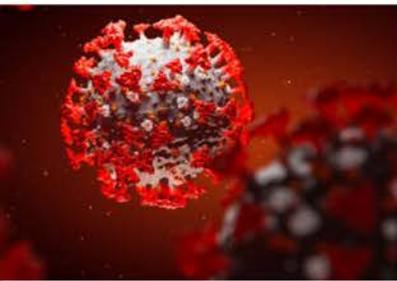
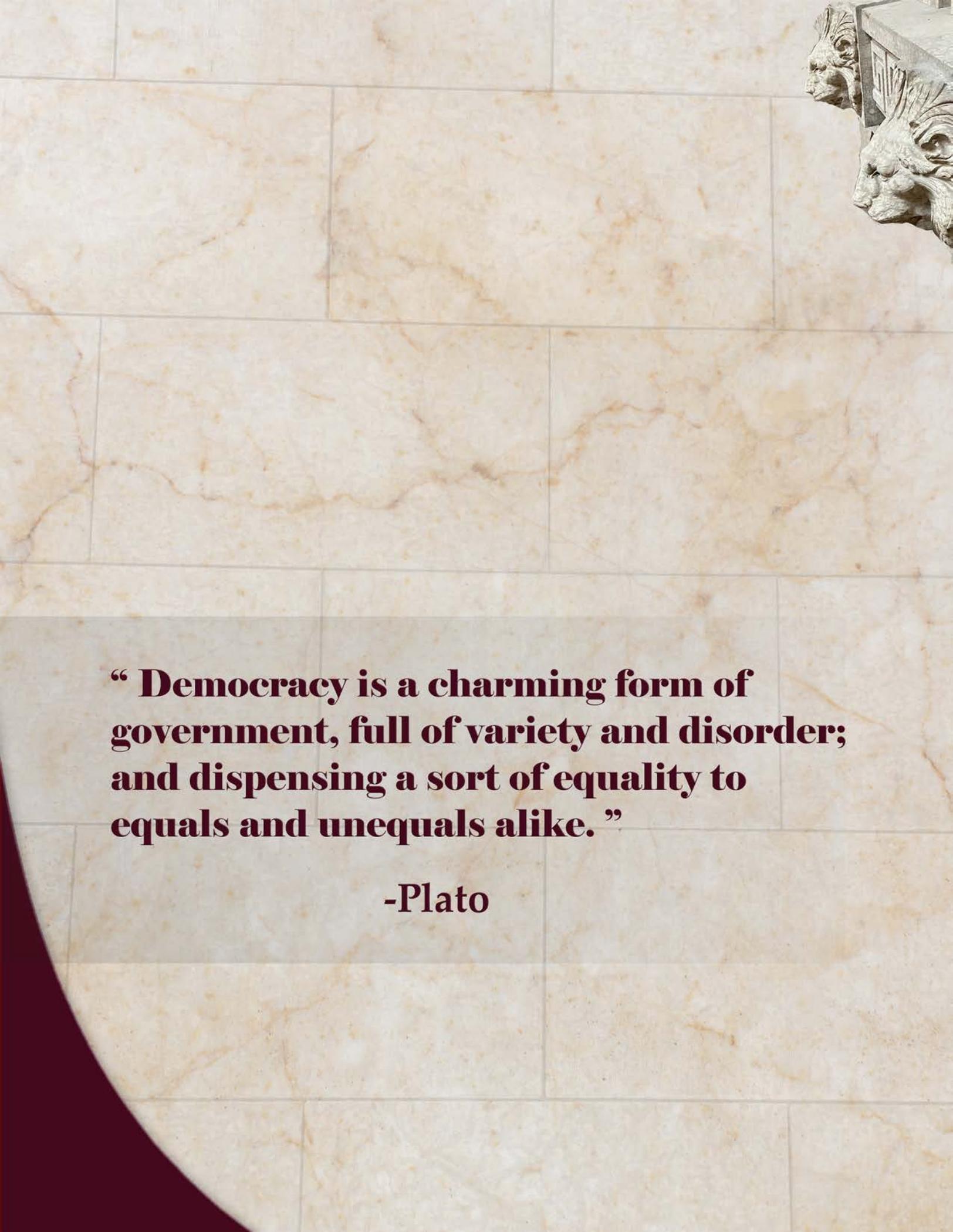


Our Story



annual report 2020-2022

The background of the image is a wall made of large, light-colored marble tiles with a subtle, veined pattern. In the upper right corner, there are classical stone carvings of human faces, likely part of a larger architectural structure. The text is centered on the wall.

“ Democracy is a charming form of government, full of variety and disorder; and dispensing a sort of equality to equals and unequals alike. ”

-Plato



Land Acknowledgement

We acknowledge we are gathered on Treaty 1 Territory and that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabeg, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk Nations.

We acknowledge Manitoba is located on the Homeland of the Red River Métis.

We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.



MISSION

Enhancing the legislative process and service to the public through the provision of non-partisan knowledge and advice to Members and Assembly Offices.

VALUES

Excellence / Integrity / Fairness

AIMS

To deliver the highest level of professional service in all interactions

To deliver effective programs and services in alignment with the Assembly's mission

To collaboratively share knowledge and provide expert advice

To develop relationships based on mutual respect, fairness and equality

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MESSAGES

MESSAGES

A Message from the Speaker

Honourable Myrna Driedger



I am pleased to submit the second annual report of the Legislative Assembly of Manitoba. This report outlines our Legislative Assembly's accomplishments and initiatives undertaken from April 1, 2020 to March 31, 2022 and it is important that we share them with you.

This report delivers insight into the unique role our organization plays in Manitoba's parliamentary system through the services that we provide to Members and to Manitobans.

It has been my honour and privilege to serve as Speaker and Chair of the Legislative Assembly Management Commission. This role has allowed me to lead a team of exceptional and talented individuals as we made a number of changes in order to enhance our programs and services and modernize the workings of the Legislative Assembly.

This report presents highlights of the work undertaken by the Legislative Assembly administration in supporting Members' daily activities. By opening a window into the workings of the Manitoba Legislative Assembly and increasing the public understanding of our parliamentary system, this report contributes to the transparent public governance expected by Manitobans.

This report will highlight the impressive solutions and adaptability of the Legislative Assembly of Manitoba staff as we have all had to deal with the challenges of the COVID-19 pandemic over the past two years. The Coronavirus pandemic altered how we conducted the business of the Manitoba Legislature over the past two years. It changed how MLAs met, debated and made decisions. It forced our procedural and administrative teams to meet the significant challenges by adapting to contain the spread of the virus while continuing to support the work of Members and the business of democracy.

At the first sign that a pandemic was emerging, I set up a Legislative Assembly Senior Management Pandemic Leadership team that met regularly for several months as we worked out the logistics of managing an Assembly during a pandemic.

I was very impressed with the level of dedication that I saw every day in our Assembly during the pandemic. Watching this talented group of people adapt repeatedly during the pandemic and the changes it brought to this 150-year-old institution, is something I will never forget.

The world has changed a lot due to COVID but it also taught us a lot. The one thing that remained the same throughout it all was how much dedication the Legislative Assembly of Manitoba staff has to ensure things run smoothly, and I am immensely proud of them all!

I hope you find this report informative, and I thank you for your continued interest in the workings of your system of parliamentary democracy.

Honourable Myrna Driedger
Speaker, Legislative Assembly of Manitoba



In March 2020 we experienced the early stages of the pandemic and all the planning and changes in our work environment that came with it. The Legislature remained closed to in-person meetings until early 2022 and the public galleries remained closed to the public until April 1, 2022.

Pandemic Response

- Developed Pandemic Guidelines for the Assembly which were shared with all employees of the Legislative Assembly of Manitoba
- Asked for, received and reviewed copies of all the Independent Officers pandemic plans;
- Weekly newsletters were sent to Legislative Assembly staff to keep employees informed of what was happening, how to look after their mental health, tips by our Chief Public Health Officer and any other information that was deemed valuable;
- Directed the Clerks to investigate and establish if and how it would be possible to hold virtual sittings and to implement the necessary measures;
- Allocated blocks of seating in the House to adhere to social distancing requirements that were established in conjunction with our Chief Public Health Officer.
- On December 3, 2020, the last sitting day of the year the Speaker made a speech that included the following:

I would like to take a few moments now to thank and celebrate the incredible team who worked tirelessly over the Summer and Fall, and every day this session, to allow the Legislative Assembly of Manitoba to continue meeting during the Pandemic by enabling the option to meet in this hybrid virtual setting.

Adapting to this hybrid virtual model, with all of its inherent quirks and modifications to existing practices, has been a huge cultural shift for a 150 year old institution, especially one that is not known for accepting rapid change easily. As I told you all on October 8th of this year when we held our first sitting in this manner, virtual sittings of the House are complicated operations.

You may not know that through this achievement the Legislative Assembly of Manitoba is leading the country in the depth and breadth of what we have accomplished here. Manitoba is the only jurisdiction in Canada to have successfully conducted three hybrid virtual sittings, from three different rooms, simultaneously. This incredible accomplishment occurred last month when we considered departmental estimates in the Committee of Supply.

Youth Parliament of Manitoba (YPM) & Parlement jeunesse franco-manitobain

- The 100th Anniversary of the Youth Parliament of Manitoba was unable to be celebrated as was first planned, however we were able to ensure the plaque designed for this special occasion and supported by the Speaker's Office, was placed in the Legislature.

LAMC

- Held socially distanced LAMC meetings to ensure the Legislative Assembly of Manitoba estimates were completed and any decisions needed were made.

Legislative Education & Outreach Program

- Approved all virtual programs that were developed to still be able to run programs during the pandemic for school children and teachers;

Legislative Security

- Continue to prioritize the development of strong security measures for the Manitoba Legislative Assembly.

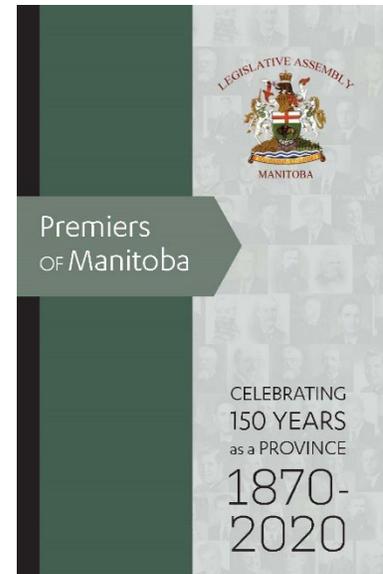
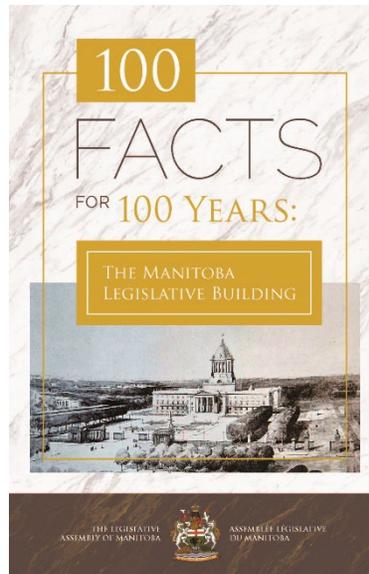
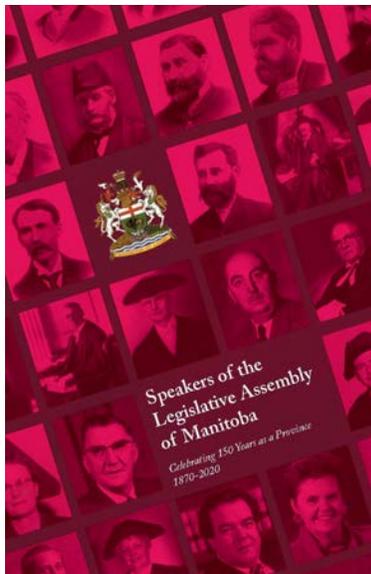
Speaker's Brochure

- Designed a brochure outlining the Role of the Speaker.

Manitoba Legislative Assembly 100th Birthday and 150th Anniversary of the Province of Manitoba

- Was part of the 100th Anniversary of the opening of the Manitoba Legislative Building along with the Lieutenant Governor and Premier;
- Unveiled a time capsule designed and created by Manitoba Indigenous artist, Darren Sakwi. The time capsule celebrated both the building's 100th birthday and Manitoba's 150th anniversary as a province and is to be opened in July 2120. In total over 80 items were placed in the time capsule;
- Supported the creation of a booklet about the Legislative Building "100 Facts for 100 Years";
- Supported the creation of two pamphlets recognizing the Premiers and Speakers of the first 150 years;
- Celebrated our long-term service employees in a "COVID" way, by presenting their appreciation gifts on a one-on-one basis and having a "special edition" Legislative Assembly newsletter printed and distributed; and





- On March 15, 2021 I was honoured to make this statement in the House:

"I would like you to join me in celebrating a special anniversary, as today, March 15th, 2021, marks the 150th anniversary of the first sitting day of this Manitoba Legislature.

The first Manitoba Legislature sat from March 15th, 1871, to December 16th, 1874. During those sessions, 43 bills received royal assent, most of them dealing with initial administrative and judicial matters for the new government.

The first sitting day saw the election of the first Speaker, Joseph Royal, Esquire, who was immediately tasked with reading the first Speech from the Throne. This speech had been written by Lieutenant-Governor Adams George Archibald, who was appointed by the federal government and essentially served in the role of premier. Among other matters, the speech introduced instructions for members to draft laws covering the most basic of government functions. Several specific bills were mentioned in the speech, including a bill to establish the Supreme Court and Courts of General and Petty Sessions, and other bills laying the foundation for municipal governments.

Referring to the MLAs as the gentlemen of the Legislative Assembly—the first woman would not be elected to the Legislature for another 50 years, the speech also instructed members to take over responsibility for the expenditures of the government from the federal ministers. In those early years, the ability of the Legislature to tax was limited, and 90 per cent of provincial expenditures were covered by the federal government.

It is fascinating to peruse the Estimates of Expenditure for the year ending December 31st, 1872. Members may be interested to know that the total budget for the Province of Manitoba that year was \$81,425. Line items in the budget included the following: \$10,000 for roads and bridges; \$6,000 for public buildings; \$7,000 for education; \$2,000 for immigration and agriculture; \$500 for the hospital of St. Boniface; \$9,330 for the operation of the 24-member Legislative Assembly, including allowances for the Speaker, the Clerk and the Sergeant-at-Arms; \$3,395 for the seven-member Legislative Council.

From 1871 to 1873, the Assembly met in a modest log house in the Red River settlement owned by A.G.B. Bannatyne, near the current corner of Main Street and McDermot Avenue. The Assembly met on the main floor, while the upper chamber, Legislative Council, met upstairs.

The first sitting day occurred in that House, and we are fortunate to have in our presence an artifact which was also present on that sitting day and many others. This would be our first mace, which members can see sitting on the Clerk's table today.

I have related to members previously that this mace was replaced by our current mace in 1884. Being so fortunate as to still have it safely in our possession, though, we bring it out for use in the House every year on Manitoba Day and other special occasions such as today.

The 150-year-old artifact you see on the table today provides a vivid and visceral connection to that first sitting day 150 years ago. I encourage you to imagine it sitting on a rustic table in a small, smoky room filled with several dozen men attempting to conduct the business of that first sitting day.

I find that thought compelling and fascinating, and I hope members can appreciate this moment for that reason. I felt it was important to mark this day in the House, and I ask you all to take a moment to reflect on the 150-year legacy of our Legislature.

Our predecessors could scarcely have imagined what the future would hold in store for our province, nor could they have imagined the complex technological world in which we live.

I would encourage members to reflect on the solemn responsibility we all share to serve our constituents. The same responsibility was faced in 1871, so know that whatever heated debates we have here are part of a long legacy of service to the citizens of this province."

Land Acknowledgement

- On November 29, 2021, I had the privilege of reading the first land acknowledgement after the daily prayer. Since then the Rules of the House have been changed and the land acknowledgement is read daily following the prayer when the House is in Session. The land acknowledgement is as follows:

"We acknowledge we are gathered on Treaty 1 territory and that Manitoba is located on the treaty territories and ancestral lands of the Anishinaabeg, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk nations. We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit. We respect the spirit and intent of treaties and treaty making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration."

I was honoured to present to MLAs, staff and other interested parties, the inaugural Annual Activity Report for the Legislative Assembly of Manitoba 2016-2020.



MEETING WITH DIGNITARIES & SPECIAL MEETINGS

August 6, 2020 – Canadian Speakers Association Meeting (zoom)
January 19, 2021 – Presiding Officers Meeting (zoom)
February 11, 2021 – Canadian Regional Council Meeting (zoom)
February 3, 2022 – His Excellency, Urban Ahlin – Ambassador of Sweden;
February 23, 2022 – Canadian Regional Council Meeting (zoom)

The Speaker and the Commonwealth Parliamentary Association

The Speaker is the Manitoba Branch President for the Canadian Region of the Commonwealth Parliamentary Association (CPA). In this capacity, the Speaker interacts with Speaker colleagues from across the country, sharing administrative and procedural best practices. The Speaker also serves as the Manitoba representative on the CPA Canadian Regional Council, which approves budgets and programming for the Canadian Region.

Canadian Regional Council Meeting, pre-Covid 19



The Canadian Speakers meet annually for professional development at the Canadian Presiding Officers' Conference held every January. The conference rotates between the various capital cities of Canada.

Zoom Meeting with Speakers across Canada – Regional Council meeting during Covid-19 times

The Speaker and the Midwestern Legislative Conference (MLC)



The MLC is a nonpartisan association of all legislators representing 11 states (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin) and the Canadian province of Saskatchewan. The provinces of Alberta, Manitoba and Ontario are MLC affiliate members.

The purpose of the MLC is to foster cooperation among the region's policymakers through the consideration of common problems, the exchange of information and ideas, the sharing of knowledge, and the pursuit of collaborative efforts to improve state government.

The Speaker is a member of the Executive Committee, MLC (U.S./Canada) and a Member of the MLC Midwest – Canada Relations Committee (U.S./Canada).

The Speaker and the Youth Parliament of Manitoba

The Speaker cultivates an important relationship with the Youth Parliament of Manitoba (YPM) on behalf of the Legislative Assembly. Founded in 1922, YPM is one of the oldest and longest continuing Youth Parliaments in Canada. The organization got its start as the Tuxis and Older Boys Youth Parliament, and began the tradition of holding annual sessions in the Assembly Chamber between Christmas and New Year with the kind permission of Manitoba Speakers.

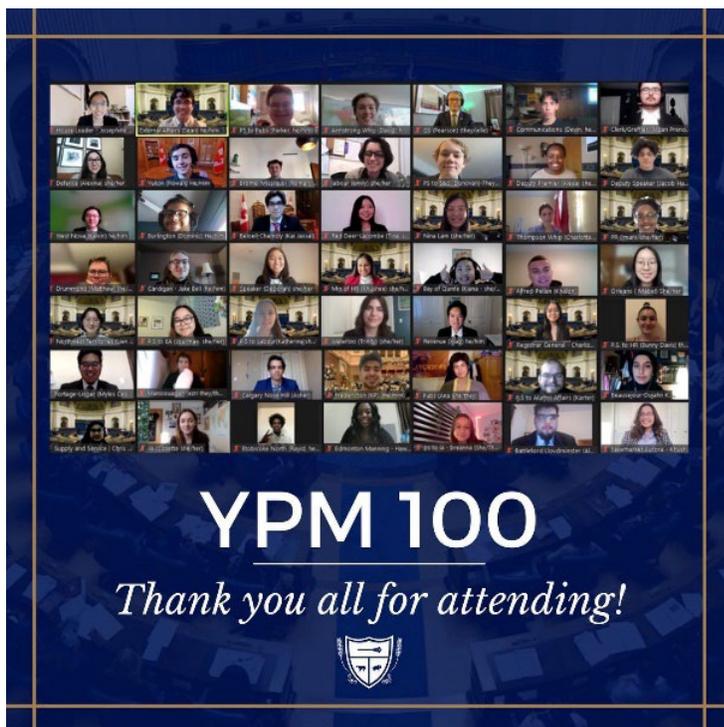
Aimed at youth between the ages of 16-20 and led by a five-person executive, it is an organization of youth serving youth, as these sessions are completely organized by the cabinet and executive of the Youth Parliament. Initially the organization was only open to males; the gender barrier was broken in 1977 when females were admitted for the first time. Over the decades, many young people have been Youth Parliamentarians, and have gone on to distinguished careers in a variety of sectors.

