



CATCH UP 

KEEP UP

MGEU Convention
October 19-21, 2023
Delegate Booklet

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IMPORTANT INFORMATION

WELCOME

MGEU Convention 2023 is a hybrid event – with some delegates attending online and some attending in-person. To help you, we've created this Delegate Booklet to use and follow during the proceedings.

Information about Convention, including the Agenda, can be found at [MGEU.ca/convention](https://mgeu.ca/convention). The entire proceedings will be live streamed there for guests and other members to watch.

ONLINE TIPS/ETIQUETTE FOR ONLINE DELEGATES



- **Ensure your name is displayed** so that participants can address you correctly. Refer to the [Delegate Guide](#) to show you how to make changes to your displayed name.
- **Set up your camera** so that you are centered, in focus, and visible.
- **Select a neutral background** that does not contain imagery that may be distracting or offensive.
- **Check your sound and mic** to ensure you can hear others and they can hear you.
- **Mute your microphone at all times** unless speaking to reduce background noise.

CONNECTIVITY AND TECHNICAL SUPPORT FOR ONLINE DELEGATES

- For the best experience, we recommend using a laptop, desktop computer, or Android device, and using Google Chrome as your web browser.
- We encourage you to **log in to each Convention event 30 minutes prior to the start** to ensure you have time to sort out any technical difficulties.
- Refer to the [Delegate Guide](#) to review the instructions beforehand on how to log in, vote, and participate.
- If you experience choppy video or audio, try these tips to help with an unstable connection:
 - Avoid using virtual backgrounds or video filters in Zoom.
 - Reduce the bandwidth usage on your network by stopping any video streaming (such as YouTube or Netflix), online video games, or music streaming.
 - If necessary, stop sharing your video in Zoom and see if your audio connection improves.

If you require any assistance with your voting credentials or with logging into the meeting, contact DOTS by email at MGEUsupport@dataonthespot.com or by phone: 1-833-368-7111.

SOCIAL MEDIA

- **Follow the MGEU** on Twitter, Instagram, and Facebook to like  and share  our posts.
- Use **#CatchUpKeepUp** and **#MGEUConvention2023** when sharing your Convention posts.

YOU ARE BEING RECORDED!

Please note that Convention events will be recorded (audio and video) as well as live streamed. Following Convention, all event proceedings will be posted on our website for public viewing. **If you are attending the events online** and you do not wish to have your video recorded, you can select the “Stop Video” button when joining the Zoom meeting.

DOES THE MGEU HAVE YOUR UPDATED EMAIL ADDRESS?

Delegates will receive important info and reminders via email, so it is important to provide a valid personal email and keep it up to date if it changes. Click the "Update Your Information" link at the top of MGEU.ca or contact the [MGEU Resource Centre](#) to update your email address, if needed.

VOTING CREDENTIAL

- **Your voting credential is unique to you and must not be shared with anyone else** - please keep it confidential. Sharing your credential could result in the inability to vote or votes being registered as "invalid".

For technical support, contact Data On the Spot: MGEUsupport@dataonthespot.com or 1-833-368-7111

SPECIAL REQUIREMENTS

If you require assistance or accommodations to participate in this Convention, please contact the [MGEU Resource Centre](#) in Winnipeg: 204-982-MGEU(6438) Toll-Free 1-866-982-MGEU(6438).

ELIGIBLE EXPENSES

Delegates attending in-person will be allowed to claim regular expenses including meals, unless a meal was provided. Virtual Delegates' expenses are generally ineligible for claim when members are not in travel status. Should you have any expense questions or an extenuating circumstance to discuss, please contact Brent Smith, MGEU Controller, at Brent.Smith@mgeu.ca.

ATTENDANCE POLICY

Long standing MGEU Policy 4.3.4.7 4), established by the Board of Directors, requires that delegates attend all Convention proceedings. As usual, delegate attendance at Convention will be tracked.

AT-A-GLANCE

THURSDAY, OCTOBER 19, 2023

Delegate Registration	East Foyer	3:00 pm - 7:00 pm
Delegate Orientation	North Centennial	4:00 pm – 5:00 pm
Delegate Dinner	South Centennial	5:00 pm - 6:30 pm
Rainbow Pride Caucus	Carlton Room	5:00 pm – 6:15 pm
Convention Proceedings	North Centennial	7:00 pm – 9:00 pm
All Candidate Solidarity Reception	Wellington A&B	8:30 pm - 10:30 pm

FRIDAY, OCTOBER 20, 2023

Delegate Registration/Attendance	East Foyer	7:00 am – 4:00 pm
Workers of Colour Caucus	Embassy A&B	7:30 am – 8:45 am
Convention Proceedings	North Centennial	9:00 am - 12:00 pm
Delegate Lunch	South Centennial	12:00 pm - 1:00 pm
Women’s Forum Lunch	Wellington A&B	12:00 pm – 1:00 pm
Reconvene Convention Proceedings	North Centennial	1:00 pm - 4:00 pm
All Candidates Forum	North Centennial	4:00 pm – 5:30 pm
Delegate Dinner	South Centennial	6:00 pm - 7:30 pm
Young Members Dinner	Embassy A&B	6:00 pm – 7:15 pm
Standing Committee Expo	Wellington A&B	8:00pm – 11:00 pm

SATURDAY, OCTOBER 21, 2023

Delegate Attendance	East Foyer	7:00 am - 4:00 pm
Disabilities Caucus	Embassy A&B	7:30 am – 8:45 am
Convention Proceedings	North Centennial	9:00 am - 12:00 pm
Delegate Lunch	South Centennial	12:00 pm - 1:00 pm
Indigenous Caucus	Embassy A&B	12:00 pm – 1:00 pm
Reconvene Convention Proceedings	North Centennial	1:00 pm - 4:00 pm
Banquet Dinner	South Centennial	6:30 pm – 1:00 pm

TREATY LAND ACKNOWLEDGEMENT

In order to demonstrate MGEU's leadership in advancing Canada's Truth and Reconciliation Commission's (TRC's) Calls to Action, the MGEU will open all MGEU Conventions, MGEU conferences and educationals, MGEU Board of Directors meetings, and MGEU All-Staff meetings by reading the following Treaty Land Acknowledgement:

The MGEU operates throughout Manitoba and is located on the traditional territory of the Anishinaabeg, Anishiniwak, Ininiwak, Nehethowuk, Dakota, Dene, and Metis people.

Our primary office is located on Treaty 1 Territory and the homeland of the Red River Métis. Our work extends throughout Treaties 1, 2, 3, 4, 5, 6, and 10. We acknowledge that Winnipeg's water is sourced from Shoal Lake 40 First Nation.

We respect the Treaties made on these territories. We dedicate ourselves to move forward with Indigenous communities in a spirit of reconciliation and collaboration to make Manitoba an inclusive and accessible place for everyone who lives here.

(Board of Directors June 2023)

RESPECTFUL CONDUCT

The MGEU is committed to maintaining a positive, safe, and healthy environment for all members and staff whether we are together in-person or virtually. Solidarity within our Union is based on the principle that we are all equal and deserve mutual respect.

Any behavior that is disrespectful, intimidating, hostile, or offensive will not be condoned or tolerated. This behaviour includes, but is not limited to, harassment on the basis of race, sex, age, ethnicity, religion, sexual orientation, political belief, physical or mental abilities.

If a member, staff person, or guest at the MGEU Convention feels they have been disrespected, they should let the offending individual know that their conduct is unacceptable and unwelcome. If they do not feel comfortable talking with the offending individual or cannot resolve and require further assistance, please contact either MGEU Director, Internal Operations Jean-Guy Bourgeois or MGEU Director, Negotiations Sheila Gordon.

Jean-Guy and Sheila can be reached for this purpose during Convention in-person on the Convention floor, by e-mail at conduct@mgeu.ca or by calling the MGEU Resource Centre to be connected to them directly (204-982-6438 or 1-866-982-6438).

Please see the Respectful Workplace Policy and Harassment Policy in the [MGEU Policy and Procedures Manual](#) for more information.

AGENDA

THURSDAY, OCTOBER 19, 2023

7:00 PM Convention Call to Order
Acknowledgement of Treaty Land
Invocation - Elder Barbara Nepinak
Moment of Silence
National Anthem
Welcome Remarks - Melissa Dvorak, President, Winnipeg Labour Council
Introduction of Head Table
Expected Conduct - Convention Policy/Procedure Process
Provincial Table Officer Election Procedures
Credential Report
Electronic Voting Demo
Adoption of Minutes of the 2022 & 2023 Special Conventions
President's Address and Board of Directors Report
Announcements

FRIDAY, OCTOBER 20, 2023

9:00 am Reconvene Convention
Announcements
Introduction of Solidarity Guests
Welcome Honourary Life Members
Speaker – Kevin Rebeck, Manitoba Federation of Labour
Credential Report
Auditors Report
Finance Committee
 Report & Resolutions
 Budget
 Honourariums

10:30 am Break

10:45 am Constitution, Bylaws & Structure Committee
 Report & Resolutions
 Committee Resolutions

12:00 pm Lunch Break

1:00 pm Reconvene Convention
Announcements
Nominations for Provincial Table Officers
Resolutions

- 1:30 pm Order of the Day – Keynote Speaker – Elaine Bernard, Wertheim Fellow
Research on International Comparative Labour Movements, Harvard University
- 2:00 pm Committee Resolutions continued
- 2:30 pm Break
- 2:45 pm General Resolutions
Announcements

SATURDAY, OCTOBER 21, 2023

- 9:00 am Reconvene Convention
Credential Report
Provincial Table Officer Elections
- 10:30 am Break
- 10:45 am Order of the Day – Bert Blundon, NUPGE President
- 11:00 am General Resolutions
- 12:00 pm Lunch Break
- 1:00 pm Reconvene Convention
Announcements
Oath of Office for Provincial Table Officers
General Resolutions
- 2:30 pm Break
- 2:45 pm General Resolutions
- 4:30 pm Solidarity Forever
Adjournment

DELEGATE GUIDE

In Person

Your Role in Determining Our Union's Future

Welcome and congratulations on being elected as an MGEU Convention 2023 delegate. This guide explains some rules and procedures, as well as what you can expect as a Delegate attending in-person. **If you are attending as an Online Delegate, please do not use this guide, and instead, refer to the Online Delegate Guide.**

At Convention, you and your fellow delegates have an important role by debating, listening, and voting on resolutions, which have been submitted by MGEU members at Local, Area Council, Component Executive, and Standing Committee meetings. You will also be responsible for electing the MGEU's Provincial Table Officers to represent the union over the next twenty-four months.

Please read on to learn more about your role.



CONVENTION ORIENTATION SESSION

(Recommended for New Delegates)

Thursday, Oct 19 - 4pm
Victoria Inn - North Centennial Ballroom

Learn how to take part in Convention.

This live and interactive session shows new delegates how to log-in, vote, and join the debate. It's also an opportunity to ask questions and resolve any technical difficulties before Convention begins.

To vote, please submit your Voter ID and Password.

Voter ID	<input type="text" value="Test1"/>
Password	<input type="password" value="****"/>
<input type="button" value="Login"/>	

Getting Set Up - Your Registration and Voting Credentials

Data On the Spot (DOTS) will email your voting credential to you before the Convention. This email will include your unique **Voter ID** and **Password** that you will need to vote at Convention proceedings. Do not share this information with anyone else.

If you didn't receive this message, please review your junk/spam folder for an email from credentials@dataonthespot.com.

Once you receive the email, please review it, and follow the instructions to test your credentials before October 16.

Here's what you'll need to do to test your credentials:

1. Go to the MGEU **Secure Voting** page using the link in the email.
2. Enter your Voter ID and Password and select **"Login."**
3. Cast your vote on the test vote question: "Is this your first time as an MGEU Delegate?"
4. Select **"Continue"** and **"Confirm"** your vote.
5. That's it! You've RSVP'd and you're set for Convention.

On the first day before Convention begins, return to that same email from DOTS, select the same link you used to RSVP to open the Secure Voting page, and enter your credentials.

For technical support with voting, technicians will be available to help in the Convention hall.

RULES OF ORDER

Please read and be familiar with the recommendations and resolutions being brought forward to this Convention. Weigh the pros and cons of each argument and listen to the speakers as you decide on a position.

A motion to amend the Constitution requires a two-thirds majority vote, and a motion to amend the Bylaws requires a majority vote.

The MGEU conducts Convention business based on Bourinot's Rules of Order. Most of the rules you'll need as a delegate are summarized in the "**Bourinot's Rules At-A-Glance**" document found on the *Delegate Information* page at MGEU.ca. You can scan the code on the right to take you to the page.



What's the difference between a Point of Order, Point of Privilege, and Point of Information?

A point of order, a point of privilege, and a point of information are rules of order that are sometimes used during debate. They have specific purposes and should not be misused to continue the debate or make announcements on other issues.

1. **A Point of Order** may be raised if the rules of order appear to have been broken. This may interrupt a speaker during debate if it is a serious issue or if the breach of the rules warrants it. The point is resolved before debate continues. A point of order calls upon the Chair to make a ruling.
2. **Points of Personal Privilege** are appropriate when a delegate feels that some aspect of the meeting is negatively affecting their ability to participate. However, while voting electronically, personal technical difficulties are not points of privilege and should not be raised during debate. Speak with a DOTS Technician on-site for technical support.
3. **A Point of Information** should be used only if the delegate is seeking clarification on the meaning of something a speaker or committee chair has said. It should not be used to express an opinion about the debate.

TIPS FOR IN-PERSON DELEGATES

Every successful meeting has a few things in common: it runs on time; participants and organizers come prepared and ready to get the job done; and most importantly, everyone feels welcome and treats each other with respect.

With some delegates attending in-person and others online for this Convention, it's very important that everyone understands how best to take part.

Here are a few tips to ensure you get the most out of our time together:

- **Punctuality is appreciated.** Please be seated in the hall before Convention begins and reconvenes.
- Please try to **keep conversation to a minimum** while Convention is happening to avoid distractions for other delegates.
- Because you'll be using a smartphone or tablet throughout Convention to vote on resolutions, please **bring a portable battery pack** (if you have one) **and the correct charging cable** for your device to keep it powered up (especially if you know your device won't stay charged for a full day). A limited number of portable charger packs will be available, but not enough for all delegates to use.
- When speaking at a microphone, stand with your mouth about **six inches from the mic** and look straight forward when you speak. You can adjust the mic up or down (be gentle!) if you need to.
- **DON'T tap the microphone** to see if it is working. It is.
- **Speak clearly.** The mic is controlled by an audio technician who will adjust the volume of the mic. Please give them a good speaking voice to work with. They can adjust the volume down if you are too loud, but they can do very little if you are too quiet.



SPEAKING TO A RESOLUTION? JOIN THE SPEAKERS' LIST

If you wish to speak for (Pro) or against (Con) a resolution at the Convention, you simply need to wait in turn at the appropriate microphone.

There are separate "PRO" and "CON" microphones in the hall. If you're speaking to **ACCEPT** a resolution, you must speak at a "**PRO**" mic. If you're speaking to **REJECT** a resolution, use one of the "**CON**" mics.

Remember to wait to be recognized by the Chair who will say: "The Chair recognizes the delegate on microphone #_." State your full name and your Local's name, your pronouns, and then –

PRO/ACCEPT: "I'm in favour of this resolution because..."

CON/REJECT: "I'm not in favour of this resolution because..."

You have up to three minutes to speak to a resolution.

To ensure as many delegates as possible have an opportunity to speak to a resolution, you cannot speak more than once on a motion until all other delegates who wish to speak have had an opportunity to do so.

Please do not interrupt another delegate who is speaking, except to raise a Point of Order.

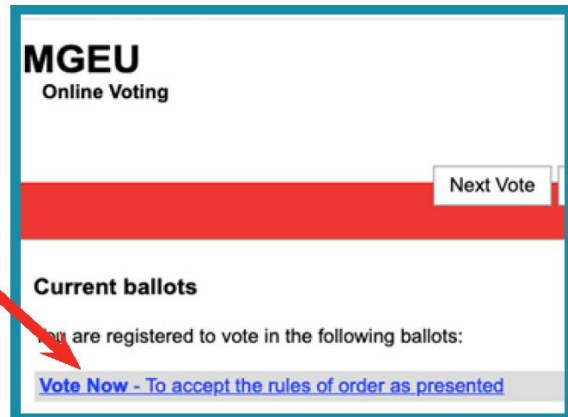


VOTING

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When it's time to vote on the first ballot:

1. Go to the **Secure Voting page** tab.
2. If you do not see an active ballot in the "**Current Ballots**" section, select the "**Next Vote**" button to refresh the page.
3. **Select the hyperlink in the "Current Ballots" section** for the current vote, make your choice, press "**Continue**," hit "**Confirm**" and you'll be notified that your vote has been recorded successfully.
4. Once your vote is submitted, you can wait for the final results.



Reporting Back to your Local - Once Convention has adjourned, it's important that you report back to your Local and inform your fellow members on what happened, particularly the decisions made on the resolutions associated with your Local / Component. Video recordings of Convention proceedings are also available on the union's YouTube Channel a couple weeks following the Convention.

Online

Your Role in Determining Our Union's Future

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3. Cast your vote on the test vote question: "Is this your first time as an MGEU Delegate?"
4. Select **"Continue"** and **"Confirm"** your vote.
5. That's it! You've RSVP'd and you're set for Convention.

On the first day of Convention, return to that same email from DOTS, select the ZOOM link to join the meeting 30 minutes before Convention begins and follow the instructions in the email.

You will need to open a separate browser tab for the Secure Voting page link and enter your credentials as you did to test your credentials. Throughout Convention you will need to flip back and forth from the ZOOM tab for the meeting and the DOTS tab to vote.

To vote, please submit your Voter ID and Password

Voter ID	<input type="text" value="Test1"/>
Password	<input type="password" value="****"/>

For technical support, please contact Data On the Spot directly at MGEUsupport@dataonthespot.com or 1-833-368-7111.

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TIPS FOR ONLINE DELEGATES

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With some delegates attending in-person and others online, it's very important that everyone understands how best to take part in this Convention. Here are a few tips to ensure you get the most out of our time together:

- **Punctuality is appreciated.** Please try to log in 30 minutes ahead of the scheduled start times, just in case you run into a technical issue.
 - When entering your name as an online delegate, **put the letter "D" beside your first and last name.** You are also invited to list your pronouns in brackets after your name. **e.g. D - Jane Public (she, her, hers)**
 - **Set up your camera** so you are centered, in focus, and visible (e.g. sitting in front of a window is typically not the best option as it creates a shadow effect).
 - Feel free to apply the **Convention-themed virtual background** to your video in ZOOM. You can download the image on the *Delegate Information* page (scan the code on this page or go to [MGEU.ca/news-and-resources/convention/delegate-info-and-faq](https://mgeu.ca/news-and-resources/convention/delegate-info-and-faq)). Please keep in mind, that if your device or your Internet connection is a bit slow, it's best to avoid using virtual backgrounds, but most often they work just fine if your system requirements allow.
- If you're not using the virtual background, we recommend **a neutral background**. Avoid showing anything behind you which may be potentially distracting or offensive to others.
- **Check your sound** to ensure that you can hear others and that your microphone is working.
 - Try to **avoid multi-tasking**, but if your attention is needed elsewhere, please mute and go off camera to attend to the matter.
 - Use the **"Breakout Room"** button to get on the speakers' list to speak to a resolution (see information on the next page for speaking to a resolution) or to raise a **"Point of Order."** You should also use the **"Point of Order"** breakout room to raise a point of privilege, a point of information or call the question to vote on a resolution.

SPEAKING TO A RESOLUTION? JOIN THE SPEAKERS' LIST

If you wish to speak for (Pro) or against (Con) a resolution at the Convention, you will need to join a breakout room list once discussion has begun.

To do this, select the **"Breakout Rooms"** button in ZOOM. On a mobile device, you'll find this button near the top of your window. On a computer, you'll find it at the bottom of your window.



Select the **"Pro"** or **"Con"** breakout room of your choice by pressing the appropriate **"Join"** button and then press **"Yes"** to confirm. On a mobile device you will first select **"Pro"** or **"Con"** and then press the **"Join"** button below.



When joining the breakout room, you will momentarily leave the meeting, a technician will check your sound, and then place you on the appropriate Pro or Con speakers list based on the order you joined the queue.

Once they've done that, the technician will return you to the Main Meeting Room where you will wait to be called on by the Meeting Chair.

When the Meeting Chair calls on you, you will be unmuted, spotlighted, and asked to speak. You have up to three minutes to speak to a resolution.

Remember to state your full name and your Local's name, your pronouns, and then –

PRO/ACCEPT: "I'm in favour of this resolution because..."

CON/REJECT: "I'm not in favour of this resolution because..."

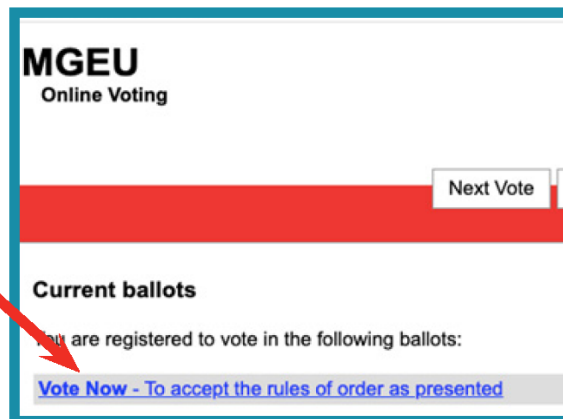
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MINUTES



MINUTES OF THE SPECIAL CONVENTION OF
THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION
JUNE 10 - 11, 2022, VICTORIA INN & CONFERENCE CENTRE
WINNIPEG, MANITOBA

FRIDAY, JUNE 10, 2022

1. CONVENTION CALL TO ORDER at 9:00 am by President Kyle Ross.

2. Reading of the TREATY LAND ACKNOWLEDGEMENT.

3. INVOCATION

President Kyle Ross welcomed Elder Barbara Nepinak to conduct the opening prayer.

4. Moment of silence held to observe all those who have passed since the last convention.

5. NATIONAL ANTHEM / SOLIDARITY FOREVER by the Stanley County Cut-Ups.

6. WELCOME REMARKS

President Kyle Ross welcomed Melissa Dvorak, President of the Winnipeg Labour Council to bring greetings to delegates. Melissa spoke about ways to bring about positive change and encouraged delegates to be involved in their communities and labour councils.

7. INTRODUCTION OF HEAD TABLE

President Ross called the MGEU Board of Directors forward and introduced the Provincial Officers, Area Directors, Civil Service / Agency Component Directors and the Convention Parliamentarian, Kevin Rebeck.

8. ELECTRONIC VOTING DEMONSTRATION

Chair turned to Elections Chair Janet Kehler to conduct a demonstration of the electronic voting. New voting procedure is that delegates will be voting on the resolution; not on the recommendation of the committee.

Chair turned back to President Ross.

9. ADOPTION OF AGENDA

MOTION: K. CARR / D. TROKE

To adopt the agenda.

CARRIED

10. MINUTES OF 2021 VIRTUAL CONVENTION

MOTION: S. WIGGINS / KJ MILLER

To adopt minutes of 2021 Virtual Convention.

CARRIED

Chair turned to Elections Chair Janet Kehler.

11. EXPECTED CONDUCT

Elections Chair Janet Kehler directed Convention delegates and candidates to the Delegate Booklet for information on expected conduct and the respectful conduct policy process.

MGEU Directors Jean-Guy Bourgeois and Sheila Gordon were identified as contacts to provide assistance if required.

CREDENTIALS COMMITTEE

MOTION: D. SCHULTZ / D. TROKE

As of 9:15 am, 196 delegates (125 in-person, 71 virtual) and 5 observers (4 in-person, 1 virtual). The total number of honorary life, solidarity and guests is 28.

CARRIED

12. PRESIDENT'S ADDRESS

President Kyle Ross welcomed all delegates, solidarity guests, and affiliates to the first ever hybrid MGEU Convention.

President Ross highlighted the many initiatives and campaigns MGEU has been working on since the last convention. Recently, MGEU held its first Healthy Minds at Work virtual conference in partnership with the Canadian Mental Health Association and it was a huge success. The MGEU continues the fight against privatization, critical staffing shortages in workplaces, and unfair wages to name only a few of the challenges faced by MGEU members. Delegates were reminded how important it is to never give up and to focus on the agency we do have, because that's what unions are all about.

Together we are stronger than any of us could ever be on our own.

President Ross released the Board of Directors and called the Constitution Committee forward.

13. CONSTITUTION COMMITTEE – CONVENTION 2021 RESOLUTION CR-4 PRESENTATIONS

Introduction of the Constitution Committee members, legal representative to the Committee, Kristen Worbanski of Myers LLP, and Jean-Guy Bourgeois, Director, Internal Operations.

