



# 2019 REPORT TO MEMBERS



## MANY THANKS TO OUR 2018/2019 BOARD OF DIRECTORS FOR THEIR DEDICATION AND LEADERSHIP

### MGEU PROVINCIAL OFFICERS

- President: Michelle Gawronsky
- 1st Vice President: Charlotte McWilliams
- 2nd Vice President: Douglas Troke
- 3rd Vice President: Shelley Wiggins
- 4th Vice President: Ed Miller

### AREA DIRECTORS

- Area 1: Liz Dodds
- Area 2: Shannon Reynolds
- Area 3: Carol Grant
- Area 4: Robert Wells
- Area 5: Jessie McNeill
- Area 6: Bev Smith/vacant
- Area 7: Diane Arksey
- Area 8: Kurt Henry

### CIVIL SERVICE COMPONENT DIRECTORS

- Administration: Michelle Scebenski
- Clerical: Gayle Mager/vacant
- Corrections: Dylan Almdal
- Health: David Giroux
- Legal: Deb Jamerson
- Physical Sciences: Brian Wilson
- Social Sciences: Cristina Quon
- Trades: Joe Dooley

### COMPONENT & AGENCY DIRECTORS

- Community Support: Marlene Hrechka
- Community-Based Social Services: Stephanie Swain

- Emergency Medical Services: Rebecca Clifton
- GOLICO: Stephen Roznowsky
- Health Care Support Services: Terry Rear
- MPI: Kyle Ross
- Post Secondary Education: Kimberley Lynn
- Technical / Professional: Diana Schultz
- WRHA Community Programs: Kevin Thompson



## FINANCIAL STATEMENTS

The Manitoba Government and General Employees' Union  
Statement of Financial Position as at July 31

	2019	2018
<b>Assets</b>		
<b>Current</b>		
Cash	1,676,024	3,138,241
Investments	33,467,402	31,718,317
Receivables	1,298,673	1,640,557
Interfund Receivables	4,231,922	1,955,367
Merchandise Inventory	161,337	359,484
Prepays	427,857	442,847
	41,263,215	39,254,813
<b>Capital Assets</b>	1,697,636	2,025,409
<b>Membership Participation in Union Centre Inc.</b>	500,000	500,000
	43,460,851	41,780,222
<b>Liabilities</b>		
<b>Current</b>		
Payables and Accruals	5,378,401	4,225,961
Interfund Payables	4,231,922	1,955,367
	9,610,323	6,181,328
<b>Fund Balances</b>		
<b>Invested in Capital Assets</b>	1,697,636	2,025,409
<b>Internally Restricted*</b>	31,541,633	33,573,485
<b>Unrestricted</b>	611,259	-
	33,850,528	35,598,894
	43,460,851	41,780,222

The Manitoba Government and General Employees' Union  
Statements of Operations and Changes in Fund Balances for the Year Ended July 31

	2019	2018
<b>Revenues</b>		
Membership dues	23,648,495	23,937,334
Interest and dividends	1,087,032	1,032,216
Realized gains (losses) on disposal of investments	276,898	(53,573)
	25,012,425	24,915,977
<b>Expenses</b>		
Expenditures	26,953,454	22,577,072
Amortization	390,421	398,223
	27,343,875	22,975,295
<b>(Deficiency) excess of revenues over expenses before other item</b>	(2,331,450)	1,940,682
<b>Unrealized gains on investments</b>	583,084	23,694
<b>(Deficiency) excess of revenues over expenses</b>	(1,748,366)	1,964,376
<b>Fund balances, beginning of year</b>	35,598,894	33,634,518
<b>Fund balances, end of year</b>	33,850,528	35,598,894

### SOLID FINANCIAL FOOTING

The MGEU remained in a strong financial position in 2019, while members' dues, at 1.25% on all income, continue to be amongst the lowest in Canada. The MGEU Policy Manual requires certain amounts to be transferred to internally restricted funds, such as the Defense and Contingency Funds. This year, \$1 million of the excess of revenues over operating expenses was transferred into the Defense Fund to strengthen the MGEU's financial position for potential future challenges (such as strikes).

## HOW YOUR DUES WERE SPENT LAST YEAR



### NEGOTIATING/DEFENDING OUR COLLECTIVE AGREEMENTS AND REPRESENTING OUR MEMBERS IN THE WORKPLACE

includes bargaining, enforcing and legally defending contracts on behalf of our Locals.



