

ANNUAL GENERAL MEETING AGENDA

2017 ANNUAL MEETING & PROVINCIAL EDUCATION DAY April 25TH, 26TH and 27TH

VICTORIA INN WINNIPEG

1808 Wellington Avenue,
Winnipeg, Manitoba

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

KEYNOTE SPEAKERS

Tuesday, April 25th

Dr. Cindy Blackstock

*Executive Director, First Nations Child and Family Caring
Society of Canada, and Professor, School of Social Work,
McGill University.*

A member of the Gitksan First Nation, Cindy has
25 years of social work experience in child protection
and Indigenous children's rights.

Her promotion of culturally based equity for First
Nations children and families and engaging
children in reconciliation has been
recognized by the Nobel Women's
Initiative, the Aboriginal Achievement
Foundation, Frontline Defenders
and many others.

Cindy recently completed
a Master of Jurisprudence
degree and currently serves
as a Commissioner for the Pan
American Health Organization
Commission on Health Equity
and Inequity.



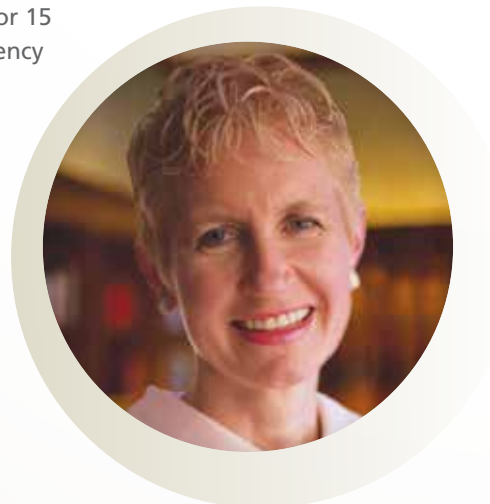
Wednesday, April 26th

Sandy Summers

Sandy Summers is founder and executive director
of *The Truth About Nursing* and co-author of *Saving
Lives: Why the Media's Portrayal of Nursing Puts Us All
at Risk*, with Oxford University Press, now in its second
edition. Both editions of *Saving Lives*, which Sandy
wrote with her husband, Harry – *The Truth About
Nursing's* senior advisor – have won Book of the Year
awards from the American Journal of Nursing.

Since 2001 she has led the effort to change how the
world views nursing by challenging damaging media
depictions of nurses.

Prior to her graduate work, Sandy
practiced nursing for 15
years in the emergency
departments and
intensive care
units of some of
America's major
trauma centers.



Registration Procedure at Annual Meeting – CENTENNIAL BALLROOM

Registration will occur between the hours of **0800 – 0850** each morning.

Anyone arriving after **0850** hours will not be registered and will not receive their voting flags *until the first break*.

Tuesday, April 25th

0800 – 0850 Registration – EMBASSY FOYER

0900 Call to Order
O Canada
Announcements
Introductions
Approval of Agenda
Rules of Procedure
Approval of Scrutineers

1000 – 1030 Refreshment Break & Late Registration

1030 Credentials Committee Report
Presentation of Reports:

- President
- Director of Operations
- Director of Communications & Government Relations
- Director of Labour Relations
- Secretary Treasurer
- Finance Committee:
 - Auditor's Statement
 - Adoption of Auditor's Report
 - Appointment of Auditor
 - Budget Forecast
- Nominations & Elections Committee
- Discipline Committee
- Resolutions & Constitution Committee
- Provincial Collective Bargaining Committee
- Nursing WSR Committee

1200 Free Time for Lunch

1330 KEYNOTE: Dr. Cindy Blackstock

1430 Refreshment Break – REGIONAL MEETINGS

1600 Vice-President Candidate Speeches

1630 Adjournment of Business Session

1800 Cocktails

1900 42nd Banquet Evening
"HAPPY BIRTHDAY CANADA"