Chair turned to Constitution Committee Chair Scott Cloney for an update on work completed by the Committee. Jean-Guy Bourgeois spoke on the importance of having emergency provisions in place in order to be able to act when the Constitution cannot be followed. Kristen Worbanski provided detailed explanations on the provisions.

Chair Cloney lifted Resolution CR-4 from the table and read it aloud with the **proposed amendments:**

CR-4 EMERGENCY POWERS OF THE BOARD OF DIRECTORS (W/PROPOSED AMENDMENTS)

M/S BY COMMITTEE

The MGEU will add the following emergency powers article to the MGEU Constitution:

The Board of Directors may temporarily suspend the operation of any provision of the Constitution or Bylaws by a two-thirds (2/3) majority vote where, as a result of urgent and unforeseen circumstances, compliance with the provision of the Constitution and/or Bylaws would be unlawful, reasonably present a danger to the health and safety of the membership, cause significant damage to or loss of Union money or property, ~~and/or would be similarly unfeasible~~ **reasonably be expected to cause similar harm or hardship to the Union and its membership.**

Under this Article, quorum for a vote of the Board of Directors shall be a minimum of two-thirds (2/3) of their elected or appointed members, two (2) of which must be a Provincial Officer.

Any exercise of the emergency powers of the Board of Directors under this Article shall be done in a manner that minimizes non-compliance with the Constitution and Bylaws as far as reasonably practicable, and in accordance with the duty and obligation to the membership to conduct the business of MGEU in a way that ensures democratic, responsible, and effective administration of the Union.

The Board of Directors shall report any decision made to temporarily suspend the operation of any provision of the Constitution and/or Bylaws and the justification for the decision, **and the anticipated timeline for resuming compliance to the membership as soon as reasonably practicable.**

Compliance with the Constitution and/or Bylaws shall resume as soon as reasonably practicable and, in any case, where the operation of any provision of the Constitution or Bylaws has been suspended for three (3) months, the Board of Directors shall, within two (2) weeks before or after the expiry of the three (3) month period, hold a new vote to determine whether circumstances continue to justify the suspension. Continuation of a temporary suspension of a provision of the Constitution and/or Bylaws shall require a two-thirds (2/3) majority vote. **The Board of Directors shall report the outcome of the vote, the justification for the continuation of the temporary suspension, and the anticipated timeline for resuming compliance to the membership as soon as reasonably practicable. The obligation to hold a new vote to determine whether circumstances continue to justify the suspension shall be ongoing and recur after each three (3) month period of suspension.**

Where the operation of any provision of the Constitution or Bylaws has been suspended for twelve (12) months, the Board shall, within one (1) month thereafter, hold a vote of the current elected delegates to determine, by a majority vote of those delegates present and voting, whether circumstances continue to justify the suspension or whether compliance with the provision of the Constitution or Bylaws shall resume as soon as reasonably practicable.

Chair turned to 3rd VP Quon to conduct the vote on the amendments only.

CARRIED

Vote on Resolution CR-4 Emergency Powers of the Board of Directors as amended.

CARRIED

14. RESOLUTIONS

Constitution Resolutions

CR-1 AMEND QUORUM

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will alter the constitution to allow locals who do not have three members to conduct local meetings and union business with the members they do have.

DEFEATED

CR-2 RECORD BOARD AND TABLE OFFICER VOTES

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will record Table Officers' and Board of Director votes, (for all but in-camera business and elections), and make the voting record available to members upon request.

DEFEATED

CR-4 USE RANKED BALLOTS FOR ELECTION

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will use ranked ballots and the Kemeny-Young method to count the ballots in all future elections of MGEU board member and the MGEU President.

MOTION: A. RUSSELL / K. CARR

To refer to the Board for further review.

CARRIED

CREDENTIALS COMMITTEE

MOTION: B. WELLS / D. SCHULTZ

As of 1:00 pm, 200 delegates (127 in-person, 79 virtual) and 5 observers (4 in-person, 1 virtual). The total number of honorary life, solidarity and guests is 28.

CARRIED

CR-5 APPOINTMENT OF LOCAL PRESIDENT

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will grant a constitutional exemption to a local who is unable after three meeting attempts to have a Local President appointed if quorum cannot be reached to complete elections by April 30th of the first year of term. The appointment will be made in consultation with the Component Executive Table Officers or Area Council Table Officers if no component exists. The appointment would require ratification by the Board of Directors.

Amendment to CR-5 moved by S. Wiggins, seconded by D. Hill as follows:

The MGEU will grant a constitutional exemption to a local who is unable after three meeting attempts to have a Local President **from the local** appointed if quorum cannot be reached to complete elections by April 30th of the first year of term. The appointment will be made in consultation with the Component Executive Table Officers or Area Council

Table Officers if no component exists. **The appointment would require ratification by the Board of Directors. The appointed local president will temporarily hold the position until their position as president is affirmed or defeated at the next meeting that has quorum.**

CARRIED

CR-6 DEVELOP A DISABILITY STANDING COMMITTEE

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will develop a person who lives with a disability standing committee.

DEFEATED

CR-7 AMEND CONSTITUTION 5:3

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will amend 5:3 to make "To act as a non-partisan non-sectarian organization" its own section.

CARRIED

CR-8 AMEND CONSTITUTION 5:5

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will amend the current 5:5 to read: Encourage participation in approved LOCAL, provincial and national labour organizations.

CARRIED

CR-9 AMEND CONSTITUTION 8:1

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will delete words "every two years" from article 8:1.

CARRIED

CR-10 CREATE NEW STANDING COMMITTEES FOR EQUITY SEEKING GROUPS

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will create a Persons of Disabilities Committee, LGBTQ* Committee, Indigenous Member Committee, and a Visible Minority Committee. At Area Council meetings following special convention 2022 we will vote in members to join these committees furthermore there will always be a review before a convention for the need for any additional equity seeking committees.

MOTION: K. CARR / J. ALEXANDER

To remove "Persons of Disabilities Committee" from CR-10.

Question called by D. Troke, seconded by S. Rougeau.

CARRIED

Vote on resolution.

DEFEATED

CR-11 CREATE BOARD SEATS FOR EQUITY SEEKING GROUPS

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will create board positions for equity seeking groups when a standing committee is that of an equity seeking group for example but not limited to, Young Members Committee, Women's Committee, Equality and Human Rights Committee they upon their first meeting after Convention shall vote amongst them a member who shall sit on the board this person will also chair the meetings.

MOTION: K. CARR / J. ALEXANDER

To refer CR-11 back to the committees and bring back to the next convention.

CARRIED

CR-13 REMOVE WORKPLACE DESIGNATION

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will delete the position of workplace liaison.

DEFEATED

Constitution Committee stepped down. President Ross called the Finance Committee forward and introduced the members.

Chair turned to 4th VP Swain for finance resolutions.

FC-1 BASE DUES ON SALARY, NOT OVERTIME

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will base dues on base salary and not overtime, or premiums.

DEFEATED

FC-2 REIMBURSE LOCALS FOR EXPENSES

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will reimburse a local executive for any expenses the local executive and the MGEU Staff Rep for the local approves, up to an annual maximum of 1% of union dues collected from the members of the local.

DEFEATED

FC-3 GIVE AN HONORARIUM TO STEWARDS DOING UNION BUSINESS ON DAYS OFF

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will give an honorarium of \$15 (the living wage) per hour when a steward is on Union business but on a regular scheduled day off from their workplace.

Friendly amendment to FC-3 as follows:

The MGEU will give an honorarium of \$15 (the living wage) per hour when a steward is on Union business, **which would have been approved and provided a time-off letter**, but on a regular scheduled day off from their workplace.

Question called. **CARRIED**

Vote on resolution. **DEFEATED**

Chair turned back to President Ross. Finance Committee thanked and stepped down.

Convention recessed at 3:43 pm.

SATURDAY, JUNE 11, 2022

President Ross called convention back to order at 9:03 am. MGEU Healthy Minds at Work video featuring MGEU members.

CREDENTIALS COMMITTEE

MOTION: S. ROUGEAU / D. TROKE

201 delegates (127 in-person, 74 virtual) and 7 observers (4 in-person, 3 virtual).

CARRIED

President Ross called the Technological Change Committee forward and introduced the members.

Chair turned to 3rd VP Quon for Technological Change Committee resolutions.

15. RESOLUTIONS (CONTINUED)

TC-1 IMPROVE ACCESS TO BROADBAND AND CELLULAR SERVICES

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will lobby the provincial and federal government to ensure everyone who resides in Manitoba and includes Indigenous peoples, access to reliable and affordable broadband and cellular services that meet or exceed CRTC standards and recommendations.

CARRIED

Technological Change Committee thanked and stepped down. General Resolutions Committee called forward and introduced.

GR-1 MFL EQUALITY AND HUMAN RIGHTS COMMITTEE

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will endeavor to ensure that by self identification (equity seeking groups), we have representatives from the MFL Equality and Human Rights Committee.

MOTION: C. MIKI / S. RUSSELL

To refer the resolution back to the Equality & Human Rights Committee for further development.

CARRIED

GR-2 ALLOW VIDEO FOR SPEECHES

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will allow for video to be a part or whole of a nominee or candidate speech but must be within established time limits and when in person must be there in person on the convention floor.

DEFEATED

GR-3 REORGANIZE HOW STANDING COMMITTEES HOST CONFERENCES

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will host two one-day conferences per term, and each standing committee may apply to the Provincial Officers after each biennial convention to host one of these conferences; and the Provincial Officers will select which committees host these conferences based on the following criteria: (1) a proposed theme that is relevant to members, (2) the availability of similar conferences and educationals offered by MGEU and other labour organizations to which MGEU is affiliated, (3) fairness among committees; and, instead of hosting the traditional MGEU Women's Conference once every two years, the Women's Committee may, along with other standing committees, apply to the Provincial Officers to host one of the committee conferences each term; and that the number of attendees be set at 75 per conference, for a total of 150 members per term.

Question called. **CARRIED**

Vote on resolution. **CARRIED**

GR-5 INCREASE SUPPORT FOR MARGINALIZED PEOPLE

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will lobby the provincial government to increase funding to provide reintegration and community supports for marginalized populations.

MOTION: K. AKILI / S. CLONEY

To refer the resolution to the Board of Directors for further review.

CARRIED

GR-6 PROMOTE DEFINED BENEFIT PENSION PLANS

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will continue to defend, promote, and expand membership in defined benefit (DB) pension plans.

Question called. **CARRIED**

Vote on resolution. **CARRIED**

GR-7 FIGHT PRIVATIZATION

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will continue to fight privatization within the province.

Question called. **CARRIED**

Vote on resolution. **CARRIED**

16. GUEST SPEAKER – BEA BRUSKE, CLC PRESIDENT

President Ross introduced Bea Bruske, President of the Canadian Labour Congress (CLC); an organization that advocates on behalf of three million working people across Canada. Bea is the second woman to hold the position of CLC President. Before being elected, Bea served as a member of the health and safety committee for Local 832 and subsequently was elected to be Vice-President of the local's executive board. She served as the local's Secretary-Treasurer, where she was responsible for administering the largest private-sector union local in Manitoba.

Bruske encouraged delegates to organize and increase the number of activists, to continue to organize, and to make sure workers vote for political candidates that support and will put workers first.

Bruske shared information on CLC's Future of Care Campaign – calling on the Canadian government to invest in care systems that support everyone who needs and provides care – including child care, early childhood education, disability & long-term care, and elder care, and asked delegates to add their voice.

Bruske encouraged delegates to “continue kicking ass for the working class!”

17. RESOLUTIONS (CONTINUED)

President Ross called the General Resolutions Committee forward. Chair turned to 1st VP Cloney.

GR-8 ENSURE VEMA EQUIPMENT TRAINING & TOOLING STANDARDS

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will lobby the Government of Manitoba to ensure civil servants working in VEMA, who are responsible for the repair of equipment that kept MB safe, are kept up to date with current training and tooling standards in order to keep up with the ever changing industry.

CARRIED

GR-9 EMAIL

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will look at limiting the amount of mail being sent to members and opt for email where possible.

CARRIED

GR-10 KEEP SOCIAL HOUSING PUBLIC

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will lobby the Government of Manitoba to cease converting to a private model of social housing.

CARRIED

GR-11 WILDFIRE SERVICES INCLUDED IN CANCER BILL

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will lobby for Wildfire Services to be included in the Cancer bill for Firefighters.

CARRIED

GR-12 EMAIL MINUTES

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will email local minutes to all members of the Local who have provided an email address once they have been approved.

DEFEATED

GR-13 AMEND POLICY MANUAL TO EXEMPT A COMMITTEE FROM MEETING OUTSIDE WINNIPEG

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will amend the MGEU Policy and Procedure Manual requiring all Standing Committees to hold at least one meeting per term outside the city of Winnipeg.

MOTION: L. SASKOWSKI / S. WIGGINS

To refer the resolution to the Board of Directors for further review.

Amendment to the motion by D. Adamson to refer back to the Grievance and Appeals Committee, seconded by (inaudible).

Vote on amendment. **CARRIED**

Vote on amended motion. **CARRIED**

CREDENTIALS COMMITTEE

MOTION: D. SCHULTZ / L. SASKOWSKI

As of 1:00 pm, 201 delegates (127 in-person, 74 virtual) and 6 observers (4 in-person, 2 virtual). The total number of honorary life, solidarity and guests is 28.

CARRIED

GR-14 KEEP MDC OPERATIONAL

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will continue to request meetings with the Manitoba Government regarding the Manitoba Development Centre and its future for both residents and MGEU membership working at the centre for the purpose of ensuring the on-going viability of the centre. As well as the continued employment of MGEU members.

CARRIED

GR-15 MAKE MATERNITY LEAVE NON-GENDER SPECIFIC

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will lobby the government to make maternity leave non-gender specific.

MOTION: T. GROENEWEGEN / B. WILSON

To refer the resolution to the Board of Directors for further review.

CARRIED

GR-16 UNDERTAKE AN ANNUAL MEMBER SURVEY

M/S BY COMMITTEE, RECOMMENDATION IS REJECT

The MGEU will conduct an annual member survey centered around services provided, communication and engagement.

MOTION: J. ALEXANDER / T. DUBE

To refer the resolution to the Risk & Strategy Committee for further review.

CARRIED

GR-17 DEFINING ESSENTIAL SERVICES FOR ENFORCEMENT AGENCIES

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will lobby the government to have a firm definition of how enforcement agencies are, or are not, defined as essential services.

CARRIED

GR-18 IMPROVED PROTECTIONS FOR ENFORCEMENT AGENCIES

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will lobby the government to ensure the proper protections are in place for enforcement agencies to do their jobs safely because members have been attacked and injured while doing enforcement.

CARRIED

GR-19 STRENGTHEN WSH REGULATION #10

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will lobby the government to strengthen Workplace Safety and Health Regulation #10, Harassment within Workplaces, as there is no ability for WSH branch to hold employers accountable under this regulation.

CARRIED

GR-20 ADVOCATE FOR GENDER PAY EQUITY

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will work to eradicate the serious and persistent problem of gender pay inequity, including advocating for strong pay equity legislation in the public and private sectors.

CARRIED

GR-21 EXPAND AND INVEST IN CHILD CARE

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will lobby to direct federal-provincial investments in childcare to supporting and expanding licensed and regulated non-profit services or newly developed public services, long overdue competitive wages and benefits for early childhood educators (ECEs), greater affordability for parents, and more inclusive, accessible and diverse services.

CARRIED

GR-22 ESTABLISH SAFE ZONES FOR REPRODUCTIVE SERVICES AND PROVIDERS

M/S BY COMMITTEE, RECOMMENDATION IS ACCEPT

The MGEU will lobby the Manitoba government to enact and enforce legislation to establish safe zones (no harassment, no photos, no non-labour related picketing, no following) of not less than 50 metres around any property that houses reproductive services including parking and loading areas to ensure that staff, volunteers and visitors are safe from harassment, abuse and potential violence from protesters or others that would do harm.

CARRIED

Chair turned back to President Ross.

MOTION: S. WIGGINS / J. DOOLEY

Given that all the remaining resolutions are recommended to accept, I would move that we adopt all as a single package and accept all of the remaining resolutions.

CARRIED

18. GOOD & WELFARE

Prize winners were drawn; Carolyn Johnson and Thomas Beaudry.

President Ross thanked DOTS, The Right Type, Dave Sherman, MGEU staff, and all delegates/guests.

Singing of Solidarity Forever.

Closing prayer conducted by Thomas Beaudry.

President Ross adjourned the MGEU Special Convention 2022 at 3:02 pm.



**MINUTES OF THE SPECIAL VIRTUAL CONVENTION OF
THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION
FEBRUARY 24, 2023 WINNIPEG, MANITOBA**

FRIDAY, FEBRUARY 24, 2023

1. CONVENTION CALL TO ORDER at 9:37 am by President Kyle Ross.

2. Reading of the **TREATY LAND ACKNOWLEDGEMENT**.

3. INVOCATION

President Kyle Ross welcomed Elder Barbara Nepinak to conduct the opening prayer.

4. NATIONAL ANTHEM / SOLIDARITY FOREVER by the Stanley County Cut-Ups.

5. INTRODUCTION OF HEAD TABLE

President Ross introduced the MGEU Provincial Officers: Scott Cloney, 1st Vice President and Chair of the Constitution, Bylaw & Structure Committee; Kimberley Lynn, 2nd Vice President and Chair of the Finance Committee; and Cris Quon, 3rd Vice President. Stephanie Swain, 4th Vice President was delayed due to travel issues. Convention Parliamentarian Kevin Rebeck along with MGEU staff directors, Janet Kehler, Sheila Gordon, and Jean-Guy Bourgeois were also introduced.

Chair turned to Director Gordon for the Delegate Orientation briefing and review of the expected conduct.

6. ADOPTION OF AGENDA

MOTION: L. SASKOWSKI / D. WERBISKI

To adopt the agenda.

CARRIED

7. PRESIDENT'S ADDRESS

President Ross welcomed delegates and guests to the MGEU Virtual Convention. He spoke on the recently adopted Taking a Stand Together bargaining framework and the critical importance of the next round of collective bargaining for MGEU members in 2023.

Convention delegates will debate and vote on updates to strike related constitution and policy manual provisions as recommended by the MGEU Finance Committee.

MGEU members need to be willing to fight to achieve a better deal - "if we truly want our wages to Catch Up and Keep Up, we must all stand up."

CREDENTIALS COMMITTEE

MOTION: D. SCHULTZ / D. LECOCQ

As of 10:15 am, 185 registered delegates with 177 delegates in attendance; and 11 registered observers with 10 observers in attendance.

CARRIED

Chair turned to 2nd Vice President Lynn and Director Bourgeois to present on updating MGEU's Strike Toolbox.

8. PRESENTATION – UPDATING MGEU'S STRIKE TOOLBOX

2nd Vice President Lynn, Chair of the Finance Committee, and Director of Internal Operations Bourgeois spoke to the Finance Committee's role in modernizing MGEU's strike toolbox as part of the bargaining framework adopted by the Board of Directors in October 2022.

Committee objectives were to make recommendations to ensure MGEU's constitution and policies: 1) provide sufficient financial support to members taking job action; 2) provide strike pay even during targeted or rotating strikes; 3) ensure all bargaining unit members share in burden of a strike equitably; 4) provide for a defence fund that sustainably supports MGEU strike policies; and 5) address problems identified in current policies/provisions.

Research and recommendations were presented in three areas: 1) strike pay; 2) defence fund; and 3) dues. Other NUPGE unions' (i.e., BCGEU) policies were taken into consideration during research.

In summary, the recommended resolutions would make MGEU's strike pay among the highest within NUPGE, enable more equity between striking and non-striking members of a bargaining unit, better support rotating and targeted strike actions, and ensure the Defence Fund could sustain MGEU's strike related policies.

Chair turned to 1st Vice President Cloney for the question and answer session.

9. QUESTIONS & ANSWERS – PRESIDENT ROSS, 2ND VP LYNN, DIRECTORS BOURGEOIS AND GORDON

Answered questions posed by delegates.

Chair turned back to President Ross for Resolutions.

Constitution Resolution

CR-1 DUES DURING A STRIKE OR LOCKOUT

M/S BY COMMITTEE TO ACCEPT

That the attached amendments to Article 8 of the MGEU Constitution be adopted.

~~CR-2~~

~~The Board of Directors may increase your current dues by up to 25% with a two-thirds vote, if:
—— the Defense Fund drops below 50% of what it was before the strike started or
—— it drops to less than \$1,000,000 at any time and
—— the increase is used only for the Defense Fund (1996)~~

C8:2

You will pay extra dues if you work when your own bargaining unit is on a lockout or strike **when you choose to work contrary to strike actions determined by the bargaining committee.** These dues will be deducted from your paycheque. This includes when you are required by law to provide essential or emergency services, as well as when you choose to keep working during a strike or lockout. In these cases, you will pay dues of 30% of your basic pay (before deductions). These dues will be in addition to your regular dues and will be put into the Defense Fund. (1996)

The rate of extra dues, over and above the regular dues rate, will be 30% of gross income (in addition to the regular dues rate) earned while working contrary to strike actions determined by the bargaining committee. These additional dues may be recovered retroactively if they cannot be collected during a strike. All revenue generated by the extra dues will be deposited into the Defense Fund.

CARRIED

C8:3

You will pay extra dues if you work during an alternate job action. This could include escalating strikes, when increasing numbers of members go out on strike. This could also include rotating strikes, when different Locals go out at different times. The Board of Directors and bargaining committee may decide together if you will be assessed these dues. In these situations, you may pay dues of 30% of your basic pay (before deductions). These dues will be deducted from your paycheque. These dues will be in addition to your regular dues and will be put into the Defense Fund. (1996)

You will pay extra dues when you are required to work during a strike due to an essential services agreement or other essential services legal requirement. The Board of Directors, in consultation with the bargaining committee, will determine the rate of extra dues, which shall not exceed 30% of gross income. In making this determination, the Board of Directors will consider the need to ensure that all members of the bargaining unit share in the burden of the strike. These additional dues may be recovered retroactively if they cannot be collected during a strike. All revenue generated by the extra dues will be deposited into the Defense Fund.

C8:4 NEW

You may pay extra dues when you work during a targeted strike action in which you are not required to be on strike. The Board of Directors, in consultation with the bargaining committee, will determine the rate of extra dues, which shall not exceed 30% of gross income. In making this determination, the Board of Directors will consider the need to ensure that all members of the bargaining unit share in the burden of the strike. These additional dues may be recovered retroactively if they cannot be collected during a strike. All revenue generated by the extra dues will be deposited into the Defense Fund.

Finance Committee Resolutions

FC-1 DUES DURING A STRIKE OR LOCKOUT

M/S BY COMMITTEE TO ACCEPT

That the attached recommended change #1 (regarding dues during a strike or lockout) to the MGEU Policy and Procedures Manual be adopted, as recommended by the Standing Committee on Finance.

4.3.4.3 Payment of Dues During a Strike **or Lockout**

1) Persons who receive strike pay from the Union will be deemed to be continuing to pay Union dues, ~~which have been deducted at source from their strike pay.~~

- 2) Persons who are not receiving strike pay must continue to pay Union dues on a regular basis in order to maintain membership in the Union.
- 3) Any person not paying dues during the time of a strike will have their continuing membership along with all rights and privileges withdrawn.
- 4) Any person whose continuing membership is thus withdrawn may reinstate their membership by paying all retroactive dues owing.

CARRIED

FC-2 STRIKE PAY AND BENEFITS DURING A STRIKE OR LOCKOUT

M/S BY COMMITTEE TO ACCEPT

That the attached recommended change #2 (regarding strike pay and benefits while on strike or lockout) to the MGEU Policy and Procedures Manual be adopted, as recommended by the Standing Committee on Finance.

4.3.4.4 Payment of Dues During a Strike or Lockout

1) ~~Strike pay will be three hundred dollars (\$300) per week and will be paid weekly if the weekly picketing requirement of hours is met. Picket requirements are twenty (20) hours per week. (Board of Directors June 2018)~~

Strike pay per week will be set at the lesser of five hundred dollars (\$500) or 70% of a member's gross pay. A member is eligible to receive a week's strike pay if they perform a minimum of twenty (20) hours of strike duties for a given week. Strike duties include picket duty or other MGEU authorized strike/lockout related work.

2) During a rotating or targeting strike in which some or all members are on strike for only a portion of their usual weekly hours of work, weekly strike pay and the weekly minimum hours of strike duty will be pro-rated for these members. The pro-rating formula will be determined by the Board of Directors, in consultation with the bargaining committee.

