2024 MFL CONVENTION

STRONGER TOGETHER



Proceedings

44th Convention of the Manitoba Federation of Labour

2024 MFL Convention – Official Proceedings

Thursday, May 9, 2024

Call to Order:

Convention was called to order at 9:00 AM.

Welcome Remarks:

Kirk Carr, MFL Vice President – Brandon Labour Council, and Cathy Pellizzaro, MFL Vice President – Thompson Labour Committee, welcomed and greeted delegates to the 44th Convention at the Keystone Centre in Brandon.

Treaty and Indigenous Land Acknowledgement:

Carr gave formal acknowledgement that the Convention was being held on Treaty 2 Territory, the shared traditional lands of the Dakota and Ojibwa people, and on the homeland of the Red River Métis Nation.

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.

Blessing:

Local Brandon Elder Susie McPherson Derendy provided a beautiful blessing for the Convention and everyone in attendance, and was presented with an offering of tobacco and a gift of thanks from Pellizzaro.

Code of Conduct:

Convention Code of Conduct Chairs, Gina McKay (MFL Executive Vice President – CUPE) and Abs Diza (MFL Executive President – Workers United Canada 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.

Adoption of Agenda:

There were three changes made to the Agenda: (1) the MFL OHC Report and Board Appointments were moved to the slot in which the Labour Minister was supposed to speak (Thursday afternoon), (2) start time on Saturday morning changed to 9:15 am instead of 9:00 am, (3) the Labour Minister's address moved to Saturday morning (11:20 am).

M/S/C to adopt the Agenda as amended.

Rules of Order:

Carr reviewed the Rules of Order, which were laid out in the Program and Convention App.

M/S/C to adopt the Rules of Order.

Convention Committees:

M/S/C to approve the distributed list of Convention Committees and their members with the amendment of moving Jean-Guy Bourgeois from the Credentials Committee to the Resolutions Committee.

Balloting & Sergeant-At-Arms Committee

Marianne Hladun (Co-Chair), Mike Pulak (Co-Chair), Stuart Aikman, Ron Allard, Kirk Carr, Dave Eyjolfson, Mike Espenell, Ed Miller, Cathy Pellizzaro, Chris Scott, Andy Spence, Jill Stockwell, Glenn Tomchak, Will Truman, Valerie Wotton.

Code of Conduct Committee

Abs Diza (Co-Chair) and Gina McKay (Co-Chair).

Constitution Committee

Kyle Ross (Chair), Cynthia Taylor, Darlene Jackson, Marc Lafond, Lee McLeod, Jeff Traeger.

Credentials Committee

Carol Grant (Chair), Orvie Dingwall, Dave Eyjolfson, Peter Miller, Cris Quon, Sean Tugby.

Resolutions Committee

Keith Bellamy (Co-Chair), Marie Buchan (Co-Chair), Melissa Dvorak, Jason Linklater, Nathan Martindale, Jean-Guy Bourgeois, Aarti Sharma.

Introduction of the Executive Council:

Pellizzaro explained the roles and responsibilities of the MFL Executive Council and introduced the members one by one before introducing President Rebeck to give his report.

MFL President's Report – Kevin Rebeck:

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

Sisters, Brothers & Friends.

It is so good to be back in person and to be in Brandon for our first in-person MFL Convention since 2018. As you'll recall, our last convention in 2022 was a virtual one.

Since the last time we met, our Federation has continued to grow in strength. I remember at my first convention as newly elected MFL president, I was proud to boast that membership stood at 96,000 – a powerful force for positive change for working families. Well, today I'm privileged to serve over 30 affiliated unions representing 130,000 union members across Manitoba.

Can I ask who here is a first-time delegate to an in person MFL convention? Please stand up and be recognized and welcomed. I hope you enjoy your first MFL Convention and find ways to engage and meet fellow labour activists!

The past 2 years since our last convention have been a whirlwind of activities, excitement, and positive change! I've had plenty of opportunities to join affiliates at conferences, conventions, picket lines, demonstrations, canvassing, lobbying, training, and celebrating victories.

Our hard work, determination, and relentless commitment to building a better world for working families has created real wins for working Manitobans and I'm proud to stand in solidarity with all of you today.

Our affiliates and our movement bargain hard for our members every day. During those times when we can't get a fair deal at the table, our members make the bold and

courageous decision to go on strike to make sure they get a fair deal. And in these last few years, affiliates weren't shy about ***Taking It To The Streets!***

MGEU had a francophone daycare strike with a largely newcomer workforce. The employer tried brining in scabs before the workers won the strike pushing the employer off their regressive concessions.

Workers United had a strike at Freed and Freed, a workplace that makes high end jackets paying piece work minimum wage for high skilled newcomer labour. They tried to bring in scabs, but with the solidarity and support of our labour movement Workers United won a fair deal for members.

The PSAC UTE Strike of 2023 saw over 120,000 workers on picket lines across Canada, including some pretty darn cold picket lines. Our MFL toques and mitts supply took a serious hit. I do want to thank affiliates for taking on different days to sponsor and provide snacks and coffee daily for nearby striking workers in the union centre every day of the strike.

UFCW at Celebrations Dinner Theater had a strike with a stubborn employer who threatened to shut down if the union asked for more than minimum wage. Workers knew and understood that threat and went on strike. One of the most entertaining and interestingly attired picket line I've ever been on. The employer closed up shop and I say good riddance to any employer who can't respect their workers or bargain a collective agreement. Thank you UFCW for taking them on.

MGEU made 2023 the summer of solidarity with first Manitoba Liquor and Lottery workers out on strike and then Terranet (Land titles) and Manitoba Public Insurance workers hitting the streets. Then Premier Heather Stefanson made the fatal mistake of "drawing the line" at fair deals for these workers, and MGEU members and Manitobans were clear in telling her and the employers just what they thought of that "line". Shamefully, we also saw MPI and Liquor and Lotteries bring in scabs instead of settling a fair deal. But MGEU members won. Thanks for helping me get my steps in and get me canvass ready for the election. Thanks to every affiliate who came out again and again for these striking workers.

