to be held in trust for a period of two (2) years for the purpose of effecting a re-organization of the Local / Worksite Unit. If such a re-organization is effected, such funds and properties of the Local / Worksite Unit shall be re-invested with the re-organized Local / Worksite Unit for its use and benefit. If the Local / Worksite Unit is not re-organized within a period of two (2) years, such funds and properties shall revert to the general funds of the Union.
- (B) Where the Board orders that all funds and properties held by the Local/Worksite Unit shall revert to the Union, it shall be the duty of the officers of the Local/Worksite to deliver forthwith all funds and properties of any nature held by the Local / Worksite Unit to the Board of the Union and the Board shall be entitled to take immediate possession of all funds, properties, books and records of the Local / Worksite Unit, and shall have authority to bring appropriate legal proceedings to secure such funds, properties, books and records.
- 17.10 A Local/Worksite Unit may merge with and transfer its jurisdiction, rights, privileges, duties and assets to one or more other Locals / Worksite Units, provided that the Locals / Worksite Units which are transferring their jurisdiction, rights, privileges, duties and assets have each approved the said merger and transfer by a two-thirds (2/3) vote at a meeting called for, inter alia, that purpose. When these procedures have been completed and approved by the Board, the transfer of jurisdiction shall be deemed to be complete. Until any such merger is approved by the Board, the merger and transfer of jurisdiction, rights, privileges, duties and assets shall be deemed not to have occurred.
- 17.11 (A) For the purpose of this Constitution, the term "Local/Worksite Unit" shall refer to a member Local / Worksite Unit of the Union whose members have adopted a Constitution prior to or after the date on which this Constitution is adopted, with the objectives of, inter alia, the regulation of relations between the nurses and their employers and the negotiation of collective agreements with employers.
- (B) Where the members of a Local / Worksite Unit have, pursuant to the provisions of the Constitution, approved the merger of two or more Locals/Worksite Unit, the merger and transfer shall be deemed complete upon its approval by the Board and, the members shall thereupon be deemed to have become members of the merged Local / Worksite Unit, and all assets transferred to the Union shall be transferred forthwith by the Union to the new Local/Worksite Unit. Until any such merger is approved by the Board, the merger and transfer of jurisdiction, rights, privileges, duties and assets shall be deemed not to have occurred.
- 17.07 Previously existing Locals at a facility which has transferred its authority to a Regional Health Authority shall retain any bank accounts, monies or other assets owned by them as of the date of the passage of this article, and each worksite shall be free to deal with such previously accumulated assets and funds with interest as they may see fit.
- 17.08 Any funds subsequently acquired by a Worksite Unit shall also be administered at the discretion of that Worksite Unit, so long as any decisions are not in conflict with other provisions of this Constitution.
- 17.09 (A) When a Local/Worksite Unit dissolves, or ceases to perform its obligation to the members as herein provided, the Board may order that all funds and properties of any nature held by the Local/Worksite Unit shall revert to the Union to be held in trust for a period of two (2) years for the purpose of effecting a re-organization of the Local/Worksite Unit. If such a re-organization is effected, such funds and properties of the Local / Worksite Unit shall be re-invested with the re-organized Local / Worksite Unit for its use and benefit. If the Local / Worksite Unit is not re-organized within a period of two (2) years, such funds and properties shall revert to the general funds of the Union.
- (B) Where the Board orders that all funds and properties held by the Local/Worksite Unit shall revert to the Union, it shall be the duty of the officers of the Local/Worksite to deliver forthwith all funds and properties of any nature held by the Local / Worksite Unit to the Board of the Union and the Board shall be entitled to take immediate possession of all funds, properties, books and records of the Local / Worksite Unit, and shall have authority to bring appropriate legal proceedings to secure such funds, properties, books and records.
- 17.10 A Local/Worksite Unit may merge with and transfer its jurisdiction, rights, privileges, duties and assets to one or more other Locals/Worksite Units, provided that the Locals/Worksite Units which are transferring their jurisdiction, rights, privileges, duties and assets have each approved the said merger and transfer by a two-thirds (2/3) vote at a meeting called for, inter alia, that purpose. When these procedures have been completed and approved by the Board, the transfer of jurisdiction shall be deemed to be complete. Until any such merger is approved by the Board, the merger and transfer of jurisdiction, rights, privileges, duties and assets shall be deemed not to have occurred.
- 17.11 (A) For the purpose of this Constitution, the term "Local / Worksite Unit" shall refer to a member Local / Worksite Unit of the Union whose members have adopted a Constitution prior to or after the date on which this Constitution is adopted, with the objectives of, inter alia, the regulation of relations between the nurses and their employers and the negotiation of collective agreements with employers.
- (B) Where the members of a Local / Worksite Unit have, pursuant to the provisions of the Constitution, approved the merger of two or more Locals/Worksite Unit, the merger and transfer shall be deemed complete upon its approval by the Board and, the members shall thereupon be deemed to have become members of the merged Local / Worksite Unit, and all assets transferred to the Union shall be transferred forthwith by the Union to the new Local/Worksite Unit. Until any such merger is approved by the Board, the merger and transfer of jurisdiction, rights, privileges, duties and assets shall be deemed not to have occurred.

RATIONALE: EDITORIAL AND REFLECTS OF CURRENT PRACTICE.

FINANCIAL IMPLICATIONS: NONE.

PROPOSED AMENDMENT TO THE MNU MODEL CONSTITUTION: BELONGING TO A REGIONAL LOCAL / WORKSITE UNIT / LOCAL

Moved By: THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend “Article 6—Duties Of The _____ Officer” by striking “for arranging the collection and” and inserting “for” after “responsible”.