3) During a targeted strike situation in which a minority of members in a bargaining unit are required to bear a significantly disproportionate share of the strike burden, the MGEU Board of Directors may, in consultation with the bargaining committee, approve enhanced strike pay for members participating in targeted strike action. Enhanced strike pay will not exceed 70% of gross pay.

4) During the first week of a strike or lockout that begins mid-week or during the last week of a strike or lockout that ends mid-week, the minimum weekly requirement for strike duty hours and the weekly rate of strike pay will be pro-rated. The pro-rating formula will be determined by the Board of Directors, in consultation with the bargaining committee.

5) If the Defense Fund falls below ~~\$10,000,000~~ **\$20,000,000**, the Provincial Officers have to conduct a review of the level of strike pay. Report to be provided to the Board of Directors on the sustainability of strike pay rates and the Provincial Officers recommendations with respect to strike pay rates.

6) The MGEU will commit to negotiate the continuation of essential benefits for striking **or lockout** MGEU members and make every effort to ensure that essential benefits are continued during the period of strike **or lockout**.

CARRIED

President Ross thanked DOTS, The Right Type, Dave Sherman, MGEU staff, and all delegates.

Singing of Solidarity Forever.

MOTION: D. LECOCQ / KJ MILLER

To adjourn MGEU Special Winter Convention 2023 at 12:23 pm.

CARRIED

BOARD REPORT

September 21, 2023

The MGEU Board of Directors is responsible for carrying out decisions made at Convention and for administering the union between Conventions (Article 23.3).

The following is a summary of the broader issues and activities that the Board addressed and oversaw since the 2021 Convention.

Exercising our Democracy: Special Convention, June 2022

Because the 2021 online Convention did not allow for a full consideration of member resolutions, in early 2022, our union began planning a two-day, online Special Convention. Nearly 200 Local meetings were held for members to bring forward their ideas in the form of resolutions to this convention.

In June 2022, elected delegates had an opportunity to discuss and debate 50 resolutions at MGEU's largest ever "hybrid" online/in-person event. 127 delegates participated in-person and 74 others participated online. Over the two days, 9,400 electronic ballots were cast and 64 delegates spoke up in debate -- 20 of them for the first time!

Determining our Strategic Priorities: 2022-26 Strategic Plan

In 2022, the Board developed a new Strategic Plan to set our union's priorities for the next five years. The strategic planning process was guided by the Risk and Strategy Committee, a Special Committee of the Board.

The new Strategic plan, approved in October 2022, established the following four proactive strategic priorities for 2022-2026:

- Increasing our leverage at the bargaining table;
- Engaging members;
- Growing and supporting our activists; and
- Continuous technological modernization.

To date, we've made good progress on all four, mutually reinforcing, priorities. Highlights of this work include:

Increasing our leverage at the bargaining table

Taking Stand Together bargaining framework

A comprehensive bargaining framework, *Taking a Stand Together*, was developed and adopted in the fall of 2022. The framework called on our union to:

- Develop and implement a coordinated, union-wide bargaining framework around COLA/Inflation-Protection.
- Develop and implement an aggressive bargaining outreach and communications strategy.
- Modernize MGEU's Strike Toolbox.
- Campaign for Strong Strike Mandates.

Over the next several months, the Board tasked the Finance Committee with developing recommendations to modernize MGEU's strike tool box by overhauling strike pay and related policies.

In February 2023, an online Special Convention was held to debate and vote on the recommended changes. Delegates voted overwhelmingly in favour of significantly increasing strike pay (from \$300 to as much as \$500 per week for most workers and in most situations) and enabling members to earn strike pay while on rotating or targeted job actions.

At the same time, the Board approved a unifying communications campaign with a simple message— *if we want to catch up and keep up with the cost of living, we must all stand up, together.*

A phone bank was established and member outreach events were held outside larger member workplaces.

In the fall of 2022, members of Beacon Hill Lodge – Local 80 gave their Bargaining Committee a strong strike mandate before voting to pursue fast-tracked mediation, while members of Les Tournesols de Saint-Vital - Local 441 walked the picket line for four weeks, standing strong against employer concessions until reaching a new five-year agreement at the table.

Within five months of the one-day Convention and *Catch Up, Keep Up* campaign launch, 11 more bargaining units had delivered strong strike mandates to their Committees.

As of our September Board meeting, eight of these tables — Seine River EAs – Local 145, Technical Professional – Locals 408, 409, 410, 411 and 420, Manitoba Agricultural Services Corp - Locals 359-362, Red River and Assiniboine Colleges – Locals 71 and 73, St. Amant Community Residential Programs – Locals 178 and 459, Travel MB – Local 355, and Université du Saint-Boniface Professors – Local 148, have gone on to reach agreements with the employer, while University College of the North – Locals 69 and 70 remain in negotiations. Members of Manitoba Public Insurance - Locals 62-68 and Teranet (Land Titles) – Locals 397 and 399 continue with job action, fighting for wage increases that take the soaring cost of living into consideration.

Engaging members

A union with strong member support and engagement has leverage at the bargaining table, support in the community, clout in the public square, and resiliency in the face of attack.

New Member Orientation – Refresh and Relaunch

The first initiative in this priority area was a refresh and relaunch of the New Member Orientation process. The vast majority of MGEU Locals have terms in their collective agreement to allow for a brief 10-15 minute union introduction for new hires. In order to ensure as many workplace reps as possible take full advantage of this opportunity to engage MGEU's newest members, the Board approved a new streamlined "orientation toolbox" in October 2022. The toolbox now includes:

- a [member application form](#) that can be filled out online;
- a two-minute animated orientation video;
- a simplified slideshow plus speaking notes adaptable for both group and one-on-one presentations;
- Local contact cards for activists to personalize and hand-out.

Public Service Week

During National Public Service Week in June 2023, the Civil Service Bargaining Committee launched a series of *Catch Up, Keep Up* events, this time to get the message out to our own membership. Held over the lunch hour outside Civil

Service offices across the province, Committee members have been sharing with this diverse and widespread bargaining unit why the time is right to reject the employer's offer and deliver an unprecedented strike mandate.

Phone Banks and Outreach Events

The phone bank and outreach events implemented as part of the *Taking a Stand Together* initiative were also critical member engagement activities. A key part of such outreach has involved verifying current contact info for every member whom activists meet and greet.

Healthy Minds at Work Campaign

The Board also continued to support the ongoing *Healthy Minds at Work* campaign, which aims to engage members on workplace mental health. In April 2022, our union co-hosted a one-day virtual workshop at the Canadian Mental Health Association (CMHA) for 150 members, most of whom did not currently hold an elected position and many of whom had never attended a union meeting. Throughout the day, members had an opportunity to talk about obstacles and opportunities when it comes to maintaining good mental health on the job. CHMA presenters said they had never seen so much interaction and engagement on a virtual chat!

In the fall of 2022, this engaged group of members with a special interest in how our mental health and our work are connected, had the opportunity to gather once again for the *Thriving at Work: working together to create psychologically safe and healthy workplaces* conference.

Delayed twice due to pandemic restrictions and finally held over April 11 and 12, 2022, this two-day MGEU-sponsored conference explored creative and collaborative approaches to:

- reduce and eliminate exposure to workplace stressors;
- recognize and respond to mental health challenges in a psychologically safe way;
- shift direction and adapt to new ways of working in the wake of the pandemic;
- learn from those who've co-created thriving work environments where mental health is a priority for all.

Several members of our Board and *Healthy Minds* Working Group presented at the conference and participant surveys suggest MGEU members are eager to continue this work through their union.

Growing and supporting our activists

In recent years, a range of suggestions have come forward from members to better support and develop our activists. Work has already begun through a number of initiatives aimed at expanding our activist base and ensuring those elected have the tools they need to be successful in their role.

Component President Introductions

Following the last Convention, each Component Director worked with MGEU Communications to send out an email to their members with the aim of introducing themselves, reminding members how they can get in touch with their leadership, and helping to put a "face" on the union.

Message Guide

Throughout 2022 and into 2023, MGEU staff began a new round of "message guide" training at Component meetings, an attempt to arm our activists with consistent and effective messaging when it comes to protecting our public services, as well as why thinking of union membership as "we and our union" rather than "the union" is so important. Feedback has been positive and this training will continue providing activists with strategies for how to engage and amplify MGEU's message while moving through life.

Women's Conference, Diversity Mapping

In spring 2023, the MGEU Women's Committee held *Breaking Barriers*, a two-day conference targeted at connecting mentors with those who've never attended a union event before. Day two focused entirely on how to make sure your voice is heard at our union's most important democratic order of business, the biennial MGEU Convention.

Work is also underway to ensure MGEU members from diverse backgrounds have a greater role in representing themselves and their communities within our union.

Spurred on by a resolution from our last Convention regarding the need to address issues related to equity, diversity, and inclusion, the Equality and Human Rights Committee has been working with staff to develop a mapping project that will allow members of equity-seeking groups to self-identify. Once identified in our database, this will allow the MGEU to directly contact these members about potential leadership roles and other opportunities to engage through their union.

Activist Survey

In July 2023, the union sent out its first online global survey of our activist base. The intent is to check in with activists towards the end of their term to identify opportunities to improve how we support activists in fulfilling their roles. The results have been reviewed by the Risk and Strategy Committee which has made recommendations to the Board for the future.

Continuous technological modernization

For member-based organizations like the MGEU, the accelerating pace of technological innovation, particularly in the areas of information and communication, means we must continuously update and innovate. Since our last Convention, our union has:

- created and introduced a new online member application form as an alternative to the physical document;
- begun piloting a project where Local Presidents would each have their own mgeu.ca email addresses;
- refined and expanded our use of hybrid meeting technology through our partnership with DOTS;
- launched a new website to ensure it is responsive to current members' needs, up-to-date with our current IT system requirements, and optimized for mobile phone use.

Responding to attacks and other critical workplace challenges

Since our last Convention, the MGEU has continued to face an external environment characterized by fiscal restraint and an austerity agenda of cuts and privatization.

The Board has responded to these challenges with a wide range of campaigning resources, tools, and strategies.

Defending public services

Between 2016 and 2022, the government cut 2,600 jobs from the Civil Service alone, about 20% of the workforce. In the spring of 2022, the Board invested in a new TV and online ad campaign, urging government to invest in public services.

Manitoba's Choice posed the question -- cuts that hurt, or services that help. What would you choose? -- and encouraged viewers to send an email message to the Premier expressing their support for workers on the frontlines and protecting the public services we all count on and deserve. This campaign was run in three phases, with the third phase sharpening the message to support our efforts at the bargaining table.

At the same time, the union also continued to make a special effort to regularly profile the varied and vital work of MGEU members on www.mgeu.ca, including:

- Eldon Bergson, Equipment Operator - Local 53
- Amelia Fay, Curator of the HBC Collection, MB Museum - Local 133
- Matthew Fontaine, Instructor, Red River College Polytechnic - Local 73
- Lindsay Friesen, Medical Examiner Investigator - Local 20
- Amanda MacBeth, Crisis Clinician - Local 420
- Stephanie Tokarchuk, Family Services Supervisor, Michif CFS - Local 384
- Barb Unrau, Education Assistant, Seine River School Division EAs - Local 145

In spring 2023, the union released *State of the Civil Service*, a look at the ongoing impact that austerity and privatization has had on provincial public services. The report provided a number of eye-opening stats, garnering good media coverage and social media attention.

In some cases, the union partnered with other organizations. Researchers from the *Canadian Centre for Policy Alternatives* surveyed our health care members about their pandemic experiences and professors from the Department of Economics and Labour Studies at the University of MB contacted members to hear their thoughts on working under a government where aggressive vacancy management, privatization, budget cuts, and a very challenging bargaining environment have become the norm. This research produced a series of analysis articles published in the *Winnipeg Free Press* over the summer of 2023. These articles described how austerity has undermined our public services and harmed the workers who provide them.

Calling out the ongoing underfunding of Community-Based Social Services

In partnership with UFCW and CUPE, who also have members in the sector, the MGEU continued to invest in ads highlighting the essential services and low wages of those working with group home residents, youth-in-crisis, the housing insecure, and addictions.

After years of promoting our *Not Just a Job* website and encouraging Manitobans to “send a message to the Premier,” there has been some progress, with the current government investing millions to improve wages for those providing direct services for Manitobans with disabilities.

Showcasing difficult work of Correctional Officers

In August 2022, the union launched *Not Just a Uniform*, an ad campaign focusing on the valuable, challenging, and often dangerous work of Manitoba Correctional Officers. Along with a dedicated webpage, online videos, and radio, print, and outdoor ads, the MGEU obtained new statistics through a freedom of information request that were extensively covered in the media. The number of Correctional Officers, for instance, filing WCB claims for post-traumatic stress disorder has more than doubled since 2018.

Fighting privatization of liquor sales

In spring 2022, the Stefanson government introduced Bill 42 (The MB Liquor and Lotteries Corporation Amendment and Liquor Gaming and Cannabis Control Amendment Act) —which if passed into law, would shift a large portion of Manitoba’s liquor sales from public to private stores. So the MGEU’s *Keeping Liquor Public* campaign kicked into high gear once again, employing extensive online and radio ads to encourage Manitobans to “send a message” to the Premier: *Our public liquor sales system works well and makes profits that are invested back into our public services. Public serves us better!*

The advertising was supported by a number of mobilization tactics, including phone banks and volunteer “crews” who stood outside liquor marts across the province, talking with Manitobans about how such legislation will result in less funding for public services like education, health care, and infrastructure.

Speaking up against Portage la Prairie closures

In early spring 2022, when it became clear that the government was turning its back on the people of Portage, the MGEU came together with community leaders, economists, and other stakeholders to speak up against the loss of so many family-supporting jobs in the community. Through MGEU’s social media channels, Manitobans were encouraged to “send a message” to the Premier, while the union released *Economic and Tax Revenue Impact Assessment: Portage la Prairies Public Sector Employment Reductions*, a report highlighting the economic impact of the government’s elimination of several major employers in the city.

Since last Convention, “Send a message” campaigns also lobbied for:

- recruitment and retention incentives for health care support workers;
- pay incentives for MGEU nurses in Corrections at the MB Development Centre equal to those nurses working in health facilities;
- keeping Manitoba Infrastructure and Vehicle and Equipment Maintenance public.

Building the labour movement, harnessing resources, and enhancing communities

New Local, first contracts

After years of the committed and unwavering efforts of many Winnipeg School Division support staff, in concert with MGEU organizers, the MGEU was thrilled to welcome their newest members in September 2023.

The MGEU now represents 1,700 new members working in a variety of supportive positions with the school division, including Educational Assistants, Clerks, Library and Computer Technicians, and Crossing Guards.

Meanwhile, two of MGEU’s newest Locals — Kinosao Sipi Minisowin Agency Inc. – Local 448 and The Link COACH – Local 453 — achieved first collective agreements in 2023.

Solidarity and Partnerships

The MGEU Board continued to be actively involved and engaged, often in a leadership role, with the Manitoba Federation of Labour (MFL), our National Union (NUPGE) and the Canadian Labour Congress. Highlights of the last Convention include the 2022 unveiling of the Workers’ and Peace Officers’ Memorial Wall (a journey two decades in the making that included a significant donation from the MGEU) and the tremendous showing of support from our broader labour organizations for our striking members in 2023.

The union also continued to partner with other community stakeholders to forward a number of vital initiatives and campaigns, including the MB Health Coalition and SAFE Roads MB.

Humanitarian Fund

Thanks to careful financial stewardship of our Humanitarian Fund, the MGEU Board was able to contribute to three critical Canadian Red Cross relief efforts since last Convention. Donations from our union helped those impacted by Typhoon Rai in the Philippines, Hurricane Fiona in Atlantic Canada, and the Russian invasion of Ukraine.

Respectfully submitted,

Kyle Ross, President

Scott Cloney, 1st Vice President

Cris Quon, 3rd Vice President

Leslie Saskowski, Area 1

Dana Troke, Area 3

Amanda Russell, Area 5

Pamela Narynski, Area 7

Michelle Scebenski, Administration

Tammy Crowe, Community Support

Jeffrey Ready, Corrections*

Shelly Rougeau, HCSS

Tracy Groenewegen, MPI*

Matthew Fontaine, Post-Secondary Education*

Ciara Shattuck, Social Sciences

Nicole Gariepy, IAM*

Kimberley Lynn, 2nd Vice President *

Stephanie Swain, 4th Vice President

Shelley Wiggins, Area 2

Ed Miller, Area 4*

Andrew Milejszo, Area 6*

Dawne Palmer, Area 8

Siobhan McLeod, Clerical

Michelle Huskison, Community-Based Social Services

David Hill, GOLICO

Deb Jamerson, Legal

Brian Wilson, Physical Sciences

Diana Schultz, Professional Technical

Eldon Bergson, Trades*

*Doug Troke until May 2022

*Robert Wells until July 2022

*Nico Dawshka until August 2022

*James Alexander until June 2023

*JP Lapointe until April 2023

*Kimberley Lynn (October 2021-June 2022) and Jody Gillis (June 2022-March 2023)

*Joe Dooley until March 2023

*Marc Payette until March 2023

FINANCE REPORT

COMMITTEE MEMBERS

Area 1	Les Saskowski	Area 5	Shirley Russell
Area 2	Glen Bodnariuk	Area 6	Jonathan Lipson
Area 3	Alexander Essery/Dean Werbiski	Area 7	Paul Meyerson
Area 4	Ed Miller	Area 8	Terry-Lyn Gagnon/Jean Nemeth
Chairperson	Kimberley Lynn/Doug Troke		
Staff	Jean-Guy Bourgeois, Director, Internal Operations Brent Smith, Controller		

Welcome Delegates to the 67th Convention! Since last Convention, many new members have joined the MGEU partly because of our fair dues system, central model of financing and superior service. We welcome the following locals to the MGEU:

- Local 457 – Manitoba Ombudsman
- Local 458 – The Link – Skills 4 Life
- Local 459 – St. Amant Community Residential Program, Area 3
- Local 460 – WSD Educational Support

MGEU membership is currently 31,240. Appendix A shows the membership counts by component and local. The Finance Committee provides oversight over MGEU finances, ensuring resources are spent wisely and in the best interest of our members. The Committee meets regularly to review the financial statements and budget, discuss financial policies, and assess and discuss our investment portfolios. Further, the Committee meets with our external auditors, Booke and Partners, to discuss the annual audit of our financial statements, and with MGEU's investment advisors to discuss our Defense Fund investments.

The MGEU has an equitable dues structure for all members, with dues set at 1.25% on all income negotiated under the collective agreement. This dues percentage remains one of the lowest in the province and among our national counterparts.

The MGEU participates in provincial and national labour movements by taking a role on the Labour Councils, Manitoba Federation of Labour and National Union of Public and General Employees. The MGEU also participated in both the CLC and MFL Conventions over the past two years.

At the Special Convention in February of 2023, the Finance Committee brought forward a number of resolutions to update our Policy & Procedures Manual as well as the MGEU Constitution & Bylaws. Our Strike policies were updated to provide more support to our fellow brothers and sisters making the difficult choice to go on strike. Strike policies were originally drawn up to service an all or nothing strike, but to consider new strategies and updates to our bargaining framework, changes to the strike policy were needed. With targeted and rotating strikes part of our strike tool kit, strike pay policies were amended to better support these groups while they are participating in strike action.

The MGEU's Defense Fund remains strong and continues to grow. We have a large number of locals with expired or soon to expire collective agreements, as well as many locals providing very strong strike votes, and the Defense Fund is there to support you.

We reviewed travel meal allowances with our sister unions across the country and updated our allowances accordingly. We have updated our private accommodation language. We are revamping our Dobie Dues policy. We take the stewardship of your money very seriously.

The committee continues to review MGEU's financial policies to ensure our membership can fully participate in union activities and that our activists have the tools they need to represent the membership.

I want to thank the Finance Committee members both past and present for their diligence and enthusiasm. Their oversight and wise management of our Union's finances has ensured that the MGEU is well positioned for any challenge coming our way.

In closing, I want to recognize the efforts of our staff, the MGEU Board and activists in making the MGEU such a strong member focused/driven Manitoba Union.

Component / Local	Area								Rand	Total
	1	2	3	4	5	6	7	8		
Administration										
Administration - Locals 028-034	19	21	60	28	57		1155	21	102	1463
Clerical										
Clerical - Locals 001-008	31	25	67	57	80		1224	33	241	1758
Community Support										
Interlake-Eastern Community Support, Area 5 - Local 405					856				250	1106
Prairie Mountain Community Support, Area 2 - Local 402		432							211	643
Prairie Mountain Community Support, Area 3 - Local 403			1173						597	1770
Community-Based Social Services										
ANCR - Local 365						173			5	178
Animikii Ozoson Child & Family Services - Local 443						35			17	52
Career Connections - Local 142			11						14	25
CFS Central Manitoba Supervisors - Local 264				6						6
CFS Central Manitoba Support - Local 265				5						5
CFS Western Manitoba - Local 211			7						9	16
COR Enterprises Inc - Local 155			30						1	31
Elizabeth Fry Society of Manitoba - Local 301						3				3
End Homelessness Winnipeg - Local 439						22			5	27
Family Dynamics Community Staff - Local 214						37			13	50
Family Dynamics Office Staff - Local 212						48			11	59
Family Visions - Local 303			74						30	104

Knowles Centre - Local 172						37			34	71
Knowles Centre SAIL - Local 432						16			22	38
Macdonald Youth Services APHP - Local 369						7			2	9
Macdonald Youth Services Crisis Stabilization - Local 221						21			7	28
Main Street Project - Local 136						139			19	158
Metis CFCS, Area 6 - Local 383						176			30	206
Metis Child & Family Services Authority - Local 394						26			6	32
Michif CFS, Area 1 - Local 385	6								2	8
Michif CFS, Area 2 - Local 384		56							8	64
Michif CFS, Area 3 - Local 422			25						15	40
NCN Family & Community Wellness Centre - Local 358								9	25	34
Neecheewam - Local 139						38			6	44
Parkland Crisis Centre - Local 170		4							5	9
Parkland Res & Voc Services Inc - Local 180		30							9	39
ROSE - Local 376		22							9	31
Sara Riel Inc - Local 353						14			19	33
Southeast Child & Family Services - Local 395						61			35	96
SPIKE - Local 266						94			50	144
St Amant Community Residential Program, Area 6 - Local 178						475			366	841
Tamarack Rehabilitation - Local 157						14			7	21
Willow Place - Local 160						5				5
YWCA Residence Inc - Local 179								9	4	13
YWCA Westman Women's Shelter - Local 171			11						14	25
Corrections										
Corrections - Locals 009, 011, 013, 014	90		164		271		1157		60	1742
Golico										
Golico - Locals 056-061	55	30	121	69	108		1058		28	1469
Liquor and Gaming Authority, Area 3 - Local 425			7							7
Liquor and Gaming Authority, Area 7 - Local 426							49		8	57
Manitoba Lotteries Food & Beverage - Local 260							184		7	191
Government Community Workers										
Government Community Workers - Locals 251-258	10	7	18	15	29	55		2	75	211
Health										
Health - Locals 015-020	8		13	161	16		116		42	356
Health Care Support Services										
Beacon Hill Lodge - Local 080						110			46	156

Golden Door Geriatric Centre - Local 087						66			37	103	
Interlake-Eastern HCSS, Area 5 - Local 413					697				211	908	
Nisichawayasihk Personal Care Home - Local 367								12	11	23	
Pinaow Wachi PCH, Area 8 - Local 423								21	18	39	
Poseidon Care Centre - Local 081						90			98	188	
Prairie Mountain HCSS, Area 2 - Local 456		462							165	627	
Prairie Mountain HCSS, Area 3 - Local 421			981						602	1583	
Riverwood Square - Local 380						113			5	118	
Rod McGillivray Memorial Care Home - Local 447	24								22	46	
St Amant Support - Local 092						313			50	363	
St Amant Trades - Local 093						8			2	10	
St Norbert Personal Care Home - Local 368						58			46	104	
Victoria Lifeline - Local 137						4				4	
Legal											
Legal - Locals 021-027	33	44	82	44	108			375	40	132	858
MPI											
MPI - Locals 062-068	5	17	100	25	59			1427	13	68	1714
Physical Sciences											
Physical Sciences - Locals 035-041	32	60	150	76	192			443	26	83	1062
Post Secondary Education											
Assiniboine Community College - Local 071			347						29	376	
Brandon University - Local 135			77						28	105	
Red River College - Local 073							1358		185	1543	
Université de Saint-Boniface Instructors (APEC) - Local 149							43		5	48	
Université de Saint-Boniface Professors (APPUSB) - Local 148							72		4	76	
Université de Saint-Boniface Support (PASA-USB) - Local 147							90		14	104	
University College of the North, Area 1 - Local 069	173								12	185	
University College of the North, Area 8 - Local 070								110	7	117	
Social Sciences											
Social Sciences - Locals 042-048	30	43	94	73	147			1666	31	217	2301
Technical / Professional											
Interlake-Eastern T/P, Area 5 - Local 411					178				30	208	
Prairie Mountain T/P, Area 2 - Local 408		100							14	114	
Prairie Mountain T/P, Area 3 - Local 409			304						55	359	
Southern T/P, Area 4 - Local 410				188					47	235	