The Speaker plays an important mentorship role with YPM. In addition to granting approval for the use of the Chamber and outlining the conditions of use, the Speaker also meets with the YPM executive and provides assistance with press conferences. The Speaker also helps facilitate the cooperative venture held in the Chamber during YPM sessions known as the “bear pit” whereby former Members of the Legislative Assembly attend and debate each other and answer questions from the Youth Parliamentarians.

All political parties participate during the YPM sessions by hosting a meal or reception where the Youth Parliamentarians can meet and mingle with representatives from the political parties.

The Speaker is often involved with other YPM ventures such as offering assistance with seeking approval for the placement of a commemorative plaque, and supporting or attending the annual YPM fundraiser known as “Speaker’s Night.”

YOUTH PARLIAMENT OF MANITOBA (YPM) EVENTS



December 2021

YPM held its 100th Session which was historic not only for marking their centennial, but also for perhaps having the most tumultuous lead-up to Session, ever. On December 22nd (four days out!) they visited all the venues for an in-person Session and gala, planning set-up, testing microphones, and finalizing food deliveries. By the afternoon of December 24th, the gala was postponed and Session was changed to a completely virtual format. That two-day span saw hours of feverish late-night Zoom calls, countless emails, some tears, and ultimately, one of the best displays of teamwork they’ve ever had the privilege to participate in.

Despite a huge effort by the Speaker to have the session occur in the Chamber, the pandemic won.

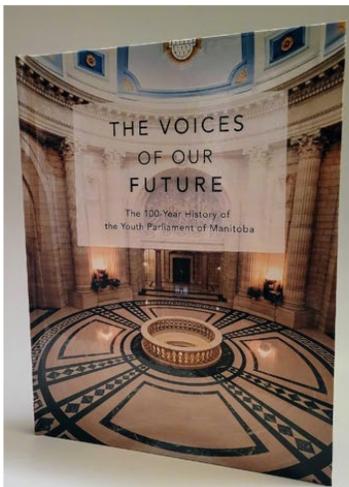
100th Anniversary Gala

After many cancellations due to COVID, on Friday, May 20th, 2022 YPM were able to host their 100th Anniversary Gala – here are some scenes from the event



YPM History Book

After nearly two years of research, writing, and editing, YPM was so excited to announce that the YPM 100 history book is now available. In 120 pages and 7 chapters, this book chronicles the organization's founding and evolution over the past century. The narrative, pieced together from interviews with alumni, primary archival material and newspaper records, tells the compelling story of how generations of youth have shaped YPM.



Message from Patricia Chaychuk Clerk of the Legislative Assembly



Unless you lived through the experience, it would be hard to envision just how much disruption a global pandemic can cause to societies at large. Once unimaginable, the COVID-19 pandemic caused us all to grapple with and rethink long established ways of doing things in order to keep providing services to the Assembly and the public.

Some very clever outside of the box and innovative thinking provided solutions in order for the Assembly to continue to function without missing a beat, and I am so appreciative of and in awe of the talent of Legislative Assembly staff who rose to the challenge. The Assembly staff did all that was asked of them, and then went the extra mile. There is such a sense of pride in being an Assembly employee that it is humbling to observe Assembly staff in action.

Some of the tasks asked of Assembly staff included: making quick preparations for some staff to be working from home, including acquiring equipment and the necessary VPN devices; finding ways of performing some tasks from home in the absence of all of the equipment provided at work, keeping in contact and ensuring phone calls and emails were replied to in a timely manner, and making the determination of which offices should remain open and which ones could be closed while continuing to provide services alternatively.

For those offices that remained open, challenges were experienced in providing appropriate social distancing and spacing to allow for work functions to be performed safely, as well as investigating options such as providing plastic guards, plenty of hand sanitizer and disposable gloves. Other challenges included navigating public transportation, and providing services while wearing masks and gloves.

Other challenges for providing services to Members including finding the best platform to provide for virtual participation of MLAs, as well as authoring new Sessional Orders to permit virtual participation, which also included thinking about the procedures and processes used and how they might need to be changed.

For those working from home, it was no easy task as work life all of a sudden crashed into personal home space. This no doubt created challenges for finding appropriate space and privacy for performing work functions. In addition, working from home also had the potential to cause feelings of isolation as one was far away from colleagues who usually provide support and encouragement.

All of this was going on while trying to navigate shopping for the necessities of life with reduced attendance permitted in stores, shortages of key essentials, and the requirements at times to stay home as much as possible.

In 2022 we have experienced the joy (and nervousness!) of watching the world emerge from the pandemic cocoon and seeing much of society returning to normal functions.

My gratitude and respect continues to grow for the amazing Assembly staff and what they accomplished over the past two years – thank you from the bottom of my heart.

Message from Deanna Wilson Executive Director, Administration Branch



The Administration Branch supports the daily and long-term operations of the Legislative Assembly and the Officers of the Legislative Assembly. Our teams in Human Resource Services (HRS), Financial Services and Information Technology (IT) Services strive to ensure the highest level of professional, timely, efficient, and accurate service while developing and maintaining strong working relationships with all we serve.

The last two years have been challenging for everyone, for many different reasons. In the Administration Branch we adapted our work operations to be flexible enough to accommodate the ever-changing public health recommendations. At times we worked completely from home, at other times we had teams alternating in and out of the office. The ability to shift when needed, work from home seamlessly and still maintain a positive and productive environment was a challenge that our office met and exceeded.

As Executive Director of the Administration Branch I was extremely proud of how our teams adapted and adjusted throughout the last two years. Below are just a few of the many successes of our teams.

The Finance team was able to adapt to the changing work environment by setting up electronic processes wherever possible to reduce the need for “wet ink” signatures and paper copies being sent through the mail; they also led the Assembly on the development and usage of electronic signatures. The Finance team’s ability to continue to ensure timely and accurate daily operations and conducting all reporting and year-end responsibilities while working from home is a testament to their dedication to service and perseverance.

Human Resource Services was able to shift to a completely virtual recruitment model for those times when it was impossible to be together, shifted back to in-person interviews when allowable and then back to virtual when needed. Their flexibility and willingness to work within guidelines as well as the comfort levels of those they work with has been amazing. HRS remained focused employee well-being throughout the last two years through mental health initiatives, coaching and guidance with managers, and with events that recognized the hard work and dedication of Assembly staff. The payroll team successfully ensured payroll continuity throughout the pandemic period, again shifting to a more electronic focus which was a significant shift from the paper-based systems that were the norm. The ability of HRS to effortlessly provide supportive human resource and payroll services to all employees, managers, Members, and constituency assistants, whether virtually or in the office, while meeting the deadlines that never stopped even during a pandemic, spoke volumes to their commitment to the work.

The Administration Branch IT team was the glue that held our office together during the beginning of the pandemic. The sudden switch to working from home required that all staff in the Administration Branch have the technology needed to do their work. IT was quickly able to source older laptops and had everyone set up to do their work in short order. Over the last couple of years, the technologies used to support virtual work has shifted, moving from BlackBerry Workspaces to VPN, from using Slack to using MS Teams. Throughout it all IT was able to work with their clients to identify gaps, needs and wants and adapt accordingly, all the while also ensuring maintenance of server infrastructure, computer and network security and support. The knowledge and skill level of our IT team is always strong, and during the last two years they’ve shown another important skill, that of patience as we navigated through new technologies and challenges and for that we thank them.

The Administration Branch provides an integral support function to the Legislative Assembly and each of the Officers of the Legislative Assembly. I am proud every day of the work our offices do and want to thank each one of our employees, and those we work with, for all your care and dedication.



THE LEGISLATIVE ASSEMBLY

THE LEGISLATIVE ASSEMBLY

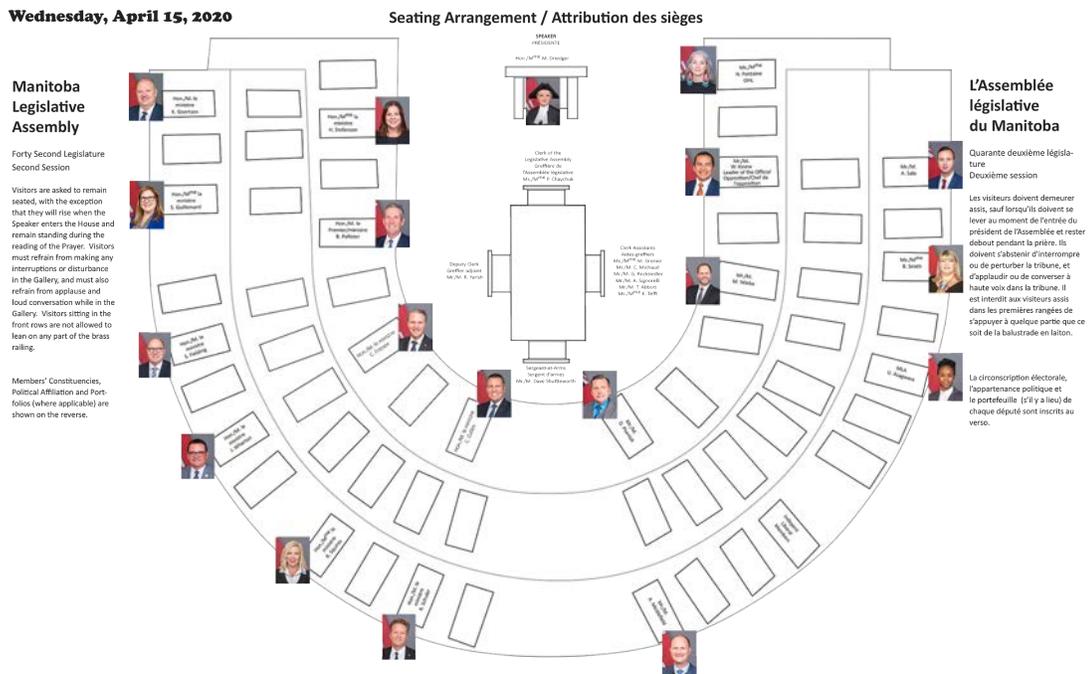
Our Story/Our History/Notable Firsts

Sitting Changes due to the Pandemic

The years 2020-2022 were full of change and upheaval as the world responded to a global pandemic that had not been experienced on such a large scale in several generations. The Manitoba Legislative Assembly was no exception to this, as the Assembly had to respond in unprecedented ways to continue operations and provide stability to key Assembly functions.

After rising in late March 2020 under all party agreement due to the pandemic conditions, the Assembly held a special sitting on April 15, 2020 to pass emergency legislation related to the COVID-19 Pandemic. In addition, two financial bills were adopted in order to increase the Government's ability to borrow funds to combat the pandemic. Bill 61 – The Loan Act, increased borrowing authority up to \$5 billion, while Bill 60 – The Appropriation Act 2020 (COVID-19 Response) provided an additional \$1 billion in funding in three parts: Health, Seniors and Active Living; Enabling Appropriations and Emergency and Other Appropriations. In addition, seven Government Bills were introduced by leave and passed in order to put emergency provisions related to the pandemic in place. A limited Routine Proceedings was held with the introduction of these 7 Government Bills, a Ministerial Statement by the Premier on the COVID-19 Pandemic with responses from the Leader of the Official Opposition and the Member for St. Boniface, and an Oral Questions with no supplementary questions. By agreement, the Official Opposition had three questions, followed by a question from the Independent Liberals, and this rotation was followed three times.

On this sitting day, only 18 MLAs plus the Speaker sat in the Chamber, while other MLAs monitored proceedings via television and streaming on the Assembly website. Seating was assigned in such a way as to provide a minimum of 6 feet between seated Members. There were 12 Government MLAs, 6 Official Opposition MLAs and 1 Independent Liberal. The House sat in three separate two hour intervals from 10:00 a.m. to noon; 1:00 p.m. to 3:00 p.m. and 4:00 p.m. to 6:00 p.m. in order to provide time for the Chamber to be sterilized between the sittings.



The Public Galleries remained closed though the entire day of Proceedings was broadcast. The blue curtains were removed from the Chamber doors, and instead of Pages distributing documents to Members, copies of Bills and other materials were placed on tables. The Chamber doors in the Message rooms were propped open, so that Members did not have to touch the doors to open them. Disposal gloves were provided for those who wished to use them, and instead of glasses, paper cups were provided for water. By agreement, quorum counts were waived. At the end of the sitting day, the House adjourned to the call of the Speaker.

The Assembly then sat for four consecutive Wednesdays in May, 2020, comprising of May 6, 13, 20 and 27. 12 Government MLAs and 6 Official Opposition MLAs were permitted in the Chamber, in addition to the Speaker. Full Routine Proceedings were held, and Government Bills were debated under Orders of the Day. The Public Galleries remained closed.

When the Legislature resumed in session on October 7, 2020 for a brand new Throne Speech to open the Third Session of the 42nd Legislature, some important firsts took place. It was a Throne Speech presentation without invited guests, and with only the Chief Justice in attendance in lieu of a fuller complement of members of the Judiciary.

Importantly, after the Lieutenant Governor departed the Chamber at the conclusion of the reading of the Throne Speech, the Government House Leader, Hon. Kelvin Goertzen moved an important Sessional Order by leave when the proceedings of the Assembly were underway. The Sessional Order was a result of a summer of hard work by the Assembly's Table Officers to find a platform that would best allow for virtual participation by MLAs, as well as drafting a Sessional Order that would provide the authority and the procedures for such virtual participation. The Sessional Order was submitted to the House Leaders for consideration, and training was provided to MLAs on how to participate in proceedings virtually. After discussions by Government House Leader Kelvin Goertzen, Official Opposition House Leader Nahanni Fontaine and Independent Liberal House Leader representative Jon Gerrard, the Sessional Order was signed off on, and was brought forward by leave on October 7, 2020, when it was adopted.

This changed the nature of sittings by allowing for full participation in House proceedings by MLAs not permitted to sit in the Chamber due to pandemic conditions and public safety considerations. In addition to participating in proceedings of the House, virtual participation was also extended to meetings of the Committee of Supply in three separate sections, and for meetings of Standing Committees. It was now possible for the public to revert back to making presentations to Bills at the Committee stage by giving presentations virtually. The Assembly was also able to revert back to a full sitting schedule with a combination of MLAs in the Chamber while other MLAs participated virtually.

At times, the number of MLAs permitted to be in the Chamber varied in relation to prevailing public health orders. Although the public health orders do not apply to the Assembly, in order to provide leadership to the public, the Assembly also adjusted the number of MLAs permitted seating in the Chamber whenever the Public Health Orders were changed. It varied from allowing 50 percent of MLAs in the Chamber with appropriate social distancing, which required a fourth row of seating with temporary tables and chairs to be set up, to 25% of MLAs permitted. On one occasion, fewer than 10 Members were allowed in the Chamber.



Historic Anniversary

March 15, 2021 marked the 150th Anniversary of the first Sitting Day of the Manitoba Legislature. The Speaker, Hon. Myrna Driedger marked the occasion by making a statement in the House.

Female Firsts



History was made when Heather Stefanson became the first female Premier in the history of the Province when she was sworn in as Premier on November 2, 2021.

When the Fourth Session of the 42nd Legislature took place on November 23, 2021, it also marked another series of female firsts for the Manitoba Legislative Assembly. It marked the first time that the Speech from the Throne authored by a female Premier (Hon. Heather Stefanson) was read by a female Lieutenant Governor (Hon. Janice Filmon) in an Assembly presided over by a female (Hon. Myrna Driedger) with a female Clerk of the Manitoba Assembly (Patricia Chaychuk).

The occasion also marked the first time that Indigenous drummers played an accompaniment while the Lieutenant Governor paraded into the House to deliver the Throne Speech.

Land Acknowledgement

On November 29, 2021, Speaker Myrna Driedger delivered the first-ever land acknowledgement at the beginning of a sitting of the Legislative Assembly of Manitoba.

Consultation had been undertaken with a number of Indigenous leaders, and a number of them attended the first recitation of the Land Acknowledgement by the Speaker. Guests included Assembly of Manitoba Chiefs the then Grand Chief Arlen Dumas, MKO Grand Chief Garrison Settee; Manitoba Metis Federation President David Chartrand, Assembly of First Nations Regional Chief Cindy Woodhouse, Executive Director of the Manitoba Inuit Association Rachel Dutton and Treaty Commissioner Loretta Ross.



The wording of the Land Acknowledgment is:

We acknowledge we are gathered on Treaty 1 territory and that Manitoba is located on the treaty territories and ancestral lands of the Anishinaabeg, Anishininewuk, Dakota Oyate, Denesuline and Nehethowuk nations. We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit. We respect the spirit and the intent of treaties and treaty making and remain committed to working in partnerships with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.

The requirement for a daily Land Acknowledgment has been added into the Assembly's rules, and the acknowledgment is to be read after the Daily Prayer.

Passing of a Sitting MLA



Danielle Adams, the MLA for Thompson, tragically died in a car accident on December 9, 2021 while travelling from her northern constituency.



On Monday, December 13, a small ceremony was held in the Chamber to honour her memory. The three House Leaders and the NDP caucus were present, and the family requested that the event be live streamed for those in the north to observe. NDP Leader Wab Kinew said a prayer in Ojibway and paid tribute to Danielle after NDP House Leader Nahanni Fontaine and Government House Leader Kelvin Goertzen draped the Manitoba flag over the back of Danielle's chair. A tribute of flowers and a framed photograph were also placed on her desk.

How the Legislative Assembly is Distinct from Government

It is a common misconception that the Legislative Assembly is a part of or a branch of Government. Although funding for Assembly operations does come from the Consolidated Fund, the Legislative Assembly is a separate entity. There are three distinct key entities that are unique and separate, with important roles to play in the exercise of democratic government and the adherence to the rule of law – the Legislature, the Executive and the Judiciary.

Key Differences

| The Legislature | The Executive | The Judiciary |
|--|---|---|
| <p>The Legislature also known as the Legislative Assembly is the direct representative of the people through the election of Members of the Legislative Assembly (MLA) to represent 57 constituencies. It includes MLAs from all political parties and from both the Government and the Opposition parties. The Legislature passes provincial laws, approves provincial spending and examines how the government conducts public business.</p> | <p>The Executive consists of the Premier and Cabinet Ministers who are responsible for establishing budgets and policies for government departments and for bringing forward legislative changes. Many of these measures must be adopted in the Legislative Assembly before they can go into force. Executive Government also has the instruments of Orders in Council and Regulations to make appointments and provide further detail to legislative provisions.</p> | <p>The Judiciary consists of the courts and the judicial process, ensuring that everyone is subject to the rule of law. The Judiciary also rules on any disputes arising from the laws passed by the Legislature.</p> |

Description of the Legislative Assembly

The Legislature is comprised of the Legislative Assembly, which consists of 57 Members of the Legislative Assembly (MLAs) who are elected to represent constituencies that cover the length and the breadth of the province. The political party that has the most number of MLAs elected forms the Government, while the political party with the second number of MLAs becomes the Official Opposition. If another party elects four or more MLAs, it becomes the Second Opposition Party, otherwise the MLAs who are elected from a party with fewer than four seats technically become Independent Members. The Speaker fulfills the role of the Ministerial equivalent for the Legislative Assembly while the Clerk of the Legislative Assembly is the Deputy Ministerial equivalent.

Assembly Approval for Government Spending and Laws

As noted, the Government must present its financial plans and proposed legislation to the Legislature for approval. The first item presented at the start of each legislative session is the Speech from the Throne, which outlines the policies that the Government intends to bring forward at the upcoming session. The motion for the Address in Reply to the Speech from the Throne must be adopted by a majority of MLAs in the Assembly, otherwise the Government would be considered to be defeated on a confidence matter, and an election would likely be triggered.

The second major item that the Government is required to present to the Legislative Assembly for approval is the provincial budget, which outlines the revenues and expenditures for the fiscal year. The budget documents include the outline of taxation measures, as well as detailing the estimates, which is the level of spending allocated to government departments and other entities to support programming. The budget motion and the estimates resolutions must be adopted by the Legislative Assembly in order for the fiscal coffers to flow. The budget motion is also a confidence matter that must be adopted by a majority of MLAs in order for the Government to remain in power.

In addition, Government brings forward changes to provincial laws by introducing legislation to alter existing laws or to create new laws. This legislation must be adopted by the Legislative Assembly in order to be enacted as provincial laws. In addition, Private Members (those MLAs not in cabinet) from both sides of the House also bring forward legislation and resolutions for debate and approval.

