

2020 REPORT TO MEMBERS



MANY THANKS TO OUR 2019/2020 BOARD OF DIRECTORS FOR THEIR DEDICATION AND LEADERSHIP

OFFICERS

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

COMPONENT DIRECTORS

- Administration, Michelle Scebenski
- Clerical, Cheryl Fraser (Gayle Mager, until Nov 2019)
- Corrections, Dylan Almdal
- Health, David Giroux
- Legal, Deborah Jamerson
- Physical Sciences, Brian Wilson
- Social Sciences, Cristina Quon
- Trades, Joe Dooley

AREA DIRECTORS

- Area 1, Liz Dodds
- Area 2, Shannon Reynolds
- Area 3, Ray Piche – new Feb 2020 (Carol Grant, until Dec 2019)
- Area 4, Robert Wells
- Area 5, Peter Yourchenko (Jessie McNeill, until – Dec 2019)
- Area 6, Andrew Milejszo – new Feb 2020 (Bev Smith – until June 2019)
- Area 7, Diane Arksey
- Area 8, Kurt Henry

AGENCY DIRECTORS

- Community-Based Social Services, Stephanie Swain
- Community Support, Jennifer Ryan (Marlene Hrechka, until Aug. 2020)
- GOLICO, Stephen Roznowsky



- Health Care Support Services, Shelly Rougeau (Terry Rear, until Dec 2019)
- Manitoba Public Insurance, Kyle Ross
- Post Secondary Education, Kimberley Lynn
- Technical/Professional, Diana Schultz

*EMS, Rebecca Clifton, until Dec 2019
*WRHA Community Programs, Kevin Thompson, until Dec 2019

WORKER REPRESENTATIVE

- A.C.T.E. 1725, Marc Payette (Michele Hirschfield, until Oct 2020)

FINANCIAL STATEMENTS

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

	2020	2019
Assets		
Current		
Cash	2,942,665	1,676,024
Investments	34,843,040	33,467,402
Receivables	936,105	1,298,673
Interfund Receivables	3,239,135	4,231,922
Merchandise Inventory	137,833	161,337
Prepays	182,310	427,857
	42,281,088	41,263,215
Capital Assets	1,345,817	1,697,636
Membership Participation in Union Centre Inc.	500,001	500,000
	44,126,906	43,460,851
Liabilities		
Current		
Payables and Accruals	3,367,836	5,378,401
Interfund Payables	3,239,135	4,231,922
	6,606,971	9,610,323
Fund Balances		
Invested in Capital Assets	1,357,722	1,697,636
Internally Restricted*	36,162,213	31,541,633
Unrestricted	-	611,259
	37,519,935	33,850,528
	44,126,906	43,460,851

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

	2020	2019
Revenues		
Membership dues	20,996,301	23,648,495
Interest and dividends	1,099,359	1,087,032
Gain on sale of capital assets	11,905	-
Realized (losses) gains on disposal of investments	(100,028)	276,898
	22,007,537	25,012,425
Expenses		
Expenditures	19,006,813	26,953,454
Amortization	359,491	390,421
	19,366,304	27,343,875
Excess (deficiency) of revenues over expenses before other item	2,641,233	(2,331,450)
Unrealized gains on investments	1,028,174	583,084
Excess (deficiency) of revenues over expenses	3,669,407	(1,748,366)
Fund balances, beginning of year	33,850,528	35,598,894
Fund balances, end of year	37,519,935	33,850,528

SOLID FINANCIAL FOOTING

The MGEU remained in a strong financial position in 2020, 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, \$2.2 million of the excess of revenues over expenses was transferred into the Defense Fund to strengthen the MGEU's financial position for potential future challenges (such as strikes), and \$1.2 million was transferred to a new Conventions and Conferences Fund to pay for future member conventions and conferences, including the 2020 MGEU Convention (which was deferred due to pandemic restrictions).

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.