Southern T/P, Area 5 - Local 420					112				26	138
Trades										
Trades - Locals 049-055	131	83	171	146	453		340	135	292	1751
No Component										
Allied Wings - Local 379				10						10
ALS Canada - Local 166							44		28	72
Assiniboine Early Learning Centre - Local 445			10						2	12
Canadian Base Operators - Local 449				34					8	42
Canadian Blood Services, Area 6 - Local 200						55			10	65
Churchill Children's Centre - Local 455								9	1	10
Communities Economic Development Fund - Local 154								7	1	8
Dakota Ojibway Child & Family Services, Area 3 - Local 435			5						5	10
Dakota Ojibway Child & Family Services, Area 4 - Local 436				6						6
Dakota Ojibway Child & Family Services, Area 6 - Local 437						12			12	24
DC Cafe - Local 204							13		3	16
Deaf Centre Manitoba - Local 203							10		3	13
Duke of Marlborough School - Local 446								12	5	17
Falcon Lake Golf Course - Local 356					5				5	10
Hecla Golf Course - Local 140					7				1	8
Impark Lot Attendants - Local 199							26		1	27
Impark Services - Local 434							7			7
Les Tournesols de Saint-Vital - Local 441						17			12	29
Macdonald Youth Services Coach Program - Local 453						15			4	19
Manitoba Arts Council - Local 444							11			11
Manitoba Centennial Centre - Local 125							35		10	45
Manitoba Museum - Local 133							56			56
Manitoba Possible - Local 262						93			14	107
MASC, Area 2 - Local 359		29							2	31
MASC, Area 3 - Local 360			66						1	67
MASC, Area 4 - Local 361				76					3	79
MASC, Area 5 - Local 362					22					22
MASC - Rand									7	7
Municipality of WestLake-Gladstone - Local 454				18					3	21
Paramedics of Winnipeg - Local 911						359			23	382
Patient Transport Services - Local 451						66			63	129
Peak of the Market - Local 124							34		2	36

Sandy Bay Ojibway First Nation - Local 354				148					58	206
Seine River School Division Educational Assistants - Local 145					204				43	247
Seine River School Division Support - Local 144					40				2	42
Seine River School Division Trades - Local 143					38				12	50
St Amant Community Residential Program, Area 3 - Local 459			10						10	20
Teranet, Area 3 - Local 397			15						1	16
Teranet, Area 7 - Local 399							51		1	52
The Pas Regional Library - Local 440	5								2	7
Travel Manitoba - Local 355							22		7	29
UnionWare Inc - Local 193							59			59
University of Winnipeg Students' Association - Local 153							5			5
UWSA Non-Admin - Local 433							15		1	16
Western Manitoba Regional Library - Local 202			9						13	22
Winnipeg Art Gallery - Local 150							38		24	62
Winnipeg Clinic - Local 363						50			36	86
First Contract Pending										
Kinosao Sipi Minisowin Agency - Local 448						8				8
Manitoba Ombudsman - Local 457							19			19
The Link - Skills 4 Life - Local 458						12				12
Grand Total	652	1465	4202	1185	3679	2945	11202	490	5420	31240

REPORT OF THE CONSTITUTION, BY-LAW, & STRUCTURE COMMITTEE

COMMITTEE MEMBERS

Area 1 Christopher Langtry/Umberto Willner
Area 2 Cora Meyer
Area 3 Kirk Carr/Kim Fallis
Area 4 Carolyn Johnson/Beverley Gibbs
Chairperson Scott Cloney
Vice Chairperson Penny-Anne Wainwright
Staff Wesley Whiteside

Area 5 Penny-Anne Wainwright
Area 6 Stephanie Swain
Area 7 JP Lapointe
Area 8 Hendrik Warnar-Brown

Your Constitution, Bylaw and Structure Committee (Committee) convened on the following dates:

2021 – December 2

2022 – February 18, March 25, April 28, June 10&11 (MGEU Special Convention), November 18

2023 – July 24&25, August 17&18, October 19&20 (MGEU Biennial Convention),

At our first meeting, the committee met with MGEU President Kyle Ross and Director of Member Services Janet Kehler regarding committee responsibilities. Penny-Anne Wainwright was elected committee Vice Chairperson. Our committee started the term by working on CR-4: Emergency Powers as directed by the 2021 Convention delegates.

CR-4: Emergency Powers

The committee considered the wording presented to the 2021 Convention delegates and made several amendments based on the concerns brought forward at Convention. After several meetings and with consultation with the MGEU Board of Directors, the following was prepared for consideration at the MGEU Special Convention in June 2022:

EMERGENCY POWERS OF THE BOARD OF DIRECTORS

The Board of Directors may temporarily suspend the operation of any provision of the Constitution or Bylaws by a two-thirds (2/3) majority vote where, as a result of urgent and unforeseen circumstances, compliance with the provision of the Constitution and/or Bylaws would be unlawful, reasonably present a danger to the health and safety of the membership, cause significant damage to or loss of Union money or property, and/or reasonably be expected to cause similar harm or hardship to the Union and its membership.

Under this Article, quorum for a vote of the Board of Directors shall be a minimum of two-thirds (2/3) of their elected or appointed members, two (2) of which must be a Provincial Officer.

Any exercise of the emergency powers of the Board of Directors under this Article shall be done in a manner that minimizes non-compliance with the Constitution and Bylaws as far as reasonably practicable, and in accordance with the duty and obligation to the membership to conduct the business of MGEU in a way that ensures democratic, responsible, and effective administration of the Union.

The Board of Directors shall report any decision made to temporarily suspend the operation of any provision of the Constitution and/or Bylaws, the justification for the decision, and the anticipated timeline for resuming compliance to the membership as soon as reasonably practicable.

Compliance with the Constitution and/or Bylaws shall resume as soon as reasonably practicable and, in any case, where the operation of any provision of the Constitution or Bylaws has been suspended for three (3) months, the Board of Directors shall, within two (2) weeks thereafter, hold a new vote to determine whether circumstances continue to justify the suspension. Continuation of a temporary suspension of a provision of

the Constitution and/or Bylaws shall require a two-thirds (2/3) majority vote. The Board of Directors shall report the outcome of the vote, the justification for the continuation of the temporary suspension, and the anticipated timeline for resuming compliance to the membership as soon as reasonably practicable. The obligation to hold a new vote to determine whether circumstances continue to justify the suspension shall be ongoing and recur after each three (3) month period of suspension.

Where the operation of any provision of the Constitution or Bylaws has been suspended for twelve (12) months, the Board shall, within one (1) month thereafter, hold a vote of the current elected delegates to determine, by a majority vote of those delegates present and voting, whether circumstances continue to justify the suspension or whether compliance with the provision of the Constitution or Bylaws shall resume as soon as reasonably practicable.

After discussion, this was accepted by the delegates.

June 2022 Convention Voting Procedure Change

The committee prepared and brought forward a resolution to amend the way that resolutions are voted on at MGEU conventions. The intent was to make the process clearer and more direct. This change means that delegates now vote on the actual resolution, not a committee's recommendation. The recommendation and the reason for it are still communicated to the delegates for informational purposes.

The delegates passed this resolution and this is now the ongoing manner for dealing with resolutions

Special Convention June 2022

In advance of the June 2022 Special Convention, the committee reviewed and provided recommendations on 13 constitutional resolutions to be debated and voted on by the delegates.

After convention, the committee worked on crafting wording for a new C-30:10 as the outcome to the floors decision to approve CR-5, which allows the temporary appointment of local presidents where certain circumstances have been met.

2023 MGEU Biennial Convention

The committee met on July 23 & 24 and August 17 (in Portage la Prairie) & 18 to review and provide recommendations on 32 constitutional resolutions to the 2023 Biennial Convention.

Special Thanks

The committee would like to thank MGEU staff Wesley Whiteside, Erin Klym Massey and Sara Mason, without whom we would not have been able to complete our work.

The committee would further like to thank Beverley Gibbs, Kim Fallis and Umberto Willner for their significant contributions to the committee.

The committee would like to further state that the MGEU will miss the input of Umberto Willner who was a long-standing member on the Constitution, Bylaw and Structure Committee. He has been a strong voice and a guiding hand in regards to our constitution and will continue to be sorely missed. Congratulations on your well-earned retirement.

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

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

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Amend Duties of 1st Vice President

The MGEU Will remove B9:2:5 as one of the duties of the officers 1st Vice-President.

Because the officer elected as 1st Vice-President does not necessarily have to be a civil servant and is at an unfair advantage as to the learning curves.

Submitted by: Local Legal, Area 7

Committee Recommendation:

Note:

This resolution is covered by CR-1

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Change Constitution regarding Labour Council Participation

The MGEU Will amend the MGEU Constitution to allow members to represent the Union at labour councils outside their respected area when the area cannot secure representation.

Because it is important for the MGEU to have representation in all labour councils and some areas struggle to find members to attend union functions and when we have activists willing to attend and represent our union, we have to capitalize. We do not want to discourage activism when it encourages growth.

Submitted by: Local Legal, Area 7

Committee Recommendation: Reject

Note:

The Canadian Labour Congress organizes and manages labour councils as a way to bring members from different unions together to deal with issues that often pertain to municipal government or immediate community concerns. MGEU has Locals affiliated to labour councils in several regions in Manitoba.

MGEU's structure and constitution is structured on a member's workplace for all elected positions. If a member lives in Selkirk, for example, but works in Winnipeg, the labour council this worker would be eligible to attend, if elected, would be in Winnipeg. When a Local is affiliated to a labour council, MGEU pays a fee to the labour council based on the number of members in the Local.

When a delegate is elected at their Local, they are then expected to attend labour council meetings and report back and be accountable to their MGEU Local.

What is contemplated in this resolution is to remove the reporting and accountability requirements currently in place for an elected member to report to their Local. The member would simply be attending as an individual who lives in the region.

This is not a Constitutional Resolution. Constitution: C40 Labour Councils

It is a change to the bylaw: Bylaw: B27 "Labour Council delegates or Labour Coordinating Committee delegates report to and are responsible to the Local". (1999)

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; 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**

Rename MGEU Vice-Presidents

The MGEU Will rename the numbered vice-presidents as follows: 1st VP: Constitutional Vice-President; 2nd VP: Vice-President of Finance; 3rd VP: Vice-President of Education; and 4th VP: Vice-President-at-Large.

Because currently, the numbered system is confusing and implies a hierarchy that does not exist.

Submitted by: Area Council 07

Committee Recommendation: Reject

Note:

Hierarchy does exist wherein the First Vice-President assumes the Union President’s duties and powers when the Union President is absent, and so forth with the Second Vice-President, Third Vice-President, and Fourth Vice-President.

Renaming the vice-president positions as proposed does not adequately reflect the full duties and responsibilities of the respective positions. In addition to each vice-president position chairing a specified standing committee, each vice-president also serves as an ex officio member of all other committees that they do not chair.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023

Designate a Nominator at MGEU Meetings

The MGEU Will designate someone as a nominator at meetings for members who would like to access a nominator at a meeting.

Because new activists to the Union do not have the connections or the networks, same for older members where networks dwindle (retirements). This will be an incentive to be more active with the Union.

Submitted by: Component Executive Clerical

Committee Recommendation: Reject

Note:

The historical purpose of requiring a nominator ensures that anyone interested in running for a position has the support of at least one member at the meeting (i.e. the person who nominates them) in order to allow their name to be considered for a position. The proposed resolution eliminates this purpose, wherein the "designated nominator" would be expected to nominate anyone interested in running for a position regardless of the quality of the potential nominee / candidate.

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

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.

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

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)

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

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-present positions. We believe the proposed amendment is not required as it is implied that the Provincial Officers will work collaboratively and assist each other.

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

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.

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

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.

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)

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

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.

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

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)

CONVENTION DECISION: Accept Committee Recommendation _____
 Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Amend Definition of Quorum

The MGEU Will amend the definition of quorum currently in the constitution to include the definition of quorum in a local with no executive to be three members of the local.

Because currently the MGEU constitution defines quorum as a table officer and two members but we have some locals without any executive. This reflects what the MGEU does currently in the constitution.

Submitted by: Component Executive Golic

Committee Recommendation: Reject

Note:

A Local requires a Local Table Officer in order to chair a Local meeting and represent the Local at Area Council and Component. The change is not required as practical application has been that if there are three (3) members at the meeting, an election is the first order of business that ensures the meeting has quorum and is able to continue assuming someone is elected or appointed to a Local Table Officer position. If no one is willing to let their name stand for a Local Table Officer position, then the Local cannot conduct official business.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Appoint Workplace, Safety and Health Representatives

The MGEU Will amend the Constitution to allow the component executive or area council, where applicable, to appoint WSH reps and stewards where required when a local has no executive.

Because the Constitution currently only allows a local executive to appoint stewards and WSH reps. A local with no executive cannot elect or appoint right now - staff reps cannot do it either.

Submitted by: Component Executive Golico

Committee Recommendation: Reject

Note:

Authority to elect or appoint such positions should remain within the Local. However; Stewards and Workplace Safety and Health Committee members(s) or a Workplace Safety and Health representative are often elected by the Local membership within the given work location.

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

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).

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Move Headingley to Area 7

The MGEU Will move Headingley Correctional Centre and the Women's Correctional Centre to Area 4 from Area 7.

Because geographically they belong to Area 4.

Because many of the staff at HCC and WCC live and commute from Portage la Prairie.

Because corrections' members have always been an active local within Area 4.

Because Area 4 has been systematically targeted by the government, and having additional members there will help to rebuild the local labour movement.

Submitted by: Component Executive Corrections

Committee Recommendation: Reject

Note:

A similar resolution was previously referred to the Board of Directors. It was rejected (March 5-6, 2020).

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

CONSTITUTIONAL RESOLUTION MGEU CONVENTION - 2023

Allow Variances for Elected Positions in a Convention Year

The MGEU Will allow for special variances in local table officer and member-at-large term length during a Convention year. In the event that a position becomes vacant during the six months preceding a Convention, the local may be allowed to hold their biannual elections early and have the terms extended to encompass that period. This must be requested by the majority of the local executive and will be reviewed by the Provincial Table Officers.

Because ensuring the component's vacancies are filled should be a priority and having too many meetings in too short a time can generate member apathy.

Because opening the options to account for the diverse difficulties faced by our memberships helps to breakdown barriers to member involvement.

Submitted by: Component Executive Corrections

Committee Recommendation: Reject

Note:

Local meetings can be called to conduct an election for a vacant position that occurs any time during the two-year term, for the remainder of that two-year term. The proposed resolution would in essence provide for an extended term (e.g. two years and six months).

Elections for the proceeding two-year term for Local Table Officer positions occur in September just prior to Convention, which provides predictability in both term length and election cycle.

CONVENTION DECISION: Accept Committee Recommendation _____
 Reject Committee Recommendation _____

CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023

Rebalance Areas 6 and 7

The MGEU Will have the board look at the metrics for Area 6 & Area 7. Then, using relevant data, they will attempt to balance the membership to provide more representative and engaged areas.

Because Area 7 represents double the number of members from Area 6. Despite Area 6 & 7 both representing the same geographic areas.

Because Area 6 was heavily impacted by the healthcare votes and has not been adjusted since.

Because even with Area 6 having a decent membership count, it's proven to struggle to have diversity of voices at Area Council and on committees.

Because strengthening our diversity at Area Council is one of the best ways to strengthen our diversity throughout the MGEU as a whole.

Submitted by: Component Executive Corrections

Committee Recommendation: Reject

Note:

Committee does not believe there is an imbalance that requires correction.

Area 6 has 39 Locals

Area 7 has 32 Locals

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Designate Alternate for Standing Committees

The MGEU Will allow the selection of an alternate for standing committees.

Because this would ensure that there is always someone at the committee meetings when the elected person is unable to attend.

Submitted by: Component Executive Community Support

Committee Recommendation: Reject

Note:

Standing Committees conduct business that often extend beyond one meeting, wherein an alternate may not have the background and participated in previous discussions to be a full participant at the meeting they're filling in for. Alternates will also require initial orientation with the Standing Committee(s).

CONVENTION DECISION: Accept Committee Recommendation _____
 Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Creates Caucuses for Equity Seeking Groups

The MGEU Will create four new caucuses, one each for equity-seeking groups that have been identified in the MGEU Constitution B7:9:2, to allow for more opportunities for issues of equity, diversity, accessibility and inclusion to be discussed within the union.

Because establishing caucuses for the Rainbow Pride community, Indigenous Workers, Workers of Colour and Workers with Disabilities demonstrates to all MGEU members that we are an inclusive organization;

Because traditionally members in these four communities have felt marginalized, often through harassment, violence, bullying, and other means;

Because creating safe spaces for discussions about life experiences promote better mental health and wellness for these members;

Because establishing strategies within the union, with members who choose to participate, to account and learn from experiences and knowledge unique to these communities will help create a stronger union and Province;

Because the workplace experiences of these members is unique, and understanding their experiences provides the union better insight into how MGEU can be a force for positive change.

Submitted by: Standing Committee Equality & Human Rights

Committee Recommendation: Refer to Board of Directors

Note:

Refer to the Board to develop a plan to operationalize the establishment of these caucuses, including structure and terms of reference.

Finance Committee's Comments:

- Finance Committee has assessed the adoption of this resolution.
- The language in this motion does not specify the sizes of the caucuses, the frequency of meetings, or the format of the meetings (in-person or virtual), and without these details, it is not possible to estimate the costs associated with this resolution.

The committee strongly recommends that prior to consideration of this resolution, more details be provided, and based on these details, more analysis be conducted.

CONVENTION DECISION: Accept Committee Recommendation _____
 Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Expand the Equality & Human Rights Standing Committee

The MGEU Will expand the Equality & Human Rights (EHR) Standing Committee by four seats to include four caucus chairs, one each of which will represent: the Rainbow Pride Caucus, Workers of Colour Caucus, Workers with Disabilities caucus, and the Indigenous Workers caucus.

Because the inclusion of these seats ensures a path for advice from each caucus to be brought forward in a formal way to the EHR standing committee and via the EHR standing committee to the MGEU Board of Directors;

Because the EHR standing committee's mandate is to identify social justice issues affecting the four equity seeking groups;

Because it furthers the union's goal, and the EHR standing committee's mandate, to promote equality and solidarity among all equity-seeking groups;

Because It provides an opportunity to advance equity, diversity, and inclusion in the union.

Submitted by: Standing Committee Equality & Human Rights

Committee Recommendation: Refer to Board of Directors

Note:

Refer to the Board to develop a plan to operationalize the establishment of these caucuses, including structure and terms of reference.

Finance Committee's Comments:

- Finance Committee has assessed the adoption of this resolution.
- This addition would add approximately \$3,000 per meeting to the standing committee's cost. If four meetings are held a year, this change would add an estimated \$12,000 total annually

CONVENTION DECISION: Accept Committee Recommendation _____

 Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Amend Resolution Deadline

The MGEU Will amend the Resolution submission deadline from July 15th to the first business day after June 30th.

Because this will allow the Resolution Committee more time to debate and refer resolutions to the other committees.

Submitted by: Standing Committee Equality & Human Rights

Committee Recommendation: Accept

Note:

Additional time would be beneficial, especially as it would provide time for clarification to be sought where required, and for the Standing Committees to which the Resolutions Committee assigns resolutions to enough time to review and provide its recommendations.

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

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.

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

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.

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

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.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Dissolve Member Education Committee

The MGEU Will dissolve and delete the Membership Education Standing Committee.

Because the MGEU has a Member Educational Manager on staff who can perform many of the tasks related to education matters.

Because it is not necessary to reproduce the Member Educational Course Guide annually. It is cost effective and better branding to remain static in its design / imagery etc.

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 it is more equitable to broaden the opportunity to attend The Prairie School for Union Women to others who may never have the opportunity to be elected to one committee in particular.

Because bursary selection can be done by an ad hoc committee of the MGEU Board.

Submitted by: Local Social Sciences, Area 7

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.

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

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.

CONVENTION DECISION: Accept Committee Recommendation _____
 Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Create a Young Member's Caucus

The MGEU Will replace the Young Members' Committee with a Young Member's Caucus. The caucus would meet initially at least twice annually and be made up of an elected representative from every local. The caucus would also allow for open attendance for all young members (35 or larger) but without vote. The caucus would focus on issues impacting young members. A board member will be elected to act as Chair for the caucus, following the same rules for electing a Young Member Committee Chair. A Vice-Chair will be elected from among the caucus voting members. The Chair would be responsible for facilitating discussions and reporting to the Board on proposals, campaigns, or motions that stem from the caucus.

Because it creates a more inclusive union environment and allows for greater representation of the equity seeking group. A larger caucus allows for broader engagement. A virtual environment helps break down barriers for participation all while facilitating a cost effective solution.

Submitted by: Standing Committee Young Members

Committee Recommendation: Refer to Board of Directors

Note:

Refer to the Board to for study and consultation as the resolution involves the dissolution of an existing standing committee, and involves establishing a new interest-based body wherein structure and terms of reference need to be developed.

Finance Committee's Comments:

- Finance Committee has assessed the financial impact of creating a Young Members Caucus.
- This caucus would comprise up to 193 voting members, as MGEU currently has 193 locals. The “open attendance” component would for all young members could expand participation to hundreds more. The planning and costs associated with hosting such large meetings at least twice a year would be significant. The “at least twice a year” wording provides no limit on how many such meetings could be held.
- The estimated cost for two virtual meetings is approximately \$150,000. If held in-person, each meeting cost would double, for an annual additional cost of \$300,000 per year for just the 193 voting members. If expenses were covered for other members, the cost would increase even more. These costs would increase if more than two meetings were held per year.
- For comparison sake, the young members’ committee has an annual cost of \$32,000.

CONVENTION DECISION: Accept Committee Recommendation _____
 Reject Committee Recommendation _____

**CONSTITUTIONAL RESOLUTION
MGEU CONVENTION - 2023**

Combining Components to Achieve Quorum

The MGEU Will consider combining components in order to more consistently achieve quorum. We need to perhaps think of combining components. For example, combine Administration with Clerical. It will ensure enough attendance to settle matters that arise.

Because it is extremely difficult to have members come to local meetings.

Submitted by: Local Administration, Area 8

Committee Recommendation: Reject

Note:

The resolution, in practice, is specific to Components in the Civil Service. Each Component in the Civil Service has its own sub-agreement with Component-specific provisions.

Components serve to facilitate Province-wide discussion on issues specific to their Component.

Member engagement issues should be addressed through other means.

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

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.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Amend Mileage for Hotel Coverage to attend Meetings

The MGEU Will go back to 120 kms round trip for hotel coverage.

Because the 150km window can be exhausting.

Because it can be stressful driving in winter months and during construction season.

Submitted by: Component Executive Community Support

Committee Recommendation: Reject

Note:

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

The distance for members to travel for overnight eligibility was changed from 60 kms to 75 kms (one way) less than one year ago. Both the MGEU Board of Directors and the Finance Committee considered the impact to members from adopting this change, while also noting that the costs of hotel, overnight accommodation, potential wage recovery and other expenses are significant.

The Finance Committee also notes that if there are extenuating circumstances (e.g. medical issues, safety concerns, etc), current policy allows for members to submit requests for accommodation in advance of their meetings. Such accommodations are regularly approved.

MGEU’s Finance Committee recommends rejection of this resolution.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Send Members of the Equality & Human Rights Committee to an Out of Province Pride Conference

The MGEU Will send all members of the EHRC to Fierté Canada Pride Conference or some other equity seeking event once per term at an event or conference in Canada.

Because as rank and file members, we should be able to attend these important meetings and not just by Board members or those appointed by the current president.

Because we need to be more informed and involved to properly understand and represent our members.

Submitted by: Standing Committee Equality & Human Rights

Committee Recommendation: Reject

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

The committee notes there is an existing standing committee budget process that these requests can be submitted to. Participation in such events is eligible for consideration.

The committee notes that these events are not always held in Manitoba, and can lead to significant costs. The costs and benefits of participating in such events should be evaluated in the context of other proposed committee activities through the annual committee budgeting process.

The committee recommends rejection of this resolution.

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

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

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

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.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**COMPOSITE RESOLUTION
MGEU CONVENTION - 2023**

Incentivize Participation in Meetings and Events

The MGEU Will commit to support and hold incentive-based events in order to increase recruitment, engagement and retention of activists.

Because locals are facing multiple difficulties in these areas.