Not to be outdone, Seine River School Division brought in replacement workers during a custodial strike by MGEU members this winter. The use of scabs caused the strike to go on longer than it needed to through some very chilly days. But at the end of the day, custodial staff had more resolve than the employer and they won a fair deal.

And this spring, CUPE members at Ten Ten Sinclair had to go out on strike to secure a deal at their workplace that provides services to some of our most vulnerable. We were glad to see these vital workers get a fair deal at the bargaining table after spending weeks out on the picket line.

If you were a worker out on strike since our last convention, please stand up to be recognized and thanked for helping move the bar for settlements!

And before those who are already standing sit down, if you joined a picket line in solidarity and walked with striking workers these past 24 months, stand up too – thank you for your solidarity and support!

A lot has changed at the provincial level since the last time we met for convention.

In 2022, we had Heather Stefanson who was continuing Pallister's legacy of cutting services, making a mess of collective bargaining and disrespecting workers and unions. We committed ourselves to doing everything we could to change the government on October 3rd 2023…. And ***We DID!***

The MFL held a mid term conference to motivate, energize and train leaders and activists to get involved in the provincial election.

The MFL and many affiliates ran public advertising and member awareness campaigns warning about the threat of another four years of Conservative cuts. We took action to remind the public and our members of what the conservative government had done to our healthcare system, to our education system, to our public infrastructure, and to the public services we all count on.

Meanwhile the conservatives leaned even further to the right by trying to make a political issue out of the pain and suffering of the Indigenous families who want the remains of their loved ones returned from a landfill. They campaigned against children's safety in schools and proposed hundreds of millions in further cuts to public services.

Manitobans rejected their platform and positions. And Manitoba's unions played a ***huge*** *role changing the government.*

Leaders and activists rolled up their sleeves and made personal financial contributions and gave freely of their time to canvass for candidates that share our values.

Knocking on doors and helping progressive people get elected meant going out every day leading up to the election period and every single day of the election period. Union members volunteered and worked in numerous campaigns and coordinated volunteers to send 30-50 workers every day to blitz areas and energize campaigns.

I'm asked regularly from leaders across the country, how did we do that? How did we engage so many union members on a nightly basis to push for change?

And my response has been, that's what we do in Manitoba. We work together to overcome challenges we face.

Labour activists had a major impact on the results of the election and had us elect Manitoba's first First Nations premier – and the first First Nations provincial premier in Canada – Wab Kinew and the Manitoba NDP.

We had union activists and members run as candidates including Tracy Schmidt, Logan Oxenham, Nello Altomare, Mike Moyes, Mike Moroz, Glen Simard, Tyler Blasko, Billie Cross, Robert Loiselle, and David Pankratz.

If you volunteered, canvassed, donated or helped in the election in anyway, please stand up!

Thank you, sisters, brothers, friends. Your efforts make a tremendous difference in our work and outcomes for working families for the next 4 years. Thank you!

In addition to changing government, we have also pushed for a number of changes that will help make work and life better for workers – including changes to the Workers Compensation system.

We took out ads, advocated, pushed and shamed the WCB into finally implementing presumptive coverage for well known occupational diseases. Tragically, occupational diseases continue to be the leading cause of workplace-related deaths in our province.

When workers get injured and ill they should get the support and resources from WCB they deserve. Occupational diseases can and do take lives, and a worker's final days or their surviving spouse shouldn't have to fight with WCB for coverage for jobs that are clearly linked to certain diseases. Presumptive coverage will now expedite claims being approved.

While we continue to push WCB to have a more fulsome list of occupational diseases that are covered, we are proud to finally have one here in Manitoba.

And, we all know mental health injuries continue to be on the rise. We lobbied and pressured the WCB to act and expand coverage for psychological injuries suffered at work. We believe that all workplace injuries should be covered by WCB and while we aren't there yet, we did win an expansion on the types of mental health injuries that are covered to now include excessive workload over a prolonged period of time. We then successfully forced WCB management to rollout an advertising campaign to let workers now about this expansion.

We think it is critical that all workplace injuries physical and mental continue to be reported to WCB and advocate for all injuries to be covered.

On the workplace safety and health front, where we have industry-based safety associations doing aggressive prevention work, we are seeing a decrease in workplace injuries. But the public sector and healthcare are the two outliers who are continuing to see injury rates and time lost due to injuries go up year after year. Today, you are more

likely to be injured at work in healthcare than any other sector in Manitoba. I was proud to stand with health care union leaders last year as we established the Manitoba Association for Safety in Healthcare (MASH). So far they have only certified a few workplaces, so there is clearly much more work to be done.

We've organised together to challenge hate.

The Manitoba Federation of Labour and its affiliates have been clear that we stand with all 2SLGBTQIA+ kids. Those who are out and those who cannot come out because of threats to their safety.

The very idea that the right wing thinks vulnerable children should be outed and put at risk is disgusting. Here at the MFL, we trust teachers and school support staff to support students and be those trusted adults when there isn't one at home. This isn't a debate that labour has trouble finding a side on. We believe everyone needs to be kept safe and get the support they need.

Parents play a critical role in our education system and do have a number of areas where they can and should have influence. We trust teachers and other school staff to support and assist in keeping children safe.

We oppose parental rights movement's attempts to oversee and limit how gender and race are taught at school. As we also oppose attempts to have gender inclusive materials removed from public and school libraries.

We saw in 2022 the anti-government convoy spread misinformation, harass and intimidate people and they were disruptive for days and nights occupying streets.

When Manitoba was declared as the site of their reunion, we organized. We gathered in solidarity to bring people together, to honour diverse communities, to oppose racial inequality, to fight for our strained public services and community needs.

We were glad to see the event was limited to a farmer's field east of the Winnipeg with little uptake and virtually no public presence.

We also won important new labour legislation since the last Convention.

Just this week, our movement has realized one of its long-standing goals. Since the 1970's – that's over 50 years – we've been calling for a ban on replacement workers during labour disputes.

The use of scabs is a growing problem in our province, with employers using them in 7 of the last 8 full strikes. And analysis from CCPA-Manitoba shows that labour disputes where scabs are used last almost twice as long those that do not include replacement workers.

