

# MFL Convention 2022: Proceedings

*Online Convention, May 5 – 6, 2022*

**Manitoba Federation of Labour**

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GROWING OUR  
MOVEMENT

Manitoba  
Federation  
of Labour  
Fairness For Everyone

# 2022 Online MFL Convention – Official Proceedings

## Thursday, May 5, 2022

### Call to Order:

Convention was called to order at 9:00 AM.

### Welcome Remarks:

Melissa Dvorak, President of the Winnipeg Labour Council, welcomed and greeted delegates to the 43<sup>rd</sup> Convention from the AVentPro studio in Winnipeg, after *Two Crows for Comfort* kicked everything off with the labour anthem, *Solidarity Forever*.

### Treaty and Indigenous Land Acknowledgement:

Dvorak gave formal acknowledgement that our Online Convention was being broadcasted from Treaty 1 Territory, the original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene Peoples, and the homeland of the Métis Nation. She also acknowledged that delegates were participating from other Treaty territories, including Treaties 2, 3, 4, and 5.

The MFL respects the Treaties that were made on these territories and acknowledges the harms and mistakes of the past, and we dedicate ourselves to moving forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.

### Code of Conduct:

Convention Code of Conduct Chairs, Marie Buchan (UFCW 832) and Kirk Carr (Brandon Labour & District Labour Council) reviewed the Convention Code of Conduct / Anti-Harassment Statement and invited any delegate experiencing problems or issues to contact them.

**M/S/C** to approve the Code of Conduct Policy as laid out in the Convention Program.

### Blessing:

Elder Eric Flett provided a beautiful blessing for the Convention and everyone in attendance, and was presented with tobacco from President Kevin Rebeck.

## **Adoption of Agenda:**

**M/S/C** to adopt the Agenda as presented in the Convention Program.

## **President's Report – Kevin Rebeck:**

MFL President, Kevin Rebeck, welcomed all delegates and proceeded to give the following report:

*Sisters, Brothers and Friends,*

*It's been too long since we gathered for an MFL Convention, but our MFL is even stronger than we were in 2018. Our federation has grown from just shy of representing 100,000 members to over 125,000 members!*

*I am missing a live convention right now and the applause and cheers for this number and as we recognize some new affiliations, so I'll just invite you to imagine the cheers with me.*

*These last 4 years we welcomed MNU, MTS, MAHCP, WAPSO, LiUNA, BUFA, MOFA, IAM local 1919 and some CUPE locals including CUPE Local 204, 110, 69, 3754 to grow our labour movement even stronger together.*

*I'm proud of our Federation's work in bringing our labour movement together. I'm grateful for your support and for electing me to be your President this past term, these past 13 years. I work with an incredible executive council of committed labour leaders and look forward to every interaction I have with them, at our council meetings, at affiliate events, seeking their private advice and collaborating on behalf of workers.*

*I have worked with an incredible team of officers and want to thank Jeff Traeger, Michelle Gawronsky and Marc Lafond, for all the extra time and energy they gave to our federation.*

*And an amazing staff team led by our brilliant and talented executive director Anna Rothney, that team includes Andrew Tod, Michael Kelly, Lui Deluz, Elle Malabanan and Darlene Dwyer. They are a privilege to work with everyday and I really do think of them and count on them as family. Our MFL staff and leadership team make our federation strong and successful.*

*I'll applaud on behalf of the delegates as I know they share my appreciation.*

*And it is a good thing we have such a strong team because we need it.*

*We are meeting at a time when working families have been strained by the COVID-19 pandemic and by years of cuts and chaos from the Pallister Stefanson government.*

*And Manitobans are being squeezed by a higher cost of living. We are working hard but finding it harder and harder to get ahead.*

*We are worried about the damage that the Pallister-Stefanson government has done to public services like health care, education, and social services. These areas are facing staffing crises because of this government. So many of you know just how much stress there is on public services right now!*

*They've reduced the civil service by over 2500 jobs, piling more and more work on less workers. Straining a system that has been called on more and more during the pandemic to provide needed public services.*

*And this government has continued to pursue a path of privatization, when it comes to health care, provincial parks, , snow clearing, air ambulance, liquor and more – this government is always looking at ways it can sell off things that belong to all Manitobans so that their friends can make a profit. We know that the way to improve quality public services is by investing in the dedicated Manitobans who deliver them, not selling them off to the private sector.*

*As trade unionists, we know that government can play a key role in supporting good, family-supporting jobs. But this Pallister-Stefanson government has made workplaces less safe and hurt job creation here at home.*

*Manitoba has the second-lowest minimum wage in the country. That's embarrassing. No one should work full time and still live in poverty, but that is what is happening under this government.*

*Pallister and Stefanson held back on investing in infrastructure, leaving matching federal dollars unclaimed and projects unbuilt.*

*They actually weakened apprenticeship ratios, making work more dangerous and lowering the quality of training new apprentices receive.*

*They've banned project labour agreements, despite their proven track record of success in Manitoba, and they've delayed implementing the construction industry wages increases despite business and labour giving a consensus report to boost wages.*

*And they're turning their sights on Manitoba's post-secondary institutions, looking at ways that government can interfere with their autonomy.*

*Our government has attacked our healthcare system, with the closures of health care services and forcing workers into representation votes, making workers reapply for their own jobs and making a mess of schedules and well-deserved vacations. They gave outdated personal protective equipment during a pandemic and are facing staff shortages and the burnout of our healthcare workers like never before.*

*The pandemic has highlighted just how important workers are, to our province and our economy. It has made it even clearer just how important unions are for working people.*

*And it reminds us how much stronger we are when we work together.*

*Just look at what we have achieved in the last few years.*

*Our labour movement stood united against Bill 28, a law that froze the wages of over 120,000 public sector workers and made a mess of collective bargaining in our province. Because of our solidarity, government eventually backed down from the wage freeze law, and is in the process of repealing it this spring. That's something Brian Pallister's Conservatives never thought would happen. But we made it happen.*

*And tens of thousands of workers have seen real wage increase that would not otherwise have seen if we hadn't fought this awful legislation.*

*Just last week we unveiled a permanent workers memorial in memorial park alongside the fire fighters and peace officer memorials. A place to honour and remember those who lost their lives through workplace tragedies.*

*Our federation suffered a loss of a Past President, Brother Rob Hilliard. A mentor and friend to many like myself, someone who fought tirelessly for working families and championed health and safety issues like one else I know. 1995-2004. Rob was our Fed President through the Gary years, both Filmon and Doer. He was fiery when he needed to be and determined to build our federation and work together to push governments to do better no matter their stripe.*

*Rob would be proud that we achieved, just last year new legislation creating a presumptive schedule of occupational diseases that will ensure working families will have an easier time having WCB claims dealt with for occupational diseases. Winning that change by working together.*

*Our affiliates took to the streets to get fair deals for members. We supported one another when:*

- *CUPW went on strike with Canada post,*
- *UFCW went strike at Stella's and with the Winnipeg School Divisions,*
- *Workers United Tim Hortons lockout,*
- *USW was locked out in Selkirk with Black Cat Wear Parts and a short strike with mystery lake school division,*
- *IBEW did rotating strikes with Manitoba hydro,*
- *CUPE went out on strike in Rolling River School Division and at a lockout at Welcome Place, and*
- *UMFA had to go on strike again at the University of Manitoba.*

*Manitoba's unions repeatedly showed up to support one another and stood together fighting for fairness. Many disputes ended up at the labour board along with the Manitoba Teachers Society to get fair deals.*

*We've supported one another and our community allies through rallies, honk-a-thons, webinars, virtual committee hearings, twitter storms, email blasts, petitions and more because together we are stronger.*

*And in addition to forcing this government to back down from its wage freeze law, we also forced it to back away from its plans to rewrite our labour laws to fundamentally change collective bargaining rules and tip the scales against workers.*

*These changes would have been bad for workers and led to less fairness and more conflict in the workplace. But, because we stood together, we won.*

*Our affiliates, Manitoba's unions win gains for workers everyday. Signing agreements, winning grievances, and organizing new workplaces like Workers United organizing 1200 new union members at Canada Goose.*

*And, of course, I need to mention the incredible solidarity we saw against Bill 64, led by education unions. I don't think there was a corner of the province that wasn't full of Stop Bill 64 lawn signs last summer. Manitobans stood up against a law that would have eliminated school boards and wrecked havoc on our education system. Manitoba's unions were critical in raising awareness on this detrimental government plan.*

*Together, we fought back. And won.*

*Our MFL will continue to fight for things that matter to working families and unions.*

*We are going to keep fighting for paid sick days for all workers, because no one should be forced to choose between putting food on the table and staying home when they're sick to protect public health.*

*Part of learning to live with COVID-19 has to mean all workers have access to permanent paid sick days on the job.*

*Working families are concerned about the rising cost of living, and the increases in the price at the pumps and at the grocery store are hitting low-wage workers particularly hard.*

*That is why we will keep fighting for a minimum wage that's a living wage.*

*We're going to stand together and call on government to prioritize settling the contracts for the tens of thousands of still waiting public sector workers who deserve a deal. Some have contracts that have expired over 4 years ago, and it is shameful that government keeps dragging its feet.*