Submitted by: Component Executive Administration

Committee Recommendation: Reject

Note:

Arranging for prizes and food incentives at local meetings would impose new operational requirements and costs to order, store, transport, track, and reimburse for snacks.

Where snacks require food preparation (eg. BBQ), even more significant operational requirements are imposed on the union that are unrelated to core union business.

Experience suggests that ordering the correct amount of food is very difficult given the large variance in meeting attendance. This can result in significant food and money waste.

The Finance Committee recommends rejection of this resolution.

This resolution covers FC-7

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Provide Snacks at Local Meetings

The MGEU Will provide snacks at local meetings.

Because meetings are usually held at lunch or at the end of day. Providing light snacks creates a hospitable environment and improves attendance.

Submitted by: Local Winnipeg Art Gallery

Committee Recommendation:

Note:

This resolution is covered by FC-6

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

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.

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

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.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

COMPOSITE RESOLUTION
MGEU CONVENTION - 2023

Fight for Public Liquor Sales

The MGEU Will continue to support a public liquor sales and distribution model, and the expansion of Liquor Marts, through the Keeping Liquor Public Campaign and every other means necessary to protect this Manitoba asset for the benefit of Manitobans.

Because Liquor Mart customers are satisfied with existing service. It is better for the community and promotes safety and funding for important public services;

Because the profits from the sale of beverage alcohol should go to fund programs that benefit all Manitobans;

Because Liquor Marts support living wage jobs;

Because Express Liquor Mart locations have proven that safety and security, convenience, and profits for public services, can be achieved under a public model; and

Because Liquor Mart locations can be expanded to more rural communities as communities grow, or as current businesses may wish to stop selling liquor to focus on their traditional goods and services.

Submitted by: Local Golic, Area 3

Committee Recommendation: Accept

Note:

The MGEU has been engaged in a major public advocacy campaign to push back against privatization attempts by the current government. Manitobans know that privatization of beverage alcohol sales will result in less revenue to government to pay for public services, less security from violent crime in stores, less social responsibility and safe sales.

Those who stand to benefit from privatization have said our current system isn't convenient enough, and suggest sales in grocery stores or convenience stores like 7-11 are the way forward.

Proponents of public liquor sales know we can deliver more convenience to customers in a public system through measures like opening more Express Liquor Mart locations in grocery stores or other places.

This resolution covers GR-2, GR-3, GR-4, GR-5

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 expend outlets available to the public.

Because

Submitted by: Local Physical Sciences, Area 4

Committee Recommendation:

Note:

This resolution is covered by GR-1

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 Golic

Committee Recommendation:

Note:

This resolution is covered by GR-1

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Keep Liquor Public

The MGEU Will lobby the Manitoba Government to keep liquor public.

Because it helps Manitobans with revenues for public services - i.e. promotes health and safety when in public hands. It also supports Manitobans with living wage jobs.

Submitted by: Local Clerical, Area 7

Committee Recommendation:

Note:

This resolution is covered by GR-1

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Expand MBLL’s Retail Business to Include Cannabis Sales

The MGEU Will lobby through the MFL, the new Provincial Government to direct the Manitoba Liquor and Lotteries Corporation to expand the Cannabis Division and enter direct retailing with the creation of Cannabis Mart stores.

Because prior to the legalization of cannabis, when the public was consulted, it was the desire of the majority of Manitobans that the retail sale of cannabis be done through publicly owned stores. MBLL through its Liquor Division, has a proven track record when it comes through the retailing of controlled substances (liquor) and has demonstrated it can create and maintain secure and safe stores for the people of Manitoba, with good selection, services, and competitive pricing. In May 2023, the Government was looking at repealing over \$10 million in taxes owned by private retailers. It appears that a significant number of stores are either marginally profitable or not viable and it would service the public well to have an alternated to private retail stores.

Submitted by: Component Executive Golic

Committee Recommendation: Accept

Note:

The MGEU researched and advocated extensively on this issue after the Government announced its intention to change the legislation related to cannabis sales. Our position and research is consistent with this resolution.

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

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.

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

Committee Recommendation: Accept

Note:

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

Committee Recommendation: Accept

Note:

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

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.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Lobbying Government to Follow Through on 94 Calls to Action

The MGEU Will lobby the Government to follow through on the calls to action in Manitoba.

Because that is the right thing to do. We have a moral and legal responsibility. Government talks about reconciliation is not enough.

Submitted by: Component Executive Clerical

Committee Recommendation: Accept

Note:

To view the Calls to Action, visit <https://nctr.ca/records/reports/>

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

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.

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

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.

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

Committee Recommendation: Accept

Note:

This resolution covers GR-15, GR-16

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

Committee Recommendation:

Note:

This resolution is covered by GR-14

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

Committee Recommendation:

Note:

This resolution is covered by GR-14

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

Committee Recommendation: Accept

Note:

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

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

Committee Recommendation: Accept

Note:

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

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.

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

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.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Reduce Racism, Promote Dignity

The MGEU Will lobby the Manitoba government to address racism and discrimination in the province by promoting dignity for people of all race, ethnic origin and gender identification.

Because racism and discrimination is wrong.

Submitted by: Local Clerical, Area 7

Committee Recommendation: Accept

Note:

In 2023, the MGEU and the Province of Manitoba struck an equity and diversity committee called the Employment Equity Task Force.

The MGEU will continue to advocate for equity, diversity and inclusion in the workplace and in society.

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

Committee Recommendation:

Note:

This resolution is covered by GR-22

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

Committee Recommendation:

Note:

This resolution is covered by GR-22

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

Committee Recommendation:

Note:

This resolution is covered by GR-22

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Offering Hybrid Meetings

The MGEU Will make the hybrid option available for all meetings.

Because in some distanced challenged locals, the hybrid option is the best option.

Submitted by: Component Executive Golic

Committee Recommendation:

Note:

This resolution is covered by GR-22

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Expand Hybrid Meeting Options

The MGEU Will provide a hybrid option for all meetings.

Because technology modernization is important to encourage member participation and engagement.

Because accessibility concerns are prevalent for many members, and allowing a virtual option allows for more equality in our democratic process.

Submitted by: Component Executive Corrections

Committee Recommendation:

Note:

This resolution is covered by GR-22

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

Committee Recommendation:

Note:

This resolution is covered by GR-22

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Facilitate 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 or participation; to give the ability to participate in instances of inclement weather.

Submitted by: Area Council 05

Committee Recommendation:

Note:

This resolution is covered by GR-22

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Hybrid Meetings

The MGEU Will allow for hybrid meetings to include elections where possible.

Because technology in past has been used successfully to conduct such activities during virtual meetings. This will increase and enhance member engagement and involvement in MGEU activities and provide equitable opportunities from an accessibility point of view.

Submitted by: Local Administration, Area 7

Committee Recommendation:

Note:

This resolution is covered by GR-22

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**COMPOSITE RESOLUTION
MGEU CONVENTION - 2023**

Safeguards for Artificial Intelligence

The MGEU Will lobby all levels of government (through MFL, NUPGE, and the CLC) to ensure safeguards are in place to limit the harms associated with artificial intelligence and to be proactive with succession planning and training for workers that are affected by this technology.

Because AI technology is changing our society and workplaces and could result in job losses in MGEU workplaces over time.

Because this technology has the potential to revolutionize how we get information and form opinions.

Because this is already having an impact on the work members do in Manitoba.

Because it is important for the government to help workers transition into other meaningful and equitable positions where possible.

Submitted by: Standing Committee Technological Change

Committee Recommendation: Accept

Note:

Leaders in the artificial intelligence (AI) sector have cautioned about the unforeseen dangers from this technology, largely due to four main risk factors: consumer privacy, biased programming, danger to humans, and unclear legal regulation. This is a global challenge, but ensuring the Manitoba Government is doing its part to protect jobs, workers, and indeed all citizens from these risks is at the heart of this resolution.

This resolution covers GR-32

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Lobby Government Regarding Planning for Artificial Intelligence

The MGEU Will lobby the provincial government to be proactive with succession planning and training for its workers that will be effected by AI technology and help them transition into other meaningful and equitable positions.

Because AI technology threatens a lot of workers with redundancy and there are a lot of positions currently open that could be filled with these valued employees if they get the training and support now.

Submitted by: Area Council 05



Committee Recommendation

Note:

This resolution is covered by GR-31



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

Committee Recommendation: Accept

Note:

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

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.

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

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

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

Committee Recommendation:

Note:

This resolution is covered by GR-38

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

Committee Recommendation: Accept

Note:

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

Committee Recommendation: Accept

Note:

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

Committee Recommendation: Accept

Note:

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

Committee Recommendation: Accept

Note:

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

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

Committee Recommendation:

Note:

This resolution is covered by GR-44

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

Committee Recommendation:

Note:

This resolution is covered by GR-44

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

Committee Recommendation: Refer to Local

Note:

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

Committee Recommendation: Accept

Note:

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

Committee Recommendation: Accept

Note:

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

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.

This resolution covers GR-53

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

Committee Recommendation: Accept

Note:

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Lobby for Pay Equity in Manitoba

The MGEU Will lobby the Government for equal pay for equal work for men and women in Manitoba. To have fair representation of underrepresented groups at all levels in Manitoba.

Because a report came forward that women are paid \$0.17 less an hour then men - groups are underrepresented.

Submitted by: Component Executive Clerical

Committee Recommendation: Accept

Note:

MGEU Convention and the Board have already passed resolutions regarding pay equity, these have been submitted to the CLC, NUPGE and MFL for lobbying/advocacy on this issue.

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

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.

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

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.

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

Committee Recommendation:

Note:

This resolution is covered by GR-59

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

Committee Recommendation: Accept

Note:

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

Committee Recommendation: Accept

Note:

CONVENTION DECISION: Accept Committee Recommendation _____
 Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Amendment to Selection Process for Prairie School of Union Women

The MGEU Will amend the policy manual as follows:

4.5.15 Prairie School for Union Women: The MGEU Will send one (1) participant annually to the Prairie School of Union Women held in Saskatchewan.

Potential participants can be nominated from any committee, or Area Council, for consideration and selection, along with an alternate, by the MGEU President.

Participants must not have previously attended this school (Board of September 2019)

Because the changes expand the eligibility for members to attend.

Submitted by: Social Sciences, Area 7

Committee Recommendation: Accept

Note:

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

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.

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

Committee Recommendation: Accept

Note:

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

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.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Develop 'I Voted' Stickers

The MGEU Will develop and use "I voted" stickers for MGEU locals use during various votes such as ratification and strikes.

Because it is a visual reminder that will promote engagement and participation.

Submitted by: Area Council 06

Committee Recommendation: Accept

Note:

This is done a case-by-case basis in consultation with the various bargaining committees.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Confirm Affiliation with the CLC

The MGEU Will by virtue of accepting this resolution at Convention, reaffirm its partnership with the CLC (the Canadian Labour Congress) and its policies and constitution.

Because it is important to maintain and reaffirm these partnerships with the greater labour movement but also ensure that it is the will of the membership to do so.

Submitted by: Area Council 03

Committee Recommendation: Reject

Note:

MGEU is a member in good standing in Canada’s House of Labour and will continue to participate as a member of the Canadian Labour Congress.

Per MGEU Policy Manual 2.15.1, which reads:

The MGEU is affiliated to the following labour organizations:

- National Union of Public and General Employees (NUPGE);
- Canadian Labour Congress (CLC);
- Manitoba Federation of Labour (MFL);
- Labour Councils and Labour Coordinating Committees;
- Manitoba Council of Health Care Unions (MCHCU).

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Confirm Affiliation with the MFL

The MGEU Will by virtue of accepting this resolution at Convention, reaffirm its partnership with the MFL (the Manitoba Federation of Labour) and its policies and constitution.

Because it is important to maintain and reaffirm these partnerships with the greater labour movement but also ensure that it is the will of the membership to do so.

Submitted by: Area Council 03

Committee Recommendation: Reject

Note:

MGEU is a member in good standing in the Manitoba’s House of Labour, and will continue to participate as a member of the Manitoba Federation of Labour.

This article currently exists in the MGEU Constitution.

Per MGEU Policy Manual 2.15.1:

The MGEU is affiliated to the following labour organizations:

- National Union of Public and General Employees (NUPGE);
- Canadian Labour Congress (CLC);
- Manitoba Federation of Labour (MFL);
- Labour Councils and Labour Coordinating Committees;
- Manitoba Council of Health Care Unions (MCHCU).

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**GENERAL RESOLUTION
MGEU CONVENTION - 2023**

Maintain Constitution C5:3 regarding Partisanship

The MGEU Will maintain the article of the Constitution, C5:3 - act as a non-partisan, non-sectarian organization.

Because it is important to ask this question at Convention and ensure it is the will of the membership that we remain non-partisan.

Submitted by: Area Council 03

Committee Recommendation: Reject

Note:

This article currently exists in the MGEU Constitution.

C5:1 The Union will provide a means to take united action on any issue between you and your employer.

C5:2 Obtain through collective bargaining, the best possible pay, benefits, and working conditions for you, and to protect your rights and interests in matters concerning you and your employer. The Union will provide this for:

- employees of the Government of Manitoba
- employees of boards, agencies, and commissions established under provincial legislation
- public employees in related employment
- Crown Corporations and other groups whose employees may apply to join the Union Jurisdiction the area that someone has authority over Collective Bargaining to negotiate and work together to improve wages and working conditions.

C5:3 Act as a non-partisan, non-sectarian organization.

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

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.

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**

MGEU Meeting Process

The MGEU Will reassess their current process for meetings with the goal to make meetings simplified, more user friendly and intuitive, and less intimidating for those new to the MGEU (not for Convention but for regular meetings, i.e.: components and locals).

Because

Submitted by: Component Executive Clerical

Committee Recommendation: Reject

Note:

Many MGEU meetings run on an informal basis. In addition, MGEU administrative staff have been instructed to include a document. called "Bourinot's Rules of Order at a Glance" to simplify the meeting process for MGEU members.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

**COMPOSITE RESOLUTION
MGEU CONVENTION - 2023**

Develop an Orientation Guide for New Table Officers

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

Because activists need some orientation and information to understand the roles and responsibilities prior to being able to attend membership education courses. Activists all need to have access to the same information. It would be helpful to have a "cheat sheet" or "start up" guide to remind them of some of their key roles at a quick glance.

Submitted by: Area Council 02

Committee Recommendation: Accept

Note:

The MGEU is developing a handbook for newly elected activists and educational opportunities exist to educate newly elected table officers about their roles and responsibilities. In addition, we cover this at the Local Table Officer's Discussions. New table officers also have the benefit of working with a staff representative that can guide and mentor on issues and procedures with which they may have limited experience

This resolution covers MC-2, MC-3

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

Committee Recommendation:

Note:

This resolution is covered by MC-1

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

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.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

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

Management of Childcare Centres

The MGEU Will lobby the government to monitor the management of childcare centres through the Department of Education, specifically wage scales.

Because the centres are heavily funded by public funding and the Boards of Directors should not have all the power in how that money is spent.

Submitted by: Les Tournesols de Saint-Vital, Area 8

Committee Recommendation: Reject

Note:

The government has committed to hiring a consultant to develop additional guidelines in this sector, including wages. Any changes to the wage scales would subsequently be bargained.

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

Committee Recommendation: Reject

Note:
Bargaining Issue.

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

Committee Recommendation: Reject

Note:

Bargaining Issue.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

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

Improve Wages for Heavy-Duty Mechanics

The MGEU Will lobby the provincial government to provide salaries for heavy duty mechanics that fall within industry standards.

Because as the employer, the Government of Manitoba needs to provide wages that are within industry standards in order to recruit and retain qualified heavy duty mechanics in order to keep Manitoba roads safe.

Submitted by: Local Trades, Area 7

Committee Recommendation: Reject

Note:
Bargaining Issue.

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

Committee Recommendation: Reject

Note:

Bargaining Issue.

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

Committee Recommendation: Reject

Note:

Operational issue.

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

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

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

Make Hybrid Work a Bargaining Issue

The MGEU Will advocate for remote to hybrid work to be reserved as a bargaining issue, not something the government can unilaterally take away from unionized workers by mandating them back to the office.

Because under Government interference in matters that should be negotiated between parties to a collective agreement is corrosive to organized labour and our right to collective bargaining.

Submitted by: Component Executive MPI

Committee Recommendation: Reject

Note:

Bargaining

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

Committee Recommendation: Reject

Note:

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

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

Committee Recommendation: Reject

Note:

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

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

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

Reduce our Carbon Footprint

The MGEU Will explore through its bargaining committees, the opportunity to introduce collective agreement language that will reduce the carbon footprint and encourage environmentally friendly work practices.

Because we need to do more to encourage commuting. We need language on workforce adjustment and just transition as these changes will be coming to workplaces. We also need to move forward on a green procurement that is not green washing and the establishment of workplace environment committees to discuss these issues in the workplace.

Submitted by: Area Council 02

Committee Recommendation: Reject

Note:

Bargaining

Where a local identifies this as an issue or a desire through a bargaining proposal, bargaining committees are encouraged to give consideration. However, as this is up to the bargaining committee and its Local members, Convention cannot instruct which proposals should go forward.

CONVENTION DECISION: Accept Committee Recommendation _____
Reject Committee Recommendation _____

COMMITTEE REPORTS

Report of the Equality & Human Rights Committee

COMMITTEE MEMBERS

Area 1	Roger Nabess	Area 5	Nathan Finlayson
Area 2	Theresa Hardie/Andriy Chupov	Area 6	Stephanie Swain
Area 3	Carol Grant	Area 7	Debbie Jamerson/Janelle Torgerson
Area 4	Kara-Jean Miller	Area 8	Siobhan McLeod
Chairperson	Michelle Scebenski		
Staff	Tasha Lane, Staff Representative		

Our committee promotes a discrimination free workplace and advises the Board of Directors on issues concerning members from the following four equity-seeking groups: Indigenous Peoples, Visible Minorities, Persons with Disabilities and LGBTQ2S+.

We have tackled many issues this term, brought awareness to many, challenged legislation and policies while helping to create a more inclusive environment. We continue to learn and improve education on human rights and inequality issues.

Pride

The MGEU, including some Committee members marched in various PRIDE parades across Manitoba, including walking with the Winnipeg Paramedics Local 911 and in Brandon.

Some of our committee members also attended the Canada Pride Human Rights Conference / FIERTE Canada in June 2022.

Truth and Reconciliation / Orange Shirt Day

This day honours the children who never returned home and Survivors of residential schools, as well as their families and communities. Public commemoration of the tragic and painful history and ongoing impacts of residential schools is a vital component of the reconciliation process. The MGEU is committed to being a partner in recognizing the historic injustices imposed upon Indigenous people in this country, and acknowledging the hurtful legacy of residential schools today and every day.

Some of our committee members attended the online University College of the North's Truth and Reconciliation Gathering Conference in April 2022. The 6th annual conference theme was "Honouring the Children" which came about with the recent findings of unmarked graves at the site for former residential schools across Canada. There was an emotional presentation from former residential school survivors, and an equally informative and thought provoking study on the children that never returned home.

NUPGE Anti-Racism & Indigenous Forum

In June 2023, some of our committee members attended the NUPGE Anti-Racism and Indigenous Issues Forum to engage in-group sessions with speakers, workshops, providing an opportunity to network, discuss and learn about common issues or priorities from a labour perspective.

Diversity Mapping Project

We have initiated a project in order to ensure our union pays greater attention to issues related to equity. MGEU members from diverse backgrounds can and should have a greater role in representing themselves and their communities within MGEU. This project will allow us to better identify our members in equity seeking groups, and to make them aware of opportunities with the union and of elected leadership.

Black History Month

Recognized in February of each year, the committee notified communications to instruct social media/websites to bring awareness for our members. A black history information booklet was distributed to the committee members.

MFL Human Rights Day of Action

The MFL created a calendar to recognize Human Rights Days of Action, which was discussed and circulated to the committee. The committee notified communications, and a link was sent out to members for knowledge and awareness.

Humanitarian Award

Our Committee selected Stephen Roznowsky as this year's recipient for the Humanitarian Award. Steve has demonstrated an exceptional spirit of humanity through volunteer, advocacy, and/or philanthropic work in Manitoba. This includes but not limited to: Winnipeg Folk Festival, Operation Red Nose, Terry Fox Run, Canada's National Ukrainian Festival, and as a passionate speaker advocating for several groups. Congratulations!

Accessibility

Our committee liaises with the important work of the Accessibility committee, which continues efforts to remove barriers to accessibility in MGEU spaces and raise awareness of accessibility in the workplace.

This past term, the Accessibility committee has been engaged in lobbying activity to improve accessibility in the workplace by pushing for more robust regulations under the Accessibility for Manitobans Act (AMA) and through and stronger enforcement of the AMA to ensure public sector organizations, businesses, and non-profits are complying with the Act. The committee made submissions during the public consultation period for the Transportation Standard and the five-year review of the AMA and included key issues for improvement in MGEU's 2023 pre-budget submission.

Several guest speakers were invited to provide information and learning on disability and accessibility related issues and current events. Guest speakers included:

- **David Kron - Cerebral Palsy Association of Manitoba and member of Barrier-Free Manitoba.**
- **Carlos Sosa - Disability Rights activist**
- **Diane Driedger - Assistant Professor in the Interdisciplinary Master's Program in Disability Studies.**

An information sharing session with ASPIRE (Accessibility Supports the Promotion of Inclusion, Respect and Equity), an employee-led group that promotes the full inclusion and professional development of persons with disabilities (PWD) and/or with chronic medical conditions in the Civil Service, is forthcoming.

Recognition

Thank-you to all of the activists that assisted with this Committee, including former members and staff: Janelle Torgerson, Andriy Chupov, Brenda Hasiuk, Corrin Toews, and Lisa Scheurer. Thank you to our current Staff Representative Tasha Lane and Administrative Assistant Tola Alegbeleye for providing exceptional support to our committee.

Report of the Grievance & Appeals Committee

COMMITTEE MEMBERS

Area 1	Devin Pfoh	Area 5	Peter Yourchenko
Area 2	Shannon Reynolds	Area 6	Stephanie Swain/Angela Janisse
Area 3	Renno Fleury/Nelson Bean	Area 7	Darcel Lecocq
Area 4	Ed Miller	Area 8	Jeanette Kimball
Chairperson	Deb Jamerson/Bob Wells		
Vice Chairperson	Jeanette Kimball		
Staff	Marc Payette, Staff Representative		

PURPOSE OF COMMITTEE

This Committee gives the members a final opportunity to further a grievance to arbitration or an appeal to the Public Service Commission (PSC) where the Screening Committee has denied the advancement of their grievance or appeal.

MAKE-UP OF COMMITTEE

The Committee is made up of elected members from the union membership at each of the eight Area Councils. The Chair of the Committee is elected from the MGEU Board of Directors. There is a Staff Representative assigned to the Committee.

HOW THE COMMITTEE WORKS

The Committee normally meets about every eight weeks. When a case comes forward to the Committee, a Screening Committee representative provides the rationale for the decision to not proceed to arbitration or appeal to the PSC. The grievor presents the Committee with evidence they feel may be relevant to their appeal. The Committee members have the opportunity to ask questions during the presentation.

Once the grievor has had every opportunity to present their case, the Committee reviews the case in-camera and reaches a decision on whether or not to proceed to arbitration or appeal to the PSC.

In cases where other employees are affected, this Committee may hear presentations from those employees. Every case heard by the Committee is different and the decision on whether or not to proceed to arbitration or appeal to the PSC is based on the facts of each case, and on the information that is presented to the Committee during the hearings. Other factors could include how such an arbitration or appeal to the PSC would impact on our membership as a whole or would it be establishing a negative precedent.

The Grievance and Appeals Committee continues to review policies and make recommendations on an ongoing basis. The Committee updated its Terms of Reference.

EDUCATION

The Committee continues to look for educational opportunities that are beneficial for carrying out the duties required of them.

Since the last convention, this includes:

- two members virtually attended the 27th Manitoba Labour Law Review;
- two members attended the 28th Manitoba Labour Law Review; and
- all members attend the 2023 Mel Myers Conference.

The Grievance and Appeals Committee recognizes that the arbitration process is not the only method of resolving grievances. The MGEU is increasing the use of the alternative methods for resolving disputes.

1. Negotiated Settlements

A very high percentage of grievances are settled this way without proceeding to arbitration. This process allows for a compromise between the Union and the employer to reach a mutually agreed settlement without the necessity of a lengthy arbitration process.

2. Mediation / Arbitration

A very effective method that has an arbitrator hear the case as a mediator. The mediator meets with both sides and attempts to forge an agreement. If the parties cannot agree or come to a resolve, the case then goes to arbitration.

3. Neutral Opinion

This is a very good option to use for technical questions. The Union and the employer formulate a question; the question is then presented to an arbitrator. The case is presented without the need for questioning of witnesses or detailed evidence. This third party opinion is given by someone who knows the law and it can be binding if agreed to by both parties.

