
Financial statements of Manitoba Nurses' Union

December 31, 2024

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Independent Auditor's Report

To the Members of the Manitoba Nurses' Union,

Opinion

We have audited the financial statements of the Manitoba Nurses' Union (the "Union"), which comprise the statement of financial position as at December 31, 2024 and the statement of operations, statement of changes in fund balances and statement of cash flows for the year ended December 31, 2024, and notes to the financial statements, including a summary of significant accounting policies (collectively referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Union as at December 31, 2024 and the results of its operations and its cash flows for the year ended December 31, 2024 in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO").

Basis for Opinion

We conducted our audits in accordance with Canadian generally accepted auditing standards ("Canadian GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audits of the Financial Statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audits of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, 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.

In preparing the financial statements, management is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian GAAS will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian GAAS, we exercise professional judgment and maintain professional skepticism throughout the audits. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The logo for Deloitte CPA, featuring the word "Deloitte" in a stylized, handwritten-style font, followed by "CPA" in a smaller, simpler font.

Chartered Professional Accountants


Winnipeg, Manitoba
April 4, 2025

Manitoba Nurses' Union
Statement of financial position
As at December 31, 2024

	Notes	2024 \$	2023 \$
Assets			
Current assets			
Cash		4,985,426	4,500,468
Accounts receivable		596,110	783,594
Prepaid expenses		83,482	97,793
		5,665,018	5,381,855
Investments in marketable securities	3	14,837,755	12,319,531
Investment in Union Centre Inc.	4	579,362	579,362
Property and equipment	5	188,984	170,828
		21,271,119	18,451,576
Liabilities			
Current liabilities			
Accounts payable and accrued liabilities	6	1,064,183	875,793
Severance benefit payable	7	517,288	537,633
		1,581,471	1,413,426
Commitments			
	8		
Fund balances			
Defence/Strike Fund		2,839,664	2,810,804
Keith Lambert Scholarship Fund		42,727	40,477
Vera Chernecki Award Fund		3,969	3,969
Negotiations Fund		2,995,162	3,011,946
International Assistance Fund		6,498	6,498
General Fund		13,801,628	11,164,456
		19,689,648	17,038,150
		21,271,119	18,451,576

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

Approved by the Board

 _____, President

 _____, Security Treasurer

Manitoba Nurses' Union
Statement of operations
Year ended December 31, 2024

	Notes	2024	2023
		\$	\$
Revenue			
Membership dues		10,615,722	10,008,633
Less: dual dues refunds		(251,040)	(216,629)
		10,364,682	9,792,004
Investment income, net of management fees and taxes	3	1,607,455	1,037,245
Donations and other income		100	114
		11,972,237	10,829,363
Expenses			
Office support	Sch 1	758,699	691,808
Democratic process	Sch 2	970,307	1,010,013
Membership services	Sch 3	1,926,198	1,384,670
Affiliations	Sch 4	601,881	690,839
Outreach and solidarity	Sch 5	58,462	54,461
Administrative support		5,005,192	4,624,489
		9,320,739	8,456,280
Net income for the year		2,651,498	2,373,083

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

Manitoba Nurses' Union
Statement of changes in fund balances

Year ended December 31, 2024

							2024
	Defense/ Strike Fund \$	Keith Lambert Scholarship Fund \$	Vera Chernecki Award Fund \$	Negotiations Fund \$	International Assistance Fund \$	General Fund \$	Total \$
Balance, beginning of year	2,810,804	40,477	3,969	3,011,946	6,498	11,164,456	17,038,150
Net income for the year	-	-	-	-	-	2,651,498	2,651,498
Interfund transfers (Note 2)	28,860	2,250	-	(16,784)	-	(14,326)	-
Balance, end of year	2,839,664	42,727	3,969	2,995,162	6,498	13,801,628	19,689,648

							2023
	Defense/ Strike Fund \$	Keith Lambert Scholarship Fund \$	Verna Chernecki Fund \$	Negotiations Fund \$	International Assistance Fund \$	General Fund \$	Total \$
Balance, beginning of year	2,792,412	35,186	3,969	2,982,596	6,498	8,844,406	14,665,067
Net income for the year	-	-	-	-	-	2,373,083	2,373,083
Interfund transfers (Note 2)	18,392	5,291	-	29,350	-	(53,033)	-
Balance, end of year	2,810,804	40,477	3,969	3,011,946	6,498	11,164,456	17,038,150