*We're going to keep pushing for increased investments in the public services working families count on, and for stronger labour laws that make it easier for workers to join a union and prevent employers from hiring replacement workers.*

*We will continue to fight for improved supports for workers who suffer mental health injuries. There are far too few resources and mental health supports and too many barriers in place for people to get the help that they need.*

*While we have not won these battles yet, I am confident that we will. And we will celebrate our victories and our history, like we did with the 1919 centennial, creating opportunities for everyone to learn about the continued importance of unions.*

*The decisions we make at this Convention will guide the MFL as we move forward to the next provincial election and set the priorities that we want government to act on.*

*Our convention also sets priorities we as a labour movement need to do better on.*

*Our leadership and upcoming activists aren't always reflective of the full diversity of our membership. We need to find new and better ways to encourage, support and empower more diversity. We also need to ensure we make our unions as offices and boards as inclusive and respectful as we can.*

*That means holding ourselves to high standards as employers and leaders. Ensuring we take and provide training like respectful workplaces, creating a consent culture, managing others and providing training and supports for our staff is important. As leaders, we should invest in professional development and learn new skills.*

*Our Federation will strive to create and provide some of those learning opportunities like the MFL activist guides and our major update of the WCB advocates guide. Our OHC has created a great Culture of Consent Course we are encouraging all unions to take themselves and advocate employers take advantage of the free course. Many other opportunities for professional development are out there.*

*Some constitutional proposals coming up try to ensure greater gender diversity in our federation and a more timely way to replace diversity seats that vacate between conventions.*

*Other resolutions will set our priorities to push our provincial government on. Things like making sure "gig workers" have full rights under employment standards just like any other worker, fair employment standards, taking action on truth and reconciliation in our country and in our movement, are going to lead to good discussion. While I don't expect the current government to act on many of these things, the next provincial election is in just over a year's time. And we have the opportunity to replace this government with one that works for working families.*

*We will encourage our members to be political aware and to get politically involved. I know I'll be knocking on doors and supporting candidates I believe in and I invite you to join me and volunteer some of your free time to make a difference in the upcoming municipal elections this year, and the provincial election next year.*

*On behalf of over 125,000 unionized workers in our province, we will push for a government that works for working families and to build a better, safer, and fairer province for workers.*

*Let's keep growing our movement*

*And let's keep fighting for fairness for everyone.*

*Thank you! I move my report.*

**M/S/C** to accept the President's Report.

**Rules of Order:**

President Rebeck reviewed the Rules of Order, which were laid out in the MFL's Constitution Article 4, Section 15, with amendments to #3 and #10 to reflect the Online Convention format.

**M/S/C** to approve the Rules of Order as laid out in the Convention Program.

**Convention Committees:**

**M/S/C** to approve the distributed list of Convention Committees and their members:

**Constitution:**

*Jeff Traeger, UFCW*

*Gina McKay, CUPE*

*Kyle Ross, MGEU*

*Darlene Jackson, MNU*

*James Bedford, MTS*

*Trevor Yuriy, OE*

**Credentials:**

*Melissa Dvorak, WLC*

*Orvie Dingwall, UMFA*

*Barb Jones, MFUR*

*Janet Kehler, MGEU*

*Liz Dodds, MGEU*

*Warren Luky, Thompson*

*Jessie McNeill, SE MB*

*Ed Miller, Portage*

*Will Truman, SMART*

*Glenn Tomchak, IAM&AW*

*Matthew Aitken, CUPW*

*Mike Taylor, TEAM*



### **Online Elections:**

*Marc Lafond, OE*                      *Abs Diza, WUCC*                      *Lee McLeod, CUPE*  
*Stuart Aikman, IATSE*              *Sue Smerchanski, Selkirk*      *Mike Espenell, IBEW*  
*Bob Moroz, MAHCP*              *Jill Stockwell, S&P Caucus*      *Peter Miller, UWFA*  
*Romeo Ignacio, ATU*              *Tony Sproule, USW*

### **Resolutions:**

*Marianne Hladun, PSAC*      *Valerie Wotton, MNU*              *Danielle Fullan Kolton, MTS*  
*Keith Bellamy, WAPSO*      *Carol Grant, WOC Cuaus*      *Jean-Guy Bourgeois, MGEU*  
*Blake Crothers, UFCW*

### **Credentials Report:**

Committee Chair Melissa Dvorak reported that there were 380 registered delegates, 316 delegates logged on, and 6 non-voting staff and technical support personnel. In addition, there were 33 non-voting special guests and observers watching from the website live feed.

**M/S/C** to approve the Credentials Report.

### **Announcements:**

President Rebeck introduced the morning's Parliamentarian, Sandra Oakley (CUPE), and thanked her for her friendship and solidarity, and her many contributions to the labour movement, including serving as a member of the Labour Management Review Committee (LMRC). He also invited delegates to attend the special forum after the adjournment of the first day and reminded delegates of Caucus meetings and Caucus VP elections happening over lunchtime.

### **Resolution Debate - Constitutional Resolutions:**

Jeff Traeger, Chair of the Constitutional Committee, introduced members of the Committee and gave the Committee's report. Highlights included 11 constitutional resolutions with a number of them proposing the amendment of the structure of the MFL's Executive Council and Table Officers group to achieve more equitable representation.

The following constitutional resolutions were dealt with:

<b>#</b>	<b><u>Committee Recommendation</u></b>	<b><u>Convention Decision</u></b>
CON-01	Concurrence	<b>M/S/C</b>
CON-02	Concurrence	<b>M/S/C</b>
CON-03	Concurrence	<b>M/S/C</b>
CON-04	Concurrence	<b>M/S/C</b>
CON-05	Concurrence	<b>M/S/C</b>
CON-06	Concurrence	<b>M/S/C</b>
CON-07	Concurrence	<b>M/S/C</b>
CON-08	Concurrence	<b>M/S/C</b>
CON-09	Concurrence	<b>M/S/C</b>
CON-10	Concurrence	<b>M/S/C</b>
CON-11	Concurrence	<b>M/S/C</b>

### **Emergency Resolutions:**

President Rebeck reviewed criteria and procedures for dealing with emergency resolutions and reported that none had been received.

### **Resolution Debate – General Resolutions:**

Marianne Hladun (PSAC) and Keith Bellamy (WAPSO-IFPTE), Co-Chairs of the General Resolutions Committee, introduced members of the Committee and gave the Committee Report. Highlights included a total of 77 general resolutions and six (6) categories:

- A – Labour Rights / Political Action
- B – Workplace Health & Safety / Environment
- C – Education & Training / Economic Security
- D – Health Care
- E – Public Services / Social Services
- F – Women / Human Rights & Equality

As this online convention is a new format for the MFL, the Committee had ordered the debate schedule for general resolutions in a way that aims to allow the Convention to debate the highest priority resolutions in all categories.

The following general resolutions were dealt with:

<b>#</b>	<b><u>Committee Recommendation</u></b>	<b><u>Convention Decision</u></b>
A-01	Concurrence	<b>M/S/C</b>
B-01	Concurrence	<b>M/S/C</b>
C-01	Concurrence	<b>M/S/C</b>
D-01	Concurrence	<b>M/S/C</b>
E-01	Concurrence	<b>M/S/C</b>
F-01	Concurrence (as amended)	<b>M/S/C</b>
A-02	Concurrence	<b>M/S/C</b>
B-02	Concurrence (as amended)	<b>M/S/C</b>

**M/S/C** to amend C-02 to replace the proposed immediate increase in minimum wage of \$15/hour to \$16.15/hour. It was noted that \$16.15/hour corresponds to the CCPA's most recent calculation of a living wage for Winnipeg (calculations for other parts of the province were lower).

C-02	Concurrence (as amended)	<b>M/S/C</b>
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#### **Partner Reports – Community Unemployed Help Centre (CUHC):**

Neil Cohen, Executive Director of the CUHC, reported on their services for unemployed workers, such as providing information, advice, and representation when seeking EI or EIA benefits to which they're entitled. The CUHC is valued locally for these services and nationally for the impact it has had on shaping EI policy in partnership with the CLC, the MFL, and its affiliates. The Community Financial Helpline has been launched to provide information and advice about EI, EIA, CERB, and CRB.

#### **Adjournment:**

Adjourned for lunch at 12:00 PM.

#### **Call to Order:**

President Rebeck reconvened the Convention at 1:30 PM.

#### **Partner Reports – Canadian Centre for Policy Alternatives (CCPA):**

Molly McCracken, Director of the CCPA, provided an overview of what the CCPA is and what it researches, including persistent social, economic and environmental issues that our citizens continue to face. The CCPA seeks to provide research as a tool for social, economic, and environmental justice. Niall Harney, the new Errol Black Chair in Labour Issues, shared his sentiments about deepening the bond between labour movement and labour research before giving a report on upcoming projects. Highlights included an

alternative municipal budget that launched on May 10, which breaks from decades of austerity seen at city hall. In the summer, Niall mentioned that the CCPA will be releasing a 2022 living wage update and launching a report on labour force impacts of COVID-19.

