



2014 REPORT TO MEMBERS



2014 CONVENTION

This past spring, members throughout Manitoba elected more than **350 delegates** to represent them at the biennial Convention. On October 17 and 18, 2014 at the RBC Convention Centre, these delegates elected the union's leadership and set the strategic direction for the next two years.



Delegates Re-elect Michelle Gawronsky as President

Following a close challenge by Community-Based Social Services Component Director, Melissa Dvorak, for the position of President, delegates re-elected Michelle Gawronsky, a former paramedic from Vita, MB and nearly 30-year-veteran of labour activism, to her second term.

Excerpt from Michelle's kick-off to Convention, Friday, October 17, 2014:

"So. Why do we still need a union anyway?
I think we've all been asked this question. And it's a good one.
Why do we need a union?
Our theme this year talks about the value of balance.
We need unions like ours so employers and their employees have a voice in their workplace.
So our members play an active role in making their job the best it can be, and their priorities aren't just an afterthought.
We need unions like ours to remind Manitobans why public services matter.
The healthiest communities in the world all invest in universal public services and a strong social safety net.
They balance what we want and need as individuals with what benefits us all.
And finally, unions like ours stand up for the idea of "sharing the wealth."
Research shows that in those countries with the most unionized workers, income inequality is lowest. In other words, they're more balanced.
So the next time someone asks, you tell them: "Because balance is healthy!"

New Executive Team a Mix of Seasoned Leaders and Fresh Faces

At a convention where all four Executive positions were contested, delegates got to experience a full day of democracy-in-action on Saturday, October 18, 2014. In the end, delegates elected members with a wide variety of experience and backgrounds to lead our increasingly diverse union.



1st Vice-President: **Wayne Chacun**

A Virden-based paramedic who recently served on the Board as EMS Component Director.



2nd Vice-President: **Stephen Roznowsky**

A Dauphin-based Assistant Store Manager with the Manitoba Liquor and Lotteries (or GOLICO Component) who's served as 2nd VP and Chair of the Finance Committee for over a decade.



3rd Vice-President: **Jackie Fitzpatrick**

A Thompson-based Student Services Counselor with University College of the North who recently served as President of Local 70.



4th Vice-President: **Scott Cloney**

A Winnipeg-based Correctional Officer at Headingly Correctional Institute who recently chaired the Safety, Health and Environment Committee and was elected as 4th V-P at the last MGEU Convention in 2012.

A Time of Transition

Over the last few years, as our union has grown and evolved, change has been inevitable.

In 2014, for instance, our union conducted its first organizational staff review.

Change, however, is never easy. As a democratic organization, those of us charged with setting the direction for our union have found ourselves debating best strategies and challenging each other along the way.

As we head into 2015, our union has never been in a better financial position to go to bat for its members. We've got a

top-notch team of committed, professional staff and more trained elected reps than ever before. We've got elected leaders who care deeply about their members and who are committed to doing the best job possible on their behalf.

In the end, we will come through this time of transition more strategic, responsive, and focused – in other words, the best union we can be.

Michelle Gawronsky
MGEU President



FINANCIAL STATEMENTS

The Manitoba Government and General Employees' Union
Statement of Financial Position as of July 31, 2014

	2014	2013
Assets		
Current		
Cash	2,556,615	1,295,362
Investments	21,223,276	18,932,414
Receivables	963,050	816,297
Interfund Receivables	1,500,880	1,651,697
Prepays	225,694	206,222
	26,469,515	22,901,992
Capital Assets	2,657,498	2,044,504
Membership Participation in Union Centre Inc.	500,000	500,000
	29,627,013	25,446,496
Liabilities		
Current		
Payables and Accruals	3,217,448	2,675,765
Interfund Payables	1,500,880	1,651,697
	4,718,328	4,327,462
Fund balances		
Invested in Capital Assets	2,657,498	2,044,504
Internally Restricted	21,921,976	18,444,015
Unrestricted	329,211	630,515
	24,908,685	21,119,034
	29,627,013	25,446,496

The Manitoba Government and General Employees' Union
Statement of Operations and Changes in Fund Balances

YEAR ENDED JULY 31	2014	2013
Revenues		
Membership Dues	21,827,591	20,223,119
Interest	856,194	743,878
(Losses) Gain on Investments	309,975	(453,904)
	22,993,760	20,513,093
Expenses		
Expenditures	18,876,382	19,332,491
Amortization	327,727	260,031
	19,204,109	19,592,522
Excess (deficiency) of revenues over expenses	3,789,651	920,571
Fund Balances, beginning of year	21,119,034	20,198,463
Fund Balances, end of year	24,908,685	21,119,034

Continuing Your Education?

