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MGEU YEAR-IN-REVIEW

— PRESIDENT'S REPORT

WHAT A YEAR AT THE BARGAINING TABLE!

In the last year, **44 MGEU Bargaining Committees** went to the table **on behalf of over 30,000 members**, or about three-quarters of our 40,000-strong membership!

Each table had its own challenges – including delays in scheduling meeting dates, employers' concessionary demands, and offers that fell short of other recent settlements or economic realities.

My thanks goes out to all those who stood up, were elected to their Bargaining Committees, and devoted so much time and energy to getting the best deal possible for their fellow members.

Ready To Stand Together

We had a record number of Locals who voted in favour of strike action – from government liquor workers, to members of the *St. Amant Community Residential Program* in Winnipeg and *Family Visions* in Brandon. All have since ratified new contracts, with the exception of the *WRHA Community Programs*, who remain in negotiations, and *WRHA Health Sciences Centre Security*, who need higher wages to address exceptionally high turn-over.



Nearly 80 members of Health Sciences Centre Security (Local 249) and dozens of supporters held an information picket outside the hospital on September 22, 2015.



On a rain-soaked morning, hundreds of home care workers, clients, and supporters turned out for a public rally at the WRHA's main office on August 6, 2015.

Scheduling, Staffing, Standardization Challenge Health Care Tables

The Bargaining Committees for our two largest health care groups – **Health Care Support Services and Community Support** – worked tirelessly to wrap up long and frustrating rounds of negotiations. **With the help of initiatives such as radio ads and information pickets, both groups eventually managed to reach agreements aimed at rectifying many of their concerns about issues of respect and unpaid work hours.** Only *WRHA Home Care/Home Support* has yet to ratify a tentative settlement.

Members of the Technical/Professional/EMS/Diagnostic Services bargaining unit, whose negotiations were slowed by the amalgamation of new groups into the bargaining mix, remain in negotiations with the employer, while Paramedics of Winnipeg proceeded to arbitration. They **recently received an arbitrated settlement that ensured our members maintain parity with increases achieved by the Winnipeg Fire Fighters.**

Civil Service Committee Does Not Back Down In Efforts For Fair Offer

Last spring, when the Civil Service Bargaining Committee received a wage offer that they knew was less than what other public sector workers had received, they didn't take it sitting down. With the backing of the MGEU Board of Directors, we rallied supporters at the Manitoba Federation of Labour Convention in May and sent a clear message to Premier Greg Selinger: **Enough is enough. A fair and reasonable offer is not too much to ask.**



Members of the Civil Service Bargaining Committee and I delivered nearly 6,000 signatures to help bolster our argument to Greg Dewar, Minister of Finance, and Kerri Irvin-Ross, Minister Responsible for the Civil Service.

In June, we ran a series of radio ads to kick-start the bargaining process again, but by July, the Bargaining Committee felt their best option for the best deal would be to pursue arbitration.

This did not stop them, however, from continuing to fight for a fair settlement, rather than one imposed by a third-party arbitrator. On October 9, 2015 we delivered a petition signed by nearly 6,000 MGEU members and their supporters calling for a fair offer to Minister of Finance Greg Dewar. And during the last week of October, members of the Bargaining Committee, MGEU staff, and I headed up the **Fair Deal Tour, rallying at Civil Service workplaces and MLA constituency offices throughout the province to keep the pressure on government.**



The Civil Service Bargaining Committee embarked on the Fair Deal Tour to keep the pressure on government and get them back to the table with a fair offer that recognizes and respects the vital and challenging work of Civil Service employees.

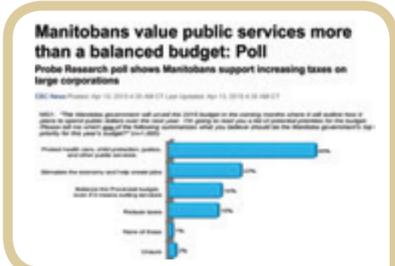
For the first time since they began bargaining their own sub-agreement, **nearly 2,000 Corrections Component members** voted to ratify a Corrections-specific tentative settlement rather than having one imposed by a third-party arbitrator. Wage increases for this group are still to be determined by what is achieved for the overall Civil Service.

GETTING THE MESSAGE OUT

There was no shortage of media opportunities this year! Nearly every week, we spoke with radio, TV, and newspaper reporters from all over Manitoba. Here's a few examples of messages we delivered on behalf of members:

- Studies show that **privatizing liquor sales** does not necessarily lead to lower prices, but does result in **fewer public safeguards and decreased selection.**
- With **staff morale at an all-time low and patient safety concerns** growing every day, **Prairie Mountain Health management must begin listening** to the concerns of those who work on the front-lines of care.

- In February 2015, we polled over a thousand Manitobans through Probe Research and nearly half of respondents said **preserving public services is more important than balancing the budget.** This was good news for members and we made sure the media covered the story.