A Distinct and Separate Administration

The Legislative Assembly is separate and distinct from Government and sets its own administrative and employment policies that are approved by the Legislative Assembly Management Commission (LAMC), an all party Commission established by law and chaired by the Speaker. In addition, the level of operating funds for Assembly Offices and Branches are also determined by LAMC, and is entirely independent of and not subject to the Government Treasury Board approval process. As part of the provincial budgetary process, the Legislative Assembly develops its own Estimates that are included in the Main Estimates Book, and these Estimates are presented and defended by the Speaker during the Estimates process.

At times the Legislative Assembly may work cooperatively with Government departments on areas of common concern, such as the provision of security for the Legislative Building, but it is done in a spirit of mutual cooperation and is not a subordinate relationship. The Assembly values such partnerships while retaining its independence.

LAMC

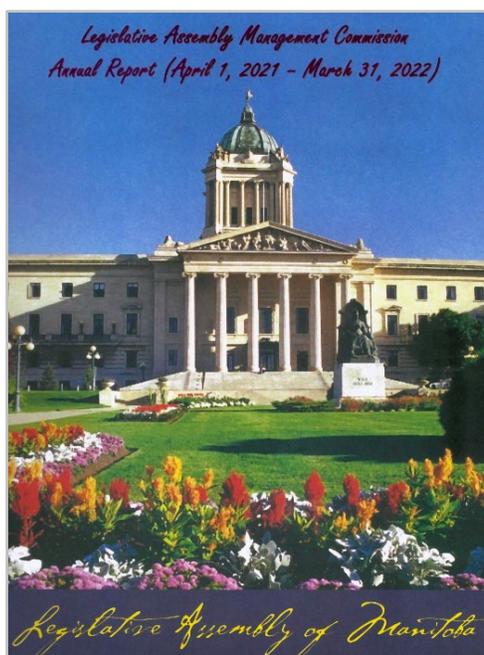
The Legislative Assembly Management Commission (LAMC) approves and establishes administrative policies that govern Assembly offices, including human resources policies. It also oversees the approval of budgets and financial policies for Assembly offices, including the Offices of the Independent Officers of the Legislative Assembly, as the Assembly is independent of and does not come under the jurisdiction of the Provincial Treasury Board.

In addition, the Commission also makes recommendations regarding potential legislative changes to *The Legislative Assembly Act* or *The Legislative Assembly Management Commission Act*. The Commission also appoints an independent Commissioner to review and make changes to the established indemnities, allowances and retirement benefits for MLAs.

The Speaker chairs LAMC, and the composition consists of MLAs from the Government and officially recognized parties. The Clerk of the Legislative Assembly acts as Secretary to the Commission.

The Commission meets in camera, and meeting minutes are posted on the Legislative Assembly website. By law, the minutes cannot disclose a personnel matter relating to one or more employees of the Assembly or Assembly Offices. Nor can the minutes include information pertaining to a legal matter involving existing or anticipated legal proceedings or any matters relating to the preparation of the annual estimates of expenditure of the Assembly and the Assembly offices.

The Commission produces an annual report which is tabled in the Legislative Assembly and is also available on the Assembly website.



Duties and responsibilities of the Commission

(Section 6 of *The Legislative Assembly Management Commission Act*)

The duties and responsibilities of the Commission include:

- Carrying out rules of the Assembly and provisions of *The Legislative Assembly Act* which relate to the financial management of the Assembly;
- Reviewing the estimates and establishment of staff positions for the non-partisan and political offices of the Legislative Assembly and which also includes the Independent Officers of the Assembly;
- Overseeing the financial management of the Assembly;
- Providing the required facilities and services to the Assembly;
- Formulating policies respecting the administration of the Assembly; and
- Advising and giving direction respecting the efficient and effective operation and management of the Assembly.

Security

Working Group

The Legislative Security Act required a Memorandum of Understanding to be signed by the Speaker and Minister of Justice. This MOU included the development of a Legislative Security Working Group. This group represents both the Legislative Assembly and Government. Participants include the Speaker, Deputy Clerk of the Legislative Assembly, Sergeant-at-Arms, Deputy Sergeant-at-Arms, Minister of Justice, Assistant Deputy Minister of Justice – Policing Services and Public Safety, Executive Director (Justice), Director of Protective Services. The working group continues to meet on a quarterly basis.

Chamber Security

The security screening area for the Public Gallery remains in effect. All visitors are required to abide by the Public Gallery Code of Conduct. Visitors are required to check their jackets, bags, and cell phones with Gallery Security prior to entering the Public Gallery.

Pandemic

As a result of the Covid-19 Pandemic and the increased risk in public transmission, the Legislative Assembly and Manitoba Legislative Building were not excluded from the measures implemented to keep the staff and public safe. The Public Gallery of the Legislative Chamber was closed for two years. It reopened to full capacity in March of 2022. Public access to the Manitoba Legislative Building was also restricted to employees and persons attending for meetings and government business. Tours remained open during the summer however were restricted to an informative tour of the grounds and statues. During the pandemic and in accordance with restrictions, anyone entering the building including Government and Legislative Assembly staff were required to show their government issued ID and proof of vaccination to enter the building.

Accessibility

As a result of the world wide COVID 19 pandemic, the Legislative Building and the Assembly's Public Galleries were closed to the general public in March 2020. In response to this turn of events, the Assembly provided an adjustment by broadcasting and streaming the entirety of the Sitting Days as opposed to only broadcasting the video of House proceedings until the end of Oral Questions. Similarly, meetings of the Committee of Supply and of Standing Committees were also broadcast and streamed with video for the first time as well. One benefit of providing this level of enhanced broadcasting and streaming is that captioning is provided for all of the proceedings for the entire sitting day instead of only until the end of Oral Questions.

In order to be in compliance with *The Accessible Employment Standards Legislation* and *The Accessibility for Manitobans Act*, the Commission considered and approved Accessible Employment Policies for the Legislative Assembly on November 29, 2021. These policies mirror the policies of the Manitoba Public Service Commission with respect to removing barriers to employment by specifically removing employment barriers by providing barrier-free recruitment and reasonable accommodation. In addition, the Legislative Assembly notifies all employees of steps to be taken during emergencies to ensure the safety of employees who are temporarily or permanently disabled.

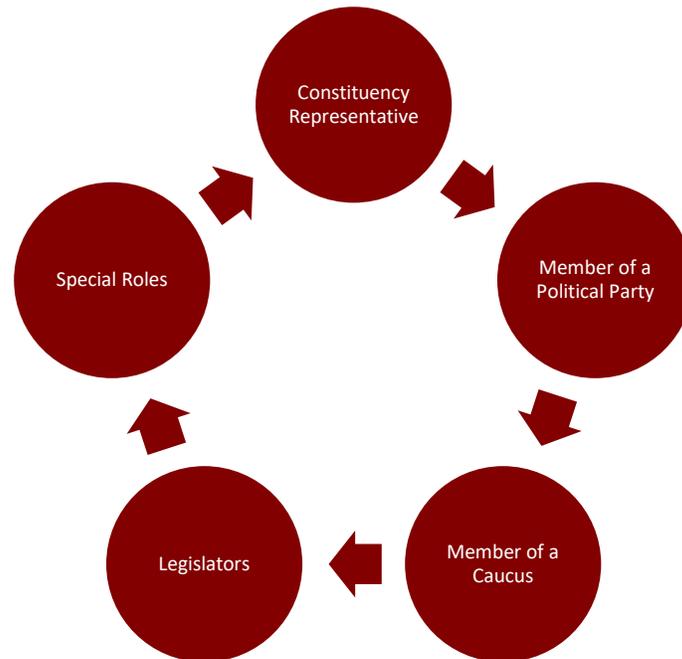


MEMBERS

MEMBERS

The Work of Members

Members of the Legislative Assembly are multi-taskers who simultaneously perform a variety of roles.



Constituency Representative:

Each MLA is elected to represent their constituents in the Legislature. Constituency work also includes other duties such as assisting constituents with issues and problems, attending local events, festivals, graduations, visiting seniors centers, and holding public meetings, just to name a few.

Member of a caucus: As part of a caucus, an MLA engages in discussions with caucus colleagues about policy decisions and platforms to be promoted in the Assembly during consideration of various initiatives.

Member of a Political Party:

As a member of a political party, the MLA is involved in policy discussions, attends party meetings and functions and works with a constituency association.

Special roles: There are special roles that MLAs can hold, such as Cabinet Minister or Critic, Premier or Leader of an Opposition Party, Speaker, Deputy Speaker, Committee Chairpersons, House Leaders, Whips, Caucus Chairpersons and Legislative Assistants.

Legislator: MLAs debate issues and ask questions in the Assembly, scrutinize proposals, consider budgets and allocated spending for government departments and Assembly offices, and vote on legislation and taxation measures. Governments propose initiatives and laws, and Opposition MLAs analyze the ideas to hold government accountable and offer alternative suggestions. Private Members also bring in legislation and resolutions.

By the Numbers

During Legislative sessions, MLAs are busy representing constituents and performing legislative duties. The following charts show the volume of this work, by the numbers.

42nd Legislature

| Number of | 3 rd Session (October 7, 2020 to November 4, 2021) | 4 th Session (November 23, 2021 to March 31, 2022) |
|--------------------------------------|---|---|
| Standing Committee meetings held | 34 | 13 |
| Standing Committee Reports | 29 | 11 |
| Committee presenters | 291 (82 written presentations) | 17 (1 written presentation) |
| Ministerial Statements | 47 | 16 |
| Members' Statements | 370 | 125 |
| Petitions | 406 | 149 |
| Tabled Papers | 238 | 53 |
| Sessional Papers | 198 | 29 |
| Rulings delivered | 48 (32 were privilege rulings) | 3 (3 were privilege rulings) |
| Government Bills Introduced | 78 | 32 |
| Private Members' Bills Introduced | 43 (8 were adopted) | 18 |
| Private Members' Resolutions Debated | 30 (3 were adopted) | 8 (3 were adopted) |
| Government Resolutions Debated | 1 (adopted) | 0 |
| Question Periods held | 74 | 21 |
| Report Stage Amendments debated | 64 | 7 |



**Members of the Legislative Assembly, 42nd Legislature
April 1, 2020 to March 31, 2022**



Agassiz
Hon. Eileen Clarke
PC



Assiniboia
Hon. Scott Johnston
PC



Borderland
Josh Guenter
PC



Brandon East
Len Isleifson
PC



Brandon West
Hon. Reg Helwer
PC



Burrows
Diljeet Brar
NDP



Concordia
Matt Wiebe
NDP



Dauphin
Brad Michaleski
PC



Dawson Trail
Bob Lagassé
PC



Elmwood
Jim Maloway
NDP



Flin Flon
Tom Lindsey
NDP



Fort Garry
Mark Wasyliw
NDP



Fort Richmond
Hon. Sarah Guillemard
PC



Fort Rouge
Wab Kinew
NDP



Fort Whyte
Hon. Brian Pallister
(Premier to Sept 1, 2021)
PC



Interlake-Gimli
Hon. Derek Johnson
PC



Keewatinook
Ian Bushie
NDP



Kildonan-River East
Catherine Cox
PC



Kirkfield Park
Hon. Scott Fielding
PC



La Vérendrye
Dennis Smook
PC



Lac du Bonnet
Hon. Wayne Ewasko
PC



Lagimodière
Hon. Andrew Smith
PC



Lakeside
Ralph Eichler
PC



McPhillips
Shannon Martin
PC



Midland
Blaine Pedersen
PC



Morden-Winkler
Hon. Cameron Friesen
PC



Notre Dame
Malaya Marcelino
NDP



Point Douglas
Bernadette Smith
NDP



Portage la Prairie
Ian Wishart
PC



Radisson
James Teitsma
PC



Red River North
Hon. Jeff Wharton
PC



Riding Mountain
Greg Nesbitt
PC



Riel
Hon. Rochelle Squires
PC



River Heights
Hon. Jon Gerrard
IND LIB



Roblin
Hon. Myrna Driedger
PC



Rossmere
Andrew Micklefield
PC



Seine River
Janice Morley-Lecomte
PC



Selkirk
Hon. Alan Lagimodière
PC



Southdale
Hon. Audrey Gordon
PC



Springfield-Ritchot
Ron Schuler
PC



Spruce Woods
Hon. Cliff Cullen
PC



St. Boniface
Dougald Lamont
IND LIB



St. James
Adrien Sala
NDP



St. Johns
Nahanni Fontaine
NDP



St. Vital
Jamie Moses
NDP



Steinbach
Hon. Kelvin Goertzen
(Premier Sept 1 –Nov 2,
2021) PC



Swan River
Rick Wowchuk
PC



The Maples
Mintu Sandhu
NDP



The Pas-Kameesak
Amanda Lathlin
NDP



Thompson
Danielle Adams
(until Dec 9, 2021) NDP



Transcona
Nello Altomare
NDP



Turtle Mountain
Doyle Pivniuk
PC



Tuxedo
**Hon. Heather
Stefanson, Premier**
PC



Tyndall Park
Cindy Lamoureux
IND LIB



Union Station
Uzoma Asagwara
NDP



Waverley
Jon Reyes
PC



Wolseley
Lisa Naylor
NDP

Parliamentary Associations

The Manitoba Legislative Assembly formally belongs to several organizations for legislators that provide the opportunity to meet legislators from other jurisdictions, share ideas and discuss solutions to common problems. These organizations include the Commonwealth Parliamentary Association (CPA), the Commonwealth Women Parliamentarians (CWP), the Midwestern Legislative Conference (MLC) and L'assemblée Parlementaire de la Francophonie (APF). Involvement in these organizations provides the valuable opportunity to network with peers and to receive professional development opportunities.

CPA



CPA is an association of parliamentarians from throughout the Commonwealth who, respective of race, religion or culture, are united by a commonality of interests, respect for the rule of law and the rights and freedoms of the individual citizen, and by pursuit of the positive ideals of parliamentary democracy. Manitoba belongs to the Canadian Region of CPA and forms its own distinct Branch within CPA. Membership provides the opportunity to participate in conferences and seminars within Canada and on occasion in a Commonwealth country to discuss issues of concern that often require a global solution. In addition to conference participation, membership in the CPA also provides electronic copies of *The Parliamentarian* produced by CPA Headquarters in London, UK, and *The Canadian Parliamentary Review*, which is published for the Canadian Region by the Ontario Legislative Assembly. In addition webinars and reports on various aspects of governance and accountability are also provided for professional development.

In the period April 1, 2020 to March 31, 2022, no in person conferences were held.

CWP



In 1989 an organization known as the Commonwealth Women Parliamentarians International was established for female Parliamentarians in Commonwealth countries, while in 2005 the CWP-Canadian Region was formed for female Parliamentarians in Canada. Membership is provided to all female Parliamentarians free of charge. The aim of the organization is to increase female representation, foster ties between women Parliamentarians in Canada and Commonwealth countries, and to act on gender related issues. Manitoba has a local Branch Presidency which rotates between the Government and Opposition caucuses.

In the period April 1, 2020 to March 31, 2022, no in person conferences were held.

MLC



The Midwestern Legislative Conference (MLC) of the Council of State Governments is an organization comprised of legislators from 11 Midwestern states which fosters and encourages intergovernmental cooperation in the Midwest through joint consideration of common problems and the interchange of information. These States include Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin. Manitoba is one of four Canadian Provinces that are affiliate members of MLC, the others being Saskatchewan, Ontario and Alberta. MLC holds an annual conference, and there are a number of Committees with themed topics, such as Agriculture, that includes participation from Manitoba MLAs.

In the period April 1, 2020 to March 31, 2022, no in person conferences were held.

AFP



APF is an organization that keeps current with issues of concern to the world's francophone community. Meetings are held nationally and internationally to discuss these issues and to determine the orientation of APF and define its principles. Manitoba is a Branch within APF and has a local Branch President.

In the period April 1, 2020 to March 31, 2022, no in person conferences were held.

Former MLA Association

Contributions to public life do not cease after MLAs leave office.

On September 25, 2001, a number of former MLAs were invited to attend a meeting at the request of then Speaker George Hickes to discuss forming an Association of Former Manitoba MLAs with the intention to promote an interest in and support for the institution of the Legislature. At this meeting, it was agreed to start such an Association with the objectives of putting the knowledge and experience of the membership at the service of parliamentary democracy in Manitoba and elsewhere, and to serve the public interest. The Association of Former Manitoba MLAs was incorporated as a non-profit and non-partisan association by Bill 300 – *The Association of Former Manitoba MLAs Act* that was adopted by the Manitoba Legislative Assembly and given Royal Assent on June 13, 2006.

The Association has engaged in a number of special activities, chiefly a series of short videos called The Legacy Project. The videos feature the political careers of nine prominent Manitobans who share their personal experiences in public service. The Legacy project includes former politicians from all parties, men and women, backbenchers and cabinet ministers, and spans more than fifty years from the period 1958 to 2016. Those profiled include: Glen Cummings, Sig Enns, Gary Filmon, John Harvard, Bonnie Mitchelson, Myrna Phillips, Eric Robinson, Muriel Smith and The Right Honourable Edward Schreyer. This project was sponsored by the Louis Riel School Division General Trust and through a grant from the Winnipeg Foundation. The series was filmed and produced by broadcast media students at the Louis Riel Arts and Technology Centre, and was written and narrated by Winnipeg Journalist Lesley Hughes. These videos can be found on the Manitoba Legislative Assembly website.

Other initiatives undertaken by the Former MLA Association include a luncheon Speakers' series; participating in the 55+ Speaker series at the University of Winnipeg; participating in the Speaker's Forum for High School teachers and hosting "bear pit" sessions at the annual sitting of the Manitoba Youth Parliament whereby a panel of former MLAs debate issues and answer questions from the Youth Parliamentarians.

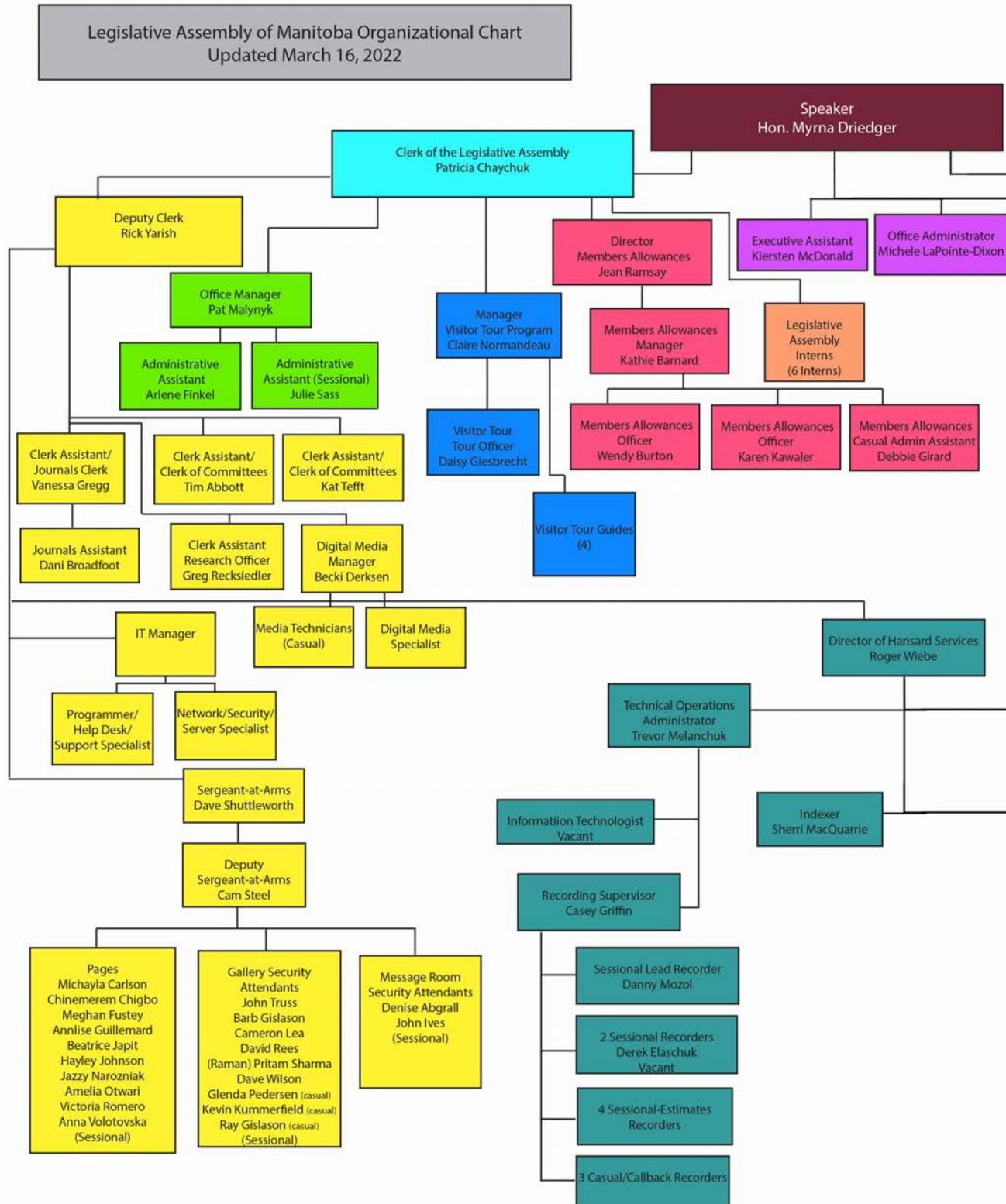
Sadly, the Former Members' Association lost a champion when long time President Clif Evans passed away in 2022. Clif had served the Interlake Constituency from 1990 to 1999, and upon his retirement from politics, he became an active member of the Former Members' Association. His volunteer work encompassed a variety of tasks, such as working on newsletters, organizing speaking events and luncheon meetings with presenters, serving on the Executive and organizing "bear pit" sessions at Manitoba Youth Parliament sessions. Condolences are expressed to Clif's family, friends and colleagues.