And just this week the NDP are delivering Anti-Scab legislation at last!

In Manitoba employers will no longer be able to ignore a strike our lockout and hire replacement workers. Instead, they will have to get back to the bargaining table and negotiate a fair deal. This will go a long way to shortening labour disputes and getting fair deals for workers.

For decades Labour has also called for a simple majority card check union certification to protect workers during organizing drives and make it easier to form a union at a workplace.

And again, this week the Manitoba NDP are delivering on that fair and long standing ask.

It's common sense that when 50%+1 of workers want a union, they should get one. I know many of you are all too familiar with the current obstacles to union organizing in Manitoba, put in place to frustrate workers trying to join a union.

Things like having to schedule a vote after a majority of workers have already said loud and clear that they want a union and allowing employers to come and watch who votes isn't fair or democratic. Once this legislation passes, if we have a simple majority of workers who want a union, they will get a union.

I want to thank MFL affiliates and the thousands of your members who sent postcards to Premier Wab Kinew calling for these two vitally important changes to our labour laws. We overwhelmed the Premier's office with these postcards, and you all helped win this massive victory through your advocacy.

The Manitoba NDP have also introduced a bill to repeal the ban on project labour agreements and help create good union jobs for Manitobans.

The conservatives had implemented a legislative ban of government entering into a project labour agreement, talk about ideology. Project labour agreements were first used in Manitoba through Conservative Premier Duff Roblin to build our floodway, and since then have a decades long track record of delivering major infrastructure on budget and on time with good jobs that paid fair wages and provided training opportunities for Manitoban workers.

Project labour agreements guarantee no labour disruptions for a project and ensure employers who compete for the work don't get to do so on the backs of workers by paying low wages and cutting corners on safety and other things.

Project labour agreements allow government to establish hiring levels for women, indigenous workers and workers of colour, for apprenticeships to be supported and to meet other goals, more than just the lowest bid. Eliminating PLAs as an option makes

no sense at all. I'm glad this government is taking a common sense approach and bringing PLAs back once more.

A big thank you to the building trades who have been relentless in pushing for this repeal and to create more opportunities for good family supporting jobs in Manitoba.

The Manitoba NDP have committed to restoring 1 to 1 apprenticeship ratios and have fixed** the lack of labour **representation on the apprenticeship board.

The Pallister/Stefanson Conservative government weakened workplace safety protections for apprentices by watering down the supervision ratio for apprentices and journeypersons from 1:1 to 2:1. The 1:1 ratio was created for very good reasons – while apprentices are learning their trade, often in the presence of potentially dangerous situations and tools, the safest possible scenario is direct supervision by an experienced journeyperson. Tragically, we saw apprentices hurt and even killed on the job because of a lack of supervision.

I am glad to say that this new NDP government is listening to reason and bringing back the 1:1 ratio to improve safety and training for our province's future skilled labour workforce.

Pallister and Stefanson also eliminated any union representatives on the apprenticeship board: employers held worker representative spots and the chair was the former head of Merit Contractors whose sole purpose in life is to be anti union.

I'm proud that Tanya Palson, Executive Director of the Manitoba Building Trades, has now been made chair of the board, and a number of labour representatives have been appointed, including Aarti Sharma from OE, Ron Castel from MBT, Warren Herntier from IBEW and Glenn Laycock from Northern Manitoba Sector Council.

The Manitoba NDP have introduced a bill to restore the** Minister's **Workplace Health and Safety Advisory Committee.

The former government eliminated this long-standing committee that included worker, employer and safety experts who were committed to advising government on health and safety issues. Our NDP government is restoring this advisory body to give good advice to the Minister of Labour about how to make workplaces safer and healthier, and make sure our health and safety laws stay up to date with changing workplaces and hazards.

There is a bill to create protests free zones near abortion clinics.

People seeking abortion services deserve privacy and safety. Being photographed and accosted as you seek medical services, is not something anyone should have to experience.

Orange shirt day will finally be a stat holiday under our new government.

Two years ago business and labour agreed that orange shirt day should be a day of reflection and that workers should have the day off work to participate in events and recognize our history of harm to indigenous people. Finally, this day will be one workers can fully participate in because of action by the NDP government.

While we have made a number of gains with the change of government, there remain a number of key priorities we will continue to push for.

We need our minimum wage to be set at a living wage level.

Minimum wage should be a living wage. No one who works full time should have to live in poverty. They should be able to afford their most basic needs.

We need to repeal Brian Pallister's minimum wage law that keeps workers trapped below the poverty line. And we need new legislation setting minimum wage to be a living wage. We will be advocating to this new government to create a process to determine the living wage level and how to get there.

We need at least 10 paid sick days for all workers in employment standards

Nearly 40 per cent of Manitoba workers have no access to paid sick days at work, meaning workers often have to make the impossible choice between going to work sick to pay the bills or staying home to get well and potentially missing rent or skipping on groceries.

Last October new data showed that the number of Manitoba workers with paid sick days has increased a pitiful 1% since the pandemic.

The evidence is clear that even though we all know how important it is to stay home when you are sick to not only get healthy but to protect your co-workers and clients from getting sick, employers are not going to give workers this right unless government makes them. So, we need government to legislate at least 10 paid sick days for workers just like the federal government has.

You're least likely to have paid sick days if you don't have a union, you work in hospitality or retail, you're a woman or a worker of colour.

That isn't fair and we need government to step up and change things.

We need stronger Pay Equity laws.

On April 4th this year we participated in a media event to draw attention to pay equity.

April 4 was Equal Pay Day this year, symbolizing how long into the next year the average woman had to work to make the same as a man did last year.

Women have to work 460 days on average to earn as much as men do in 365 days. It is 2024 but women still only earn 71 cents for every dollar men earn. That is unacceptable. We need government to implement pay equity legislation for both the public and private sector.

I was so glad Jan Simpson, CUPW National President agreed to come speak at the event to share their success forcing Canada Post to recognize that it was sexist and discriminatory to pay their largely female rural carriers 28% less than their male urban counterparts for doing essentially the same work. The arbitrator increased some workers' wages by as much as $13,000 a year going forward.

