



Manitoba
nurses
Union

Manitoba
nurses
Union

A COMMITMENT TO CARING

ANNUAL REPORT
2019



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.

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, skill, caring and leadership.

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MNU Board of Directors

May 1, 2019 – April 30, 2020



Darlene Jackson
PRESIDENT



Deanna Douglas
VICE-PRESIDENT



Tracy Bassa
SECRETARY-TREASURER



Michael Yablonski
PRAIRIE MOUNTAIN
REGION



Karen Taylor
PRAIRIE MOUNTAIN
REGION



Val Wotton
PRAIRIE MOUNTAIN
REGION



Amanda Sainsbury
SOUTHERN REGION



Renate McGowan
SOUTHERN REGION



Carrie Holland
NORTHERN REGION



Amber Mitchell
NORTHERN REGION



Kathy Nicholson
INTERLAKE-EASTERN
REGION



Karen Jantzen
WINNIPEG LONG-TERM
CARE REGION



Kim Fraser
HEALTH SCIENCES
CENTRE



Cheryl Lange
HEALTH SCIENCES
CENTRE



**Karen Cannell-
Jamieson**
GRACE GENERAL
HOSPITAL/VICTORIA
HOSPITAL



Sheila Holden
ST. BONIFACE HOSPITAL



Kathy Hillstrom
ST. BONIFACE HOSPITAL



Dana Orr
RIVERVIEW HEALTH
CENTRE/MISERICORDIA



Colleen Johanson
SEVEN OAKS HOSPITAL/
CONCORDIA

NOT PICTURED:
WINNIPEG COMMUNITY & HEALTH CARE REGION (VACANT)

2019-2020

Manitoba Nurses Union Standing Committees

Executive Committee

Darlene Jackson, President, Chairperson

Deanna Douglas, Vice-President

Tracy Bassa, Secretary-Treasurer

3 Members at Large:

Kim Fraser

Val Wotton

Mike Yablonski

Finance Committee

Tracy Bassa, Secretary-Treasurer, Chairperson

Darlene Jackson, President

Deanna Douglas, Vice-President

Kathy Hillstrom

Carrie Holland

Colleen Johanson

Nominations & Elections Committee

Kathy Nicholson, Chairperson

Leona Barrett, Staff Advisor

Kathy Hillstrom

Marguerite Smith

Resolutions & Constitution Committee

Kim Fraser, Chairperson

Karen Fleming, Staff Advisor

Karen Cannell-Jamieson

Amber Mitchell

Discipline Committee

Michael Yablonski, Chairperson

Amber Mitchell

MNU Staff List

Director of Communications & Government Relations:

Wes Payne

Director of Labour Relations:

Mike Sutherland

Manager of Administrative Services:

Kristy Jamieson

In-House Counsel:

Anne Gregory

Labour Relations Officers:

Debbie Jenkins

Manola Barlow

Leona Barrett

Tom Henderson

Dan Kushneryk

Shauna Briscoe

Marise Frankel

Michelle Peterson

Mary Lakatos

Paulina Ruiz

Karen Fleming

Mary Lou Cherwaty

Susan Tremblay

Deb Stewart

Julie Lackner

Professional Practice & Education Officer:

Debbie Winterton

Communications Officers:

Matt Austman

Michelle Lancaster

Researcher:

Bridget Whipple

Accounting & Information Technology Coordinator:

Terry Dyck

Administrative Staff:

Wendy Giesbrecht

Tracy Wood

Debbie Wiebe

Erin McGee

Marija Tisaj

Kristina Kiciuk

Veronica Jones

Katrina Profeta

Linda Stoyko

Angela Samayoa

Tiffany Willits

Jen Hueging

Giezelle Monte



COVID-19 Annual Report Update

Dear MNU members,

On March 11, 2020, the World Health Organization declared the COVID-19 outbreak a pandemic.

The impact on MNU members has already been unprecedented and, as of writing, there are likely much more challenging days ahead.

MNU has been advocating forcefully for nurses during this time. Our top priority is the health and safety of our members and their patients. We will continue to fight for you every step of the way, no matter where events take us.

For all the latest updates and resources for members, please visit manitobanurses.ca/COVID-19.

The impact of COVID-19 on MNU's day-to-day operations has also been significant. On March 18, the Board of Directors unanimously agreed to cancel the 2020 MNU AGM set for Brandon in April. The decision was not made lightly and was based on public health recommendations to engage in physical distancing to reduce the spread of the virus.

The contents of this 2019 Annual Report have been updated in some areas to reflect this cancellation and other effects of the pandemic. Specifically, AGM and other event-based content has either been removed or updated as required.

The Resolutions & Constitution Committee and the Finance Committee reports have been updated to reflect necessary actions taken by the Board of Directors in response to COVID-19.

All other reports, including the President's Report and other Director-level reports, remain as originally drafted prior to the WHO's pandemic declaration, with the exception of some brief editorial notes. The Annual Report is an account of MNU's work during the previous year, and while details from early 2020 inevitably find their way into some areas, we wanted to maintain the integrity of reporting on events of 2019.

Again, for the latest information on MNU's ongoing advocacy on COVID-19, visit manitobanurses.ca/COVID-19.

Thank you for your continued extraordinary efforts during this unprecedented time.

In solidarity,

Darlene Jackson
PRESIDENT



President's Report

Darlene Jackson

2019 was a difficult year for nurses across Manitoba as the fallout from ongoing health care cuts and closures continued.* I've heard countless stories about the growing crisis in our health care system, including short staffing, increased patient loads and excessive overtime. Moreover, the Pallister government has refused to come to the bargaining table now for over three years, and instead attacked our rights through various pieces of anti-labour legislation.

Nurses are frustrated, and that is why I am doing everything in my power as President to hold this government to account, and demand a better deal for nurses.

Despite these numerous challenges, and the long list of issues we must address in 2020, our union continues to make strides forward thanks to our enhanced membership engagement and advocacy efforts across the province.

Response to Health Care Cuts and Closures

The Pallister government's health care consolidation plan in the WRHA is nearly complete; however, the consequences continue to be felt by nurses and patients across the system. The issues we've raised are backed up by the public data we've requested from employers, health authorities, and government. In far too many areas, nursing vacancies are through the roof, while agency nurse use and overtime are on the rise.

As President, I want to assure you that we are doing everything we can to hold the government accountable.

The first step is improving dialogue, and I have taken every opportunity to meet with all stakeholders, including employers, health officials, government, and the opposition political parties. These efforts have helped blunt some of the most harmful attacks on our health care system. In many areas, we have forced employers to improve communication with our members, address longstanding workplace health & safety concerns, and boost security measures in response to increasing rates of violence.

“In far too many areas, nursing vacancies are through the roof, while agency nurse use and overtime are on the rise.”

—MNU President Darlene Jackson

*For an update on Collective Bargaining, please read the PCBC report (page 34).



And despite our ongoing disagreements with the Pallister government, we have established separate monthly meetings with Health Minister Cameron Friesen and Official Opposition Leader Wab Kinew. I also meet frequently with the Deputy Health Minister and senior Shared Health officials to offer input on policy decisions, and ideas for addressing the nursing shortage.

I have also made it a priority to increase our public relations and activity in the news media. Since the PC government came to power in 2016, our media presence has increased by approximately five-fold. In 2019, I appeared in well over 200 media stories, averaging 3 media interviews per week. I know nurses want the public to be aware of the impacts of ongoing health care cuts, and that is why I continue to make it priority to speak on your behalf.

MNU members have stepped up their own advocacy efforts as well. Over the past year, there have been many letters, signed and written by MNU members, that have made news headlines and helped inform the public about the issues facing our health care system.

Our efforts are having an impact. During Phase II of consolidation in the WRHA, we managed to blunt some of the most harmful impacts of the government's plan. In spring 2019, a review of consolidation was conducted by Dr. Dean Peachey, which included a round table discussion with 17 nurses from across the WRHA. Dr. Peachey's report validated many of the concerns we had been raising since the plan was announced 2017. This led to significant media scrutiny and public pressure, and convinced the Pallister government to convert Concordia's Emergency Department to an Urgent Care Centre instead of a walk-in clinic.

Although we wanted the facility to stay open with a fully-functioning Emergency Department, it did illustrate the power of our voice as the most trusted spokespeople in health care.

Although changes in the WRHA are nearly complete, the Pallister government appears intent to begin major overhauls to health care in areas outside Winnipeg in 2020. I am well aware of the issues facing our health care system in rural and northern Manitoba, and will continue to express my concerns at every opportunity.

That is why we have continued our Put Patients First public relations campaign, which was approved at AGM 2019. The campaign has generated significant attention through a new TV commercial (Real Talk), billboards, radio ads, and a strong digital presence through our campaign website putpatientsfirst.ca and across social media platforms (see Director of Communications & Government Relations Report for more information).

At the same time, the Labour Relations department continues to work tirelessly to address your workplace concerns. During this difficult time, LROs and our local/worksite presidents have been incredibly busy making sure your rights are protected. If you have a workplace issue, I encourage you to bring them forward to your union representatives so we can help address them (see Director of Labour Relations Report for more information).

I've also made it a priority to encourage member activism in the union, which is essential for strengthening our position heading into collective bargaining, and to demand real improvements for our contract and working conditions.