Wednesday, April 26th

0800 – 0850 Registration – EMBASSY FOYER

0900 Call to Order
Announcements
Business Held Over from Previous Day

1000 – 1030 Refreshment Break & Late Registration

1030 Resolutions

1145 Vote for Vice-President

1200 Free Time for Lunch

1330 KEYNOTE: Sandy Summers, RN

1430 – 1500 Refreshment Break

1500 New Business

1600 Presentation of Certificates to Retiring Board Members

1615 Labour School Draws

1630 Yellow Ribbon Awards

1700 Adjournment of Business Session

Thursday, April 27th

Provincial Education Day

0745 Registration – EMBASSY FOYER

0830 Welcome – CENTENNIAL BALLROOM

0840 – 1140 Plenary Session
STRESS: Resistance, Resilience & Recovery

1015 – 1045 Refreshment Break

1140 – 1300 Free Time for Lunch

1300 – 1415 Break-Out Sessions

1415 – 1445 Refreshment Break

1445 – 1600 Break-Out Sessions

ANNUAL MEETING RULES OF PROCEDURE

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

RESPECTFUL MEETING GUIDELINES

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

EDUCATION DAY

PLENARY SESSION

STRESS: RESISTANCE, RESILIENCE AND RECOVERY

Dr. Jeff Sych, Psychologist

Stress is a component of everyday life. Health care workers are exposed to a specific type of stress that, repeated over time, can have a detrimental effect on their health and wellbeing, as well as have an impact on those around them.

This session will focus on effective strategies for building resistance to stress, developing healthy resiliency to stress, and aspects of recovering from stress, with an emphasis on peer support and critical incident stress management. The strategies presented will focus on practical aspects of what an individual, family, their supports and employer can do to ensure the exposure to life and workplace stress have less detrimental effects.

The session will be led by Dr. Jeff Sych, a graduate of the University of Alberta and a registered psychologist. For the past five years his work has focused on understanding and treating the effects of critical incidents and job stress on specific professional populations. He is recognized by the International Critical Incident Stress Foundation as an approved instructor for assisting individuals in crisis and group crisis intervention.



BREAKOUT WORKSHOPS

Provincial Education Day

The breakout sessions will feature a range of speakers and a variety of topics.

1 LGBT2SQ+ Inclusive Health Care

Dr. Reece Malone, Education Program Coordinator,
Rainbow Resource Centre

This session aims to build cultural awareness and professional capacity on creating inclusive and affirming health care services for lesbian, gay, bisexual, trans-gender, two-spirit, and queer (LGBT2SQ+) individuals and will cover areas such as:

- Differentiating relevant sexuality and gender terminology and demonstrating its use in personal and professional settings
- Outlining best strategies and policies for creating an inclusive LGBT2SQ+ environment for both patients and employees, and more.

2 Handling the Politics of Workplace Bullying

Valerie Cade, Certified Speaking Professional,
MA in Conflict Resolution and Reconciliation

Traditional conflict resolution does not work when dealing with someone who is highly oppositional. During this session, you will learn implementation strategies to help you cope with and stop workplace bullying and disruptive behaviors.

3 Tending to Yourself: Addiction and Mental Health Issues

Sheri Lysy-Sigurgeirson, Prevention and Education
Consultant, Addictions Foundation of Manitoba

This session will focus on the impact of substance use and mental health issues on you and those around you. Learn about risk factors and how to spot signs of substance misuse. Also, nurse-specific resources will be provided. This session will be interactive, and discussion will be tailored based on the needs and interests of the audience.

4 Sexuality in Long term Care Facilities

Dr. Lois Stewart – Archer, Regional Clinical Nurse Specialist
for WRHA Geriatric Mental Health

Sexual behaviour and intimacy between long term care residents remains a complex issue. This presentation will facilitate a frank discussion of residents' abilities to consent to sexual relations, review staff's attitudes/beliefs, and reflect on the need for policy development.