### **CLC President's Report – Bea Bruske:**

CLC President, Bea Bruske, was welcomed by President Rebeck and proceeded to give the following speech:

*Hi, friends.*

*I'd first like to thank Kevin for inviting me, and all of you for being part of this important convention. I have so many fond memories of working closely with the Manitoba Federation of Labour over the years. A harder working, more dedicated group would be tough to find. Manitoba has a strong legacy of labour activism, and you all continue to exemplify the strength and grit of Manitoba workers. These last couple of years have been tough. And you have continuously stepped up to fight for workers in this province.*

*When I launched my campaign to be President of the Canadian Labour Congress, I never could have predicted where the next two years would take me. None of us could have seen what was coming. It truly has been an unprecedented time. The most vulnerable among us, especially those already marginalized by existing inequality have struggled most over the past two years, which is why I'm so proud to be leading a team that is focused on equality, fairness, and social justice. I'm encouraged by what lies ahead because we have an opportunity to make critical progress.*

*Recently, the Liberal government and the federal NDP announced a landmark agreement that will see the advancement of a number of key priorities for working people. We have been pushing for parties to work together and get things done for people, and when you look at the agreement, you can see some important victories: progress on childcare, expanding public health care to include dental care, starting with low-income children, as well as just transition and anti-scab legislation, with the labour movement at the table, being consulted; and affordable housing – we know the strain housing insecurity and the rising cost of living has on people's health.*

*Canada's unions have pushed to use our influence to build relationships with governments and parties while building broad-based public support on these issues. And friends, parties working for the common good is exactly how our democracy is supposed to work – and what Canadians need in these turbulent times.*

*What we don't need is the divisive, dangerous and deceptive rhetoric coming from the Conservative Party of Canada and their right-wing friends. They are arguing for less help from government, and to just let the markets decide. When has the marketplace ever provided free dental care, affordable housing, or investments in public health care? The reality is, only when parties and governments work together with working people do*

*we get concrete solutions to real problems. Only then do we get public pensions, Medicare, or workplace protections. It's our time, to use our influence and make substantial, lasting change happen.*

*This is our moment to seize.*

*The pandemic has renewed workers' resolve, pushing us to demand better. Workers are standing up to employers and governments and demanding better pay, improved working conditions and benefits, like paid sick days which will now happen quicker thanks to this agreement. Using our collective power and standing in solidarity is what got us this far, and it's what will help us continue to advance our priorities at the highest levels. We have this historic agreement to build upon – now is the time for us to push even harder, to organize more workers in more sectors and in more workplaces. As we grow our movement, our voice gets louder. This allows us to push a workers-centred agenda, benefitting all workers and their families from coast to coast to coast.*

*Anyone here who knows me, knows how highly I value solidarity, and how I've always centred my work in the labour movement around solidarity and engagement. But I know I don't have to tell you that solidarity is the power of the house of labour. Your convention theme this week is "Growing Our Movement." And you've been hard at work doing just that – growing our movement – by organizing to include new affiliates and locals.*

*Bravo!*

*You've also had to fight against a regressive Conservative government. Brian Pallister may be gone, but Heather Stefanson is just another classic Conservative. She seems to know how unpopular her government is, and instead of taking the opportunity to make policy decisions that benefit the workers of this province, she's just trying to hang on without rocking the boat too much. She's hoping that by being less controversial than her predecessor, voters will forget about her party's legacy here in Manitoba.*

*We won't forget.*

*The election countdown has started, and your organizing and engagement work is exactly what this province needs right now. We must continue to engage with workers – both unionized and non-unionized. We have to talk to our family members, our friends, our neighbours and our coworkers about the importance of electing strong, progressive candidates to represent the workers of this province. When the time comes, we'll need to be out knocking on doors and making phone calls in support of our progressive candidates. And friends, I want you to know that the CLC will stand behind you every step of the way. Together, we will win and give the Manitoba NDP a strong mandate to represent us in 2023.*

*This victory is within our grasp.*

*Friends, when our movement organizes, we win improvements for everyone. Following the last global pandemic, through the Great Depression and World War II, workers organized in unions to build a better future. In the resulting decades, Canada's middle class was created. Through collective organizing, workers rebuilt a fairer economy and paved a pathway to prosperity for millions of families. With the challenges facing workers from the current pandemic, the solution to a better future remains the same as it was a hundred years ago; workers must organize.*

*Through collective organizing into unions, we can build a better future.*

*A future without precarity in the workplace, a future with paid-sick leave, higher wages, and fairer benefits. When we organize collectively, we can ensure life is fairer for everyone. We can bring down the costs families face with Pharmacare, affordable housing, and dental coverage. We can ensure care is there and accessible for our loved ones when they need it. We can tackle the climate crisis head-on while creating good, sustainable jobs in communities across Canada.*

*Over the past few years, we've been hard at work building one of the largest mobilization programs in Canadian labour history. We have engaged with members in every part of the country and signed up hundreds of thousands of workers.*

*And we're just getting started!*

*We recently launched a campaign on care workers and the care economy. Care workers are lab and x-ray technicians; they're therapists and diagnostic care workers; they're paramedics and personal support workers. They also include workers employed in non-healthcare settings like schools as educational assistants and early childhood educators. We celebrate care workers in times of crisis and commend them for their strength and bravery. But care workers are people too, and while they are heroes, they aren't super-human.*

*Care workers are burning out at alarming rates and facing increasing incidents of violence and harassment in their workplaces. And when the time comes to negotiate collective agreements, care workers are often met with concessions and cuts, and demands for workplace improvements are all but ignored. Our care campaign is aimed at not only celebrating care work, but also demanding investment in strengthening public care systems and fighting back against privatization. At some point, you or someone you love will need the help of a care worker. You may have friends and relatives who work in care jobs, or you may be a care worker yourself.*

*Care workers are there for us during some of our most difficult and vulnerable times. We need to be there for care workers. And this is why we intend to fight hard for change. But we need your help. We want to hear from the care workers in your life. I invite you all to visit [CanadianLabour.ca](http://CanadianLabour.ca) to learn more about how you can get involved, because it's time for us to care for Canada's nurses and other care workers.*

*Thank you all for the amazing work you're doing for the workers of Manitoba.*

*And thank you for inviting me to speak with you today.*

*I look forward to joining you all in person next time!*

*Solidarity, my friends, and let's kick some ass for the working class!*

### **Treasurer / Audit Report:**

MFL Treasurer, Jeff Traeger, gave the following report:

*Hello again, fellow delegates, and good afternoon.*

*It's my pleasure, as the MFL's Treasurer, to provide a report on our Federation's finances, which I'm pleased to say remain on a very solid footing.*

*A summary of our audited financial results for the four fiscal years since our last Convention is included in your Program on pages 35 – 37, with our last fiscal year having concluded on June 30, 2021.*

*And I'll just start by mentioning that subsequent to our last audit, I'm pleased to report that we've experienced considerable additional growth in affiliation to the MFL, including the addition of The Manitoba Teachers' Society, the Manitoba Association of Health Care Professionals, the Manitoba Organization of Faculty Associations, CUPE 69 and the newly established IAM Local 1919 (which wins the award for best Local number ever!) – so our collective future and financial outlook are looking even brighter.*

*As Kevin mentioned earlier, new affiliations mean that our Federation has grown from 92,000 members at the time of our last Convention to 126,000 members today, an increase of 34,000 members. This significant growth of 37% has and will continue to serve us well as we stand united and work together for fairness and social justice, and a better future for our members and for all working families.*

*Over the last 9 years that I have had the pleasure to serve as MFL Treasurer, we have put a lot of focus on making sure we have the resources on hand to run major campaigns on issues that matter to workers and unions, and sufficient reserves to protect against unforeseen risks and downturns.*

*When I took on the role of Treasurer in 2013, our Federation's Total Assets were \$660,000 and our Net Assets were less than \$300,000, which meant we had little capacity to run campaigns without coming back cap-in-hand to our affiliates, and we had little cushion to weather any storms.*

*Our Federation has worked hard to improve our financial position and stability, and you can see now in our Summary Statement of Financial Position (on page 36 of your Program) that our Total Assets have grown to more than \$1.5 million, with Net Assets now exceeding \$718,000.*

*Our Auditors have encouraged us to work toward having the equivalent of one year's worth of operating expenditures in reserve as risk protection (that's around \$1.2 million), so we're making good and steady progress toward that goal.*

*We've also established a dedicated Campaign Fund, which is supported by a targeted revenue stream of 7 cents of every affiliate per capita fee. This fund had a balance of \$419,000 as of our last Audit. Our Campaign Fund has allowed us to run campaigns against Pallister's wage freeze legislation, in support of paid sick days for all workers and raising the minimum wage to a living wage level, and against PC plans to gut the Labour Relations Act, to name just a few. And we have big plans to promote labour issues and worker priorities in lead up to the next provincial election, so stay tuned!*

*Since the time of our last Convention, we also built up and then wound down a special 1919 Centennial Anniversary Fund, which we used to support all the celebration events and educational projects that we organized to remember and celebrate the Winnipeg General Strike. And, I'm pleased to share that we were able to establish a \$50,000 centennial legacy fund to support ongoing history and education projects related to the strike under the care of the Winnipeg Labour Council. I'm also told that we'll all get to see a special video on the strike celebrations later today.*

