# Manitoba Government and General Employees' Union

## Biennial Convention October, 2023

Resolutions

### 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:

This resolution covers CR-2

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.

CONVENTION DECISION:	Accept Committee Recommendation	
	Reject Committee Recommendation	

#### **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	า:	
Note:		
This resolution is covered by	CR-1	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **Change Constitution regarding Labour Council Participation**

Local Legal, Area 7

Submitted by:

**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.

Committee Recommendation:	Reject
Note:	
different unions together to deal with	nizes and manages labour councils as a way to bring members from issues that often pertain to municipal government or immediate als affiliated to labour councils in several regions in Manitoba.
lives in Selkirk, for example, but works	structured on a member's workplace for all elected positions. If a member in Winnipeg, the labour council this worker would be eligible to attend, if a Local is affiliated to a labour council, MGEU pays a fee to the labour bers in the Local.
When a delegate is elected at their Loback and be accountable to their MG	ocal, they are then expected to attend labour council meetings and report EU Local.
•	on is to remove the reporting and accountability requirements currently in to their Local. The member would simply be attending as an individual
This is not a Constitutional Resolution	. Constitution: C40 Labour Councils
It is a change to the bylaw: Bylaw: B2 report to and are responsible to the L	7 "Labour Council delegates or Labour Coordinating Committee delegates ocal". (1999)
· ·	Committee Recommendation  Committee Recommendation

#### 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.

<b>Because</b> the cost of Convention	on 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 DECICION.	A C	
CONVENTION DECISION:	Accept Committee Recommendation	<del></del>
	Reject Committee Recommendation	

#### **Rename MGEU Vice-Presidents**

	numbered vice-presidents as follows: 1st VP: Constitutional Vice-President; 2nd VP: d VP: Vice-President of Education; and 4th VP: Vice-President-at-Large.
<b>Because</b> currently, the numb	pered system is confusing and implies a hierarchy that does not exist.
Submitted by:	Area Council 07
Committee Recommendatio	n: Reject
•	the First Vice-President assumes the Union President's duties and powers when t, and so forth with the Second Vice-President, Third Vice-President, and Fourth
responsibilities of the respect	positions as proposed does not adequately reflect the full duties and tive positions. In addition to each vice-president position chairing a specified ce-president also serves as an ex officio member of all other committees that they
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **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 Recommendatio	n: Reject
support of at least one member name to be considered for a	uiring a nominator ensures that anyone interested in running for a position has the per at the meeting (i.e. the person who nominates them) in order to allow their position. The proposed resolution eliminates this purpose, wherein the ld be expected to nominate anyone interested in running for a position regardless I nominee / candidate.
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation

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

The MGEU Will allow memb and vote.	pers-at-large to be considered part of the local executive and area council in voice
<b>Because</b> it will encourage invalued and get more involved.	volvement in the work at the local and area council by a large group in their union
Submitted by:	Local Interlake-Eastern Community Support, Area 5
Committee Recommendation	n: Reject
	uncil provides a balance of representation from each Local, wherein expanding it to buld disincentivize smaller Locals from participating.
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation

#### 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	: Reiect

#### 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			
Reject Committee Recommendation	CONVENTION DECISION:	Accept Committee Recommendation	
		Reject Committee Recommendation	

#### **Change Role for Provincial Officers**

<b>Because</b> Section B9:2:2, B9:3: reflects a cooperative cohesiv	2, B9:4:2, and B9:5:2 of each covers which VP covers who, when absent and better ve union executive.
Submitted by:	Local Prairie Mountain Community Support, Area 3
Committee Recommendation	n: Reject

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

#### 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	

#### **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	on: Reject
<b>Note:</b> 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

#### **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	
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#### **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.

<b>Because</b> it is cost effective and fiscally responsible.		
<b>Because</b> there is no need for	more than three vice-presidents.	
Submitted by:	Local Social Sciences, Area 7	
Committee Recommendation	n: Reject	
<b>Note:</b> Fourth Vice-President position and activities.	n provides an additional voice to the membership, and supports Union objectives	
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	

#### **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
  - ii. 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 guorum, 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	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **Ensure Automatic Delegate Status for Local President**

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

**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.

Submitted by:	Local University College of the North, Area 1
Committee Recommendation	n: Reject
President elections take place therefore do not occur at the The proposed resolution wou preventing the Local the abili	gate elections occur in the Spring (between April 1st and June 30th) while Local e in Local meetings scheduled in September immediately before Convention, and same time or at the same meeting.  Ild severely restrict the ability of the Local to choose / elect its own delegates by ity to elect from its membership someone who is not the Local President. In does not preclude the Local from electing and sending its Local President to
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation

#### 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.

<b>Because</b> larger groups shoul	d not be penalized for the amount of members they hold.
Submitted by:	Local Corrections, Area 7
Committee Recommendatio	n: Reject
leading to many Area 6 & 7 Lo	omponent is allowed to elect one member or more to the Component Executive
251–350 members L 351–450 members L 451–550 members L	cal President Local President, Chief Steward Local President, Chief Steward, Local Vice-President Local President, Chief Steward, Local Vice-President, one Member-at-Large Local President, Chief Steward, Local Vice-President, two Members-at-Large t, Chief Steward, Local Vice-President, three Members-at-Large (1999)
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **Amend Definition of Quorum**

Submitted by:

**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.

Component Executive Golico

Committee Recommendatio	n: Reject
and Component. The chang members at the meeting, an able to continue assuming so	e Officer in order to chair a Local meeting and represent the Local at Area Council e is not required as practical application has been that if there are three (3) election is the first order of business that ensures the meeting has quorum and is proposed or appointed to a Local Table Officer position. If no one is d for a Local Table Officer position, then the Local cannot conduct official business.
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **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 Recommendatio	n: Reject
, , , , , , , , , , , , , , , , , , , ,	such positions should remain within the Local. However; Stewards and Workplace members(s) or a Workplace Safety and Health representative are often elected by the given work location.
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation

#### Allow Component Recalculation in Exceptional Circumstances

Local Trades, Area 7

Submitted by:

**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.

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Committee Recommendatio	n: Reject
Membership numbers fluctua	vould not constitute as an "exceptional circumstance". te for a variety of reasons, wherein the current calculation formula is balanced and nth average (as per C27 of the Constitution).
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation

#### Move Headingley to Area 7

<b>The MGEU Will</b> move Headingley Correctional Centre and the Women's Correctional Centre to Area 4 from Area 7.		
Because geographically they belong to Area 4.		
<b>Because</b> many of the staff at HCC and WCC live and commute from Portage la Prairie.		
<b>Because</b> corrections' members have always been an active local within Area 4.		
<b>Because</b> 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		
<b>Note:</b> 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	

#### Allow Variances for Elected Positions in a Convention Year

Submitted by:

**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.

Component Executive Corrections

Committee Recommendation	n: Reject
Note:	
year term, for the remainder of extended term (e.g. two years Elections for the proceeding to	to conduct an election for a vacant position that occurs any time during the two- of that two-year term. The proposed resolution would in essence provide for an s and six months). two-year term for Local Table Officer positions occur in September just prior to oredictability in both term length and election cycle.
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation

#### Rebalance Areas 6 and 7

Submitted by:

**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.

Component Executive Corrections

Committee Recommendation	n: Reject
<b>Note:</b> Committee does not believe Area 6 has 39 Locals Area 7 has 32 Locals	there is an imbalance that requires correction.
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **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 perso
s unable to attend.

Submitted by:	Component Executive Community Support
Committee Recommendatio	n: Reject
have the background and pa	act business that often extend beyond one meeting, wherein an alternate may not articipated in previous discussions to be a full participant at the meeting they're lso require initial orientation with the Standing Committee(s).
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **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	

#### **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	

#### **Amend Resolution Deadline**

<b>The MGEU Will</b> amend the Resolution submission deadline from July 15th to the first business day after June 30th.								
<b>Because</b> this will allow the Resolution Committee more time to debate and refer resolutions to the other committees.								
Submitted by:	ubmitted by: Standing Committee Equality & Human Rights							
Committee Recommendation	n: Accept							
	neficial, especially as it would provide time for clarification to be sought where g Committees to which the Resolutions Committee assigns resolutions to enough s recommendations.							
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation							

#### **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	

#### <u>Dissolve Technological Change Committee</u>

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

an whoreas a key deliverable is identified and/or required, the Deard has the authority to appoint an ad-

<b>Because</b> 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.								
<b>Because</b> it is more cost effect	tive and better use of time management.							
Because no substantial outp	outs have been produced.							
Submitted by: Local Social Sciences, Area 7								
Committee Recommendatio	n: Reject							
committees without a thorou As a member driven organiza	does not recommend any significant changes to or the dissolution of standing ugh review having been completed and presented to the membership. ation, MGEU standing committees provide a vital role of oversight over the lity, and elected activists from their respective Areas work closely with subject eir mandate.							
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation							

