



Annual Report 2025

Manitoba
nurses Union
St. Boniface Nurses **Worksite 5**

February 2026

Key Executive Team at St Boniface Nurses Worksite 5



Laura Schattner, President



Renate Scheffer King, Vice President
(Acting President Mar 2025 to Dec 2025)



Maggie Moore, Acting Treasurer



Janelle Mulaire, Acting Treasurer



Jocelyne Mann, Secretary

Executive Team of St Boniface Hospital Nurses Worksite 5

WSR Committee: Jocelyne Mann (chair), Maggie Moore, Kim Plantz, Amanda Alfaro-Juarez, Kallie Stephen, Alicia Wieder, Meaghan Syganiec, Jaz Klymochko

Nominations Committee: Therese Santos, Janelle Mulaire

Workplace Health & Safety Committee: Shericka Barclay-McPherson, Alicia Wieder

Nursing Advisory Committee: Laura Schattner, Renate Scheffer King, Jocelyne Mann

Unit Reps: Jocelyne Mann, Janelle Mulaire, Sara Volpatti, Jillian Chemerika, Mary Woloszyn, Therese Santos, Melissa Omega, Jaz Klymochko, Kallie Stephens, Sofreen Sandhu, Alicia Wieder, Linda Jackson, Krizel Watson, Shericka Barclay-McPherson, Chloe Devries, Steven Lee, Meaghan Syganiec, Amanda Alfaro-Juarez, Mia Dech, Sandra Velez, Yolanda DePape, Chelsea Wotton, Marc Mulaire, Jillian Morse, Ryan Delaire

Land and Water Acknowledgement

St Boniface Nurses Worksite 5 is located on Treaty 1 Territory, the traditional lands of the Anishinaabeg, Cree, Oji-Cree, Dene, and Dakota peoples, and on the homeland of the Red River Metis. We acknowledge that Winnipeg's water is sourced from Shoal Lake 40 First Nation.



Rules of Procedure for the Meeting

1. Order of business is subject to majority approval.
2. A member may speak only once to any given matter. Debate is limited to three (3) minutes, unless permission to the contrary is given by the assembly.
3. All members must identify themselves by name prior to speaking.
4. Speakers must address the chair.
5. Robert's Rules of Order will govern for any procedural matters brought into issue.



RESPECTFUL MEETING GUIDELINES

1. Respect each other.
2. All members of the meeting should be treated as equals.
3. Confidentiality must be maintained.
4. Discuss issues not people.
5. Listen respectfully.
6. Focus on issues.
7. Refrain from personal attacks.
8. Refrain from dominating the discussions.
9. Cellphones to be on mute/vibrate during meetings. Please return calls during breaks.

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PRESIDENT'S REPORT



The Annual Report is a glance into the day-to-day work that the Worksite 5 office does for the members at St Boniface Hospital. While the dedication and work to support the members has not changed, the Annual Report has received a make-over this year, with the goal to reorganize and condense. That being said, please reach out to us in the office if you would like more information on anything.

Our Annual Report is not the only thing that changed this year. After having the same carpet and office furniture since the late 1990's, Worksite 5's office received some needed TLC. During the summer, we acquired more space, giving the Vice-president their own office for meetings, as many of the meetings are now held through TEAMS. We also created a larger meeting room, to have meetings in-house, as costs at the Norwood have increased significantly. Lastly, we updated some of our technology to make it more user friendly when hosting/attending virtual meetings. We tried to have an open house on Dec 18th 2025, to show off our newly updated space, however, the blizzard of the year forced us to postpone. We plan on having an open house in March or April, 2026. We would like to thank Hedman Construction for doing fast and efficient work for our renos. The updated space looks great!

Now, what has stayed the same! The compassion, professionalism, knowledge, advocacy, and dedication that all the nurses continue to give their patients and their families. Even though nurses are tired from endless extreme short staffing, unsafe nurse patient ratios, reassignment, mandatory overtime, higher acuity of patients, and increase in violence and abuse, nurses continue to make sacrifices to their personal lives to help

each other and put band-aids on the broken health care system. Additionally nurses continue to be forced to do more with less from the employer and government.

We recognize how exhausted everyone is from getting back very little after always giving so much. The President and Vice-President want to thank every one who has taken the time to volunteer as a unit rep, sit on a committee, and who advocated for themselves, their coworkers, along with MNU this past year. We appreciate and rely on all the updates of what is going on in your units, especially since this past year we have noticed notifications from the employer have decreased significantly.

Because of all your emails, phone calls, WSRS, and incident reports, we have started the process to Grey List. In December 2025, the President, Vice-President, and Mary Lakatos, our LRO, met with senior management to give them notice of intent. At the time of this writing, Worksite 5 has met with the MNU Board of Directors to ask for, and was granted approval to Grey List. The Worksite is continuing to have discussions and are working with St Boniface Hospital Management about the conditions of Grey Listing.

Now on to a day-to-day snapshot of the daily work and meetings of the president and vice-president, with the amazing executive admin, Tracey Busby supporting them. The meetings we attend to support our members, are gradual return to work (GRTW), duty to accommodate (DTA), and attendance (ASAP) meetings.

We still have many GRTW due to workplace injuries, and some are due to the number of assaults nurses are

experiencing. If you have been verbally assaulted, please fill out an incident **tracker** and WCB Claim, as nurses may develop PTSD from repeated situations which need to be recorded. We attend GRTW meetings, for other reasons too, such as injuries outside work, surgery or illness, or prolonged absence away from the workplace. **Please send health information to disability management and / or the union. They should never be sent to your manager.**

Duty to accommodate meetings occur for family status (child or elder care), medical, or educational.