Pay equity is about providing equal pay for work of equal value. Our sisters deserve no less.

Workplace Violence is on the rise.

Our labour movement continues to be concerned about the alarming rise in workplace violence in our province. 1,500 Manitoban workers annually have had a WCB claim accepted for an injury caused by violence at work. This is a threefold increase over the past decade. We are seeing healthcare workers, education workers, retail workers, security and many others subjected to violence at work. It is not part of the job.

Clearly the provisions currently in place to protect workers are either inadequate or not being enforced. Government and employers need to do everything possible to reduce the risk of workplace violence and keep worker's safe.

Staffing levels are still low.

After years of cuts and chaos, our public services continue to be strained by massive staffing shortages. These shortages exist in health care, education, social services and the civil service. They impact the workloads of our dedicated public sector workers and they cause frustration and delays for Manitobans who rely on these services.

The Manitoba NDP was elected on a commitment to fix these services and hire new staff. They have taken some steps in the right direction with their budget, but we know this massive problem won't be fixed overnight.

I know that Manitoba's unions will continue to advocate and hold government to account for these promises while utilizing the expertise of workers to help solve these problems.

There is still more work to be done, but we now have a government ready and willing to meet and listen with us to build solutions together.

I've thanked those activists and leaders who volunteered and helped change this government.

I'd be remiss if I didn't take this opportunity to thank the staff of the MFL for the work they do every day supporting affiliates and improving the lives of working families.

Elle Malabanan is our admin support for our team, she is the one who answers the phone when you call or who you see when people come by our offices. She is always so friendly and helpful and keeps our federation well supported. Thank you, Elle!

Lui Deluz is our incredible bookkeeper. She manages our finances, talks with all our locals about per capita and helps our federation in so many ways. We're lucky to have her; thank you Lui!

Rick Rennie is our "new" health and safety and education director. My past local president and a welcome addition to the office. His expertise, knowledge and story telling are both helpful and entertaining. He also coordinates our human rights activities. Thank you, Rick.

Andrew Tod our research and communications director. He is always on top of things and provides incredible support to me, he is quite adept at predicting interview questions and even mimicking how the various reporters will ask the questions. Thank you, Andrew.

And last but not least, our amazing Anna Rothney our executive director, the hardest working person I know. Anna is brilliant, fair, and just amazing to work with. I couldn't ask for a better partner at work who is so committed to our federation and labour movement. Thank you, Anna!

The staff work so hard everyday and even harder leading up to this convention, so please join me once more thanking them for their hard work.

I'd be remiss if I didn't also thank our MFL Executive Council, made up of leaders from our movement. They all do the federation of labour work in addition to their regular jobs. They are responsive, supportive and committed to the success of our federation and demonstrate that together we are stronger. The officer group including our treasurer and executive vice presidents give even more of their time and they can't be thanked enough. Can the executive council stand up and be recognized once more. Thank you.

And my partner Melissa Dvorak our Winnipeg Labour Council President. Thank you for your support and understanding when my work eats into our personal time. I'm lucky to have such a wonderful partner with shared values. I love you!

And finally, I want to thank you delegates. Many of you are working your regular job and do your union work as additional work, some are full time working for the union but I know "full time" means you'll work 4 extra hours unpaid to fight for a member to get the one hour of overtime the employer is trying to not pay them

You live by the motto, an injury to one is an injury to all. You give your time generously to fight for social justice and fairness. And I know you aren't always recognized for your efforts and time. But we see you.

Stand up if your lucky enough to work full time in our labour movement.
Stand up if you're the president of a local or serve on your local executive.
Stand up if you're a shop steward or serve on a local committee.
Stand up if you defend your fellow coworkers' rights and help our labour movement.
Stand up if you want a strong health labour movement to keep making positive changes in our province.

Sisters and brothers, this is what solidarity looks like!
Together we are stronger.

Let's have a great convention and lots of good debate and discussion on the mics.

I move my report.

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

Credentials Report:

Committee Chair Carol Grant (MFL Vice President – Workers of Colour) reported that there were 328 registered delegates and 10 observers in attendance for the first day of Convention.

M/S/C to approve the Credentials Report.

Resolution Debate – Emergency Resolution & General Resolutions:

President Rebeck introduced the parliamentarian for Convention, Deb Stewart, a proud union member of UFCW and staff member of MNU.

Marie Buchan (MFL Vice President – UFCW) and Keith Bellamy (MFL Vice President – WAPSO-IFPTE), Co-Chairs of the General Resolutions Committee, introduced members of the Committee and gave the Committee Report. Highlights included a total of 161 general resolutions received by the March 10 deadline, and an additional 3 composite resolutions from the Committee, intended to reflect the intent of multiple resolutions received on the same topic. The Committee stated that they would be making motions to recommend:

- Concurrence with 121 resolutions;
- Concurrence with some amendments to two (2) resolutions; and
- Non-concurrence with one (1) resolution.

In addition, there were 40 resolutions that the Committee would not be bringing forward for debate as they were determined to be effectively covered off by another resolution on the same topic (marked in the Resolutions book as “unmoved”).

Bellamy explained the categorization and prioritization of resolutions / Order of Debate:

- Category A is Labour Rights & Political Action
- Category B is Workplace Health & Safety / WCB
- Category C is Education, Training & Good Jobs
- Category D is Health Care
- Category E is Public & Community Services, and
- Category F is Equity, Human Rights & Environment

Each resolution had been assigned a letter and number: the letter represents what category it is, and the number signifies the priority that the Committee assigned to it within a given category. Bellamy explained that the Order of Debate will start with all the number 1 priorities from all categories first, and then move on to all the number 2 priorities from each category, and so forth.

The Committee expressed that the main advantages of this “mixed category” model are that it allows Convention to get through all the highest priority resolutions first, before time runs out, and it provides for constant variation in topics, intended to engage delegates from all different affiliates to take part in debates throughout the Convention.