#### **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.							
<b>Because</b> 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							
<b>Note:</b> 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	

#### **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 Recommendatio	n: Reject
Noto	

#### 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	

#### Allow All Committee Members to Attend Convention

Allow All Committee Membe	ers to Attend Convention
The MGEU Will allow standing	g committee members to be automatically considered convention delegates.
<b>Because</b> to give more membe	ers the opportunity to vote.
Submitted by:	Local Michif CFS, Area 2
Committee Recommendation:	Reject
<b>Note:</b> Some members serve on more vacancies that remain difficult	than one (1) Standing Committee, while some Standing Committees have to fill.
Would likely result in some Loc based on the delegate to Loca	tals having a disproportionate number of delegates compared to other Locals I membership ratio in C17:4:2.
Standing Committee members attend Convention as a guest.	s who have not been elected as delegates at their Local still have the ability to
	assessed the monetary impact of granting automatic Convention delegate status ee members. The additional cost to send members from all committees as
	Accept Committee Recommendation Reject Committee Recommendation

#### **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.

barriers for participation all w	nile facilitating a cost effective solution.
Submitted by:	Standing Committee Young Members
Committee Recommendation	n: Refer to Board of Directors
· · · · · · · · · · · · · · · · · · ·	y and consultation as the resolution involves the dissolution of an existing olves establishing a new interest-based body wherein structure and terms of eed.

#### 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	

#### **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.

<b>Because</b> it is extremely difficult to have members come to local meetings.	
Submitted by:	Local Administration, Area 8
Committee Recommendation	n: 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**

<b>The MGEU Will</b> 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.

<b>Because</b> it will remove barrie	rs to attending meetings.
Submitted by:	Local Interlake-Eastern Community Support, Area 5
Committee Recommendation	n: Reject
<b>Note:</b> MGEU's Finance Committee h to all members attending me	nas assessed the monetary impact of expanding mileage reimbursement eligibility etings.
The impact to MGEU's bottor	n 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.	
	ngly recommends against this resolution and recommends instead that MGEU rove remote and hybrid meeting options, where appropriate.
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### Amend Mileage for Hotel Coverage to attend Meetings

Amena Mileage for Hotel Coverage to attend Meetings		
The MGEU Will go back to 120 kms round trip for hotel coverage.		
<b>Because</b> the 150km window	can be exhausting.	
<b>Because</b> it can be stressful di	riving in winter months and during construction season.	
Submitted by:	Component Executive Community Support	
Committee Recommendation	n: Reject	
<b>Note:</b> MGEU's Finance Committee h	nas 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	

#### 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 Fierte 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

#### 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	n: Reject
Note:	
MGEU's Finance Committee h	nas assessed the adoption of this resolution.
and accountability in the use risk for misuse of funds. Other	on a central finance model which provides for a high level of financial oversight of union monies. Adding up to 193 local bank accounts would create a significant NUPGE affiliated unions that have allowed for such accounts have faced nallenges related to allegations of the misuse of member money. Forensic audits
	oversee these accounts, this would impose significant new administrative service fees imposed on 193 accounts would also add up.
	committee and budget, as well as a Humanitarian Fund, which enable the union to es identified by members. These have strong accountability safeguards built in, n the MGEU website.
MGEU's Finance Committee s	trongly recommends rejection of this resolution
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

### **Stop Collecting Dues on Overtime**

The MGEU Will stop collecting dues on overtime hours worked by members.		
<b>Because</b> 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.

<b>Because</b> locals are facing multiple difficulties in these areas.		
Submitted by:	Component Executive Administration	
Committee Recommendation	n: Reject	
= = :	incentives at local meetings would impose new operational requirements and t, track, and reimburse for snacks.	
Where snacks require food pr on the union that are unrelate	eparation (eg. BBQ), even more significant operational requirements are imposed ed 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	

### **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	

### **Waive Union Dues for Table Officers**

<b>The MGEU Will</b> waive union dues for local table officers - president, chief steward, vice-president for their elected terms.		
<b>Because</b> it will provide incentive for members to hold positions and participate in union activities.		
Submitted by: Local MPI, Area 3		
Committee Recommendation: Reject		
<b>Note:</b> 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.		
his 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 eductions and/or a dues increase would be required to fund this change.		
Vaiving dues for a large sub-section of the membership could be divisive and risks undermining union olidarity.		
The Finance Committee recommends rejection of this resolution.		
CONVENTION DECISION: Accept Committee Recommendation Reject Committee Recommendation		