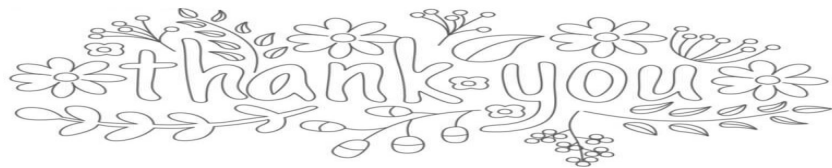
Attendance or ASAP meetings are to support nurses who are struggling to attend work for various reasons, medical often being the most prevalent. They are non-disciplinary, however, often it does not always seem that way. This is why it is always important for a union rep to be present and help support the nurse during the meeting.

We also deal with issues, concerns, and grievances where we need to communicate with the Human Resources department. We also support nurses who face workplace concerns. We opened 569 files of issues and concerns and over 25 grievances in 2025, In 2024 we filed around 10

grievances. A grievance is when an issue is escalated to the LRO and MNU takes a bigger role in finding a resolution..

Some other typical meetings and committees the president and vice-president attend are: Union Management Committee (a regularly scheduled meeting with the Chief Nursing Officer), Joint Union Hospital Council, , Nursing Advisory Committee, Employers Organization Nursing Advisory Committee, Presidents of Winnipeg Regional Local Acute Sites, Provincial MNU AGM, and CFNU's biennium's, just to name a few.

Throughout the year, Worksite 5 holds minimum 5 executive and 3 general meetings for the members. They are held in a combination of in-person and TEAMS. Our general meetings are for all members of Worksite 5. The executive meetings are for unit reps and committee members only. We had our annual Education Day for our unit reps and committee members on January 16th, 2025. In 2025 our focus was on inclusive healthcare training for those in the 2STLGBQ1A+ community.



Mary Lakatos is the Labour Relations Officer from the Manitoba Nurses Union provincial office that works closely with our team at Worksite 5. Mary has for many years provided us with her amazing knowledge of the collective agreement, supported us and our members in countless meetings and has helped keep us sane when the challenges are threatening to unravel us.

We are very grateful to have Mary as our guide as we continue to learn and appreciate the nuances of meeting the needs of nurses at St Boniface Hospital. Additionally, Mary has the ability to take things to the whole LRO team and their invaluable years of experience to get their advice when things get tricky.

NOMINATING COMMITTEE REPORT

Worksite 5 Constitution

Any member may nominate another member for any elective position provided such nominee has consented in writing. Nominations for all open positions must be submitted by January 5th each year. Where there are no other nominees for the position, the member shall be deemed to be elected by acclamation.

Every member elected to the position of President, Vice-President, Treasurer and Secretary shall serve for two (2) years commencing May 1st. Terms are staggered, the position of President and Secretary shall be elected in odd years; the positions of Vice-President and Treasurer shall be elected in even years.

Each year we ask nurses to become involved with/continue to be involved with Worksite 5 by serving by being a unit representative and/or serving on a union committee. These roles help us to stand together and spread the voice meow of MNU throughout the hospital.

Unit reps are elected at the unit level and serve a one year (renewable) term-of-office. More than one person per unit can serve as unit rep. In 2025 we had several units with multiple reps (co-reps). For those new to the unit rep role, orientation to the role is provided by the Worksite 5 office. Committee positions are elected for one or two years.

Worksite 5 Elections 2026

Nominations for positions up for election in 2026 closed on January 6, 2026. Below is the status of nominations as of January 6, 2026:

Key Executive:

Vice President: Renate Scheffer-King was acclaimed to a two year term (May 1, 2026 - April 30, 2028).

Treasurer—Janelle Mulaire was acclaimed to a two year term (May 1, 2026 - April 30, 2028).

Nominating Committee—Therese Santos and Janelle Mulaire have been acclaimed for a one year term.

Workload Staffing Reports Committee (All Acclaimed)
Jocelyne Mann, Kim Plantz, Kallie Stephen (mat leave), Jaz Klymochko, Amanda Alfaro-Juarez, Alicia Wieder, Meghan Syganiec.

Nominations for Joint Committees

Joint Education Fund

- **Janelle Mulaire** has been acclaimed in a two year term (May 1, 2025 - April 30, 2027).

Workplace Safety & Health

- **Shericka Barclay-McPherson** has been acclaimed to a two year term (May 1, 2026 - April 30, 2028)
- **Alicia Wieder** has been acclaimed to a two year term (May 1, 2025 - April 30, 2027).

Nursing Advisory Committee (NAC)

- * Laura Schattner, Renate Scheffer-King and Jocelyne Mann appointed to committee by Key Executive.

Unit Representatives

As previously stated in my report, unit reps are elected at the unit level. At time of writing this report only the following units have reps as of May 1, 2026:

If you are currently serving as unit rep not listed and wish to continue in that role or if you wish to become a unit rep, please fill out and submit a nominations form. New reps are always welcome.