“After several months of campaigning, the final results of the vote proved our strength as a union run FOR NURSES, BY NURSES, with well over 90 percent of nurses voting for MNU.”

—MNU President Darlene Jackson

To that end, MNU has developed a campaign model that is aimed at organizing and engaging members at the local/worksites level. Local campaigns need to draw upon the strength of our members as the most trusted spokespeople in health care, and encourage their involvement in union efforts to hold employers and government accountable. HSC Local 10 is doing exactly that by encouraging nurses to sign a banner that demonstrates member solidarity and demands for improved working conditions throughout the facility. The more members sign, the greater the show of unity and strength of our union.

This model can be easily adapted to other locals and worksites throughout the province. It is ready to be shared with any local/worksites president interested in implementing a similar campaign in their workplaces.

Representation Votes

Due to Bill 29, The Health Sector Bargaining Unit Review Act, MNU was forced into representation votes during the summer of 2019. This was a costly campaign for our organization, and we did not believe we should have been forced into the votes in recognition of the longstanding 80-20 rule established by the Manitoba Labour Board (MNU already represented 97 per cent of unionized nurses in the province).

After several months of campaigning, the final results of the vote proved our strength as a union run FOR NURSES, BY NURSES, with well over **90 per cent of nurses voting for MNU**. Despite the vote taking place during the dog days of summer, the overall turnout and percentage of the vote was incredible.

The campaign also developed new union activists, and strengthened our connection with members. I personally attended dozens of events and booths in many different facilities, and I was thrilled by the opportunity to connect with so many of you.

Following the voting period, we have been busy welcoming and integrating new members through direct contact and MNU-sponsored events. We have also turned our minds to the further implications of The Health Sector Bargaining Unit Review Act with respect to our own structure (see the Director of Labour Relations Report for more information).

Early Provincial Election & Mandatory Overtime Legislation

In the midst of the union representation votes, Premier Brian Pallister called a provincial election more than a year ahead of what had been prescribed in the Elections Act.



Thanks in part to our increased public advocacy, including our media relations and Put Patients First campaign, health care was a number one topic of discussion throughout the campaign. All three major political parties addressed the need to hire more nurses, including the Progressive Conservatives, who promised to hire 200 more across the province if re-elected (important questions remain about whether this means bringing 200 new nurses into the system, or filling existing vacant positions).

However, the most significant promise for nurses was a pledge by the NDP to phase-out the use of mandatory overtime as a routine staffing tool. This was a historic commitment that, if enacted, would prove to be immensely beneficial for nursing recruitment and retention efforts, improving patient care, and enhancing workplace health & safety. Mandatory overtime has been increasing in many areas across the province, and especially in Winnipeg hospitals, which have struggled with staffing in the wake of consolidation. Too often, employers abuse their ability to paper over staffing problems

by forcing nurses to work longer hours. This leads to increased burnout and sick time, causing many nurses to take extended time away from work or consider leaving the system altogether.

Although the PCs were re-elected, the NDP followed through on their promise by putting forward a private member's bill to stop the use of mandatory overtime. Bill 205, The Restricting Mandatory Overtime for Nurses Act, offers a phased-in, responsible approach to ending the practice, and if passed, would be the first law of its kind in Canada. Eighteen U.S. states have implemented similar legislation, having recognized that the use of mandatory overtime as a staffing tool is dangerous for patients and nurses alike. It's time we do the same in Manitoba, and stop what is a deeply unfair practice for nurses and patients.

I'm asking for your help to ensure the bill is passed by the Pallister government. Please visit putpatientsfirst.ca/safestaffing to send a letter of support to Premier Pallister, Health Minister Friesen and NDP Health Critic Uzoma Asagwara.





Coalition Building: MFL, CFNU & National Landscape

MNU continues to work closely with the Canadian Federation of Nurses Unions and other member organizations to advocate on issues of common concern affecting the nursing profession and our health care system. We continue to lobby aggressively for a universal pharmacare program, a national plan to stop violence against health care workers, expanding access to long-term care, as well as action on climate change and other social justice issues that are increasingly relevant to health care.

In addition, we continue to work with other labour unions, affiliate bodies, research institutes (e.g., Canadian Centre for Policy Alternatives) and health organizations (e.g., Canadian Health Coalition and Manitoba Health Coalition) to amplify our message and ensure stakeholders are aware of the nursing perspective. By building our relationships with bodies that share our values, nurses can better contribute to local and national-level campaign efforts aimed at improving health care and the lives of working people.

That is why I was so proud that MNU delegates voted in favour of affiliating with the Manitoba Federation of Labour (MFL) at AGM 2019. For many years we had an informal partnership, and it was time to take the next step by officially joining the provincial body of the Canadian Labour Congress. By doing so, we can enhance collaboration with other unions on issues of common concern, and gain a seat at the decision-making table. Nurses are now officially represented on the MFL Executive and local labour councils, and can send delegates to MFL conventions. For more information about the MFL and the work they do, visit mfl.ca and manitobanurses.ca/mfl-faq.

“In the aftermath of the campaign, CFNU has been heavily lobbying all political parties to push the Liberals to implement a universal pharmacare program, which they had promised during the campaign.”

—MNU President Darlene Jackson

Federal Election

I was pleased to lead the MNU delegation at the CFNU Biennial Conference from June 3 to 7 in Fredericton, New Brunswick. Manitoba had a strong presence and I'm proud of our delegates for the energy and enthusiasm they brought each day, including the “Care Not Cuts” march and rally through downtown and at the New Brunswick legislature. It was a perfect way to display solidarity with nurses across the country, and kick-off our advocacy efforts at the national level ahead of the federal election.

Unfortunately, MNU was limited in the amount of resources and attention it could direct towards the federal election due to an overlapping early



provincial election call and the union representation vote campaign. However, we did everything we could to help amplify CFNU's message to Manitoba voters, and I believe it did have an effect. Thanks to an excellent digital campaign, CFNU was able to engage nurses and voters from across Canada through social media advertisements and their campaign websites: www.stoppretending.ca.

“It takes courage and conviction to speak out in any capacity, whether you're raising an issue with your supervisor, talking to your colleagues about coordinating a workplace campaign, or writing to your MLA.”

—MNU President Darlene Jackson

The website included CFNU 'report cards' on each political party's health care platforms, various literature on key nursing issues, tips for canvassing local candidates, and other tips for getting involved in the election.

The outcome of the election certainly sent a mixed message, with Prime Minister Trudeau's Liberals returning to power albeit with a minority government. In the aftermath of the campaign, CFNU has been heavily lobbying all political parties to push the Liberals to implement a universal pharmacare program, which they had promised during the campaign. To date, the federal NDP has led the way by tabling a universal pharmacare bill in parliament, and pressuring provincial premiers to sign onto the plan.

The other issue to watch in the wake of the federal election has been the tabling of amendments to The Medical Assistance in Dying Act. I am proud that MNU has decided to take a leadership role on this issue and support the right to die with dignity – a service that MNU members provide with care and compassion. However, the 2018 legislation is being amended following a recent Quebec court ruling that raised concerns surrounding eligibility criteria. In early 2020, I wrote to federal Health Minister Patty Hadju to provide input on the development of amendments to the act. Our primary concern remains ensuring

adequate protection for nurses and other health care professionals that provide MAID services, and also ensuring that every Canadian has equitable access. MNU will continue to engage the federal government on this issue and update members as the bill makes its way through parliament.

COVID-19

Editor's note: This section was drafted in February 2020. For up to date information on MNU's response to COVID-19, visit manitobanurses.ca/COVID-19.

At time of writing, the novel Coronavirus continues to be a developing issue and the risk of a pandemic continues to escalate. CFNU has done an excellent job of helping raise the profile of nurses' concerns at the national level, and MNU has been echoing the message by demanding the full implementation of the precautionary principle, including the fitting and use of N-95 masks as a minimum requirement. In light of scientific uncertainty about the transmission and health complications of the disease, it is imperative we take every necessary step to protect health care workers and patients. We continue to monitor preparation efforts in Manitoba, and encourage nurses to contact their union representatives if they have any concerns about employer preparations.

Linda For Workers!

Thanks to the leadership of President Linda Silas on all of these issues, MNU continues to be a proud member of the CFNU and our collective efforts across the country. **That is why MNU is proud to support Linda's campaign for the Presidency of the Canadian Labour Congress (CLC).**

The CFNU is a longstanding member of the CLC, and this represents a historic opportunity for us to help elect a strong woman and NURSE as the leader and voice of Canadian workers. Please visit Linda's campaign website at www.lindasilas.ca for more information.

Scholarships and Funding

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

Keith Lambert Memorial Labour Fund

Fifteen applications were received in 2019. Seven applications were approved with a total of \$7,000 dispersed. Some applications were denied for not meeting the criteria of labour education. The criteria and application process can be found on the MNU website.





Joyce Gleason Memorial Scholarship

Scholarships of fifteen hundred dollars (\$1,500) each were awarded to:

- Amy Bergen: University of Manitoba BN
- Justin Carriere: Université de St. Boniface BN
- Sophie Schuster: University of Manitoba BN
- Courtney Walsh: Assiniboine Community College LPN

The 2019 CFNU Scholarship recipient was Leah DePape: University of Manitoba BN.

