

# **Manitoba Government and General Employees' Union**

**Biennial Convention  
October, 2023**

**Resolutions**

# RESOLUTIONS

CR-1

## COMPOSITE RESOLUTION MGEU CONVENTION - 2023

### Civil Service Bargaining Committee

**The MGEU Will** no longer have a predetermined chairperson for the Civil Service Bargaining Committee.

**Because** currently the Constitution/By-Laws dictate the 1st Vice-President/President is the chair of the Committee. However, it is very possible those positions are not occupied by an incumbent who is a civil servant. Also no other bargaining committee at MGEU does this or is required to adhere to this.

Submitted by: Local Administration, Area 7

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Committee Recommendation: Accept

**Note:**

History of having the First Vice-President and President Chair serve on the Civil Service Bargaining Committee originates from a time when the MGEA was only a Civil Service Union.

No other current MGEU bargaining committee has a participant that has not been duly elected by their Local to serve on their bargaining committee.

Unlike with other bargaining committees, the Civil Service Agreement Negotiating Committee has Bargaining Council made up of all the Presidents of Locals who are part of the Civil Service Agreement; and as such, authority under the Constitution to call Bargaining Council meetings currently resides with the Union President as the Chairperson.

If accepted, amendments to the Constitution and Bylaws to include the following:

- Amend C28:03 to provide still provide the Union President the responsibility to call Bargaining Council meetings, but to replace the reference to "Chairperson of the Civil Service Agreement Negotiating Committee" to "Union President";
- Amend B6:1:1 to delete references to the "Union President" and "First Vice-President" as members of the Civil Service Agreement Bargaining Committee;
- Amend B9:1:5 (President Chairs the Board of Directors, Civil Service Agreement Negotiating Committee, and the Joint Council Committee) by striking out "Civil Service Agreement Negotiating Committee"; and
- Delete B9:2:5 (First Vice-President serves on the Civil Service Agreement Negotiating Committee) in its entirety and renumbering subsequent provisions accordingly.

This resolution covers CR-2

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_





**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Move to a Three-Year Convention Cycle**

**The MGEU Will** move to a three-year Convention and election cycle, leaving open the option of a special or policy convention at the halfway/midterm point.

**Because** the cost of Convention continues to rise. The stability of three-year terms is desirable.

Submitted by: Area Council 07

Committee Recommendation: Accept

**Note:**

There have been numerous similar resolutions at previous MGEU Biennial Conventions to move towards a three-year convention and elections cycle. As a result of the 2018 Convention, the matter was referred to the Board of Directors wherein a Committee was struck to research the implications (pros and cons) of moving to a three-year model, including the costs and changes to the MGEU's governing documents.

The Committee provided a Report to the 2020 Convention [https://www.mgeu.ca/uploads/ck/files/report\\_to\\_convention\\_pros\\_and\\_cons\\_2021\\_09\\_08.pdf](https://www.mgeu.ca/uploads/ck/files/report_to_convention_pros_and_cons_2021_09_08.pdf); wherein the Committee's conclusion read, in part, "The Committee believes, based on the analysis above, that there is a three-year model that preserves meaningful member participation, and more effectively manages MGEU financial and staff resources." The resolution did not pass at the 2020 Convention as it fell short of receiving the 2/3rds majority vote required for a constitutional resolution to pass.

The recommendations of the committee and the path that were developed, need very few, if any, modifications in order to make this a reality going forward.

Under the Constitution (C17:1) the Board of Directors, with a two-thirds majority, can call a Special Convention if the Board thinks there are major issues to be dealt with; therefore a Special Convention can be called at any time between Conventions.

Finance Committee's Comments:

- Finance Committee has assessed the monetary impact of moving to a three year convention cycle versus the existing two year cycle.
- When other unions and labour federations have moved to a three year cycle, they have usually added additional days to convention or added a mid-term conference. The extra costs associated with these other changes can offset most cost-savings derived from moving to a three year cycle. However, it depends on what three year model is chosen.
- When the 2018 MGEU Convention struck a committee to research the implications of moving to a three-year cycle, the model recommended (adding a half-day to convention and holding a mid-term conference each term) would have generated modest cost savings: \$205,000 over 6 years (just over \$34,000 year).

**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_





**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Make Members-at-Large part of the Local Executive**

**The MGEU Will** allow members-at-large to be considered part of the local executive and area council in voice and vote.

**Because** it will encourage involvement in the work at the local and area council by a large group in their union and get more involved.

Submitted by: Local Interlake-Eastern Community Support, Area 5

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Committee Recommendation: Reject

**Note:**

Current structure of Area Council provides a balance of representation from each Local, wherein expanding it to include Members-at-Large could disincentivize smaller Locals from participating.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Name Change for Vice-Presidents of Locals**

**The MGEU Will** change the name of Local Vice-President to Local Secretary.

**Because** the name change will better reflect the duties of the position and may promote members to join in the role, knowing just by the title, the duties required vs the current vice-president language that is misleading.

Submitted by: Local Prairie Mountain Community Support, Area 3

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Committee Recommendation: Reject

**Note:**

The proposed name change does not encompass the full duties of the Local Vice-President position as set-out in the bylaws (B20:2). It is also MGEU practice when conducting elections to state the duties of a given position prior to opening the floor for nominations.

B20:2 The Local Vice-President will:

- a) chair the Local meeting if both the Local President and Chief Steward are absent;
- b) help the Local President and Chief Steward with issues within the Local;
- c) serve on Area Council;
- d) serve on the Component Executive, if applicable;
- e) perform all the duties of a Steward;
- f) take minutes of Local meetings and ensure the minutes are sent out to the Local Executive Committee; (see Article 36:1);
- g) attend Local Labour Management meetings, as required;
- h) perform other duties given by the Local President. (2010)

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Change Role for Provincial Officers**

**The MGEU Will** change By-Law B9:2:1, B9:3:1; B9:4:1 to read, "Helps the other Provincial Officers".

**Because** Section B9:2:2, B9:3:2, B9:4:2, and B9:5:2 of each covers which VP covers who, when absent and better reflects a cooperative cohesive union executive.

Submitted by: Local Prairie Mountain Community Support, Area 3

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Committee Recommendation: Reject

**Note:**

The provisions in question reflect a hierarchy wherein it's part of the listed duties of each vice-president position to "Help the Union President" and higher elected vice-president positions. We believe the proposed amendment is not required as it is implied that the Provincial Officers will work collaboratively and assist each other.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Change Constitution Regarding Honourary Life Members**

**The MGEU Will** change in the Constitution, C6:7, the granting of Honourary Life Memberships and the rights of Honourary Life Members is governed by Article C6:8 of the Constitution. The granting of Solidarity Awards and the rights of the members receiving these awards is governed by the Bylaws.