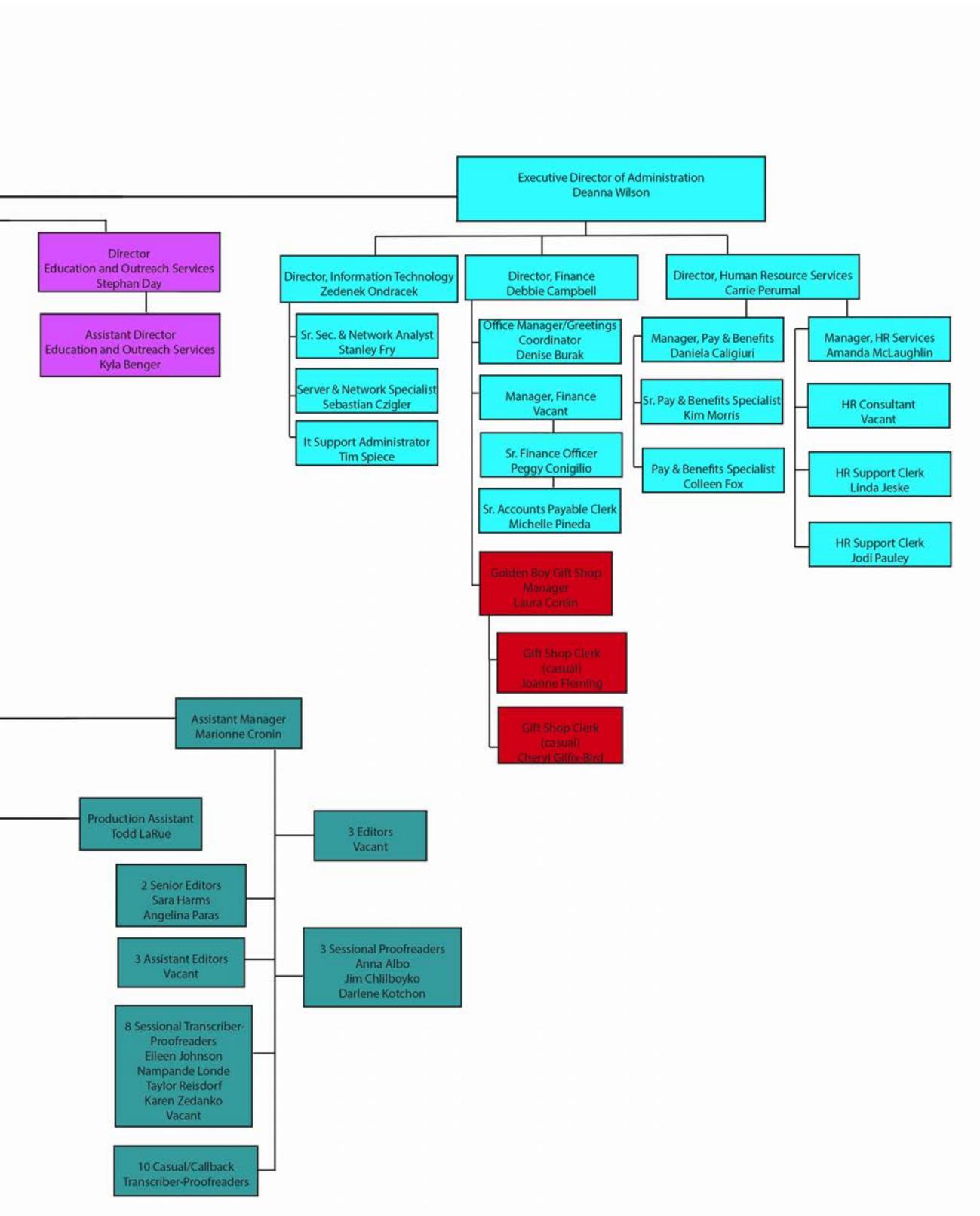




OUR TEAM

OUR TEAM, OUR SERVICES

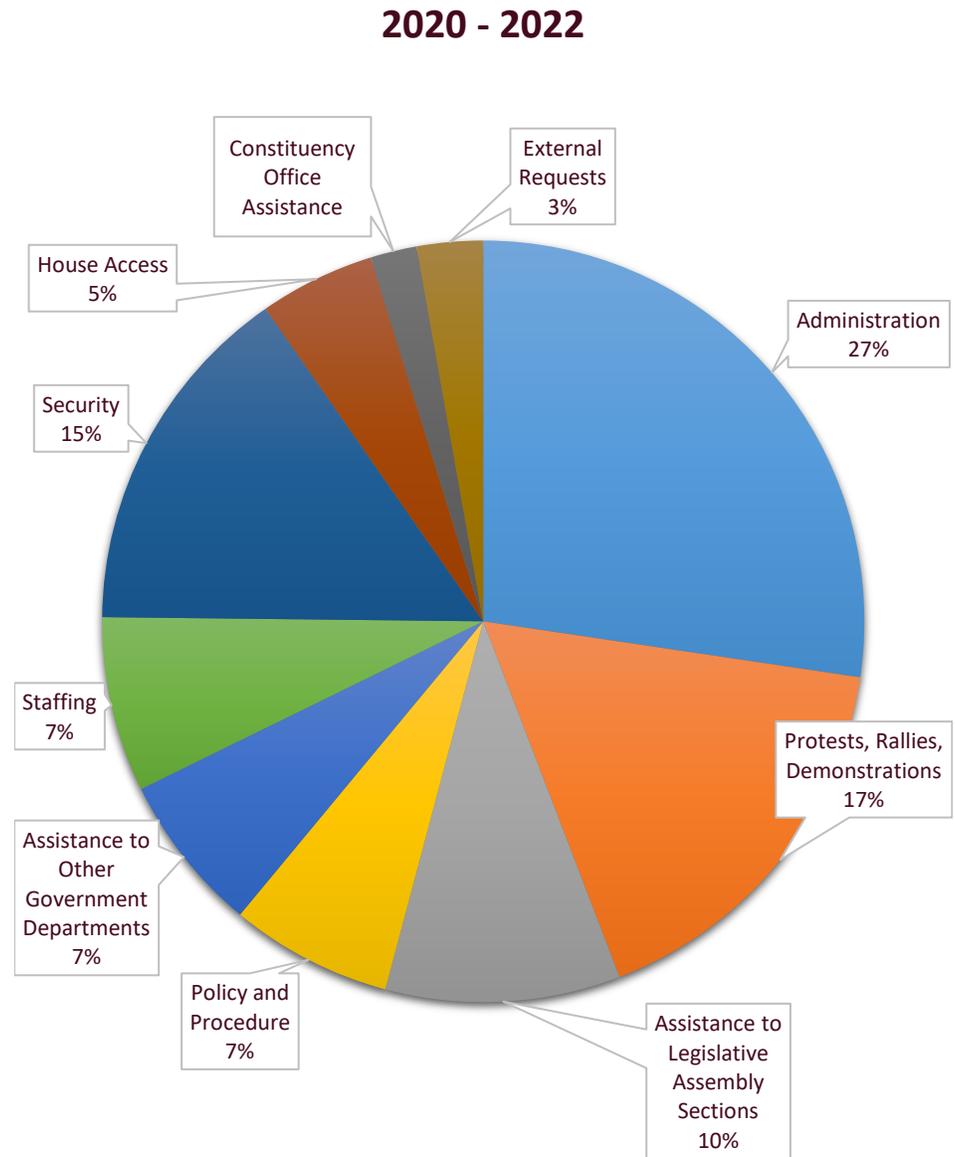




Chamber Branch
Dave Shuttleworth, Sergeant-at-Arms



Throughout 2020, the SAA has recorded 349 reports. These reports are calls that the SAA has received or initiated. A summary of these reports is as follows:



- 120 of these reports were related to Protest, Rallies, and Demonstrations. While there were very limited event requests for the interior of the building, there were a number of events that had the potential to disrupt the House based on size or exterior noise such as the Honk-a-Thon protests. The truckers' protests and Covid-19 restrictions resulted in more members of the public attending Constituency Offices and voicing their displeasure.

- There were 35 requests for access to the House. This number includes requests for extra Gallery passes, Youth Parliaments, and special requests for Chamber Access.
- Administration includes but not limited to; Business Continuity Planning, Emergency Evacuation Preparation, Budget Planning, Training, Covid-19 Supplies and House preparation for physical distancing.

Several major events were cancelled due to the Covid-19 Pandemic including MB150 Events, Open House, Doors Open, Sikh Festival, Manyfest, Manitoba Electric Motor Vehicle Association, and Graduation Photos. There continued to be many scheduled and more unscheduled protests and demonstrations.

To deliver effective programs and services in alignment with the Assembly’s mission:

In July of 2020 the SAA gave a presentation to Age and Opportunities Support Services at the request of their Director, who had observed media coverage of the first Mace during Manitoba day. She requested a presentation on both Maces. The Covid-19 pandemic did not interfere with this presentation. Her program group is called “Without Walls”. The seniors all stay home and participate by telephone. The presentation was attended by about 70 people and it was well received.

Our new Deputy Sergeant-at-Arms has become a certified First Aid/CPR/AED instructor and will be commencing certifications in the new fiscal year.

To collaboratively share knowledge and provide expert advice:

The Business Continuity Plan was implemented in 2020 due to the Covid-19 pandemic. Many initiatives were undertaken and many good practices resulted in the work completed by the Pandemic Team. This team was established by the Speaker and included the Speaker, Clerk, Deputy Clerk, Executive Director of the Legislative Assembly, Human Resources Manager, Finance, and the Sergeant-at-Arms.

The Director of LSS and Sergeant-at-Arms continue to provide Security presentations to new staff and any staff that would like a refresher. As per the Legislative Security Management Group direction, these presentations will continue to be mandatory for all building staff.

To develop relationships based on mutual respect, fairness and equality:

The Manitoba Legislative Building, including the Public Gallery, were closed to the public from March 2020 to April 2022.

Both the Director of LSS and Sergeant-at-Arms continue to forge a strong relationship with the Winnipeg Police Service. Due to Covid-19, they worked more closely with Public Safety and Public Health. Each of these groups are included in event planning for the precinct.

Staffing Changes:

As per normal, the Page Program welcomed ten new Pages for the 2020 – 2021 and ten more for the 2021 – 2022 school years. Candidates were selected from the following school divisions/independent schools:



- **2020**
 - Hanover School Division – 1
 - Interlake School Division – 1
 - Independent Schools – 2
 - Pembina Trails School Division – 2
 - River East Transcona School Division – 1
 - St. James-Assiniboia School Division – 1
 - Seine River School Division – 1
 - Winnipeg School Division – 1

- **2021**
 - Louis Riel School Division – 2
 - Independent Schools – 2
 - Pembina Trails School Division – 2
 - River East Transcona School Division – 2
 - Winnipeg School Division – 2



Ray Gislason



Cam Steel

The Legislative Assembly Management Commission approved an increase in hours and change in classification for the Deputy Sergeant-at-Arms position. This will bring the position more in line with the enhanced changes made to the Sergeant-at-Arms position. Cam Steel, a retired 25 year veteran of the Winnipeg Police Service, joined the Chamber Branch on April 6, 2021 in the position of Deputy Sergeant-at-Arms. The former DSAA and longest serving Chamber Branch employee Ray Gislason remained with the branch in a casual capacity. Ray has been an incredible source of information for the new DSAA. Dave Wilson requested a change in classification from a sessional attendant to a casual attendant as he accepted a position with the Downtown Community Safety Partnership. Chamber Branch wishes Dave well in his new position.

Clerk of the Legislative Assembly

Patricia Chaychuk



The Clerk of the Legislative Assembly is the Deputy Ministerial equivalent for the Assembly, and is the chief procedural and administrative officer. The Clerk serves as the Secretary to the Legislative Assembly Management Commission and as Secretary to the Manitoba Branch of the Commonwealth Parliamentary Association. Other duties include serving as Administrator of the Manitoba Legislative Internship Program and as a member of the Internship Program's Administrative and Selection Committees, serving on the Assembly's Audit Committee, on the Business Continuity Planning Committee and on the Pandemic Leadership Planning Team. The Clerk also prepares the Legislative Assembly Management Commission Annual Report and offers support to the Speaker's Office for preparation of the Legislative Assembly Annual Report.

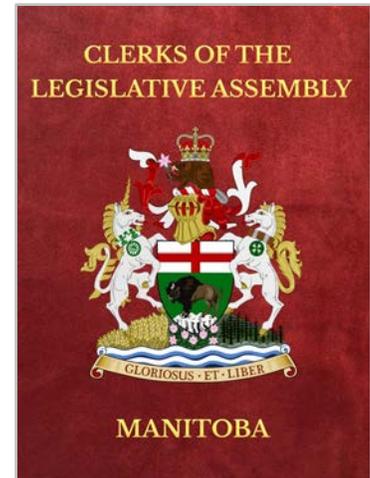
The Deputy Clerk, the Clerk's Office, the Visitor Tour Program, the Members' Allowances Office and the Legislative Interns report to the Clerk.

The Clerk is the chief expert on parliamentary procedure and with the support of the procedural team advises the Speaker, House Leaders and MLAs about interpretation of the rules, practices and precedents of the Assembly and is responsible for drafting changes to the Rules. The Clerk provides assistance with MLAs visiting other legislatures, with organizing visits of elected Members from other jurisdictions, and often serves as delegation secretary for Manitoba MLAs attending Commonwealth Parliamentary Association conferences.

The Clerk ensures MLAs complete Conflict of Interest and Disclosure forms each legislative session.

The Clerk also works with government representatives on issues affecting or impacting the Legislative Assembly

As a legacy for the future, the Clerk developed a brochure featuring the current and past Clerks of the Legislative Assembly. Thanks are extended to Gord Mackintosh who began to compile some of the photos used for this project during his time as Deputy Clerk.



Clerk's Office

Office Manager Pat Malynyk

The Clerk's Office administrative staff is responsible for a wide range of tasks including:



- providing support and services to MLAs on an ongoing basis including following a general election or by-election where the workload increases, swearing in of MLAs, developing and arranging orientation sessions for new MLAs, revising and updating MLA guides, manuals and orientation materials as required, arranging photograph sessions for all MLAs. If electing a new Speaker, arrange all aspects of the process. Note: the next election is expected to be held on or before October 3, 2023 and preparations are already underway;
- prior to sessions, updating of seating plans and maintaining of conflict of interest files for viewing by staff, press and members of the public;
- handling phone and in-person inquiries from the public, media, MLAs and government departments regarding everything from the status of a Bill, registering as a presenter or how to contact an MLA regarding specific issue;
- managing legislative committee room bookings;
- assisting MLAs who participate in parliamentary conferences by submitting registration material, paying registration fees, arranging hotel and flights and assisting with expense claims;
- providing support to the Legislative Assembly Management Commission (LAMC), including preparing the agenda, gathering support documentation, minute taking, posting online, tracking of meetings and maintaining all LAMC records;
- providing support to assist the Committees Branch in their work, such as preparing standing committee notices, taking registrations from the public or organizations wishing to appear before a standing committee (which range from one to the hundreds), maintaining the standing committee witness database and assisting with contacting committee presenters;
- providing support to the Legislative Assembly Internship Program including recruiting of legislative interns, arranging the orientation program, arranging weekly seminars and arranging all aspects of the annual study trip.
- providing support to the Chamber Branch including recruitment of legislative pages, preparing orientation manuals and arranging for uniforms.

Getting through the COVID-19 pandemic

Throughout the pandemic, and even at the height of the pandemic, the Clerk's office remained open to serve those offices in the building who remained open as well as the public at large. We enhanced safety and health protocols such as installing protective screens, providing masks and placing hand sanitizers throughout the office.

Committees Branch

Clerk Assistants Tim Abbott and Katerina Tefft



The Committees Branch is accountable for the provision of non-partisan advice and information to MLAs, staff and the public on a range of parliamentary procedures, practices, and precedents. The Committee Clerks also provide administrative and logistical support for parliamentary activities with a specialization in Committee meetings. This position serves as the principal procedural advisor and administrator in Standing and Special Committees and in the Committee of Supply, as well as a Clerk-at-the-Table in the Legislative Assembly. The Committee Clerks are responsible for a range of other activities including conducting research, maintaining procedural collections, and performing other administrative duties. They also play important roles with the Standing Committee on Public Accounts as a member of its Steering Committee and in the work of Committees mandated the hiring of Independent Officers.

Notable new initiatives (April 2020 to April 2022):

- Taking a lead role in the development, implementation, and maintenance of a virtual system enabling the House and Committees to continue full operations throughout the COVID-19 pandemic, with MLAs participating in proceedings both in person and virtually via Zoom. Specific tasks included:
 - Researching and testing available technology
 - Collaborating with Hansard Branch and government Media Services to thoroughly test and implement the new virtual system in the House and both Committee rooms
 - Assisting with developing new rules, implemented via Sessional Order, and procedures to facilitate a smoothly-functioning hybrid virtual model of Legislative Assembly proceedings
 - Developing a new system for virtual public presentations to Standing Committees when the Legislative Building closed to members of the public, and continuing to maintain that system while members of the public currently have the option of presenting in person or virtually
 - Training all MLAs in use of this technology and pertinent new rules and procedures
 - Training new Legislative Assembly staff brought on board to help run the virtual system

- Modifying the operational functions of the Standing Committee on Public Accounts, including formalizing a Steering Committee, undertaking initiatives to increase independence and non-partisanship, and implementing comprehensive pre-meeting briefing sessions with the Auditor General to increase engagement
- Streamlining and modernizing the Committee presenter registration process by collaborating with Hansard and Digital Media Branches to create an innovative and highly in-demand online Committee presenter registration form
- Alongside Human Resources Services, taking a lead administrative and logistical role in the hiring process for the Manitoba Advocate for Children and Youth undertaken by the Sub-Committee of the Standing Committee on Legislative Affairs

Deputy Clerk

Rick Yarish

The Deputy Clerk is a senior manager in the Assembly and serves as a key procedural advisor to the Speaker and all 57 MLAs. The Deputy Clerk acts in place of the Clerk as required, and shares with them the responsibility for managing various Branches of the Assembly. The Clerk and the Deputy Clerk also serve at the Table during sittings of the House and sittings of the Committee of Supply meeting in the Chamber.



Several Assembly Branches report to the Deputy Clerk:

- Chamber (Sergeant-at-Arms & Security)
- Hansard
- Committees
- Digital Media (Website & Broadcasting)
- Information Technology
- Journals
- Research

The Deputy Clerk also serves as the Assembly Liaison with staff from Communication Services Manitoba, who have provided broadcasting assistance to the Assembly for many years.

Recent accomplishments led or directed by the Deputy Clerk include:

1. Broadcasting Expansion

- Prior to the COVID-19 pandemic only the Routine Proceedings portion of our sittings were broadcast in video (all other House and Committee proceedings were broadcast in audio only). With the closure of the building and Public Galleries in March 2020, the Deputy Clerk oversaw the expansion of video broadcasting to including the entire days' proceedings in the House and all Standing Committee meetings. This broadcast model remains in use and we hope that it shall one day be adopted permanently. As well, a broadcasting division has been created within the Digital Media Branch, employing a dozen sessional and casual broadcasting professionals.