Renal Program	Jocelyne Mann, Janelle Mulaire & Marc Mulaire
LDR	Sara Volpatti
Y2 Cardiac Specialty Care	Jillian Chemerika
PNU 3A/3B	Mary Woloszyn
Diagnostic Imaging	Therese Santos
E6 Medicine	Melissa Omega (mat leave)
6E/6AS	Jaz Klymochko
Emergency	Kallie Stephens, Ryan Delaire & Jillian Morse
Heart Cath Lab	Alicia Wieder
B2/L2/PAC/NFA & Endoscopy	Aambika Sharma
Palliative Care	Shericka Barclay-McPherson
Operating Room	Chloe DeVries & Steven Lee
Casual Nurses	Meghan Syganiec
Cardiac Sciences Access Office	Amanda Alfaro-Juarez
Fetal Assessment Unit	Mia Dech
PARR	Yolanda DePape
SRT	Chelsea Wotton
ICU	Krizel Watson
4E	Sandra Velez & Dante Vergara
Pacemaker	Linda Jackson
5E	Stacey Darker

Educational Funding

Nurses looking for funding to support their continuing education, whether it is from bridging from LPN to RN, becoming more knowledgeable in your specialty, or developing other nursing related skills, have several different options for funding. Please reach out if you are looking for more information about any of them.

Joint Education Fund – up to \$1000/year—Criteria for funding is found on the back of the application form which is available on the intranet or from HR. Funds are paid out in Canadian funds and must be submitted with supporting documents within 30 days of attendance/completion of conference/course.

Employer Sponsored Educational Development Fund (ESEDF) - up to \$200/year—Requests must be submitted to a senior nursing manager or designate, prior to attendance at such a program. Payout occurs upon satisfactory completion of the course, workshop or education program. The application form which is available on the intranet or from HR

WRHA continuing Education Fund – up to \$500—Funding from Manitoba Health to support costs related to registration/tuition/travel/parking and accommodation costs to attend workshops, university courses, conferences or seminars within Canada. Information can be found on the WRHA website

St. Boniface Registered Nurses’ Alumni Association—See inside back cover of Worksite 5 Annual Report

Manitoba Nurses Union—has five (5) different options on their website in various amounts— see website at www.manitobanurses.ca

FINANCE COMMITTEE REPORT

The financial operations of Worksite 5 are managed through a carefully developed budget that aligns with the strategic direction established by the Finance Committee (key executive) and the administrative team, led by the Treasurer.

The Finance Committee conducts an annual Finance Day to review Worksite 5’s financial status. Budgets are approved two years in advance, and the Key Executive approved the 2027 budget during this year’s session.

Investments

As demonstrated by the investment portfolio, Worksite 5 continues to exhibit financial stability. Following extensive discussions with our financial advisors with RBC Dominion Securities, adjustments were made to the investment strategy. The portfolio had average performance due to market variables, earning a return of 5.92% in 2025.

Investments as of October 31, 2025

	<u>Market Value</u>
<u>Equity & Fixed Income</u>	\$1,046,342
<u>Cash and Equivalents</u>	<u>Market Value</u>
Total Cash & Equivalents	\$39,470
Total Investments (Book Value)	\$1,085,812

**all values are expressed in Canadian Dollars*

2025 Budget

The 2025 budget had a projected deficit of \$61,600. After completion of our year end financials our deficit for 2025 will be \$143,736.78

2027 Proposed Budget

The proposed budget for 2027 which can be found on pages 10-14 has a projected a deficit of \$81,520

We have more than sufficient funds in our investments to cover any deficit realized at year-end 2027.

The 2027 proposed budget was approved by the Executive Committee and will be voted on by general membership at the Worksite 5 AGM.

If you have any questions regarding this information, please feel free to contact the treasurer or the Worksite 5 office.

Maggie Moore RN and Janelle Mulaire RN BN
Acting Treasurer, Worksite 5

2025/2026/2027 BUDGET COMPARISONS

RECEIPTS	2025 Approved Budget	2025 Actual	2025 Variance	2026 Approved Budget	2027 Proposed Budget
Dues	\$ 364,000.00	\$ 396,110.00	\$ 32,110.00	\$ 400,000.00	\$ 452,400.00
Interest from Bank Accounts	\$ 4,300.00	\$ 1,730.18	-\$ 2,569.82	\$ 5,000.00	\$ 5,000.00
President's Days Reimbursement	\$ 53,100.00	\$ 15,607.18	-\$ 37,492.82	\$ 55,000.00	\$ 60,000.00
TOTAL	\$ 421,400.00	\$ 413,447.36	-\$ 7,952.64	\$ 460,000.00	\$ 517,400.00
DISBURSEMENTS	2025 Approved Budget	2025 Actual	2025 Variance	2026 Approved Budget	2027 Proposed Budget
5000 Office Expenses	\$ 55,600.00	\$ 65,943.89	-\$ 10,343.89	\$ 65,050.00	\$ 75,000.00
5100 Audit / Bookkeeping	\$ 5,200.00	\$ 3,199.00	\$ 2,001.00	\$ 7,000.00	\$ 7,000.00
5110 Bank Service Charges	\$ 200.00	\$ 142.31	\$ 57.69	\$ 200.00	\$ 200.00
5120 Charitable Donations	\$ 2,500.00	\$ 2,700.00	-\$ 200.00	\$ 4,300.00	\$ 4,300.00
5130 Promotional Material	\$ 1,300.00	\$ 17,459.40	-\$ 16,159.40	\$ 11,100.00	\$ 13,500.00
5140 Regional Members Dues		\$ 20,800.00	-\$ 20,800.00	\$ 20,800.00	\$ 22,620.00
5210 CFNU Biennium	\$ 20,000.00	\$ 10,498.32	\$ 9,501.68	\$ -	\$ 21,300.00
5220 Worksite 5 AGM	\$ 11,800.00	\$ 5,819.44	\$ 5,980.56	\$ 12,000.00	\$ 12,000.00
5230 MNU AGM	\$ 5,400.00	\$ 2,196.28	\$ 3,203.72	\$ 4,300.00	\$ 4,300.00
5240 Education	\$ 22,000.00	\$ 10,685.92	\$ 11,314.08	\$ 26,500.00	\$ 27,500.00
5250 Honoraria	\$ 2,800.00	\$ 1,504.00	\$ 1,296.00	\$ 2,800.00	\$ 2,800.00
5260 Meeting Expenses	\$ 5,400.00	\$ 3,243.49	\$ 2,156.51	\$ 5,600.00	\$ 2,600.00
5270 Office Repair & Maintenance	\$ -	\$ 18,783.80	-\$ 18,783.80	\$ -	\$ 300.00
5310 President's Salary	\$ 114,300.00	\$ 94,184.27	\$ 20,115.73	\$ 127,000.00	\$ 133,000.00
5330 President's Burdens	\$ 27,000.00	\$ 32,522.49	-\$ 5,522.49	\$ 30,000.00	\$ 30,500.00
5410 Vice President's Salary	\$ 83,500.00	\$ 91,380.25	-\$ 7,880.25	\$ 112,000.00	\$ 121,000.00
5430 Vice President's Burdens	\$ 20,000.00	\$ 18,775.75	\$ 1,224.25	\$ 26,000.00	\$ 28,000.00
5510 Salary Replacement	\$ 25,500.00	\$ 34,620.48	-\$ 9,120.48	\$ 13,000.00	\$ 13,000.00
5530 Salary Replacement Burdens	\$ 10,000.00	\$ 13,059.40	-\$ 3,059.40	\$ 27,000.00	\$ 7,900.00
5610 Administrative Support	\$ 55,500.00	\$ 95,524.83	-\$ 40,024.83	\$ 57,000.00	\$ 58,000.00
5630 Admin Support Burdens	\$ 15,000.00	\$ 14,140.82	\$ 859.18	\$ 14,000.00	\$ 14,100.00
TOTAL	\$ 483,000.00	\$ 557,184.14	-\$ 74,184.14	\$ 565,650.00	\$ 598,920.00
RECEIPTS MINUS DISBURSEMENTS	\$ (61,600.00)	\$ (143,736.78)		\$ (105,650.00)	\$ (81,520.00)