CURRENT WORDING

ARTICLE 6—DUTIES OF THE _____ OFFICERS

(D) Treasurer:

The Treasurer shall be responsible for arranging the collection and recording of all dues of the _____ and shall maintain a record of all members. The Treasurer shall record all transactions involving funds of the _____, and shall be responsible for the safekeeping of all monies of the _____ and shall deposit all monies of the _____ in a Chartered Bank or Credit Union Society. The Treasurer shall make a financial report to the Annual Meeting and to meetings of the Executive and shall perform such other duties as the Executive Committee may assign from time to time.

IF ADOPTED, WILL READ

ARTICLE 6—DUTIES OF THE _____ OFFICERS

(D) Treasurer:

The Treasurer shall be responsible for ~~arranging the collection and~~ recording of all dues of the _____ and shall maintain a record of all members. The Treasurer shall record all transactions involving funds of the _____, and shall be responsible for the safekeeping of all monies of the _____ and shall deposit all monies of the _____ in a Chartered Bank or Credit Union Society. The Treasurer shall make a financial report to the Annual Meeting and to meetings of the Executive and shall perform such other duties as the Executive Committee may assign from time to time.

RATIONALE: REFLECTIVE OF CURRENT PRACTICE.

FINANCIAL IMPLICATIONS: NONE.



Amend “Article 12.01—_____ Standing Committees” by striking (A) and inserting “The Nominating Committee,” inserting a new sentence “The _____ Standing Committee may be (B) The Bargaining Committee, (C) The Grievance Committee, (D) The Education Committee.”

CURRENT WORDING

ARTICLE 12—_____ STANDING COMMITTEES

12.01 The _____ Standing Committees shall be:

- (A) The Bargaining Committee;
- (B) The Grievance Committee;
- (C) The Education Committee;
- (D) The Nominating Committee.

12.02 The composition of each Standing Committee and its duties shall be:

(A) Bargaining Committee:

- 1.) This Committee shall consist of one (1) Officer appointed by the Executive Committee and at least one (1) member elected at the _____ Annual Meeting. The members of this Committee shall include, where practical, representation from each nursing category affected.
- 2.) The members of the Committee shall select its Chairperson.
- 3.) The duties of this Committee shall include preparation for negotiations; bargain collectively with the representative of the employer and report when required to do so.
- 4.) Every collective agreement entered into on behalf of any of the members of a _____ shall be signed by:
 - i.) The Officer who is a member of this Committee, and
 - ii.) Any other member of this Committee, and
 - iii.) An Officer or staff person of the Manitoba Nurses Union who is authorized by the Board or the Executive Committee of the Manitoba Nurses Union to be a signatory to a collective agreement.

(B) Grievance Committee:

- 1.) This Committee shall consist of one (1) Officer and at least two (2) other members elected at the _____ Annual Meeting. The members of this Committee shall include, where practical, representation of each nursing category affected.
- 2.) The members of the Committee shall select its Chairperson.
- 3.) The duties of this Committee shall include assisting members to formulate grievances and to make representations on behalf of any aggrieved member(s).

(C) Education Committee:

- 1.) This Committee shall consist of such number of members as the Executive Committee may elect.
- 2.) The duties of this Committee shall include:
 - i.) Education of the membership in the process of collective bargaining and procedures as well as its importance in protecting the advancement and well-being of its members.
 - ii.) The education of the membership that it is the responsibility of the employer to provide opportunity for continuing education, and to provide appropriate working conditions to achieve the best standards of performance of their duties.

IF ADOPTED, WILL READ

ARTICLE 12—_____ STANDING COMMITTEES

12.01 The _____ Standing Committees shall be:

- (A) The Nominating Committee.
- The _____ Standing Committees may be:
- (B) The Bargaining Committee;
- (C) The Grievance Committee;
- (D) The Education Committee.

12.02 The composition of each Standing Committee and its duties shall be:

(A) Nominating Committee:

- 1.) The Nominating Committee shall consist of such number of members as the Executive Committee may appoint.
- 2.) The duties of this Committee shall include:
 - i.) The preparation of a list of candidates who are suitable and willing to hold each elected position;
 - ii.) To forward such list to the Executive Committee at least four (4) weeks prior to the Annual Meeting;
 - iii.) To make available to all members a list of the candidates it proposes to nominate for each vacant position at least two (2) weeks prior to the Annual Meeting;
 - iv.) To add to the list of candidates all members nominated at the Annual Meeting;
 - v.) To ascertain that all nominees have given consent to be a candidate for a vacancy;
 - vi.) To conduct the elections as herein required and report the results to the Secretary.

(B) Bargaining Committee:

- 1.) This Committee shall consist of one (1) Officer appointed by the Executive Committee and at least one (1) member elected at the _____ Annual Meeting. The members of this Committee shall include, where practical, representation from each nursing category affected.
- 2.) The members of the Committee shall select its Chairperson.
- 3.) The duties of this Committee shall include preparation for negotiations; bargain collectively with the representative of the employer and report when required to do so.
- 4.) Every collective agreement entered into on behalf of any of the members of a _____ shall be signed by:
 - i.) The Officer who is a member of this Committee, and
 - ii.) Any other member of this Committee, and
 - iii.) An Officer or staff person of the Manitoba Nurses Union who is authorized by the Board or the Executive Committee of the Manitoba Nurses Union to be a signatory to a collective agreement.

(C) Grievance Committee:

- 1.) This Committee shall consist of one (1) Officer and at least two (2) other members elected at the _____ Annual Meeting. The members of this Committee shall include, where practical, representation of each nursing category affected.
- 2.) The members of the Committee shall select its Chairperson.
- 3.) The duties of this Committee shall include assisting members to formulate grievances and to make representations on behalf of any aggrieved member(s).