Emergency Resolution (G-01):

UFCW 832 submitted an emergency resolution regarding boycotts of unionized supermarkets. On behalf of the Resolutions Committee, Buchan explained that the Committee was recommending its acceptance as an Emergency Resolution as it met the criteria of dealing with an important matter that had arisen since the deadline for regular resolutions.

M/S/C that G-01 be accepted as an emergency resolution to be debated by Convention.

Buchan moved Concurrence on the emergency resolution, seconded by Bellamy, on behalf of the Committee.

#	Committee Recommendation	Convention Decision
01-G	Concurrence	**M/S/C**

After the emergency resolution was dealt with, the Convention moved on to the following general resolutions:

#	Committee Recommendation	Convention Decision
01-A	Concurrence	**M/S/C**
01-B	Concurrence	**M/S/C**

Lunch Break:

Adjourned for lunch at 12:00 pm.

Call to Order:

President Rebeck reconvened the Convention at 1:30 pm.

Treasurer's / Audit Report:

MFL Treasurer, Jeff Traeger, gave the following report:

Thank you, Kevin, and good afternoon fellow delegates.

As MFL Treasurer, it's my pleasure to share some information with all of you about the state of our Federation's finances, which continue to be very strong, and then to introduce our Auditor to review highlights of their independent audit results, a summary of which is included in your program.

I'm extremely pleased with the progress we have made and are continuing to make in terms of creating a solid financial footing to support our Federation's important work, now and well into the future.

Many of you may not know that the position of MFL Treasurer is a voluntary one so I rely heavily on the work of our executive director, Anna Rothney, and bookkeeper, Lui Deluz, who do an amazing job and are the true authors of our financial success. Thank you both for the work you do and for making me look good on days like this.

*Since I first took on the position as MFL Treasurer, our **Net Assets** have more than tripled, from less than $300,000 just over a decade ago, to close to $1 million today, providing strong security for our Federation to weather any storms that may come.*

*Our **membership level** is the highest it's ever been – at over 130,000 members – underscoring the value that unions see in our collective work. More members, of course, means more revenue for our Federation, and so for the second Convention in a row, I'm*

pleased to share that our Executive Council is not recommending any increase in affiliate per capita dues.

*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 – a strategy for supporting campaigns that has become the envy of just above every other Federation of Labour across the country. Heading into last fall's election, we had strategically grown our Campaign Fund to $650,000. This allowed us to spend the maximum amount permitted on election advertising, letting us speak directly to voters about Labour's priorities, and helping to kick Heather Stefanson's PCs out of office! And, we did it without having to come cap-in-hand to affiliates.*

We've also been able to run a strong and very successful campaign in support of rebalancing Manitoba's labour laws, including two important measures that are long overdue: 50%+1 card check and anti-scab legislation – measures that are currently before the Legislative Assembly.

*As you can see on our **Summary Statement of Operations**, our **Revenues and Expenses** have been very stable since our last Convention at $1.6 million and $1.1 million respectively. This has allowed us to generate **Surpluses** of $264,000 in 2022 and $208,000 in 2023.*

*And on our **Summary Statement of Financial Position** (or Balance Sheet), you'll see that we've been able to grow our Net Assets from $910,000 in 2022 to $987,000 in 2023.*

And so, with that by way of background, I will turn things over to our Auditor, Travis Roe of the Exchange Group, to share more detail about their findings.

Travis Roe (The Exchange Group), the MFL's Auditor, noted that Treasurer Traeger already gave a good overview of the financial standings and wanted to bring attention to the report of independent auditor on the Summary of Financial Statements, which describes the audit opinion issued by The Exchange Group for both fiscal years (2022 and 2023). Both fiscal years had a clean audit, and The Exchange Group had no control deficiencies to report. Roe thanked all the MFL staff for their work, making themselves available for the audit and assisting in making the process smooth and efficient.

Before concluding his report, Treasurer Traeger mentioned that Gary Gumprich has been doing the MFL's and UFCW's audits for over a decade but is retiring this upcoming June, so he extended his thanks for Gumprich's hard work, diligence and professionalism.

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

Resolution Debate –Constitutional Resolutions:

Kyle Ross (MFL Executive Vice President – MGEU), Chair of the Constitutional Committee, introduced members of the Committee and gave the Committee's report, including a short explanation about constitutional resolutions requiring the exact language proposed and 2/3 majority support to pass.

The following constitutional resolutions were dealt with:

#	Committee Recommendation	Convention Decision
01-CON	Concurrence	**M/S/C**
02-CON	Concurrence	**M/S/C**
03-CON	Concurrence	**M/S/C**

Resolution Debate – General Resolutions:

With the constitutional resolutions done, debate of general resolutions resumed and the following were dealt with:

#	Committee Recommendation	Convention Decision
01-C	Concurrence	**M/S/C**
01-D	Concurrence	**M/S/C**
01-E	Concurrence	**M/S/C**
01-F	Concurrence	**M/S/C**
02-A	Concurrence	**M/S/C**
02-B	Concurrence	**M/S/C**
02-C	Concurrence	**M/S/C**
02-D	Concurrence	**M/S/C**
02-E	Concurrence	**M/S/C**
02-F	Concurrence (as amended by Committee)	**M/S/C**
03-A	Concurrence	**M/S/C**
03-B	Concurrence	**M/S/C**
03-C	Concurrence	**M/S/C**
03-D	Concurrence	**M/S/C**
03-E	Concurrence	**M/S/C**
03-F	Concurrence	**M/S/C**
04-A	Concurrence	**M/S/C**

Partner Report – CCPA–Manitoba & Errol Black Chair in Labour Issues:

Molly McCracken, Director of the CCPA Manitoba office, provided an overview of what the CCPA, a progressive think tank seeking to provide research as a tool for social, economic, and environmental justice and was created as a counter to corporate funded right wing research institutes to show that a better world is possible. McCracken mentioned that it was their pleasure to stand alongside the labour movement, to do the research, to crunch the numbers, and to back other social movements. Highlights of CCPA MB's work thanks to labour included the Living Wage Update 2023 Report, being active in the Child Care Coalition of MB, the first Equal Pay Day in the province, and research on progressive taxation / financing.