*Our Total Liabilities at the end of the period were \$851,000, which is up \$22,000 over the start of the period.*

*In terms of our operating results on page 37, you can see that our affiliation revenue, shown as Per Capita Dues, has been growing every year, and while not reflected in this report, per capita revenue for the present fiscal year will be the highest ever due to affiliation growth. In our last fiscal year, affiliation revenue totaled over \$1.2 million, an increase of \$88,000 over the start of the period.*

*Our General Expenses have remained quite stable over the period, at between \$1 million and \$1.1 million per year. Our Other Expenses have been a bit more variable, as they reflect triennial Convention expenditures (as in 2018) as well as special transfers to our Campaign fund (as in 2021).*

*In all four years of Summary Statement of Operations, we incurred an operating surplus (or Excess of Revenue Over Expenses) of between \$55,000 and \$120,000 before pension adjustment, but a bottom-line loss in 2018 and 2021 when adjusted for our future pension obligation.*

*This pension obligation stems from the fact that we have two retired staff members who belong to the CLC Pension Plan, and the last two actuarial valuations of that pension*



*plan (which are done every three years) have raised our going concern unfunded accrued liability. The most recent increase has resulted in an increase to our monthly contributions to the CLC pension plan from \$2,200/month to \$4,800/month. While representing a very significant increase, these payments are still very manageable within our budget.*

*And I can share with you that our current staff do not belong to the CLC pension plan, but rather to the Municipal Employees Benefits Program (a plan to which many of our affiliated members belong), and that plan has not been experiencing this kind of fluctuation.*

*So with these pension adjustments factored in, we had a surplus of just over \$35,000 on the four-year period of the statement.*

Travis Roe (The Exchange Group), the MFL's Auditor, noted that he appreciated working with the MFL's Treasurer and everyone involved with the MFL's audit. He's complemented the MFL for growing its membership while keeping expenditures stable. Travis noted that The Exchange Group had provided unqualified audits for each of the four years in the reporting period (i.e., clean audits).

Treasurer Traeger thanked Roe and the MFL staff team involved with the day-to-day financial management of the Federation's affairs, particularly Bookkeeper Lui Deluz and Executive Director Anna Rothney

**M/S/C** to approve the Treasurer / Auditor Report.

**Announcement:**

President Rebeck welcomed and introduced Roland Stankevicius as the afternoon's Parliamentarian. Roland is the retired General Secretary of the Manitoba Teachers' Society (MTS) and currently serves on the Manitoba Labour Board. He has been a welcome ally in helping explore and articulate affiliation benefits to and for MTS.

**Resolution Debate – General Resolutions Recommendations:**

The resolution debates resumed, and the following general resolutions were dealt with:

<u>#</u>	<u>Committee Recommendation</u>	<u>Convention Decision</u>
D-02	Concurrence	<b>M/S/C</b>
E-02	Concurrence	<b>M/S/C</b>
F-02	Concurrence	<b>M/S/C</b>
A-03	Concurrence	<b>M/S/C</b>
B-03	Concurrence	<b>M/S/C</b>
C-03	Concurrence	<b>M/S/C</b>
D-03	Concurrence	<b>M/S/C</b>
E-03	Concurrence	<b>M/S/C</b>
F-03	Concurrence	<b>M/S/C</b>
A-04	Concurrence	<b>M/S/C</b>
B-04	Concurrence	<b>M/S/C</b>
C-04	Concurrence	<b>M/S/C</b>
D-04	Concurrence	<b>M/S/C</b>
E-04	Concurrence	<b>M/S/C</b>
F-04	Concurrence	<b>M/S/C</b>
A-05	Concurrence (as amended)	<b>M/S/C</b>
B-05	Concurrence	<b>M/S/C</b>
C-05	Concurrence	<b>M/S/C</b>

**Special Video Presentation: *A Century of Solidarity: The Winnipeg General Strike Centennial***

The MFL had created a special video encompassing The Winnipeg General Strike Centennial. It was played for delegates to honour and highlight the rich history of the labour movement and social justice in Winnipeg.

**Adjournment:**

**M/S/C** to adjourn. Convention adjourned at 4:00 PM.

**Friday, May 6, 2022**

**Call to Order:**

President Rebeck reconvened Convention at 9:35 AM. Due to a power outage affecting the studio, the second day had a late start.

**In Memoriam:**

Before starting the MFL's In Memoriam presentation, President Rebeck took some time to speak about the unprovoked Russian aggression toward Ukraine and read out the CLC statement by President Bea Bruske regarding the war, especially how Canada's unions stand united with Ukrainian workers and families.

As is customary at MFL conventions, a presentation with names, dates of passing and union or organizational affiliation was shared with the delegates to remember and pay tribute to workers and union activists who have passed away since the last convention (May 2018), including those who tragically lost their lives on the job.

**Manitoba NDP Leader's Report – Wab Kinew:**

NDP Leader, Wab Kinew, was welcomed by President Rebeck and proceeded to give the following speech:

*Sisters, Brothers, and Friends, good morning! It's an honour to speak to you on the second day of your 2022 Convention.*

*I know we were all hoping to meet in person this year but, on the other hand, you didn't have to leave the house this morning and I'm not just saying that because Convention is comfier on your couch – I'm talking about the price of gas! Think of the money you're saving this Convention, never mind the damage to your car from potholes!*

*The reality is: life is getting more expensive for working people. And the PCs are just making things worse.*

*At the gas pump and the grocery store, costs are going up. Thanks to the PCs, your hydro bill is going up too. So is tuition for young Manitobans. And they're letting landlords get away with raising rent way above guidelines.*

*But what isn't going up under the PCs – minimum wage, health care funding, support for our kids in school, the average paycheque for working Manitobans, and the infrastructure investment we need to get those potholes fixed.*

*These last few years have been tough for working families. Throughout the pandemic Manitoba workers stepped up, often putting their lives on the line to take care of our loved ones, provide essential services, and keep our economy moving.*

*You did this with no help from the government.*

*The last two years highlighted what the MFL has been fighting for since its inception: better pay, better working conditions, and more respect for working people. Thanks to your hard work and dedication these issues became known as the common-sense ideas that they are to almost everyone it seems except the Pallister-Stefanson governments.*

*Instead of supporting working families in the pandemic, Brian Pallister continued to pick fights with essential workers forcing hydro workers, nurses, and school staff to strike. He made it more dangerous to work by increasing apprenticeship ratios for young workers in the trades and tried to cut wages for workers in the construction industry. The Government is cutting good jobs across the province in Dauphin, Portage la Prairie and in many small communities*

*Premier Stefanson is no different. Let's not forget her time as Premier started the same way Pallisters did with a strike at the University of Manitoba. Instead of respecting the sacrifice and commitment of our health care workers, the Pallister-Stefanson government has pitted workers against each other, leaving some health care staff out of pandemic pay bumps.*

*The pandemic changed so much but it didn't change the PCs.*

*While they continue to attack working people and make life harder for families, our NDP will fight for you. We will stand beside you in solidarity every step of the way until we have safe workplaces, respect for workers and a living wage.*

*Thanks to the hard work of Manitoba's unions, the MFL, and the solidarity of working people, you fought back against the Pallister-Stefanson governments and won for:*

- *IBEW*
- *UFCW bus drivers*
- *Rolling River education support staff (CUPE)*
- *Nurses and other front line healthcare workers*
- *Thousands of teachers and educators*

*The MFL has championed paid sick leave so no workers have to choose between being healthy and a paycheque stood together and fought back against Bill 64 as the MFL grew its ranks when the Manitoba Teachers Society joined. There is also the important fight for working families across the province against the PC's unconstitutional Bill 28! We know that fight continues and will continue to be on standby as you work together for working people.*

*As the Official Opposition, our team is working hard to make life better for working people. That's why we delayed pieces of the Pallister-Stefanson agenda that attack working families. Such as:*

- *Bill 16: to protect workers' rights to join a union and engage in fair bargaining. This was a direct attack on organized labour and the workers and families those unions represent – it would have made strikes longer and tipped the balance away from workers. We were proud to stand with the MFL and all its affiliates in fighting this bad bill*
- *Bill 35 and then 36: to keep rates low and keep Hydro public.*
- *Bill 64: to protect our schools; and*
- *Bill 40: to build healthy communities, keep liquor public and invest in good jobs*

*Along with labour, we were able to stop those bills!*

*Our team is focused on making life better and more affordable for working families by tackling the gender pay gap. We know inequities exist. We must face them and solve them. It is great to see MLA and CCPA coming forward with new data on this, and Malaya Marcelino's Bill 222: The Pay Transparency Act. Our team is also working on a bill to restore apprenticeship ratios. The NDP will continue the fight for:*

- *Investments in healthcare and social services working families rely on*
- *Sick pay*
- *Living wage*
- *Keeping Hydro rates low*
- *Taking profit out of the care system, and*
- *Creating more opportunities for BIPOC and women/gender-diverse Manitobans*

*We're working hard to form the next government and to be a government for working families; a government that works with labour to build a better world for everyone in our province. We need you in our movement. We need your passion, your expertise, and your commitment to making life better for working families.*

*We're nominating candidates (BIPOC), setting new fundraising targets, and talking to votes. Go to our website to join our email list so you can find out more about how we can work together to build a better future for working families.*

*Thank you for your activism.*

### **Credentials Committee Report:**

Committee Chair Dvorak reported that there were 380 registered delegates, 309 delegates logged on, and 6 non-voting staff and technical support personnel. In addition, there were 32 non-voting special guests and observers watching from the website live feed.