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

Manitoba Nurses' Union**Statement of cash flows**

Year ended December 31, 2024

	2024	2023
	\$	\$
Operating activities		
Net income for the year	2,651,498	2,373,083
Items not affecting cash		
Amortization	32,484	31,704
Realized (gain) loss on sale of investments	(1,221,144)	(640,714)
Unrealized gain on investments	(419,717)	(447,788)
Investment management fees and taxes	122,637	106,992
	1,165,758	1,423,277
Change in non-cash working capital items		
Accounts receivable	187,484	(21,120)
Prepaid expenses	14,311	(65,157)
Accounts payable and accrued liabilities	188,390	(118,789)
Severance benefit payable	(20,345)	4,141
	1,535,598	1,222,352
Investing activities		
Purchase of investments	(1,000,000)	—
Purchase of property and equipment	(50,640)	(81,549)
	(1,050,640)	(81,549)
Net increase in cash during the year	484,958	1,140,803
Cash, beginning of year	4,500,468	3,359,665
Cash, end of year	4,985,426	4,500,468

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

1. Organization

The constitution and bylaws of the Manitoba Nurses' Union (the "Union") were adopted in October 1975. The objective of the Union is the advancement of the social, economic and general welfare of its members. As such, the Union 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.

Fund accounting

The Union utilized the following funds to manage and report its activities:

i) General Fund

The General Fund accounts for current operating revenues and expenses.

ii) Defense/Strike Fund

The Defense/Strike Fund is internally restricted and was established for the purpose of funding future labor disputes. The Union allocates, on a percentage basis, interest earned from investments to this fund as determined by the Board of Directors.

In 2024, \$28,860 of interest income (\$18,392 in 2023) was transferred to the Defense/Strike Fund from the General Fund.

iii) 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 labor movement and the Union. The objective of the fund is to provide financial assistance to members of the Union who enroll in programs of advanced labor studies. In 2024, \$2,250 (\$5,291 in 2023) was transferred to the Keith Lambert Scholarship Fund from the General Fund.

iv) Vera Chernecki Award Fund

The Vera Chernecki Award Fund is internally restricted and was established in 2023 in memoriam of Vera Chernecki, a past president of the Union. The objective of the fund is to provide an award to a member who exemplifies the criteria of an emerging leader in activism.

v) Negotiations Fund

The Negotiations Fund is internally restricted and was established in 2002 for the purpose of funding collective bargaining negotiations of future years. The Union allocates, on a percentage basis, interest earned from investments to this fund as determined by the Board of Directors. During 2024, \$57,721 (\$29,350 in 2023) of interest income and \$75,505 (\$nil in 2023) of expenses were transferred from the General Fund to this fund.

vi) International Assistance Fund

The International Assistance Fund is internally restricted and was established in 2009 for the purpose of providing donations to organizations that provide health and social support in developing countries or those countries recovering from natural or human disasters.

2. Summary of significant accounting policies (continued)

Revenue recognition

The Union follows the restricted fund method of accounting for contributions. Restricted contributions related to general operations are recognized as revenue of the General Fund. Unrestricted contributions are recognized as revenue of the General Fund in the year received or receivable.

Dues are recorded as income in the month in which they are earned.

Investment revenue is recognized as revenue and allocated among the Defense/Strike Fund, Negotiations Fund and General Fund pro-rata.

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%.

Intangible assets

Intangible assets 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

i) Measurement of financial instruments

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

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

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

ii) 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.

Manitoba Nurses' Union
Notes to the financial statements
December 31, 2024

3. Investments in marketable securities

Investments consist of:

	2024		2023
Market value	Cost	Market value	Cost
\$	\$	\$	\$
Pooled funds	14,605,302	13,890,262	12,100,236
Preferred shares	232,453	219,295	208,852
	14,837,755	14,109,557	12,319,531
			11,785,980

Pooled funds consist of the following:

	2024		2023
Market value	Cost	Market value	Cost
\$	\$	\$	\$
Canadian equity	3,715,270	3,355,286	3,053,595
Global equity	3,615,908	3,423,440	3,119,608
Bond Fund	3,621,307	3,554,049	2,963,729
Core Plus Bond (PIMCO)	2,173,202	2,129,179	1,798,404
Global Direct Real Estate	1,479,615	1,428,308	1,164,900
	14,605,302	13,890,262	12,100,236
			11,577,128