MNU Continuing Education Scholarship

In 2019, 31 applications were received. The selections committee awarded scholarships to:

- Emelita Daniel: Masters of Nursing, Nurse Practitioner
- Jennifer Jobin: Masters of Nursing, Education

Thank You

2019 was a trying year for many of our members, and 2020 looks to hold many more challenges for us as well. I am optimistic that we will finally begin bargaining a new collective agreement later this year, and the union will continue to be vigilant and outspoken about the impacts of health care consolidation on behalf of nurses and patients.

I want to thank MNU members for their continued support, especially the nurses who have stepped up their advocacy efforts over the past year. It takes courage and conviction to speak out in any capacity, whether you're raising an issue with your supervisor, talking to your colleagues about coordinating a workplace campaign, or writing to your MLA. And through the representation votes, nurses came together and resoundingly endorsed MNU to represent them. Nurses across the province speaking out on behalf of their patients and for one another has made a difference, and together, we will keep making a difference to the benefit of nurses and patients across Manitoba

Despite ongoing challenges, I believe we made real strides in 2019 and will continue to do so in 2020. We must continue to work together to increase our collective power and hold this government to account. And by continuing to push the boundaries and increase our political and union activism, we can be an unstoppable force, just as we have proved to be throughout our history.

Many members have reached out to us, asking what they can do to help, or how they can advocate. We welcome these inquiries. We have a number of options to support members in a variety of situations, and we hope to expand on those resources this coming year.

Thank you for your continued support, and I look forward to working with you in 2020.



Manager of Administrative Services Report

Kristy Jamieson

Former Director of Operations Monica Girouard retired at the end of June 2019. Monica accomplished a great deal and made many positive changes for our membership over her five-year tenure and we thank her for her efforts.

It's my honor to take on this rewarding position to ensure our membership and MNU staff are fully supported in their roles and to bring the services we provide to the next level.

In 2019 we continued to work closely with locals/worksites/regions to provide financial guidance with respect to policies, reporting and records. We noticed a large number of changes within many local/worksite leadership teams, which led to a loss of local worksite knowledge and experience. Some of the smaller locations continue to struggle to find new members to take on these important roles within their areas. We are currently working with various presidents and treasurers to ensure they have adequate support, training and guidance during this period of transition.

Information and Technology is nearing completion of an MNU hardware and software upgrade. All staff will soon be using a new platform and will have access to expanded features. We are in the final stages of launching our Online Workload Staffing Reports project to select test sites. Unionware has been updated with new forms for online expense claims and salary continuance.

2019 brought MNU over 500 new members! The Membership Team has been extremely busy welcoming them into our family. This has been both an exciting project and a challenging endeavor as some of the information received from the employers was not complete. However, just like our existing MNU members, our new members are amazing and we are excited to welcome them!

Canadian Culture and Communication for Nurses Program

MNU is preparing for the final online offering of the Canadian Culture and Communication for Nurses (CCCN) program, which is designed to help Internationally Educated Nurses gain the English communication skills and cultural knowledge they need to integrate into the Canadian health care system. The last course offering will end on March 31, 2020. For 17 years, MNU has been funded by provincial and federal governments to provide this programming. Unfortunately, both the federal and provincial government declined to continue funding for 2020-2021. Over the years we have enrolled over 2,000 Internationally Educated Nurse participants from over 25 Manitoba communities, and over 50 communities across Canada. Hundreds of our past learners are now MNU members!

CCCN will transition from being administered by MNU to being fully operated by Professional English Group Canada (PEG Canada www.pegcanada.ca). As of April 1, 2020, PEG Canada will take over all administrative responsibilities and will use a cost-recovery delivery model to ensure these essential online language training services for internationally educated nurses/health professionals can continue. If ever there was a need for online training—and language training for nurses and health care professionals—it is now! Debbie Kroeker, PEG Canada's Executive Director, has been involved in developing and delivering CCCN from the beginning, and we thank her for her continued commitment to providing this important service.



Director of Communications & Government Relations Report

Wes Payne

In 2019, the ongoing consequences of health care consolidation, cuts and closures continued to be our number one area of focus. Combined with running MNU's representation votes campaign and ensuring nurses' issues were prominently featured in an early provincial election, 2019 was certainly the busiest year in my tenure as Director.

COMMUNICATIONS

Pushing Back Against Health Care Cuts and Closures

In 2019, we increased our media presence for the third consecutive year, appearing in well over 200 media stories (averaging more than three per week). Our work in public and media relations has firmly established MNU as the number one voice on health care issues in Manitoba. We continue to focus our efforts on amplifying the voices of nurses while maintaining their reputation as the most trusted spokespeople in health care.

Our advocacy efforts were significantly bolstered through the continuation and expansion of the Put Patients First public advertising campaign. With the support of MNU delegates at last year's AGM, we developed a powerful TV ad illustrating the serious effects of health care cuts and closures on nurses and patients. The ad is still relevant today, and we continue to run it both on television during high-viewership periods, and online through a number of social media channels.

Our Put Patients First campaign has also made strong use of radio and billboard ads. Our advertising helped solidify public support for our message and helped make health care the number one issue for the public heading into the early provincial election last fall.

We will continue to focus our communications activities on advocating for nurses and patients, as we are anticipating an expansion of government cuts and closures into rural and northern Manitoba in 2020.

Representation Vote Campaign: For Nurses, By Nurses

Over a year after introducing legislation to force union representation votes, the Pallister government finally triggered them during the summer of 2019. MNU was forced to campaign in three regions: the WRHA, Shared Health, and Southern.



The sheer number of members that were impacted by the votes created a daunting task for our campaign team. Under the banner For Nurses, By Nurses, we focused our energy on direct member engagement, developing a large network of nurse organizers to carry out the campaign. Organizers were supported by communications materials and a robust online presence. Local booths and events emerged as a popular form of outreach, and ultimately, we were able to orchestrate a highly successful campaign that saw nurses endorse MNU in overwhelming numbers—well over 90 per cent in each affected region.

We achieved this impressive result while spending a small fraction of what other unions were reported to have spent during the campaign. I want to extend a special thanks again to our nurse organizers and member activists who carried our message forward and made the campaign the success it was.

In the aftermath of the campaign, our team has been busy welcoming new members into MNU with direct mail and emails, and coordinating in-person meet and greets with MNU staff and President Darlene Jackson.

GOVERNMENT RELATIONS

In 2019, MNU continued to influence the legislative agenda of the Pallister government and Official Opposition on issues from long-term care, to workplace health & safety, to security.

In 2019, through an online letter-writing campaign, we continued to support Bill 201: The Health Services Insurance Amendment Act. The private member's bill, introduced by the NDP, would increase the required care hours per resident per day in long-term care homes from 3.6 to 4.1. Although this bill was dissolved due to the early election call, we are optimistic it will be re-introduced to the legislature in spring 2020. After months of MNU lobbying on safety and security, the Pallister government introduced the

Police Services Amendment Act, which would allow for the creation of institutional safety officers, which are security guards with enhanced powers to maintain safety and security in health care facilities. In May, President Darlene Jackson presented on the bill in the Manitoba Legislature, expressing our support, while cautioning that much more needs to be done to ensure these legislative changes lead to real improvements in safety and security. The legislation has been passed and proclaimed, and we continue to monitor implementation.

As nurses continued to advocate against cuts and closures in 2019, we developed resources and offered guidance to support their efforts. After Dr. Peachey was asked by the Pallister government to provide an assessment of consolidation, we confirmed a meeting with him and on short notice gathered 17 nurses to provide firsthand accounts of the effects of consolidation. After considerable public wrangling to ensure the accounts of nurses were accurately reflected in the report, the final results showed a damning depiction of the impacts of consolidation. This report further validated the concerns raised by MNU since consolidation began in 2017, and has had a noticeable impact on public opinion of the government's plan.

Over the summer, Premier Brian Pallister called an election more than a year ahead of the date prescribed in The Elections Act. As in previous elections, MNU developed a questionnaire for all political parties and responses were posted to our website. Although we paused our public advertising during the campaign, we continued to generate significant media attention to health care issues, and ensured it was a key ballot box issue.

All political parties made direct appeals to nurses, including the Progressive Conservatives, who promised to hire 200 more nurses in their second mandate. The NDP made what could eventually prove to be a historic commitment, promising to phase-in a ban on the use of mandatory overtime for nurses as a staffing tool in Manitoba health

facilities. Many U.S. states already have similar bans in place, although it's never been done in Canada.

After the election, the NDP followed through by introducing a private member's bill to ban mandatory overtime: Bill 205, The Restricting Mandatory Overtime for Nurses Act. MNU has launched a letter-writing campaign in support of the bill. At the time of writing, this bill remains on the order paper in the legislature. We continue to advocate for support from all parties for this important legislation.

Our government relations activities have also resulted in regularly scheduled separate meetings with both the Minister of Health, Cameron Friesen, and the Leader of the Official Opposition, Wab Kinew. We will continue to use every opportunity to engage all political parties to bring members' issues forward and advocate forcefully on their behalf.

RESEARCH

In an effort to both monitor the effects of consolidation on nurses in Winnipeg, as well as prepare for further consolidation and closures yet to come in the rural regions, extensive efforts have been made over the past year to accumulate historical data and collect up-to-date information on a variety of issues of importance to nurses.