**M/S/C** to approve the Credentials Report.

### **Presentation of Convention Awards – Dick Martin Award for Occupational Health & Safety:**

This award honours the memory of Dick Martin, former MFL President, who led the establishment of the MFL Occupational Health and Safety Centre in 1983. The award recognizes a worker's outstanding commitment and achievements in workplace health and safety promotion and education.

The award was presented to Susan Smerchanski, a recently retired Provincial Park Supervisor out of MGEU Local 53 and current president of the Selkirk Labour Council, who accepted the award and gave a brief thank you speech.

### **Presentation of Convention Awards – Judy Cook Woman of Achievement Award:**

This award was established in honour of Judy Cook, who was the Executive Director of the MFL Occupational Health Centre from 1985 until her passing in 1998. Her life was marked by an extraordinary commitment to feminism, the labour movement, health and safety, and social justice. The award honours outstanding contributions by women trade unionists.

The award was presented to Abs Diza, a lifelong feminist and dedicated trade unionist who started her career in the labour movement with UFCW, then Unite, and is now with Workers United Canada Council. She accepted the award and gave a brief acceptance speech.

### **Presentation of Convention Awards – Young Members Achievement Award:**

This award goes out to an activist who demonstrates exceptional leadership skills and has a deep commitment to the labour movement.

The award was presented to Kirk Carr, a member of MGEU 403. He has been an activist for a number of years and is currently on his second term as president of the Brandon Labour Council. He has also taken on a new role with United Way Brandon. He accepted the award, thanked a number of labour activists who has supported and encouraged him, and shared some helpful advice for other young activists.

### **Announcement:**

President Rebeck welcomed and introduced the morning's Parliamentarian, Monica Girouard, friend, ally and Chair of the Union Centre. She worked at MNU and MGEU in senior staff roles, as well as served in the MFL Executive Council and continues to serve on the MFL Occupational Health Centre Board.

## Resolution Debate – General Resolutions:

Resolution debate resumed and the following general resolutions were dealt with:

<u>#</u>	<u>Committee Recommendation</u>	<u>Convention Decision</u>
D-05	Concurrence	<b>M/S/C</b>
E-05	Concurrence	<b>M/S/C</b>
F-05	Concurrence	<b>M/S/C</b>
B-06	Concurrence	<b>M/S/C</b>
C-06	Concurrence	<b>M/S/C</b>
D-06	Concurrence	<b>M/S/C</b>
E-06	Concurrence	<b>M/S/C</b>
F-06	Concurrence	<b>M/S/C</b>

## Partner Reports – Manitoba Health Coalition:

Thomas Linner, Director of the Manitoba Health Coalition, a non-profit / non-partisan health care advocacy organization working for the preservation and expansion of universal public health care, provided an update on recent activities. Highlights included: fighting moves to privatize parts of Manitoba’s public health care system, holding the government to account for its failures during the pandemic, raising awareness of dangerous staffing shortages in health care, and leading the charge for a public inquiry into the COVID-19 pandemic. The coalition also advocates for women’s health, social determinants of health, seniors care, pharmacare and other important health issues. Linner thanked the MFL and affiliates for their tremendous support of the coalition and its efforts.

## Partner Reports – MFL Occupational Health Centre (OHC):

Carly Nicolson, Executive Director of the MFL Occupational Health Centre, outlined the Centre’s free occupational health training services and encouraged affiliates to make use of them. The MFL OHC is a multi-disciplinary, worker-centre community health centre specializing in all forms of occupational health, with physicians, nurses, social workers, health educators and an ergonomist on staff to assist workers with all of their health needs. The MFL OHC also has special expertise in psychological health in the workplace, and consent culture/harassment prevention training.

**Adjournment:**

**M/S/C** to adjourn. Convention adjourned for lunch at 12:00 PM.

**Call to Order:**

President Rebeck reconvened the Convention at 1:30 PM.

**Announcement:**

President Rebeck welcomed and introduced the afternoon's Parliamentarian, Darlene Dziejewit, past MFL President and hailed from UFCW. President Rebeck emphasized that she was his mentor as he prepared to run for MFL President and has been an ongoing advisor ever since, as well as a cherished friend.

**Officer Elections:**

Bea Bruske, CLC President, greeted the delegates and gave a reminder that a number of amendments to the MFL's Constitution and Election procedures were approved by Convention yesterday morning, such that today's election was for the President and Treasurer only. Due to the Constitutional amendments, the MFL Table Officers group was also expanded to include 5 Executive Vice Presidents, increased from 2, who will be elected from and by the MFL's newly formed Executive Council at the adjournment of Convention. President Bruske chaired the elections and explained the rules and process.

**President:**

Kevin Rebeck was nominated by Jeff Traeger. Nomination accepted.

Kevin Rebeck elected by acclamation.

**Treasurer:**

Jeff Traeger was nominated by Kevin Rebeck. Nomination accepted.

Jeff Traeger elected by acclamation.



### Swearing-in:

Due to the Online Convention format, President Rebeck had elected members take their oath at home without unmuting their mics while he and Jeff Traeger stood with President Bruske to take theirs.

The MFL Oath of Office was administered and the full 2022-2024 MFL Executive Council was sworn in:

### Affiliate Vice Presidents:

1. Ron Allard – UFCW
2. Stuart Aikman – IATSE
3. Matthew Aitken – CUPW
4. James Bedford – MTS
5. Keith Bellamy – WAPSO
6. Marie Buchan – UFCW
7. Scott Cloney – MGEU
8. Orvie Dingwall – UMFA
9. Abs Diza – Workers United
10. Mike Espenell - IBEW
11. Danielle Fullan Kolton – MTS
12. Marianne Hladun – PSAC
13. Romeo Ignacio – ATU
14. Marc Lafond – OE
15. Darlene Jackson – MNU
16. Janet Kehler – MGEU
17. Gina McKay – CUPE
18. Lee McLeod – CUPE
19. Peter Miller – UWFA
20. Bob Moroz – MAHCP
21. Mike Pulak – USW
22. Kyle Ross – MGEU
23. Mike Taylor – TEAM
24. Glenn Tomchak – IAM &AW
25. Will Truman – SMART
26. Valerie Wotton – MNU

### Labour Council Vice Presidents:

1. Kirk Carr – Brandon
2. Melissa Dvorak – Winnipeg
3. Ed Miller – Portage La Prairie
4. Cathy Pellizarro – Thompson

Equality & Young Members Caucus VPs:

1. Carol Grant – Workers of Colour
2. Andy Spence – Indigenous Workers
3. Jill Stockwell – Solidarity & Pride
4. Aarti Sharma – Young Members

Voice, with No Vote:

1. Barb Jones – Retiree VP
2. Anna Rothney – MFL Executive Director

**Special Video Presentation: *Together, We Are Stronger: The Story of the Partnership to Defend Public Services***

A special video regarding the unification of public service unions and workers into the Partnership to Defend Public Services (PDPS) and the provincial government's unconstitutional wage freeze was shared with delegates. It highlighted the battles the PDPS has won and cautions how the war is still ongoing.

**Resolution Debate – General Resolutions:**

Resolution debate resumed, and the following general resolutions were dealt with:

<u>#</u>	<u>Committee Recommendation</u>	<u>Convention Decision</u>
B-07	Concurrence	<b>M/S/C</b>
C-07	Concurrence	<b>M/S/C</b>
D-07	Concurrence	<b>M/S/C</b>
E-07	Concurrence	<b>M/S/C</b>
F-07	Concurrence	<b>M/S/C</b>
B-08	Concurrence	<b>M/S/C</b>
C-08	Concurrence	<b>M/S/C</b>
D-08	Concurrence	<b>M/S/C</b>
E-08	Concurrence (as amended)	<b>M/S/C</b>
F-08	Concurrence	<b>M/S/C</b>
B-09	Concurrence	<b>M/S/C</b>
C-09	Concurrence	<b>M/S/C</b>
D-09	Concurrence	<b>M/S/C</b>
E-09	Concurrence	<b>M/S/C</b>
F-09	Concurrence	<b>M/S/C</b>
B-10	Concurrence	<b>M/S/C</b>
C-10	Concurrence	<b>M/S/C</b>
D-10	Concurrence (as amended)	<b>M/S/C</b>
E-10	Concurrence	<b>M/S/C</b>

**M/S/C** that all remaining resolutions be referred to the new Executive Council.

**Appointment of MFL Occupational Health Centre Board:**

1. Kevin Rebeck, MFL
2. Michael Kelly, MFL
3. Blaine Duncan, MGEU
4. Mohinder Sidhu, ATU
5. Loreto Gutierrez, UFCW 832
6. Clint Wirth, PSAC
7. Michelle Bergen, CUPE
8. Aarti Sharma, OE 987
9. Marla Johal, MNU
10. Andy Spence, Workers United
11. Cathy Pellizarro, TLC/MTS
12. Kristen Fallis, MTS

**M/S/C** to approve the appointment of the MFL Occupational Health Centre Board.

**President's Concluding Remarks:**

President Rebeck remarked that it was weird to not have the energy and interactions of delegates in the room throughout the Convention, but that it has gone well. He thanked everyone who had their cameras on and participated in the debates and dialogue; as well as the delegation in general for showing up, keeping an orderly Convention, and discussing priorities for the Federation. He also thanked the MFL's Executive Council, the Table Officers group, and each member of the MFL staff team for their work and dedication; as well as the studio, AVentPro, for hosting the MFL's first Online Convention.