The granting of Honourary Life Memberships, Affiliated Memberships and Solidarity Awards and the rights of the receiving members shall be governed by their Bylaw.

**Because** all three sections are all directing us to read the Bylaws; why not have them combined in the same section.

Submitted by: Local Prairie Mountain Community Support, Area 3

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Committee Recommendation: Reject

**Note:**

Combining these Articles that are dealing with different types of memberships and awards would require the renumbering of subsequent Articles, wherein the proposed change does not provide any clarity or resolve any outstanding issues.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Amending Policy Manual Regarding Extended Leave**

**The MGEU Will** add to the Policy Manual, an Article 3 (to be placed after the existing item No. 3.11 - Secondment Policy) language specific to members on extended leave holding elected and/or other MGEU related positions. The Article will identify that should a member be on leave from their employer greater than 120 calendar days, that the said member will automatically vacate any and all elected / appointed positions held at their component / local and board levels. The vacating of the member's role would be effective on the 121st day of absence. The member would be eligible to run for elected positions upon return to employment at a meeting duly called for those purposes (members on union leave and members who have been terminated and the union is proceeding to arbitration are exempt from this provision).

**Because** whereas when a member is on leave from their employment, they are not present in the workplace to speak to the members' and others' concerns.

**Because** it is only proper to step aside and make room for others to learn and develop in their absence.

Submitted by: Local Social Sciences, Area 7

Committee Recommendation: Reject

**Note:**

Members may still remain active in the Union even in situations where they are on an extended leave from work, and may still be able to maintain a connection to the membership within the workplace whom they represent. If the member is no longer able to perform their duties, they have the option of resigning.

The proposed resolution would require all members who are on leave from their employer for greater than 120 days, regardless of the reason or type of leave, to automatically vacate their Union position. Such leaves of absence would include maternity / parental leave, as well as medical leaves of absence. This is contrary to the Union's values of inclusion, and could be a potential Human Rights violation.

The resolution would require changes not merely to the Policy Manual, but would require various changes to the Constitution as it would change / shorten the term of an elected position, including but not limited to C6:2:1 which explicitly permits members who are currently not working can keep their membership active by arranging to pay their dues directly to the Union Headquarters.

"C6:2:1 Ongoing union membership, with all its rights and privileges, can be granted to you, or taken from you, on the approval of the Board of Directors. If you are currently not working, you can keep your membership active by arranging to pay your dues directly to the Union Headquarters. (See Article C9 for more details and exceptions.) (2010)"

**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_

Reject Committee Recommendation \_\_\_\_\_

**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Delete 4th Vice-President Role**

**The MGEU Will** delete the 4th Vice-President positions, its duties and all other references to same. Should the position become vacant any time during the two year term following Convention 2023. In that case, the position will not be filled from the Board as per authority. Should the incumbent fulfill their two-year term to year 2025, the position will cease to exist prior to the next scheduled Provincial Table Officer elections.

**Because** it is cost effective and fiscally responsible.

**Because** there is no need for more than three vice-presidents.

Submitted by: Local Social Sciences, Area 7

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Committee Recommendation: Reject

**Note:**

Fourth Vice-President position provides an additional voice to the membership, and supports Union objectives and activities.

The current make-up of Provincial Officers is proportionate to the membership size compared to other like-unions.

Having five (5) Provincial Officers also ensures that a vote at that level does not end in a potential tie.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Bring Bargaining Proposals to Component Executive**

**The MGEU Will** create the following new Constitutional provision to provide a process allowing bargaining proposals to be brought forward and discussed at the Component level:

C27:8

Component Executives must hold one meeting as follows:

- a) After local meetings occur, to gather bargaining proposals as set out in Section C30 of the Constitution and Bylaws, the Component Executive will hold a meeting:
  - i. to gather proposals for collective bargaining and to deal with other business as necessary;
  - ii. to review proposals put forward by all locals within the Component; and
  - iii. to review proposals put forward by other locals external to the Component.
- b) As called by the Component Chairperson.
- c) If a Component Chair refuses to or does not call a meeting, one local table officer plus any five members can call one.

**Because** our members need representation. Some members without quorum at local meetings still need a voice.

Submitted by:                      Area Council 02

Committee Recommendation: Reject

**Note:**

Bargaining proposals require the support of the membership, and should be discussed at and voted on as a Local meeting amongst the membership within the same bargaining unit.

A Component may include members from Locals who are not part of the same bargaining unit, thereby providing the ability for those outside of the bargaining unit to weight in and vote on bargaining proposals of another bargaining unit.

Local membership engagement issue, wherein efforts to achieve quorum should be pursued. B26:6 also permits for a request for a variance to quorum, and must be done in accordance with the MGEU Policy and Procedures Manual.

The MGEU Constitution & Bylaws states the following:

- B26:2 A quorum for a Local Meeting is at least one elected Table Officer and at least two members (1999);
- B26:6 When a request for a variance to quorum is made, it shall be done in accordance with the Union Policy and

Procedures Manual (2016)

The MGEU Policy Manual - 2.5.5.3.2 Variance to Quorum

- Where a pattern can be shown that a Component Executive has been unable to meet quorum on a recurring basis, a request can be made to the Board of Directors for a variance to quorum. The request must include a recommendation from the Component Executive as to what quorum should be. (MGEU Convention October 2016)

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**CONVENTION DECISION:**    Accept Committee Recommendation    \_\_\_\_\_  
   Reject Committee Recommendation    \_\_\_\_\_



**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Ensure Automatic Delegate Status for Local President**

**The MGEU Will** change the Constitution so that when a local has more than one delegate, the first delegate is automatically the local president and the remaining delegate is chosen by local meeting vote.

**Because** local president is involved in many aspects of the local.

Submitted by: Local University College of the North, Area 1

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Committee Recommendation: Reject

**Note:**

As per the Constitution, delegate elections occur in the Spring (between April 1st and June 30th) while Local President elections take place in Local meetings scheduled in September immediately before Convention, and therefore do not occur at the same time or at the same meeting.

The proposed resolution would severely restrict the ability of the Local to choose / elect its own delegates by preventing the Local the ability to elect from its membership someone who is not the Local President. In contrast, the current process does not preclude the Local from electing and sending its Local President to Convention as a delegate.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Remove Cap on Members-at-Large**

**The MGEU Will** remove the cap of available members-at-large to allow larger groups the opportunity to elect additional members-at-large according to the current formula.