(D) Nominating Committee:

- 1.) The Nominating Committee shall consist of such number of members as the Executive Committee may appoint.
- 2.) The duties of this Committee shall include:
 - i.) The preparation of a list of candidates who are suitable and willing to hold each elected position;
 - ii.) To forward such list to the Executive Committee at least four (4) weeks prior to the Annual Meeting;
 - iii.) To make available to all members a list of the candidates it proposes to nominate for each vacant position at least two (2) weeks prior to the Annual Meeting;
 - iv.) To add to the list of candidates all members nominated at the Annual Meeting;
 - v.) To ascertain that all nominees have given consent to be a candidate for a vacancy;
 - vi.) To conduct the elections as herein required and report the results to the Secretary.

(D) Education Committee:

- 1.) This Committee shall consist of such number of members as the Executive Committee may elect.
- 2.) The duties of this Committee shall include:
 - i.) Education of the membership in the process of collective bargaining and procedures as well as its importance in protecting the advancement and well-being of its members.
 - ii.) The education of the membership that it is the responsibility of the employer to provide opportunity for continuing education, and to provide appropriate working conditions to achieve the best standards of performance of their duties.



RATIONALE: TO COMPLY WITH THE CURRENT PRACTICE WHERE SOME REGIONS / LOCALS / WORKSITES DO NOT CURRENTLY HAVE THESE STANDING COMMITTEES.

TO ALLOW FOR COMMITTEES TO BE RESURRECTED AND NOT LOST. "SHALL" IMPLIES THE ACT IS MANDATORY AND "MAY" IMPLIES THE ACT IS OPTIONAL.

FINANCIAL IMPLICATIONS: NONE.

PROPOSED AMENDMENT TO THE MNU MODEL CONSTITUTION: BELONGING TO A REGIONAL LOCAL | ARTICLE 12—MEMBERSHIP

Moved By: THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend “**Article 12—Membership**” by substituting the wording as proposed below, for the current wording.

CURRENT WORDING

12.02 The composition of each Standing Committee and its duties shall be:

(A) Bargaining Committee:

- 1.) This Committee shall consist of one (1) Officer appointed by the Executive Committee and at least one (1) member elected at the Regional Local Annual Meeting. The members of this Committee shall include, where practical, representation from each nursing category affected.
- 2.) The members of the Committee shall select its Chairperson.
- 3.) The duties of this Committee shall include preparation for negotiations; bargain collectively with the representative of the employer and report when required to do so.
- 4.) Every collective agreement entered into on behalf of any of the members of a Regional Local shall be signed by:
 - i.) The Officer who is a member of this Committee, and
 - ii.) Any other member of this Committee, and
 - iii.) An Officer or staff person of the Manitoba Nurses Union who is authorized by the Board or the Executive Committee of the Manitoba Nurses Union to be a signatory to a collective agreement.

IF ADOPTED, WILL READ

12.02 The composition of each Standing Committee and its duties shall be:

(A) Bargaining Committee:

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

RATIONALE: REFLECTIVE OF CURRENT PRACTICE.

FINANCIAL IMPLICATIONS: NONE.

PROPOSED AMENDMENT TO THE MNU MODEL CONSTITUTION: BELONGING TO A LOCAL | ARTICLE 12—MEMBERSHIP

Moved By: THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend “**Article 12—Membership**” by substituting the wording as proposed below, for the current wording.

CURRENT WORDING

12.02 The composition of each Standing Committee and its duties shall be:

(A) Bargaining Committee:

- 1.) This Committee shall consist of one (1) Officer appointed by the Executive Committee and at least one (1) member elected at the Regional Local Annual Meeting. The members of this Committee shall include, where practical, representation from each nursing category affected.
- 2.) The members of the Committee shall select its Chairperson.
- 3.) The duties of this Committee shall include preparation for negotiations; bargain collectively with the representative of the employer and report when required to do so.
- 4.) Every collective agreement entered into on behalf of any of the members of a Local shall be signed by:
 - i.) The Officer who is a member of this Committee, and
 - ii.) Any other member of this Committee, and
 - iii.) An Officer or staff person of the Manitoba Nurses Union who is authorized by the Board or the Executive Committee of the Manitoba Nurses Union to be a signatory to a collective agreement.

IF ADOPTED, WILL READ

12.02 The composition of each Standing Committee and its duties shall be:

(A) Bargaining Committee:

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

RATIONALE: REFLECTIVE OF CURRENT PRACTICE.

FINANCIAL IMPLICATIONS: NONE.



PROPOSED AMENDMENT TO THE MNU MODEL CONSTITUTION: BELONGING TO A REGIONAL LOCAL | ARTICLE 13—FINANCES & DUES

Moved By: THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend “**Article 13—Finances And Dues**” by adding a second sentence in **13.01 (A)** “**non-transferred locals who voluntarily elect to participate in the region, shall remit regional dues.**”

CURRENT WORDING

ARTICLE 13—FINANCES AND DUES

13.01 The revenues of the _____ shall be handled as follows:

(A) The revenues of the _____ shall be as determined at the _____ Annual Meeting or at a Special Meeting called for that purpose and as approved by a majority of the members (from transferred Locals) present at such meeting.

(B) In the event that the Manitoba Nurses Union levies an assessment on each of its members, the _____ shall do all things necessary to collect same and when collected shall forthwith forward such amount to the Manitoba Nurses Union.

(C) If any dues or other monies are paid to the _____ on behalf of the Manitoba Nurses Union, the officers of the _____ shall forthwith forward to the Manitoba Nurses Union all amounts received on behalf of all persons who paid same.

13.02 In no event shall the _____ dues be less than the amount specified by MNU policy, unless specific dispensation has been granted by the Manitoba Nurses Union.

13.03 The funds received shall be deposited into an account in the name of the _____ at a Chartered Bank or a Credit Union Society; which Bank or Credit Union mails the cancelled cheques issued by the _____.

