



PRESIDENT REBECK SPEAKS AT CANADIAN FEDERATION OF NURSES UNIONS' DAY OF ACTION, ALONGSIDE MNU PRESIDENT DARLENE JACKSON AND NDP HEALTH CRITIC UZOMA ASAGWARA.

Sisters, Brothers and Friends,

It was a busy summer for the Manitoba Federation of Labour. First, the highlight of our summer: Brian Pallister is no longer Premier! We will be advocating for his replacement to work to re-set the relationship with workers and unions after five years of Pallister's cuts and disrespect of working people. After strong pushback from unions, activists and the NDP Official Opposition, newly appointed Premier Kelvin Goertzen announced that the government will not pursue its deeply unpopular legislative agenda this fall, meaning that bills to tip the scales against workers (Bill 16), raise Hydro rates (Bill 35), severely damage the K-12 education system (Bill 64) and privatize liquor sales (40) will not become law...at least for now.

The Progressive Conservative Party will choose its new leader, and our new Premier, on October 30. We will continue to advocate for the interests of working people and their unions, and fight to strengthen public services that we all count on.

### OUR MFL CONTINUES TO GROW

We are proud to welcome several new affiliates to the MFL.

The Manitoba Association of Health Care Professionals (MAHCP) is our newest affiliate. The MAHCP represents 6,900 allied health professionals in Manitoba, who work in more than 190 disciplines in health care settings across the province. MAHCP members provide health care services that Manitobans rely on, and have been a fundamental part of the province's response to the COVID-19 pandemic.

We would also like to welcome the Brandon University Faculty Association (BUFA) and the Manitoba Organization of Faculty Associations (MOFA) to our MFL.

BUFA represents 250 members at Brandon University and MOFA is comprised of members of faculty associations from Brandon University, Université de Saint-Boniface, University of Manitoba, and University of Winnipeg representing approximately 1,600 individual academic staff. These affiliation decisions mean that the MFL's membership will rise to 125,000 working Manitobans.

We look forward to working with MAHCP, BUFA, MOFA and all MFL affiliates to fight for working people, good jobs and strong public services.

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## SCHOOL SUPPORT STAFF IN MYSTERY LAKE SCHOOL DISTRICT STRIKE AND WIN A NEW CONTRACT

After a four day strike, school support staff in Mystery Lake School District represented by the United Steelworkers Local 8223 voted to ratify a new contract with their employer. The contract includes retroactive pay hikes of 1.5 per cent for July 2017 and January 2018, 1.6 per cent for July 2018, 1.4 per cent for July 2019 and 0.5 per cent for July 2020, as well as a cost of living increase for July of this year.

We are glad that these workers have been able to reach a fair deal and thank everyone who showed their support on the picket line.

## IBEW 2034 SUCCESSFULLY USES BINDING ARBITRATION TO WIN A NEW CONTRACT

After two months on picket lines throughout Manitoba, the IBEW 2034 members who work at Manitoba Hydro have received an arbitration award that is significantly better than the contract offered by Hydro at the direction of the Pallister government.

The new contract establishes a general wage increase and as well as a COVID-19 stipend in recognition of IBEW 2034 member contributions during the pandemic.

Members will receive retroactive pay increases of 1.5 per cent for 2019 and 0.5



PRESIDENT REBECK AND CLC PRESIDENT BEA BRUSKE CANVASS FOR LEAH GAZAN, NDP MP FOR WINNIPEG CENTRE. CREDIT: UFCW 832.

per cent for 2020, and a 1.5 per cent increase for 2021.

IBEW 2034 was able to utilize the rules that exist in the Labour Relations Act to request binding arbitration after 60 days of their labour dispute. These rules were under threat of elimination under the Pallister government's Bill 16, and we will need to remain vigilant against the new Conservative Premier raising Bill 16 from the dead.