4. Expedited Arbitration

This process can be used in any grievance. The Labour Board appoints an arbitrator with time limits placed upon the hearing and the issuance of a decision.

These methods of resolving grievances allow for the most cost effective and efficient resolutions to workplace disputes. The MGEU is constantly evaluating the alternatives to best represent its members.

GRIEVANCES

An overview of grievance activities has revealed that, in 2021, there were a total of 464 grievances filed. Of those grievances:

- **226 were discipline;**
- **40 were pay;**
- **37 were application of agreement;**
- **23 were selection;**
- **74 were leave issues;**
- **21 were accommodation; and**
- **43 were other (see attachment).**

The components with the highest number of grievances filed in 2021 were Corrections (117), Health Care Support Services (46), and Community Based Social Services (43). There were 171 grievances screened in 2021.

An overview of grievance activities has revealed that, in 2022, there were a total of 425 grievances filed. Of those grievances:

- **182 were discipline;**
- **78 were pay;**
- **41 were application of agreement;**
- **25 were selection;**
- **19 were leave issues;**
- **27 were accommodation; and**
- **53 were other (see attachment).**

The components with the highest number of grievances filed in 2022 were Corrections (64), Health Care Support Services (50), and Community Support (37). There were 171 grievances screened in 2022.

In 2021, the Committee has dealt with:

- **11 appeals as follows:**
 - **8 Discipline: 5 terminations, 1 suspension, 2 reprimands;**
 - **1 application of agreement;**
 - **1 hours of work; and**
 - **1 selection**

In 2021, the Committee upheld the Screening Committee's decision to not proceed further on all appeals.

In 2022, the Committee has dealt with:

- **11 appeals as follows:**
 - **3 discipline: 1 suspension, 1 reprimand, 1 other;**
 - **1 pay;**
 - **4 duty to accommodate;**
 - **2 leave; and**
 - **1 reclassification.**

In 2022, the Committee upheld the Screening Committee's decision to not proceed further on all appeals.

The Committee reviewed the following MGEU Arbitration Awards (sample summaries attached) and PSC Decisions:

- 2021: **7**
- 2022: **0**
- 2023: **8**

Elected representatives and staff encourage and educate our members to ensure that they are knowledgeable with respect to their rights in the workplace. This helps our members to stand up and hold employers accountable for workplace injustices that violate our respective Collective Agreements. Employer accountability is the key to improving our workplace environment.

Members of the Grievance and Appeals Committee encourage and expect our membership, their elected officers and staff representatives to work together to bring forth issues for resolve.

The Committee has attached to this Report, a summary of the grievances filed throughout the Province.

IN APPRECIATION

To all the members, stewards and staff who have appeared before the Committee, thank you.

To the Legal Department of the MGEU, Helen Krahn, Paul McDonald, Sara Mason and Nadine Fouquette, for all of their help, patience and guidance, thank you.

To Dan MacKay, who assisted in the statistical data for the preparation of this report, thank you.

To Marc Payette, and Sharon Kolida, MGEU Staff Representatives, for their assistance with the Committee, thank you.

To Bob Wells, who served as Committee Chairperson from 2014 to 2022, thank you.

MGEU – GRIEVANCES BY TYPE

Grievance Types	Year		Grand Total
	2021	2022	
Abandon Position		1	1
Allowance	5	9	14
Application of Agreement	37	41	78
Benefit Plan	7	1	8
Conflict of Interest		2	2
Contract Out	3		3
Discipline	226	182	408
Discrimination	4	7	11
Duty to Accommodate	21	27	48
Harassment	3	4	7
Health and Safety	2	2	4
Hours of Work	6	6	12
Lay-off		2	2
Leave	74	19	93
Liability		2	2
Pay	40	78	118
Personnel File	1		1
Reclassification	4	4	8
Relocation	2	2	4
Selection	23	25	48
Unsatisfactory Working Cond.	5	9	14
Work Assignment	1	2	3
Grand Total	464	425	889

MGEU – GRIEVANCES BY COMPONENT AND LOCAL

Component / Local	Year		Grand Total
	2021	2022	
Addictions Foundation			
AFM, Area 2	3	1	4
AFM, Area 6	3	3	6
AFM, Area 8	4	1	5
Addictions Foundation Total	10	5	15
Administration			
Administration, Area 1		1	1
Administration, Area 3		4	4
Administration, Area 5		3	3
Administration, Area 7	6	19	25
Administration Total	6	27	33
Clerical			
Clerical, Area 1	1	1	2
Clerical, Area 2		1	1

Clerical, Area 3		3	3
Clerical, Area 4		2	2
Clerical, Area 7	32	17	49
Clerical Total	33	24	57
Community Support			
Interlake-Eastern Community Support, Area 5	7	6	13
Prairie Mountain Community Support, Area 2	4	11	15
Prairie Mountain Community Support, Area 3	15	20	35
Community Support Total	26	37	63
Community-Based Social Services			
ANCR		4	4
Animikii Ozoson Child & Family Services	1	1	2
CFS Western Manitoba	1		1
End Homelessness Winnipeg	1		1
Family Dynamics Community Staff	1		1
Family Visions		1	1
Knowles Centre	3		3
Macdonald Youth Services APHP		1	1
Macdonald Youth Services Crisis Stabilization		1	1
Main Street Project	4	2	6
Metis CFCS, Area 6	7	7	14
Michif CFS, Area 1	2		2
Michif CFS, Area 2	4	2	6
Michif CFS, Area 3		5	5
NCN Family & Community Wellness Centre	1		1
Neecheewam	2	1	3
Parkland Res & Voc Services Inc		2	2
Southeast Child & Family Services	7	1	8
St Amant Community Residential Program, Area 6	8	5	13
YWCA Westman Women's Shelter	1	1	2
Community-Based Social Services Total	43	34	77
Corrections			
Corrections, Area 1	14	18	32
Corrections, Area 3	8	7	15
Corrections, Area 4	7	3	10
Corrections, Area 5	36	6	42
Corrections, Area 7	52	30	82
Corrections Total	117	64	181
Golico			
Golico, Area 1	1		1
Golico, Area 4		2	2
Golico, Area 5		3	3
Golico, Area 7	12	15	27
Liquor and Gaming Authority, Area 3	1		1
Liquor and Gaming Authority, Area 7	2	2	4
Manitoba Lotteries Food & Beverage		6	6

Golico Total	16	28	44
Government Community Workers			
Government Community Workers, Area 1	1		1
Government Community Workers Total	1		1
Health			
Health, Area 4	1	1	2
Health, Area 5	7	2	9
Health, Area 7	1	6	7
Health Total	9	9	18
Health Care Support Services			
Beacon Hill Lodge	1	2	3
Interlake-Eastern HCSS, Area 5	9	7	16
Nisichawayasihk Personal Care Home	1		1
Poseidon Care Centre	1	1	2
Prairie Mountain HCSS, Area 2	16	19	35
Prairie Mountain HCSS, Area 3	12	21	33
Riverwood Square	1		1
St Amant Support	5		5
Health Care Support Services Total	46	50	96
Legal			
Legal, Area 2		2	2
Legal, Area 3	2	3	5
Legal, Area 7	9	12	21
Legal, Area 8		1	1
Legal Total	11	18	29
MPI			
MPI, Area 7	4	7	11
MPI Total	4	7	11
Physical Sciences			
Physical Sciences, Area 2	2	1	3
Physical Sciences, Area 3	1	1	2
Physical Sciences, Area 4	5	4	9
Physical Sciences, Area 5	3		3
Physical Sciences, Area 7	14	9	23
Physical Sciences, Area 8	2	1	3
Physical Sciences Total	27	16	43
Post Secondary Education			
Brandon University	1	1	2
Red River College	10	9	19
Université de Saint-Boniface Instructors (APEC)	2		2
Université de Saint-Boniface Professors (APPUSB)		1	1
Université de Saint-Boniface Support (PASA-USB)		2	2
University College of the North, Area 1	3	5	8
University College of the North, Area 8	3	4	7
Post Secondary Education Total	19	22	41
Social Sciences			

Social Sciences, Area 2	2	3	5
Social Sciences, Area 4	1		1
Social Sciences, Area 5	4	1	5
Social Sciences, Area 7	5	25	30
Social Sciences, Area 8		1	1
Social Sciences Total	12	30	42
Technical / Professional			
Prairie Mountain T/P, Area 2	3	2	5
Prairie Mountain T/P, Area 3	1	2	3
Southern T/P, Area 4	5	2	7
Southern T/P, Area 5	2	1	3
Technical / Professional Total	11	7	18
Trades			
Trades, Area 1		2	2
Trades, Area 2	1	5	6
Trades, Area 3	1	5	6
Trades, Area 4	1		1
Trades, Area 5	6	7	13
Trades, Area 7	16	2	18
Trades, Area 8	2		2
Trades Total	27	21	48
Local with No Component			
Canadian Blood Services, Area 6	6	1	7
Dakota Ojibway Child & Family Services, Area 4	2		2
Dakota Ojibway Child & Family Services, Area 6	1		1
Impark Lot Attendants		1	1
Impark Services		4	4
Manitoba Centennial Centre		1	1
Manitoba Housing Authority The Pas	1		1
Manitoba Housing Authority Winnipeg	7	1	8
Manitoba Museum		1	1
MASC, Area 4	1	1	2
Municipality of WestLake-Gladstone		3	3
Paramedics of Winnipeg	13	7	20
Patient Transport Services	7		7
Peak of the Market		1	1
Sandy Bay Ojibway First Nation	6	4	10
Seine River School Division Educational Assistants	1		1
Seine River School Division Trades		1	1
Teranet, Area 7	1		1
Local with No Component Total	46	26	72
Grand Total	464	425	889

ARBITRATION/APEAL SUMMARY - 537

File No. 85-014-2020
Issue: Duty to Accommodate
Employer: Province of Manitoba – Corrections, Area 7
Arbitrator: Kristin L. Gibson
Date of Award: June 30, 2022

Summary of Decision

Facts

The Grievor was Correctional Officer. They had a long-standing hours of work accommodation. There were no reasonable grounds to challenge the accommodation until their restrictions were described as permanent.

The same day the Grievor provided a note indicating their restrictions were permanent, the Province told them they were moving them out of Corrections. We argued that move was a breach of the procedural aspect of the duty to accommodate because the Province essentially stopped trying to accommodate in Corrections. In fact, the Province ignored process all together and defaulted to “no Corrections” as soon as it saw the words “permanent restriction”.

The Grievor had pre-existing non-physical health issues. They had a significant breakdown when they received the news that they were being moved out of Corrections. They missed work for about 2.5 years as a result of their breakdown/non-physical illness. They received sick leave and then LTD while they were away.

About a month before the hearing, after being cleared to return to work, the Employer allowed them to return to Corrections on a graduated return. Since they were back in Corrections, we did not have to ask for that remedy moving forward. The only issues in dispute were: whether the Province breached its duty to accommodate and if so, what general damages should be awarded to the Grievor.

Decision

Gibson ordered \$5,000 in general damages and another \$2,500 as special damages as a contribution to the medical expenses they had to incur as a result of the way the Employer managed them. We were happy with the result because before mediation began, we offered to settle for \$5,000 but the Province refused to pay more than \$1,000. That offer really insulted/upset the Grievor. They weren't looking for a big pay day, they just wanted some acknowledgement from the Province.

2

Two helpful points arising from this Award:

- a) the Province cannot stop its accommodation process/efforts on the basis that restrictions are permanent; and
- b) the “thin skull” rule applies to failures to accommodate – the Province cannot exonerate itself from the harm it caused the Grievor on the basis of an Grievor’s pre-existing condition.

Another point arising from this Award that is not as helpful: Gibson noted the recent amendment to the Human Rights Code, which caps general damages at \$25,000 and factored that into her analysis. That was slightly frustrating because we never asked for general damages anywhere around that amount. In any event, even though general damages awards are increasing significantly in other jurisdictions, this appears to be an indication that Manitoba Arbitrators will continue to be conservative.

Grievance Allowed

ARBITRATION/APEAL SUMMARY - 537

File No. 87-040-2021
Issue: Reemployment/Layoff
Employer: Province of Manitoba
Arbitrator: Karine Pelletier
Date of Award: November 20, 2022

Summary of Decision

Facts

The Policy grievance alleged the Province violated the CA by not allowing laid off employees on the reemployment list to access higher paid positions pursuant to Article 11 and Article 24. Article 11:02 provides for first consideration for filling vacancies or new positions to be given to those on the reemployment list. Article 24:23 requires the Province to provide a reasonable reemployment opportunity to those employees on the reemployment list. There is no limitation on upward mobility unlike for bumping. The Union argued that promotions were included and includes a trial period which is different than a familiarization period.

The Province argued that since the reemployment article uses a threshold standard and the posting article includes a competition article, a laid off employee cannot be entitled to a promoted position.

Decision

It is important to note that the reemployment language has no mention of the rate of pay the employer is entitled to consider, unlike for displacement/bumping. Reasonable reemployment opportunity can include a higher rate of pay although not such that it would constitute a significant promotion to any position at all, it must be reasonable. The trial period is different than a familiarization period and if the trial period is unsuccessful, they may be returned to the reemployment list.

With respect to the two individual grievances, a number of positions were considered for both grievors as noted in a reemployment log, although not all were recorded. Grievor NI alleged they had not been provided first consideration for a number of positions. Grievor TL similarly alleged they were not considered for a number of positions. For both, the employer did not consider whether a training period would have made them suitable for postings. The union argued that they should not have had to apply for positions as they were entitled to first consideration whether or not they applied. The arbitrator found that first consideration required the Province to consider those on the reemployment list, if reasonably qualified and able to perform the position, prior to offering the position to another candidate. The Province should also be mindful that individuals may be trialed for 6 months. She found NI was not flagged as a first consideration employee for any positions. She awarded NI \$12,000 damages. TL similarly received \$12,000 damages for the Province failing to provide them first consideration or treated any differently than any other applicant for positions. She said, the obligation to give first consideration to an employee on the reemployment list imports more than merely procedural or sequential considerations. Otherwise, article 11:03 and 24 are stripped of any meaning.

Grievance Allowed

Report of the Membership Education Committee

COMMITTEE MEMBERS

Area 1	Les Saskowski/Theresa Hatch/Chris Langtry	Area 5	Janice Gulay
Area 2	Vernonica Boychuk/Julie Holownia	Area 6	Loreen Halek
Area 3	Nancy Chiupka	Area 7	Tracy Groenewegen
Area 4	Michael Steliga/Michelle Mansell	Area 8	Hendrick Warnar-Brown
Chairperson	Cris Quon		
Staff	Laurie Bleeks, Education Specialist, Blaine Duncan, Health and Safety Specialist		

MGEU Workplace Activists (as of October 2021)

A) Local Table Officers/Stewards/Members-at-Large *	763
B) Workplace Safety and Health Representatives	180
C) Total Positions Filled	943
D) Members holding both A and B	67

Note: Some members may hold two positions. Some members may have terminated positions throughout the term

Attendance Totals (Fall 2021 to Spring 2023)

Local Table Officers/Steward	334
Information Sessions	79
Custom Courses	108
MFL H/S Conference	28
Safety & Health	180
Grand Total	729

Financial Awards

MGEU awarded \$82,500 in financial awards to members or a member of their family.

Prairie School for Union Women (SFL/CLC)

There were three MGEU participants from 2021-2023.

Committee Activity and Roles

Your Membership Education Committee met 7 times over the past two years.

The Membership Education Committee takes pride in providing the training for all of our members and activists.

A key responsibility of the Committee is to actively promote learning opportunities available to our members. At our meetings, we review our Membership Education Program through course evaluations and feedback from the membership. We meet once every year to review and select the Area Bursary recipients and discuss how to ensure the process is fair and equitable.

Good and Welfare

The Committee would like to express appreciation to the following people who assisted in building a labour education program that creates a stronger MGEU:

- To everyone who helped deliver our education program over the past three years: elected workplace representatives, staff representatives, staff specialists, membership education staff and community facilitators.
- To Sister Laurie Bleeks, Education Specialist, for all of her work including: course development; facilitating; facilitator training and scheduling; creating our annual education guide; coordinating our financial awards; online and in-person training; and working with our own Committee and other Committees within our union, on education programming.
- To Brother Blaine Duncan, Health and Safety Specialist, for all of his work including: developing and co-facilitating safety and health courses; online and in-person training; facilitator training; and working with the Safety, Health and Environment Committee and Locals across the province on health and safety issues.
- To Sisters Nadine Fouquette, Elise Altham and Sandy Ironside for all their hard work providing administration support for the Member Education and Safety, Health and Environment Committees and the Membership Education program including: course invitations; registration; time off letters; organizing course materials for facilitators; all bursary correspondence; course evaluation summaries; and the behind the scenes work that helps our program function.
- To our Information Technology, Database, Communications and Production Staff for: technical support; assisting with database inquiries; producing analytical information to help with program planning; and processing all of our print jobs in a timely manner.
- Sister Cris Quon, 3rd Vice-President and Chair of the Membership Education Committee, would like to express her personal gratitude to all members of the Committee for their dedication and hard work over the past two years.

Submitted in solidarity,

The Membership Education Committee.

Report of the Pension & Benefits Committee

COMMITTEE MEMBERS

Area 1	Cristal Huculak	Area 5	Shirley Russell
Area 2	Brent Fuchs	Area 6	Caroline Corbin
Area 3	Kevin Kotyk	Area 7	Vacant
Area 4	Michelle Mansell	Area 8	Ginger Richards
Chairperson	James Alexander		
Staff	Samantha Probetts, Pension & Benefits Specialist		

The MGEU Pensions and Benefits Committee welcomes you to read our 2023 Report to Convention.

The Committee has five (5) responsibilities listed under the MGEU Bylaws:

- Investigates all matters concerning pensions and benefits and makes recommendations to the Board of Directors as necessary
- Supports and promotes the continuation of the Superannuation and Insurance Liaison Committee
- Provides support to the Membership Education Committee and its programming regarding pensions and benefits
- Appoints members to the Superannuation and Insurance Liaison Committee
- Recommends to the Chairperson other members to be appointed to the Superannuation and Insurance Liaison Committee

Education

Since Convention 2021, the Pensions and Benefits Committee has continued to research and report on pensions and benefits issues affecting members.

Several learning opportunities were provided to the committee:

- Thiane Diop, Service Canada – **CPP, OAS and Employment Insurance Benefits**
- Sandra Fry, Credit Counselling Society – **Bankruptcy and Consumer Proposals**
- Tim St. Vincent – Credit Counselling Society – **Budgeting 101 and The Truth About Credit**
- CPBI – **Pension Administration Fundamentals**
- Brent Smith & Samantha Probetts – **Investment and Savings Basics**

The committee endorsed the November 2022 Financial Literacy webinar “Managing My Money 101” with Tim St. Vincent (<https://www.youtube.com/watch?v=2hf-iXIKIMA&t=1136s>).

The two-day Pension Primer and Introduction to Pension & Benefits pivoted back to in-person sessions in October 2022 and May 2023.

Pension Plans

There are MGEU members that participate in many different pension plans. We have members in large defined benefit plans such as the Civil Service Superannuation Plan and the Health Care Employees Pension Plan, to defined contribution plans such as The Home Care Employee Benefit Trust, while some of our members that have group registered retirement savings plans (Group RRSPs).

The Civil Service Superannuation Fund's (CSSB) last contribution increase was in 2015. Contribution rates are now at 8.0% up to the YMPE and 9.0% over the YMPE (Note: YMPE for 2023 is \$66,600). 10.2% of employee contributions and matching employer payments go into a separate account to fund the Cost of Living Account. The COLA paid out in July 2023 was 1.57%.

The Healthcare Employee's Pension Plan (HEPP) contribution rates are 7.9% up to the YMPE and 9.5% over the YMPE. The Cost of Living Account (COLA)'s contribution rate is 1%. COLA is paid out as a lump-sum every January to pensioners. The COLA paid out in January 2023 was 3.0%.

The Manitoba Home Care Pension Plan (MHCEBP) contribution rates are 4% matching by employees and employers. More information regarding MHCEBP can be found at <https://www.mbhomecarebenefits.ca>.

A major concern to the committee is that there are still members who have no access to a Registered Pension Plan (RPP) or any other type of group retirement savings plan through their employer.

There have been some significant events in the pension landscape that will have an impact to all members.

Canada Pension Plan Expansion

In 2016, an agreement was reached with the federal, provincial and municipal finance ministers to expand the CPP. From January 2019 to January 2023, CPP contributions (both employee and employer contributions) have gradually increased from 4.95% to 5.95%. In 2024, the additional threshold for CPP contributions will be 14% above the YMPE (2023: \$66,600) and the contribution rate will be set at 4% for both employees and employer. Prior to 2019, CPP replaced 25% of the average adjusted career earnings while CPP expansion will replace 33.33% of average adjusted earnings.

The movement to expand CPP was rooted in statistics which reflect that a large percentage of Canadians do not have enough retirement savings to maintain their standard of living in retirement, particularly those without employer sponsored pension plans.

OAS Increase to Pensions for those over 75

Effective July 2022, OAS pensioners 75 years of age and over started to receive an automatic 10% increase to their OAS benefit. This increase will not affect pensioners who may be eligible for the Guaranteed Income Supplement.

Benefits

Long Term Disability Benefits

The committee continues to advocate improvements to the Civil Service LTD plan by promoting fairness between mental health/non-psychotic and physical claims.

Employment Insurance

Effective December 18, 2022, Employment Insurance (EI) increased the maximum number of weeks of EI Sickness benefits from 15 to 26. This change applies to claims filed on or after December 18, 2022. The expansion of EI Sickness benefits will assist MGEU members who are ill/injured by providing greater coverage for income replacement for those who do not have paid sick leave or Short Term/Long Term Disability. Additionally, this will assist members who need to serve a 4 to 6 month wait period for Long Term Disability/ CPP Disability benefits.

MGEU Programs

MGEU RRSP Program

The MGEU offers a selection of professionally managed mutual funds to our members by the investment team at Great West Life. The RRSP program utilizes the purchasing power of our union group in order to reduce costs to the members.

MGEU TFSA Program

The MGEU Tax Free Savings Account provides MGEU members the same type of group purchasing power that they provide in RRSP to a TFSA.

MGEU RRIF Program

The MGEU RRIF is a product available to MGEU members who are wanting to convert their RRSP savings into a payment product.

Closing Remarks

With the changes that have occurred in the pension and benefits world and the anticipation that further changes will occur in the foreseeable future, the committee will endeavor to continue learning to be able to represent MGEU members.

The Committee wishes to thank Paula Baert, Brent Smith, Betty Harrison and Holly Mamchur for their assistance and support.

The Committee wishes to extend their thanks to members who have left the Committee over the past two years: Dylan Almdal and Bob Wells.

The Committee wishes to thank Dave Pancratz and Ed Miller for their participation with the Superannuation Insurance and Liaison Committee (SILC).

In Solidarity,
MGEU Pensions and Benefits Standing Committee

Report of the Safety, Health, & Environment Committee

COMMITTEE MEMBERS

Area 1	Cheri Lauk	Area 5	Annette Lyss
Area 2	Wayne Bilenduke	Area 6	Diana Stafford
Area 3	Biance Verqunst-Duijvestijn	Area 7	Alan Schroeder
Area 4	Alissa Matheson-Maytwayashing	Area 8	Siobhan McLeod
Chairperson	Shelley Wiggins		
Staff	Blaine Duncan, Safety and Health Specialist		

The MGEU standing committee on Safety, Health, and Environment has convened periodically since convention 2022. The pandemic has necessitated a mix of virtual and in-person meetings.

Initiatives

The committee is pleased to support the MGEU Healthy Minds at Work campaign, in partnership with The Canadian Mental Health Association. The campaign has been shared with our participation at Area Councils, via webinars, webpage and through MGEU courses.. Thanks to Blaine Duncan and Shelley Wiggins for participating in the MGEU Healthy Minds at Work advisory committee.

The standing committee received presentations supporting our environment mandate.

Steve Shallhorn and Karen Lior from the Labour Education Centre delivered a *Climate Justice is Union Business* virtual presentation. Additionally, Vargas-Alba, Prairie Region Rep with the Climate Emergency Unit, delivered a virtual presentation to the MGEU Safety, Health and Environment Committee and the MGEU Young Members standing committee.

The Committee also explored “Regenerative Agriculture” as an environmentally sustainable practice. Regenerative agriculture practices promote biodiversity via cover crops and crop rotation, eliminates or decreases tillage, and reduces the use of artificial fertilizers and also includes regenerative grazing management for livestock.

The committee participated in the University of Manitoba Climate Action research project “Workers, Unions and Climate Change – Share your views”. Thanks to Mark Hudson, project lead, for involving MGEU members.