**Because** larger groups should not be penalized for the amount of members they hold.

Submitted by: Local Corrections, Area 7

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Committee Recommendation: Reject

**Note:**

Locals with membership in excess of 650 members would be able to have more Members-at-Large positions, leading to many Area 6 & 7 Locals having a larger representation and vote at Component Executive Committee.

The current formula is as follows:

C27:1:3 Each Local of a Component is allowed to elect one member or more to the Component Executive Committee following this formula:

- 1–150 members Local President
- 151–250 members Local President, Chief Steward
- 251–350 members Local President, Chief Steward, Local Vice-President
- 351–450 members Local President, Chief Steward, Local Vice-President, one Member-at-Large
- 451–550 members Local President, Chief Steward, Local Vice-President, two Members-at-Large
- 551+ Local President, Chief Steward, Local Vice-President, three Members-at-Large (1999)

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_





**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Allow Component Recalculation in Exceptional Circumstances**

**The MGEU Will** change C27.1.2.3 to allow for the recalculation of the average number of official union member for Component Executive committees to be done when exceptional circumstances occur; i.e. Manitoba Housing members joined Civil Service Trades Component and no recalculation was done to reflect the increase in membership/representation.

**Because** it places a component at a disadvantage to not having a full complement of representation based on true/accurate numbers when exceptional circumstances (i.e. new membership) occurs.

Submitted by: Local Trades, Area 7

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Committee Recommendation: Reject

**Note:**

It is unclear what would and would not constitute as an "exceptional circumstance". Membership numbers fluctuate for a variety of reasons, wherein the current calculation formula is balanced and based upon a twelve (12) month average (as per C27 of the Constitution).

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

















**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Dissolve Safety, Health and Environment Committee**

**The MGEU Will** dissolve and delete the Safety, Health and Environment Standing Committee.

**Because** the MGEU has a Safety, Health and Environmental Specialist on staff who can perform many of the tasks related to these matters.

**Because** whereas a key deliverable is identified and/or required, the Board has the authority to appoint an ad hoc committee with defined Terms of Reference and project timeline / deadlines for said deliverables.

**Because** it is more cost effective and better use of time management.

Submitted by: Local Social Sciences, Area 7

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Committee Recommendation: Reject

**Note:**

The Constitution Committee does not recommend any significant changes to or the dissolution of standing committees without a thorough review having been completed and presented to the membership. As a member driven organization, MGEU standing committees provide a vital role of oversight over the applicable area of responsibility, and elected activists from their respective Areas work closely with subject matter experts in fulfilling their mandate.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Dissolve Technological Change Committee**

**The MGEU Will** dissolve and delete the Technological Change Standing Committee.

**Because** whereas a key deliverable is identified and/or required, the Board has the authority to appoint an ad hoc committee with defined Terms of Reference and project timeline / deadlines for said deliverables.

**Because** it is more cost effective and better use of time management.

**Because** no substantial outputs have been produced.

Submitted by: Local Social Sciences, Area 7

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Committee Recommendation: Reject

**Note:**

The Constitution Committee does not recommend any significant changes to or the dissolution of standing committees without a thorough review having been completed and presented to the membership.

As a member driven organization, MGEU standing committees provide a vital role of oversight over the applicable area of responsibility, and elected activists from their respective Areas work closely with subject matter experts in fulfilling their mandate.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Dissolve the Young Members Committee**

**The MGEU Will** dissolve and delete the Young Members' Standing Committee.

**Because** whereas a key deliverable is identified and/or required, the Board has the authority to appoint an ad hoc committee with defined Terms of Reference and project timeline / deadlines for said deliverables.

**Because** it is more cost effective and better use of time management.

**Because** no substantial outputs have been produced.

Submitted by: Local Social Sciences, Area 7

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Committee Recommendation: Reject

**Note:**

The Constitution Committee does not recommend any significant changes to or the dissolution of standing committees without a thorough review having been completed and presented to the membership.

As a member driven organization, MGEU standing committees provide a vital role of oversight over the applicable area of responsibility, and elected activists from their respective Areas work closely with subject matter experts in fulfilling their mandate.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_





**CONSTITUTIONAL RESOLUTION  
MGEU CONVENTION - 2023**

**Allow All Committee Members to Attend Convention**

**The MGEU Will** allow standing committee members to be automatically considered convention delegates.

**Because** to give more members the opportunity to vote.

Submitted by: Local Michif CFS, Area 2

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Committee Recommendation: Reject

**Note:**

Some members serve on more than one (1) Standing Committee, while some Standing Committees have vacancies that remain difficult to fill.

Would likely result in some Locals having a disproportionate number of delegates compared to other Locals based on the delegate to Local membership ratio in C17:4:2.

Standing Committee members who have not been elected as delegates at their Local still have the ability to attend Convention as a guest.

Finance Committee's Comments:

- Finance Committee has assessed the monetary impact of granting automatic Convention delegate status to all standing committee members. The additional cost to send members from all committees as delegates is estimated at \$85,000.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_





**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Expand Mileage Eligibility**

**The MGEU Will** allow members who attend meetings to be eligible to receive mileage regardless of if they hold an elected position, where attending virtually is not an option.

**Because** it will remove barriers to attending meetings.

Submitted by: Local Interlake-Eastern Community Support, Area 5

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Committee Recommendation: Reject

**Note:**

MGEU's Finance Committee has assessed the monetary impact of expanding mileage reimbursement eligibility to all members attending meetings.

The impact to MGEU's bottom line from such a change would be potentially very significant.

If all members were eligible to claim for mileage when attending meetings, costs are estimated to increase by up to \$8 million dollars annually, depending on how much member participation increased. Even a small uptake on this new mileage eligibility would incur large costs. These additional costs are likely large enough to require a higher dues rate and/or significant cuts to existing operations and practices.

The Finance Committee strongly recommends against this resolution and recommends instead that MGEU continue to expand and improve remote and hybrid meeting options, where appropriate.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_





**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Allow Locals to Contribute to a Bank Account**

**The MGEU Will** allow locals to establish a bank account funded by membership (good and welfare).

**Because** the account would allow the group to give back to the community and contribute funds to our group or outside organizations like Pride Wpg.

Submitted by: Local Paramedics of Winnipeg

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Committee Recommendation: Reject

**Note:**

MGEU’s Finance Committee has assessed the adoption of this resolution.

MGEU’s operations are based on a central finance model which provides for a high level of financial oversight and accountability in the use of union monies. Adding up to 193 local bank accounts would create a significant risk for misuse of funds. Other NUPGE affiliated unions that have allowed for such accounts have faced significant controversy and challenges related to allegations of the misuse of member money. Forensic audits have been required at times.

If MGEU staff are required to oversee these accounts, this would impose significant new administrative workload and costs. The total service fees imposed on 193 accounts would also add up.