#### **Expand Union Paid Time**

Submitted by:

**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.

Local Prairie Mountain Community Support, Area 3

Committee Recommendation	n: Reject	
<b>Note:</b> 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 Golico, 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	

### **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 Recommendatio	n:
Note:	
This resolution is covered by	GR-1
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation

#### **Stop Privatization of Liquor Sales**

**The MGEU Will** through the MFL, lobby the Provincial Government to fight against any forms of privatization to the sale of beverage alcohol in Manitoba.

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

Submitted by: Component Executive Golico

Committee Recommendation:

Note:

This resolution is covered by GR-1

CONVENTION DECISION: Accept Committee Recommendation Reject Committee Recommendation

#### **Expand Public Liquor Sales to More Locations**

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

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

Submitted by:	Component Executive Golico	
Committee Recommendation:		
Note:		
This resolution is covered by GR-1		
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

### **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	

#### **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 though 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 Golico
Committee Recommendation	n: Accept
	dvocated extensively on this issue after the Government announced its intention to d to cannabis sales. Our position and research is consistent with this resolution.
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **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 Recommendatio	n: Accept
been lobbying to have the radangerous and outdated. The recent past, many residents in	ard patient/staff ratio for those working in long-term care. However, MGEU has tio changed to reflect new realities in health care that deem the current ratio e reality is the level of care required in long-term care has increased. Where in the n a long-term care facility were considered "independent" as they had more rensive, hands on care the new reality is most residents now require lifts and of need.
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation

### 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	

### **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 Recommendatio	n: Accept
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

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

### **Keep Health Care Public**

**CONVENTION DECISION:** 

<b>Because</b> 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
<b>Note:</b> 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.	

Accept Committee Recommendation

Reject Committee Recommendation

### <u>Lobbying Government to Follow Through on 94 Calls to Action</u>

**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		
<b>Note:</b> To view the Calls to Action, visit <a href="https://nctr.ca/records/reports/">https://nctr.ca/records/reports/</a>		
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

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

#### 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. Local Golico, Area 7 Submitted by: 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 Recommendat	ion: Accept
<b>Note:</b> This resolution covers GR-15, GR-16	
CONVENTION DECISION:	Accept Committee Recommendation

Reject Committee Recommendation

#### **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.

### **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	

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

The MGEU Will lobby Provinci	al Government to have mandatory paid sick days for all workers.
Because employees should no	ot have to choose between getting well and getting paid.
Because having employees th	at are not well at the workplace creates risks for other employees and clients.
Submitted by:	Local Corrections, Area 1
Committee Recommendation:	Accept
<b>Note:</b> The MFL is continuing to lobby on this issue on behalf of all workers.	
	Accept Committee Recommendation Reject Committee Recommendation

#### **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	

### **Implement Universal Care for Mental Health Services**

<b>The MGEU Will</b> 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	
<b>Because</b> all Manitobans shou	ald have access to this, not just those with a specific workplace benefit plan.	
Submitted by:	Local St Amant Community Residential Program	
Committee Recommendation	n: Accept	
<b>Note:</b> 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	

### **Leave without Pay for First Responders**

Submitted by:

**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.

Local MPI, Area 2

Committee Recommendatio	n: Accept
	members who are volunteer fire fighters, the resolution is not limited in scope to on is meant to encompass any MGEU workplace where workers may be volunteer ities.
Where applicable the MGEU will refer this to active Labour Councils.	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **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.

<b>Because</b> racism and discrimination is wrong.		
Submitted by:	Local Clerical, Area 7	
Committee Recommendation	n: Accept	
<b>Note:</b> In 2023, the MGEU and the Pr Employment Equity Task Force	ovince of Manitoba struck an equity and diversity committee called the e.	
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	

# COMPOSITE RESOLUTION MGEU CONVENTION - 2023

### **Enhance Virtual Technology**

**CONVENTION DECISION:** 

<b>The MGEU Will</b> explore the use of virtual technology to facilitate additional hybrid meetings.		
<b>Because</b> MGEU needs to look at ways to minimize travel to reduce our carbon footprint;		
<b>Because</b> hybrid meetings will increase attendance, particularly in cases of inclement weather or potentially for members with disabilities;		
<b>Because</b> it allows for MGEU members who are casuals, or not at work locations when meetings take place, to participate; and		
<b>Because</b> overall, there will be a cost saving to the Union.		
Submitted by: Area Council 02		
Committee Recommendation: Accept		
Note:		
This resolution covers GR-23, GR-24, GR-25, GR-26, GR-27, GR-28, GR-29, GR-30		