2. Virtual sittings

- In response to the COVID-19 pandemic and the need to limit gathering sizes in all settings, the Assembly was asked to create the infrastructure to allow the House and Committees to meet in a hybrid virtual model. The Deputy Clerk assembled the team which implemented this plan including staff from: Hansard, Digital Media, Committees, Journals, Broadcasting and the Government Media Services. Implementation involved months of research and testing as well as constant monitoring, troubleshooting and improvement over several years of operations. In 2022 the Assembly has not yet adopted the hybrid virtual model as a permanent feature of proceedings though it remains in use in the House, and the House Leaders have committed to keeping the model in place for Committees.

3. Deputy Sergeant-at-Arms

- In 2021 LAMC gave permission to change the status of the Assembly's Deputy Sergeant-at-Arms (DSAA) position from a ceremonial role to a professional security role. This brought the DSAA in alignment with the SAA role, allowed for more flexibility in the Branch and enhanced the provision of security services to Members, staff and the visiting public.

4. Digital Media Branch expansion

- In April 2022 the Digital Media Branch doubled in size with the addition of a new Digital Media Specialist and the corresponding creation of the Digital Media Manager position. The enhanced staffing will allow the Branch to accomplish a great deal more, and as a great deal more has already been asked of the Branch the timing was ideal.

5. IT Branch creation

- In December 2021 LAMC gave permission for the creation of an Assembly Information Technology (IT) Branch with three full time, professional IT staff. Reporting to the Deputy Clerk, the Branch will be dedicated to supporting the ever-growing technological needs of Assembly staff in service of 57 MLAs, and ensuring the business continuity of the House and Committees. Equipment for the establishment of new IT infrastructure was purchased in 2021, with the Branch to be fully staffed by the end of 2022 and fully operational in 2023.



Digital Media Branch

Becki Derksen



Digital Media Branch is responsible for maintaining a variety of Legislative Assembly web and digital media technologies. The Digital Media Specialist (DMS), among other things, has been responsible for the Legislative Assembly website, all Legislative Assembly social media, graphic design, and overseeing live broadcasts of House and Committee proceedings.

When the Legislative Building closed to the public due to the COVID-19 pandemic in March 2020, the Assembly expanded its live broadcasting capabilities to allow us to film and livestream the entire sitting day, ensuring that the public could still observe House and Committee proceedings. Additionally, in response to the need to allow all MLAs to participate in legislative proceedings despite public health restrictions on large gatherings, the Assembly developed the infrastructure to facilitate hybrid virtual/in-person sittings. This necessitated hiring quite a few additional

staff to run the House and Committee broadcasts (which was the first time Committee Meetings had been broadcast to the public).

The DMS was deeply involved with the hybrid virtual sittings team by researching, testing and implementing the newly designed virtual model for MLAs. The DMS also became responsible for overseeing live broadcasts of all House and Committee meetings, as well as participating in training and supervising the Broadcasters and Moderators who film the proceedings and run the Zoom calls that allow Members and public presenters to participate in proceedings virtually.

It is not hard to imagine how all of these duties became unrealistic for only one person to handle. Fortunately, the Legislative Assembly has good news to share on this front: in December 2021 the Legislative Assembly Management Commission gave its approval to hire a new Digital Media Specialist and promote Becki to the newly created Digital Media Manager position.

Expanding the Digital Media Branch will not only allow Becki to officially take on the Managerial role for the Moderators/Media Technicians (as well as the DMS), but it will allow also for new and improved digital media projects and services in the future. Among the projects and ideas under consideration currently are:

- An enhanced social media presence for the Assembly.
- The development of an online MLA portal, allowing for the distribution of House and Committee documents electronically, thus conserving paper.
- Updating our “Inside the Manitoba Legislature” series and expanding the production of additional educational videos.
- Updates to content throughout the Legislative website including the Golden Boy gift shop, Outreach and Education, Visitor Tours pages and registration forms. To name a few.
- Creating templates for MLA name keys to be used for broadcasts.
- Updating the Broadcast Manual to reflect new camera angles and evolving technology.

Education and Outreach Services

Stephan Day



Education and Outreach Services (EOS) provides free, non-partisan educational programming and materials to students, teachers, community groups, and members of the public across the province who wish to learn more about the Legislative Assembly and the lawmaking process in Manitoba. Three different categories of programming are offered: Students programs, teacher programs, and public outreach programs.

In March of 2020 the difficult decision was made to suspend in-person programming due to the evolving COVID-19 pandemic. Over the next 2 months Education and Outreach Services planned, developed, and launched virtual classroom programming, which began to be offered in June of 2020. This program option consists of a 60-minute virtual presentation which includes photographs and graphics, as well as the

same information students would receive during an in-person presentation.

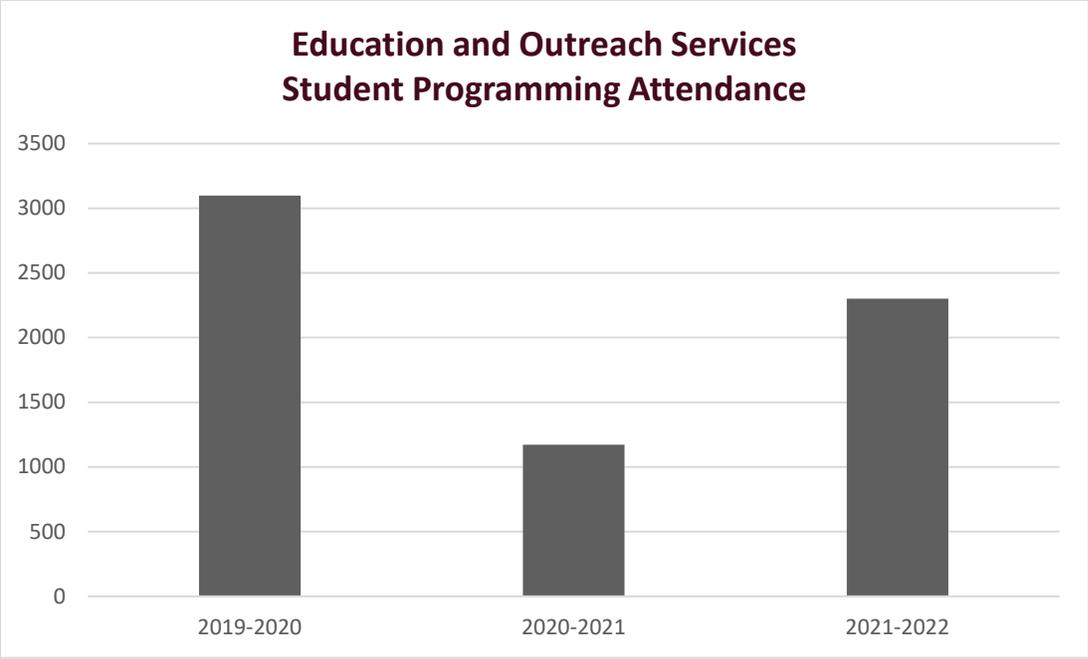
Since June of 2020, over 2300 students have participated in the Virtual Classroom program. Since then, the decision was made to maintain this as a regular program option, meaning that teachers have been able to select between programming in the Legislative Building, in their classrooms, or virtually.

EOS worked closely with the security team and Visitor Tour Program to plan for the return of in-person programming in the Legislative Building. Changes are also planned to in-person programming to keep it in line with updated security policies. EOS looks forward to welcoming students back to the building in September, and fully expect the attendance numbers to increase to pre-pandemic levels with this change.

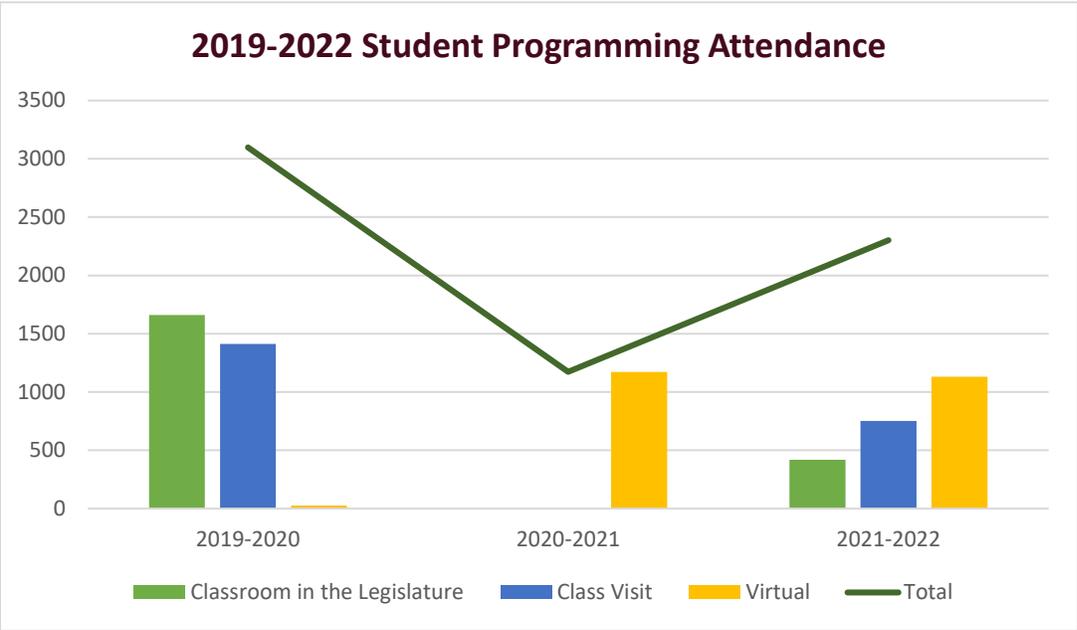
“Learning at the Leg!” is the annual educator conference, and in 2020 and 2021 this conference was presented virtually to participating teachers. The branch was able to offer informational sessions, hands-on activities through mailed activities, and virtual discussion panels with Members of the Assembly and Legislative Assembly staff. 2022 marks the return of an in-person “Learning at the Leg!” held in the Legislative Building, and EOS is looking forward to welcoming teachers back into our space.

Highlights:

- The 2021-2022 school year marked a significant increase in program bookings over 2020-2021, even accounting for the lack of in-person programming. It is confidently anticipated that attendance numbers will continue to increase with the resumption of full-time in-person programming this coming school year.
- The expansion of programming to include virtual programs has been made permanent, with this option being offered to increase accessibility of our programming to remote communities and those unable to meet in-person.
- Time was spent during the height of the COVID-19 pandemic expanding physical and electronic educational resources, with more offered on the Legislative Assembly website. Teachers can now order grade-level specific resource packages for their classroom.
- Education and Outreach Services has begun inviting the MLA for each student program to speak to the class for 10-15 minutes about their role as an elected official. This has given students more access to their representatives, and helps them to better understand the role of an elected Member of the Legislative Assembly.



The above chart shows attendance numbers for the listed school years for the Classroom in the Legislature student programs.



The above chart shows attendance numbers broken down into program types (note that the information in both charts is cumulative for the entire school years, meaning some data is from outside of the specified dates for this report).

Finance

Director Debbie Campbell

Finance is responsible for providing financial management and administrative support to the offices of the Legislative Assembly and its independent offices and takes on a leadership role in exercising comptrollership and to ensure strong systems of financial controls, policies and processes are in place to meet fiscal management obligations. Finance also responds to requests for special audits, investigations, and reviews.



Finance administers financial accounting services for the Legislative Assembly and its independent offices which includes:

- the processing and payment of invoices and other expenses,
- contract management,
- capital asset and inventory management,
- development, communication and delivering of advice on financial policies and procedures,
- financial analysis and forecasting,
- the preparation of internal and external financial reporting and,
- records management.

Finance is also responsible for the annual budget and estimate preparation of expenditure, revenue and capital for the Legislative Assembly and its independent offices, Office of the Auditor General, Office of the Ombudsman, Office of the Chief Electoral Officer, Office of the Advocate for Children and Youth, Office of the Conflict-of-Interest Commissioner, Office of the Registrar of Lobbyists, and Office of the Information and Privacy Adjudicator.

The Legislative Assembly Gift Shop Program and Legislative Assembly Greetings Program fall under the purview of Finance and report directly to the Director of Finance.

As of late March 2020, all of Finance had to move to working remotely from home due to the global pandemic. This required the Director, Finance to work closely with Administration Branch IT to ensure information technology equipment was provided for all finance staff to use at home, and there was capability for the staff to connect to the network and SAP. Having virtual private network (VPN) access was essential, although difficult to obtain as there were more folks working from home in all of government than VPN tokens available and issued.

The movement from work to home required Assembly offices to move from sending all expense claims and invoices through the mail to having them scanned and emailed to our office. Communication was key during this time to inform all Assembly offices of the change in process and ensure they understood the responsibility of their office to maintain original invoices and expense claims on file for auditing purposes.

Our office took the lead in assuring that all Assembly staff with delegated financial signing authority were able to set up a digital electronic signature for use when a wet-ink signature could not be provided. Instructions on how to set up a digital electronic signature was communicated to all Assembly staff. The first step in moving towards a paperless process!

Finance conducted all 2019/20 fiscal year end responsibilities with all staff working remotely from home. This had never been done before and was successful as reporting and fiscal year end deadlines were met, and all Assembly offices were within their annual budget.

During the estimate review process for 2020/21 fiscal year, LAMC approved FTE and funding in Finance to hire a manager to provide support to the Director, Finance. The Manager, Finance position was filled in September 2020. Training of a new manager during a global pandemic was a challenge that was also successfully met. Virtual meetings were used to meet financial reporting deadlines and on occasion in person face to face meetings were needed in preparation of the incoming annual fiscal year budget.

Staying connected while working virtually continued to be a challenge in 2020/21 but was deemed a high priority for our office. Not only did staying connected virtually allow us to ensure work deadlines were able to be met, but more importantly it offered us the opportunity to check in often with staff to ensure they were okay physically and mentally as they were getting used to the transition of working from home. The Director, Finance set up regular coffee meetings to support Finance staff and would randomly check-in with Finance staff virtually one-on-one to see how they were doing. During the fiscal year, our office adjusted from working completely from home, to working in teams, to slowly returning to the office, and Finance staff were resilient in managing the back in forth based on Manitoba health officials' recommendations. Finance successfully conducted all 2020/21 fiscal year responsibilities with all staff working remotely from home.

Due to the successful implementation of receiving all invoices and expense claims through a generic mailbox created for accounts payable during the pandemic, the Finance team decided to retain the electronic process into the 2021/22 fiscal year. When the Finance team returned to the office permanently, communication was delivered to all Assembly offices that the process would remain in place indefinitely. The Finance team will be undergoing a project in 2022/23 to move the accounts payable payment of invoices and expense claims through our SharePoint platform to streamline approval processes and mitigate risk of duplicate payments. The SharePoint initiative to manage and store all accounts payable payment documentation electronically for the Assembly meets audit requirements where scanned receipts are acceptable audit evidence of a transaction.

After 13 years, the Legislative Assembly Greetings Program underwent a complete re-write of the program in fiscal year 2021/22 with the official rollout of the website update in the beginning of April 2022. This project initiative has led to better communication and streamlining workflow for the greetings program coordinator, political dignitaries, and Manitobans alike to be able to access a much user-friendly template from the Legislative Assembly website when requesting their congratulatory message for milestone celebrations.

Golden Boy Gift Shop **Manager Laura Conlin**



Laura Conlin



Cheryl Gilfix-Bird



Joanne Fleming

Over the last few years, the gift shop has made regular policy and procedural changes in response to fluctuating health restrictions, and continued to serve the Members and the general public via individual shopping appointments (followed by full disinfection procedures) and through the use of our online shop.

Although pandemic restrictions made full Manitoba 150 celebrations virtually impossible, we worked with licensed Manitoba 150 suppliers to bring the limited-edition items to the building and our website customers. To celebrate our building's 100-year anniversary, a lapel/tie pin was designed and marketed in-house.

Deciding to attempt to turn a difficult time into an opportunity, in June of 2020 the decision was made to go ahead with our plan to replace the inventory software platform from Magento, to Shopify. We were also able to expand our participation in Facebook Marketplace, Instagram, Pinterest and other social website marketing options available via this new website platform.

Unfortunately, 2 casual staff members needed to be sent home during initial full lockdown. However, they were welcomed back in October of 2020, and immediately went to work preparing for the fall annual inventory count, which was one of the most accurate counts the gift shop has ever done. Since then they have been slowly adding to their skill sets with training in photography techniques, inventory control software and processing our online sales.

Late in 2021, we brought in a small lightbox photobooth and turntable base, to help improve the quality of our website and social media images. Looking forward, we are planning to continue our expansion in online marketing and begin creating short videos of our products, and our local artists and suppliers.



Hansard Director Roger Wiebe



Hansard, also known as the *Debates and Proceedings*, is a verbatim transcript of the debates of the Legislative Assembly of Manitoba and its Committees. The Hansard Branch is responsible for the daily production of transcripts for all Assembly proceedings in the House and in Committees, as well as the indexing and archiving of Assembly transcripts dating back to the late 1950s. The Branch is also responsible for providing sound reinforcement in the Chamber and Assembly committee rooms, and broadcasting live audio of proceedings throughout the building and beyond. Managed by the Hansard Director, the Branch has six full time staff as well as dozens of sessional staff.

Recent Projects and initiatives:

COVID Adaptation Measures

- Undertook several initiatives to maintain publication and deadlines as well as audio production throughout COVID restrictions including:
 - o Significant modification to the audio system and distribution to accommodate virtual participation by Members
 - o Setting up and moving half of our transcription workstations into the cafeteria to allow social distancing while maintaining full staffing levels to keep meeting all standard deadlines
 - o Internally developing new communication software as well as reorganizing our organizational structure to facilitate the meeting of deadlines despite staffing shortages and availability

Improved logistics for delivery of Translation and Interpretation Services

- Partly due to COVID concerns, we have made Interpretation services available in any sitting room to any sitting room, meaning Interpretation does not have to be in the same room as the sitting to provide service, and could potentially service more than one location from a single location if it is not simultaneous.

Searchable Index for Committee Meetings

- Made upgrades to indexing software which made the indexes for committee meetings searchable for the first time in Hansard history. Prior to this, the committee indexes were only available electronically in PDF format. This project also created alphabetically searchable committee indexes in the same format as the House index.

Back Issues Project

- We completed our back-issues project which involved not only posting on our website all House Hansards going back to 1958, but independently verifying that all pages are intact and all words are legible. Historical attempts to digitize these records were inaccurate and suffered from errors in both scanning and in the original printing, but alternate sources were located and all 183, 509 pages are now verified and available online.

Initiatives in Progress:

Integrated House/Committee Index

- We are currently working on making the House index and Committee index integrated so you can follow the legislative process as a bill moves through all stages from first reading, committee stage and on to royal assent and all stages in between.

QSC's Q-SYS – New Networked Audio System

- Our networked audio system that records and distributes the audio of the proceedings of the House has reached obsolescence after nearly 2 decades and needs to be replaced with a more modern networked AV system architecture. Design and testing has been underway and we are currently working towards deployment of the new system in the committee rooms, and hope to transition to the new system in the fall of 2023. The new system will provide stability and flexibility to better accommodate current AV requirements in the evolving hybrid world.

Human Resources Services

Director Carrie Perumal



Human Resource Services (HRS) is responsible for a comprehensive human resource program. Through collaboration and strong working relationships, the team provides supportive services and subject-matter expertise for all aspects of Human Resources and Pay and Benefits. The team supports the Members of the Legislative Assembly of Manitoba and their employees (Constituency Assistants), all non-political and political offices of the Legislative Assembly, and the Independent Offices of the Legislative Assembly including Elections Manitoba, Manitoba Advocate for Children and Youth, Manitoba Ombudsman, and the Office of the Auditor General.

It has been a challenging couple of years. The COVID-19 pandemic brought much disruption and uncertainty in the workplace and it became the accelerator for one of the greatest workplace transformations of our lifetime.

How we worked, communicated, and learned was changed when employees were encouraged, or even required at times, to work from home. Human Resource Services (HRS) collaborated with employees and managers more than ever, ensuring we remained current with changing public health regulations and recommendations and being supportive of employees' and managers' well-being.

HRS is proud of the Assembly's commitment and perseverance during such unprecedented times.

Highlights from April 1, 2020 to March 31, 2022 include:

Accessibility Policy

Enacted on May 1, 2019, the Accessibility Standard for Employment was the second standard under The Accessibility for Manitobans Act (AMA). Its purpose is to remove and prevent barriers that affect current and potential members of Manitoba's labour force.