Lastly, President Rebeck reiterated that together, we are stronger and that we have much work to do to make life better for working Manitobans.

**Prize Draws:**

President Rebeck announced five winners of prizes supported by unionized workers. Winners were reminded that the MFL will get in touch with them and that they will also receive MFL schwag along with their prizes.

**Adjournment:**

Convention adjourned at 5:00 PM.

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## **Appendix A – Resolution Decisions**

# MFL Convention 2022

*Showing All*

<b>Doc</b>	<b>Title</b>	<b>Committee</b>	<b>Convention</b>
CON-01	CONSTITUTIONAL RESOLUTION 1	Concurrence	Carried
CON-02	CONSTITUTIONAL RESOLUTION 2	Concurrence	Carried
CON-03	CONSTITUTIONAL RESOLUTION 3	Concurrence	Carried
CON-04	CONSTITUTIONAL RESOLUTION 4	Concurrence	Carried
CON-05	CONSTITUTIONAL RESOLUTION 5	Concurrence	Carried
CON-06	CONSTITUTIONAL RESOLUTION 6	Concurrence	Carried
CON-07	CONSTITUTIONAL RESOLUTION 7	Concurrence	Carried
CON-08	CONSTITUTIONAL RESOLUTION 8	Concurrence	Carried
CON-09	CONSTITUTIONAL RESOLUTION 9	Concurrence	Carried
CON-10	CONSTITUTIONAL RESOLUTION 10	Concurrence	Carried
CON-11	CONSTITUTIONAL RESOLUTION 11	Concurrence	Carried

<b>Doc</b>	<b>Title</b>	<b>Committee</b>	<b>Convention</b>
A-01	FREE AND FAIR COLLECTIVE BARGAINING	Concurrence	Carried
B-01	RESTORING WORKPLACE SAFETY AND HEALTH PROTECTIONS	Concurrence	Carried
C-01	PAID SICK DAYS	Concurrence	Carried
D-01	INCREASED FUNDING FOR HEALTHCARE	Concurrence	Carried
E-01	CONTRACTING OUT AND PRIVATIZATION	Concurrence	Carried
F-01	TRUTH AND RECONCILIATION COMMISSION'S CALLS TO ACTION	Concurrence (as amended)	Carried
A-02	EMPLOYMENT STANDARDS REVIEW	Concurrence	Carried
B-02	ADDRESS MEDICAL CLAIM SUPPRESSION	Concurrence (as amended)	Carried
C-02	LIVING WAGE	Concurrence	Carried (as amended)
D-02	STAFFING GUIDELINES FOR LONG TERM CARE FACILITIES	Concurrence	Carried
E-02	IMPROVE STAFFING LEVELS IN THE PROVINCIAL CIVIL SERVICE	Concurrence	Carried
F-02	GENDER LENS FOR PANDEMIC RECOVERY	Concurrence	Carried
A-03	OPPOSE BACK-TO-WORK LEGISLATION	Concurrence	Carried
B-03	SUPPORTS FOR SICK OR INJURED WORKERS	Concurrence	Carried
C-03	UNIVERSAL MEAL PROGRAM FOR PUBLIC SCHOOLS	Concurrence	Carried
D-03	PROTECT PUBLIC HEALTH CARE	Concurrence	Carried
E-03	SAFE DRINKING WATER FOR FIRST NATIONS	Concurrence	Carried
F-03	UNION SOLIDARITY AGAINST FASCISM	Concurrence	Carried
A-04	RESTORE UNION CERTIFICATION AT 50% PLUS ONE	Concurrence	Carried
B-04	SUPPORT FOR WORKERS SUFFERING LONG-HAUL COVID-19	Concurrence	Carried

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**MFL Convention Resolutions - Post Convention**

<b>Doc</b>	<b>Title</b>	<b>Committee</b>	<b>Convention</b>
C-04	FUNDING OF TRUTH AND RECONCILIATION COMMISSION RECOMMENDATION IMPLEMENTATION IN PUBLIC EDUCATION	Concurrence	Carried
D-04	STOP THE CUTS TO HEALTH CARE	Concurrence	Carried
E-04	RESTORATION OF PROVINCIAL TRANSIT OPERATIONAL FUNDING	Concurrence	Carried
F-04	GENDER PAY EQUITY	Concurrence	Carried
A-05	GIG WORKERS BILL OF RIGHTS	Concurrence (as amended)	Carried
B-05	PASS RIGHT TO REPAIR LEGISLATION	Concurrence	Carried
C-05	CONSTRUCTION INDUSTRY WAGES ACT (CIWA)	Concurrence	Carried
D-05	FREE BUS TICKETS FOR PATIENTS	Concurrence	Carried
E-05	KEEP LIQUOR PUBLIC	Concurrence	Carried
F-05	BAN ON SUPPORTING TRANS-EXCLUSIONARY ORGANIZATIONS	Concurrence	Carried
B-06	TRANSIT SAFETY	Concurrence	Carried
C-06	HIRING LOCAL WORKFORCE	Concurrence	Carried
D-06	FUNDING INCREASES FOR MENTAL HEALTH & ADDICTION-RELATED SERVICES	Concurrence	Carried
E-06	FUNDING FOR COMMUNITY BASED SOCIAL SERVICES AND OTHER NOT-FOR-PROFIT SOCIAL SERVICE AGENCIES	Concurrence	Carried
F-06	CHILD CARE	Concurrence	Carried
B-07	PSYCHOLOGICAL HEALTH AND SAFETY AT WORK	Concurrence	Carried
C-07	EXTEND PANDEMIC PAY TO ALL FRONTLINE WORKERS	Concurrence	Carried

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**MFL Convention Resolutions - Post Convention**

<b>Doc</b>	<b>Title</b>	<b>Committee</b>	<b>Convention</b>
D-07	MENTAL HEALTH RESOURCES	Concurrence	Carried
E-07	PUBLIC PRIVATE PARTNERSHIPS	Concurrence	Carried
F-07	CULTURAL UNDERSTANDING	Concurrence	Carried
B-08	RECOGNIZE PSYCHOLOGICAL INJURY CLAIMS	Concurrence	Carried
C-08	REVIEW AND UPDATE K-12 PUBLIC SCHOOL CURRICULA	Concurrence	Carried
D-08	FUNDING FOR FULL-TIME JOBS FOR FRONT LINE WORKERS IN HEALTHCARE	Concurrence	Carried
E-08	SERVICE EXPANSION IN A PUBLIC POSTAL SERVICE	Concurrence (as amended)	Carried
F-08	SAFE ZONES FOR REPRODUCTIVE SERVICES AND PROVIDERS	Concurrence	Carried
B-09	EXPANSION OF VIDEO COURT SYSTEM	Concurrence	Carried
C-09	PREDICTIVE SCHEDULING	Concurrence	Carried
D-09	MASSAGE THERAPY	Concurrence	Carried
E-09	IMPROVE AFFORDABLE AND SUPPORTIVE HOUSING MODELS	Concurrence	Carried
F-09	LOW INCOME TRANSIT PASS	Concurrence	Carried
B-10	NATIONAL STANDARD FOR PSYCHOLOGICAL HEALTH AND SAFETY	Concurrence	Carried
C-10	COMMUNITY BENEFIT AGREEMENTS	Concurrence	Carried
D-10	FUNDING FOR SCHOOLING IN HEALTH CARE JOBS	Concurrence (as amended)	Carried
E-10	PROTECT PROVINCIAL PARKS	Concurrence	Carried
B-11	WORKPLACE VIOLENCE	Concurrence	Unmoved
C-11	IMPROVE PROTECTION FOR WHISTLEBLOWERS	Concurrence	Unmoved

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**MFL Convention Resolutions - Post Convention**