13.04 All transactions by cheque shall be signed by any two (2) Officers of the _____ authorized to do so.

13.05 The funds may be used only to pay the proper and authorized expenditures of the _____.

IF ADOPTED, WILL READ

ARTICLE 13—FINANCES AND DUES

13.01 The revenues of the _____ shall be handled as follows:

(A) The revenues of the _____ shall be as determined at the _____ Annual Meeting or at a Special Meeting called for that purpose and as approved by a majority of the members (from transferred Locals) present at such meeting.

Non-transferred Locals who voluntarily elect to participate in the region, shall remit regional dues.

(B) In the event that the Manitoba Nurses Union levies an assessment on each of its members, the _____ shall do all things necessary to collect same and when collected shall forthwith forward such amount to the Manitoba Nurses Union.

(C) If any dues or other monies are paid to the _____ on behalf of the Manitoba Nurses Union, the officers of the _____ shall forthwith forward to the Manitoba Nurses Union all amounts received on behalf of all persons who paid same.

13.02 In no event shall the _____ dues be less than the amount specified by MNU policy, unless specific dispensation has been granted by the Manitoba Nurses Union.

13.03 The funds received shall be deposited into an account in the name of the _____ at a Chartered Bank or a Credit Union Society; which Bank or Credit Union mails the cancelled cheques issued by the _____.

13.04 All transactions by cheque shall be signed by any two (2) Officers of the _____ authorized to do so.

13.05 The funds may be used only to pay the proper and authorized expenditures of the _____.

RATIONALE: REFLECTIVE OF CURRENT PRACTICE.

FINANCIAL IMPLICATIONS: NONE.

PROPOSED AMENDMENT TO THE MNU MODEL CONSTITUTION: BELONGING TO A REGIONAL LOCAL / WORKSITE UNIT / LOCAL

| ARTICLE 14—AMENDMENT OF CONSTITUTION

Moved By: THE RESOLUTIONS & CONSTITUTION COMMITTEE

Amend “**Article 14 -- Amendment Of Constitution**” by striking after “**provided**” the words “**however that such amendment shall not become effective unless and until it is approved in writing by the board of the manitoba nurses union**” and inserting “**that the process set out has been followed.**”

CURRENT WORDING

ARTICLE 14—AMENDMENT OF CONSTITUTION

- 14.01 This Constitution may be amended only by a two-thirds (2/3) vote at the Annual Meeting or at a Special Meeting called for that purpose by the _____ provided however that such amendment shall not become effective unless and until it is approved in writing by the Board of the Manitoba Nurses Union.

IF ADOPTED, WILL READ

ARTICLE 14—AMENDMENT OF CONSTITUTION

- 14.01 This Constitution may be amended only by a two-thirds (2/3) vote at the Annual Meeting or at a Special Meeting called for that purpose by the _____ provided **that the process set out has been followed.** ~~however that such amendment shall not become effective unless and until it is approved in writing by the Board of the Manitoba Nurses Union.~~

RATIONALE: TO ENSURE CONSISTENT PRACTICE IS FOLLOWED BY ALL REGIONS / LOCALS / WORKSITES AND TO ENSURE IT DOES NOT CONFLICT WITH THE PROVINCIAL MODEL CONSTITUTION.

FINANCIAL IMPLICATIONS: NONE.

PRESIDENT'S DAYS ENTITLEMENT REVIEW

It was resolved at the 2015 MNU AGM that the Executive Committee review the current formula for determining President's Days Entitlement, with a view to increasing the number of days allotted to the Regional/Local/Worksite Presidents. The committee was tasked with reporting its findings at the November 2015 board meeting.

This was the first comprehensive review of the President's Days allocation that has been conducted in many years, and it quickly became evident that this was a complex issue. In order to fully analyze the data, the report was deferred to the March 2015 board meeting.

To get a full understanding of the issue, we analyzed the financial data, surveyed the Presidents and sought input from the labour relations officers.

In September 2015, a survey was sent out to all Regional/Local/Worksite Presidents to gather their input on whether they were satisfied with the current number of President's Days. The participation level was very good and based on the survey results, more than half (59%) of the respondents indicated that they do not have an adequate number of President's Days to cover the amount of time spent on union business, such as attending Regional/Local/Worksite meetings, preparing for NACs and union/management meetings, Return to Work meetings and meeting with LROs and union administration.

While there were five Presidents who indicated they would require a significantly greater number of days to fulfill their responsibilities, the majority responded that two to 10 days would be adequate.

In regards to funding of the President's Days, 42.5 per cent (42.5%) of responding Presidents indicated that their Regions/Locals/Worksites provide funding for President's Days over and above the provincial funding.

Analysis of the financial data indicated that 45 Presidents did not utilize any President's Days in 2014, and only 10 Presidents used the entire allotment.

The Executive considered all information and will be moving forward as follows:

- Provide a 25 per cent (25%) increase in the number of days for all Regions/Locals/Worksites on May 1, 2016. All Regional/Local/Worksite Presidents will have a minimum of six days per year.
- Provide information on the President's Day entitlement to all Regions/Locals/Worksites and guidance on how to access the days.
- President's Days entitlement for Worksites who wish to merge with Worksites without an active executive will be reviewed by the Executive Committee on a case-by-case basis. Consideration will be given to the increased numbers of meetings as well as the increased travel required.
- The adequacy of the revised number of days will be monitored and reported to the MNU board and a comprehensive review will be completed at the end of 2017 and provided to the 2018 AGM.

It's been MNU's practice to budget for 60 per cent (60%) of President's Days to be used annually. To date, this amount has been adequate based on current usage.

Based on the 25 per cent (25%) increase, if the full allocation of President's Days were used the cost would be \$600,000; however, based on current trends, MNU is budgeting \$310,500 for President's Days usage for 2016, which represents the prorated amount from May 1 – December 31, 2016. The Finance Committee will be monitoring the account closely and will make any required adjustments for the 2017 annual budget.

FINANCE COMMITTEE REPORT

The financial business of MNU is conducted based on the budget developed by the Finance Committee to represent the strategic direction of our organization as developed by the Board of Directors.