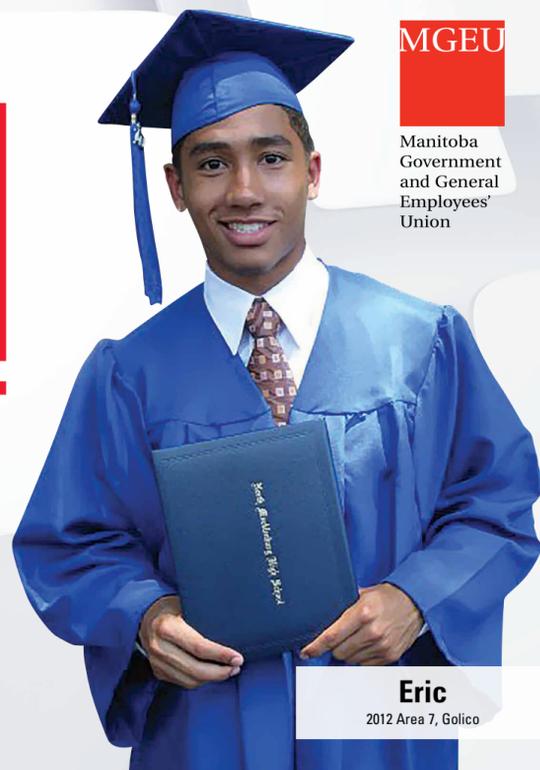
We Can Help

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

To see if you qualify, to receive an application form, or more info, contact:

Resource Centre at 204-982-6438 (toll-free 1-866-982-6438)
Visit our website at **www.mgeu.ca**

OVER **\$24,000**
AVAILABLE EACH YEAR





2013 National Union Visible Minority Scholarship Winner, Chanda-LaBré Bailey, (Area 7)



Aasma Alam, with Healthy Child MB, was featured in a series of MGEU Behind the Scenes TV ads



Manitobans gathered at the Leg as part of the Fairness Express tour in our province



Convention 2014

YOUR 2013/2014 BOARD OF DIRECTORS



Provincial Officers

- President:** Michelle Gawronsky
- 1st Vice-President:** Wally Fletcher
- 3rd Vice-President:** Peter Roberts
- 4th Vice-President:** Scott Cloney

Area Directors

- Area 1:** Sue Franklin
- Area 2:** Gerry LaBelle
- Area 3:** Kimberley Lynn
- Area 4:** Robert Wells
- Area 5:** Tim Byers
- Area 6:** Gerald Hince
- Area 7:** Stephen Arksey
- Area 8:** Lorne Flamand

Civil Service Component Directors

- Administration:** Pat Williamson
- Clerical:** Bev Schreyer
- Corrections:** Brian Parley
- Health:** Diane Arksey
- Legal:** Deb Jamerson
- Physical Sciences:** Grady Hunt
- Social Sciences:** Brenda-Lee Johnstone
- Trades:** Len Caminha

Component Directors

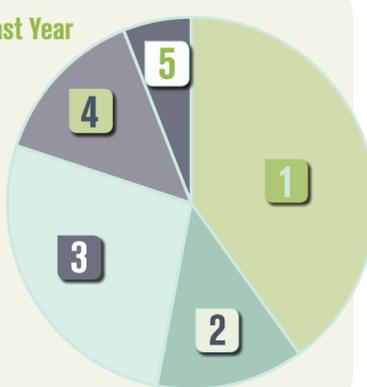
- Community Support:** Marlene Hrechka
- Community-Based Social Services:** Melissa Dvorak
- Emergency Medical Services:** Wayne Chacun
- GOLICO:** Ray Piche
- Health Care Support Services:** Terry Rear
- MPI:** Val Doherty
- Post Secondary Education:** Penny Copeland
- Professional/Technical:** Diana Schultz
- WRHA Community Programs:** Carl Morden
- ACTE 1725 Rep:** Greg Mendro/Liz Farler

The Financial Picture

MGEU dues, at 1.25% of salary, remain amongst the lowest in Canada. The MGEU Defense Fund (to be used during the need for job action) now sits at over \$21 million.

How Your Dues Were Spent Last Year

1. Negotiating and administering collective agreements
2. Supporting informed and democratic union leadership
3. Serving members and defending their interests
4. Working to forward progressive policies and benefits
5. Building union strength, influence and impact



2013/2014 YEAR-IN-REVIEW

1 Our Bargaining Committees worked hard to get the best deals possible, whether they represented fourteen members or fourteen thousand.