Employers, health authorities and government are often reluctant to share public data, and therefore we continue to file numerous Freedom of Information requests regarding nurse overtime hours, agency usage, and vacancies. This has enabled MNU to compile historical and recent data on these measures for all RHAs. Additional requests relating to emergency/urgent care patient volumes, CTAS score breakdowns, ambulance diversions, violence leading to worker compensation claims, and personal care home wait lists have allowed MNU to develop a solid foundation of data to support our advocacy efforts and public activities over the past year and into the foreseeable future.

The past year has also seen several government bills of relevance to MNU members introduced into

the Legislature. MNU Research has conducted and continues to perform detailed analysis and review of these bills to identify the implications for both members and the public health care system, as well as inform MNU advocacy around these pieces of legislation. As of spring 2020, there are numerous bills on the order paper that will make changes to the structure of the health authorities, workplace safety and health, and the Workers Compensation Board. MNU will be making submissions and lobbying accordingly, on behalf of nurses.

MNU's partnership with Dr. Karen Harlos, regarding research into psychological health and well-being in the workplace, culminated with the receipt of a comprehensive report from Dr. Harlos and her team. The report provided an overview of survey and focus group data collected from MNU members, as well as several recommendations around tools that can be used to improve nurses' workplaces and inform advocacy efforts on this issue. In 2019, MNU Research partnered with Dr. Harlos to deliver three separate presentations of project findings to a variety of different audiences.

Online Workload Staffing Reports

Led by MNU's Researcher and Education & Professional Practice Officer, significant progress has been made in creating an online version of the Workload Staffing Report form. The result is a new online system for form submission that will support data collection as well. The online system will improve the WSR process and greatly enhance tracking by creating automatic electronic notifications to the appropriate parties (nurse author, manager, local/worksites). Furthermore, the system helps reduce the WSR-related workload of local/worksites representatives, as all affected parties will receive the form/data concurrently. Timely data from WSRs is critical to supporting and advocating for our members.

We have completed extensive testing of the new online system, and created educational materials to support the online form. MNU and the WRHA have agreed on a phased rollout plan for the online

form and selected the initial sites that will be able to access the live online WSR form as of March 2020. Following a two to three-month period of usage at the initial sites, the form will be launched in the WRHA. The system is capable of being used province-wide, and discussions on that subject are ongoing with Shared Health. No firm commitments have been made to date though we remain hopeful and our efforts will continue.

EDUCATION

Editor's note: This section was drafted in February 2020. For up to date information on MNU's response to COVID-19, visit manitobanurses.ca/COVID-19.

Local Leaders Workshops

The Local Leaders Workshops provide fully funded training for local/worksite executives new to their role.

The Presidents & Vice-Presidents Workshop was held May 28 and 29, 2019 in Winnipeg. The next Presidents & Vice-Presidents two-day workshop will be held May 13 and 14, 2020 in Winnipeg.

The 2019 Secretary-Treasurer Workshop was held on May 22 in Winnipeg. The next one is scheduled for April 15, 2020 in Winnipeg.

Registration information for all upcoming sessions are found at manitobanurses.ca/mnu-local-leaders.

MNU Education Conference

The 2019 MNU Education Conference was held at the Radisson Hotel in Winnipeg October 8–10, with 181 members in attendance. The 2020 MNU Education Conference will be held Monday September 28 to Wednesday September 30 at the Lakeview Resort in Gimli, Manitoba. Visit manitobanurses.ca/education-conference in May for further details and registration information.

Prairie Labour School 2020

Prairie Labour School is a biennial educational conference for members of the Manitoba Nurses Union, Saskatchewan Union of Nurses and United Nurses of Alberta. MNU is hosting the 2020 Prairie Labour School being held June 8 to 10 at the Fort Garry Hotel and Conference Centre in Winnipeg. Registration information will be available in March.

WSR Training

Locals/worksites can request in-person WSR education by contacting their LRO or Education & Professional Practice Officer Debbie Winterton directly. During 2019, sessions were held in more than a dozen facilities/sites across Manitoba; many of these have been joint sessions with management.

2020 OUTLOOK: INCREASED POLITICAL ACTION AND MEMBER ENGAGEMENT

Looking ahead, we will continue to focus on holding the Pallister government to account through public advocacy, increasing pressure for bargaining and encouraging membership engagement through both union and political activism. Fundamentally, our ability to bring about improvements comes from our ability to apply pressure to employers and government in a variety of different ways, and those efforts must include member participation across the province.

To that end, MNU has developed engagement campaigns for locals/worksites that can be of assistance to anyone that is interested in helping build a stronger union. The Communications Unit can assist in customizing and supporting the implementation of campaigns at the local/worksite level.

Thank You to Staff

I want to acknowledge the incredible work done by the Communications Team and MNU staff during what was a trying year for this organization. Many staff members went above and beyond, forgoing summer vacations, evenings and weekends, working long hours to advocate for MNU members against cuts and closures, and to orchestrate an overwhelmingly successful representation vote campaign. Despite a seemingly endless list of challenges, staff have shown fierce dedication and commitment to supporting MNU members with professionalism and vigor. The depth of knowledge and expertise on our team is a tremendous asset to our organization. We still have a great deal more work to do in defense of our members and to hold this government to account, but I am tremendously proud of our team and the work they have done this past year. Thank you.



Director of Labour Relations Report

Mike Sutherland

As many of you know, the former Director, Eric Jorgensen, retired at the end of 2019. We wish Eric the very best in his retirement and extend our thanks for all his diligent work during his time here at MNU.

It's my great pleasure and privilege to serve the fine members of MNU in the capacity of Director of Labour Relations and provide my first report.

WRHA Restructuring

Since 2017 restructuring, the impact, in terms of both overall operations, as well as bargaining unit structure, has been immense. Phase 1 of the operational changes in Winnipeg are by and large mostly complete and government has announced plans to move forward soon with Phase 2, which will affect rural Manitoba. The recent announcement was very broad and general in nature, and few specifics have been provided to date. We continue to exhort to government and senior health officials that front line nurses must be fully consulted and properly heeded in order to avoid the serious mistakes that resulted and perpetuate from the first phase.

We continue to meet regularly with the Health Minister, representatives from Shared Health and Provincial Health Labour Relations Services to ensure that our members' collectively bargained rights are respected, and to mitigate disruption caused to nurses and the deterioration of patient care.

Further updates will be provided as Phase 2 details become available.

On a related note, although the Bill 29 votes were conducted in August of 2019, the interim bargaining certificates issued by the Commissioner subsequent to the vote were not provided until early December 2019. As a result, new members were not officially integrated into MNU until mid-December. The transition was further complicated by inaccuracies and stale dated information from the employer, which hampered our efforts to communicate with new members.

MNU Restructuring

As a result of the changes imposed on various bargaining unit structures, MNU is examining its representational structure. Subsequent to the Bill 29 vote, we've incorporated a number of new sites with approximately 550 new members. Interim integration into MNU worksites/locals has been implemented, but with the creation of an entirely new Shared Health Region. Future and more lasting changes will likely be required to ensure maximally effective representation continues.

As of February 29th 2020, Lifeflight was transitioned to Shared Health and representational rights transitioned from MGEU to MNU. A formalized transition agreement was struck to facilitate the change and reduce/eliminate negative repercussions to affected members.

We anticipate as Phase 2 continues, that more sites will be integrated into Shared Health, and as a result more bargaining unit changes and upheavals are likely.

As discussed in previous reports, Bill 29 provides the Commissioner, Mr. Robert Pruden, with significant and sweeping powers, not only in relation to the vote, but also on a variety of issues related to the implementation of the legislation. A recent court ruling lends support to the Commissioner's ability to usurp the functions of the Manitoba Labour Board on a variety of labour-related, and bargaining unit matters. Of most prominent effect to MNU was the Commissioner's recent decision to remove Priority Home Care Case Coordinators from the MNU bargaining unit, and move them to MAHCP. This was done at the behest of the Employer (PHLRS) since the job description did not list nursing certification exclusively as a requirement.

MNU submitted argument to the Commissioner, however the Commissioner ruled in favour of the employer. We continue to explore viable options to bring those members back to MNU, however that may prove to be a challenge in the current legal framework.

The employer has also sought to exclude, from the bargaining unit, Nursing Resource Coordinators and Nursing Leads from one of our recently acquired Community Clinics in the vote. We are meeting with the employer (PHLRS) to seek to prevent this, however should we be unable to agree, the employer may again submit the matter to the Commissioner for a ruling. We will strenuously argue the matter and consider all viable avenues of recourse.

On a final note related to Bill 29, we are continuing to meet with the employer to convince them to honour member seniority and service, such that members are not disadvantaged as a result of the changes imposed subsequent to Bill 29.

Legislation Court Challenge

The court challenge to Bill 28 launched by MNU as part of a coalition of public sector unions continued in February, and the respective cases were concluded with the submission of final arguments. All that remains at the moment is to await the Judge's decision and determine subsequent action, dependent on the ruling. We are cautiously optimistic as the main pillar of the government's argument was focused on the financial necessity of the objectionable legislation, not on its compliance with the Constitution.