The Accessibility Standard for Employment builds on existing requirements of Manitoba's Human Rights Code and helps organizations hire, support and retain employees. It calls on all employers to consider reasonable accommodation at various stages of employment as it applies to their organization. This includes recruitment, offer of employment, on the job, return to work, and training. To ensure the safety of employees with disabilities, all employers in the public, private and non-profit sectors were also required to create workplace emergency response and assistance information.

In November 2021, the Legislative Assembly Management Commission (LAMC) approved the implementation of an Accessible Employment Policy for employees of the Manitoba Legislative Assembly.

Flexible Work Arrangements Policy

In November 2021, the Legislative Assembly Management Commission (LAMC) approved a Flexible Work Arrangements policy for the non-political offices of the Legislative Assembly. This workforce policy enables management to consider flexible work requests from employees, provided they are consistent with the policy objectives and principles, and will not impact on service or program delivery. Employees may request approval to perform their work remotely (from home or a suitable alternate location) and/or adjust their working hours to help balance work with personal responsibilities.

HRS provided two (2) virtual information sessions and supporting documents prior to the policy taking effect in March 2022 to all non-political office staff. Positive feedback has been received from staff regarding the implementation of this policy and the Assembly's commitment to modernization.

Employee Engagement

Ensuring that employees were engaged as they worked from home was another challenge the pandemic presented. The most efficient and effective way for HRS to maintain connectivity and positive employee engagement within the team was through virtual communication. Scheduled and impromptu Microsoft Teams meetings (often with a fresh mug of tea or coffee) became a daily occurrence and a change in your colleague's "background" brought much excitement. Meeting as an HR and payroll group in our favourite holiday red and green or having unplanned on-camera appearances from dogs and cats brought laughter and lightness to challenging times.

The challenges presented by the pandemic also prevented HRS from hosting the annual "You Make a Difference" staff appreciation BBQ for Assembly employees the past two years. To recognize everyone's hard work and dedication, HRS commemorated staff appreciation in different ways in September 2021. Selected by random draw, staff won daily prizes generously donated by the Speaker, and a small gift bag was provided to all staff which contained jams and chocolates from local Manitoba vendors.

Mental Health Awareness Week

In May 2020 and 2021, HRS took part in the Canadian Mental Health Association (CMHA)'s Mental Health Week, a Canadian tradition with communities, schools and workplaces rallying to celebrate, protect, and promote mental health. We provided Assembly staff with three (3) informational emails each week which included CMHA electronic tools and resources for a variety of topics including managing stress, fostering well-being, and staying socially connected. The event was also promoted on the Assembly's social media platforms and information regarding the Employee and Family Assistance Program (EFAP) was also provided to all staff. HRS remains committed to supporting staff with well-being initiatives.

Recruitment

During the reporting period, HRS ran approximately 62 competitions. The pandemic compelled HRS to transition quickly to virtual recruiting, conducting the entire recruitment process from planning and talent sourcing to assessing, interviewing, selecting, and hiring in a virtual environment. HRS revised their current workflows and processes and adopted new technologies to facilitate all stages of the recruitment cycle. We took it all in stride and didn't miss a beat, and we're very proud of the team's accomplishments for the Assembly and the Independent Offices.

While we have returned to conducting in-person interviews once again, we know the established virtual methods can easily be drawn upon when required.

Payroll

The Payroll team processes pay and benefit related transactions for all Assembly staff, four Independent Offices of the Legislative Assembly, all MLAs and their Constituency Assistants and all Returning Officers and Assistant Returning Officers hired by Elections Manitoba during the election period.

During the reporting period, our Payroll team processed 282 new hires, 28 leaves, and 288 terminations including 19 retirements. This is no small feat for a small yet mighty team of three.

With the pandemic climate, a payroll business continuity plan was established and fully implemented supported by the countless efforts of the Administration branch's IT team. They ensured payroll had the technology and mechanisms in place immediately to safeguard employees' pay and continue efficient payroll service delivery through remote work. A generic email address was created for payroll to receive electronic timesheets and payroll documents on a timely manner to meet the bi-weekly payroll deadlines, electronic signatures were created to maintain effective services amongst remote staff, and new attendance codes were created and configured in SAP to track COVID-19 related costs and attendance.

Payroll continues to strive in maintaining both business continuity and employee well-being with the ongoing industry trends and changes, undertaking new initiatives such as developing electronic payroll packages and virtual benefit orientations. The last two years have had an impact on payroll with emerging trends and our office continues to evaluate ongoing practices to improve operations and employee services.

IT (Admin and Finance Branches)

Director Zdenek Ondracek



The Legislative Assembly IT Group supports the Assembly and the Independent Offices in their mandates. All Independent Offices are provided with a secure connection to the government intranet and the internet. For the Manitoba Ombudsman, Manitoba Advocate for Children and Youth, Lobbyist Registrar, Conflict of Interest Commissioner, Information and Privacy Adjudicator, and the Legislative Assembly Administration office, the IT group provides all desktop, server infrastructure, computer and network security and support.

The pandemic era brought unprecedented challenges to the whole Assembly, but especially to the IT group who quickly implemented technology to enable staff to work from home while maintaining security.

The change from everyone working entirely in office to working from home required the IT group to prepare older laptops to use from home, set up our own VPN to bypass the overcommitted government VPN (Virtual Private Network), and work with our management team to create rules and procedures (like electronic signatures) to enable all of our work to continue.

A major project was to build out our offsite servers and data backup as part of our business continuity and disaster recovery plans.

Worked with BTT (Business Transformation and Technology, now renamed to Digital and Technology Solutions) and Microsoft to create our own Office 365 tenancy which gave us MS Teams and additional software licenses for staff collaboration.

The IT group also implemented secure Wi-Fi for use in boardrooms, and are currently expanding it for use in all parts of each Office.

Updated Manitoba Ombudsman's client information system to improve information gathering and reporting which will allow for a better delivery of services to Manitobans.

Created an application for the Conflict of Interest Commissioner for issue and correspondence tracking in SharePoint.

Journals

Journals Clerk Vanessa Gregg

**(Claude Michaud to June 2020,
Monique Grenier to December 2021)**

Journals Associate Danielle Broadfoot

The Clerk Assistant/Journals Clerk is responsible for the direction and supervision of the activities of the Journals Branch, including the effective and timely organization of the business of the Legislative Assembly. The Journals Clerk ensures and controls the production, translation, review, editing, distribution, tracking and retention for archival purposes of all required Legislative Assembly documents, including the Votes and Proceedings, the Order Paper as well as the Journals of the Legislative Assembly of Manitoba in both English and French.



As one of the procedural clerks, the Clerk Assistant/Journals Clerk researches Assembly parliamentary procedure and practices and is a primary contact for Members and caucus staff as well as Independent Offices, Government departments and agencies seeking advice and guidance on matters of legislative procedure, the legislative process and administrative practices.

Since 2020, the Journals Branch has continually supported and participated in the overall modernization and transparency of the Legislative Assembly by posting an ever-increasing amount of its documents online such as the Journals of the Legislative Assembly of Manitoba for the benefit of all stakeholders, including Members of the Legislative Assembly and the public.

Further, in response to the COVID-19 pandemic, the Assembly unanimously agreed to conduct hybrid virtual sittings of the House and Committees. Once this model was in place, the Journals Branch ensured that all Members participating virtually received the documentation they required in a timely manner to ensure that Legislative Business proceeded as normally as possible.

As well, the Journals Assistant position title has changed to Journals Associate to reflect changes in responsibilities related to the role. Journals Associate Danielle Broadfoot has had the pleasure of working with three Journals Clerks since she started with the Assembly in spring 2020: Claude Michaud (who retired in June 2020), Monique Grenier (who retired in January 2022) and Vanessa Gregg (who has absolutely no plans to retire anytime soon).

Members' Allowances

Director Jean Ramsay



Members' Allowances provides financial services to Members of the Legislative Assembly with respect to their statutory allowances. The office is responsible for processing Members' claims for expenses, preparing their monthly reports, managing the capital property purchased through the Constituency Allowance and administering the wireless phone program for the Members and their constituency assistants.

A claim for reimbursement of an authorized expense must be made in a form approved by the Speaker submitted with the necessary supporting documentation. Up to the onset of office closures in March 2020, claims for statutory allowances and monthly reports were in original hard copy form delivered to Members' Allowance Office in person or by inter departmental mail or Canada Post.

In March 2020, with offices closing due to COVID-19, the Government House leader requested Members' Allowances contact the Commissioner for MLA Pay, Allowances and Retirement Benefits for electronic claim submissions to be allowed for at least the next 90 days. The Commissioner advised electronic submissions would be allowable temporarily, with the understanding that Members would provide the original claim and documentation to satisfy audit requirements once we were back to normal. The creation of a dedicated email address to accommodate the electronic submissions was implemented. Members' Allowances printed those submissions for review and then processed accordingly, with each electronic submission identified as electronic to ensure the original paperwork followed as per the Commissioner's instructions. Members were provided their monthly "Reports of Amounts Claimed and Processed" by email during this period. The exception continued over the two years to meet the requirements for those working remotely and COVID restrictions.

The acceptance of electronic submissions ended November 30, 2021 and the email address disabled December 1, 2022 when most offices reopened.

We feel fortunate to have an office space that easily accommodated social distancing allowing the four of us to continue working in the office, in a safe and comfortable environment. With the office open, we continued to provide direct service to Members and their assistants.

Research Officer – Clerk Assistant Greg Reckseidler

The primary roles of the Research Officer are the provision of creative, high level research materials required by MLAs and peers, expert editorial guidance on a vast array of official and unofficial Assembly documents, back up functions to both Committees and Journals Branches and answering inquiries from the general public or colleagues from other jurisdictions. The Research Officer also creates and updates procedural collections, manages branch finances and performs other administrative duties.



Among other duties, the ongoing tasks of the Research Officer include:

- Maintaining and updating various House documents such as the daily Scroll, Bill Status (short and long versions)

- Providing editorial guidance on Petitions, Resolutions and Motions
- Preparing Questions for MLAs and documenting undertakings for the Public Accounts Committee
- Documenting undertakings made in the Estimates process in the Committee of Supply
- Providing briefing materials for MLAs attending national and international Conferences
- Writing Manitoba quarterly updates for the Canadian Parliamentary Review

The Clerk Assistant aspect of the position supports the Clerk, Deputy Clerk, Speaker, MLAs and Officers of the Assembly in their duties as they relate to daily House proceedings in the Legislative Assembly. These duties include the provision of confidential expert non-partisan procedural advice regarding privilege, practices and parliamentary procedure while serving as a Clerk-at-the-Table ensuring all requisite steps are met for the passage of legislation and financial procedures.

Projects completed in the last five years.

1. COVID related summary of Assembly dealings from 2020 – 2022

This project involved a chronology of events over the past two years primarily detailing specific actions taken by the Assembly in dealing with the COVID-19 Pandemic. The document includes all significant steps taken by the Assembly during various special Sittings, a listing of various adaptations adopted to cope with the Pandemic, including the passing of a Sessional Order and the use of virtual technology. In addition, the document listed various security enhancements and the marking of historic events such as the first ever Land Acknowledgement by the Assembly as well marking the 150th anniversary of the first Sitting Day and the 100th anniversary of the Legislative Building.

2. History of the Assembly

This project involved researching the 150 year history of the Assembly recording such categories as the number of sitting days, elected Members, female Members, sessions, Speakers, Premiers, Sergeants-at-Arms and Clerks in the various periods of Manitoba history. This chart includes not only data from the last 100 years of the current Legislative Building but also the various other buildings since 1871.

3. Page History project

This project involved compiling a list of almost all Pages who had served in that capacity in the Legislature since the very first recorded Page in 1873. This project also involved compiling various newspaper articles and photos over the 150 years of the Assembly. The ultimate purpose of the project is an upcoming Page Reunion to celebrate the history of the Assembly.

Speaker's Office



Michele Lapointe-Dixon
Office Administrator



Kiersten McDonald
Executive Assistant to the Speaker (to March 2022)

The Speaker's Office, like so many others since COVID hit, adapted to many new working procedures to accommodate social distancing and the rising of COVID cases in Manitoba.

While not in session, a hybrid model of working from home and the office was implemented and in person events were halted.

In conjunction with the Speaker, different ways were thought of to continue some of the important events. Our yearly recognition of long serving staff members changed from an in-person staff lunch of 60-70 people to issuing a special newsletter with the staff members write up and a picture with the Speaker receiving their award. What was to be a large celebration ceremony for the Legislative Buildings 100th anniversary and the Provinces 150th birthday was instead a small, socially distanced dedication ceremony. Virtual meetings were held instead of in-person ones and a scaled back version of the Throne Speech was held.

While many events and visitations were cancelled, COVID kept this office busy in different ways the last couple of years. It has indeed been an interesting two years, full of changes, fear of the unknown, and watching and participating along with colleagues to an ever-changing environment.



As a non-political employee, the Office Administrator is responsible for a wide variety of tasks including:

- the management of administrative and financial services of the Speaker's Office;
- supporting all initiatives of the Speaker;
- ensuring the proper provision of required support services to the Speaker's Office, individual Members, Former MLAs Association and the public;
- a liaison to all levels of staff and management with the Legislative Assembly, Members, Protocol and dignitaries across Canada and the Commonwealth;
- orientation of a new Speaker on the procedures and policies of the office;
- making recommendations to the Speaker when required on a variety of issues that affect the office;
- the Speaker's proxy on committees the Speaker serves on in the building (Legislative Building & Grounds Committee, Legislative Building Christmas Open House, etc.);
- preparing and organizing Oaths of Office for Independent Officers;
- analyzing and summarizing complaints against Independent Officers for the Speaker;
- managing arrangements for Throne Speech day;
- ensuring the Speaker is prepared for official visits of Consul Generals, Ambassadors, High Commissioners etc.;
- managing the planning, implementation and evaluation of all events for the Speaker's Office including numerous yearly events as well as events requested by Ministers and Protocol, etc.;
- arranging and overseeing all aspects of former Speaker's Portraits unveilings;
- organizing and overseeing Canadian and International conferences that the Speaker is the host of in consultation with the Speaker and Clerk's Office; and
- is the liaison for the Director of Outreach Services and the Speaker.

Visitor Tours

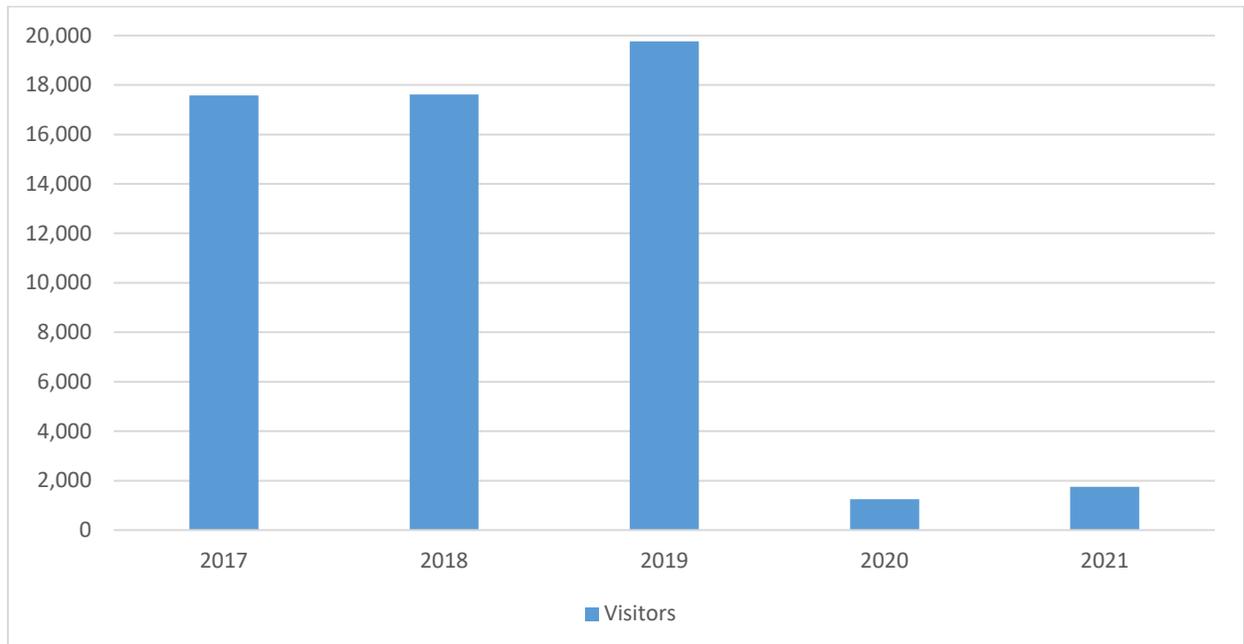
Manager Claire Normandeau



The Visitor Tour Program brings the building to life by engaging the public in the democratic process through accurate, detailed and educational interpretive guided tours of the Manitoba Legislative Building. The Visitor Tour Program team serves as an approachable liaison between the public and the Legislative Assembly, including Members of the Legislative Assembly, Caucus Offices and the media.

In December 2021, Claire stepped into the role of manager. Her focus has been on creating a social media presence for the program in order to advertise programming and engage with the public through accessible mediums. Since her time in this position, focus has also been placed on streamlining tour booking processes and resuming tours within the building, in conjunction with Covid-19 restrictions and Public Health Measures.

| | Number of tours | Number of visitors on tour |
|------------------------------|-----------------|----------------------------|
| January 2017 – December 2017 | 934 | 17,583 |
| January 2018 – December 2018 | 933 | 17,622 |
| January 2019 – December 2019 | 936 | 19,759 |
| January 2020 – March 2020 | 52 | 1,249 |
| January 2021 – December 2021 | 105 | 1,752 |
| Totals | 2,960 | 57,965 |



The Visitor Tour Program has seamlessly adapted to changes brought on by the Covid-19 Pandemic. The statistics above highlight a pivot from regular programming in 2019, to alternative programming implemented in 2020 in response to Covid-19 restrictions. In 2021, virtual and outdoor programming reach was increased, while maintaining social distancing and group size safety measures. Based on current trends, an incline toward to pre-pandemic statistics is anticipated for the upcoming year.

Internship Program

Created in 1985, the Manitoba Legislative Assembly Internship Program provides the opportunity for six recent university graduates to do research work for Government or Opposition Caucuses in addition to attending seminars with business, political and non-profit sector leaders. Duties can include drafting speeches and speaking notes, the provision of background materials on public policy issues and drafting Members' Statements. The program is an ideal practical supplement to academic studies, and has served to enrich legislative duties of MLAs by providing dedicated research from exceptional university graduates. The Program is overseen by the Program Administrator Clerk Patricia Chaychuk and Academic Director Dr. Kelly Saunders from Brandon University. The Legislative Assembly expresses appreciation to the following persons who participated in the Internship Program from 2020 to 2020.

| 2019/2020 | 2020/2021 | 2021/2022 |
|--|--|---|
| Maria Gheorghe Kelsey Hrapstead Saio Mansaray Declan Moulden Chishimba Ngulube Bailey Pelletier | Julia Antonyshyn Yonatan Coodin Alexander Guertin Alexandra Koslock Claire Normandeau Rylan Ramnarace | Nathan Dueck Sanjam Panag Celina Oster Anna-Christina Rabet Carson Ransom Aidan Trembath |



2019/2020



2020/2021



2021/2022

Page Program

Every year, 10 highly motivated high school students in grades 11 and 12 are selected to serve as Legislative Assembly Pages. During sittings of the Legislative Assembly and of its Committees, Pages perform a variety of duties such as distributing documents, receiving and distributing items and announcing the names of MLAs during recorded votes. For high school students interested in the legislative process or public affairs, the Page program provides a first hand opportunity to observe the Legislative Assembly in action and see how public policies are put in place. Pages work at the Legislature while continuing to attend classes and also complete their school work. The Assembly wishes to extend a sincere thank you to the following exceptional students who served on the Page program from April 1, 2020 to March 31, 2022.



| 2019/2020 | 2020/2021 | 2021/2022 |
|--------------------|--------------------|--------------------|
| Michayla Carlson | Lara Boyd | Ethan De Brincat |
| Chinemerem Chigbo | Addison Franklin | Michaela Callender |
| Meghan Fustey | Jordan Glaspey | Chelsea Capellan |
| Annlise Guillemard | Justin Harms | Abrianna Graham |
| Beatrice Japit | Taryn Klippenstein | Lien Huynh |
| Hayley Johnson | Ruofan Lin | Taylor Keen |
| Jazzy Narozniak | Maggie Rodger | Ashton Mcinvor |
| Amelia Otwari | Alex Q. G. Rogers | Divya Sharma |
| Victoria Romero | Trinity Sperling | Prabh Noor Singh |
| Anna Volotovska | Erin Van Veen | Quirin Stetefeld |



2019/2020



2020/2021



2021/2022



NOTABLE EVENTS & COMMITTEES

NOTABLE EVENTS AND COMMITTEES

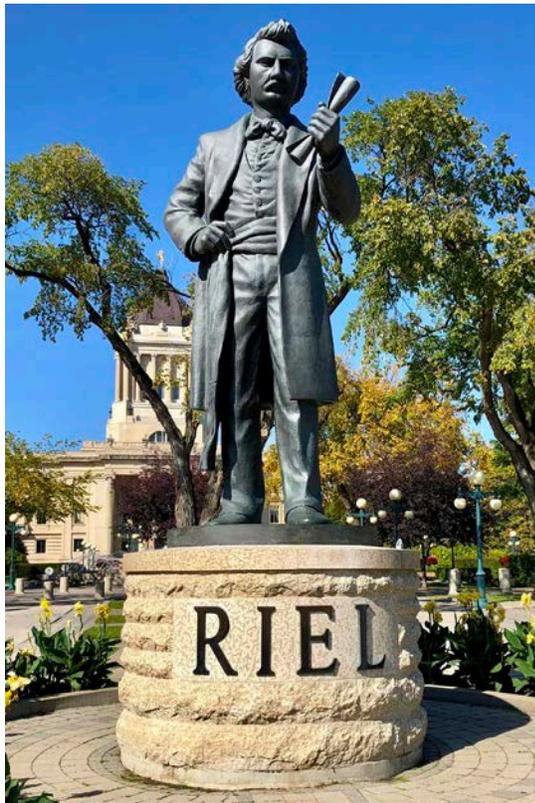
2020 - Manitoba's 150th Anniversary as a Province and the Manitoba Legislative Building's 100th Birthday

*By Honourable Myrna Driedger
Speaker
Legislative Assembly of Manitoba*

December 14, 2019 officially kicked off what was to be a year of celebration for Manitoba's 150th anniversary and Manitoba Legislative Building's 100th birthday. Manitoba 150 hosted a free family friendly event outside the Legislative Building that featured snowmobile acrobatics, entertainment for families, and over 300,000 LED lights on and around the Manitoba Legislative Building.