'Let's Talk Public Services' events were held in Steinbach, Winnipeg, Selkirk, Portage, Brandon, Dauphin, and Thompson.

BRINGING THE UNION TO YOU

Your MGEU Board of Directors, staff, and I joined you in your communities to celebrate **National Public Services week** and the 40th anniversary of Manitoba's vital Home Care program in June. With a little sun, a little food, and a lot of smiles, **it was fantastic to talk personally about why the work you do is so vital!**

I've also had the privilege of visiting many of you on the job. From *The Pas Correctional Centre* to *Brandon University* to Winnipeg's *Main Street Project* to the provincial *Vehicle and Equipment Management Agency*, I've been able to **hear firsthand about your work and concerns.** Just recently, I headed up to Churchill to talk with members about some of their uniquely northern challenges – including managing the polar bear jail!



In October, some brave members showed me around the polar bear jail in Churchill.



I was honoured to speak about the new Natural Resource Officers Act, which recognizes the vital role our NROs play in law enforcement, at their annual conference in March.

BRINGING YOU TO THE UNION

Our union continues to explore new ways to respond to members' needs and empower members to be their own champions.

Bottom-Up Planning

Your elected Board members engaged in an interactive Strategic Planning process which will enable us to more proactively tackle the issues that matter most to our diverse membership.

Better Ways To Serve

We reorganized our staff representatives into three focus areas – Civil Service, Health Care, and Labour Relations – so they can be more responsive and easily share ideas amongst groups with similar bargaining and workplace challenges.

No One Says It Better Than You!

We held another successful one-day workshop where members learned how to share stories of their day-to-day work, and why it's so important, in a way that resonates. From health care to environmental protection, members **discovered that no one can defend public services better than those who provide them.**



Teenie Strand, Michil Child and Family Services Support & Youth Care Worker
Jarrett Schmidt, Sheriff's Officer



Health Care Aide Kim Cuaremasa, Environmental Officer Warren Rospad, and Correctional Officer Darryl Platt shared their stories at the October workshop.

KEEPING YOU IN THE LOOP

In the last year, we continued to hone our ability to keep you as up-to-date and informed as possible, especially during bargaining. **At the bargaining table on our website is devoted to the latest bargaining news in each Local and Component, as well as overviews of what's happened at the table so far.**

I've also begun e-mailing out a **"5-Minute Update"** at the end of each month to give all of you a sense of what your union's been up to on behalf of the membership. (If you're not receiving it, please send your e-mail to resourcecentre@mgeu.ca!)



We've also developed a **three-year strategic communications plan** to make sure we're sharing information with members in the most inclusive and responsive way possible, while **keeping the importance of public services front and centre with Manitobans.**



After collecting over 1000 signatures of Prairie Mountain RHA workers and their supporters, union reps delivered them to the Minister of Health.

FINANCIAL STATEMENTS

The Manitoba Government and General Employees' Union
Statement of Financial Position as of July 31, 2015

	2015	2014
Assets		
Current		
Cash	2,616,936	2,556,615
Investments	24,784,062	21,223,276
Receivables	916,394	963,050
Interfund Receivables	3,031,730	1,500,880
Merchandise Inventory	44,405	34,405
Prepays	162,505	191,289
	31,556,032	26,469,515
Capital Assets	2,360,626	2,657,498
Membership Participation in Union Centre Inc.	500,000	500,000
	34,416,658	29,627,013
Liabilities		
Current		
Payables and Accruals	3,371,016	3,217,448
Interfund Payables	3,031,730	1,500,880
	6,402,746	4,718,328
Fund balances		
Invested in Capital Assets	2,360,626	2,657,498
Internally Restricted	25,266,554	21,921,976
Unrestricted	386,732	329,211
	28,013,912	24,908,685
	34,416,658	29,627,013

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

YEAR ENDED JULY 31	2015	2014
Revenues		
Membership Dues	22,456,150	21,827,591
Interest & Dividends	765,276	732,429
Realized Gains on Investments	479,602	123,765
Recovery from Crocus Investment	12,000	-
	23,713,028	22,683,785
Expenses		
Expenditures	20,027,613	18,876,382
Amortization	376,359	327,727
	20,403,972	19,204,109
Excess (deficiency) of revenues over expenses before other item	3,309,056	3,479,676
Unrealized (losses) gains on investments	(203,829)	309,975
Excess (deficiency) of revenues over expenses	3,105,227	3,789,651
Fund Balances, beginning of year	24,908,685	21,119,034
	28,013,912	24,908,685

SOLID FINANCIAL FOOTING

The MGEU remained in a strong financial position in 2015, while members' dues, at 1.25% on all income, continue to be amongst the lowest in Canada.

Continuing Your Education?