MGEU has a Public Relations committee and budget, as well as a Humanitarian Fund, which enable the union to contribute to charitable causes identified by members. These have strong accountability safeguards built in, including annual disclosure on the MGEU website.

MGEU’s Finance Committee strongly recommends rejection of this resolution

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Stop Collecting Dues on Overtime**

**The MGEU Will** stop collecting dues on overtime hours worked by members.

**Because** members don't accrue seniority, pension or other benefits on overtime so they shouldn't have to pay dues.

Submitted by: Local Interlake-Eastern HCSS, Area 5

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Committee Recommendation: Reject

**Note:**

MGEU's Finance Committee has assessed the monetary impact of removing dues assessments on overtime. The loss of dues from making such a change is significant, estimated at \$2,500,000/year. This amount represents 12.5% of MGEU's annual dues revenue.

Making up this revenue would require a major dues increase to fund union operations – the dues rate would need to rise from from 1.25% to 1.43%.

Members' overtime pay and premiums are negotiated by MGEU. When disputes arise over overtime and premiums, MGEU is responsible for representing members to ensure these are paid appropriately.

The current MGEU dues rate is based on the principle that the same dues rate is applied to all income earned under MGEU negotiated agreements. Departure from this principle would require higher dues rate.

The Finance Committee strongly recommends rejection of this resolution.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_







**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Waive Union Dues for Table Officers**

**The MGEU Will** waive union dues for local table officers - president, chief steward, vice-president for their elected terms.

**Because** it will provide incentive for members to hold positions and participate in union activities.

Submitted by: Local MPI, Area 3

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Committee Recommendation: Reject

**Note:**

MGEU's Finance Committee has assessed the financial impact of waiving union dues for local table officers (president, vice president, chief steward) during their elected terms.

This amendment could exempt nearly 600 members from paying dues.

The cost of this amendment would be significant, with an estimated an annual cost over \$500,000. This would be comparable to the cost of each biennial Conventions, would be incurred every year. This cost would also be greater than the current annual amount transferred to the MGEU Defence Fund. Significant operating cost reductions and/or a dues increase would be required to fund this change.

Waiving dues for a large sub-section of the membership could be divisive and risks undermining union solidarity.

The Finance Committee recommends rejection of this resolution.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Expand Union Paid Time**

**The MGEU Will** provide time off letter and allow the Employer to slot a shift as "union paid time" for members who would if they worked that shift been given a time off letter, in order to get this a shift at the member's worksite must have been available for the member to work but the member was unable to accept this shift due to MGEU business that would of normally obtain a time off letter for, and would not of put this member into overtime status. The onus will be on the member to provide the union proof that a shift was available.

**Because** this would eliminate barriers, allowing members to be involved in union business while technically being cost neutral to the union as currently the union should be budgeting for all members to already be working during a union function and is technically saving money when a member is attending while on a day off.

Submitted by: Local Prairie Mountain Community Support, Area 3

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Committee Recommendation: Reject

**Note:**

A similar resolution was brought forward to the 2018 convention (FC17). It was referred to the Board of Directors, and in 2020, a policy manual change to address the issue was passed. The new policy is listed in section 4.3.4.9(4) of the manual. The new policy has been working well.

A serious challenge is presented by the fact that the MGEU cannot require an employer to do this. However, MGEU has often successfully resolved this issue on a local by local basis.

The MGEU Finance Committee recommends rejection of this resolution.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Expand Express Liquor Marts**

**The MGEU Will** lobby the government through MFL to promote Express Liquor Marts as a way to expand outlets available to the public.

**Because**

Submitted by: Local Physical Sciences, Area 4

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Committee Recommendation:

**Note:**

This resolution is covered by GR-1

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Expand Public Liquor Sales to More Locations**

**The MGEU Will** lobby through the MFL, the new Provincial Government to direct the Manitoba Liquor and Lotteries Corporation to expand the number of Liquor Mart stores when it is to the benefit of the people of Manitoba, which will include the conversion of MBLL Rural Liquor Vendor(s) to full service Liquor Marts when the local community desires such a change and when a sound business/financial case can be made for such a conversion.

**Because** MBLL through its Liquor Division, returns to the people of Manitoba (after operating expenses) over the last 4 years, over \$1 billion dollars in profits which goes directly to improve the lives of Manitobans in numerous ways such as funding healthcare and education. With the escalation of organized retail theft and violence, MBLL has demonstrated it can create and maintain secure and safe stores for the people of Manitoba, with good selection, service and competitive pricing.

Submitted by: Component Executive Golico

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Committee Recommendation:

**Note:**

This resolution is covered by GR-1

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_







**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Develop a Reasonable Staff/Patient Ratio for HCAs**

**The MGEU Will** lobby the Provincial Government through the MFL, to develop a minimum staff to patient/client ratios for HCAs.

**Because** proper ratios are needed to provide proper care to patients and clients who deserve the right to care with dignity and respect and adequate staffing levels are required to achieve these rights.

Submitted by: Local Interlake-Eastern Community Support, Area 5

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Committee Recommendation: Accept

**Note:**

There currently exists a standard patient/staff ratio for those working in long-term care. However, MGEU has been lobbying to have the ratio changed to reflect new realities in health care that deem the current ratio dangerous and outdated. The reality is the level of care required in long-term care has increased. Where in the recent past, many residents in a long-term care facility were considered "independent" as they had more mobility and required less intensive, hands on care the new reality is most residents now require lifts and feeding due to a higher level of need.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Highlight the Work of Support Staff in Facilities and Community**

**The MGEU Will** lobby the Provincial Government on the importance of support staff in facilities and community.

**Because** as the pandemic highlighted, these members are just as important to the healthcare team as doctors and nurses.

Submitted by: Local Interlake-Eastern HCSS, Area 5

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Ensure Access Addictions Services Close to Home**

**The MGEU Will** lobby Manitoba and Metis Government for quicker access to addiction and treatment services for all Manitobans.

**Because**

Submitted by: Local Metis CFCS, Area 6

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Keep Health Care Public**

**The MGEU Will** lobby the Manitoba Government to keep health care public.

**Because** health care should not be tiered, everyone should have equal access to good quality health care regardless of socioeconomic background, race, etc.

Submitted by: Local Clerical, Area 7

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Committee Recommendation: Accept

**Note:**

The MGEU has long advocated to keep health care public and to stop the poaching of health care professionals in the public system. Our support of the Manitoba Health Coalition, whose mandate is to advocate for and protect the tenets of the Canada Health Act, continues.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Require Crown Agency Leaders to Reside in Manitoba**

**The MGEU Will** lobby the Manitoba Government to require senior and executive leadership of Crown agencies within Manitoba to reside in Manitoba for the duration of their employment with the Crown agency.