2026 PROPOSED BUDGET

<u>RECEIPTS</u>		<u>BUDGET</u>
(4010) Member Dues		\$ 517,400.00
Based on: 1500 F/T & P/T @ \$10.00 /member x 26 pay periods	\$ 390,000.00	
228 Casuals @ \$10.00 /member x 26 pay periods	<u>\$ 62,400.00</u>	
(based on July 2025 dues check list)	\$ 452,400.00	
(4020) Interest from Bank Accounts (\$150 X 12)	\$ 5,000.00	
(4030) President's Days Reimbursement (estimate)	<u>\$ 60,000.00</u>	
TOTAL RECEIPTS	\$ 517,400.00	
<i>All nursing salaries in this budget are set at the 20 year rate and reflect the estimated hourly rate as of April 1, 2027</i>		
Nurse II - \$56.509		
Nurse III - \$58.812		
Nurse IV - \$66.520		
(5000) Office Support		\$ 75,000.00
5070 Rent - Towers Realty (\$2963 x 12)	\$ 35,557.00	
5020 Communications -phone/cell/fax/web hosting/web maintenance/ internet	\$ 8,500.00	
5030 Copier - Lease & Usage - Wells Fargo Equipment	\$ 3,100.00	
5050 - Office Insurance	\$ 900.00	
5010 Office Supplies & Furniture (\$255 x 12)	\$ 5,000.00	
5040 Document Storage & Shredding -	\$ 13,000.00	
5080 - Security - Alarm System Monitoring	\$ 250.00	
5060 SBH Parking Passes (\$135 x 12 x 2)	\$ 3,500.00	
5090 Technology - BRD Microsoft Online, Icloud storage, MS licenses, ac- counting program, mailer lite, ESET internet security etc.IT Support - BRD Network Solutions	\$ 5,000.00	
Total	\$ 74,807.00	
(5100) Audit/Bookkeeper		\$ 7,000.00
Audit	\$ 5,000.00	
Bookkeeper (\$30.00 x 6 hrs x 12 months)	<u>\$ 2,000.00</u>	
Total	\$ 7,000.00	
(5110) Bank Service Charge		\$ 200.00
(5120) Charitable Donations		\$ 4,300.00
Open donations	\$ 2,800.00	
Worksite 5 AGM	\$ 500.00	
MNU AGM (Selected Charity)	<u>\$ 1,000.00</u>	
Total	\$ 4,300.00	

WSR Committee Education Day

Room booking - in house		
Salary Replacement (6 x [\$56.508 + \$0.596 AA] x 9.68)	\$	3,320.00
Breaks & Lunch (6 x \$50)	\$	450.00
	\$	<u>3,770.00</u>

Lunch & Learn (6 x 100)	\$	600.00
Total	\$	27,370.00

(5250) Honoraria **\$ 2,800.00**

Secretary	\$	800.00
Treasurer	\$	800.00
Workload Staffing Reports Chair	\$	400.00
WS&H Committee Reps (2 @ \$400)	\$	<u>800.00</u>
Total	\$	2,800.00

(5260) Meeting Expenses **\$ 2,600.00**

General Meetings 3 meetings in person hybrid mix	\$	600.00
Special Meeting for MNU AGM prep in person hybrid mix	\$	500.00
Finance Day (lunch x 5)	\$	300.00
Key Executive Dinner Meeting	\$	750.00
Breakfast/Lunch/Dinner Meetings other (6 @ \$50)	\$	300.00
Parking	\$	<u>100.00</u>
Total	\$	2,550.00