As you may recall, the court challenge was based upon the overall constitutionality, or lack thereof, of the legislation. The employer's failure to address that central point, in its arguments, gives hope for cautious optimism in terms of ruling.

Central Table Bargaining

In mid-December of 2019, the employer, through Provincial Health Labour Relations Services (PHLRS) served notice to MNU indicating their intention to enter into discussions to commence the bargaining process. The intention announced as per Bill 29 will be to have essentially six (6) collective agreements, one (1) for each region.

Section 10(1) of HSBURA states that the Commissioner must designate a receiving collective agreement for each bargaining unit:

10(1) After the bargaining agent for a bargaining unit is determined under section 8, the commissioner must, by order, designate a receiving collective agreement for the bargaining unit. That agreement is to form the basis for negotiating a revised collective agreement between the parties.

The Act further indicates that such is determined by which applicable agreement is applied to the largest group of nurses as represented by the applicable bargaining certificate. The below noted collective agreements are therefore designated as the receiving collective agreements for the following units:

- Nurses-Interlake-Eastern Health Region
Employers Organization:

Collective agreement between Interlake-Eastern Regional Health Authority and the Manitoba Nurses' Union, April 1, 2013 to March 31, 2017

- Nurses-Northern Health Region
Employers Organization:

Collective agreement between Northern Regional Health Authority and the Manitoba Nurses' Union, April 1, 2013 to March 31, 2017

- Nurses-Prairie Mountain Health Region
Employers Organization:

Collective agreement between Prairie Mountain Health and the Manitoba Nurses' Union, April 1, 2013 to March 31, 2017

- Nurses-Southern Health Region
Employers Organization:

Collective agreement between Southern Health-Santé Sud and the Manitoba Nurses' Union, April 1, 2013 to March 31, 2017

- Nurses-Shared Health Employers Organization:

Collective agreement between Winnipeg Regional Health Authority (Health Sciences Centre Site) and Health Sciences Centre Nurses Local 10 of the Manitoba Nurses' Union, April 1, 2013 to March 31, 2017

- Nurses-Winnipeg-Churchill Health Region
Employers Organization:

Collective agreement between St. Boniface General Hospital and St. Boniface Nurses Local 5 of the Manitoba Nurses' Union, April 1, 2013 to March 31, 2017



It should be noted that these existing agreements form “a basis for negotiating” and the terms and conditions therein are not necessarily guaranteed to continue subsequent to the negotiations.

As a result of the integration of new members, and the passage of significant time since the MNU’s last proposal package was finalized, an additional bargaining survey was conducted in order to more accurately determine member bargaining priorities, as well as provide our new members, from the Bill 29 votes, with an opportunity to provide their input.

Survey results were reviewed and PCBC met at the end of February to integrate the latest results in comparison with the previous package. PCBC is currently conducting modifications towards finalizing a package of proposals, with the aim to commence bargaining in late spring.

Prior to the commencement of formal bargaining talks however, the Essential Services Act requires Essential Service Agreements (ESAs) to be in place. As a result of the many health care restructuring changes, both those already completed, and the prospective changes to be introduced in “Phase 2,” previously existing ESAs may no longer reflect the current state of affairs at many health care sites. As a result, many ESAs will likely require significant modification. We are to meet in the near future with senior health care bureaucrats to determine a process for the establishment of procedures and principles relative to the formation of ESAs.

Although Bill 28 has been passed, it has not yet been enacted, and as previously mentioned is the subject of a current court challenge. Bill 28 specifically bars any settlements between Employers and Unions that provide for any type of salary increase, additional remuneration or benefit enhancement in the first two (2) years of the legislation, and provides limits of 0.75% and 1.0% in the following two (2) years.

The outcome of the court case may significantly impact the applicability of the legislation.

As has occurred in the past with separate table bargaining, the Parties had agreed to hold said bargaining until the Central Table Agreement is agreed to. This applies to all Agreements that MNU had previously sent notice to commence bargaining.

New Legislation

Government has introduced a variety of new bills for the upcoming session, and we continue to assess the potential impacts. Of greatest significance is Bill 9, The Public Services Sustainability Amendment Act, which modifies Bill 28. As mentioned previously, our legal challenge to Bill 28 is currently before the courts, with final submissions completed in February 2020.

Should the Union challenge of Bill 28 be successful, the concern is that the introduction of Bill 9 could essentially compel yet another court challenge, since Bill 9 is proposed as an amendment to Bill 28.

In addition to Bill 9, the government has introduced amendments to The Workers Compensation Act, The Civil (Public) Service Act, the Regional Health Authorities Act, the Workplace Safety and Health Act, the Labour Relations Act, and the Pension Benefits Act. We continue to monitor and assess the practical impact of these changes.

Separate Table Bargaining

We are pleased to advise that new collective agreements have been reached at Norway House, Pinaow Wachi, Rod McGillivray and Canadian Blood Services.

Manitoba Council of Health Care Unions (MCHCU)

MCHCU is comprised of representatives from unions with members working in health care in Manitoba. This group has yet to meet in 2020. As a group the council serves to ensure that senior management at the WRHA is responsive to our concerns regarding payroll, delayed payment of pre-retirement leave, and a variety of other common labour relations issues. MCHCU’s structure will change given the fewer number of participatory unions resulting from Bill 29.

Grievance Trends

For 2019, two hundred fifteen (215) grievance files were opened. One hundred sixty (160) for non-disciplinary matters, and fifty-five (55) were disciplinary matters. In addition, we received, subsequent to the Bill 29 vote, charge of several grievances inherited from the original bargaining agents (unions). Under Bill 29, these matters now have become the

responsibility of MNU in terms of continuing with member representation for these matters.

As of March 3, 2020, fifty-two (52) grievance files were opened, sixteen (16) of which were disciplinary and thirty-six (36) non-disciplinary.

Grievance Investigation Process

This process continues to be very worthwhile in the majority of cases in assisting the parties to negotiate fair settlements when neither party is assured of a clear win in an arbitration award.

GIP costs remain relatively stable and present a good return on investment of MNU resources.

Arbitrations

MNU continues to make use, where warranted, of the Expedited Arbitration process provided for under The Manitoba Labour Relations Act. This process provides timely access to the arbitration process in cases of terminations, suspensions and other grievances where delays in processing would increase the harm to our members.

With MNU making use of the Expedited Arbitration process we hope to continue to see Employers acting in a timelier fashion to address grievances and to seek reasonable resolutions prior to the hearing dates.

There have been no arbitration awards received in 2019.

LEAP Update

LEAP costs have remained relatively stable over the past years, despite fluctuations in the number of actual claims. LEAP costs for 2019 were approximately \$78,000 with fifty-eight (58) claims. We are exploring a variety of options to determine how to best proceed in future with the program, balancing cost with adequacy of coverage.

Workplace Safety and Health

We continue to address a variety of issues ranging from workplace violence to protective equipment for contagious infection such as COVID-19. MNU along with our local and national partners and stakeholders continue to push for the establishment of proper safety procedures and the provision of adequate safety measures and equipment for our members.

Workers Compensation Appeals

WCB APPEALS JANUARY – DECEMBER 2019

Appeals to WCB Adjudicator: **18**

Appeals to WCB Case Manager: **9**

Appeals to WCB Review Office: **18**

Appeals at the Appeal Commission: **2**

TOTAL APPEALS: 47

Files reviewed; appeal not supported: **16**

File reviewed for employer appeal or with member: **11**

TOTAL FILES REVIEWED FOR MEMBERS: 74

Number of referrals in 2019: **48**

Other advocacy activities regarding the WCB matters:

1. PHIA complaint against the WCB (release of claim files to employer's incorrectly) to Ombudsman for 2 members (May & June 2019).
2. Presentation to LTC Presidents on RTW process (June 2019).
3. Participated in a Safework-First Responders committee meeting (June & September 2019).
4. Presented to a University of Winnipeg Business class on Unionism (June 2019).
5. Participated in a research committee with Lakehead University (June 2019).
6. Attended a knowledge exchange session, Dr. K. Harlos University of Winnipeg, in regards to the MNU member survey on Bullying and Mistreatment (September 2019).
7. Met with St. Boniface HR executive to attempt to influence their management (retention and destruction) of WCB claim files and to discuss their aggressive claims management style (December 2019).

In Closing

There have been a number of changes and challenges, both internal and external, faced in 2019, with more to come in 2020. Nonetheless with the support of the membership and our dedicated staff, we will continue to work towards the common good and improving the working conditions for all Manitoba nurses.



Resolutions & Constitution Committee Report

Kim Fraser, Chairperson
Karen Cannell-Jamieson
Amber Mitchell
Karen Fleming, Staff Advisor

The Resolutions & Constitution Committee is responsible for receiving, reviewing and finalizing all resolutions and constitutional amendments prior to the MNU

Annual General Meeting. Any member in good standing may submit resolutions and constitutional amendments; however, they must ensure that the mover of the resolution and/or amendment is a voting delegate or Board Member.