### ENSURING A MEMBER-DRIVEN UNION

includes union meetings from the Local level right through to the Board of Directors, and participating in central labour bodies such as the Manitoba Federation of Labour.



### ENSURING DEMOCRATIC UNION LEADERSHIP AND INFORMED MEMBERS

includes member and elected workplace rep training, and communication with members.



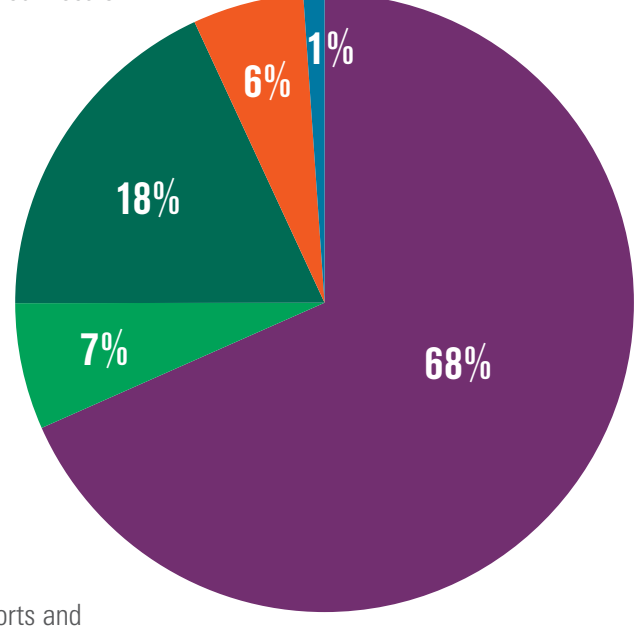
### STANDING UP FOR MEMBERS IN THE COMMUNITY

includes issue-based campaigns to publicly defend public services and members' interests.



### STRENGTHENING OUR COMMUNITIES TOGETHER

includes contributions of time, money and support to community-based efforts and charitable initiatives.



## Continuing Your Education?



# We Can Help

If you are an **MGEU member**, or an **eligible family member**, starting or continuing post-secondary education, on a full-time or a part-time basis, **we can help.**

Applications are available in February and are due May 15th each year.

For more information:  
mgeu.ca/for-members/scholarships-and-bursaries  
204-982-6438 or Toll Free: 1-866-982-6438

OVER **\$29,500**  
AVAILABLE EACH YEAR



**Katrina**  
Area 4



# MGEU 2019 YEAR-IN-REVIEW

## WE WENT BEYOND THE BARGAINING TABLE TO FIGHT FOR YOUR RIGHTS

### The Challenge

Last year proved to be exceptionally tough at the bargaining table for most MGEU members, largely due to the government's heavy-handed wage freeze legislation, otherwise known as Bill 28.



In July, after the Province refused to discuss wages and benefits with the Civil Service Bargaining Committee, we filed for arbitration and began working to prepare arguments on behalf of over 12,000 members.

Not long after, the government told us they would not appoint an arbitration panel. As a result, we'll be taking the Province to court in the new year, arguing that such a refusal denies Civil Service members their right, under the Civil Service Act, to have an independent third-party panel hear from both sides and then determine a fair outcome.



A number of other Locals, including Assiniboine Community College—Local 71 (left), Red River College—Local 73 and Université de Saint-Boniface – Locals 142, 148 & 149, ratified their agreements with a qualification on the voting ballot stipulating that Bill 28 limited the parties' ability to negotiate freely.

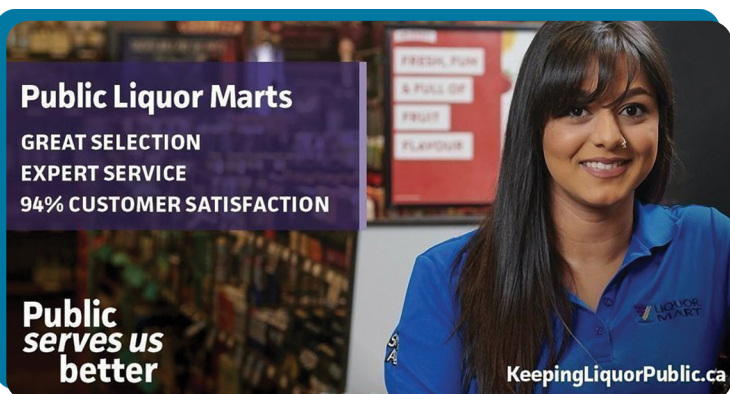
### Our Day in Court

In late November, the Partnership to Defend Public Services (which includes the MB Federation of Labour, the MGEU, and other public sector unions) finally had the opportunity to challenge the constitutionality of Bill 28, arguing that the government's heavy-handed wage freeze legislation denies our members their Charter right to bargain in good faith with their employer. The trial will continue into 2020.

