

**REPORT
OF THE
REGIONAL VICE-PRESIDENT
MANITOBA
Faye Kingyens**

I became the RVP for Manitoba at the NHU Triennial Convention in 2014. I had no idea what I was getting into. These past 3 years have been an enormous learning opportunity. I have found that despite living and working in different parts of the province, in different workplaces and at different jobs, we all face similar difficulties and situations.

The move to the Phoenix Pay System and the problems that have arisen have been felt everywhere. The frustration and helplessness that have resulted have substantially increased the stress and unhappiness in all workplaces. That the problems continue and are not abating is ridiculous!

More stress has been felt as a result of the reduction in staff without a corresponding reduction in work. Doing more with less can only last for so long. Pushing our members too far in terms of expected workloads and unrealistic time lines is simply increasing the physical and mental issues members are now experiencing. Although there has been an agreement between the union and the employer to improve workplace wellness, there has not been much evidence of this in the workplace. The disrespect and reduced civility in the workplace must be dealt with quickly.

This frustration felt by members and how it is affecting their personal and professional lives has spurred my resolve to do more. The members need more education on their rights in the workplace and how to help themselves. This, I see as my most important job as RVP. I will be there to stand up for them when they need help, to teach them their rights and help them help themselves to become stronger, healthier and happier.

The merger of the NHU with the UEW late in 2016 has been a huge change for everyone. There has been a lot of hard work by all members of both Councils and I think the final outcome will be positive. Our Component will be bigger and stronger. We will have a louder voice. We will be able to share our services, support each other and learn from each other. While there is still much to be done, together we can make this Component work better for its members.