Due to the COVID-19 pandemic, following extensive deliberation by the MNU Board of Directors, the Resolutions & Constitution Committee put forward the following resolution to be considered at the March 18, 2020 MNU Board of Directors meeting:

WHEREAS, there has been a declaration of global pandemic, unprecedented in recent history; and

WHEREAS, the crisis has demonstrated that health systems worldwide are, or are likely to be, maximally taxed and under tremendous pressure and strain; and

WHEREAS, our members, as front-line health care providers will, in all reasonable likelihood **not** be granted time away from their health care responsibilities during this pandemic to properly participate in an annual general meeting, and also considering the resultant health risks in proceeding with a meeting with a large number of participants; and

WHEREAS, the Board, has consulted with an acknowledged expert, both in matters of constitution and by-law, as well as MNU history, precedent and practice, who has provided their expert opinion in regards to the annual general meeting during such circumstances; and

WHEREAS, current by-laws allow for the Board the authority and jurisdiction to make decisions in good faith, taking in to consideration all relevant factors.

THEREFORE BE IT RESOLVED THAT, the Board has, after serious consideration, and in the best interests of all parties and the proper execution of its responsibilities, determined that under these circumstances the 2020 Annual General Meeting be cancelled as a result of the COVID-19 pandemic.

FURTHER BE IT RESOLVED THAT, the Board deal with the most urgent issues to continue the work required of the Manitoba Nurses Union and its members in accordance with the MNU Constitution & By-Laws, under ARTICLE 5 – POWERS OF THE BOARD, specific to 5.07.

MOVED BY: THE RESOLUTION & CONSTITUTION COMMITTEE

*This resolution was **PASSED UNANIMOUSLY** by the MNU Board of Directors. All decisions made by the Board will be ratified, amended or rejected by delegates at the 2021 AGM.*

Two (2) Constitutional Amendments and three (3) Resolutions were submitted prior to the printing of this report. Based on the above resolution, at the March 18 meeting the MNU Board of Directors considered each resolution and amendment. Decisions or deferrals are outlined below each resolution or amendment. All decisions or deferrals made by the Board remain in effect only until the next AGM, where they shall be ratified, amended or rejected by voting delegates.

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

AMEND ARTICLE 11 – REGIONAL LOCAL/WORKSITE UNIT/LOCAL VACANCIES to insert 11.03 below:

Current Wording

If Adopted, Will Read

- 11.01** *A vacancy shall be deemed to exist in any office or position if the holder during their term in any office or position either:*
- (a) Dies or resigns;*
 - (b) Is unable to attend meetings, or perform the duties of a position for any reason whatsoever;*
 - (c) Ceases to be employed in the Regional Local;*
 - (d) Is successful in being elected/appointed to another position;*
 - (e) If the Vice-President is required to complete the term of the President.*
- 11.02** *With respect to a vacancy of a position, the Regional Local / Executive shall elect / appoint a replacement for the unexpired term.*

- 11.01** *A vacancy shall be deemed to exist in any office or position if the holder during their term in any office or position either:*
- (a) Dies or resigns;*
 - (b) Is unable to attend meetings, or perform the duties of a position for any reason whatsoever;*
 - (c) Ceases to be employed in the Regional Local;*
 - (d) Is successful in being elected/appointed to another position;*
 - (e) If the Vice-President is required to complete the term of the President.*
- 11.02** *With respect to a vacancy of a position, the Regional Local / Executive shall elect / appoint a replacement for the unexpired term.*
- 11.03** *In the event of an extended Leave of Absence (LOA) beyond three (3) months, the Regional Local / Worksite Unit / Local Executive in consultation with the MNU Provincial President or Designate, shall meet with the holder who is on the LOA to determine an action plan to carry out the duties of the position.*

MOVED BY: Nominations & Elections Committee

RATIONALE: To maintain representation, continuity and to support the holder who is on an LOA.

FINANCIAL IMPLICATIONS: None

MARCH 18 BOARD REVIEW: A vote took place on Article 11.03 and it was **CARRIED**.



**PROPOSED AMENDMENT TO THE MNU CONSTITUTION & BY-LAWS -
AMEND ARTICLE 14 - VACANCIES to insert 14.05 below:**

Current Wording	If Adopted, Will Read
<p>14.01 A vacancy shall be deemed to exist in any office or position if the holder during their term in any office or position either:</p> <ul style="list-style-type: none"> (a) Dies or resigns; (b) Is unable or unwilling, in the opinion of the Board, to attend meetings, or perform the duties of a position for any reason whatsoever; (c) Ceases to be employed in the Region / Local in which they were elected; (d) Is successful in being elected to another Executive Officer position at the Annual General Meeting; (e) If the Vice-President is required to complete the term of the President. 	<p>14.01 A vacancy shall be deemed to exist in any office or position if the holder during their term in any office or position either:</p> <ul style="list-style-type: none"> (a) Dies or resigns; (b) Is unable or unwilling, in the opinion of the Board, to attend meetings, or perform the duties of a position for any reason whatsoever; (c) Ceases to be employed in the Region / Local in which they were elected; (d) Is successful in being elected to another Executive Officer position at the Annual General Meeting; (e) If the Vice-President is required to complete the term of the President.
<p>14.02 With respect to a vacancy of an Executive Officer position, any such vacancy shall be filled by an election by the Board, with nominations from general membership.</p>	<p>14.02 With respect to a vacancy of an Executive Officer position, any such vacancy shall be filled by an election by the Board, with nominations from general membership.</p>
<p>14.03 With respect to a vacancy on the Board of Directors, the Chair of the Board (MNU President) in consultation with the Regional / Local Executive shall decide to either elect or appoint from the members of the Union in the Region / Local they represent, a replacement for the unexpired term.</p>	<p>14.03 With respect to a vacancy on the Board of Directors, the Chair of the Board (MNU President) in consultation with the Regional / Local Executive shall decide to either elect or appoint from the members of the Union in the Region / Local they represent, a replacement for the unexpired term.</p>
<p>14.04 When a vacancy occurs, calls for nominations must be initiated within thirty days.</p>	<p>14.04 When a vacancy occurs, calls for nominations must be initiated within thirty days.</p>
	<p>14.05 <i>In the event of an extended Leave of Absence (LOA) beyond three (3) months, the MNU Executive Committee shall meet with the holder who is on the LOA to determine an action plan to carry out the duties of the position.</i></p>

MOVED BY: Nominations & Elections Committee

RATIONALE: To maintain representation, continuity and to support the holder who is on an LOA.

FINANCIAL IMPLICATIONS: None

MARCH 18 BOARD REVIEW: A vote took place on Article 14.05 and it was **CARRIED**.



RESOLUTION #1:

WHEREAS, MNU provincial union dues amount to \$780 per year if all pay periods are worked; and

WHEREAS, a nurse pays the same amount whether working one (1) shift or full-time hours; and

WHEREAS, other jurisdictions pay by percentage dues with success; for example, Newfoundland; New Brunswick; Quebec; Saskatchewan; Alberta and British Columbia, ranging from 1% to 2% of salary; and

WHEREAS, if paying by a percentage when nurses' salaries increase, so will the dues, resulting in less need to request a dues increase.

THEREFORE BE IT RESOLVED THAT, the MNU Finance Committee calculate the percentage amount needed to maintain revenue and return to the 2021 AGM with a motion to proceed to a percentage collection of dues.

FINANCIAL IMPLICATIONS: Deferred to the 2021 AGM.

MOVED BY: Karen Jantzen, Winnipeg Long-Term Care Regional Board Member & President, Vista Park Nurses Local 78

SECONDED BY: Angie Jeske, MNU Member, River Park Gardens Local 149

MARCH 18 BOARD REVIEW:

MOTION TO AMEND THE RESOLUTION: "THEREFORE BE IT RESOLVED THAT, the MNU Finance Committee calculate the percentage amount needed to maintain revenue and return to the 2021 AGM with information to members regarding a percentage-based dues structure."

MOVED, SECONDED, CARRIED

*A vote took place on the resolution as amended and it was **CARRIED**.*

RESOLUTION #2:

WHEREAS, MNU Regional / Worksite / Local Presidents have allotted MNU Provincial President's Entitlement budgeted for annually; and

WHEREAS, MNU Regional / Worksite / Local Presidents have the ability to utilize these hours to do the work of the union, attend meetings and represent our members.

THEREFORE BE IT RESOLVED THAT, any outstanding hours not submitted to MNU provincial by the Regional / Worksite / Local President, automatically be paid out in accordance with the MNU fiscal deadline of April 30th.

FINANCIAL IMPLICATIONS:

May 1, 2019 – April 30, 2020, President Day allotment is 12,300 hours for 145 Worksites.

May 1, 2019 – April 3, 2020, budget is \$320,000.

At \$42.89 (Step 2 Nurse top wage) the hours are 60% budgeted.

In order to fully fund the current 12,300 Presidents hours at \$42.89, MNU would require a yearly budget of \$527,547 or an **additional \$207,547**.

MOVED BY: Cindy Hunter, Co-President, Boundary Trails Nurses Worksite 7/32

SECONDED BY: Melissa Krahn, President, Gladstone Nurses Worksite 59

MARCH 18 BOARD REVIEW:

MOTION: To defer the resolution on any outstanding hours not submitted to MNU Provincial by the Regional / Worksite / Local President, automatically be paid out in accordance with the MNU fiscal deadline of April 30th for approval by the membership at the 2021 MNU Annual General Meeting and that effective immediately, MNU Provincial send a reminder email to all Regional / Local / Worksite Presidents to access and utilize their entitlement hours starting May 1st to April 30th of each year.