5 Benefit Basics

Bob Romphf, Labour Relations Officer,
Manitoba Nurses Union

This is a valuable session for all MNU members, at any stage of their career, and will provide an overview of pension and benefits, including information on:

- HEBP Disability & Rehab Plan
- EAP
- LEAP
- Federal benefits

6 Establishing a CISM Peer Support Team

Dr. Jeff Sych, Psychologist

This breakout session will introduce best practices for the establishment and maintenance of a Critical Incident Stress Management (CISM) peer support team, based on the International Critical Incident Stress Foundation's standards and principles. There will be time to address specific environmental and organizational issues that must be considered to ensure the best possible outcomes and the sustainability of a CISM peer support team.

7 Finding Resiliency Through Courage

Kevin Rempel

Kevin Rempel, a 2013 World Champion and 2014 Paralympic Bronze medalist in sledge hockey Kevin shares his personal story about managing change, building resilience, and igniting others to a commitment of higher personal achievement.

2017 MNU EDUCATION CONFERENCE

September 19th, 20th and 21st, 2017

RADISSON HOTEL DOWNTOWN

288 Portage Avenue,
Winnipeg, Manitoba

**Information and applications
are available in the MNU
portal or from your local/
worksite/regional president,
as of May 1, 2017.**

**Deadline for applications
is Friday, June 16, 2017.**

Tuesday, September 19th

1400 – 1800 Registration

1800 Supper

Wednesday, September 20th

0830 Plenary with Manitoba's MAID Team

1600 Classes dismiss

Thursday, September 21st

0830 Classes begin

1400 Classes dismiss

WIN A TRIP TO THE MNU EDUCATION CONFERENCE

**The American Income Life Insurance Company donates
annually to the Manitoba Nurses Union Education Program.**

These funds are used to offset the cost of sending one grassroots member
to the Manitoba Nurses Union Annual Education Conference to be held
on **September 19th, 20th and 21th, 2017.**

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

The draw will be held on Wednesday, April 26th, 2017. Good Luck!



NEVER BEEN TO A MNU EDUCATION CONFERENCE?

**The Manitoba Nurses Union Executive Committee
is sponsoring a fully funded spot for a MNU
member to attend the conference.**

First Time Participants Only

If you qualify, please fill out the reverse side of this ballot and mail or fax
it to MNU or place it in the draw box at the AGM.

**The draw will be held on Wednesday,
April 26th, 2017.**

You do not have to be present to win!

MANITOBA NURSES UNION

Welcome Reception & Pre-Registration **Annual General Meeting**

Monday, April 24th, 2017

6:00 pm

Victoria Inn Winnipeg
– Wellington Room

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

**INCLUDES
MUSIC AND A
CASH BAR**



Manitoba
nurses
Union

A COMMITMENT TO CARING

VICE-PRESIDENT CANDIDATES

DONNA McKENZIE

For the past five years, I have had the privilege of serving as vice-president of the Manitoba Nurses Union. During this time, I have traveled across the province speaking to hundreds of future nurses about the importance of the union, the benefits of unionism and of course, sharing my experiences gained from a 35 plus year nursing career.

Like many of you, my foray into union activism began with someone asking if I'd like to sit on a committee. Well I sat on that committee and then another one and soon enough I was hooked.

I began sitting at tables with decision makers and through my work and advocacy I was having a positive impact on my fellow nurses. This is a feeling unlike any other – the feeling of making a real difference. I went on to serve as the president of my worksite, Portage Hospital, for a decade. Also, during this time, following regionalization, I had the honour of becoming the first elected president for the Central Region, a role I held for almost 15 years.

During my time as regional president, I participated in countless forums and spoke to the media on many occasions about the challenges in health care and nursing related issues. Many of these challenges were unique to nurses working in rural areas and through these speaking engagements I was able to convey the concerns of a large number of nurses, as well as offer new perspectives on issues that might have otherwise been overlooked by mainstream media. I take great pride in the fact that I have always been able to articulate the nurse's perspective.