Niall Harney, the Errol Black Chair in Labour Issues, shared his sentiments about how it warms his heart to hear people on the floor during debates using CCPA research to advocate for better pay, legislation, etc. before giving a report on the current trends of their research. Highlights included the union advantage in Manitoba, card check and anti-scab legislation, and single-step union certification. Lastly, the CCPA launched A Progressive Labour Agenda for Manitoba – 11 policies to improve working conditions in the province.

Partner Report – MFL Occupational Health Centre (OHC):

Thomas Linner, Interim Executive Director of the MFL Occupational Health Centre, touched on the history of the OHC, highlighting that it came about during a time when there was a lack of adequate impartial occupational health care and that, today, it is a worker-centered community health centre, specializing in occupational health and safety. The OHC runs on the belief that healthy workers build healthy workplaces and contribute to healthy communities. There is a commitment to providing accessible services and programs for all workers in Manitoba and to reducing barriers workers experience in their workplaces. The OHC is able to provide support and services due to understanding and recognizing intersectionality in marginalized workers and a commitment to engaging in the process of reconciliation with Indigenous Peoples. Linner expresses pride in the work of the OHC and thanks the labour activists for their advocacy.

Appointment of MFL Occupational Health Centre Board:

1. Kevin Rebeck, MFL
2. Rick Rennie, 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, UFCW 832
11. Roque Anonuevo, Unifor
12. Leanne Oakley, MGEU

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

Adjournment:

M/S/C to adjourn Convention for the day. Convention adjourned at 4:00 PM.

Friday, May 10, 2024

Call to Order:

President Rebeck reconvened Convention at 9:00 AM.

Greetings from Honourable Glen Simard, Minister Responsible for Sport, Culture, Heritage and Tourism and MLA for Brandon East:

Minister Simard introduced himself and welcomed the delegates as friends to the City of Brandon. He emphasizes that he felt that he was amongst "his people" as he recalls being a proud member of the Brandon Teachers Association and sitting at bargaining tables fighting for workers' rights. Minister Simard praised the work that unions do around those bargaining tables to make a difference in workers' lives and the role that unions play that gives us the chance to improve workplaces and provinces. He expressed pride and happiness at having contributed to that role in the past. Minister Simard gave a heartfelt thank you to the members in the room who played a role in getting him and the government elected by contributing time, effort, and monetary support. Lastly, Minister Simard said he hoped that everyone can feel comfortable enough to reach out to the government with questions and concerns as he believes that together, we can do great things.

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.

Kevin Rebeck presented the award to two (2) recipients (who were unable to be at Convention in person): Dr. Allan Kraut and Dr. Robert Chase, long time member of the MFL OHC team. Dr. Kraut is a specialist in occupational medicine who serves as an associate professor in internal medicine and community health sciences at the University of Manitoba. In addition, he has served as an occupational physician at the MFL Occupational Health Centre for 35 years, dating back to shortly after it opened its doors in 1983. Dr. Kraut has made tremendous contributions to raising awareness of occupational diseases and to promoting prevention efforts. The second recipient, Dr. Chase, is an assistant professor in community health sciences at the University of Manitoba. Dr. Chase has also served as an occupational health physician at the MFL Occupational Health Centre for more than 25 years. His focus on management and prevention of work-related chronic musculoskeletal injuries has been instrumental in assisting injured workers and promoting better workplace safety and health practices.

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.

Anna Rothney (MFL Executive Director) presented the Judy Cook Woman of Achievement Award to Barb Jones, a lifelong feminist and dedicated trade unionist, who not only committed incredible time and energy to her union and the wider labour and feminist movements during her working years but has remained deeply connected and active in her retirement. Unfortunately, Barb couldn't be in Brandon for the Convention due to some health issues, so her daughter, Deb Jones, accepted the award and shared some words on her behalf.

Presentation of Convention Awards – Young Members Achievement Award:

This award celebrates the next generation of union leaders by giving special recognition to one young worker / activist who demonstrates exceptional leadership skills and has a deep commitment to the labour movement.

Kyle Ross (MFL Executive Vice President – MGEU) presented the award to Kara-Jean Miller, a member of MGEU. She has been active in the Portage la Prairie Labour Council for 11 years and has served on the MGEU Young Members Committee for 8 years. Kara-Jean is always there to champion great causes and community events, and has attended many conventions representing her fellow workers as well as served on the Canadian Labour Congress Young Members' Advisory Committee. Kara-Jean shared some words and expressed a heartfelt thank you for the award.

Credentials Report:

Committee Chair Carol Grant (MFL Vice President – Workers of Colour) reported that there were 328 registered delegates and 10 observers in attendance for the second day of Convention.

M/S/C to approve the Credentials Report.

Partner Report – Community Unemployed Help Centre (CUHC):

Andrew Douglas, Executive Director of Community Unemployed Help Centre, provided a brief history of CUHC and an overview of the services it offers to assist workers and prospective to obtain the financial benefits to which they are entitled under the

Employment Insurance (EI) and Employment and Income Assistance (EIA) systems. Highlights of CUHC's work over the last year were reviewed, including: helped access $400,000 of benefits, participating on a dozen different committees that focus on policy advocacy and systems change, and informing folks of their rights and CUHC's services at outreach and educational events. CUHC also advocated for a number of progressive changes to the EI system that were adopted and implemented, including: extending benefits for folks who are adopting (to better align maternal/parental leave), modifying language to reduce complications when an Indigenous child is going to be cared for in accordance to customs/traditions of the child's community, recognizing important roles of kin (caregivers) and making sure those people get supports too; extending sickness benefits to 26 weeks; and returning to a Tri-Partite Model for the Social Security Tribunal.

Resolution Debate – General Resolutions Recommendations:

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

#	Committee Recommendation	Convention Decision
04-B	Concurrence	**M/S/C**

M/S/C to amend 04-C to add an "and" at the end of the second point as well as "3. Distributing these funds in fair and equitable ways."