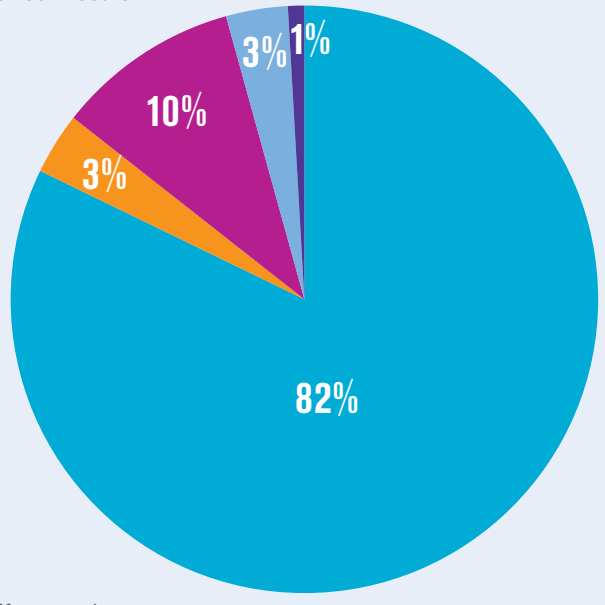
ENSURING DEMOCRATIC UNION LEADERSHIP AND INFORMED MEMBERS
includes member and elected workplace rep training, and communication with members.



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



MGEU 2020 YEAR-IN REVIEW

We began the year by defending our bargaining rights, our jobs, and our public services from government cuts, privatization and unconstitutional legislation. Then the pandemic hit, bringing new challenges that required a strong and responsive voice.

WE MADE SURE MANITOBANS UNDERSTAND THE IMPORTANCE OF OUR PUBLIC SERVICES AND THOSE WHO PROVIDE THEM – NOW MORE THAN EVER

- We spoke out repeatedly, and encouraged others to join us, against cuts and privatization across the province, ensuring Manitobans understood what was at stake when the Pallister government:
 - announced privatization schemes for Manitoba Housing, Infrastructure, liquor sales and the Department of Families;
 - gave notice of staff layoffs at Manitoba Agricultural Services Corporation; and
 - closed the Dauphin Correctional Centre and cancelled plans to build a Correctional and Healing Centre.



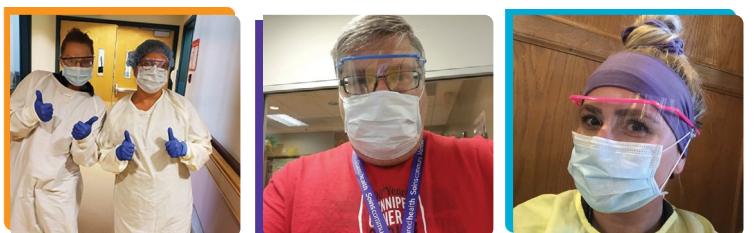
- Beginning in February, we ran our *People Behind the Public* ad campaign on TV, radio, and online, featuring members from across the province and reminding Manitobans that the services we all rely on every day can't happen without people to deliver them.



- During quarantine this past spring, with many MGEU members working on the front-lines of the pandemic crisis, we launched a province-wide public information campaign with a simple message highlighting the critical services our frontline workers continued to provide, thanking them for their courage and dedication, and asking Manitobans to support them by staying apart.
- When Premier Pallister announced his intention early in the pandemic to reduce public sector workforce costs by as much as 30%, we were in the media almost every day, arguing that such cuts were dangerous, unfair and bad for the economy. Thanks to such coverage and Manitobans standing with us at events like the lunch-hour Honk-a-thon at the Legislature, there was significant public backlash and the premier scaled back his demands.



- To salute all those members keeping our province going during the pandemic, we encouraged members to take workplace selfies and share them far and wide on social media. Thank you to all who submitted pics and congrats to those who snapped up a prize!



- Although we couldn't hold our usual Public Service Week celebrations in June, we created a "Thank You to the People Behind our Public Services" sign and encouraged members and supporters to proudly hang it in their windows at work and at home. Contact us to request one.