Accept Committee Recommendation \_\_\_\_\_

Reject Committee Recommendation

#### **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	n:	
Note:		
This resolution is covered by	GR-22	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **Host Hybrid Meetings**

riost riyona meetings		
The MGEU Will provide the ability for locals to have hybrid meetings.		
<b>Because</b> 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	

#### **Provide Hybrid Meeting Options**

Trovide Trybild Meeting Op	MOTIS
The MGEU Will provide a hyl	orid meeting option for all MGEU meetings.
Because it will remove all bar	rriers for members to participate.
Submitted by:	Local Corrections, Area 7
Committee Recommendation	ղ։
Note:	
This resolution is covered by GR-22	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### Offering Hybrid Meetings

<u>onemg nyana meetings</u>		
The MGEU Will make the hybrid option available for all meetings.		
<b>Because</b> in some distanced challenged locals, the hybrid option is the best option.		
Submitted by:	Component Executive Golico	
Committee Recommendation:		
Note:		
This resolution is covered by GR-22		
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

### **Expand Hybrid Meeting Options**

Submitted by:

The MGEU Will provide a hybrid option for all meetings.	
---	--

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

Component Executive Corrections

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

Committee Recommendation	า:	
Note:		
This resolution is covered by	GR-22	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

### **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 Suppo	ort
Committee Recommendation	n:	
Note:		
This resolution is covered by	GR-22	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

### **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		

### **Hybrid Meetings**

Submitted by:

**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** Al 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	n: Accept
technology, largely due to for and unclear legal regulation.	gence (AI) sector have cautioned about the unforeseen dangers from this ur main risk factors: consumer privacy, biased programming, danger to humans, This is a global challenge, but ensuring the Manitoba Government is doing its part 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

### **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** Al 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			

### **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 Al Technology that have potential to impact all MGEU workplaces.

**Because** Al 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 Recommendatio	n: Accept	
Note:		
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

# COMPOSITE RESOLUTION MGEU CONVENTION - 2023

#### **Enact Right to Disconnect Legislation**

The MGEU Will lobby the Provincial Government to introduce	"Right to Disconnect"	legislation si	milar to that
passed in other jurisdictions in Canada.			

**Because** we all need the right to disconnect from work.

**Because** workers are afraid to say no to employers who pressure them to do tasks in their personal time.

**Because** without a meaningful disconnect from work, mental health and wellness are negatively affected and leads to burnout.

Because this promotes healthy work/life balance.		
Submitted by:	Area Council 06	
Committee Recommendation:	Accept	
Note:		
This resolution covers GR-35		
CONVENTION DECISION:	Accept Committee Recommendation	

Reject Committee Recommendation

#### **Right to Disconnect**

**The MGEU Will** lobby the Provincial Government to pass legislation that ensures workers rights to disconnect from work and work technology in their non-working hours.

**Because** workers are afraid to say no to employers who pressure them to do tasks in the personal time.

**Because** without a meaningful disconnect from work, mental health and wellness are negatively affected and leads to burnout.

<b>Because</b> this promotes healthy work/life balance.		
Submitted by:	Standing Committee Technological Change	
Committee Recommendation:		
Note:		
This resolution is covered by GR-34		
CONVENTION DECISION:	Accept Committee Recommendation	

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

### **Improve Cell Coverage**

<b>The MGEU Will</b> lobby the Provincial Government to improve and increase cell phone coverage to all Manitobans.			
<b>Because</b> this is important for remote areas.	<b>Because</b> this is important for the safety and health of all Manitobans. There are far too many dead areas in non-remote areas.		
Submitted by:	Component Executive Technical / Professional		
Committee Recommendation: Accept			
Note: A similar resolution was passed at the 2020 MGEU Convention and lobbying has been undertaken by the Tech Change Committee on this issue. The MGEU has also done a campaign in the recent term through the Communications department that asked members to Send a Message to the Premier, asking for improved access to broadband and cell service for all Manitobans. President Kyle Ross has written the government requesting a meeting on this issue that has not yet resulted in a response.			
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation		