**Because** Crown agencies in Manitoba that serve Manitobans ought to be led by individuals based in Manitoba.

Submitted by: Local MPI, Area 7

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Committee Recommendation: Accept

**Note:**

This issue was prominent in Spring 2023 as a result of revelations that senior leadership at MPI had been traveling back and forth to Manitoba from another province, partly paid for by MPI ratepayers.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby the Provincial Government to Recognize Truth and Reconciliation Day as a Statutory Holiday**

**The MGEU Will** lobby the Manitoba Government to recognize the day for Truth and Reconciliation as a statutory holiday.

**Because** it is important to recognize and reflect on this important day.

Submitted by: Local Golico, Area 7

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Committee Recommendation: Accept

**Note:**

The Federal Government has legislated Truth and Reconciliation Day as a statutory holiday but the Manitoba Government has not.

Many MGEU members will know that Bill 200, a private members' bill to make September 30th a provincial statutory holiday, was voted down by members of the Stefanson Government. This means businesses are not required to recognize the holiday and can remain open as usual on this day.

MGEU has publicly supported designating September 30th as a statutory holiday in Manitoba. We have taken a strong position on this issue with many employers in terms of contract language.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**COMPOSITE RESOLUTION  
MGEU CONVENTION - 2023**

**Ensure Safe Work**

**The MGEU Will** lobby the Government to ensure all staff are provided adequate safe work procedures training, tools and resources that will ensure worker safety throughout their full workday.

**Because** when the Employer fails to implement and uphold a rigorous safety program for all, there must be accountability.

**Because** front line staff (Environment Officers) have encountered a significant increase in vacancies and workloads while performing increased duties in isolated areas involving hazardous situations (such as enforcement and emergency response activities, extreme environmental conditions, threatening wildlife, and hazardous materials).

**Because** Concurrent departmental restructuring has expanded the span of control and geographical coverage of supervisory staff, resulting in staff spending more time working alone, with a substantial decrease in oversight.

**Because** some members of the same department are being provided different tools and policies to ensure worker safety; some have modern check-in tools, while others have expected to remotely supervise their peers.

Submitted by: Local Physical Sciences, Area 5; Local Physical Sciences, Area 5; Local Physical Sciences, Area 2; Local Physical Sciences, Area 2

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Committee Recommendation: Accept

**Note:**

This resolution covers GR-15, GR-16

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Improve Training for Workers**

**The MGEU Will** lobby the Provincial Government to provide appropriate training, as required, to all employees in the Environmental Compliance and Enforcement Branch to ensure environmental officers have up-to-date and recurring training to provide timely and safe service to Manitobans.

**Because** this training is either not being provided or is not provided in an efficient or timely manner, as is required by the ECE itself.

**Because** with the Government cutbacks, proper training is less accessible or non-existent.

Submitted by: Local Physical Sciences, Area 5

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Committee Recommendation:

**Note:**

This resolution is covered by GR-14

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Improve Training for Workers**

**The MGEU Will** lobby the Provincial Government with assistance from its affiliates to provide proper training to all employees in all sectors.

**Because** with the cutbacks, proper training is less accessible or non-existent.

Submitted by: Local Physical Sciences, Area 2

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Committee Recommendation:

**Note:**

This resolution is covered by GR-14

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby Province to Extend Mandatory Sick Days to All**

**The MGEU Will** lobby Provincial Government to have mandatory paid sick days for all workers.

**Because** employees should not have to choose between getting well and getting paid.

**Because** having employees that are not well at the workplace creates risks for other employees and clients.

Submitted by: Local Corrections, Area 1

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Committee Recommendation: Accept

**Note:**

The MFL is continuing to lobby on this issue on behalf of all workers.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby Province Regarding WPH&S**

**The MGEU Will** lobby the Government of Manitoba (the Employer to meet the requirements of The Workplace Health and Safety Act).

**Because** as the employer, the Government of Manitoba has not been meeting the The Workplace Health and Safety Act legislation requirements to have functioning The Workplace Health and Safety Act committees to ensure that not only employees are safe, but the public is safe in Government workplaces.

Submitted by: Local Trades, Area 7

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Implement Universal Care for Mental Health Services**

**The MGEU Will** lobby the Manitoba Government to implement a universal mental health counseling service (similar to EAP) that is available to all Manitobans.

**Because** more and more, we are understanding how important mental health care is; and

**Because** all Manitobans should have access to this, not just those with a specific workplace benefit plan.

Submitted by: Local St Amant Community Residential Program

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Committee Recommendation: Accept

**Note:**

The MGEU is a prominent supporter and funder of the Manitoba Health Care Coalition whose mandate is to advocate about the tenets of the Canada Health Act, this includes mental health because mental health care is health care.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Leave without Pay for First Responders**

**The MGEU Will** lobby the Provincial Government to allow Volunteer First Responders to attend emergency calls at the discretion of the management team.

**Because** Manitoba Public Insurance is a community minded public corporation. This will allow the Corporation to have employees that are First Responders to attend emergency situations. By allowing these members to attend the emergency calls, it can reduce delays, which in turn cuts costs on Manitobans.

Submitted by: Local MPI, Area 2

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Committee Recommendation: Accept

**Note:**

While this is an issue for MPI members who are volunteer fire fighters, the resolution is not limited in scope to MPI exclusively. This resolution is meant to encompass any MGEU workplace where workers may be volunteer fire fighters in their communities.

Where applicable the MGEU will refer this to active Labour Councils.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_







**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Use Hybrid Model for MGEU Meetings**

**The MGEU Will** ensure that all local meetings use a hybrid model where members have the option to attend in-person or online and voting can take place in an effective, efficient manner.

**Because** providing a virtual option is important for increasing accessibility and member participation, particularly in a post-pandemic world.

Submitted by: Local MPI, Area 7

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Committee Recommendation:

**Note:**

This resolution is covered by GR-22

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Host Hybrid Meetings**

**The MGEU Will** provide the ability for locals to have hybrid meetings.

**Because** more members can participate and casual staff are not always at work locations.

Submitted by: Local Winnipeg Art Gallery

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Committee Recommendation:

**Note:**

This resolution is covered by GR-22

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Provide Hybrid Meeting Options**

**The MGEU Will** provide a hybrid meeting option for all MGEU meetings.

**Because** it will remove all barriers for members to participate.

Submitted by: Local Corrections, Area 7

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Committee Recommendation:

**Note:**

This resolution is covered by GR-22

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_

Reject Committee Recommendation \_\_\_\_\_





**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Enhance Hybrid Meetings**

**The MGEU Will** explore the use of virtual technology to facilitate hybrid functions.

**Because** to minimize travel to reduce carbon footprint; to also increase attendance through providing greater opportunity for participation; to give the ability to participate in instances of inclement weather.