However, articulating the nurse's perspective is only one side of the coin. Equally important is the ability to form and maintain amicable working relationships with the employer, other union representatives, the nursing colleges, student organizations and others parties.

Over the years, I have gained a wealth of experience in dealing with the employer, especially through my work on the Nursing Advisory and Union Management Committees. I have always advocated for nurses and despite the complexity of the issues, I have never backed down until we reached a viable solution. Perseverance and diplomacy are key traits in building and maintaining relationships that are mutually beneficial, and I am confident that I have both the ability and respect necessary to maintain a fruitful working relationship with employers and all other parties necessary to the fulfillment of my role.

In addition to working with external parties, I have had the pleasure of working internally as a member of several MNU committees. I am currently a member of the MNU Finance Committee and the Executive Committee, and since 2014 I have co-chaired the Provincial Workload Staffing Form Revision Committee. The Workload Staffing Form Revision Committee brought together employer representatives, MNU staff and members in an effort to improve the reporting process and make the form more user friendly.

As a strong believer in professional development and the pursuit of education, I have greatly enjoyed my role as chairperson for

the Joyce Gleason and Continuing Education Scholarships. I have held this position since 2011, and I must say I still get goosebumps when I read some of the essay entries from nurses and nursing students about their drive to succeed in this profession. This passion for nursing, coupled with my determination to ensure fairness and a commitment to patient and nurse safety, has propelled me over the years.

I have had the opportunity to attend a wide range of labour and nursing related education sessions, provincially, nationally and internationally. Courses and seminars such as aboriginal awareness, collective bargaining, political action, addiction awareness have all helped strengthen my skills as a leader and advocate.

In 2008, I was awarded the Yellow Ribbon in recognition of my union activism. The ability to effect positive change in the workplace for nurses – at the grassroots level, is the pinnacle of being an effective union leader. I have never been more proud, nor have I ever been more humbled. This honour is not one that I take lightly, and in fact it has fueled my determination to continue to work hard each and every day to make things better for nurses.

Nurses and health care as a whole are facing tough times. We all know that nurses are being called on to do more with less and in increasingly hazardous working conditions. The threat of violence is at an all time high, more and more nurses are experiencing symptoms consistent with the development of post-traumatic stress disorder, patients are coming in with higher and higher levels of acuity, and of course there is always the issue of there not being enough nurses. Yet, nurses show up to work every day, determined to provide the highest level of care possible for their patients. This is truly admirable.

As a union, we have made great strides in making things better for nurses and patients alike. I know that together we can build on these accomplishments and face oncoming challenges head-on. I have had the good fortune of being mentored and supported by an army of individuals in my role as vice-president. A special thank you to our president Sandi Mowat for all the guidance she has given me over the years. She has truly helped me grow and succeed in my role.

I am proud to be a member of this union. I love that we represent all nursing designations. I wear that like a badge of honour. Unity is so important, especially as we move into challenging times. Be assured that I am up to the challenge, whatever they may be, and am highly motivated to continue working to bring nursing issues to the forefront. I hope that I can count on your support and vote of confidence.

Sincerely,

Donna McKenzie
MNU Vice-President



KELLEE STEWART-SCHUFF

The opportunity to run for the vice-president position of the Manitoba Nurses Union is one that I most welcome. In fact, it's safe to say, that all of my various experiences along the way have led me down this path. Each experience gave me the strength, courage and confidence to progress to the next chapter in life.

I graduated from the registered nursing program at the Grace Hospital in 1993, and subsequently began my career in British Columbia. In 1999, I returned to Manitoba and the Grace Hospital as an emergency room nurse.

I have spent two decades working as an ER nurse, and can say with absolute confidence that I am and always have been a frontline nurse. In addition to my extensive training in all areas of emergency, I thrived in the team atmosphere of the emergency department. I was able to remain calm in the worst of situations.