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

<b>The MGEU Will</b> lobby for a grocery supplement for people living in Northern isolated communities.		
Because the high cost of living	g in the North.	
Submitted by:	Local Churchill Children's Centre	
Committee Recommendation	n: Accept	
Manitoba's Northern and rem	ous evidence to support the fact that groceries are simply more expensive in ote communities. This resolution seeks to encourage the Provincial Government III Northerners and those in remote communities, whether they are MGEU	
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 Recommendatio	n: Accept
Note: MGEU represents their dues any relevant legislation/regu This resolution covers GR-39	paying members regardless of where they live to ensure their CBA rights and that lations are being followed.
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

### 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		

### **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	ı: Accept
Note:	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

### Increase Funding for Autism Program at St Amant

**The MGEU Will** lobby the Province of Manitoba to increase the funding to the Autism Program at St. Amant.

**Because** this program is under funded and is in high demand for those persons with and the family members of persons with autism, increasing this program's funding benefits not only these persons and their families but also all Manitobans.

Submitted by:	Local St Amant Support
Committee Recommendation	n: Accept
Note:	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **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 Recommendatio	n: Accept	
Note:		
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

### **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	n: 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 or support and public awareness.

Submitted by:	Local ANCR	
Committee Recommendatio	n: Accept	
Note:		
This resolution covers GR-45,	GR-46, GR-47	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

### **Ensure Services Close to Home**

**CONVENTION DECISION:** 

<b>The MGEU Will</b> lobby all Manitoban governments (Provincial, Metis, Indigenous) for access to in-community social services outside of Winnipeg (in Rural Manitoba).			
<b>Because</b> Manitobans should	Because Manitobans should have in-person service delivery in communities without travel.		
Submitted by:	Local Metis CFCS, Area 6		
Committee Recommendation	n:		
Note:			
This resolution is covered by GR-44			

Accept Committee Recommendation

Reject Committee Recommendation

### **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	n:	
Note:		
This resolution is covered by	GR-44	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

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

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

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

Submitted by:	Local ANCR	
Committee Recommendation	n:	
Note:		
This resolution is covered by	GR-44	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

### **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	n: Refer to Local
Note:	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

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

<b>The MGEU Will</b> lobby the Government to publicize and make known opportunities within the Provincial Government for employment.
<b>Because</b> young workers need a chance and somewhere to start to gain work experience.
<b>Because</b> young people may have a different and fresh perspective to share with Government departments.
Submitted by: Local Clerical, Area 7
Committee Recommendation: Accept
Note:

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

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

### <u>Develop a Five Year Strategic Plan to Increase Diversity</u>

**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.

<b>Because</b> we need to reflect t	he communities we serve and represent.
Submitted by:	Standing Committee Equality & Human Rights
Committee Recommendatio	n: Accept
Note:	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **Form a Political Action Committee**

information on lobbying issues back to the committees.

**The MGEU Will** form a political action committee that encompasses all existing committees and their concerns to lobby Government and be a conduit for those committees to have their concerns be spoken through one voice.

Because each committee is currently presenting and discussing issues, but there is no conduit for direct

### **COMPOSITE RESOLUTION MGEU CONVENTION - 2023**

The MGEU Will lobby government through the MFL to ensure employers and businesses are doing all they can

### **Lobby for Full Accessibility**

to be fully accessible for Manitobans with disabilities. MGEU will strive to be a model for all other employer's in this regard.
<b>Because</b> 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

### **Support and Lobby for Persons with Disabilities**

**The MGEU Will** (a) lobby the government to do more to support employment of Persons With Disabilities (PWD) (i.e.: education and awareness to the benefits of hiring a PWD); and (b) will make itself a more inclusive place for PWD.

Because		
Submitted by:	Component Executive Clerical	
Committee Recommendation	on:	
Note:		
This resolution is covered by	GR-52	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **Allow Elections at Work Locations**

**The MGEU Will** allow locals consisting of a singular work location to hold elections on site provided the employer approves. These elections should be able to span multiple shift patters over a maximum of two days to ensure as diverse a member vote as possible.

**Because** it is important for every member to have a say on who represents them and having these elections on site provides for maximum member engagement.

**Because** it gives exposure to the union's democratic process and potentially allows for a conversion from member to activist.

Submitted by:	Component Executive Corrections
Committee Recommendation	n: Refer to Board of Directors
<b>Note:</b> There are currently exceptions in the Policy Manual 2.8.3 & 2.8.4 for locals who operate on a 24/7 Basis.	