The financial statements are a numeric representation of MNU's activities, as represented in the narrative report.

The majority of the provincial office's operating revenue is derived from membership dues (\$26.00 per bi-weekly pay period for full/part time and 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 2015-year end review of financial statements are reflective of the activities and the priorities of MNU over the last year.

By adhering to a solid financial plan, we continue to be able to offer our members access to services and educational opportunities to enhance their role within the union.

THE 2016 REALLOCATION

The 2016 Reallocation is reflective of the 2015 actual income and expenditures.

As per the executive committee plan, we have increased the President's Days Entitlement by 25 per cent (25%) for 2016, prorated to May 1st. There will be a full year allocation in 2017. This increase also applies to regional President's Days.

All lines have been carefully reviewed to ensure that MNU continues to provide a high level of service to the membership in a fiscally responsible way, while maintaining a positive balance. This has resulted in adjustments to some lines.

The 2016 Reallocation was endorsed by the MNU board of directors.

2017 FORECAST

The 2017 forecast is partially based on the past actual activity, as well as the upcoming activities in 2017.

One of the main focuses in 2017 will be on negotiations, since our current Central Table agreement expires on March 31, 2017. In preparations for negotiations, we have transferred \$1 million from the Negotiations Fund to offset the cost.

We have also budgeted for the Canadian Federation of Nurses Union (CFNU) biennial and the Canadian Labour Congress (CLC) convention.

As always, the Finance Committee continues to look at ways to improve financial policies and monitor usage of funds in a manner which best meet the needs of our membership.



Revenue	2015 Budget	2015 Actual	2016 Forecast	2016 Reallocation	2017 Forecast
MNU Provincial Dues	7,909,200	8,156,731	7,909,200	8,078,200	8,078,200
Less Dual Dues Refunds	-115,000	-108,446	-115,000	-115,000	-200,000
Net Dues Revenue	7,794,200	8,048,285	7,794,200	7,963,200	7,878,200
Interest and Dividends	175,000	223,715	175,000	175,000	175,000
Transfer from Negotiations Fund	200,000	138,000	---	45,000	1,000,000
Transfer from General Fund	---	---	---	---	300,000
Total Operating Revenue	\$8,169,200	\$8,410,000	\$7,969,200	\$8,183,200	\$9,353,200
Expenditures	2015 Budget	2015 Actual	2016 Forecast	2016 Reallocation	2017 Forecast
Office Support	649,200	594,415	649,200	592,050	597,700
Democratic Process	1,178,000	1,192,250	1,133,000	1,159,000	1,165,500
Membership Services	1,950,000	2,258,456	1,755,000	1,994,250	2,862,250
Affiliations	456,350	457,161	366,600	341,600	516,600
Outreach and Solidarity	47,500	45,938	47,500	48,500	48,500
Administrative Support	3,805,000	3,703,616	3,935,025	3,890,390	4,011,926
Amortization of Capital Assets	80,000	157,925	80,000	150,000	150,000
Total Expenditures	8,166,050	8,409,761	7,966,325	8,175,790	9,352,476
Net Income	\$3,150	\$239	\$2,875	\$7,410	\$724



March 9, 2016

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, 2015 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 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, 2015 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

PricewaterhouseCoopers LLP
Chartered Professional 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

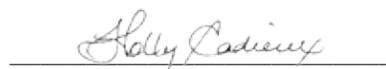
Balance Sheet

As at December 31, 2015

	2015 \$	2014 \$
Assets		
Current assets		
Cash	178,631	1,077,749
Accounts receivable	1,194,610	1,251,055
Prepaid expenses	17,423	31,635
	<u>1,390,664</u>	<u>2,360,439</u>
Investments in marketable securities (note 3)	9,139,435	9,083,448
Investment in Union Centre Inc. (note 4)	579,362	579,362
Property and equipment (note 5)	665,532	214,413
	<u>11,774,993</u>	<u>12,237,662</u>
Liabilities and Fund Balances		
Current liabilities		
Accounts payable and accrued liabilities (note 6)	853,381	1,437,264
Leasehold inducement	150,000	-
Severance payable (note 7)	436,850	413,872
	<u>1,440,231</u>	<u>1,851,136</u>
Fund balances		
Defence/Strike Fund (note 8)	2,924,084	2,872,811
Keith Lambert Scholarship Fund (note 9)	37,398	47,215
Negotiations Fund (note 10)	3,504,932	3,437,286
International Assistance Fund (note 11)	50	1,215
General Fund	3,868,298	4,027,999
	<u>10,334,762</u>	<u>10,386,526</u>
	<u>11,774,993</u>	<u>12,237,662</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, 2015

	2015	2014
	\$	\$
Revenue		
Membership dues	8,156,731	7,906,113
Less: Dual dues refunds	(108,446)	(114,966)
	<hr/>	<hr/>
	8,048,285	7,791,147
Investment income (note 3)	336,336	410,869
Other income	6,602	1,988
	<hr/>	<hr/>
	8,391,223	8,204,004
Expenses		
Office support (Schedule 1)	752,340	682,846
Democratic process (Schedule 2)	1,238,083	992,534
Membership services (Schedule 3)	2,224,699	2,211,571
Affiliations (Schedule 4)	457,161	341,062
Outreach and solidarity (Schedule 5)	67,224	55,362
Administrative support	3,703,480	3,700,313
	<hr/>	<hr/>
	8,442,987	7,983,688
	<hr/>	<hr/>
Net income (loss) for the year	(51,764)	220,316

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, 2015

	2015				2014	
	Defence/ Strike Fund \$	Keith Lambert Scholarship Fund \$	Negotiations Fund \$	International Assistance Fund \$	General Fund \$	Total \$
Balance - Beginning of year	2,872,811	47,215	3,437,286	1,215	4,027,999	10,386,526
Net income (loss) for the year	-	(12,317)	6,298	(2,165)	(43,580)	(51,764)
Interfund transfers (notes 8, 9, 10 and 11)	51,273	2,500	61,348	1,000	(116,121)	-
Balance - End of year	2,924,084	37,398	3,504,932	50	3,868,298	10,334,762
						10,386,526