## RAISING OUR VOICE TO PREMIER GOERTZEN

Finally, I had the opportunity to speak with Premier Kelvin Goertzen, who will serve in the role until a new Conservative leader, and Premier, is chosen at the end

of October. I made it clear to Premier Goertzen that Brian Pallister's approach to labour relations should be left in the past, and that the provincial government needs to re-set its relationship with workers and unions. I advocated for a withdrawal of the government's wage-freeze mandate and its appeal of our successful court decision, as well as the need for permanent paid sick days for all workers. I also raised that the National Day for Truth and Reconciliation on September 30 should be made a provincial statutory holiday.

Kevin Rebeck  
PRESIDENT OF THE MANITOBA FEDERATION OF LABOUR

# MFL Activist Guide: How to Lobby for Change

The MFL has launched the latest in its series of Activist Guides, titled How to Lobby for Change. The guide highlights a number of ways that union activists can get involved in lobbying for things that matter to them and to the labour movement, including presentations on proposed legislation and lobbying decision makers directly. As we just saw with the government's withdrawal of Bill 16, raising your voice matters! you can find the MFL Activist Guide: How to Lobby for Change on our website at [mfl.ca](http://mfl.ca).



# Manitoba Workers Memorial completed in Winnipeg's Memorial Park

The three-monument memorial to honour and recognize firefighters, peace officers and workers who have died on the job is now complete in Winnipeg's Memorial Park.

The project is joint effort between the Workers Memorial Foundation, the Peace Officers Memorial Foundation and the Firefighters Memorial Foundation.

This memorial will serve as a space to remember those we have lost, but also to serve as a reminder of the necessity of making workplaces safer in our province. I want to extend a special thanks to the project's architects, Scatliff Miller Murray, for their dedication to the memorial and for all that they did to bring this striking memorial to completion.

While the COVID-19 pandemic currently restricts the number of people who can gather at the site, we expect the memorial will serve as a gathering space for loved ones and co-workers now and in the future.

The memorial stands at the southwest corner of Memorial Park in Winnipeg and is open to the public for viewing and contemplation. The memorial would not be possible without the hard work of each memorial foundation, Manitoba's unions, the support from families of workers who have lost their lives, the Province of Manitoba, or Scatliff Miller Murray.

One death on the job is too many. We hope that this memorial will serve as a space of contemplation and remembrance, but also as a reminder of the work we all must do continue to fight for safe and healthy workplaces. Mourn the dead. Fight for the living.



PRESIDENT REBECK AT THE COMPLETED MEMORIAL IN WINNIPEG.

# MFL launches campaign calling for new Premier to start treating workers with fairness and respect

As you will recall, this spring the MFL's ran a public advertising campaign against Bill 16, a piece of legislation that would have tipped the scales against workers and unions and fundamentally changed collective bargaining in Manitoba if it had passed. Thanks to unions and activists, as well as the work by the NDP Official Opposition, we have stopped Bill 16 from moving forward, at least for now.

**It's time for fairness. For workers. For everyone.**

With Bill 16 at least temporarily in the rearview mirror, the MFL will be launching a public advertising campaign this fall to call

on the incoming Conservative Premier to re-set the relationship with working people and unions, and start treating workers with fairness and respect.

After five years of Brian Pallister's cuts, chaos and collective bargaining interference, the new Premier will need to decide whether they want to forge a new path that respects workers. or simply follow in Pallister's footsteps.

The campaign will launch in October, and include ads on social media, radio and billboards throughout the province.

The advertisement consists of six panels arranged in a 3x2 grid. Each panel features a photograph of a worker in a different profession, overlaid with a yellow text box containing the slogan and the MFL logo. The slogan is: **PALLISTER'S GONE. It's time for fairness. For workers. For everyone.** Below the slogan, it says "Learn more at MFL.ca" and the MFL logo.

- Panel 1 (Top Left):** A female healthcare worker in a blue scrubs and mask.
- Panel 2 (Top Right):** A female scientist in a white lab coat and blue hairnet.
- Panel 3 (Middle Left):** A male construction worker in a white hard hat and mask.
- Panel 4 (Middle Right):** Two female students in a classroom, both wearing masks.
- Panel 5 (Bottom Left):** A female grocery store worker in a white apron.
- Panel 6 (Bottom Right):** A male grocery store worker in a white apron and face shield.