MOVED, SECONDED, CARRIED

*The resolution is **DEFERRED** to the 2021 MNU Annual General Meeting.*

RESOLUTION #3:

WHEREAS, with the recent representation votes, the Locals / Worksites in the City of Winnipeg will now be organized into two regions; Shared Health and the Winnipeg Regional Health Authority; and

WHEREAS, these changes will impact the structure of the Manitoba Nurses Union, including the structure of the MNU Board of Directors and the Provincial Collective Bargaining Committee (PCBC); and

WHEREAS, it is imperative that membership input and consultation take place.

THEREFORE BE IT RESOLVED THAT, at the May 18th, 2020, Board meeting, the Manitoba Nurses Union establish a new AD Hoc Committee on "Governance & Structure"; and

FURTHER BE IT RESOLVED THAT, the committee membership and structure be as determined by the MNU Board of Directors; and

FURTHER BE IT RESOLVED THAT, the Governance & Structure Committee report back to the 2021 AGM with recommendations.

FINANCIAL IMPLICATIONS: MNU to allocate \$10,000 in 2020 and \$2,000 in 2021, under budget line Governance & Structure (6 meetings X 2 = \$12,000)

MOVED BY: Executive Committee

MARCH 18 BOARD REVIEW: *A vote took place on this resolution and it was **CARRIED**.*





Discipline Committee Report

Michael Yablonski, Chairperson
Amber Mitchell

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.



Finance Committee Report

Tracy Bassa, Secretary-Treasurer, Chairperson

Darlene Jackson, President

Deanna Douglas, Vice-President

Kathy Hillstrom

Carrie Holland

Colleen Johanson

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 role of the Finance Committee is to oversee the expenditure of the dues, ensuring that resources are spent wisely and in the best interests of our members. All union activities are made possible by the MNU Board, Executive and Finance Committee's planning and stewardship of MNU members' dues. To accomplish this, the committee meets regularly to review the financial statements and budget, discuss financial policies, and review investment portfolios.

As stated in last year's report, Manitoba's nurses are facing significant pressure from government through continued cuts and changes to health care. This year we continue to face these issues, and COVID-19 will create significant further challenges and complications.

Though the full effects of COVID-19 are not yet known, it's important to note that as of writing, MNU cash flows and revenues remain stable and our membership will continue to receive full service. The budget reallocation and forecast has been particularly difficult because membership numbers and dues are still a moving target. I would like to thank the committee for all their hard work and dedication throughout this challenging process.

MNU has three funds, each with a different purpose as set out in the MNU Handbook.

The **General Reserve Fund** provides for the stabilization of provincial union operations. Historically it has been funded through annual surpluses, however, due to budget deficits related to increasing costs, the Reserve Fund has been used to balance the budget in recent years. No transfer was required for 2019, due in part to an increase in revenue from investments.

The **Negotiations Fund** was established in 2003 to support bargaining collective agreements for our membership. The Manitoba government continued to delay bargaining throughout 2019 through the imposition of union representation votes. There has been no significant change to the balance of this fund in 2019.

The **Defense/Strike Fund** was established to fund job action, political action, public relations and education in times of crisis, and extraordinary legal proceedings. In recent years, it has been used to fund MNU's contribution to the Partnership to Defend Public Services and the Put Patients First campaign. Manitoba's nurses have faced significant pressure from government on many different fronts. At the 2019 AGM, delegates unanimously ratified a significant withdrawal from this fund to support our representation vote campaign, ongoing resistance to cuts and closures in health care, and negotiations that were expected to follow the representation votes. Despite significant uncertainty leading up to the representation votes, and the complications created by a surprise provincial election, costs incurred to date to support our campaign efforts remain in line or below projections.

2020 REALLOCATION

Based on 2019 results and planned activities for 2020, the Finance Committee has looked at revenue and expenditures and reallocated accordingly. For the first time in a number of years, we are predicting a budget surplus, though this is largely due to savings from the cancellation of the 2020 AGM. We must continue to move the business of serving the nurses of this province into a more stable financial position.

As in previous years, resolutions with financial implications submitted for the now cancelled 2020 AGM must be considered by the committee as part of the reallocation process. Resolutions passed by the Board on March 18 required no significant adjustment to the 2020 Reallocation.

MARCH 18 BOARD REVIEW:

MOTION: That the MNU Board of Directors endorses the 2020 Reallocation for approval by the membership at the next Annual General Meeting.

The motion was **moved by the Finance Committee, and CARRIED** by the MNU Board of Directors.

2021 FORECAST

The 2021 Forecast was developed by the Finance Committee based on a review of strategic planning and future goals as set out by the Board of Directors. Of note, the 2021 Forecast does project a deficit budget. Future work of the committee will look at how best to address this issue, all the while continuing to meet the growing needs of the nurses of this province. Though our strong preference would be to avoid a dues increase, maintaining member services may necessitate one in the coming years.

MARCH 18 BOARD REVIEW:

MOTION: That the MNU Board of Directors endorses the 2021 Forecast for approval by the membership at the next Annual General Meeting.

The motion was **moved by the Finance Committee, and CARRIED** by the MNU Board of Directors.



	2019 Budget	2019 Year End	2020 Forecast	2020 Reallocation	2021 Forecast
Revenue					
MNU Provincial Dues	8,140,000	8,127,723	9,551,100	9,126,000	9,048,000
Dual Dues Refund	(200,000)	(189,378)	(200,000)	(190,000)	(200,000)
Net Dues Revenue	7,940,000	7,938,345	9,351,100	8,936,000	8,848,000
Transfer from General Fund	637,784	-	-	-	-
Interest and Dividends	-	863,372	-	-	-
Total Operating Revenue	8,577,784	8,801,717	9,351,100	8,936,000	8,848,000

Expenditures

Sundry Office Supplies	30,000	26,903	30,600	30,000	30,000
Messenger Services	3,200	6,802	3,264	4,000	4,000
Fax Costs	1,500	1,562	1,530	1,000	1,000
Insurance	17,000	17,959	17,340	20,000	20,000
Miscellaneous	-	2,672	-	3,000	3,000
Telephone	72,500	72,447	73,950	70,000	70,000
Stationery	8,500	8,072	8,670	8,000	8,000
Copier	30,000	22,384	30,600	30,000	30,000
Printing	10,000	830	10,200	5,000	5,000
Postage	17,500	24,217	17,850	18,500	18,500
Resource Material	13,000	13,944	13,260	14,500	14,500
Rental Services	298,000	299,422	295,000	298,000	312,900
Bank Service Charges	2,000	1,168	2,040	1,500	1,700
Technology	95,000	82,474	96,900	95,000	95,000
Audit	17,750	16,943	18,105	19,000	19,000
	615,950	597,800	619,309	617,500	632,600

Democratic Process

Annual Meeting	650,000	706,321	725,000	20,000	775,000
Annual Planning Session	-	-	-	-	-
Board	200,000	167,797	200,000	200,000	20,000
Board Development	20,000	5,296	60,000	60,000	200,000
Miscellaneous Meetings Committee	20,000	6,319	10,000	10,000	10,000
a) Finance	10,000	8,555	10,000	10,000	10,000
b) Executive/Officers	256,500	276,063	261,375	270,000	270,000
c) Resolutions/Constitution	4,000	887	4,080	2,000	2,000
d) Nominations	5,000	952	5,100	2,000	2,000
e) Discipline	1,000	281	1,020	1,000	1,000
f) Executive Committee	-	-	-	10,000	10,000
g) Governance & Structure	-	-	-	10,000	2,000
	1,166,500	1,172,471	1,276,575	595,000	1,302,000

Membership Services

Education Programs	400,000	251,492	400,000	400,000	400,000
LEAP	45,000	77,102	45,000	85,000	85,000
Prairie Labour School	-	-	75,000	5,000	-
Communications	500,000	377,346	500,000	425,000	425,000
Legal	275,000	196,806	275,000	275,000	275,000