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

Manitoba Nurses' Union
Statement of Cash Flows
For the year ended December 31, 2015

	2015	2014
	\$	\$
Cash provided by (used in)		
Operating activities		
Net income (loss) for the year	(51,764)	220,316
Items not affecting cash		
Amortization	157,925	77,398
Realized (gains) losses on sale of investments	(2,760)	16,519
Unrealized gain on investments	(149,064)	(215,863)
	<u>(45,663)</u>	<u>98,370</u>
Change in non-cash working capital items		
Accounts receivable	56,445	(52,817)
Prepaid expenses	14,212	(8,570)
Accrued interest	4,431	(3,376)
Accounts payable and accrued liabilities	(560,905)	133,662
	<u>(531,480)</u>	<u>167,269</u>
Investing activities		
Purchase of investments	(597,029)	(2,669,444)
Proceeds on disposal of investments	688,435	1,707,365
Purchase of property and equipment	(609,044)	(190,401)
Proceeds from leasehold inducement	150,000	-
	<u>(367,638)</u>	<u>(1,152,480)</u>
Decrease in cash during the year	(899,118)	(985,211)
Cash - Beginning of year	1,077,749	2,062,960
Cash - End of year	178,631	1,077,749

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

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2015

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.

(1)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2015

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:

	2015		2014	
	Market value \$	Cost \$	Market value \$	Cost \$
General Fund				
Term deposits	3,427,615	3,385,604	3,713,068	3,713,370
Bonds	672,050	678,756	670,980	678,756
Accrued interest	7,575	7,575	12,006	12,006
Pooled funds	4,344,749	3,625,361	4,030,301	3,431,996
	8,451,989	7,697,296	8,426,355	7,836,128
Severance Fund				
Pooled funds	523,680	422,568	499,626	420,263
Negotiations Fund				
Preferred shares	163,766	163,766	157,467	157,467
	9,139,435	8,283,630	9,083,448	8,413,858

(2)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2015

Pooled funds consist of the following:

	2015		2014	
	Market value	Cost	Market value	Cost
	\$	\$	\$	\$
General Fund				
Canadian equity	537,944	505,610	639,722	534,559
Canadian fixed income	882,072	848,770	869,084	833,446
U.S. equity	741,256	425,469	585,310	382,472
Overseas equity	417,540	315,418	355,591	310,961
Emerging markets	226,552	195,131	215,060	180,130
Global equity	430,666	255,586	360,975	252,513
Real assets portfolio	390,625	347,975	360,048	329,230
Canadian dividend pool	361,389	368,147	399,098	365,604
Global unconstrained	356,705	363,255	245,413	243,081
	<u>4,344,749</u>	<u>3,625,361</u>	<u>4,030,301</u>	<u>3,431,996</u>
Severance Fund				
Canadian equity	84,605	81,865	93,721	79,537
Canadian fixed income	232,960	213,044	229,530	213,661
U.S. equity	15,357	10,109	15,529	10,135
Overseas equity	46,958	35,288	39,991	34,925
Emerging markets	58,494	36,039	49,029	35,621
Global equity	85,306	46,223	71,826	46,384
	<u>523,680</u>	<u>422,568</u>	<u>499,626</u>	<u>420,263</u>

(3)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2015

Investment income consists of the following:

	2015 \$	2014 \$
General Fund		
Interest	170,754	195,161
Realized gains (losses)	2,760	(16,519)
Unrealized gain on fair market value adjustment	140,513	189,494
	<u>314,027</u>	<u>368,136</u>
Severance Fund		
Interest	7,459	10,308
Unrealized gain on fair market value adjustment	8,551	26,369
	<u>16,010</u>	<u>36,677</u>
Negotiations Fund		
Interest	6,299	6,056
Total	<u>336,336</u>	<u>410,869</u>

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

	2015		2014	
	Cost \$	Accumulated amortization \$	Net \$	Net \$
Furniture and equipment	1,989,253	1,323,721	665,532	214,413

(4)

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2015

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, \$47,112 (2014 - \$60,534) 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 2015, \$51,273 (2014 - \$104,415) 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 2015 (2014 - \$2,500).

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. \$61,348 was transferred to this fund in 2015 (2014 - \$114,986).

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 2015, \$1,000 (2014 - \$1,000) was transferred to this fund.

Manitoba Nurses' Union

Notes to Financial Statements

December 31, 2015

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 \$2,044,987 and for each of the next five years are:

	\$
Year ending December 31, 2016	285,174
2017	251,675
2018	251,675
2019	251,388
2020	251,269

13 Post-retirement benefits

MNU maintains various defined contribution plans for its eligible employees. Pension expense for these plans for the year amounted to \$222,974 (2014 - \$227,055).

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 1.0% to 4.5% and maturity dates vary from August 2016 to August 2020.

15 Comparative figures

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

Manitoba Nurses' Union

For the year ended December 31, 2015

Membership Services	Schedule 3	
	2015	2014
	\$	\$
Advocacy - Pensions	37,197	-
Communications	583,359	464,425
Contract interpretation	727	85,570
Education programs	292,771	266,888
Employer invoice estimate	59,320	29,447
Legal expense assistance plan	66,872	74,805
Legal, arbitration and consultation	591,364	558,359
Regional and worksite president's days	270,953	235,744
Negotiations	321,404	424,540
Workplace safety and health	732	71,793
	2,224,699	2,211,571

Affiliations	Schedule 4	
	2015	2014
	\$	\$
Canadian Federation of Nurses' Unions and Canadian Labour Congress	446,161	329,462
Manitoba Council of Health Care Unions	6,000	6,600
Other	5,000	5,000
	457,161	341,062

Outreach and Solidarity	Schedule 5	
	2015	2014
	\$	\$
Ad hoc donations	9,250	11,300
Budgeted donations	6,500	5,100
Student outreach	5,303	4,376
International Assistance Donation	2,828	4,500
Joyce Gleason Scholarship	6,000	6,000
Keith Lambert Scholarships	18,458	4,007
Other donations and sponsorships	18,885	20,079
	67,224	55,362

\$1,500

MNU CONTINUING EDUCATION SCHOLARSHIP

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 and 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

Visit MANITOBANURSES.CA for more information.