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# MFL to host Manitoba League of Persons with Disabilities' webinar on accessible employment

The MFL is pleased to be hosting the Manitoba League of Persons with Disabilities' webinar on the Accessibility Standard for Employment on Tuesday October 12 at Noon.

Through presentation and discussion, participants will learn about actions they can take to help their organization comply with the Employment Standard under The Accessibility for Manitobans Act. This one hour webinar is targeted for individuals who are responsible for recruiting, hiring, and developing and implementing policies at their workplace or organization.

This is an opportunity to go beyond basic accessibility education and reconsider policies and practices in your workplace that do not comply with new accessibility standards. Participants will hear from a presenter with a disability and experience as a career coach in the disability community.

We encourage those who are interested to register in advance at the link on our website: [mfl.ca/AccessibilityWebinar](https://mfl.ca/AccessibilityWebinar).



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## 2021 Al and Alma Cerilli Scholarship

The 2021 Al and Alma Cerilli Scholarship has been awarded to Daniella Scerbo, a member of the Manitoba Nurses Union who works at the Riverview Health Centre. Daniella has a passion for palliative care and is pursuing a Master's in Nursing at the University of Manitoba. She has been involved in her MNU Local 1A since she started at Riverview Health Centre five years ago, serving as secretary and currently serving as the Vice-President. Daniella hopes to become a Palliative Clinical Nurse Specialist. We wish her all the best in her studies and career.

This scholarship is named after Al and Alma Cerilli, who spent their lives together making Winnipeg a better place for working families.

The Manitoba Federation of Labour is proud to offer an annual \$1,000 scholarship in their honour to assist union activists advance their post-secondary education. We thank the Cerilli family for their generous support, which makes this scholarship possible.



2021 AL AND ALMA CERILLI SCHOLARSHIP WINNER DANIELLA SCERBO.

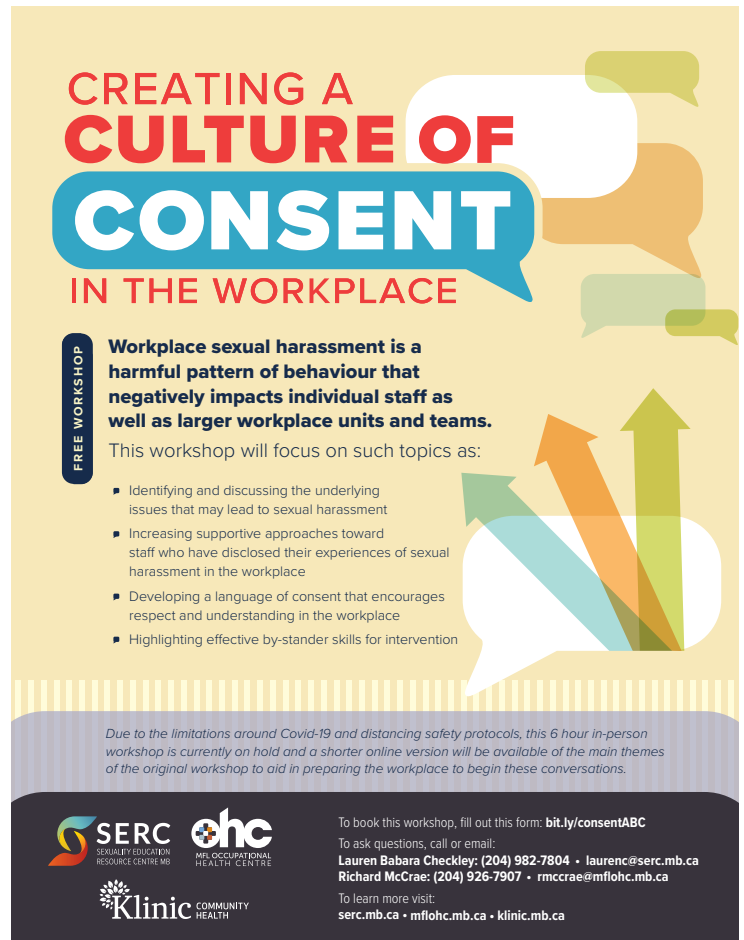
# MFL-OHC Consent in the Workplace training sees strong response by workplaces so far

The MFL Occupational Health Centre (OHC) continues to provide facilitation of its Creating a Culture of Consent in the Workplace training. This federally-funded training has already met its goals of presenting in over 20 workplaces this year and they continue to schedule unions and workplaces into the fall and winter.