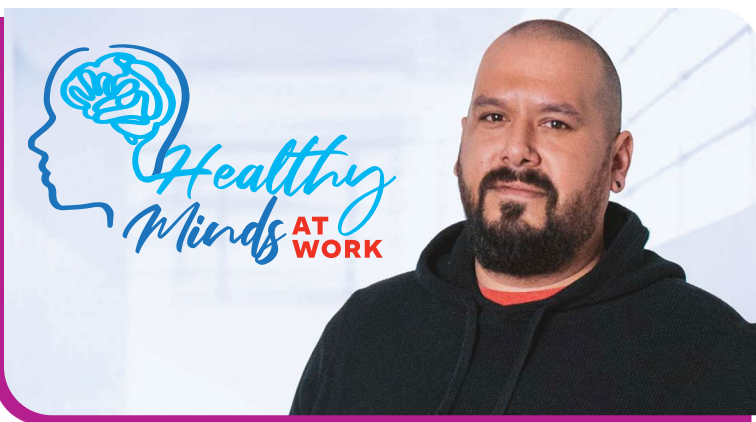
DESPITE CONTINUING ATTACKS, WE CONTINUE TO PROTECT AND DEFEND OUR BARGAINING RIGHTS

- In June, the *Partnership to Defend Public Services* – (PDPS) – a coalition of public sector unions in which the MGEU played an active role – won a major victory over the government's wage freeze legislation (Bill 28). The Manitoba Court of Queen's Bench emphatically agreed with the PDPS, ruling that Bill 28 is a violation of the Charter of Rights and Freedoms.

Court of Queen's Bench on Bill 28:
 "... a draconian measure which limits and reduces a union's bargaining power. **IT HAS LEFT NO ROOM FOR A MEANINGFUL COLLECTIVE BARGAINING PROCESS ON ISSUES CRUCIAL TO UNION MEMBERSHIPS.**"

- In April, the Court of Queen's Bench ruled that the MGEU was entirely justified in seeking arbitration on behalf of all Civil Service members, calling the government's case for contravening the Civil Service Act and refusing to appoint an arbitration panel "disingenuous at best." While the government continues to show disrespect for its own employees by appealing the decision, an interest arbitration board has been appointed and dates are set for the arbitration while the Court of Appeal process unfolds.
- Throughout the year, we continued to defend members' rights and our MGEU contracts through the grievance and arbitration process. Wins included protecting vacation rights of members in Health Care Support Services, and ensuring Macdonald Youth Services – Local 369 members received fair wage increases.
- In response to public health restrictions, we introduced online and mail-in bargaining proposal forms as well as mail-in ratification vote ballots and virtual meeting platforms. More than a dozen MGEU Locals – including a first contract for Patient Transport Services – have ratified new collective agreements since the pandemic hit.

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



- This fall, we launched *Healthy Minds At Work*, an MGEU membership campaign devoted to:
 - raising awareness of how our work and our mental health are connected;
 - providing members with tools and information to advocate for employer action on mental health and wellness at work; and
 - connecting members with mental health resources and supports.

- This past spring, in response to the pandemic, MGEU staff and workplace reps advocated continually for improved COVID-19 protective policies in our Locals. Thanks to such efforts, measures such as flexible work options, enhanced disinfection, and protective barriers were introduced. In some cases – including Corrections, Community Support, Health Care Support Services and MB Liquor and Lotteries – we've turned to grievances, the Workplace Safety and Health Branch, and the media to try and ensure our members stay safe on the job. We even provided members with non-medical masks when some employers wouldn't do the right thing.



- As the COVID-19 crisis threatened our members' paycheques due to closures or their ability to cope due to workload, we pushed hard for:
 - Ongoing pay for Educational Assistants and Lotteries workers during the spring lockdown; and
 - More resources for overwhelmed members on the front-lines of the COVID crisis, including our paramedics, lab technologists, provincial health inspectors, health care aides, nurse investigators, and enforcement officers.

WE CONTINUED TO ADAPT TO KEEP US ALL CONNECTED



adapted to stay in close contact with our elected Local, Component, Area Council and Committee reps through virtual meetings and conference calls.

- Since mid-March, we've sent hundreds of COVID-19 email updates to members, with links to our online information page, complete with the latest safety protocols and Frequently Asked Questions such as "What do I do if I must be off work?" We also quickly



Later in the fall, we began offering the option of online education for our workplace reps.

- In an effort to better understand how technology is changing our members' work and how the union may use technology to help you during the pandemic and into the future, we conducted a membership survey in July.