ANNUAL GENERAL MEETING AGENDA

2016 Annual Meeting & Provincial Education Day—April 19TH, 20TH, & 21ST

KEYSTONE CENTRE
#1-1175 18TH Street, Brandon, MB



Tuesday, April 19TH

Keynote Speaker: **Michelle Ray**

Leadership: It Starts with Me
Harness the Power of Personal Leadership

Michelle Ray is an award-winning speaker and founder of the Lead Yourself First Institute. Delivering her message with insight, wit and humor, Michelle's energizing, informative and dynamic keynote presentation will remind you of the power of personal leadership. You will learn strategies you can use long after the event ends to take the lead, embrace any challenge and create your own outcomes.

Tuesday, April 19TH

- 0800–0850** Registration – Manitoba Room
- 0900** Call to Order
O Canada
Announcements
Introductions
Approval of Agenda
Rules of Procedure
Approval of Scrutineers
- 1000–1030** Refreshment Break & Late Registration
- 1030** Greetings CFNU
Credentials Committee Report
Presentation of Reports:
President
Director of Operations
Director of Communications
& Government Relations Report
Director of Labour Relations
Secretary Treasurer
Finance Committee:
Auditor's Statement
Adoption of Auditor's Report
Appointment of Auditor
Budget Forecast
Nominations & Elections Committee
Discipline Committee
Resolutions & Constitution Committee
Provincial Collective Bargaining
Committee
Nursing WSR Committee
- 1200** Free Time For Lunch
- 1330** Keynote: Michelle Ray
- 1430** Refreshment Break—Regional Meetings
- 1600** Adjournment of Business Session
- 1930** Election Night—UCT Pavilion

REGISTRATION PROCEDURE AT ANNUAL MEETING—MANITOBA ROOM

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.

ANNUAL GENERAL MEETING AGENDA CONT'D

2016 Annual Meeting & Provincial Education Day—April 19TH, 20TH, & 21ST

KEYSTONE CENTRE
#1-1175 18TH Street, Brandon, MB

Wednesday, April 20TH

- 0800–0850** Registration – Manitoba Room
- 0900** Call to Order
 - O Canada
 - Announcements
 - Business Held Over from Previous Day
- 1000–1030** Refreshment Break & Late Registration
- 1030** Resolutions
- 1200** Free Time For Lunch
- 1330** Keynote: James Wilson
- 1430** Resolutions Cont'd
- 1500–1530** Refreshment Break
- 1530** New Business
- 1600** Certificates to Outgoing Board Members
- 1630** Yellow Ribbon Awards
- 1700** Adjournment of Business Session
- 1800** Cocktails
- 1900** 41ST Banquet Evening—“Here is the Party”



Wednesday, April 20TH

Keynote Speaker: **James Wilson**

Having served two terms as Treaty Commissioner for Manitoba, James sees education and economic development as twin pillars to grow a more vibrant future for both First Nations and Manitoba. Drawing on his extensive knowledge of the Treaties, from which economic security and the ability to earn a livelihood are fundamental promises, James is passionate about bridging the gap between First Nations and business communities to help create greater educational opportunities, joint ventures and partnerships.

In 2010, the Government of Canada appointed him as Treaty Commissioner of the Treaty Relations Commission of Manitoba, a neutral body mandated to encourage discussion, facilitate public understanding, and enhance mutual respect among all peoples in Manitoba.

Thursday, April 21ST

- 0800** Registration – Manitoba Room
- 0850** Welcome – UCT Pavilion
- 0900–1130** Panel Discussion:
Physician Assisted-Death
- 1015–1045** Refreshment Break
- 1130–1300** Lunch
- 1300–1415** Break-Out Sessions
- 1415–1445** Refreshment Break
- 1445–1600** Break- Out Sessions

Please bring your membership card to the Manitoba Nurses Union annual meeting.



RESPECTFUL MEETING GUIDELINES

- 1.) Respect each other.
- 2.) All members of the committee should be treated as equals.
- 3.) Maintain confidentiality at all times.
- 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.) Keep all cell phones to be on mute/vibrate during meetings. Please return calls during breaks.

ANNUAL MEETING RULES OF PROCEDURE

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

THE SWAN RIVER NURSES WORKSITE 26

Invites you to...

“HERE IS THE PARTY”

Wednesday, April 20TH, 2016

KEYSTONE CENTRE

Brandon, MB—UCT PAVILION

Cocktails 1800 | Dinner 1900 | Dancing ALL NIGHT LONG!

Tickets \$25.00

(in advance from the MNU Office)

SILENT AUCTION | DOOR PRIZES | BEST COSTUME PRIZES

*All proceeds raised will be donated to
the Community Foundation of Swan Valley*

EDUCATION DAY

EXPERT PANEL ON PHYSICIAN-ASSISTED DEATH

As physician-assisted death becomes legal in Canada, there are many thought-provoking discussions surrounding the topic, yet questions about how physician-assisted death will impact nurses remain unanswered.

Our panel includes experts from the fields of palliative care, ethics, nursing and liability services who will provide their unique perspective on physician-assisted death, end-of-life care and its potential impact on the delivery of nursing care.