Pandemic

Covid dominated discussions and included prevention measures / public health orders and recommendations, evolution of knowledge, working remotely, mental health, employer obligations and lack of workplace standards. Due to Covid restrictions preventing Local and Area meetings, MGEU relied on standing committee members, the MGEU Resource Centre and our website to get information to members.

Please visit the MGEU homepage (“Safety and Health” tab) for answers to frequently asked questions on resolving common issues and worker rights.

Day of Mourning

The committee participated in the annual April 28th Day of Mourning events in 2022 and 2023. Many thanks to Safe Workers of Tomorrow, Manitoba Federation of Labour and City of Winnipeg for organizing these important days of remembrance.

Affiliates

Thank you to committee members Shelley Wiggins and Alan Schroeder for representing MGEU interests on the Manitoba Federation of Labour Health, Safety and Environment Committee.

MGEU standing committee members, as well as 2 delegates elected via each Area Council, participated in the annual MFL Safety, Health and Environment Conference virtually in January 2022 and in person in February 2023 in Winnipeg.

Mark your calendars! The next MFL conference is scheduled for February 1 and 2, 2024...

NUPGE

Chairperson Shelley Wiggins and Staff Blaine Duncan participate in the National Union of Public and General Employees' Advisory Committee on the Environment. NUPGE held its first annual Environment Conference *Climate Justice: Workers Taking Action* in Ottawa October 19-21, 2022. Committee Chairperson Shelley Wiggins, Committee member Annette Lyss, and MGEU Staff Blaine Duncan attended. Please see the NUPGE website to view environmental resources including the Enviro Conference Report – knowledge sharing, barriers and opportunities.

SAFE WORKS OF TOMORROW

The MGEU Safety, Health, and Environment Committee continues its support of the Safe Workers of Tomorrow organization. The organization makes presentations to students, young adults and new comers entering the workforce in an effort to build awareness of safety and health issues that they may encounter in the course of their work as well as their rights to safe and healthy work.

EDUCATION

We strive to equip members with knowledge to address safety and health concerns within their workplaces. Since convention 2022, each of the following courses were delivered in Winnipeg and Brandon: Basic Safety and Health, Violence in the Workplace, Workplace Wellness / Stress, Safety and Health Programs, Ergonomics, Committee Co-Chair, Management Responsibility, Building a Respectful Workplace and Environmental Stewardship.

A number of safety and health seminars were also held for Components, Locals, and Joint Workplace Safety and Health Committees.

RECOGNITION

The committee would like to thank past members Les Saskowski, Wayne Bilenduke and Bianca Vergunst-Duijvestijn.

A thank you to Blaine Duncan for all your work in supporting the work of the Safety, Health and Environment Committee and ensuring we stay on track.

To Janelle Sherry / Nadine Fouquette / Sandy Ironside / Elise Altham – special thanks for administrative support to the committee. Also an extension of appreciation to Laurie Bleeks and the MGEU Education Standing Committee for their continued support of our course work and membership training.

With the global pandemic and the challenges of COVID, our members and the MGEU as a whole have had to rethink the way day to day business and life goes on. A huge thanks to all the MGEU staff and organization for the constant modifications to the way we deliver our services to members while ensuring a safe work environment for all involved during these times.

Respectfully submitted,
On behalf of the Committee,
Shelley Wiggins- Chairperson

Report of the Technological Change Committee

COMMITTEE MEMBERS

Area 1	Devin Pfoh	Area 5	Penny-Anne Wainwright
Area 2	Dephne Kopecky	Area 6	Dapo Obasa Onileorioke
Area 3	Paulette Sherb	Area 7	Michael Haddad
Area 4	Alexander Bollman	Area 8	Vacant
Chairperson	Leslie Saskowski – Area 1		
Staff	John Baert, Coordinator, Public Affairs		

The Technological Change Committee keeps track of legislative and workplace changes in relation to technology and makes recommendations to the Board of Directors on how to protect MGEU members. The committee also assists with developing contract language to protect against job loss due to technological changes.

INITIATIVES

There can be no doubt technology is changing the way we experience entertainment, how we work, how we communicate. Today, and in the future, even how we think and form opinions may be affected as a result of advancements in technology.

ACCESS TO BROADBAND AND CELL SERVICE

MGEU members from rural and Northern communities have been very vocal about the inequities they are experiencing when it relates to accessing reliable broadband and cell services. They have pointed out the challenges they experience accessing 911, Telehealth services, mental health and crisis services, and remote learning opportunities. And at a time when too many of these communities are losing families and jobs to larger urban centres, difficulties accessing tech services means less people are starting businesses, people are opting not to move to these communities, and young people choose to leave for better opportunities elsewhere.

This past year, the Tech Change Committee developed a campaign, in partnership with the MGEU Communications Department, to draw attention to the challenges in getting reliable internet access to remote and rural communities. Our campaign sought to educate MGEU members about this issue as well as advocate to elected officials about why improvements needed to be made.

Our actions included:

- Making components and individual MGEU members aware of our initiative through component communications and updates.
- Developing a *Send a Message* campaign aimed at elected officials, where emailed messages could be sent to the Manitoba Premier in addition to Members of the Legislative Assembly (MLA) corresponding with where a member lives.
- Writing letters to two Government Ministers, Jeff Wharton and James Teitsma, asking for a meeting on behalf of our members to discuss these challenges.

TECHNOLOGICAL CHANGE COURSE

One of the traditional initiatives of our committee is a course on Technology and emerging changes, offered to MGEU in partnership with the MGEU Education Department. This year, we did a deep dive into what changes might need to be made for this year's course, but for how we offer this course in the future. Ultimately, we landed on the current one-day format, co-facilitated with MGEU Education department's own Laurie Bleeks. In future iterations, we will examine emerging topics like Artificial Intelligence, and satellite technology to improve broadband and cell service.

RECOGNITION:

The Technological Change Committee would like to thank and acknowledge the following people for their guidance and talents:

- Betty Harrison is our administrative support person. We have come to rely on Betty for keeping the train on the tracks and for ensuring our minutes, time-off letters, and other administrative responsibilities are looked after. Thank you.
- Jean-Paul Lapointe was the Chair of this Committee until career advancements forced him to reluctantly resign his position. We were all beneficiaries of JP's leadership, sense of humour, and knowledge of all things coffee.
- Laurie Bleeks for helping with our educational. Her patience and guidance are appreciated.
- Helen Krahn, one of MGEU's talented legal representatives, for always contributing to our understanding of how technology and the law are intertwined.
- Sheila Gordon for contributing to our conversation about how technological issues can find their way into contact language to protect our members' interest.

Submitted by
Tech Change Committee

Report of the Women's Committee

COMMITTEE MEMBERS

Area 1	Laura Ayres	Area 5	Darlene Adamson
Area 2	Theresa Hardie	Area 6	Angela Janisse
Area 3	Nancy Chiupka	Area 7	Patricia Romaniuk
Area 4	Gloria Neufeld	Area 8	Terry-Lyn Gagnon
Chairperson	Stephanie Swain		
Vice Chairperson	Angela Janisse		
Staff	Jill Stockwell, Campaign Organizer		

The Women's Committee has been busy this past term planning the MGEU Women's Conference which happened in April of 2023. The goal of the conference was to engage members who identify as women who were not currently active in union activities. Conference sessions included an introduction to MGEU's structure, how to be involved in MGEU at all levels, the influence labour can have in issues like climate change and shaping legislation like the Domestic Violence leave. The conference ended with a mock convention which left conference attendees with a glimpse at how MGEU conventions operate. We are happy to report that many women who attended the conference have since run to be members of their local executives as well as some that became delegates to MGEU's 2023 Convention.

We also had that opportunity to attend NUPGE's National Women's Conference in March of 2023. The theme of the conference was Empowering Women and sessions were held with many prominent women and how they were able to persevere during difficult times and help evoke change shaped by their experience. We left that conference feeling inspired and were able to borrow some of the material and activities for our own Women's Conference.

Our report was due prior to being able to attend the MFL Women's Conference in September and we look forward to that experience as one of our last activities this term. We have many ideas for activities in the next term and look forward to sharing those with the next Women's Committee.

Respectfully submitted,
Women's Committee

Report of the Young Members' Committee

COMMITTEE MEMBERS

Area 1	Vacant	Area 5	Crystal Bennett
Area 2	Andrea Evans	Area 6	Melissa Broza
Area 3	Kirk Carr	Area 7	Sheena Wilson
Area 4	Kara-Jean Miller	Area 8	Bryant Henderson
Chairperson	James Alexander		
Staff	Andy Regier, Research Officer		

THE YOUNG MEMBERS STANDING COMMITTEE (YMC)

The MGEU Young Members Committee persists in pursuing our objective of educating, informing, and motivating Union participation. Notable achievements from our recent term including holding an information session in collaboration with the Membership Education Department, hosted guest speakers, and took part in young worker events organized by NUPGE.

INFORMING YOUNG MEMBERS

One of the key roles of the YMC is to encourage young members' participation in all areas of the Union. To fulfill our mandate in this area, the YMC planned and facilitated an information session for MGEU members under the age of 35. The information session was facilitated by members of the YMC and attended by seventeen young members who do not hold an elected position in the MGEU.

The objectives of the session was to:

- Demonstrate various entry points into the union by informing participants on the Union's basic structure
- Barriers to getting involved in the union: what are they and how do we address them
- Educate members how and why to participate: relevance of unions historically and today
- Demonstrate – through sharing personal stories – how being a leader in the union can assist in one's personal and professional development
- Identify and grow more activists
- Facilitation experience for YMC members

COMMITTEE EDUCATION

This term, the YMC invited numerous guests to our meetings to share information about their respective roles, personal and professional career path, and lead a question and answer discussion. The following guests joined our committee meetings to share information on the work they do and their career path;

PAUL McDONALD – MGEU LEGAL COUNSEL

Shared how MGEU's Legal Department support members in the following areas:

- Representing members before arbitration panels and
- Representing MGEU at the Manitoba Labour Board
- Providing Staff Reps with advice
- Writing legal opinions

JUAN VARGAS – CLIMATE EMERGENCY UNIT

The YMC was joined by the Health, Safety and Environment Committee for a presentation from J. Vargas on climate change. The presentation was based on “A Good War: Mobilizing Canada for the Climate Emergency”, a book by Seth Klein. The book explores how we can align our politics and economy with what the science says we must do to address the climate crisis.

The presentation highlighted lessons from the Second World War – the last time Canada faced an existential threat. Others have said we need a “wartime approach” to climate change, but this is the first book to delve into what that could actually look like.

These include:

- Spend What it takes to win
- Build the Right Institutions
- Make Change Mandatory- Not Voluntary
- Tell the Truth
- Leave No one Behind
- Center indigenous Leadership.

SUSSANNE SKIDMORE – BC FEDERATION OF LABOUR SECRETARY TRESURER

A well-known human rights, social justice and queer rights activist, Sussanne has served as executive vice-president of BCGEU since 2014. She also served as co-chair of the BCFED’s Human Rights Committee, and is active in the Women’s Rights Committee.

S. Skidmore joined the YMC to share her personal career path and leadership roles. Members took part in a discussion where topics of politics, young member engagement, and union priorities were discussed.

BUILDING SOLIDARITY

NUPGE ADVISORY COMMITTEE ON YOUNG WORKERS ISSUES

Committee members participated in the NUPGE Advisory Committee on Young Workers Issues throughout the term, providing updates on our activities at MGEU and learning from young members in affiliates.

NUPGE YOUNG WORKERS SUMMIT

Committee members attended the first NUPGE Young Workers Summit where they shared experiences with young activists from across Canada and heard from speakers on issues including:

- Grandmother Irene Compton – Opening and Closing Blessing
- Sheryl Boswell, Executive Director at Youth Mental Health Canada – Mental Health
- Darcel Bullen, labour and human rights lawyer – Anti- Racism
- Erika Shaker, Director at the Canadian Centre for Policy Alternatives – Contemporary Canadian Issues
- Kaitlin Peters, PhD Candidate, York University – Fighting for Childcare in Canada
- Dr. Pamela Palmater, Practicing lawyer, professor, and Chair in Indigenous Governance at Toronto Metropolitan University - Reconciliation
- Atlas Ruth, Organizer at ACORN Canada - Housing

TOUR OF LOCAL ORGANIZATIONS

The YMC toured the Helping Hands Centre of Brandon Inc., Westman’s local soup kitchen and with United Way Brandon’s Executive staff.

Helping Hands Centre of Brandon Inc. is a charitable organization that provides daily meals to 150-200 residents in Brandon and the Westman Region. The Committee was taken through the facility and where the operations and mandate of the organization were discussed.

The United Way's Executive Director Cynamon Mychasiw and Chief Operating Officer Janis Evens presented on the organization and the many organizations and programs they support. The Committee engaged in discussion around the rising cost of living, good jobs for young workers, and community building.

Thanks to MGEU staff Sandy Ironside, Betty Harrison, and Laurie Bleeks for assisting the Committee over the last three years. We also want to thank past YMC members Valdine Alycia, Kimberly McDonald, Brett Matheson-Maytwayashing, Nicolas Dawshka, Jonathan Lipson, and Hannah Prodhan

Submitted by
Young Members Committee

CANDIDATES FOR ELECTION

This October 19-21, the MGEU will hold its Biennial Convention, and the delegate(s) elected by each local earlier this year will elect the union's Provincial Officers.

The following candidates have declared their intent to seek election of a Provincial Officer position on The MGEU's Board of Directors as of July 31, 2023.

We will continue to add any candidates who declare their intent to seek election here.

Please take the time to find out more about each candidate and decide who you feel best represents you and your fellow members.

Candidates for Election (as of July 31, 2023)

Candidates for President - Kyle Ross (incumbent)



Kyle Ross (incumbent)

Hello fellow MGEU Members,
I'm MGEU President Kyle Ross and I'm honored to let my name stand for re-election as your President.

This past term we have reshaped many important parts of our union, but the main thing we reshaped was our strike toolbox. We have created the strike tools to position ourselves for the many future rounds of bargaining that will come. These tools give our members the opportunity to be brave and stand up for fair deals. Our members are more empowered than ever to take on their employers. We have seen this over the last year and my mission is to continue this long into our future. We have come a long way in just 1 term, but we need to continue our transformation into a union that is responsive to the ever changing needs of membership. We have taken steps in the right direction but we have plenty of room to grow and improve. I will continue to work with the board of directors to create the path to success. When I was elected I pledged to empower our locals within the MGEU. I believe that we are starting to see the success that this can bring. We have more than 30,000 members and in the last year and a half we have shown that we can effect change on provincial policies that affect us when we communicate and work together. For more info voteKyleRoss.com,
Email: kyle@voteKyleRoss.com or Phone/Text @ 204-371-6949

Candidates for 1st Vice President - Cris Quon, Stephanie Swain



Cris Quon

My name is Cris Quon and I have been a MGEU member since 1996 when hired on with Civil Service. Over the last two years I have had the distinct honour of serving the MGEU as your Third Vice President. I am seeking your support for another term, albeit in this offering I aspire to be elected into the position of First Vice President.

We are tired, but yet we put on our brave faces every day and show up for our clients, patients, and those we serve. We stand bravely on the front lines of our respective workplaces often with nothing more than empty promises from our employers. Our bargaining teams have gone to the table knowing that your priorities are higher wages in the face of ever-increasing inflation, stronger benefits including a desire for significantly stronger mental health coverage, and stronger language protecting you against ever increasing workloads. I have held the strike line with you to achieve a fair contract. I stand up so others do not get stepped on. I believe that we the MGEU workers are ready to fight for ourselves, our families, and our communities. Your vote for me to this position will be a call to action for equity, equality, and inclusion at every level with your employers and within the union. It will also mean that you will have someone in your corner who will never stop fighting for your rights and your safety.

Thank you for your consideration. VoteQUON1stVP@gmail.com



Stephanie Swain

My name is Stephanie Swain, and I'm running for MGEU 1st Vice President. I have been an MGEU member for 19 years out of Local 178: St. Amant Community Programs. Currently Local President, I was also Chief Steward for 11 years. I've been on the Board of Directors for 7 years, as Director of the Community-Based Social Services component, and currently, as 4th Vice President.

As an MGEU activist, I've also been involved in campaigns, picket lines, community and national events, and a number of committees and councils. I previously sat on the Resolutions Committee and was member and Chair of the Young Members Committee. Currently, I sit on the Constitution, Bylaw, and Structure, the Grievance and Appeals, and the Equality and Human Rights Committees, and am Chair of the Women's Committee. I am also a delegate to the Winnipeg Labour Council, where I sit on the Action and Engagement Committee and have acted as Trustee in past years.

Not only do my years of union activity demonstrate my dedication to my fellow members, but the wide range of my union activism has also given me vast knowledge and experience in numerous areas of MGEU. 1st Vice President not only chairs the Constitution, Bylaw, and Structure Committee, but also needs to perform the duties of President, when necessary. 1st VP is a very important role, and it is important that the person who fills this role has the experience and knowledge necessary. This is why I have put my name forward for 1st Vice President.

Candidates for 2nd Vice President - Kim Lynn (incumbent)



Kim Lynn

Hello, my name is Kim Lynn, I am currently your MGEU 2nd Vice-President.

For those of you that don't know me, I am a mother of two, grandmother of four, and soon to be great grandmother. I am a half-time Library Clerk and half-time Union Officer for Assiniboine Community College. I have been at ACC for 30 years; 22 in a unionized position. As a union activist I have taken most of the MGEU educationals and I have been co-facilitating for about 10 years. I really enjoy co-facilitating and the opportunity to spend time with our

members and share my experiences and listen to theirs as well.

I was elected President of my Local in 2007 (a position I still hold today). I have been Post-Secondary Component Vice-Chair, Chair, Director (3 terms), Area 3 Director, and a Health & Safety Steward. I have been a member or Chair of various committees over the years including Women's, Grievance & Appeals, Constitution & Bylaws and Equity & Human Rights.

I currently Chair the Finance Committee. I am a linear thinker and completion driven (I see things through to the end). I am detail-oriented, devoted and passionate about members issues, a stickler for details and I am always concerned/aware of the bottom-line. I will listen to your idea/issue, give it careful consideration, weigh the pros and cons, before I come up with an answer for you. I take my responsibility of stewarding the money of our 34,000 members very seriously.

I am hoping you will support me in my bid for re-election.

Candidates for 3rd Vice President - Kirk Carr, Dana Troke



Kirk Carr

Greetings, my name is Kirk Carr, and I'm proudly running for the position of 3rd Vice President. I'm currently the Chief Steward of Local 403 Prairie Mountain Health Community Support, President of the Brandon & District Labour Council (since 2018), and the Brandon Area Vice President for the Manitoba Federation of Labour, I bring a wealth of experience and a proven track record of leadership. Since joining the MGEU in 2006, I've held many positions but I find as Chief Steward being able to provide guidance, mentorship, and witnessing the remarkable growth of fellow stewards has given me an unparalleled sense of fulfillment and satisfaction.

With a strong passion for education and a great commitment to empowering our membership, I'm confident in my ability to serve as your 3rd Vice President. My focus will be on enhancing and expanding our educational offerings, working to make them more accessible and flexible for our membership. Our committee will proactively identify emerging needs and ensure MGEU programs are responsive and impactful. For instance, we can introduce one-hour topical educational sessions conducted online, catering to busy schedules.

I wish to thoroughly review our scholarships and application process to modernize and increase participation. This will encourage greater engagement and ensure that the scholarships truly benefit those in need.

By advocating for the growth and development of our members, we can cultivate a vibrant culture of lifelong learning within our union. I humbly ask for your vote to put me to work

Email: kirkfor3rd@gmail.com, call/text 1-204-688-2791



Dana Troke

I would like to introduce myself my name is Dana Troke, I am running for 3rd Vice President. I currently hold the position of President for PMH Community Support Local 403 and I am the Area 3 Director. I have been a MGEU since 2012. I have held the positions of Chief Steward; Component Vice Chair and I have been on the health and safety committee.

I live in Boissevain with my husband. I like to help out in my community when I can by volunteering with our local animal rescue and at our theatre. Everyone who knows me and

understands that my activism is an integral part of who I am. I will stand up and speak out when necessary.

What makes me the best candidate for 3rd Vice President? I have a Bachelor of Education, so I am very familiar with curriculum and learning objectives. I believe that education is important. I also understand that there are different learning styles. MGEU has some good courses for the members. I want to ensure that the courses that MGEU is offering are relevant and fit different learning styles for all our members. I am honest and I will always tell it like it is. If I see an issue, I will address it. I am dedicated to representing the MGEU and all its members in the most professional way possible.

Thank you for taking the time to read my bio. I look forward to meeting you at convention!

Candidates for 4th Vice President - JP Lapointe



JP Lapointe

I have been an activist for a long time now. Many of you have met me along the way. I have enjoyed meeting you and hearing your concerns and ideas. I believe, deeply, in dialogue, and listening to learn your perspectives. I hope to bring yours with me as a vice president of our union, to speak for and with you.

I've been a Local Vice President, a Chief Steward, a Local President, a component Chair. And lastly I was a Director.

But the most important two roles I've held are Steward and Delegate. Stewards are the backbone of our movement. Helping others, sharing information and attending meetings.

So many meetings.

Being a delegate to help guide and shape the direction of our union.

Thank you all for volunteering to help by being delegates. I value your time, and your participation.

See you soon.

DISPOSITION REPORTS

2022 MGEU Convention Resolutions Action and Follow-up

Printed: Wednesday, September 20, 2023

Res #	Resolutions	Committee Recommendation	Delegate Decision	Board Decision	Final Outcome
CR-1	The MGEU Will alter the constitution to allow locals who do not have three members to conduct local meetings and union business with the members they do have.	Reject	Reject		
CR-2	The MGEU Will record Table Officers' and Board of Directors' votes, (for all but in-camera business and elections), and make the voting record available to members upon request.	Reject	Reject		
CR-3	The MGEU Will record Table Officers' and Board of Directors' votes, (for all but in-camera business and elections), and make the voting record available to members upon request.	Covered by CR-2			
CR-4	The MGEU Will use ranked ballots and the Kemeny-Young method to count the ballots in all future elections of MGEU board members and the MGEU president.	Reject	Refer to Board of Directors		
CR-5	The MGEU Will grant a constitutional exemption to a local who is unable after three meeting attempts to have a Local President from the local appointed if quorum cannot be reached to complete elections by April 30th of the first year of term. The appointment will be made in consultation with the Component Executive Table Officers or Area Council Table Officers if no component exists. The appointment would require ratification by the Board of Directors. The appointed local president will temporarily hold the position until their position a President is affirmed or defeated in an election of Local President at the next local meeting that has quorum.	Reject	Accept as amended		Added to article C30:10 of the MGEU Constitution – February 2023
CR-6	The MGEU Will develop a person who lives with a disability standing committee.	Reject	Reject		
CR-7	The MGEU Will amend 5:3 to make "To act as a non-partisan non-sectarian organization" its own section.	Accept	Accept		Updated Article C5:3 and C5:4 of the MGEU Constitution. Remaining articles renumbered – February 2023
CR-8	The MGEU Will amend the current 5:5 to read: Encourage participation in approved	Accept	Accept		C5:5 updated in Constitution – February 2023

	LOCAL, provincial and national labour organizations.				
CR-9	The MGEU Will delete words "every two years" from article 8:1.	Reject	Accept		Updated Article 8:1
CR-10	The MGEU Will create a Persons of Disabilities Committee , LGBTQ* Committee, Indigenous Member Committee, and a Visible Minority Committee. At Area Council meetings following special convention 2022 we will vote in members to join these committees furthermore there will always be a review before a convention for the need for any additional equity seeking committees.	Reject	Reject		
CR-11	The MGEU Will create board positions for equity seeking groups when a standing committee is that of an equity seeking group for example but not limited to, Young Members Committee, Women's Committee, Equality & Human Rights Committee they upon their first meeting after Convention shall vote amongst them a member who shall sit on the board this person will also chair the meetings.	Reject	Refer to Standing Committee		
CR-12	The MGEU Will If equity committees approved change the structure of the Equity and Human Rights Committee to be made up of all equity seeking committee members and will meet annually or as needed as an ad hoc committee.	Reject	Refer to Standing Committee		WAITING
CR-13	The MGEU Will delete the position of workplace liaison.	Reject	Reject		
FC-1	The MGEU Will base dues on base salary and not overtime, or premiums.	Reject	Reject		
FC-2	The MGEU Will reimburse a local executive for any expenses the local executive and the MGEU Staff Rep for the local approves, up to an annual maximum of 1% of union dues collected from the members of the local.	Reject	Reject		
FC-3	The MGEU Will give an honorarium of \$15 (the living wage) per hour when a steward is on Union business which would have approved and provided a Time Off Letter but on a regular scheduled day off from their workplace.	Reject	Reject		
GR-1	The MGEU Will endeavor to ensure that by self identification (equity seeking groups), we have representatives from the MFL Equality and Human Rights Committee.	Reject	Refer to Standing Committee		Added by Bylaw B7:9:11 : Elects from its member a representative(s) to the Manitoba Federation of

					Labour Equality and Human Rights committee.
GR-2	The MGEU Will allow for video to be a part or whole of a nominee or candidate speech but must be within established time limits and when in person must be there in person on the convention floor.	Reject	Reject		
GR-3	<p>The MGEU Will host two one-day conferences per term, and each standing committee may apply to the Provincial Officers after each biennial convention to host one of these conferences;</p> <p>and the Provincial Officers will select which committees host these conferences based on the following criteria: (1) a proposed theme that is relevant to members, (2) the availability of similar conferences and educationals offered by MGEU and other labour organizations to which MGEU is affiliated, (3) fairness among committees;</p> <p>and, instead of hosting the traditional MGEU Women's Conference once every two years, the Women's Committee may, along with other standing committees, apply to the Provincial Officers to host one of the committee conferences each term;</p> <p>and that the number of attendees be set at 75 per conference, for a total of 150 members per term.</p>	Accept	Accept		Section 4.11 added to Policy Manual
GR-4	<p>The MGEU Will rotate the biannual conference regularly held by the Women's Committee through other committees, inclusive of but not limited to the Young Members Committee, the Equity and Human Rights Committee, etc.</p> <p>As well as future Committees of interest such as an Indigenous Peoples Committee.</p>	Covered by GR-3			
GR-5	The MGEU Will lobby the provincial government to increase funding to provide reintegration and community supports for marginalized populations.	Accept	Refer to Board of Directors	Accept	Policy Papers section of Policy Manual updated accordingly.
GR-6	The MGEU Will continue to defend, promote, and expand membership in defined benefit (DB) pension plans.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.