During my time in the emergency department, I was also a preceptor to many new staff. This was a role I greatly enjoyed, as I always walked away with new perspectives and a bright outlook for the future of our profession. Most recently, I have enjoyed a position in the Surgical Day Care Unit.

Soon after returning to Manitoba, I became actively involved in the union, eventually being elected as the vice-president for Grace Nurses local 41. In 2008, I became the local president, a role in which I have flourished over the last eight years. Every day was a learning experience and I was an eager student, always up to the challenge. I have gained extensive knowledge about negotiating and conflict management, which are core skills that I have continued to apply in many aspects of my daily life.

I am a strong advocate for proper baseline staffing, and continued monitoring of mandated overtime. Furthermore, I have a wealth of experience in the application of Attendance Support Assistance Programs (ASAP) and the procedure for discipline meetings as well as, grievances and arbitration and employment security.

Throughout my years as local 41 president, I have represented the interests of nurses on several committees at both the local and regional levels. Locally, I co-chair both the Union Management and Nursing Advisory Committees. I also co-chair the Joint Union Council, where Winnipeg West Senior Management and all local 41 unions discuss common issues.

Regionally, I have participated in the Regional Nursing Advisory Committee for several years. I have also participated in several working groups, such as the ER Working Group and the Winnipeg Critical Incident working sessions. I also attended the Labour Law Conferences, and am a regular attendee at all provincial annual general meetings, Prairie Labour Schools and CFNU conventions. In 2016, I was given the unique opportunity of filling a newly created term position for labour relations support in the MNU office. This experience provided valuable insight into the internal operations of the union, as well as a first-hand look at some of the issues and challenges faced by members in other parts of the province. I worked diligently to learn the difference between each collective agreement, and did quite well! I learned a great deal about the political landscape, and the implications of various policies on the nursing profession and health care, at both the

provincial and federal level. After a short time on the job, I was tasked with representing nurses on behalf of the labour relations officers. I assisted with preparation for arbitrations, accompanied nurses to meetings, and worked with lawyers in a team environment.

Maintaining relationships and the ability to work collaboratively with a range of individuals and groups is integral to advancing the interests of nurses and the profession as a whole. I have maintained a respectful relationship with my employer, over the years, and this has served me well when bringing forward issues affecting nurses at our facility. I pride myself in always having represented local 41 nurses in a manner that is articulate, accurate and diplomatic. Teamwork is essential to success and whether it's with the employer, nursing colleagues, and other health care workers, I have always been a team player.

Over the years, I have had many opportunities to hone my public speaking skills. I have been an annual presenter during Long Service Award ceremonies at the Grace Hospital, as well as a joint presenter with the employer to educate nurses on vacation planning.

Furthermore, during my term at MNU, I had the privilege of being a co-presenter at the 2016 Education Conference workshop for advanced presidents. The feedback from these sessions were very positive. I was also a co-presenter during a Workers Compensation Board appeal. The WCB appeal was a memorable opportunity and it also helped increase my research and communication skills.

Throughout my term at MNU, I served as a mentor to nurses across the province. My nursing experience was valuable in helping me understand the needs of the nurses I represented. It was an absolute honour to meet so many incredible nurses. Unfortunately, many of them work in less than wonderful situations. Their work ethic, their stories and their overall commitment to caring is truly inspiring.

I am confident that I can provide a voice for these nurses as well as nurses new to our province and profession. I can be that mentor. I am personally invested and highly motivated to make things better for this profession, as I watch my daughter navigate the Bachelor of Nursing Program.

Sandi Mowat has led our union to achieve many successes, and I am certain she and our Provincial Collective Bargaining Committee will lead us elegantly through the next round of bargaining. I am not afraid of hard work and am motivated by the determined nurses that surround me every day. Outside of nursing, I am a mother to five beautiful children, a wife, runner and chocolate enthusiast.

Thank you for your consideration, and I welcome any questions or comments that you may have, by any device you best communicate.

Thank you,

Kellee Stewart-Schuff





A COMMITMENT TO CARING

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