Training sessions start at four (4) hours in length and can be tailored to fit your union or workplace needs. Given the ongoing COVID-19 pandemic, this training is being provided online and focuses on topics such as: Identifying and discussing the underlying issues that may lead to sexual harassment, developing a language of consent that encourages respect and understanding in the workplace, highlighting effective bystander skills for intervention, and increasing supportive approaches toward staff who have disclosed their experiences of sexual harassment in the workplace.

The MFL office staff have taken this training and found the quality of the instruction to be very high. We were glad to have participated in such an important course.

If your union or workplace would like more information or to schedule this training, please contact MFL-OHC facilitator, Richard McCrae at [rmcrae@ohcmb.ca](mailto:rmcrae@ohcmb.ca) or 204- 949-0811.



## CREATING A CULTURE OF CONSENT IN THE WORKPLACE

**FREE WORKSHOP**

**Workplace sexual harassment is a harmful pattern of behaviour that negatively impacts individual staff as well as larger workplace units and teams.**

This workshop will focus on such topics as:

- Identifying and discussing the underlying issues that may lead to sexual harassment
- Increasing supportive approaches toward staff who have disclosed their experiences of sexual harassment in the workplace
- Developing a language of consent that encourages respect and understanding in the workplace
- Highlighting effective by-stander skills for intervention

*Due to the limitations around Covid-19 and distancing safety protocols, this 6 hour in-person workshop is currently on hold and a shorter online version will be available of the main themes of the original workshop to aid in preparing the workplace to begin these conversations.*

**SERC** SEXUALITY EDUCATION RESOURCE CENTRE MB  
**ohc** MFL OCCUPATIONAL HEALTH CENTRE  
**Klinik** COMMUNITY HEALTH

To book this workshop, fill out this form: [bit.ly/consentABC](https://bit.ly/consentABC)  
To ask questions, call or email:  
**Lauren Barbara Checkley: (204) 982-7804 • [laurenc@serc.mb.ca](mailto:laurenc@serc.mb.ca)**  
**Richard McCrae: (204) 926-7907 • [rmcrae@mflhcc.mb.ca](mailto:rmcrae@mflhcc.mb.ca)**  
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## SAVE THE DATE

# GROWING OUR MOVEMENT

Manitoba Federation of Labour | 2022 MFL CONVENTION  
MAY 5-7 BRANDON

# MFL mourns the loss of Rob Hilliard

This August we learned with heavy hearts that lifelong labour activist and former MFL President Rob Hilliard passed away after a series of health challenges.

Rob was first elected as President of the Manitoba Federation of Labour in 1995, and was subsequently re-elected unanimously in 1997, 2000 and 2003. As MFL President, Rob was a fierce, outspoken and determined opponent of Gary Filmon's cuts, privatization schemes and attacks on working people. A true powerhouse of the labour movement, Rob played a key leadership role in mobilizing workers to push back against anti-union legislation, Conservative cuts to services and the selling-off of public assets, like the Manitoba Telephone System. Rob also played a pivotal role in worker mobilization and engagement in the decisive 1999 election, which saw Filmon's austerity agenda soundly defeated and Gary Doer's NDP form a majority government.

Rob held as a core belief that unions are the best way to ensure good, family-supporting jobs, and for workers to exercise their collective power and have a meaningful say over their work and working conditions. He championed the cause of organizing the unorganized, and had no time (or patience) for infighting within the movement.

Rob was deeply committed to strengthening and defending worker rights and advancing social justice, and campaigned successfully for important labour gains, such as the establishment of card check certification, final offer selection, major improvements to workplace safety & health protections and expanded training and apprenticeship opportunities. Rob was also passionate about holding employers responsible for worker injuries and illnesses, and advocated for public inquiries and prosecutions of cases where employer negligence was responsible for harming workers.