Investment income (loss) consists of the following:

	2024	2023
	\$	\$
Interest	102,389	66,177
Realized gain on sale of investments	1,207,986	630,272
Unrealized gain on fair market value adjustment	419,717	447,788
Investment management fees and taxes	(122,637)	(106,992)
	1,607,455	1,037,245

4. Investment in Union Centre Inc.

The investment in Union Centre Inc., which represents approximately 27%, is recorded at cost. Union Centre Inc. was formed to operate the building at 275 Broadway in Winnipeg. During the year, the Union paid \$302,762 (\$291,682 in 2023) in rent to Union Centre Inc.

5. Property and equipment

	2024		2023
Cost	Accumulated	Net	Net
\$	amortization	\$	\$
	\$		
Furniture and equipment	506,485	387,435	100,924
Leasehold improvements	598,294	574,588	22,221
Computer software	191,798	145,570	47,683
	1,296,577	1,107,593	170,828

6. Government remittances payable

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 payable, \$nil (\$11,045 in 2023) is included within accounts payable and accrued liabilities.

7. Severance benefit payable

The Union 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. Lease commitments

The aggregate future minimum lease payments required under long-term operating leases for leased premises and office equipment amount to approximately \$287,407 and for each of the next five years.

9. Post-retirement benefits

The Union maintains various defined contribution plans for its eligible employees. Pension expense for these plans for the year amounted to \$304,323 (\$296,302 in 2023).

10. Financial instruments

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

Credit risk

The Union is exposed to credit risk with respect to its accounts receivable and term deposits. The Union earns its revenue from membership dues and investment income.

Market risk

The Union is exposed to market risk due to potential for loss from changes in the value of financial instruments. Value can be affected by changes in interest rates, foreign exchange rates and equity prices. Market risk primarily impacts the value of cash and investments.

Manitoba Nurses' Union
Schedule 1 - Office support

Year ended December 31, 2024

	Notes	2024 \$	2023 \$
Amortization		32,484	31,704
Audit		40,408	37,000
Bank charges		2,697	11,693
Copier		17,293	18,774
Insurance		26,564	25,378
Messenger services		1,168	465
Miscellaneous		12,005	7,010
Office supplies		28,451	20,015
Postage (recovery)		10,700	4,468
Premises rental	4	302,762	291,682
Printing		6,059	4,417
Resource material		16,127	19,614
Stationery		5,857	2,222
Technology		178,370	145,987
Telephone		77,754	71,379
		758,699	691,808

Manitoba Nurses' Union
Schedule 2 - Democratic Process

Year ended December 31, 2024

	2024 \$	2023 \$
Annual meeting	476,745	542,386
Board	119,871	144,319
Committees	371,743	321,134
Miscellaneous meetings	1,948	2,174
	970,307	1,010,013

Manitoba Nurses' Union
Schedule 3 - Membership services

Year ended December 31, 2024

	2024 \$	2023 \$
Communications	306,961	331,071
Computer support	877	14,090
Education programs	350,571	142,506
Legal expense assistance plan	117,877	77,700
Legal, arbitration and consultation	664,282	422,793
Regional and worksite president's days	411,124	387,264
Negotiations	74,506	9,246
	1,926,198	1,384,670

Manitoba Nurses' Union**Schedule 4 - Affiliations**

Year ended December 31, 2024

	2024	2023
	\$	\$
Canadian Federation of Nurses' Unions (CFNU) and Canadian Labour Congress	360,000	330,000
Labour Councils	57,492	57,875
Manitoba Federation of Labour Dues	134,416	134,416
CFNU Biennial	—	135,048
MFL Biennial	1,473	—
Other	48,500	33,500
	601,881	690,839

Manitoba Nurses' Union**Schedule 5 - Outreach and solidarity**

Year ended December 31, 2024

	2024	2023
	\$	\$
Ad hoc donations	24,212	22,500
Budgeted donations	13,295	11,500
Student outreach	3,755	7,804
International Assistance Donation	—	—
Joyce Gleason Scholarship	6,000	6,000
Keith Lambert Scholarships	—	2,500
Other donations and sponsorships	11,200	4,157
	58,462	54,461