04-C	Concurrence	**M/S/C as amended by Convention**
04-D	Concurrence	**M/S/C**
04-E	Concurrence	**M/S/C**
04-F	Concurrence	**M/S/C**
05-A	Concurrence	**M/S/C**
05-B	Concurrence	**M/S/C**
05-C	Concurrence	**M/S/C**
05-D	Concurrence	**M/S/C**

M/S/C to amend 05-E to add "and all shelters for victims of domestic violence."

05-E	Concurrence	**M/S/C as amended by Convention**
05-F	Concurrence	**M/S/C**
06-A	Concurrence	**M/S/C**
06-B	Concurrence	**M/S/C**

Lunch Break:

Adjourned for lunch at 11:30 am.

Call to Order:

President Rebeck reconvened the Convention at 1:00 pm.

Manitoba NDP Leader's Report – Wab Kinew:

President Rebeck provided a warm greeting and introduction of Premier Wab Kinew, noting how pleased he was that the labour movement was able to play an important role in electing Premier Kinew and a new NDP government.

Premier Wab Kinew thanked President Rebeck for the introduction and the trip down memory lane. He emphasized how awesome it has been to work with the labour movement and have its support starting from when he was an MLA to taking back the government from the "evil PCs of Heather Stefanson and Brian Pallister." Premier Kinew shared the good news of reopening the emergency room in Carberry, Manitoba, which is the first of many that the government plans to bring back. He gave shoutouts of pride to the ministers on his team and expressed excitement in working with them to accomplish bigger and better things for Manitobans.

Premier Kinew acknowledged the plights and challenges facing workers these days, but provided some hope that things can only get better as he highlighted the government's plans to settle collective agreements, provide fair wages, and ensure bargaining, negotiation and respect is brought back to the average working person. The biggest positive change was brought about recently with legislation for single-step certification as well as anti-scab being introduced. A path to a better life is through a union. On top of that, he wants to deliver a better life in general with regards to being able to afford a house, groceries, etc. because we deserve to do more than just survive and exist; Manitobans should thrive.

The Premier shared some of the things he likes most about the labour movement and his commitment to continuing to make good on campaign promises. He expressed that he would love to keep working with the labour movement over the next few years in government to be able to stand shoulder to shoulder with outstretched hands to help each other and the next generation. Premier Kinew thanked everyone for their time and support as he said his goodbyes.

Special Presentation: National Centre for Truth and Reconciliation (NCTR):

Jennifer Wood, the Intergovernmental and Community Relations Liaison for the NCTR introduced the centre, its work and provided some perspectives on what it means to reconcile on different facets of life as well as its vital importance. She shared their vision and goals, hoping with our help and advocacy in some way shape or form that we'd be part of the vision. To her, that is reconciliation. However, she emphasized that reconciliation is so deeply personal and that's how we should continue to approach it.

Resolution Debate – General Resolutions Recommendations:

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

#	Committee Recommendation	Convention Decision
06-C	Concurrence	**M/S/C**
06-D	Concurrence	**M/S/C**
06-E	Concurrence	**M/S/C**
06-F	Concurrence	**M/S/C**
07-A	Concurrence	**M/S/C**
07-B	Concurrence	**M/S/C**
07-C	Concurrence	**M/S/C**
07-D	Concurrence	**M/S/C**
07-E	Concurrence	**M/S/C**
07-F	Concurrence	**M/S/C**
08-A	Concurrence	**M/S/C**
08-B	Concurrence	**M/S/C**
08-C	Concurrence	**M/S/C**
08-D	Concurrence	**M/S/C**
08-E	Concurrence	**M/S/C**
08-F	Concurrence	**M/S/C**
09-A	Concurrence	**M/S/C**
09-B	Concurrence	**M/S/C**
09-C	Concurrence	**M/S/C**
09-D	Concurrence	**M/S/C**
09-E	Concurrence	**M/S/C**
09-F	Concurrence	**M/S/C**
10-A	Concurrence	**M/S/C**
10-B	Concurrence	**M/S/C**
10-C	Concurrence	**M/S/C**

Partner Report – United Way:

United Way Labour Directors Madelaine Dwyer (Winnipeg) and Kirk Carr (Brandon) introduced themselves and their roles at their respective United Way organizations. They provided an overview of what the United Way does and its agencies that provide community assistance and help foster positive change in the province. It was emphasized that a significant portion of support comes from contributions of workers involved with the campaigns and/or programs. The duo shared the goals of their organization (enriched and increased labour engagement) and marketed an upcoming Labour Community Advocate Program amongst other things. They thanked labour for their unwavering support for the United Way.

Partner Report – Safe Workers of Tomorrow (SWOT):

Peter Reimer, the Executive Director of Safe Workers of Tomorrow, introduced himself and the organization. SWOT's job is to reduce the number of young workers hurt or killed in workplaces through information presentations. Typically, these presentations are provided to high schoolers who are starting to enter the workforce with the goal of getting them a certificate to show readiness for the workplace. Now with stable funding from the provincial government and WCB, SWOT's goal is to get into more schools to reach more young people. Peter provided highlights of what the organization has been up to for the past year or so as well as requested delegates to help with their goal before thanking the MFL and the delegation for their time.

CLC President's Report – Bea Bruske:

CLC President Bea Bruske was introduced by her longtime friend and colleague, MFL Treasurer (UFCW) Jeff Traeger.

President Bruske humbly accepted Treasurer Traeger's kind and light-hearted e introduction of her before delving into thanks for President Rebeck and his genuine friendship and collaboration over the years, as well as praises for his input and involvement with the Canadian Labour Congress and the Canadian Council table as being invaluable.

She excitedly recollected the union pride during election season whenever she would see people wearing their union shirts at canvasses, campaign offices, etc. and emphasized how instrumental the labour movement was in electing a new government because the MFL and its affiliates organized themselves efficiently and strategically.

President Bruske expressed how we'll need that same Manitoba energy to tackle some fights coming up right away regarding the countdown to the next federal election. She touched on how to differentiate between politicians who are only paying lip service and those who are willing to do the work by cutting through the noise and challenging them to see if they will support the very organizations that are fighting for workers (i.e., the CLC, MFL, etc.). It is time to reverse the power imbalance by demanding better labour laws and enhancing workers' rights as well as shortening the wealth gap between the top earners and regular workers.