Rob's lifelong commitment to the labour movement grew out of his membership in the United Steelworkers of America, starting in 1969. He worked for 12 years in northern Manitoba as a miner in Thompson and Leaf Rapids, and was active in a variety of union of positions, including local President in Leaf Rapids. Rob also served as a municipal councillor for the Town of Leaf Rapids. Prior to becoming a union member, Rob had worked in a variety of jobs, including in a sawmill, a paint factory, for a dry cleaning contractor, in an office for a stock broker, and as a painter in apartment suites. Before serving as MFL President, Rob worked as the MFL's Health & Safety Representative and later as its Executive Director.

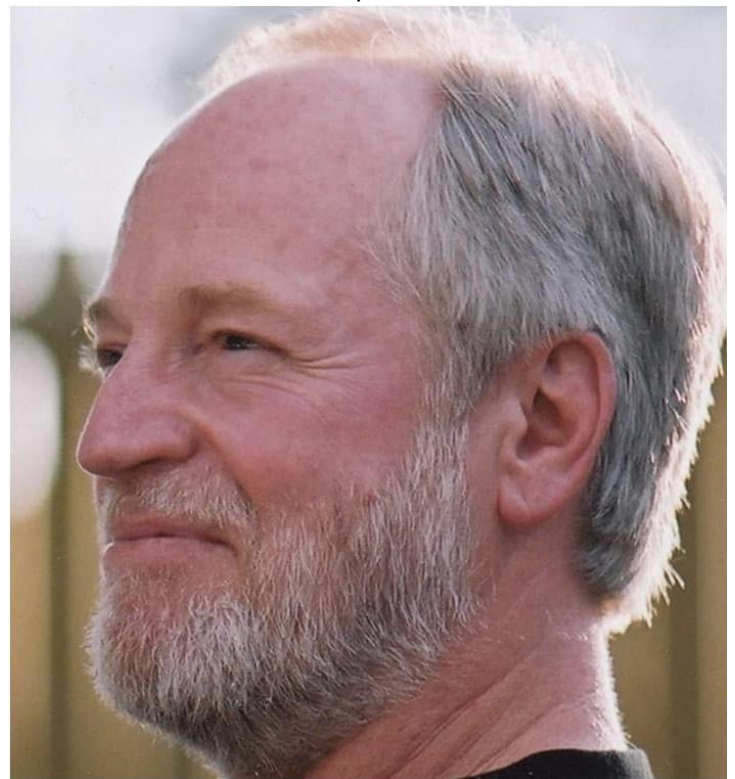
Rob ended his formal working career as UFCW 832's Workers Compensation Advocate, where he brought great passion and expertise to the important work of assisting injured workers in securing compensation benefits and resolving issues with the WCB.

Over the course of his career, Rob also served as a member the United Way Board of Trustees, the Provincial Task Force on Social Assistance, the St. Boniface Hospital Board of Directors, the Provincial Round Table on the Environment, the MFL - Occupational Health Centre Board of Directors, the Crocus Investment Fund, the Minister's Advisory Council on Workplace Safety & Health, and the Labour-Management Review Committee.

Manitoba's labour movement will be forever grateful for Rob's immense contributions to growing and strengthening our movement, and making life and work better for all working families in Manitoba.

Our hearts go out to Rob's wife - our dear friend, Sister Leslie Turnbull - and to their family and their large community of friends and fellow activists.

A celebration of Rob's life will be held at the Ukrainian Labour Temple (591 Pritchard Ave, Winnipeg) on October 18 at 11 AM. Please register in advance by emailing Leslie Turnbull by October 15 at [LTurnbull@viewpoints.ca](mailto:LTurnbull@viewpoints.ca).



BROTHER ROB HILLIARD, 1947 - 2021.



# Health & Safety Virtual Conference

Online Event

January 25 - 26, 2022

Manitoba   
Federation  
of Labour  
Fairness For Everyone