	2019 Budget	2019 Year End	2020 Forecast	2020 Reallocation	2021 Forecast
Membership Services continued...					
Arbitration	75,000	41,461	75,000	75,000	75,000
Consultants	10,000	71,944	10,000	10,000	10,000
Regional Local President's Days	31,250	33,542	31,250	35,000	35,000
Worksite President's Days Allot	320,000	332,969	320,000	350,000	355,000
Advocacy-IAC	20,000	-	20,000	20,000	20,000
Employer Invoices Estimate	60,000	14,984	60,000	25,000	25,000
Computer Support	14,000	14,000	14,000	14,500	14,500
New Members	-	-	-	-	-
	1,750,250	1,411,646	1,825,250	1,719,500	1,719,500
Affiliations					
MCHCU	6,600	6,600	6,600	6,600	6,600
Manitoba Health Coaliton	23,000	23,000	23,000	23,000	23,000
CFNU	210,000	205,300	246,000	204,600	231,000
CFNU Biennial	125,000	103,518	-	-	125,000
CLC	92,400	92,400	92,400	99,000	105,600
CLC Convention	-	-	15,000	15,000	-
MFL	75,000	76,108	154,000	136,000	140,000
MFL Triennial	-	-	-	-	25,000
Labour Councils	20,000	27,023	40,000	50,000	55,000
CCPA	10,000	10,000	10,000	10,000	10,000
	562,000	543,949	587,000	544,200	721,200
Outreach & Solidarity					
In Memorium	1,000	500	1,000	1,000	1,000
Budgeted Donations	6,500	5,000	6,500	6,500	6,500
Ad Hoc Donations	10,000	9,960	10,000	10,000	10,000
International Assistance Donations	2,000	416	2,000	2,000	2,000
Joyce Gleason Scholarship	6,000	6,000	6,000	6,000	6,000
CCCN	3,000	-	3,000	-	-
Keith Lambert	2,500	2,500	2,500	2,500	2,500
Student Outreach	5,000	7,063	10,000	10,000	10,000
Miscellaneous Donations/1919 strike	12,500	12,500	10,000	10,000	10,000
Labour Donations	2,000	1,200	2,000	2,000	2,000
Continuing Education Scholarship	3,000	3,000	3,000	3,000	3,000
	53,500	48,139	56,000	53,000	53,000
Administrative Support					
Staff Salaries/Travel/Vehicles	4,189,584	4,257,666	4,314,866	4,500,000	4,600,000
Staff Development	40,000	16,504	40,000	40,000	40,000
Senior Management Development	20,000	-	15,000	20,000	20,000
Severance	30,000	30,448	30,000	30,000	30,000
	4,279,584	4,304,618	4,399,866	4,590,000	4,690,000
Total Expenditures	8,427,784	8,078,623	8,764,000	8,119,200	9,118,300
Depreciation	150,000	112,960	150,000	150,000	150,000
Net Income	-	610,134	437,100	666,800	(420,300)



Nominations & Elections Committee Report

Kathy Nicholson, Chairperson

Marguerite Smith

Kathy Hillstrom

Leona Barrett, Staff Advisor

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

To ensure greater participation in electronic voting, MNU requires updated member email addresses. Please encourage your members to provide updated contact information, including current mailing addresses, phone numbers and email addresses.

A. ELECTIONS TO EXECUTIVE OFFICERS:

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

A "Call for Nominations" was issued for the position of MNU President whose term will expire June 30th, 2020. The deadline for receiving nominations was on Wednesday, January 15th, 2020, at midnight. All nominations and resumes submitted were accepted by the Nominations & Elections Committee:

Darlene Jackson has been re-elected by acclamation to the position of MNU President for a two-year term to start July 1st, 2020 to June 30th, 2022.

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

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

A "Call for Nominations" was issued for the Board members whose terms will expire April 30th, 2020. The deadline for receiving nominations was on Wednesday, January 15th, 2020, at midnight. The Board nominations and resumes submitted were accepted by the Nominations & Elections Committee for the following:

i. Declared elected by acclamation to the MNU Board of Directors for two-year terms to start May 1st, 2020 to April 30th, 2022 (unless otherwise noted):

Northern Region (one member):

Amber Mitchell

Interlake-Eastern Region (one member):

Kathy Nicholson

Southern Region (one member):

Amanda Sainsbury

Winnipeg Long-Term Care Region (one member):

Karen Jantzen

Winnipeg Hospital Region:

St. Boniface (two members): Kathy Hillstrom

Renate Scheffer-King (May 1st, 2020 to April 30th, 2021, unexpired term)

ii. A second call for nominations was issued in the **Winnipeg Hospital Region representing Misericordia/Riverview** due to an incomplete nomination form. The deadline for receiving nominations was on Monday, February 17th, 2020. Declared elected by acclamation to the MNU Board of Directors for a two-year term to start May 1st, 2020 to April 30th, 2022:

Dana Orr

iii. An election was called between the hours of 0900 on Thursday, February 27th, 2020 and 1600 on Friday, February 28th, 2020. The membership voted electronically and elected, for a two-year term to start May 1st, 2020, to April 30th, 2022:

Prairie Mountain Region (two members):

Val Wotton

Mike Yablonski

Winnipeg Hospital Region:

Health Sciences Centre (one member): Katie Stark

iv. An election was called between the hours of 0900 on Thursday, February 27th, 2020 and 1600 on Friday, February 28th, 2020. The membership voted electronically and elected for the unexpired term to end April 30th, 2021:

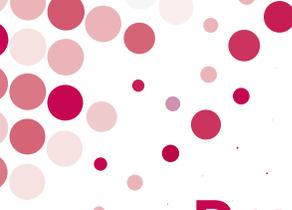
Winnipeg Community & Health Care Region (one member):

Marla Johal

C. ELECTIONS TO THE PROVINCIAL COLLECTIVE BARGAINING COMMITTEE (PCBC):

A Provincial Collective Bargaining Committee was elected in June of 2016. Since then, the following vacancy occurred:

Winnipeg Community & Health Care Region: A "Call for Nominations" was issued with a deadline of Thursday, January 30th, 2020. Elected by acclamation was **Marla Johal**.



Provincial Collective Bargaining Committee Report

Editor's note: Though the full effects are not yet known, the COVID-19 pandemic is likely to further delay bargaining. More information will be provided to members as it becomes available.

It has been three years since the expiration of the last collective agreement (March 31, 2017). Although the previous agreement continues to apply in full force, the Pallister government has refused to come to the bargaining table, and instead implemented various pieces of anti-labour legislation that has significantly delayed the process.

The government has used Bill 28 and Bill 29 as their primary excuses for causing the delay. MNU continues to support the legal challenge to Bill 28, The Public Services Sustainability Act, through the Partnership to Defend Public Services (a coalition of public sector unions coordinated by the MFL). Closing arguments concluded in February 2020, and although a decision is expected later this year, the decision is likely to be appealed to the Supreme Court of Canada causing a further delay. Moreover, last fall, the government introduced Bill 9, Amendments to The Public Service Sustainability Amendment Act, which allows for certain exemptions to the Bill 28 wage restrictions (0, 0, 0.75 and 1.0 per cent). Both pieces of legislation are likely to have some impact on the bargaining process, and the ongoing legal challenge could be affected if either are proclaimed law (see Director of Labour Relations report for more information).

Bill 29, The Health Sector Bargaining Unit Review Act, has also significantly delayed the process. The legislation amalgamated bargaining units, and forced unions to compete against one another for members. Even though MNU already represented 97% of all unionized nurses in Manitoba, we were forced into the process by the Pallister government, which ignored the longstanding 80-20 rule. Moreover, the government insisted bargaining could not begin until the representation votes were completed. Although our campaign was successful and we are proud to welcome over 500 new members into the MNU family, bargaining will be even more complex and arduous, given the variety of collective agreements that must now be distilled into far fewer contracts (one per region).

Although the delays continue to be a source of frustration, there is cause for some optimism in 2020.

The MNU Provincial Collective Bargaining Committee has already resumed preparations for central table negotiations. In December 2019, the government indicated it is prepared to begin preliminary discussions for collective bargaining. As of March 2020, pre-bargaining discussions with senior bureaucrats regarding essential service act agreements and timeline are ongoing. We are exhorting the government to begin negotiations in late spring/early summer of 2020.

In the meantime, the PCBC has completed another round of consultation with members. An online bargaining survey was distributed to members in December 2019 to inform our updates to the MNU bargaining package. Although a bargaining package was assembled in 2016 prior to the expiration of the current agreement (which continues to apply in full force), the committee felt additional consultation was needed to ensure it is reflective of new and emerging priorities, and accommodates input from new members joining the union as a result of the union representation vote process.

In February 2020, the PCBC met to review bargaining survey results and update the bargaining package. In the survey, members identified heavy workloads, improvements to work environment, and safety as top non-monetary priorities.

Following years of bargaining delays and health care cuts, nurses have every reason to demand a contract that recognizes their contributions to Manitoba and our health care system. Rest assured that the PCBC will be demanding wage gains in excess of those allowed under Bill 28, and will only accept a deal that contains a net gain for all members across the province. Your interest in collective bargaining will be increasingly important in the coming months, and that includes engagement in union activities and events that will be critical to building a united front during the bargaining process.



MNU Continuing Education SCHOLARSHIP

\$1,500

The application deadline
is **May 31st** of each year.

The MNU Continuing Education Scholarship was established as a resolution, which was passed at the 2013 Annual General Meeting of the Manitoba Nurses Union. Two (2) scholarships of fifteen hundred dollars (\$1,500) each are available annually to MNU members enrolled in a nursing degree or additional degree program that is nursing-related. Distance/online courses that are part of the degree program may qualify. Certificate programs are not eligible.

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

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

For further information, please visit our website www.manitobanurses.ca.



Joyce Gleason Memorial SCHOLARSHIP

\$1,500

Manitoba
nurses
Union

A COMMITMENT TO CARING

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

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

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

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

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

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

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

For further information please visit our website www.manitobanurses.ca.

The application deadline is October 15th of each year.

*"To care for nurses is
to care for patients."*

— Joyce Gleason



Keith Lambert Memorial **LABOUR FUND**

\$1,000

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

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

ABOUT KEITH LAMBERT

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

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

For further information, or to apply online, please visit manitobanurses.ca/keith-lambert.

Applications can also be mailed, emailed, couriered or delivered personally to:

Katrina Profeta
c/o Manitoba Nurses Union
301 – 275 Broadway
Winnipeg, Manitoba R3C 4M6
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