(5270) Office Repair & Maintenance **\$ 300.00**

Office Repair / Renovation	\$	-
Office Maintenance	\$	300.00
Total	\$	300.00

5310) President's Salary **\$ 133,000.00**

Salary (\$65.215 x 2,015 hrs) Top of Nurse IV)	\$	131,410.00
Academic Allowance (\$0.596 x 2015 hrs)	\$	<u>1,200.00</u>
Total	\$	132,610.00

(5410) Vice President's Salary **\$ 121,000.00**

Salary (\$59.395x 2015 hours) (top of Nurse III)	\$	119,700.00
Academic Allowance (\$0.596 x 2015 hrs)	\$	<u>1,200.00</u>
Total	\$	120,900.00

(5510) Salary Replacement **\$ 13,000.00**

Treasurer - Finance Day Prep (9.68 x [\$56.508 + \$0.596 AA])	\$	555.00
Finance Day (2 x 9.68 x [\$56.508 + \$0.596 AA])	\$	1,105.00
Union Activities Support (20 x 9.68 x [\$56.508 + \$0.596 AA])	\$	11,100.00
Total	\$	12,760.00

(5619) Administrative Support **\$ 58,000.00**

Salary (\$35.29 x 32 hours/week x 52 weeks)	\$	58,000.00
Total	\$	58,000.00

(5620) Burdens on: **\$ 80,500.00**

Salary Replacement - Executive Education Day @ 23%	\$	2,553.00
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(5130) Promotional Materials		\$ 13,500.00
Education Day	\$ 1,500.00	
Worksite 5 AGM	\$ 5,000.00	
Nurses Week	\$ 5,000.00	
Other	\$ 2,000.00	
Total	\$ 13,500.00	
(5140) Regional Member Dues		\$ 22,620.00
Dues paid to Winnipeg Region on members behalf (1740 x 0.50 x 26)	\$ 22,620.00	
Total	\$ 22,620.00	
(5210) CFNU Biennium- held in odd years		\$ 21,300.00
Registration (President, Vice-President, Secretary, Treasurer = 4 x \$800)	\$ 3,200.00	
Salary (Secretary & Treasurer (2 x 6 x [\$56.509 + \$0.596 AA] x 9.68)	\$ 6,700.00	
Airfare (4 x \$1,200)	\$ 4,800.00	
Hotel (2 x 6 x \$300)	\$ 4,000.00	
Per Diem (4 x 6 x \$80)	\$ 2,000.00	
Ground Transportation	\$ 600.00	
Total	\$ 21,300.00	
(5220) Worksite 5 Annual General Meeting (AGM)		\$ 12,000.00
Salary Rep. Nom Comm Chair/Secretary/Treasurer (3 x [\$56.508 + \$0.596 AA] x 9.68)	\$ 1,655.00	
Full Ballroom and Food	\$ 10,000.00	
Total	\$ 11,655.00	
(5230) MNU AGM (location Winnipeg)		\$ 4,300.00
Banquet Donation (for auction prizes)	\$ 500.00	
Banquet Tickets	\$ 700.00	
Banquet Table Reservation Fundraiser (3 @ \$25)	\$ 75.00	
Banquet Evening - Post Meeting Celebrations	\$ 200.00	
President Hotel Room /Suite for caucus (1 room / 1 night)	\$ 500.00	
Alternates (2):		
Salary Replacement (2 x 2 x [\$56.509 + \$0.596 AA] x 9.68)	\$ 2,300.00	
Total	\$ 4,275.00	
(5240) Education		\$ 27,500.00
Worksite 5 Executive Education Day		
Room booking	\$ 500.00	
Lunch & Lifestyle Breaks (20 x \$50)	\$ 1,000.00	
Honorariums / Fees for speakers	\$ 2,000.00	
Salary Replacement (20 x [\$56.508 + \$0.596 AA] x 9.68)	\$ 11,100.00	
	\$ 14,600.00	
Mel Myers Conference for Key Executive		
Conference Fee 500 x 4	\$ 2,000.00	
Salary Replacement (2 x [\$56.508 + \$0.596 AA] x 9.68)	\$ 1,200.00	
	\$ 3,200.00	
Labour Law Review for Key Executive		
Conference Fee 1000 x 4	\$ 4,000.00	
Salary Replacement (2 x [\$56.508 + \$0.596 AA] x 9.68)	\$ 1,200.00	
	\$ 5,200.00	

(5620) Burdens on:		\$ 80,500.00
Salary Replacement - Executive Education Day @ 23%	\$ 2,553.00	
Salary Replacement - WSR Committee Education Day @ 23%	\$ 763.60	
Honoraria @ 9%	\$ 252.00	
Salary Replacement -Worksite 5 AGM (Nominations Chair) @ 23%	\$ 382.00	
Salary Replacement - MNU AGM Alternates @ 23%	\$ 530.00	
5330 President's Salary @ 23%	\$ 30,500.00	
5430 Vice President's Salary @ 23%	\$ 27,807.00	
5630 Executive Assistant @ 23% plus \$760 for HSA	\$ 14,100.00	
5530 Salary Replacement - Treasurer Finance Day Prep @ 23%	\$ 128.00	
5530 Salary Replacement - Finance Day @ 23%	\$ 128.00	
5330 Salary Replacement - Union Activities Support @ 23%	\$ 2,560.00	
????Salary Replacement - Education Other	\$ 560.00	
Total	\$ 80,263.60	

(5720) Management Fees (paid out of investments)

RECEIPTS		\$ 517,400.00
EXPENSES		\$ 598,920.00
TOTAL (deficit)		\$ (81,520.00)



All the Different Calendars!