What was supposed to be a year of events to bring all Manitobans together to celebrate our province, changed drastically with the arrival of COVID-19. Premier Brian Pallister announced on April 8, 2020 that all events planned for the 150th anniversary would be postponed until 2021 due to the pandemic.



2020 also marked the 100th birthday of our Legislative Building. I am happy to announce that in July we were able to celebrate, not as was planned, but as a socially distanced event, with the rededication of the building.

The Legislative Building was officially opened on July 15, 1920 to mark the 50th anniversary of Manitoba becoming a province with approximately 15,000 visitors that day.

July 15th, 2020, also marked the 150th anniversary of the proclamation of The Manitoba Act, which created the Province of Manitoba. The Manitoba Act was passed by the Parliament of Canada and received royal assent of May 12, 1870. It was then proclaimed on July 15, 1870

Manitoba is the birthplace of the Métis, a people whose leader, Louis Riel, was responsible for negotiating the terms under which Manitoba joined confederation. Riel was instrumental in launching the Red River resistance and forming a provisional government to represent the rights of the Métis, as well as all of the other people calling Manitoba home at the time.

Under Riel’s leadership, negotiations began between the Canadian Parliament and the Red River Métis, resulting in the passing of The Manitoba Act. Manitoba remains the only province to join Canada under Indigenous leadership.

I was honoured to host a ceremony rededicating Manitoba’s Legislative Building, at the base of the Louis Riel statue on the bank of the Red River, along with the Lieutenant Governor, Janice C. Filmon and Premier Brian Pallister.

The Lieutenant Governor, as the special guest of honour, formally rededicated the building and unveiled a plaque to mark the significance of this occasion.

Our Lieutenant Governor, Honourable Janice Filmon, was correct when quoted in a news release regarding the Legislative Building’s rededication ceremony on July 15, 2020, saying:



“The Manitoba Legislative Building is more than just a meeting place,” said Lt-Gov. Filmon. “It is a symbol of our democracy. It contains our dreams of a society governed by principles of fairness, equality and wisdom. Beauty, hope and inspiration live within its walls. May this grand building continue to inspire Manitoban’s young and old throughout its second century.”

I was thrilled to unveil a time capsule designed and created by Manitoba Indigenous artist, Darren Sakwi. The time capsule celebrates both the building’s 100th birthday and Manitoba’s 150th anniversary as a province and is to be opened in July 2120.

The time capsule contains messages from the Lieutenant Governor, the Premier, the Leader of the Official Opposition, the Leader of the Liberal Party, the Clerk of the Legislative Assembly and myself. Included in



in the time capsule are many items which we carefully curated in order to share a glimpse of things from our time at the Legislative Assembly that we hope our future colleagues and Manitobans will find interesting a century from now.

In total over 80 items of interest were placed in the time capsule that is to be opened in July 2120.

The time capsule will be on display until then in the Keystone Gallery of our Legislative Building so that it can be viewed by visitors. We were worried that if we buried it somewhere it might not be remembered or found in 100 years. It is also too beautiful a capsule to hide it away somewhere.



Also for the celebrations of the Legislative Building's 100th birthday, staff of the Legislative Library in collaboration with the Director of Education and Outreach Services for the Legislative Assembly produced the booklet "100 Facts for 100 Years: The Manitoba Legislative Building".

This booklet includes information covering pre-construction of the Legislative Building, design, portraits and artifacts, sculptures, interior and

exterior of the building, the Golden Boy, renovations and many other items that display our Legislative Building, known to be one of the finest buildings in North America.

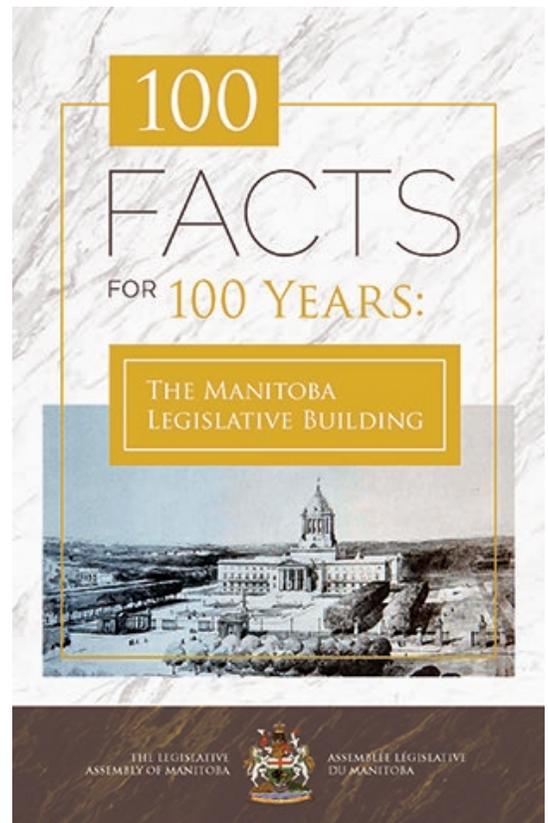
This booklet can be found on our website at: https://www.gov.mb.ca/legislature/visiting/100_anniversary.html

I hope that as you turn the pages, you enjoy the information about the beautiful building my fellow MLAs and I are privileged to work in on behalf of our constituents.

While we certainly were unable to celebrate these milestone events the way we wished this year, I am glad I was able to host this ceremony as we move forward with our "new normal".

I look forward to when we can celebrate our 150th anniversary properly, because Manitobans know, we are always better together.

This article also appeared in Vol 43 No 4 (Winter) edition of the Canadian Parliamentary Review.



Legislative Assembly Service Awards

Created in 2001 by Speaker George Hickes and Clerk Patricia Chaychuk, the Legislative Assembly Service Awards honour service milestones of Assembly employees. Each employee celebrating a service anniversary that falls into one of the 5 year increments receives a certificate signed by the Speaker and a small gift. It is a testament to the Assembly as an employer of choice that so many employees have sustained long-term career longevity with the Assembly. Congrats to all the recipients from 2016 to 2020!



5 YEARS

Daniel Machado (2020)
Kathie Bernard (2021)
Wendy Burdon (2021)
Marionne Cronin (2021)
Kiersten McDonald (2021)
Carrie Perumal (2022)
David Rees (2022)
Taylor Reisdorf (2022)
Dave Shuttleworth

10 YEARS

Linda Jeske (2020)
Caroline Ullberg (2020)
Derek Elashuk (2021)
Tim Spiece (2022)

15 YEARS

Vanessa Gregg (2020)
Reg Sims (2021)
Denise Burak (2022)
Arlene Finkel (2022)
Darlene Kotchon (2022)
Karen Zelanko (2022)

25 YEARS

Debra Campbell (2021)

20 YEARS

Rick Yarish (2020)
Trevor Melanchuk (2021)

35 YEARS

Pat Malynyk (2021)

30 YEARS

Jean Ramsay (2020)
Zdenek Ondracek (2021)
Michele Lapointe-Dixon (2022)

2020 Recipients



Rick Yarish



Vanessa Gregg



Linda Jeske



Caroline Ullberg



Jean Ramsay

2021 Recipients



Pat Malynyk



Zdenek Ondracek



Debbie Campbell



Trevor Melanchuk



Reg Sims



Derek Elaschuk



Kathie Bernard



Kiersten McDonald



Wendy Burdon



Marionne Cronin

2022 Recipients



Michele Lapointe-Dixon



Julie Sass



Arlene Finkel



Darlene Kotchon



Denise Burak



Karen Zelanko



Tim Speice



Carrie Perumal



Dave Shuttleworth



David Rees



Taylor Reisdorf

Broadcast Expansion and Hybrid Virtual Sitzings of the House and Committees

Patricia Chaychuk, Clerk and Rick Yarish, Deputy Clerk

In March 2020 as the COVID-19 pandemic slithered across the globe all the way to Winnipeg, the Assembly and the government decided (respectively) to close the Public Galleries and the Legislative Building. When this happened, the Assembly further resolved to immediately begin “gavel to gavel” video broadcasting of Assembly proceedings, as prior to this the only part of the sitting day that was broadcast was Routine Proceedings. This was seen as an imperative, as a public institution like the Legislative Assembly cannot function in isolation because citizens need to be able to see what their elected representatives are doing on their behalf.

When video coverage was expanded, the first weeks were very *ad hoc* due to limited resources, but as the House sat for only a few days that Spring, it was possible to provide the service, just barely! By the summer of 2020 the House Leaders advised that the Assembly would likely be sitting a full schedule in the Fall under different conditions, and that it was essential to be able to provide the ability for all MLAs to participate, even if not physically in the Chamber. The realization hit that it would be necessary to expand broadcasting infrastructure and staffing complements. Over that summer enough gear was bought and borrowed to set up a second broadcast studio control room in the basement of the legislative building. This worked out quite well, but it would not have been possible without the expert assistance of our friends in Government Broadcasting. They did this work for the Assembly off the side of their desks and they did it very well. The Assembly owes them a debt of gratitude, and we retain a very productive and cooperative working relationship with them.



Alongside this procurement and construction expedition, a team of 10 broadcasting techs was hired that September. Due to the pandemic the Blue Bombers, the Winnipeg Jets and the Manitoba Moose all had their seasons cancelled. This meant that a significant cohort of broadcasting professionals were out of work, and the Assembly eagerly hired these seasoned professionals. These folks are all very capable and worked out very well, and many of them are still with the Assembly.

All of this meant that by the time session resumed in the beginning of October, a rabbit had been pulled out of a hat, and a brand new broadcasting division was created out of thin air. After years of wishing for this kind of expansion it was extremely satisfying to make it happen. It was equally rewarding to know that despite the pandemic, Manitoba citizens could see and hear the proceedings of all House and Committee meetings.



Dovetailing with the expansion of the broadcasting infrastructure, in the spring and summer of 2020 talks began with the House Leaders about creating the infrastructure to enable hybrid virtual sittings of the House and Committees. As the sobering realization settled on us that

this pandemic was going to last a long, long time it was felt that this was the best way forward to allow as many Members as possible to participate in Assembly proceedings.

For reference, the few sitting days in the spring of 2020 featured a very limited number of MLAs in the Chamber, socially distanced, which meant that the majority of Members were denied the opportunity to participate in proceedings – and this was not popular with those Members who were excluded from the opportunity to sit in the Chamber and participate. In this context the House Leaders authorized the Assembly staff to plan and prepare for virtual sittings of the House and Committees. Not really knowing how to make this happen, the first move was to reach out to colleagues from the House of Commons and B.C. who were a few steps ahead of us, and this was an excellent decision. Both jurisdictions offered advice, best practice suggestions, and encouragement, all of which helped as progress was slowly made on this monumental task.



The next steps followed two paths.

First, the Clerk led the effort to figure out how the Rules would need to be modified to enable the virtual sittings, which was a complicated and labour intensive process. The end product of that effort was a comprehensive and detailed Sessional Order, which served the purpose extremely well. That document is available on the Assembly's website for reference:

https://www.gov.mb.ca/legislature/business/sessional_order_2020.pdf.

The creation of the Sessional Order was not an overnight task. It involved consultation with jurisdictions such as BC, Newfoundland and Labrador and the House of Commons to see what provisions they were putting into Rules or a Sessional Order to facilitate virtual proceedings. The Clerk also consulted with the Clerk of the House of Commons and with the Manitoba Legislative Counsel Office to ensure that the Assembly was within its rights to conduct hybrid sittings and adopt the relevant Sessional Order. It was necessary to obtain the assurance that no statutory provisions were in danger of being violated, as provisions requiring the attendance of members had been previously understood to mean a physical presence. Thankfully, it was determined that the Assembly had the ability to define and determine what presence and participation entailed, so the path to virtual participation by Members was made clear.

In addition to reviewing the Rules to see what changes would be needed, it also required abstract thinking about processes and practices to see what might need to be adjusted in order to suit the new reality. Aside from decorum requirements about faces being visible in order to participate, and prohibitions against



virtual heckling, the key items requiring adjustment included the tabling of reports and documents by virtual Members, providing motions electronically to virtual MLAs, and the process of voting during recorded votes.

The draft was reviewed by the Procedural team and was discussed in relation to what was physically possible using the Zoom platform. The House Leaders were also given the opportunity to review and comment on the Sessional Order draft before it came to the Assembly for approval. The Sessional Order has

been renewed several times, and minor tinkering adjustments have been made.

As for the second prong of this undertaking, the Deputy Clerk led the effort to establish the infrastructure to enable the audio broadcasting, video broadcasting and video conference technology to be able to talk to each other, and allow the whole virtual infrastructure to work. After trying and testing almost every available video conferencing software we could find, it was determined that Zoom was by far the best option for the Assembly. From there several weeks were spent testing and troubleshooting the setup. Several live runs were held with staff participating from home as Zoomers, alongside other staff in the Chamber to simulate having Members participate in the Chamber and virtually from another location. This was a massive effort involving Table Officers, Hansard staff, and broadcast staff, with technical assistance also provided by LBIS. After many fits and starts and technical glitches, it worked out very well. This became a near all consuming passion for a core of seven or eight person for all of August and September. There was so much to do, and so much testing required.



It should also be noted that for this initial run of the virtual setup the Assembly relied almost exclusively on borrowed gear because in the fall of 2020, the words “supply chain issues” became common, everyday expressions. There was no time to wait for back orders as the House was set to resume in the first week of October. Accordingly, all of this felt a little precarious, and one had the feeling that the whole virtual infrastructure was held together by duct tape and happy

thoughts. It wasn't quite that bad, but it was a nerve wracking experience launching the system, and it was with immense relief the clock struck 5:00 that first day after everything went very well, with no breakdowns.

Members took to the new processes very well, as much was done to prepare them. A short video of a mock sitting day was prepared, with Assembly staff playing the parts of MLAs participating virtually and actually. An entire sitting day was compressed into about 10 minutes, showing how all the various aspects of proceedings would work under this system.

There was a very positive response to this.

A few days before session the House Leaders, Whips and some of their staff were invited into the Chamber where demonstrations took place on how things would work, and a number of their questions were answered. Finally, a short manual for Members was produced with all manner of useful tips and guidance, and that was followed up with one-on-one Zoom coaching sessions with all MLAs.

All of this helped ease Members into this odd new world with very good results. There were certainly hiccups and minor emergencies, but proceedings only had to be paused a handful of times to fix glitches and the Members were always very understanding. As well, one of the most repeated phrases in Manitoba Hansard from this era became: “could the Member please unmute?”



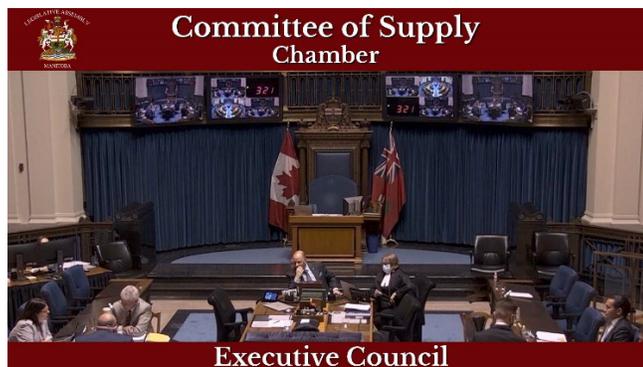
After the House rose in December 2020 the borrowed gear was torn down and reconstructed from scratch with all new gear. Once again, funding

was found from within existing budgets to purchase cameras, computers, screens and a mass of related gear. This led to a new round of testing in February and March, but that went quite well, as experience had created a core of seasoned veterans. When the House resumed in March 2021, it was outfitted with new gear, and more screens in the Chamber. The Assembly has been sitting as a hybrid virtual Legislature ever since, and there is some talk among the House Leaders of eventually including virtual participation permanently in the rules.



One final note on this chapter to share as a particular point of corporate pride. In addition to outfitting the Chamber with virtual infrastructure, both of the Assembly’s committee rooms were also set up with the same gear. This meant that committee proceedings could also proceed using the hybrid model as well. Further, it meant that during the consideration of estimates in the Committee of Supply (when all three rooms sit concurrently), hybrid virtual sittings could be in three rooms simultaneously. Considering that a few months before the Assembly didn’t even have cameras and studio gear to film and broadcast committee proceedings, this was another significant accomplishment, which was only possible through the exceptional work of many talented Assembly and government staff. The cameras in the committee rooms also opened the door for persons making presentations to the committee stage of legislation to make the presentations to the committee from the safety of their homes or offices, rather than having to travel to the Legislative Building. This simultaneously alleviated the need to travel to the Legislative Building during a time of public health order restrictions, and it also ensured presentations could still be made, which is an enhancement to services provided to the public.

Although the pandemic created many challenges for the continued operations of the Legislative Assembly, the collective effort of many Assembly staff working collaboratively provided solutions that will continue to serve the Assembly many years into the future. We do have the best staff!



Pandemic Leadership Team

It would not be an understatement to say that the COVID-19 viral pandemic that crossed the world in late 2019 and in 2020 was a global event on a scale that few countries and societies were prepared for. Not much was initially known about the virus other than the high rate of transmission and the potential for tragic outcomes.

The Manitoba Legislative Assembly already had a Business Continuity Plan that had been crafted over several years on a team led by Speaker Myrna Driedger and consisting of Judy Wegner, Executive Director of Administration, Patricia Chaychuk, Clerk of the Legislative Assembly, and Dave Shuttleworth, Sergeant-at-Arms. The existing Business Continuity Plan included provisions for pandemics, however the COVID-19 pandemic required a level of detail and scope far beyond what was contained in the plan.

As a result, Speaker Driedger convened a Pandemic Leadership Team to discuss plans and ensure consistency of application throughout the Assembly non-political offices. Initially, meetings were conducted by telephone, however as technologies such as Zoom improved and more staff had the ability to meet virtually due to having the required equipment at home, meetings switched to an online platform.

Issues discussed included a variety of items such as office closures or the reduction in staffing in offices based on schedules, provision of equipment for those working from home, protocols to be followed when an employee had a COVID-19 test and required isolation at home, and protocols to be followed in the workplace if an employee tested positive. Working from home protocols were also discussed.

Communication was a key factor to ensure MLAs and the public knew where and how they could access services if offices were closed. In addition, communication was key for those employees working from home, so that they continued to feel a part of the Assembly team in spite of the isolation of working from home. The Speaker periodically sent out newsletters to all Assembly employees, to share information and to help everyone to feel engaged with others.