Holding elections in the workplace is assessed on a case by case basis. Consideration includes but are not limited to:

- The # of various shift configurations to be included
- staffing resources required
- the number of days required, etc.

CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **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

#### **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

### **Rename Human Resources Department**

<b>The MGEU Will</b> lobby employers and organizations to change the name of their "Human Resources" Department to "Employee Relations" Department.	
<b>Because</b> employees are peo	ple not resources.
Submitted by:	Local Golico, Area 7
Committee Recommendatio	n: Reject
<b>Note:</b> 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

#### **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

# COMPOSITE RESOLUTION MGEU CONVENTION - 2023

### Facilitate Storage/Recycling of Sensitive Union Information

**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** we need to be able to recycle or dispose of union materials largely to ensure that sensitive information is handled properly.

Submitted by:	Area Council 02
Committee Recommendation	n: Reject
·	mbers should work with their staff liaison to make arrangements. In addition, een added to the MGEU activist schools.
This resolution covers GR-60, GR-61, GR-62	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

### **Recycling Sensitive Union Material**

**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 safe manner.

Submitted by:	Area Council 05	
Committee Recommendatio	n:	
Note:		
This resolution is covered by	GR-59	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

### **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 Suppo	ort
Committee Recommendatio	า:	
Note:		
This resolution is covered by	GR-59	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **Keep Union Documents Safe**

**The MGEU Will** make storage/recycling/shredding available to activists for any union related documents they may have, and will communicate the plan for this to all activists.

Because the information requires proper safe guarding or disposal as appropriated.

Submitted by: Area Council 06

Committee Recommendation:

Note:

This resolution is covered by GR-59

CONVENTION DECISION: Accept Committee Recommendation Reject Committee Recommendation

### <u>Amendment to Selection Process for MFL Women's Conference</u>

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 <b>four</b> participants from the Women's Committee;	
<b>Because</b> 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	

### Amendment to Selection Process for NUPGE Women's Conference

The MGEU Will amend the p	olicy manual as follows:
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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	n: Accept
Note:	
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation

#### 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 Recommendatio	n: Accept	
Note:		
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **ASL Interpretation Accessibility**

<b>The MGEU Will</b> provide ASL Interpretation (live or recorded) on all critical information being relayed to its members.			
<b>Because</b> they need to be ful access information.	y accessible to all MGEU members and in order to have many different options to		
Submitted by:	Local Manitoba Possible		
Committee Recommendatio	n: Accept		
interpreted videos". After reso company to achieve this. For interpretation. Our commitment	ne 2022 MGEU Convention to "increase accessibility of messaging by providing ASL earching and costing the initiative, MGEU has already worked with a local Manitoba example, our Member Orientation is now available on YouTube and features ASL ent to members is to continue to be as inclusive and accessible as possible for all eds are. In addition, if any members request ASL interpretation at MGEU meetings ed.		
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation		

#### **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	n: Accept
Note:	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **Applying to Attend Events**

Submitted by:

**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.

Local Prairie Mountain Community Support, Area 3

Committee Recommendatio	n: Reject
<b>3</b> 1	where members can make requests to attend meetings, educationals or events of motion to the Area Council or Component, and requests will be considered by the
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

### **Develop 'I Voted' Stickers**

<b>The MGEU Will</b> develop and and strikes.	use "I voted" stickers for MGEU locals use during various votes such as ratification	
<b>Because</b> it is a visual reminde	er that will promote engagement and participation.	
Submitted by:	Area Council 06	
Committee Recommendation: Accept		
<b>Note:</b> This is done a case-by-case basis in consultation with the various bargaining committees.		
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation	

#### **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 Councii 03
Committee Recommendatio	on: Reject
of the Canadian Labour Cong Per MGEU Policy Manual 2.15 The MGEU is affiliated to the • National Union of Pub • Canadian Labour Cong • Manitoba Federation of • Labour Councils and L	fo.1, which reads: following labour organizations: lic and General Employees (NUPGE); gress (CLC);
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation

#### **Confirm Affiliation with the MFL**

Submitted by:

**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.

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).
<b>CONVENTION DECISION:</b> Accept Committee Recommendation

Reject Committee Recommendation

#### 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.

certain ner partieur.		
Submitted by:	Area Council 03	
Committee Recommendatio	n: 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	

The MGEU Will change 5.3 Member Recognition within the MGEU Policy Manual to allow for a member's local

#### **Amend Policy Manual Regarding Member Recognition**

CONVENTION DECISION:

Accept Committee Recommendation
Reject Committee Recommendation

#### **Ensure Clarity for Payroll Information**

**CONVENTION DECISION:** 

**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.

to their employees.	
Submitted by: Local Physical Sciences, Area 5	
Committee Recommendation: Reject	
<b>Note:</b> 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 each employee setting out:	de a written statement
<ul><li>a) the regular hours of work and overtime for which wages are being paid to the empapplicable wage rates;</li><li>b) deductions from the wages of the employee and the reason for each deduction; at the net amount of wages paid to the employee.</li></ul>	,
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 paid over a period of time, the employer may, instead of providing the statements requ (4), at the beginning of the period provide the employee with a statement of the wage rate, deductions from the wages, and the net amount to be paid to the employee on e the period.	uired under subsection s to be paid, the wage
Records to be produced on request 135(6) An employer and any other person having custody or control of employment r request of an officer, produce them for inspection and shall, on the request of an office them.	

Accept Committee Recommendation \_\_\_\_\_

Reject Committee Recommendation

#### **MGEU Meeting Process**

**Because** 

**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).

Submitted by:	Component Executive Clerical	
Committee Recommendation: Reject		
<b>Note:</b> 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**

Submitted by:

Area Council 02

**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.

Committee Recommendation	n: Accept	
newly elected table officers a Officer's Discussions. New tab	andbook for newly elected activists and educational opportunities exist to educate bout their roles and responsibilities. In addition, we cover this at the Local Table ole officers also have the benefit of working with a staff representative that can and procedures with which they may have limited experience	
This resolution covers MC-2, MC-3		
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **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 Suppo	ort
Committee Recommendation	on:	
Note:		
This resolution is covered by	MC-1	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

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

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

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

Submitted by:	Area Council 05	
Committee Recommendation	n:	
Note:		
This resolution is covered by	MC-1	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **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

#### **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 Recommendatio	n: Reject	
<b>Note:</b> 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	

#### **Better Benefit Plan for Employees**

Culo poitto al lour

**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 Supp	JOIL
Committee Recommendation	: Reject	
<b>Note:</b> Bargaining Issue.		
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **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			
<b>Note:</b> Bargaining Issue.			
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation		

#### **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	n: Reject
<b>Note:</b> Bargaining Issue.	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **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	n: Reject
<b>Note:</b> Bargaining Issue.	
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### **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	n: Reject
9 9	ween MGEU and it's unionized workforce. Staff compensation is negotiated by Vice President, and is subsequently approved by the MGEU Board of Directors.
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation

#### 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	n: Reject	
<b>Note:</b> Bargaining		
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **Reduce Carbon Footprint**

**The MGEU Will** explore, through its bargaining committees, the opportunity to introduce collective agreement language that will reduce the carbon footprint, encourage environmentally friendly work practices (e.g.: commuting, workforce adjustment / just transition, green procurement, and Environment Committees).

<b>Because</b> we need to be environmentally responsible.		
Submitted by:	Area Council 05	
Committee Recommendatio	n: Reject	
encouraged to give consider	s an issue or a desire through a bargaining proposal, bargaining committees are ation. However, as this is up to the bargaining committee and its Local members, which proposals should go forward.	
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation	

#### **Encourage Environmentally Friendly Practices**

**The MGEU Will** prepare and share information on reducing carbon footprint and encourage environmentally friendly practices, to locals for their consideration at bargaining proposal meetings.

Because we all need to be more informed on climate change and how we can make changes in our

workplaces.

Submitted by: Area Council 06

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

#### **MGEU Staff Assignments**

<b>The MGEU Will</b> 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			
<b>Note:</b> Operational matters are dealt with between management and staff at the MGEU.			
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation		

#### **Improved Staff Response Times**

The MGEU Will provide better communication and response times (48 hours max.)		
<b>Because</b> response times have varied to the point where no resolution has been reached.		
Submitted by:	Local Municipality of WestLake-Gladstone	
Committee Recommendation: Reject		
<b>Note:</b> There is a process to address service concerns though the MGEU management structure.		
CONVENTION DECISION:	Accept Committee Recommendation Reject Committee Recommendation	

#### **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	n: Reject
encouraged to give consider	s an issue or a desire through a bargaining proposal, bargaining committees are ation. However, as this is up to the bargaining committee and its Local members, which proposals should go forward.
CONVENTION DECISION:	Accept Committee Recommendation  Reject Committee Recommendation