GR-7	The MGEU Will continue to fight privatization within the province.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-8	The MGEU Will lobby the Government of Manitoba to ensure civil servants working in VEMA, who are responsible for the repair of equipment that kept MB safe, are kept up to date with current training and tooling standards in order to keep up with the ever changing industry.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-9	The MGEU Will look at limiting the amount of mail being sent to members and opt for email where possible.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-10	The MGEU Will lobby the Government of Manitoba to cease converting to a private model of social housing.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-11	The MGEU Will lobby for Wildfire Services to be included in the Cancer bill for Firefighters.	Accept	Accept		MGEU worked with MFL to lobby for this legislation and it was passed by the Manitoba Legislature in 2023.
GR-12	The MGEU Will email local minutes to all members of the Local who have provided an email address once they have been approved.	Reject	Reject		
GR-13	The MGEU Will amend the MGEU Policy and Procedure Manual <i>requiring</i> all Standing Committees to hold at least one meeting per term outside the city of Winnipeg.	Accept	Refer to Standing Committee		Board passed policy enabling Standing Committees to request an exemption from this requirement due to operational, financial or other factors. Finance Committee makes this decision.
GR-14	The MGEU Will continue to request meetings with the Manitoba Government regarding the Manitoba Development Centre and its future for both residents and MGEU membership working at the centre for the purpose of ensuring the on-going viability of the centre. As well as the continued employment of MGEU members.	Reject	Accept as Amended		Referred to the Workforce Adjustment Committee.
GR-15	The MGEU Will lobby the government to make maternity leave non-gender specific.	Reject	Refer to Board of Directors		

GR-16	The MGEU Will conduct an annual member survey centered around services provided, communication and engagement.	Reject	Refer to Standing Committee		
GR-17	The MGEU Will lobby the government to have a firm definition of how enforcement agencies are, or are not, defined as essential services.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-18	The MGEU Will lobby the government to ensure the proper protections are in place for enforcement agencies to do their jobs safely because members have been attacked and injured while doing enforcement.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-19	The MGEU Will lobby the government to strengthen Workplace Safety and Health Regulation #10, Harassment within Workplaces, as there is no ability for WSH branch to hold employers accountable under this regulation.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-20	The MGEU Will work to eradicate the serious and persistent problem of gender pay inequity, including advocating for strong pay equity legislation in the public and private sectors.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-21	The MGEU Will lobby to direct federal-provincial investments in childcare to supporting and expanding licensed and regulated non-profit services or newly developed public services, long overdue competitive wages and benefits for early childhood educators (ECEs), greater affordability for working parents, and more inclusive, accessible and diverse services.	Accept	Accept as amended		Policy Papers section of Policy Manual updated accordingly.
GR-22	The MGEU Will lobby the Manitoba government to enact and enforce legislation to establish safe zones (no harassment, no photos, no non-labour related picketing, no following) of not less than 50 metres around any property that houses reproductive services including parking and loading areas to ensure that staff, volunteers and visitors are safe from harassment, abuse and potential violence from protesters or others that would do harm.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-23	The MGEU Will lobby for Federal and Provincial programs and services for pandemic recovery that focus on and prioritize women as well as apply a gender and diversity lens to their strategies, policies and programs for recovery.	Accept	Accept		Submitted by the Board as resolution to the CLC and NUPGE conventions.

GR-24	The MGEU Will increase accessibility of messaging by providing ASL interpreted videos.	Accept	Accept		This has been implemented where feasible.
GR-25	The MGEU Will lobby the Government of Manitoba to stop privatizing the work that was done by civil servants and ensure that our roads are kept safe for Manitobans.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-26	The MGEU Will lobby the government to appropriately resource Manitoba Infrastructure.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-27	The MGEU Will lobby the government for a pandemic premium for all workers required to work through the pandemic.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-28	The MGEU Will lobby the Provincial Government to adopt the National Standard of Canada for the Psychological Health and Safety in the Workplace;	Accept	Accept		We wrote a resolution and brought it forward to the CLC Convention in May 2023. It is also now featured in the MGEU Policy Papers.
GR-29	The MGEU Will lobby the government to amend Employment Standards Code to proclaim September 30 a “general holiday” as the National Day for Truth and Reconciliation.	Accept	Accept		September 20 th has been added as a general holiday to the Policy Manual.
GR-30	The MGEU Will lobby the government to provide better quality and nutritious food for all patients/clients/residents in the whole Health Care System.	Accept	Accept		Letter written to the Minister of Health, and policy papers section of Policy Manual updated accordingly.
GR-31	The MGEU Will lobby the provincial government, through the MFL, to adjust at minimum for inflation the funding for the Manitoba Museum since it was last increased.	Accept	Accept		Resolution was sent to MFL Convention and passed by delegates attending. The Manitoba Federation of Labour continues to lobby on this issue and policy papers section of Policy Manual updated accordingly.
GR-32	The MGEU Will advocate and lobby the provincial and federal government on the delivery of healthcare in Manitoba and Canada be done by public unionized employees and not contracted out to the for-profit sector.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.

GR-33	The MGEU Will lobby for an independent Provincial review of the Manitoba Healthcare System.	Accept	Accept		Letter sent to Government asking for a review.
GR-34	The MGEU Will lobby all levels of government to develop and implement policies and legislation that will result in ensuring that Canada will be self-sufficient and have a secured supply of critical, vital and essential medical supplies and equipment made in Canada.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
GR-35	The MGEU Will lobby the government for more money/supports to be put in place for those working in supportive housing.	Accept	Accept		Policy Papers section of Policy Manual updated accordingly.
TC-1	The MGEU Will lobby the Provincial and Federal Governments to make certain that all persons who reside in Manitoba and all Indigenous communities in Manitoba have comparable access to reliable and affordable broadband and cellular services that meet or exceed CRTC standards and recommendations.	Accept	Accept as amended		MGEU developed an on line campaign.
TC-2	The MGEU Will lobby the Provincial Government through the MFL and the Federal Government through NUPGE to improve rural internet service in Manitoba as well as across Canada.	Covered by -1			
TC-3	The MGEU Will lobby the Provincial Government to improve rural and northern cellular service across the Province of Manitoba.	Covered by -1			
TC-4	The MGEU Will Lobby the Government to provide/subsidize affordable High Speed Internet service to Rural and Northern areas of the Province.	Covered by -1			
TC-5	The MGEU Will lobby the government(s) directly through union affiliates, community advocacy groups and agencies to create a public entity to guarantee affordable and accessible wifi, broadband, and cellular coverage that meets CRTC recommendations for all Manitobans.	Covered by -1			
TC-6	The MGEU Will lobby the Provincial Government for more cell phone tower coverage in rural Manitoba;	Covered by -1			
RO-1	The MGEU Will lobby the government to establish minimum staffing complements for the Sheriff's Branch.				Ruled out of order

RO-2	The MGEU Will lobby the Provincial Government to better manage the patient/health care aide ratio.				Ruled out of order
RO-3	The MGEU Will lobby Government to make school staff essential workers.				Ruled out of order
RO-4	The MGEU Will endeavor to recruit and retain a full-time staff position of Indigenous Liaison.				Ruled out of order
RO-5	The MGEU Will have a full time Indigenous Relations liaison person and to utilize them to their full potential.				Ruled out of order
RO-6	The MGEU Will hire a full-time Indigenous Liaison who deals with nothing but Indigenous issues as it pertains to MGEU members.				Ruled out of order
RO-7	The MGEU Will lobby the provincial government to have Family Dynamics Community Staff Local 214 to be recognized as essential workers and be entitled for any pandemic premiums (not limiting it to Covid but any pandemic).				Ruled out of order
RO-8	The MGEU Will work with other Manitoban and Canadian unions to lobby Revera to create a pension plan for employees;				Ruled out of order
RO-9	The MGEU Will work with other Manitoban and Canadian Unions to lobby Revera to create a pension plan for employees.				Ruled out of order
RO-10	The MGEU Will explore the idea of moving sheriffs (SO Series) into Corrections or a different component.				Ruled out of order
RO-11	The MGEU Will devote staff time and resources to ensure that every possible WSH Committee worker rep position and worker rep (in the case of no committee) in EVERY workplace of EVERY local of the MGEU is identified and filled through election or appointment and that this information is shared with the locals, the employer, and the Department of Labour;				Ruled out of order
RO-12	The MGEU Will push the Manitoba government to hire and promote a more diverse workforce.				Ruled out of order

2023 MGEU Special Convention Resolutions Action and Follow-up

Printed: Wednesday, September 20, 2023

Res #	Resolution	Committee Recommendation	Delegate Decision	Final Outcome
CR - 1	That the attached amendments to Article 8 of the MGEU Constitution be adopted			
	<p>Strike C8:2 from the Constitution: The Board of Directors may increase your current dues by up to 25% with a two-thirds vote, if:</p> <ul style="list-style-type: none"> o the Defense Fund drops below 50% of what it was before the strike started or o it drops to less than \$1,000,000 at any time and the increase is used only for the Defense Fund (1996) 			
	<p>Amend C8:3 to:</p> <p>You will pay extra dues if you work when your own bargaining unit is on a lockout or strike when you choose to work contrary to strike actions determined by the bargaining committee. These dues will be deducted from your paycheque. This includes when you are required by law to provide essential or emergency services, as well as when you choose to keep working during a strike or lockout. In these cases, you will pay dues of 30% of your basic pay (before deductions). These dues will be in addition to your regular dues and will be put into the Defense Fund. (1996) The rate of extra dues, over and above the regular dues rate, will be 30% of gross income (in addition to the regular dues rate) earned while working contrary to strike actions determined by the bargaining committee. These additional dues may be recovered retroactively if they cannot be collected during a strike. All revenue generated by the extra dues will be deposited into the Defense Fund.</p>			
	<p>Amend C8:4 to:</p> <p>You will pay extra dues if you work during an alternate job action. This could include escalating strikes, when increasing numbers of members go out on strike. This could also include rotating strikes, when different Locals go out at different times. The Board of Directors and bargaining committee may decide together if you will be assessed these dues. In these situations, you may pay dues of 30% of your basic pay (before deductions). These dues will be deducted from your paycheque. These dues will be in addition to your regular dues and will be put into the Defense Fund. (1996)</p> <p>You will pay extra dues when you are required to work during a strike due to an essential services agreement or other essential services legal requirement. The Board of Directors, in consultation with the bargaining committee, will determine the rate of extra dues, which shall not</p>			

	exceed 30% of gross income. In making this determination, the Board of Directors will consider the need to ensure that all members of the bargaining unit share in the burden of the strike. These additional dues may be recovered retroactively if they cannot be collected during a strike. All revenue generated by the extra dues will be deposited into the Defense Fund.			
	Create new Article: You may pay extra dues when you work during a targeted strike action in which you are not required to be on strike. The Board of Directors, in consultation with the bargaining committee, will determine the rate of extra dues, which shall not exceed 30% of gross income. In making this determination, the Board of Directors will consider the need to ensure that all members of the bargaining unit share in the burden of the strike. These additional dues may be recovered retroactively if they cannot be collected during a strike. All revenue generated by the extra dues will be deposited into the Defense Fund. Numbering for Article 8 will be adjusted.	Accept	Accept	Constitution has been updated.
FC - 1	That the attached recommended change #1 (regarding dues during a strike or lockout) to the MGEU Policy and Procedures Manual be adopted, as recommended by the Standing Committee on Finance:			
	4.3.4.3 Payment of Dues During a Strike or Lockout 1) Persons who receive strike pay from the Union will be deemed to be continuing to pay Union dues, which have been deducted at source from their strike pay. 2) Persons who are not receiving strike pay must continue to pay Union dues on a regular basis in order to maintain membership in the Union. 3) Any person not paying dues during the time of a strike will have their continuing membership along with all rights and privileges withdrawn. 4) Any person whose continuing membership is thus withdrawn may reinstate their membership by paying all retroactive dues owing.	Accept	Accept	Section 4.3.4.3 of the MGEU Policy & Procedures Manual has been updated.
FC - 2	That the attached recommended change #2 (regarding strike pay and benefits while on strike or lockout) to the MGEU Policy and Procedures Manual be adopted, as recommended by the Standing Committee on Finance.			
	4.3.4.4 Payment of Dues During a Strike or Lockout 5) Strike pay will be three hundred dollars (\$300) per week and will be paid weekly if the weekly picketing requirement of hours is met. Picket requirements are twenty (20) hours per week. (Board of Directors June 2018) Strike pay per week will be set at the lesser of five hundred dollars (\$500) or 70% of a member's gross pay. A member is eligible to receive a week's strike pay if they perform a minimum of twenty (20) hours of strike duties for a given week. Strike duties include	Accept	Accept	Section 4.3.4.3 of the MGEU Policy & Procedures Manual has been updated.

	<p>picket duty or other MGEU authorized strike/lockout related work.</p> <p>6) During a rotating or targeting strike in which some or all members are on strike for only a portion of their usual weekly hours of work, weekly strike pay and the weekly minimum hours of strike duty will be pro-rated for these members. The pro-rating formula will be determined by the Board of Directors, in consultation with the bargaining committee.</p> <p>7) During a targeted strike situation in which a minority of members in a bargaining unit are required to bear a significantly disproportionate share of the strike burden, the MGEU Board of Directors may, in consultation with the bargaining committee, approve enhanced strike pay for members participating in targeted strike action. Enhanced strike pay will not exceed 70% of gross pay.</p> <p>4) During the first week of a strike or lockout that begins mid-week or during the last week of a strike or lockout that ends mid-week, the minimum weekly requirement for strike duty hours and the weekly rate of strike pay will be pro-rated. The pro-rating formula will be determined by the Board of Directors, in consultation with the bargaining committee.</p> <p>5) If the Defense Fund falls below \$10,000,000 \$20,000,000, the Provincial Officers have to conduct a review of the level of strike pay. Report to be provided to the Board of Directors on the sustainability of strike pay rates and the Provincial Officers recommendations with respect to strike pay rates.</p> <p>6) The MGEU will commit to negotiate the continuation of essential benefits for striking or lockout MGEU members and make every effort to ensure that essential benefits are continued during the period of strike or lockout.</p>			
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EXPENSE CLAIM FORM



Attach receipts
to back of form.
Thank you.

Member Expense Claim Form Convention 2023

Please complete form *in full* for proper reimbursement.

Name:		Email Address: (Personal Address Only)		
Address:		City:		Postal Code:
Phone (W):	(H):	(C):	Has your address changed in the last 12 months? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Local Name:			Local No:	
Union Position(s) Held:				
Date(s)	October 19, 2023	October 20, 2023	October 21, 2022	October 22, 2022
Name of Meeting(s)	Board Meeting/Convention	Convention	Convention	Component Exec Mtg
Location(s)	Victoria Inn	Victoria Inn	Victoria Inn	Victoria Inn
Air*				
Taxi*/Bus Fare				
Parking*				
Lodging: Hotel* <i>If direct billing only, please indicate the name of the hotel.</i> Private (\$75.00)				
Overnight Per Diem (\$18.00)				
Meals: Breakfast** \$12.00 Lunch \$16.00 Dinner \$24.00	Provided Provided Provided	Provided Provided Provided	Provided Provided Provided	Provided Provided Provided
Kilometres: South of 53 rd (tbd) North of 53 rd (tbd)				
Other: (Child Care***, Conference Fees)				
Finance Codes:	5650-8-9-BOD-EXP	5650-8-9-MBR	5650-8-9-MBR	5650-8-9-MBR
Notes/Explanations:				

*Receipts required.

**Please note that no breakfast should be claimed if the hotel you are staying at provides breakfast.

***Attach additional Child Care expense form.

Signature:	Date:
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DIRECT DEPOSIT



MGEU Members!

Get **FAST** access to your **MGEU** expense reimbursement with **DIRECT DEPOSIT!**

Fill out the form on the other side to get started.



THE DIRECT DEPOSIT ADVANTAGE

FAST - Payment deposited into your account within 3 business days of processing

CONVENIENT - No postal delays or trips to the bank to deposit a cheque

SECURE - No more lost cheques – direct deposit is reliable and safe*

HOW DIRECT DEPOSIT WORKS

Once you are set up on direct deposit, you can submit expenses online through THE SOURCE or through the mail. After processing your claim, the money is deposited into your account and a payment summary (similar to a cheque stub) is sent by email.

MGEU is now phasing out cheques in favour of direct deposit. If you currently receive payments from the union via cheque, you must enrol.

Sign up for direct deposit by completing the form on the other side and either fax to

(204) 953-0681 or (204) 982-6590 or Mail to:

MGEU Head Office
601-275 Broadway
Winnipeg, Manitoba R3C 4M6
Attn: Accounts Payable

A void cheque or a letter from your financial institution must be included.

If you have any questions or concerns, please contact the MGEU Resource Centre and ask for Accounts Payable at 204-982-6438 or toll-free 1-866-982-6438.

* MGEU Direct Deposit is safe and secure. All financial information is either stored in a locked cabinet or password protected and accessible only by our accounting department.



HOW to sign up for MGEU DIRECT DEPOSIT

Complete the form below and fax it to (204-953-0681) or (204-982-6590) or drop it off at any MGEU Office. Send an image of a VOID cheque or letter from your financial institution confirming your account information. Applications received without this cannot be processed.

Head Office:
601-275 Broadway
Winnipeg, Manitoba
Attn: Accounts Payable

MGEU Direct Deposit Enrollment

Full name: _____ Local: _____

Personal email address: _____ Member# : _____

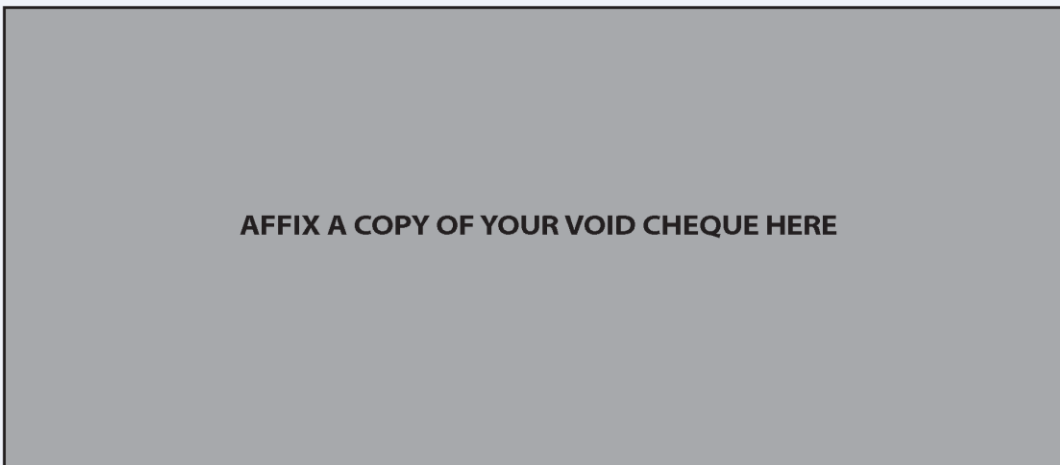
Home address: _____ Postal code: _____

Financial Institution Account Information

(please affix a void cheque below or include a letter from you financial institution)

Name of account holder(s): _____

Name of financial institution: _____



I, as the person entitled to receive the payments, authorize the MGEU to deposit payments into the account noted on the void cheque above, or the enclosed letter from my financial institution, until further notice.

Signature of Account Holder _____ Date _____

Things to remember

- Your direct deposit request will stay in effect until you change the information. If you move or change accounts, let us know as soon as possible.
- No less than 14 days are required to notify the MGEU of changes to your account for deposit (i.e. change of institution, change of name, etc.).

Have a question? No Problem!

Contact the MGEU Resource Centre at 204-982-MGEU(6438) (toll-free 1-866-982-6438) or e-mail resourcecentre@mgeu.ca and we'll help you out.

BOURINOT'S RULES OF ORDER

MGEU

To Do...	You Say... ¹	May You Interrupt Speaker?	Must You Be Seconded?	Is Motion Debatable	Is Motion Amendable?	What Vote is Required?
Adjourn the meeting (before all business is complete)	I move that we adjourn	No	Yes	No	No	Majority
Complain about noise, room temperature, etc.	Point of privilege	Yes	No	No ²	No	None ³
Vote on a ruling by the chair	I appeal the chair's decision	Yes	Yes	No ⁶	No	Majority
Object to procedure or to a personal affront	Point of order	Yes	No	No	No	None ³
Temporarily suspend the normal rules of order	I move that we temporarily suspend the rules in order to...	No	Yes	No	No	Unanimous
Suspend further consideration of something	I move we table it	No	Yes	No	No	Majority
End debate on a motion and proceed to a vote	I move that the question be now put <u>or</u> I call the question	No	Yes	No	No	Majority
Postpone consideration of something	I move we postpone this matter until... (specific date or indefinitely)	No	Yes	Yes	Yes	Majority
Have something studied further	I move we refer this matter to a committee	No	Yes	Yes	Yes	Majority
Amend a motion	I move that this motion be amended by...	No	Yes	Yes	Yes	Majority
Delay consideration of a motion to an unspecified time	I move that this matter be postponed indefinitely	No	Yes	Yes	Yes	Majority

To Do...	You Say... ¹	May You Interrupt Speaker?	Must You Be Seconded?	Is Motion Debatable	Is Motion Amendable?	What Vote is Required?
Introduce business (a primary motion)	I move that...	No	Yes	Yes	Yes	Majority
Request information	Point of information	If urgent, Yes	No	No	No	None
Take up a matter previously tabled	I move we take from the table...	No	Yes	No	No	Majority
Reconsider something already disposed of	I move we reconsider our action relative to... ⁵	Yes	Yes	Yes, if original motion is debatable	No	Two-thirds
Cancel or reverse a previous decision ⁴	I move we rescind our decision to...	No	Yes	No	No	Two-thirds

Notes

¹ The motions or points below are listed in order of precedence. When any one of them is pending, you may introduce another that's listed above it.

² In this case, any resulting motion is debatable.

³ Chair decides.

⁴ Notice of motion should have been served at the previous sitting or in the Agenda of the meeting.

⁵ A reconsideration requires advance notice in writing that a question will be reconsidered at the next meeting.

⁶ When the chair's ruling is challenged, the chair typically steps down and the vice-chair presides over the challenge. The challenging member is given the opportunity to state how the chair did not uphold the Rules of Order and the chair is then allowed to explain his/her ruling. The presiding officer then asks the membership "shall the decision of the chair be sustained?"



MGEU

Manitoba
Government
and General
Employees'
Union

Need Technical Support for Convention?

CONTACT DATA ON THE SPOT (DOTS)

Toll Free: 1-833-368-7111

Email: MGEUsupport@dataonthespot.com

Have a Question about Convention?

CONTACT THE MGEU RESOURCE CENTRE

204-982-MGEU (6438)

Toll Free: 1-866-982-MGEU (6438)

Email: resourcecentre@mgeu.ca

MGEU.ca/convention