She reiterated that, if there's one thing she learned from working in the labour movement and alongside everyone in it, it's the awesome power of collective action that workers have when they work together to improve their workplaces, province, and country. The labour movement is strong and only getting stronger, so we're going to roll up our sleeves to get this job done, because absolutely nothing beats the power of worker solidarity. President Bruske ended her speech by exclaiming, "Now, let's go kick some ass for the working class, folks!"

Adjournment:

M/S/C to adjourn. Convention adjourned at 4:30 PM.

Saturday, May 11, 2024

Call to Order:

President Rebeck reconvened Convention at 9:15 AM.

In Memoriam:

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, including those who tragically lost their lives on the job.

After the tribute video, there was a moment of silence held for those who passed.

Credentials Report:

Committee Chair Carol Grant (MFL Vice President – Workers of Colour) reported that there were 329 registered delegates and 11 observers in attendance for the third day of Convention.

M/S/C to approve the Credentials Report.

Order of the Day: Election of MFL President & Treasurer:

Darlene Dziewit, past President of the MFL (2004–2009), joined the Convention to conduct elections. President Rebeck thanked Darlene and noted that he had worked as an Officer during her term as President and learned many things from her.

Darlene reminded the delegates that, during the last MFL Convention in 2022, a number of amendments to the Constitution and election procedures were passed and provided clarity on what those changes entailed.

<u>President:</u>

Kevin Rebeck was nominated by Jeff Traeger. Nomination accepted.

Kevin Rebeck elected by acclamation.

<u>Treasurer:</u>

Jeff Traeger was nominated by Kevin Rebeck. Nomination accepted.

Jeff Traeger elected by acclamation.

Swearing-in:

President Rebeck announced the winners of the all the equality caucus elections before Darlene asked all members of the MFL 2024-2027 Executive Council to join President Rebeck and Treasurer Traeger on stage. She had all elected members take the MFL's Oath of Office with the delegates as witnesses. Darlene congratulated the new MFL Executive Council members as Convention gave them a round of applause.

Affiliate Vice Presidents:

1. Stuart Aikman – IATSE
2. Ron Allard – UFCW
3. Keith Bellamy – WAPSO
4. Jean-Guy Bourgeois – MGEU
5. Marie Buchan – UFCW
6. Abstencia Diza – Workers United
7. Dave Eyjolfson – TEAM
8. Marianne Hladun – PSAC
9. Darlene Jackson – MNU
10. Kyle Kalcsics – UA
11. Albert Krynski – PLPLC
12. Marc Lafond – OE
13. Jason Linklater – MAHCP
14. Nathan Martindale – MTS
15. Ian Matiation – BCTGM
16. Gina McKay – CUPE
17. Lee McLeod – CUPE
18. Dave McPhail – IBEW
19. Mike Pulak – USW
20. Cris Quon – MGEU
21. Kyle Ross – MGEU
22. Margaret Schroeder – CUPE
23. Chris Scott – ATU
24. Cynthia Taylor – MTS
25. Erik Thomson – UMFA
26. Glenn Tomchak – IAMAW
27. Sean Tugby – CUPW
28. Valerie Wotton – MNU

Labour Council Vice Presidents:

1. Kirk Carr – Brandon
2. Melissa Dvorak – Winnipeg
3. Albert Krynski – Portage La Prairie
4. Warren Luky – Thompson

Equality & Young Members Caucus VPs:

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

Voice, with No Vote:

1. Paul Moist – Retiree VP
2. Anna Rothney – MFL Executive Director

Resolution Debate – General Resolutions Recommendations:

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

#	Committee Recommendation	Convention Decision
10-D	Concurrence	**M/S/C**

M/S/C to amend 10-E to add "and municipalities" so that it reads as "provincial government and municipalities".

10-E	Concurrence	**M/S/C (as amended by Convention)**
10-F	Concurrence	**M/S/C**
11-A	Non-Concurrence	**M/S/C**
11-B	Concurrence	**M/S/C**
11-C	Concurrence	**M/S/C**
11-D	Concurrence	**M/S/C**
11-E	Concurrence	**M/S/C**

M/S/C to amend 11-F and add "accurate" so that it reads as "display accurate wage ranges".

11-F	Concurrence	**M/S/C (as amended by Convention)**
12-B	Concurrence	**M/S/C**
12-C	Concurrence	**M/S/C**
12-D	Concurrence	**M/S/C**
12-E	Concurrence	**M/S/C**
12-F	Concurrence	**M/S/C**

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

Guest Speaker: Minister of Labour & Immigration, Hon. Malaya Marcelino:

Minister Marcelino introduced herself and praised the MFL and its affiliates for the incredible and vital work they put in during the election period. She affirmed that she will never forget walking side by side with everyone during canvasses and that we can count on her and her team to continue to walk side by side with us now that she's the Minister of Labour and now that we have made government together.

It was emphasized that, at the heart, everything they do as the NDP is for workers and their families. NDP is the workers' party; worker issues are their bread and butter. Minister Marcelino reiterated that her job as the labour minister of a workers' party is to fight anybody who gets in her way of getting workers and their families the respect and

dignity on the job they deserve, the health and safety protections they require, and the fair wages and benefits they need to sustain themselves and take care of their families.

President's Concluding Remarks:

President Rebeck thanked everyone for participating in this year's convention with lively debate and reported that the delegation got through over 70 resolutions to set priorities and policy for the federation. He recollected moments of lively challenges to the Chair, , meeting new people from other sectors, and playing pool and hearing comedians; and hopes that everyone felt the same excitement and joy in similar experiences. He stated that it is clear we have had a lot to celebrate since our last convention, but that it is also clear that workers still need labour's voice to raise important issues as well as many more gains to be made. One more round of thank you's was made for the MFL staff, the Executive Council, volunteers, CLC reps, the CUPE workers at the unionized Keystone Centre, and our AV tech team for a smooth and successful 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 the 2 winners of prizes supported by unionized workers, who won Liquor Mart and Safeway-Sobeys gift cards, respectively.

Adjournment:

Convention adjourned at 12:00 PM.

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