You may hear a few different precursor's to calendars used at St Boniface Hospital. Here are a few definitions you may find helpful.

Calendar year: January to December. This is used for accrual of annual earnings.

Fiscal year: St Boniface Hospital's fiscal or financial year runs from April 1 to March 30. This calendar is used for (but not limited to Wellness Days)

Vacation Calendar: This is used for vacation planning purposes and at St Boniface Hospital this has recently been changed to May 1 to April 30.

Wellness Days (Article 2316)

Personal Wellness Leave (PWL) is designated time off that a nurse can use to support their physical and mental wellness.

Up to two (2) days in each fiscal year may be deducted from a nurses accumulated income protection credits (sick leave) to be used for PWL. The use of PWL cannot reduce the number of income protection to less than 12 days (96 hours).

May be used subject to the following:

Can be used consecutively, but shall not be used contiguous with a vacation leave, and cannot be carried over to the next fiscal year.

Must give no less than 24 hours or no more than 72 hours notice. Subject to operational requirements the request for PWL shall not be unreasonably denied.

Ongoing Issues, Grievances & ASAP

Ongoing Issues, & Grievances

Issues and grievances arising from the application of the collective agreement are addressed through discussion, resolution, or arbitration with the active support, consultation, and assistance of our MNU Labour Relations Officer (LRO), Mary Lakatos. On behalf of our members, we extend our sincere appreciation to Mary for her knowledgeable guidance, dedication, and ongoing support.

The workload of the Worksite 5 office remains substantial. The ongoing nursing crisis affects nearly every issue we encounter, adding significant complexity to our work. On a daily basis, we participate in meetings and respond to phone calls, messages, and emails, while striving to ensure that the many requests made of our office are addressed in a timely and effective manner.

Everything we do is in service to our members and we are grateful to each member who contacts our office for assistance.

2025—569 files opened

2024 - 619 files opened

2023—541 files opened

2022—617 files opened

2021 - 575 files opened

Grievances are in the collective agreement under article 12. If a grievance needs to be filed, the worksite brings it to the Labour Relations Officer (LRO). If the issues meet the criteria, either an individual or union grievance is filed.

Once a grievance is filed, it moves to the care and control of MNU Regional, but are still managed at the worksite under the direction of our LRO. This helps ensure the worksite follows the established guidelines and grievance process and remains in the loop with the employer and our member.

The worksite filed 25 new grievances for 2025 as well as carried over many grievances from previous years. We have had some successes in resolving our grievances.

If you would like further information, please contact the worksite.

Bringing union representation to Meetings with employer

It has been long standing practice that when the Employer calls an Employee into a meeting, the Employer informs the Employee of their right to union representation.

An Employer will often say that a union representative is not necessary, however, Worksite 5 strongly encourages Employees to take a union representative with them to provide support, take notes and provide assistance following the meeting.

Attendance Support & Assistance Program (ASAP)

ASAP meetings are **non-disciplinary**, and the employer has the right to review your attendance with you. The worksite continues to assert the right to represent and support nurses in this process. These reviews must be done fairly and consistently across the facility. Attendance reviews are usually triggered when a nurse's absences exceed the facility average.

If you are uncomfortable with how your attendance was discussed, you may request that a union representative be present for any further meetings.

Do not assume information given to you regarding attendance is accurate, errors are common. Ask for a copy of your sick-time records and compare them with your own notes or pay statements.

If you have questions or concerns contact the Worksite office.

Duty to Accommodate (DTA)

(Medical Accommodations)

New files opened in 2025	129
New files opened in 2024	106

Human rights legislation compels employers and unions to have conversations regarding the need for accommodation for any of the protected rights.

<http://www.manitobahumanrights.ca/v1/education-resources/resources/reasonable-accommodation.html>

Duty to accommodate (DTA) meetings involve the nurse, employee relations, the disability coordinator from SBH occupational health, and the union.

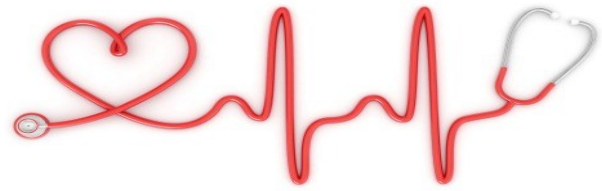
The employer has a medical questionnaire that must be filled out by an employee's healthcare provider **prior** to the employer considering a medical accommodation request. This questionnaire is available in Occupational Health.

Gradual Return to Work (GRTW)

New files opened in 2025	47
New files opened in 2024	63

The GRTW process is an asset to any nurse returning to the workplace after an injury, WCB claim, MPI claim, HEB claim, or sick leave.

questions regarding the gradual return to work process, please contact the Worksite 5 office.



Celebrating Retirement and saying thanks

The St. Boniface Nurses Worksite 5 is proud to grant Honorary Membership to members who have demonstrated outstanding service and support, positively impacting our worksite and colleagues. This year, we honour Sheila Holden, who has dedicated her entire nursing career to St. Boniface Hospital, including over 30 years of union activism and support.

Sheila earned her Bachelor of Arts from the University of Manitoba in 1984. She began her healthcare journey as a Health Care Aide and ward clerk before graduating from St. Boniface School of Nursing in 1988, following in her mother's footsteps. She later completed her Bachelor of Nursing in 2000 while working at the hospital.