<b>Doc</b>	<b>Title</b>	<b>Committee</b>	<b>Convention</b>
D-11	ACCESSIBLE TRANSPORTATION TO MAJOR HEALTH CARE CENTRES	Concurrence (as amended)	Unmoved
E-11	KEEP MANITOBA INFRASTRUCTURE AND VEHICLE AND EQUIPMENT MAINTENANCE PUBLIC	Concurrence	Unmoved
B-12	ETHNICITY IN THE WORKPLACE	Concurrence	Unmoved
C-12	TRAINING & EMPLOYING LOCAL WORKFORCE	Concurrence	Unmoved
E-12	MANITOBA MUSEUM FUNDING INCREASE TO PROTECT ARTIFACTS AND FULFILL PROVINCIAL MANDATE	Concurrence	Unmoved
B-13	BUS OPERATOR WORKSTATIONS	Concurrence (as amended)	Unmoved
C-13	PROTECT INCOME AND PENSION SUPPORTS FOR SENIORS	Concurrence	Unmoved
B-14	IMPROVING CELL PHONE COVERAGE	Concurrence	Unmoved
C-14	IMPROVE INCOME SUPPLEMENTS FOR SENIORS AND LOW-INCOME MANITOBANS	Concurrence	Unmoved
B-15	BANNING ONE-TIME USE PLASTIC BAGS & STRAWS	Concurrence	Unmoved
A-98	SUPPORT FOR SEX WORKERS	Non-Concurrence	Unmoved
B-98	AFFILIATION TO THE INTERNATIONAL TRADE UNION CONFEDERATION (ITUC)	Non-Concurrence	Unmoved
B-98	SUPPORTING INDIGENOUS ACTIVISTS WHO ARE DEFENDING THE EARTH	Non-Concurrence	Unmoved
C-98	PROMOTE OMBUDSERVICE FOR LIFE AND HEALTH INSURANCE (OLHI)	Non-Concurrence	Unmoved
D-98	PROVINCIAL REVIEW INTO HEALTH CARE	Non-Concurrence	Unmoved
F-98	ESTABLISH DISABILITY CAUCUS	Non-Concurrence	Unmoved
A-99	ON DEMAND AND GIG ECONOMY	Unmoved	Unmoved

## **MFL Convention Resolutions - Post Convention**

Printed: Tuesday, June 21, 2022 at 02:35 PM

<b>Doc</b>	<b>Title</b>	<b>Committee</b>	<b>Convention</b>
C-99	\$15 MINIMUM WAGE	Unmoved	Unmoved
C-99	IMPROVE ACCESS TO PAID SICK LEAVE	Unmoved	Unmoved
E-99	STOP THE PRIVATIZATION OF PUBLIC SERVICES	Unmoved	Unmoved
E-99	INCREASE RESOURCES FOR COMMUNITY-BASED SOCIAL SERVICES	Unmoved	Unmoved

Doc	Title	Committee	Convention
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Count: 88

## Appendix B – Delegates and Guests

FIRST NAME	LAST NAME	UNION
Darlene	Adamson	MGEU
Stuart	Aikman	Executive Council
Matthew	Aitken	Executive Council
Kasali	Akili	MGEU
James	Alexander	MGEU
Ron	Allard	Executive Council
Dylan	Almdal	MGEU
David	Alper	MGEU
Chantel	Anderson	MGEU
Jason	Appasamy	UFCW
Holly	Arthur	MGEU
Simran	Badhan	MGEU
John	Baert	MGEU
Tracy	Basa	Manitoba Nurses Union
Nelson	Bean	MGEU
James	Bedford	Executive Council
Mark	Behrendt	Manitoba Teachers' Society
Keith	Bellamy	Executive Council
Michelle	Bergen	CUPE
Thomas	Bergen	MGEU
Eldon	Bergson	MGEU
Valerie	Berscheid	Manitoba Teachers' Society
Amy	Bertrand	MGEU
Jon	Bettner	Manitoba Teachers' Society
David	Bilyk	MGEU
Carol	Birch	MGEU
Luc	Bissonnette	CUPE
Bonnie	Bjornsson	IAM & AW
Jennifer	Black	MGEU
Winston	Blakey	Manitoba Teachers' Society
Shannon	Bland	MGEU
Sonja	Blank	Manitoba Teachers' Society
Debbie	Boissonneault	CUPE
Pauline	Bosc	MGEU
Jean-Guy	Bourgeois	MGEU
Arlene	Boychuk	MAHCP
Veronica	Boychuk	MGEU
Kyle	Briggs	Manitoba Teachers' Society
Karen	Brown	CUPE
Kevin	Brown	IAM & AW
Lindsay	Brown	Manitoba Teachers' Society
Carolyn	Brown	MGEU

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Marie	Buchan	Executive Council
Daniel	Buchanan	Manitoba Teachers' Society
Karla	Budynski	Brandon & District Labour Council
Tanya	Burnside	MAHCP
Donald	Burroughs	MGEU
Natasha	Bylo	MGEU
Marcela	Cabezas	Manitoba Teachers' Society
Darren	Cable	Manitoba Teachers' Society
Norman Aaron	Cable	Manitoba Teachers' Society
Claire	Campbell	CUPE
Nguyen (Naomi)	Cao	TEAM
Kirsten	Carman	Manitoba Teachers' Society
Kirk	Carr	Brandon & District Labour Council
Walter	Carranza	CUPE
Danielle	Carriere	WAPSO
Roseline	Carter	CUPE
Ajit	Chacko	MGEU
Wayne	Chacun	MAHCP
Mary	Chalmers	Manitoba Teachers' Society
Dennis	Champagne	CUPW
Jenifer	Chelkowski	PSAC
David	Christensen	MGEU
Jeff	Cieszcecki	Manitoba Teachers' Society
Marie-Josée	Clément	Manitoba Teachers' Society
Scott	Cloney	Executive Council
Laura	Collishaw	MGEU
Richard	Cooke	MGEU
Katryna	Cornwall	MAHCP
Troy	Craig	IBEW
Carmen	Cross	MGEU
Blake	Crothers	UFCW
Christie	Crow	Manitoba Teachers' Society
Chris	Darazsi	Manitoba Teachers' Society
Nicholas	Dawshka	MGEU
Corinne	de Jong Rioux	CUPE
Charlene	Desjarlais	UFCW
Douglas	Dick	MGEU
Orvie	Dingwall	Executive Council
Abs	Diza	Executive Council
Betty	Dong	MGEU
Joe	Dooley	MGEU
Kim	Dudek	Manitoba Teachers' Society
Kaley	Dueck	CUPE
Wanda	Dufty	PSAC

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Cale	Dunbar	Manitoba Teachers' Society
Blaine	Duncan	MGEU
Melissa	Dvorak	Winnipeg Labour Council
Evan	Edwards	MGEU
Susan	Ekdahl	MGEU
Melissa	Emerson-Froebe	MGEU
Kerry W. M.	Enns	Manitoba Teachers' Society
Vanessa	Erickson	PSAC
Mike	Espenell	Executive Council
Jay	Ewert	Manitoba Teachers' Society
Verna	Eyers	MGEU
David	Eyjolfson	TEAM
Kristen	Fallis	Manitoba Teachers' Society
Kimberly	Fallis	MGEU
Amelia	Fay	MGEU
Brigitte	Fennell	MGEU
Sabrina	Fernandes	Manitoba Teachers' Society
Andrew	Feteira	MGEU
Greg	Flemming	UMFA
Matthew	Fontaine	MGEU
Sandy	Forcier	UFCW
Cameron	Fortier	CUPW
Christine	Francey	MGEU
Kris	Frederiksen	Manitoba Teachers' Society
Eloise	Freitas	MGEU
Catherine	Friesen	IAM & AW
Kristy	Frohwerk	Manitoba Teachers' Society
Brent	Fuchs	MGEU
Danielle	Fullan Kolton	Executive Council
Terry-Lyn	Gagnon	MGEU
David	Gauthier	IAM & AW
Catherine	Gibbs	MGEU
Sean	Giesbrecht	Manitoba Teachers' Society
Mike	Giffen	Manitoba Teachers' Society
Jody	Gillis	MGEU
Sheila	Gordon	MGEU
Elda	Gosselin	MGEU
Adam	Grabowski	Manitoba Teachers' Society
Douglas	Grabowski	MGEU
Gregory	Grande	MGEU
Carol	Grant	Executive Council
Lisa	Grantham	MGEU
Tracy	Groenewegen	MGEU
Ann	Groening	Manitoba Teachers' Society

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Andrea	Grove	MGEU
Bob	Guenther	CUPE
Janice	Gulay	MGEU
Ritchie	Gural	MGEU
Meghan	Halfyard	CUPE
David	Hamalainen	UFCW
Marnie	Hand	MGEU
Crystal	Hanley	ATU
Derek James	Hanley	ATU
David	Harack	Manitoba Teachers' Society
Travis	Hart	USW
Theresa	Hatch	MGEU
Allison	Hayward	MGEU
Geraldine	Head	CUPE
Danae	Heaman	CUPE
David	Hill	MGEU
Marianne	Hladun	Executive Council
Vivienne	Ho	CUPE
Matthew	Hollingshead	MAHCP
Mylene	Holmes	CUPE
Tina	Holowachuk	MGEU
Julie	Holownia	MGEU
Wanda	Howard	MGEU
Lisa	Hupe	IBEW
Catherine	Hurd Carter	MGEU
Katie	Hurst	Manitoba Teachers' Society
Mandy	Hyatt	MGEU
Romeo	Ignacio	Executive Council
Kasigondo	Irengue	MGEU
Kraig	Irvine	MGEU
Darlene	Jackson	Executive Council
Sean	Jackson	MGEU
Deb	Jamerson	MGEU
Kristalee	Jamieson	MGEU
Richelle	Jansen	MGEU
Leslie	Jeske	MGEU
Nazdar	Johar	MGEU
Carolyn	Johnson	MGEU
Kristen	Jonasson	MGEU
Barb	Jones	Executive Council
Deborah	Jones	UFCW
Alison	Kauk	MGEU
Janet	Kehler	Executive Council
Serena	Klos	Manitoba Teachers' Society