In the last year:

- Our three largest Components – the Civil Service (about 14,000 members), Health Care Support Services (about 8,000 members) and Community Support (about 5,000 members) were in negotiations with their employers. At the same time, well over a dozen smaller Locals – like Canadian Blood Services (about 100 members) and YWCA Residence Inc. (about 15 members) headed to the table to bargain new contracts.
- After the Province decided to amalgamate the Manitoba Liquor Control Commission (GOLICO Component 9) with Manitoba Lotteries in 2012, the approx. 820 GOLICO members agreed to delay their negotiations. Bargaining began in May 2014, and members rejected a final offer in November.
- The University of Winnipeg Students' Association Local 153 (about 10 members) took a stand against employer concessions by holding an informational picket in July 2014. The employer returned to the table with a new offer and an agreement was reached shortly after.
- In 2013/2014, over 1,100 elected workplace reps and 35 professional servicing reps made sure employers of MGEU members lived up to their end of the deal.
- For an update of all MGEU Locals and Components in bargaining, visit mgeu.ca and click "At the bargaining table."

2 You are the union... and you, and you, and you.

- Your union has grown – and so has the team elected to give voice to your concerns. Today, the MGEU represents nearly 40,000 members and trains and supports nearly 1,500 elected representatives each year.
- Your union's education specialists trained nearly 20% more members since 2012. That means more members are learning how they can make a real and lasting difference – in their workplaces and their communities – through their union involvement.

- There were over 350 elected member delegates to the 2014 MGEU Convention in October – the most in MGEU history!
- In 2014, your union saved some dues and a forest or two when elected workplace reps began using The Source, a password protected portion of the MGEU site that allows them to conduct union business – like registering for a course – quickly and easily online.
- Congratulations to the 23 recipients of MGEU post-secondary bursaries totaling \$20,000! That total will climb to \$24,000 in 2015. Check out the "For members" section at mgeu.ca for more information.

3 We raised our voices, loud and clear for all to hear.

- In the last year, there was no shortage of pressing member issues for President Gawronsky to take up with employers, elected officials and the media, including:
 - hospital EMS wait times;
 - overcrowding in our jails;
 - working short in personal care homes;
 - reduced task times for home care workers;
 - frozen budgets and high vacancy levels in civil service departments;
 - low staff morale at Red River College;
 - increasing use of contracting out at Manitoba Public Insurance.
- The MGEU now employs 38 staff reps and two lawyers who not only help negotiate contracts but also work with elected workplace reps to ensure employers live up to their contract.
- Your MGEU Executive were leaders in the Safe Roads campaign, an initiative to protect our members, and Manitobans, while they're on the job.
- The MGEU Board continued its commitment to getting Manitobans talking about the "Elephant in the Room" – that is, we can't expect our public services to deliver the results Manitobans expect unless we invest in those resources.

Watch the TV ads, listen to the radio ads, or read the dozens of "stories" Manitobans submitted at elephanttalk.ca.
- With a potential election looming, the Board also recognized it was a crucial time for reminding Manitobans about the services they rely on every day and too often take for granted.

In October 2014, the MGEU began airing TV ads depicting how every day, our public service members – many of whom work behind the scenes – are on the job, ensuring services are there when Manitobans need them. Watch the TV ads at mgeu.ca.

4 We forwarded safe work, good pensions and other policies that make your life more secure.

- For the second year in a row, the MGEU created an alternative Provincial budget that detailed how vital public services could be protected and improved during times of fiscal restraint.
- Joint Workplace Safety and Health Committees are the best way to help our members stay safe and healthy when at work. So we trained more employee reps, and helped set up more Committees.

Don't have a Committee in your workplace? Contact the MGEU Safety & Health Specialist through our Resource Centre.
- MGEU's pension specialist kept a close watch on pension trends, worked to monitor member pension plans, and field members' everyday questions about their retirement.

5 From small communities to the big picture – we're building the best life for the most people.

- In the last year, your union supported hundreds of members who gave blood, served up spaghetti dinners, built houses, and performed a wide variety of physical feats to give back to their communities.

MGEU Young Members Ad Hoc Committee (who are all under 35) took on the Polar Plunge and survived a Mud Run in support of local charities!
- Through our National Union, dozens of MGEU members took time out of their summer to join the "Fairness Express" and engage Manitobans in a conversation about the growing income inequity in Canada.

Riding a big green bus to local events and public spaces throughout the province, members handed out popcorn and chatted with their fellow Manitobans about what we can do to build a fairer Canada for working families.
- Members of five brand new Locals, including Southeast Child and Family Services and YWCA Meredith Place, are on their way to achieving a first contract that will forward their compensation goals and protect their rights on the job.



The MGEU Executive serves up spaghetti for Portage Plains United Way



The Southeast Child and Family Services Bargaining Committee achieved their first contract on behalf of 80 members in spring 2014



Members of the MGEU Young Members Ad Hoc Committee get down and dirty for a cause



MGEU Women's Conference, April 2014



U of W info. picket