Sheila initially worked in medical and cardiology units. During the 1991 strike, she was an essential service worker and became deeply involved in union activism, starting as a grassroots unit representative. Her dedication grew, leading her to serve as secretary, treasurer, and eventually Vice President from 2013 to 2023. In late 2024, she was appointed acting President until her retirement in March 2025.

Sheila also served on the MNU Regional Board and various committees, including as the inaugural Co-President of the Winnipeg Regional Local Acute until September 2024.

Known for her kindness, thoughtfulness, and understanding towards every nurse she encounters. Her ability to foster trust among her colleagues is exceptional and her determination to seek the best outcome for our members is second to none. She has worked tirelessly to advocate for individuals, teams, units and for the whole facility to ensure the collective agreement is respected and nurses are taken care of.

Thank you seems so trivial after all of these years of giving back, but on behalf of the members of Worksite 5 we want you to know we appreciate and are grateful all that you have done, you have truly made a difference for nurses at St Boniface Hospital.



WORKLOAD STAFFING REPORTS COMMITTEE

The online Workload Staffing Report (WSR) is a joint union/ employer problem-solving tool for documenting and addressing unresolved workload and staffing concerns. MNU members can access the online WSR by logging onto the member portal on MNU's website. The online WSR is a quick and easy way for nurses to convey their concerns to their employer and the union. For those who prefer, we continue to accept the paper version. Please contact the office if you need the form.

WSR Committee Members

We have welcome some new members to the committee this year and now have a full compliment of 6 members. At time of writing this report your WSR Committee Reps for 2025 and their areas of responsibility are as follows:

Kim Plantz

- * **Mental Health Program:** M2/M3 Adult Inpatient Unit, Psychiatric Liaison Nurses (PLNs) Day Hospital
- * **Surgery Program:** A4S Urology/Vascular B2 /L2/PAC/Endoscopy, Surgery, Vascular Access, Pre Op Holding & Day Surgery Recovery, 7AS, 7AW, NFA, OR & PARR, Surgery Resource Team

Kalie Stephen / Jaz Klymochko

- * **Emergency Program:** Emergency, MLA, Specialty Resource Team
- * **Medicine/Family Medicine Program:** E6 Medicine, B5 Medicine E4 Family Medicine/CAU, Medicine Resource Team, ACF Respiratory Clinic

WSR Statistics

A total of 156 WSRs were received for 2025 compared to the 151 reports received for 2024. We have established a strong follow up protocol and the response rate now hovers around 85%. WSR's are followed up at NAC.

Respectfully submitted

Jocelyne Mann
Chair WSR Committee

Amanda Alfaro Juarez:

- * **Cardiac Sciences Program:** CR4 CSIU, A5 Cardiology, 6AS.6AW Cardiology, Pacemaker Clinic, Y2 Cardiac Specialty Care, Cardiac Clinics

Jocelyne Mann

- * **Woman & Child Program:** LDR, NICU, 3MCU, 4B Antepartum/Gyne, Obs Triage, Lactation Support, Fetal Assessment Unit, Woman & Child Resource Team, ACF Women's Health, ACF Pediatrics,
- * **Palliative/Renal:** 8A Palliative Care, Hemodialysis, Peritoneal Dialysis, Renal Resource Team

Meaghan Syganiec

- * **Diagnostic Imaging:** Angiography, Bone Density, CT Scan, MRI, Mammography, Nuclear Medicine, Ultrasound, X-Ray
- * **Critical Care Program:** ACCU, ICMS, CR5 ICCS, Critical Care Resource Team

Maggie Moore

- * *Co-chaired the committee and held a portfolio until August 2025.*

Patient Medical Records & PHIA

Members should be mindful that as a nurse you can only access a patient's medical record once that patient is formally assigned to you.

Under no circumstances should a nurse review/ preview a patient's medical record on the **possibility** that that person **may** become their patient.

Accessing your own personal health information (or that of a family member or friend) in the workplace is a violation of PHIA and will be called into a potential PHIA breach meeting with the employer.



Thank you to Tracey Busby our Executive Assistant who shows up, helps organize, communicate, plan and implement everything for our membership.

Tracey's sense of humour and her ability to hit nothing when she tosses a stress ball also helps to keep the office a lively place.

We appreciate you



WORKPLACE SAFETY & HEALTH COMMITTEE REPORT

The Workplace Safety & Health Committee is a federally and provincially mandated committee that consists of six management members and six worker representatives from the various unions within the hospital. Worksite 5 currently has two members sitting on the committee: Alicia Wieder and Shericka Barclay-McPherson.

Committee members are required to complete two days of recognized training each year. They also attend regular meetings and attend to other issues and training as directed by the committee. Additionally, there is regular review of incidents and the committee may become involved in serious incidents to review and make recommendations.

Safety & Health Issues

As a worker, it is your right to participate in the detection, evaluation, and mitigation of workplace hazards. If you have a safety concern, we encourage you to first discuss it with your manager or supervisor. If this does not

resolve the issue, please contact a representative of the Workplace Safety and Health Committee via internal email so that we can assist with a resolution to your concern.

If the committee and your manager are unable to resolve a safety issue/safety situation, please contact SBH's Health and Safety Department (204-237-2349) and/or SAFE work Manitoba (204-957-SAFE) and relay your concerns. They will provide you with guidance or will intervene on your behalf.

It is important to know that workers cannot be disciplined or discriminated against for reporting health and safety concerns to a supervisor, safety and health committee, union or the government Workplace Safety and Health Division.

Respectfully submitted,

Alicia Wieder and Shericka Barclay-McPherson



Members should know about....