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Erin	Klym Massey	IAM & AW
Sandra	Koch-Gensiorek	MGEU
Bryanne	Koehn	CUPE
Daphne	Kopecky	MGEU
Kevin	Kotyk	MGEU
Shelley	Kowalchuk	MAHCP
Michael	Kowalchuk	MGEU
Gregory	Krawchuk	MGEU
Phil	Kraychuk	UFCW
Mike	Kubrakovich	CUPE
Marc	Lafond	Executive Council
Jordan	Laidlaw	Manitoba Teachers' Society
Jean-Paul	Lapointe	MGEU
Cherie	Lauk	MGEU
Angela	Lawrence	MGEU
Darcel	Lecocq	MGEU
Eunah	Lee	Manitoba Teachers' Society
Lise	Legal	Manitoba Teachers' Society
Nicole	Legal	MGEU
Jianwei	Liu	MGEU
Corey	Lobert	IBEW
Robert	Loiselle	Manitoba Teachers' Society
Robert	Long	MGEU
Warren	Luky	USW
Kimberley	Lynn	MGEU
Annette	Lyss	MGEU
Amanda	MacBeth	MGEU
Rita	Machado-Tichit	MGEU
Stephanie	Mack	COPE
Dawn	MacLennan	PSAC
Diane	MacMillan	MGEU
Christopher	MacNeil	MGEU
Dave	Madeychyk	ATU
Michelle	Mansell	MGEU
Curt	Martel	UFCW
Nathan	Martindale	Manitoba Teachers' Society
Brett	Matheson-Maytwayashing	MGEU
Timothy	Maughan	MGEU
Jacob	McConnell	MGEU
Tammie	McConnell	MGEU
Erin	McEvoy	MGEU
Steven	McGillivray	UFCW
Corey	McGimpsey	MGEU
Renate	McGowan	Manitoba Nurses Union



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Shelagh	McGregor	Manitoba Teachers' Society
Jay	McGurran	Manitoba Teachers' Society
Gina	McKay	Executive Council
Virginia	McKee	MGEU
Lee	McLeod	Executive Council
Siobhan	McLeod	MGEU
Kent	McPherson	Manitoba Teachers' Society
Darlene	Meilleur	MGEU
James	Mendes	MGEU
Cora	Meyer	MGEU
Paul	Meyerson	MGEU
Andrew	Milejszo	MGEU
Kara-Jean	Miller	MGEU
Ed	Miller	Portage La Prairie & Dist. Lbr. Council
Anthony	Mintenko	MGEU
Manon	Monchamp	MGEU
Elias	Montesa	MGEU
George	Montpetit	MGEU
Bob	Moroz	Executive Council
Mike	Moroz	Manitoba Teachers' Society
Bonnie	Morris	Manitoba Teachers' Society
Abbey	Muirhead	Manitoba Teachers' Society
Kirsten	Mundle	Manitoba Teachers' Society
Brandon	Murdock	CUPE
Pamela	Narynski	MGEU
Gloria	Neufeld	MGEU
Kathy	Nicholson	Manitoba Nurses Union
Andrew	Niven	MGEU
Lesa	Nordick	MAHCP
Nick	Ogryzlo	CUPE
Max	Paches	UFCW
Norlan	Page	MGEU
Mylene	Panama	MGEU
David	Pankratz	MGEU
Desiree	Pappel	Manitoba Teachers' Society
Bradley	Parisian	MGEU
Shelagh	Parker	MAHCP
Jennifer	Paszkat	Manitoba Teachers' Society
Melissa	Paterson	Manitoba Teachers' Society
Lonnie	Patterson	Brandon & District Labour Council
Cathy	Pellizzaro	Thompson Labour Committee
Jodee-Ann	Pescitelli	MGEU
Jonathan	Peters	MGEU
Kim	Peters	MGEU

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Jeremy	Peterson	MGEU
Cathy	Pleskach	Manitoba Teachers' Society
Michael	Postras	MGEU
Bernardo	Ponce Arevalo	MGEU
Jana-Leigh	Povey	MAHCP
Chauntelle	Preteau	MGEU
T'ai	Pu	IATSE
Leanne	Pugh	MGEU
Mike	Pulak	Executive Council
Cris	Quon	MGEU
Jeffrey	Ready	MGEU
Kevin	Rebeck	MFL President
Andy	Regier	MGEU
Troy	Reidy	MGEU
Laura	Rempel	WAPSO
Crystal	Reske	MGEU
Shannon	Reynolds	MGEU
Daniel	Richards	CUPE
Michael	Robinson	WAPSO
Jamie	Rose	CUPE
Lindsay	Rose	MGEU
Michelle	Rosner	Manitoba Teachers' Society
Kyle	Ross	Executive Council
Terry	Ross	MGEU
Anna	Rothney	MFL Executive Director
Shelly	Rougeau	MGEU
Darla	Roy	MGEU
Melanie	Roy	MGEU
Charmaine	Rudnicki	Manitoba Teachers' Society
Amanda	Russell	MGEU
Shirley	Russell	MGEU
Florence	Sadkowski	MGEU
Laurie	Saniuk	MGEU
Cheryl	Santilli	MGEU
Leslie	Saskowski	MGEU
Candace	Saunders	CUPE
Michelle	Scebenski	MGEU
Thomas	Schioler	Manitoba Teachers' Society
Tracy	Schmidt	WAPSO
Alan	Schroeder	MGEU
Diana	Schultz	MGEU
Evan	Scott	MGEU
Brian	Selby	Manitoba Teachers' Society
Coleman	Serofin	Manitoba Teachers' Society

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Delwin	Shand	MGEU
Doris	Shand	MGEU
Aarti	Sharma	Executive Council
Ciara	Shattuck	MGEU
Michael	Shaw	UMFA
Paulette	Sherb	MGEU
Paul	Shiaro	Manitoba Teachers' Society
Jamie	Shuhyta	Manitoba Teachers' Society
Mohinder	Sidhu	ATU
Glen	Simard	Manitoba Teachers' Society
Dominique	Simard	MGEU
Lillian	Simmons	MGEU
Angela	Smith	WAPSO
Andy	Spence	Executive Council
Erin	Spencer	TEAM
Diana	Stafford	MGEU
Darren	Stebeleski	MGEU
Ryan	Stewart	IBEW
Deborah	Stewart	UFCW
Jill	Stockwell	Executive Council
Brandy	Strong	MGEU
Stephanie	Swain	MGEU
Matthew	Swirsky	MGEU
Cynthia	Taylor	Manitoba Teachers' Society
Audra	Taylor	MGEU
Charlotte	Taylor	MGEU
Vincent	Teetaert	MGEU
Karlos	Tejada	MGEU
Marshall	Terhoch	MGEU
Werner	Thaller	MGEU
Chantal	Theroux	MGEU
Margret	Thomas	MAHCP
Wanda	Thomson	MGEU
Erik	Thomson	UMFA
Michelle	Thorne	MGEU
Corrin	Toews	MGEU
Glenn	Tomchak	Executive Council
John	Tomlinson	MGEU
Jeff	Traeger	MFL Treasurer
Dana	Troke	MGEU
Douglas	Troke	MGEU
Edie	Turner	Manitoba Teachers' Society
Laurie	Tyndall	Manitoba Teachers' Society
Alfred	Unrau	MGEU

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Barb	Unrau	MGEU
Mike	Urichuk	Manitoba Teachers' Society
Denise	Vandal	MGEU
James	Vangerwen	ATU
Andres	Villafana	WAPSO
Christopher	Vokey	MGEU
Penny-Anne	Wainwright	MGEU
Jonathan	Waite	Manitoba Teachers' Society
Gregg	Walker	Manitoba Teachers' Society
Shan Shan	Wang	CUPE
Hendrik	Warnar-Brown	MGEU
Andrew	Warren	MGEU
Ruby	Warren	UMFA
Robert	Wells	MGEU
William	Whyte	MGEU
Shelley	Wiggins	MGEU
Manuela	Willen	MGEU
Garett	Williams	OE 987
Brian	Wilson	MGEU
Crystal	Wilson	MGEU
Ryan	Woiden	MGEU
Scott	Wood	Manitoba Teachers' Society
Valerie	Wotton	Executive Council
Norman	Wylie	PSAC
Mike	Yablonski	Manitoba Nurses Union
Roger	Yakmission	MGEU
Mervat	Yehia	Manitoba Teachers' Society
Joel	Yerex	Manitoba Teachers' Society
Peter	Yourchenko	MGEU
Trevor	Yuriy	OE 987
Sharon	Zimmer	MGEU
Sam	Zurzolo	Manitoba Teachers' Society