Submitted by: Local Seine River School Division Support

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Committee Recommendation:

**Note:**

This resolution is covered by GR-22

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_











**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Monitor Artificial Intelligence Use in Workplaces**

**The MGEU Will** monitor Artificial Intelligence usage in workplaces as part of the duties of the Tech Change Committee to ensure minimal job losses and provide advance notice of significant improvements in AI Technology that have potential to impact all MGEU workplaces.

**Because** AI Technology is making huge advancements in our society and in our workplaces, which has the potential to see job loss in all workplaces over time.

Submitted by: Local Travel Manitoba

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_









**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby for Supplements for those in Remote and Northern Communities**

**The MGEU Will** lobby for a grocery supplement for people living in Northern isolated communities.

**Because** the high cost of living in the North.

Submitted by: Local Churchill Children's Centre

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Committee Recommendation: Accept

**Note:**

There is clear and unambiguous evidence to support the fact that groceries are simply more expensive in Manitoba's Northern and remote communities. This resolution seeks to encourage the Provincial Government to provide a supplement for all Northerners and those in remote communities, whether they are MGEU members or not.

In addition, Northern allowances have been negotiated in a number of MGEU collective agreements, whether for groceries or other things that are more expensive in northern and remote communities.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**COMPOSITE RESOLUTION  
MGEU CONVENTION - 2023**

**Ensure Manitoba Labour Laws Protect All MGEU Members**

**The MGEU Will** lobby the federal and provincial governments, through NUPGE and the MFL, to ensure labour laws and protections reflect the new reality that some remote work and remote workers may be in other Provinces, even while a company is headquartered in Manitoba and represented by MGEU.

**Because** remote work is becoming a more common arrangement, including unionized work places and our laws need to reflect current employment trends;

**Because** MGEU has dues paying members who are residents of other provinces but whose union dues are deducted and submitted to MGEU;

**Because** all dues paying members should be afforded the same protections and benefits if they are members of MGEU.

Submitted by: Local UnionWare

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Committee Recommendation: Accept

**Note:**

MGEU represents their dues paying members regardless of where they live to ensure their CBA rights and that any relevant legislation/regulations are being followed.

This resolution covers GR-39

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Ensure Benefits and Services for all Members Regardless of Where they Live**

**The MGEU Will** develop a process amending the Constitution and Bylaws as needed, that will allow remote workers the same opportunity to participate in their union as non-remote workers.

**Because** remote work is becoming a more common arrangement and the Union needs to recognize this trend. Examples of areas of concern are participating in meetings and votes, working for a local in one MGEU Area but living in another impacts participation in Area related events (which Area Council should they be able to participate in?)

Submitted by: Local UnionWare

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Committee Recommendation:

**Note:**

This resolution is covered by GR-38

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby Government to Incentivize Commuting**

**The MGEU Will** lobby the Manitoba Government to incentivize environmentally friendly commuting among MGEU members to their workplaces.

**Because** workers are being encouraged to return to the office.

**Because** climate change is more urgent than ever. The issue has largely been on hold during the pandemic and given the rising cost of transportation.

Submitted by: Local MPI, Area 7

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby the Government to Expand Daycare at St Amant**

**The MGEU Will** lobby the Province of Manitoba to increase the funding to the daycare at St. Amant to increase the number of much needed spaces that are available for children with intellectual disabilities and their families.

**Because** there are not enough spaces currently at St. Amant and these spaces are in high demand and every child deserves to have access to a quality daycare and every parent deserves to have access to quality daycare services that meet the needs of their children.

Submitted by: Local St Amant Support

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby for Jordan's Principle Funding**

**The MGEU Will** lobby the Federal Government for Jordan's Principle funding to be extended to Metis Children and Families.

**Because** funding is only available for Indigenous and Inuit children. Metis families have been impacted by colonization and should be included in the outcomes of the TRC's calls to action. See Section 35 of the Constitution which recognizes the treaty rights of the Metis people.

Submitted by: Local Metis CFCS, Area 6

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**COMPOSITE RESOLUTION  
MGEU CONVENTION - 2023**

**Expand Awareness about Child Protection**

**The MGEU Will** lobby the Provincial Government to increase public awareness about the critical role that Manitoba child protection workers play in supporting families and communities.

**Because** while nurses, EMS, firefighters and other essential and emergency workers face challenges including mental health, workload and risk to worker safety, they are frequently publicized in the media; CFS child protection workers do not have this level of support and public awareness.

Submitted by: Local ANCR

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Committee Recommendation: Accept

**Note:**

This resolution covers GR-45, GR-46, GR-47

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Ensure Services Close to Home**

**The MGEU Will** lobby all Manitoban governments (Provincial, Metis, Indigenous) for access to in-community social services outside of Winnipeg (in Rural Manitoba).

**Because** Manitobans should have in-person service delivery in communities without travel.

Submitted by: Local Metis CFCS, Area 6

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Committee Recommendation:

**Note:**

This resolution is covered by GR-44

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby for Per Diems for Children in Care**

**The MGEU Will** lobby Government to increase per diems for children in care.

**Because** cost of living has increased. Children deserve quality care, food, clothing an service for well being. This in turn supports families, caregivers an those that work with/for the children.

Submitted by: Local Metis CFCS, Area 6

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Committee Recommendation:

**Note:**

This resolution is covered by GR-44

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby for More Resources in Social Services/CFS**

**The MGEU Will** lobby the government for more money for social services, CFS.

**Because** further staffing resources are needed to increase staff numbers and resources to address burnout and mental health leaves and increase retention in order to keep children and families safe.

Submitted by: Local ANCR

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Committee Recommendation:

**Note:**

This resolution is covered by GR-44

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby for Professionalization of Direct Support Workers**

**The MGEU Will** lobby Manitoba and Metis governments regarding the professionalization of Direct Support Workers.

**Because** consistent training and fair wages are needed (keeps in-line with Alliance of Direct Support Professionals of Manitoba Proposals).

Submitted by: Local Metis CFCS, Area 6

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Committee Recommendation: Refer to Local

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby the Province to Create a Young Workers Program**

**The MGEU Will** lobby the Government to publicize and make known opportunities within the Provincial Government for employment.

**Because** young workers need a chance and somewhere to start to gain work experience.

**Because** young people may have a different and fresh perspective to share with Government departments.

Submitted by: Local Clerical, Area 7

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Develop a Five Year Strategic Plan to Increase Diversity**

**The MGEU Will** have the Board of Directors and senior staff develop a five-year strategic plan related to increasing the diversity amongst the MGEU staff.