We Can Help

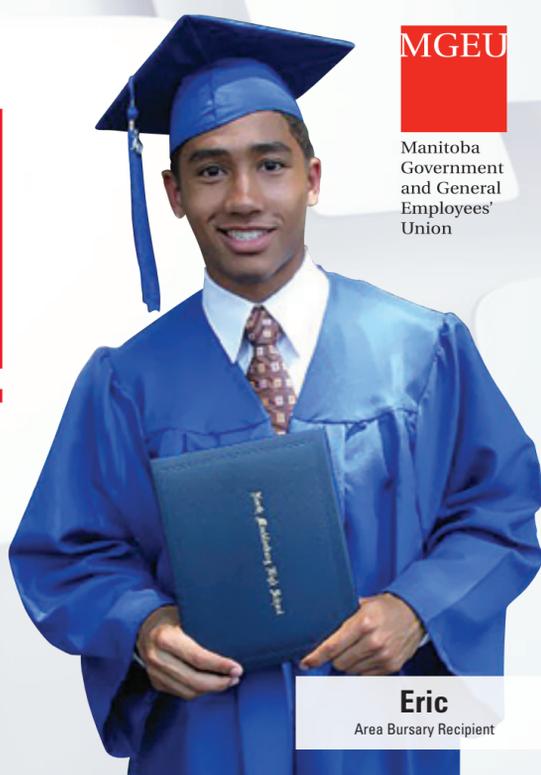
Whether you are **starting or continuing post-secondary education**, on a full-time or a part-time basis, an **MGEU member or family member**, you may be eligible for an **MGEU bursary**.

To see if you qualify, to receive an application form, or for 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



MGEU
Manitoba Government and General Employees' Union

Eric
Area Bursary Recipient



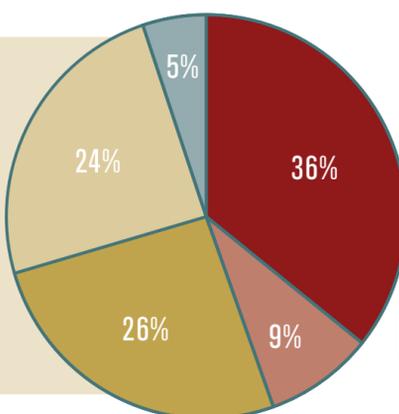
Manitoba Government and General Employees' Union

2015 REPORT TO MEMBERS



HOW YOUR DUES WERE SPENT LAST YEAR

- Negotiating and defending collective agreements
- Supporting informed and democratic union leadership
- Serving members and defending their interests
- Working to forward progressive policies and benefits
- Building union strength, influence and impact



The Addictions Foundation of MB - Component 16 (Bargaining Committee pictured here) is one of several MGEU groups whose monetary negotiations are significantly impacted by what the Civil Service achieves at their table.



After Correctional Officer Rhonda Commodore was killed in a highway accident while on the job outside The Pas, MGEU Corrections activists joined her family (below) at the Peace Officers Memorial in Ottawa to recognize their fellow member and others who gave their own life in the name of public safety.



MGEU members at the University College of the North prepare to present their recommendations during Provincial pre-budget consultations this fall.



Component Director Brent Curry speaks to the Premier and media about new provincial ambulances that, thanks to union insistence, were selected with the input of those who actually use them every day.

NEGOTIATING AND DEFENDING COLLECTIVE AGREEMENTS

Last year, MGEU members from all parts of Manitoba and a wide range of job classifications ratified nearly thirty different collective agreements. Not surprisingly, the most significant part of your dues is spent working to reach the best deal possible, and then working to ensure your employer lives up to it.

SUPPORTING INFORMED AND DEMOCRATIC UNION LEADERSHIP

In 2015, your union's education program offered more training options for elected leaders than ever before and continued to run a number of information sessions throughout the province for members interested in learning more about what their union does and how they might get involved.

DEFENDING YOUR INTERESTS AT WORK

When challenges come up on the job that have far-reaching effects on our members, we're there to work with you and your employers to find solutions.

WORKING TO FORWARD PROGRESSIVE POLICIES AND BENEFITS

As the largest union in the province, we play an ongoing role in influencing government policy. Each spring, for instance, we prepare and present a number of budget recommendations to the Province aimed at improving the services that support all Manitobans.

STRENGTHENING OUR COMMUNITIES TOGETHER

Last year, members came together through their union to support their communities and sponsor charitable initiatives through the union's public relations fund.



Members of MGEU's Safety, Health and Environment Committee joined with local volunteers to do some spring cleaning up near The Pas.



In 2015 the MGEU donated \$180,000 to local charities, social initiatives and fundraising events (such as the United Way Spaghetti Lunch in Portage).



President Gawronsky, with other political and industry leaders, announced the 10th annual SAFE Roads campaign - a joint initiative to remind motorists to slow down around workers.



President Gawronsky joined a provincial announcement to extend Workers Compensation Board coverage and benefits to all eligible workers diagnosed with Post Traumatic Stress Disorder.