Social Media Awareness

Nurses are reminded not to post on social media any information or work related comments that may identify patients or place of employment. Additionally we strongly recommend removing anything that will identify your workplace as anything you post could reflect back to St Boniface Hospital and could result in disciplinary action.

Keep photos, videos, and postings professional. Any inappropriate post on social media may be viewed as a violation of the nurse's code of ethics and the nurse could be reported to their respective college.

REPORT FROM THE MNU BOARD

This is the annual report from the board for 2025, for the six Winnipeg Regional Acute Worksites. The Winnipeg Regional Acute sites are comprised of Concordia, Grace, Seven Oaks, St. Boniface, and Victoria hospital, and Pan Am Clinic. Your board representative is Laura Schattner, who is finishing her two-year term and has been acclaimed for another two years. The MNU board of directors meets about five times a year and is comprised of 12 nurses, president, vice, secretary/treasurer and nine nurses from the different regions over the province. Everyone is elected by the members for 2-year terms.

Fulsome discussions typically occur at each board meetings as each board member gathers a report from each worksite in their region. Sharing information this way, helps to bring light to trends and common issues that are occurring in the different regions. Awareness of inconsistencies in the ASAP programs arose during one board meeting. ASAP is not being done consistently from region to region or between facilities. We have also discussed agency and PTNT use and the struggles of getting it running. We also do check ins about standard operating procedures new to the collective agreement such as nurses are receiving their wellness, or the challenges and successes to the FTSE. Three new worksites were approved and created this year. The board supported and reviewed their new constitution and assisted the new executives to get established.

Board meetings, also include an educational or developmental component typically on various union matters, such understanding constitutions. In September we had *Achieve* come and give some education on DEI. An outcome from this session is the creation of the Diversity Equity Inclusion and Belonging (DEIB) a new interest group. The group is looking for new members, so please reach out to Katie Stark at MNUvicepresident@manitobanurses.ca. The new DEIB group is also looking to participate in various activities and events to participate as a group, including Pride Winnipeg in June.

Violence, abuse, and assault continue to be a growing problem. Over the past year, Manitoba's health worksites have seen increased concern: two sites were grey listed for poor working conditions, including safety issues, violence, unfair practices, and chronic understaffing. HSC was greylisted in August 2025 and Thompson Hospital in January 2026; more sites may follow. Board meetings and conversations with nurses have highlighted multiple assault incidents. Whenever violence occurs, staff must complete both an incident

tracker and a WCB claim — thorough reporting can help protect nurses' rights and support future claims if they develop PTSD or other work related conditions.

MNU is also supported by staff comprised of office support and LROs. They all work out of MNU's Regional office on Broadway. As always there are changes to the office staff, Deb Steward, a long time LRO, retired in September. While it is the LRO's responsibility to manage any personal or facility grievance that comes from a worksite, during the board meetings, the board approves or deny any grievances looking to go to Arbitration. The MNU LEAP fund is a financial support to assist nurses who are dealing with their college and their legal fees. Fifty nine LEAP cases were opened this year.

The communication team is a big part of MNU, with typically 1-2 new campaigns a year, which include billboards, new posts on Facebook/Instagram, print material, and hashtags. They recently started a podcast called "*Shift Happens*". CFNU was so impressed with this campaign, they created a similar one based on it to run nationally.

CFNU biannual Convention was held in June in Niagara Falls, Ontario. The theme was "ALL IN". CFNU is where nursing unions from across the country get together, and learn through panel discussions, keynote speakers, and lively discussions throughout the week. The next CFNU convention will be in Saskatchewan in 2027. Other conferences coming up are: CLC triennium is in Winnipeg this year May 11-15, 2026, Western Labour School is being held June 8-10, 2026, MNU fall education in September/October, 2026.

MNU's 50th AGM was held at the Fairmont in May 2025. The gala is a fundraising event which saw 2 charities, Manitoba Candlelighters and Rainbow Resource Centre receive all the monies raised from the silent auction and raffles. The yellow ribbon recipient for 2025 was Jo-Anne Paterson and the Vera Chernicki Award was awarded to Katryna Roos. The AGM is being held on April 28-29 2025 at the Fairmont Hotel in Winnipeg.

If you have any questions or would like to know more details about something, please don't hesitate to reach out to your board member.

In solidarity,
Laura Schattner

St. Boniface Registered Nurses' Alumni Association



BURSARIES AVAILABLE

The Alumni remains committed to supporting nurses to further their nursing education by awarding bursaries to eligible/successful applicants.

We encourage former nursing graduates from St Boniface School of Nursing, associate members and students in the Baccalaureat of Nursing Program to apply for bursary funding
(for full details please check out the alumni's website)

St. Boniface Nurses' Alumni Bursary - \$1,000 (two)
Anonymous Donor Bursary - \$1,250
Class of '74 Bursary—\$1015

To be considered, applicants must:

- * be or become a paid members or an associate member* of the Alumni;
- * provide proof of enrolment for workshops, conferences, or courses, along with the cost of same;
- * provide information regarding any other funding received;
- * Student nurses must provide a transcript of the GPA obtained in the enrolled nursing program and a letter of reference may be requested
- * provide a one-page summary of proposal for research studies;
- * submit a letter of application by April 11, 2025
- * Attend the Annual Dinner on May 14, 2025
- * Applications must be submitted via email to: stbalumbursary@gmail.com

*For membership information please visit [Nursing Alumni Association - St Boniface Hospital](#) or email the Nursing Alumni Association sbghmembership@gmail.com

The Alumni Association reserves the right to request the return of funding should the candidate not complete the research or not attend the workshop or conference.



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