**Because** we need to reflect the communities we serve and represent.

Submitted by: Standing Committee Equality & Human Rights

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**COMPOSITE RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby for Full Accessibility**

**The MGEU Will** lobby government through the MFL to ensure employers and businesses are doing all they can to be fully accessible for Manitobans with disabilities. MGEU will strive to be a model for all other employer's in this regard.

**Because** accessibility is important. Many workplaces have barriers for those with visible and invisible disabilities.

Submitted by: Component Executive Community Support

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Committee Recommendation: Accept

**Note:**

The Manitoba Government and General Employees' Union (MGEU) is committed to improving the lives of its diverse membership and all Manitobans, including persons with disabilities. The MGEU believes in inclusion and is committed to treating people with disabilities in ways that allow them to maintain their dignity and independence. We are committed to meeting the needs of people who face barriers to accessibility. We will do this by identifying, removing and preventing barriers and by meeting the requirements of The Accessibility for Manitobans Act (AMA).

If any issues arise, they can be brought to the attention of MGEU's Accessibility Officer, through the MGEU Resource Centre. MGEU's Accessibility Policy can be read here at: [www.mgeu.ca/about-us/accessibility](http://www.mgeu.ca/about-us/accessibility).

This resolution covers GR-53

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_







**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby to Restore Arbitration Provision in the Public Service Act**

**The MGEU Will** lobby the Provincial Government of the day to restore language surrounding arbitration that was removed when The Public Service Act was proclaimed.

**Because** arbitration is a critical component to fair bargaining practice.

Submitted by: Local Physical Sciences, Area 7

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Rename Human Resources Department**

**The MGEU Will** lobby employers and organizations to change the name of their "Human Resources" Department to "Employee Relations" Department.

**Because** employees are people not resources.

Submitted by: Local Golico, Area 7

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Committee Recommendation: Reject

**Note:**

Some departments have made changes similar to this recommendation. However, the employer determines what the name of this department shall be. Individual locals are able to make this appeal to their employer if they deem this a necessary step.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Provide More Meeting Notices**

**The MGEU Will** notify employees of union meetings in a notice 2 weeks before the meeting, then again 3 - 4 days before the meeting in a text or email form.

**Because** some MGEU members are not getting the first notice so hopefully with 2 different ways of communication, the members will get at least one meeting notice.

Submitted by: Government Community Workers – Local 255, Area 5

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Committee Recommendation: Reject

**Note:**

The decision to provide more meeting notices is ultimately up to each local executive. The MGEU does notify members of union meetings with a notice 2-3 weeks in advance. However we need to consider that communicating too much with members often results in them unsubscribing to our communications.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_







**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Member Communications**

**The MGEU Will** make storage and/or recycling available to activists for the purposes of safeguarding sensitive information collected by an activist in carrying out their Union responsibilities.

**Because** to ensure such information is stored securely when needed and to ensure it is disposed of in a secure, environmentally responsible manner.

Submitted by: Local Seine River School Division Support

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Committee Recommendation:

**Note:**

This resolution is covered by GR-59

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Amendment to Selection Process for MFL Women’s Conference**

**The MGEU Will** amend the policy manual as follows:

4.5.13 MANITOBA FEDERATION OF LABOUR WOMEN’S CONFERENCE

MGEU will participate in the MFL Women’s Conference which is generally held in odd numbered years.

MGEU participants will include **four** participants from the Women’s Committee;

**Because** the change proposed is more cost effective and more closely resembles the participation level/eligibility of other standing committee members to attend various events/conferences.

Submitted by: Social Sciences, Area 7

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Amendment to Selection Process for NUPGE Women’s Conference**

**The MGEU Will** amend the policy manual as follows:

4.5.14 NATIONAL UNION OF PUBLIC AND GENERAL EMPLOYEES WOMEN’S CONFERENCE

MGEU will participate in the NUPGE Women’s Conference which is generally held in odd numbered years.

MGEU participants will include:

- 1) Four participants from the Women’s Committee;
- 2) Any interested Provincial Officer who identifies as a woman.

**Because** activities such as these should focus on those members who need to attend such events and can bring information back.

Submitted by: Social Sciences, Area 7

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**ASL Interpretation Accessibility**

**The MGEU Will** provide ASL Interpretation (live or recorded) on all critical information being relayed to its members.

**Because** they need to be fully accessible to all MGEU members and in order to have many different options to access information.

Submitted by: Local Manitoba Possible

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Committee Recommendation: Accept

**Note:**

A resolution was passed at the 2022 MGEU Convention to “increase accessibility of messaging by providing ASL interpreted videos”. After researching and costing the initiative, MGEU has already worked with a local Manitoba company to achieve this. For example, our Member Orientation is now available on YouTube and features ASL interpretation. Our commitment to members is to continue to be as inclusive and accessible as possible for all members, whatever their needs are. In addition, if any members request ASL interpretation at MGEU meetings or events, this will be provided.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Fund Subsidized Guardianship**

**The MGEU Will** lobby Manitoba Government, Metis and First Nations (Indigenous Governing Bodies) to commit to fund subsidized guardianship.

**Because** to keep children and families together. It gives families control over the rights and responsibilities of care for their children without financial hardship.

Submitted by: Metis CFCS, Area 6

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Committee Recommendation: Accept

**Note:**

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Applying to Attend Events**

**The MGEU Will** create a fair and equitable process and policies in which members can apply to the Board of Directors to attend conferences, events or educationals that may enrich and provide benefit to their local or to the union. The application process for such events that are "not a usual event attended by the MGEU" will include and also allow the member to select what form of assistance is being asked for by the MGEU. Either it be full or partial financial coverage (time off / per diems / entrance fees). Such time could be used from the members allotted MGEU educational days.

**Because** currently there is no clear policy on how a member can ask to attend an event or educational. Having a policy in place would allow for fair practice and a rule that can apply to all.

Submitted by: Local Prairie Mountain Community Support, Area 3

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Committee Recommendation: Reject

**Note:**

There is an existing process where members can make requests to attend meetings, educationals or events of this nature. They can make a motion to the Area Council or Component, and requests will be considered by the MGEU Board.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_











**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Amend Policy Manual Regarding Member Recognition**

**The MGEU Will** change 5.3 Member Recognition within the MGEU Policy Manual to allow for a member's local to request such recognition on behalf of a retiring member (nominate a retiring member).