The discussion will also feature an open Q&A session in which members can bring forward any questions or comments they may have.

PANELISTS:

Dr. Marie Edwards

Associate Professor
College of Nursing, University of Manitoba

Dr. Cornelius J. Woelk

Medical Director of Palliative Care, Southern Health-Santé Sud
Medical Director, Boundary Trails Regional Cancer Program hub

Cheri Frazer, Co-coordinator

Dying with Dignity, Winnipeg Chapter

Chantal Léonard, CEO

Canadian Nurses Protective Society

BREAKOUT WORKSHOPS

Provincial Education Day

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

1.) Mitigating Risk in Charting

Chantal Léonard

Quality documentation: It's your best legal defence. But how much documentation is enough? Is it necessary to chart contemporaneously? Is third party charting acceptable? Your documentation can either attract legal consequences or contribute to your successful legal defence. Learn the legal implications of charting and risk mitigating strategies from a CNPS lawyer.

2.) The Power of YOU

Terri Knox

Do you want more from your life and your career, but feel like you are hitting a ceiling? Do you strive to be positive, but the results you want just don't show up? Are you starting to lose hope that your professional life will ever be what you've always wanted it to be? "The Power of YOU" inspirational talk will help you break your limits!

3.) D.U.I.—Diversity, Understanding, Inclusion

Christine Van Der Hoek

Diversity isn't about tolerance, it's about acceptance. Christine will share her experiences of diversity gained from a life of travelling and working abroad. You will leave with a greater perspective on overcoming obstacles and enhanced joy at work.

4.) Preparing to retire?

What you need to know.

Bob Romphf

A condensed version of the popular Retirement in a Nutshell, this workshop will put you on the right track to retirement by giving you the basics as well as answering important questions such as, dealing with my pension plan, when should I retire and how much is enough to retire?

5.) LGBTTTQ*

Rune Breckon, LGBT Program Facilitator at SERC Brandon

A Lesbian, Gay, Bisexual, Trans*, Two Spirit, Queer, Questioning, Intersex, and Asexual (LGBTTTQ*) awareness session that will cover areas such as:

- Understanding the difference between sexual orientation and gender identity and expression
- Identifying and interrupting homophobia, biphobia, lesbophobia, transphobia, heterosexism, cissexism
- Acknowledging intersectionality and learning how systems of oppression impact LGBTTTQ* individuals, families and communities

6.) Indigenous Awareness

Speaker from the Treaty Relations

Commission of Manitoba

The TRCM Speakers' Bureau provides dialogue and information sharing to create an understanding about the historical and contemporary issues that relate to Treaties. Presentations speak to both the Canadian and First Nation perspective of the Treaties to balance information Manitobans receive from various outlets.

7.) Political Awareness and Advocacy

Judy Wasylycia-Leis

Judy Wasylycia-Leis once led a massive campaign across Canada to strengthen public health care and fight increasing privatization. Over the years, she has held a variety of assignments across the globe; from Jordon and Kosovo to Pakistan and Tunisia she has shared her expertise in the areas of candidate training, women's political participation and youth advocacy.

Judy will share her wisdom, gained through decades of experience, as well as strategies to help empower and effect positive change.

2016 EDUCATION CONFERENCE

RADISSON HOTEL

288 Portage Avenue, Winnipeg, MB

SOME COURSES INCLUDE:

- Collective Bargaining
- Grievance & Arbitration
- The Unionized Nurse & the Law
- ABCs of NACs
- WCB & Return to Work
- Political Awareness in Action

Information and applications are available in the MNU portal or from your Local/Worksite/Regional Presidents as of April 18, 2016.

Monday, October 17TH

1400-1800 Registration

1800 Supper

Tuesday, October 18TH

0830 Classes begin

1600 Classes dismiss

Wednesday, October 19TH

0830 Classes begin

1400 Classes dismiss

Deadline for applications is July 8, 2016.

WIN A TRIP TO THE MNU EDUCATION CONFERENCE

The American Income Life Insurance Company donates annually to the Manitoba Nurses Union Education Program. These monies are used to offset the cost of sending one grassroots member to the MNU Education Conference. This year it will be held on October 17th, 18th and 19th, 2016, in Winnipeg.

Local/Worksite and/or Regional Executive Members and Board Members are NOT eligible for participation in the draw. If you qualify, please fill out the ballot below and mail/fax it to MNU or place it in the draw box at the AGM.

Entry for the draw closes April 20th at 1600 HRS.



NEVER BEEN TO A MNU EDUCATION CONFERENCE?

The Manitoba Nurses Union Executive Committee is sponsoring a MNU member with a fully funded spot to attend.

First Time Participants Only

(You do not have to be present to win!)

Entry for the draw closes April 20th at 1600 HRS.



Name: _____

Address: _____

Phone: _____

Local/Worksite: _____

Email: _____

Mail: AIL Draw
301 - 275 Broadway
Winnipeg, MB
R3C 4M6

Fax: (204) 942-0958



Name: _____

Address: _____

Phone: _____

Local/Worksite: _____

Email: _____

Mail: Executive Committee Sponsored
1st Time Participants Only
Education Conference Draw
301 - 275 Broadway
Winnipeg, MB
R3C 4M6

Fax: (204) 942-0958

WELCOME RECEPTION & PRE-REGISTRATION

ANNUAL GENERAL MEETING

KEYSTONE CENTRE

Brandon, MB—UCT PAVILION

Monday, April 18th, 2016, 6:00 pm

INCLUDES ENTERTAINMENT AND A CASH BAR

Darrell & Katie MacDonald

Darrell and Katie MacDonald have been performing music together for many years. As a father – daughter duo they perform a variety of musical styles from old rock tunes to original music. They perform a unique collection of tunes that a wide demographic can enjoy.

Any proceeds from this event will go towards the MNU International Assistance Fund.





A COMMITMENT TO CARING

Manitoba Nurses Union

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