## WE MADE SURE MANITOBANS UNDERSTAND THE COST OF CUTS AND PRIVATIZATION



In February, we launched People Behind the Public, a television and online ad campaign aimed at reminding Manitobans that public services keep our province healthy, safe and strong — but they don't happen without the people who deliver them. Keep an eye out for a reboot in early 2020!



In June, we re-launched Keeping Liquor Public, a radio and online ad campaign outlining how our public Liquor Marts balance great selection, competitive pricing and social responsibilities. KeepingLiquorPublic.ca includes images you can share on social media to help spread the word.



Later in June, after the Minister of Health made comments suggesting Selkirk Laundry Services would be closed, we rallied outside MLA Dr. Alan Lagimodiere's office to demand some answers on behalf of our more than forty members who work at the facility.



All year long, we spoke out strongly and repeatedly against cuts and closures across the province, ensuring Manitobans understood what was at stake when the government:

- Cut jobs at MB Agricultural Services Corp.
- Contracted out the Real Estate Services division
- Privatized highways work
- Contracted out translation services
- Closed the curriculum support centre



Throughout the summer of 2019, you couldn't miss our Care Comes First campaign, where billboards, transit and radio ads gave voice to our members', and Manitobans', concerns that the Pallister government's cuts and privatization are compromising health care.

## WE GAVE VOICE TO THE ISSUES IMPACTING YOU MOST ON THE JOB

In response to the thefts and security crisis in our Liquor Marts this year, we pushed hard for safety protocols through ongoing meetings with the employer, including a day of lobbying MLAs on November 28, and repeated calls for action in the media.



On behalf of thousands of MGEU members — from Paramedics to Manitoba Housing workers, Correctional Officers to Youth Crisis Workers — who are facing increased amounts of violence on a daily basis, we called for immediate action to address Manitoba's meth crisis through a series of web and media articles.



After months of calling on employers and the government to empower security officers with elevated legal status and exercise their authority appropriately, we welcomed the government's introduction of *Bill 17: The Police Services Amendment Act* in March.

Early in 2019, after a number of violent incidents at Employment and Income Assistance offices in Winnipeg, we called on the government to review the safety measures currently in place and provide physical design improvements to the workplace, while enhancing training opportunities for our members.

## WE STROVE TO ENSURE AS MANY MANITOBANS AS POSSIBLE ENJOY MGEU SUPPORTS AND PROTECTIONS



Throughout the year, and especially during the summer campaign period, MGEU members and staff worked tirelessly across the province on the Bill 29 health care union representation votes. We will soon be welcoming new members from the successful votes and it's with heavy hearts that we're also now saying goodbye to some longstanding and deeply committed MGEU activists and many members who work in health care.

We continued to organize new Locals, such as Patient Transport Services – Local 451 and Macdonald Youth Services Coach Program – Local 453. The MGEU now represents more members working in Child and Family Services than any other union in the province.

- Congrats to the five new MGEU Locals who ratified their first collective agreements in 2019.
  - Canadian Base Operators—Local 449
  - Dakota Ojibway Child and Family Services – Locals 435-437
  - Animiikii Ozoson Child and Family Services – Local 443
  - Duke of Marlborough School – Local 446
  - Rod McGillvray Memorial Personal Care Home – Local 447
  - Municipality of Westlake Gladstone – Local 454

## WE PROUDLY CELEBRATED OUR HISTORY, OUR MEMBERS, AND OUR COMMUNITIES!



This spring marked the hundredth anniversary of the 1919 Winnipeg General Strike and MGEU members came out to celebrate our victories at a variety of events, including a parade and an MGEU-sponsored concert in June.

Manitoba summers are full of festivals celebrating our diverse communities and our members were proud to show their support at events such as Pride, the Filipino Street Festival, and St. Amant's Free the Spirit Festival.



This fall, it was time to recognize our Civil Service members and the vital services they provide Manitobans day-in and day-out with a series of Celebrate Public Service events. Hundreds of members dropped by to share some lunch and enjoy some time together all across the province.