**Because** it will mean a lot to have the recognition of one's local for one's contributions upon retirement.

Submitted by: Local Prairie Mountain Community Support, Area 3

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Committee Recommendation: Reject

**Note:**

In the Policy Manual, under AWARDS 5.3:

"Upon a member's retirement, a request can be made to recognize their contributions to the Union as a member in good standing or an activist .....

A request to have a member recognized in this way can be made by anyone. That could be accomplished through their local, or in any other number of ways.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Ensure Clarity for Payroll Information**

**The MGEU Will** lobby employers that the MGEU represents to provide clear statements of payroll exceptions relating to any retroactive payments, qualification pay, etc.

**Because** we have a right to understand the breakdown of pay and employers don't provide clear information to their employees.

Submitted by: Local Physical Sciences, Area 5

Committee Recommendation: Reject

**Note:**

Employment Standards Code

Employer to provide employee with pay statement

135(4) Subject to subsection (5), at the end of each pay period, the employer shall provide a written statement to each employee setting out:

- a) the regular hours of work and overtime for which wages are being paid to the employee, and the applicable wage rates;
- b) deductions from the wages of the employee and the reason for each deduction; and
- c) the net amount of wages paid to the employee.

Exception where wage payments are equal

135(5) If the amount of wages to be paid to an employee is to be equal on each date that wages are to be paid over a period of time, the employer may, instead of providing the statements required under subsection (4), at the beginning of the period provide the employee with a statement of the wages to be paid, the wage rate, deductions from the wages, and the net amount to be paid to the employee on each of the dates over the period.

Records to be produced on request

135(6) An employer and any other person having custody or control of employment records shall, on the request of an officer, produce them for inspection and shall, on the request of an officer, provide copies of them.

**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
 Reject Committee Recommendation \_\_\_\_\_









**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Develop an Orientation Guide for New Table Officers**

**The MGEU Will** develop an orientation guide for newly elected table officers to outline basic expectations of their positions including identifying workplace safety and health members.

**Because** table officers are not always aware of these expectations. We need to ensure our workplaces have functioning Workplace Safety and Health Committees.

Submitted by: Local Seine River School Division Support

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Committee Recommendation:

**Note:**

This resolution is covered by MC-1

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**GENERAL RESOLUTION  
MGEU CONVENTION - 2023**

**Develop an Orientation Guide for New Table Officers #2**

**The MGEU Will** develop an orientation guide for newly elected table offices to outline basic expectations of their positions including identifying workplace safety and health members.

**Because** table officers are not always aware of these expectations. We need to ensure our workplaces have function Workplace Safety and Health Committees.

Submitted by: Area Council 05

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Committee Recommendation:

**Note:**

This resolution is covered by MC-1

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**OUT OF ORDER RESOLUTION  
MGEU CONVENTION - 2023**

**Improve Wages to Ensure Basics of Life**

**The MGEU Will** strive to have future collective bargaining agreements to achieve a pay scale that insures all of our members can earn an income that covers the basics of life.

**Because** Bill 28 mandates have resulted in a decrease in members' standard of living.

Submitted by: Local Golico, Area 7

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Committee Recommendation: Reject

**Note:**

Bargaining, The Catch Up Keep Up campaign strives to bring awareness to this issue and the reality of today's economic environment.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_



**OUT OF ORDER RESOLUTION  
MGEU CONVENTION - 2023**

**Better Benefit Plan for Employees**

**The MGEU Will** lobby the employers to either provide or look at another/better employee benefits program for members of both community and facility which would ensure members would have a plan that is feasible and useful to them. This would also cover public and private sector employees.

**Because** most of the members are paying too much out-of-pocket, it doesn't provide enough coverage for single or families and it has always only been Blue Cross. There may be something out there that is better suited to healthcare workers.

Submitted by: Component Executive Community Support

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Committee Recommendation: Reject

**Note:**

Bargaining Issue.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**OUT OF ORDER RESOLUTION  
MGEU CONVENTION - 2023**

**Lobby for a Four-Day Work Week**

**The MGEU Will** lobby the government for a four day work week.

**Because** this promotes work life balance, mental health and less sick leave.

Submitted by: Local Clerical, Area 7

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Committee Recommendation: Reject

**Note:**

Bargaining Issue.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_





**OUT OF ORDER RESOLUTION  
MGEU CONVENTION - 2023**

**Improve Workers' Wages**

**The MGEU Will** lobby the Government of Manitoba to increase Government employee wages to meet industry standards that have been established in the private sector.

**Because** as an employer, the Provincial Government are not paying wages that meet industry standards that occur in the private sector which impacts on the government's ability to recruit and retain and allow people to live with the ongoing increased cost of living.

Submitted by: Local Trades, Area 7

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Committee Recommendation: Reject

**Note:**

Bargaining Issue.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**OUT OF ORDER RESOLUTION  
MGEU CONVENTION - 2023**

**Extend COLA**

**The MGEU Will** "walk the walk and talk the talk" and in good faith negotiate contract(s) with its unionized employees that include a COLA (Cost of Living Allowance) Clause.

**Because** in the current economic environment, MGEU members have endured multiple years of government mandate momentary restrains and cutback which now coupled with multiple years of high inflation have resulted in members seeking their standards of living decline and their personal financial positions eroding. MGEU members are striving to have COLA clauses incorporated into their collective agreements which will provide them with economic protection to "Catch Up and Keep Up". Since unionized MGEU employees have shared in the financial pain inflicted by government through their previous contract negotiations, it is only equitable that the same economic protection being sought by MGEU members be sought by unionized MGEU employees.

Submitted by: Component Executive Golico

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Committee Recommendation: Reject

**Note:**

Operational issue.

This is a bargaining issue between MGEU and its unionized workforce. Staff compensation is negotiated by MGEU Directors and the 2nd Vice President, and is subsequently approved by the MGEU Board of Directors.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_







**OUT OF ORDER RESOLUTION  
MGEU CONVENTION - 2023**

**MGEU Staff Assignments**

**The MGEU Will** be a leader in the way they manage the workloads of staff.

**Because** it affects the services provided to members.

Submitted by: Local Manitoba Possible

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Committee Recommendation: Reject

**Note:**

Operational matters are dealt with between management and staff at the MGEU.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

**OUT OF ORDER RESOLUTION  
MGEU CONVENTION - 2023**

**Improved Staff Response Times**

**The MGEU Will** provide better communication and response times (48 hours max.)

**Because** response times have varied to the point where no resolution has been reached.

Submitted by: Local Municipality of WestLake-Gladstone

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Committee Recommendation: Reject

**Note:**

There is a process to address service concerns through the MGEU management structure.

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**CONVENTION DECISION:** Accept Committee Recommendation \_\_\_\_\_  
Reject Committee Recommendation \_\_\_\_\_