Thanks are extended to the following Assembly leaders who shared their knowledge and expertise by participating on the Pandemic Leadership Team:

| |
|---|
| <p>DEBBIE CAMPBELL - FINANCE DIRECTOR</p> <p>PATRICIA CHAYCHUK – CLERK OF THE LEGISLATIVE ASSEMBLY</p> <p>CARRIE PERUMAL – DIRECTOR OF HUMAN RESOURCES</p> <p>DAVE SHUTTLEWORTH – SERGEANT-AT-ARMS</p> <p>JUDY WEGNER – EXECUTIVE DIRECTOR OF ADMINISTRATION</p> <p>DEANNA WILSON – DIRECTOR OF HUMAN RESOURCES/EXECUTIVE DIRECTOR OF ADMINISTRATION</p> <p>RICK YARISH – DEPUTY CLERK</p> |
|---|

Employee Appreciation

Typically, Human Resources Services holds an annual appreciation bbq for Legislative Assembly staff, complete with tasty food and teams of staff competing in trivia contests for prizes. Due to the pandemic, it was not possible to hold in person events, however this did not stop the appreciation from taking place!

In lieu of an in person event, in September 2021, Legislative Assembly staff were each provided with a small jar of jam and a small box of macaroons, chocolate almonds or chocolate covered jujubes, along with a little card.

In addition, a daily draw was held for a five day period, with five lucky winners receiving prizes donated by the Speaker's Office. Congrats to all the winners!

Our first winner has been selected by random draw.
Drum roll please...

REG SIMS

Reg is the lucky winner of a Manitoba 150 Grey Zip Hoodie!

Our second daily prize winner is:

KATERINA TEFFT

Katerina is the lucky winner of Kirra Tumbler, a Manitoba 150 Toque, & Face Mask

Our third daily prize winner is:

GRAHAM PARSONS

Graham is the lucky winner of Lemon Cheesecake Candle, 2 Leg tall coffee mugs, a Broadway Fountain coaster & a Leg at Night Coaster

Our fourth daily prize winner is:

JEAN RAMSAY, Director of Member's Allowances

Jean is the lucky winner of a Grapefruit & Vanilla Candle & a Polished Leaf Dish

Our fifth daily prize winner is:

COLLEEN FOX, Pay & Benefits Specialist

Colleen is the lucky winner of a Manitoba 150 Toque



Candid Photos



Candid Photos



Candid Photos

Retirements



Claude Michaud served as the Journals Clerk and Clerk Assistant of the Legislative Assembly from 2008 to June 2020. He also served as the Manitoba Branch Secretary for the Assemblée Parlementaire de la Francophonie (APF). Claude's dulcet tones were often heard reading Bill titles in French and English during Royal Assent ceremonies, and he also did the voice over for the Legislative Assembly video series. We miss seeing him in his Mr. Roger's sweater vests!



Judy Wegner served the Legislative Assembly in a variety of capacities, starting off as a Human Resources consultant in 1999, working her way up to the head of Personnel Services and ultimately the Executive Director of Administration. She retired in 2020, and we thank her for her years of devoted service to the Legislative Assembly



Monique Grenier served the Legislative Assembly in a variety of capacities, starting off as the Journals Clerk and Clerk Assistant from 2000 to 2010, when she became a Committee Clerk and Clerk of Committees. She completed her career by returning to Journals in and retiring in December 2021. Monique also served as the Branch Secretary for the Assemblée Parlementaire de la Francophonie (APF). Her liveliness and capacity for hard work are part of her legacy.



Caroline Ullberg started with the Assembly in 2010, and retired in September 2020. As Budget Officer, Caroline's key responsibilities included developing and preparing the annual Legislative Assembly Estimates of Expenditure and Revenue, and preparing the Legislative Assembly monthly, quarterly and annual financial reports.



Legislative Building Facility Manager Todd Miclash

On March 26, 2021 after 37 years in government, with 34 of those years as the Legislative Building Facility Manager, Todd Miclash retired. The Speaker was honoured to present Todd gifts on behalf of all Legislative Building staff, including herself.

On Monday, March 22, 2021 prior to his retirement, the Premier and other MLAs paid tribute to Todd's years of hard work and dedication. The Speaker also made a statement in the House.

IN APPRECIATION

It takes many hands to complete a task. In addition to the fine work done by Legislative Assembly staff, there are other offices who collaborate with the Assembly or who provide services in order for the Assembly to function. Our thanks go out to the following offices and individuals who consistently go provide excellent assistance to the Assembly.

Accommodation Services

Archives Manitoba

Caucus Chairpersons

Caucus MLA Intern representatives

House Leaders and their staff

Independent Officers of the Legislative Assembly

Interpreters from Translation Services, Municipal Relations

Legislative Building Information Systems

Legislative Building Security Services

Legislative Counsel Lawyers and Translators

Legislative Library and Reading Room

Office of the Lieutenant Governor

Media Services

Todd Miclash, Darryl Heaton and Legislative Building staff

Manitoba Protocol Office



IN MEMORIUM

IN MEMORIUM

The Legislative Assembly respectfully honours the memory of the following former Members of the Legislative Assembly who passed away during the period of April 1, 2020 to March 31, 2022.

Jean René Allard

MLA for Rupertsland (June 25, 1969 to June 28, 1973)

William (Bill) Alexander Blaikie

MLA for Elmwood (March 24, 2009 to October 4, 2011)

Jay Marine Cowan

MLA for Churchill (October 11, 1977 to September 11, 1990)

Clifford (Clif) Evans

MLA for Interlake (September 11, 1990 to September 21, 1999)

Michael Kawchuk

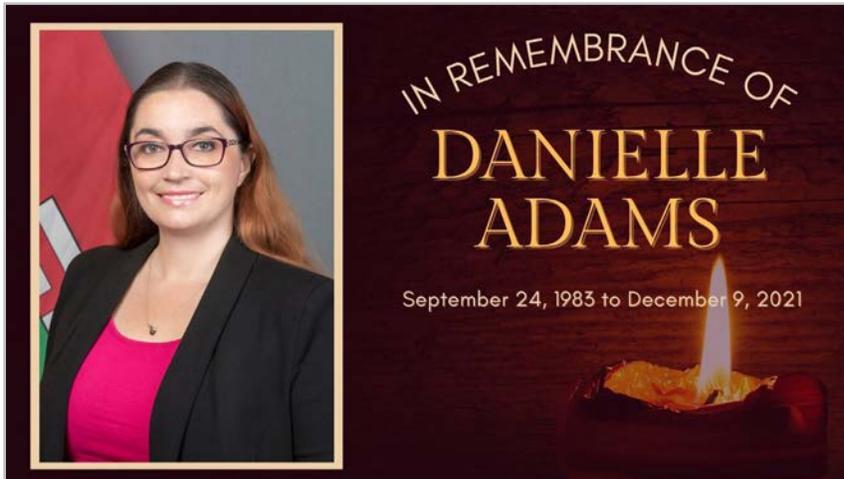
MLA for Ethelbert Plains (June 23, 1966 to June 25, 1969)

Eugene Kostyra

MLA for Seven Oaks (November 17, 1981 to April 26, 1988)

Danielle Adams

MLA for Thompson (September 10, 2019 to December 9, 2021)



Manitobans were saddened to hear of the sudden passing of MLA Danielle Adams in a tragic highway accident. Danielle was elected as an MLA in September 10, 2019, and was the first woman elected to represent the Thompson Constituency.

A tireless advocate on issues facing those living in northern Manitoba, Danielle worked as a Constituency Assistant to Member of Parliament Niki Ashton prior to running in the 2019 election.

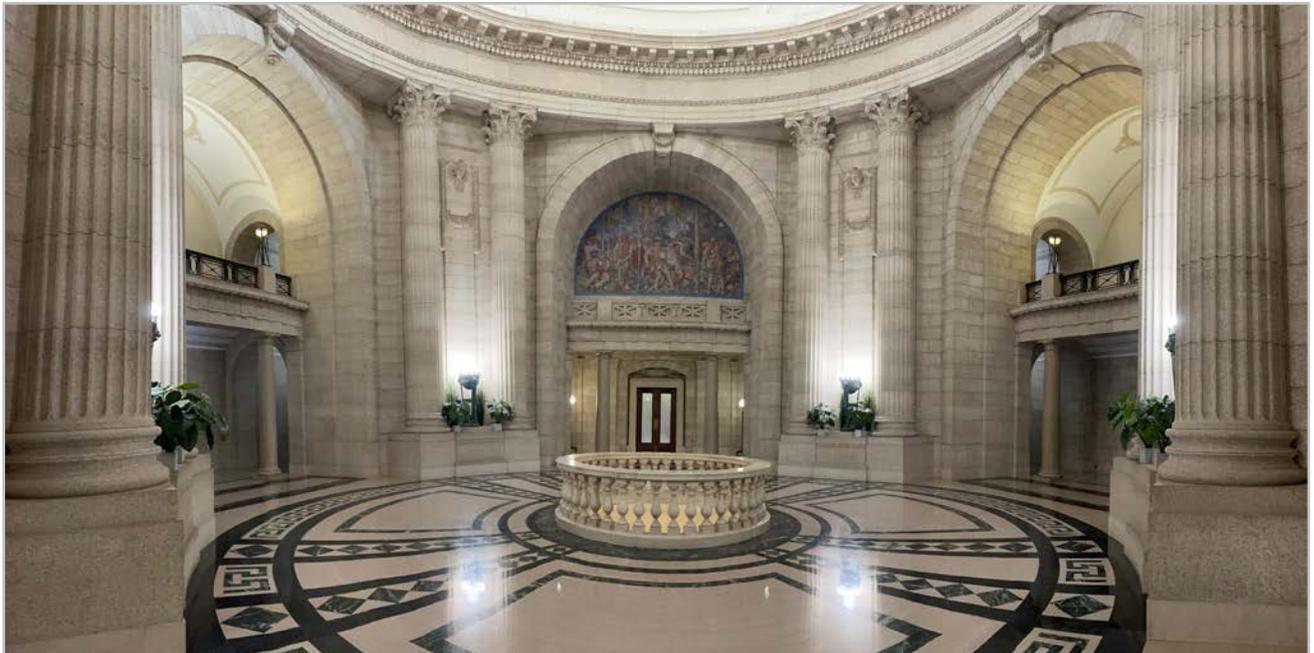
Sincere condolences are expressed to the family of Danielle, including husband Bill Morris and children Nic and Joe, as well as the constituents of Thompson.

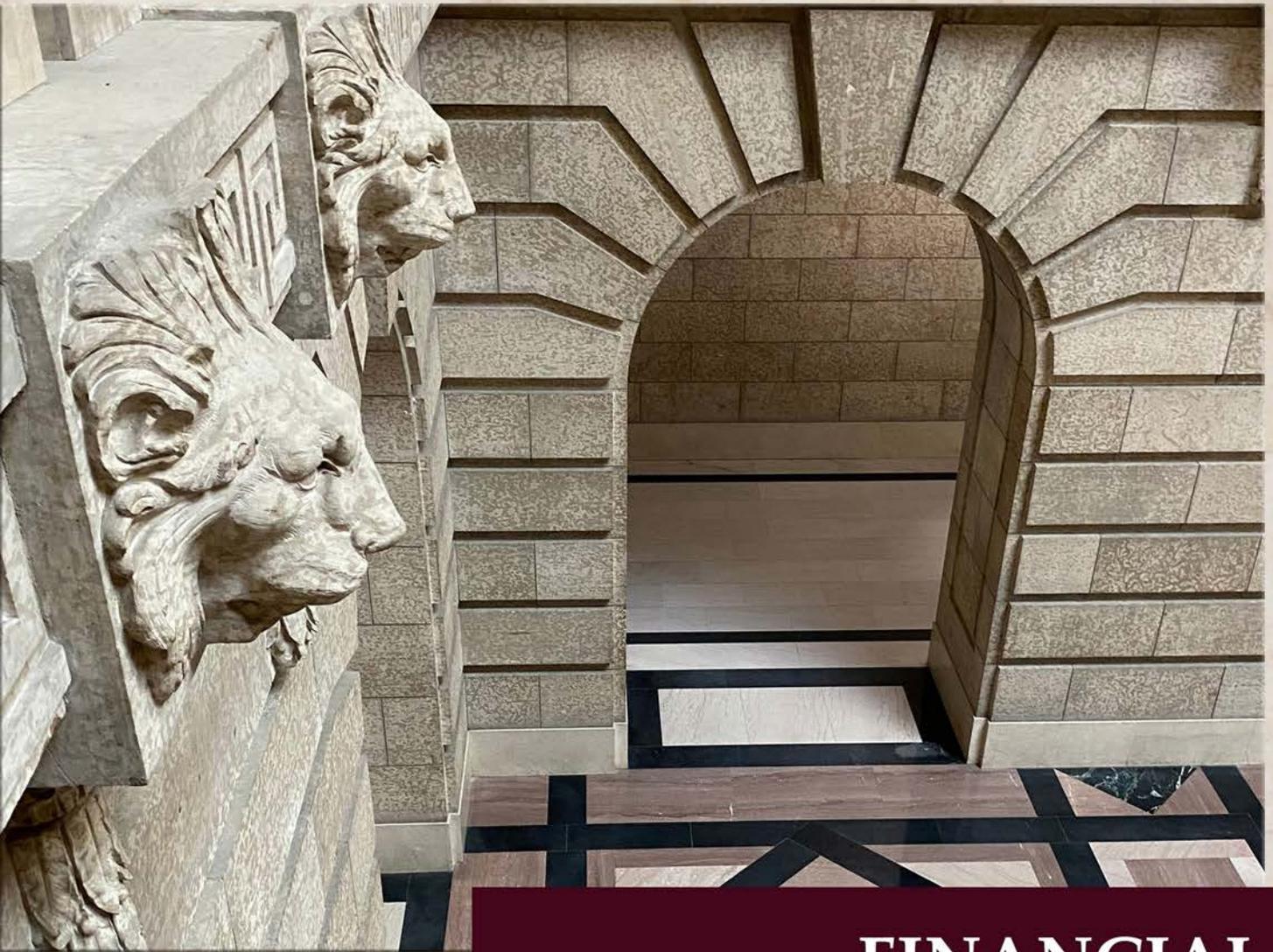
The Legislative Assembly would also like to pay tribute to the memory of Legislative Assembly staff and former staff who also passed away between 2020 and 2022.

Catherine Kostelnuk
Hansard

Bill Lothian
Hansard Recording

James Crean
Hansard Shift Supervisor





FINANCIAL STATEMENTS

FINANCIAL STATEMENTS



Report of Amounts Paid or Payable to Members of the Assembly

FOR THE YEAR ENDED

March 31, 2021



STATEMENT OF RESPONSIBILITY

The accompanying Report of Amounts Paid or Payable to Members of the Assembly by the Assembly is the responsibility of Management of the Legislative Assembly and has been prepared in accordance with provisions of *The Legislative Assembly Act*. In Management's opinion, the Report has been properly prepared within reasonable limits of materiality, incorporating Management's best judgment regarding estimates and other data available up to June 25, 2021.

Management maintains internal controls to provide reasonable assurance of the reliability and accuracy of the financial information reported.

This Report is tabled in the Legislature. It is also available on the Manitoba Legislative Assembly website.

On behalf of Management;


Deanna Wilson
Executive Director, Administration Branch
Manitoba Legislative Assembly


Patricia Chaychuk
Clerk of the Legislative Assembly
Manitoba Legislative Assembly

**REPORT OF AMOUNTS PAID OR PAYABLE TO MEMBERS OF THE ASSEMBLY
FOR THE YEAR ENDED MARCH 31, 2021
COMPENSATION**

| MEMBER | CONSTITUENCY | PREMIER'S AND MINISTERS' COMPENSATION | | | | | OTHER COMPENSATION | SEVERANCE / TRANSITION PAYMENTS (Note 4) |
|----------------------|---------------------|---------------------------------------|------------|-----------|------------|------------|-----------------------|---|
| | | MEMBERS' | PAID OR | WITHHELD | TOTAL | PAID UNDER | | |
| | | INDEMNITY | ACCRUED | (Note 2) | | FR&TP ACT | | |
| | | \$ | \$ | \$ | \$ | \$ | \$ | |
| Adams, D. | Thompson | 96,234.99 | - | - | - | - | - | |
| Altomare, N. | Transcona | 96,234.99 | - | - | - | - | - | |
| Asagwara, U. | Union Station | 96,234.99 | - | - | - | - | - | |
| Brar, D. | Burrows | 96,234.99 | - | - | - | - | - | |
| Bushie, I. | Keewatinook | 96,234.99 | - | - | - | - | - | |
| Clarke, Hon. E. | Agassiz | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | 10,292.38 | - | |
| Cox, Hon. C. | Kildonan-River East | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | 10,292.38 | - | |
| Cullen, Hon. C. | Spruce Woods | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | 10,292.36 | - | |
| Driedger, Hon. M. | Roblin | 96,234.99 | - | - | - | - | 52,688.29 | |
| Eichler, Hon. R. | Lakeside | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | 10,292.38 | - | |
| Ewasko, Hon. W. | Lac du Bonnet | 96,234.99 | 12,422.92 | - | 12,422.92 | - | 5,114.10 | |
| Fielding, Hon. S. | Kirkfield Park | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | 10,292.36 | - | |
| Fontaine, N. | St. Johns | 96,234.99 | - | - | - | - | 7,765.24 | |
| Friesen, Hon. C. | Morden-Winkler | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | 10,292.36 | - | |
| Gerrard, Hon. J. | River Heights | 96,234.99 | - | - | - | - | - | |
| Goertzen, Hon. K. | Steinbach | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | 10,292.36 | - | |
| Gordon, Hon. A. | Southdale | 96,234.99 | 12,422.92 | - | 12,422.92 | - | 402.00 | |
| Guenter, J. | Borderland | 96,234.99 | - | - | - | - | 1,099.16 | |
| Guillemard, Hon. S. | Fort Richmond | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | - | - | |
| Helwer, Hon. R. | Brandon West | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | - | - | |
| Isleifson, L. | Brandon East | 96,234.99 | - | - | - | - | 4,160.08 | |
| Johnson, Hon. D. | Interlake-Gimli | 96,234.99 | 12,422.92 | - | 12,422.92 | - | 5,934.36 | |
| Johnston, S. | Assiniboia | 96,234.99 | - | - | - | - | 4,662.04 | |
| Kinew, W. | Fort Rouge | 96,234.99 | - | - | - | - | 52,688.29 | |
| Lagassé, B. | Dawson Trail | 96,234.99 | - | - | - | - | - | |
| Lagimodiere, A. | Selkirk | 96,234.99 | - | - | - | - | 201.00 | |
| Lamont, D. | St. Boniface | 96,234.99 | - | - | - | - | - | |
| Lamoureux, C. | Tyndall Park | 96,234.99 | - | - | - | - | - | |
| Lathlin, A. | The Pas-Kameesak | 96,234.99 | - | - | - | - | - | |
| Lindsey, T. | Flin Flon | 96,234.99 | - | - | - | - | - | |
| Maloway, J. | Elmwood | 96,234.99 | - | - | - | - | 1,407.00 | |
| Carried Forward..... | | 2,983,284.69 | 416,903.97 | 94,559.40 | 511,463.37 | 72,046.56 | 136,121.56 | - |

| MEMBER | CONSTITUENCY | PREMIER'S AND MINISTERS' COMPENSATION | | | | | OTHER COMPENSATION | SEVERANCE / TRANSITION PAYMENTS (Note 4) |
|----------------------|---------------------|---------------------------------------|-------------------|-------------------|-----------------------|-------------------|-----------------------|---|
| | | MEMBERS' | PAID OR | WITHHELD | PAID UNDER | TOTAL | | |
| | | INDEMNITY | ACCRUED | (Note 2) | FR&TP ACT (Note 2) | | | |
| | | \$ | \$ | \$ | \$ | \$ | \$ | |
| Brought Forward..... | | 2,983,284.69 | 416,903.97 | 94,559.40 | 511,463.37 | 72,046.56 | 136,121.56 | - |
| Marcelino, M. | Notre Dame | 96,234.99 | - | - | - | - | - | - |
| Martin, S. | McPhillips | 96,234.99 | - | - | - | - | - | - |
| Michaleski, B. | Dauphin | 96,234.99 | - | - | - | - | - | - |
| Micklefield, A. | Rossmere | 96,234.99 | - | - | - | - | 7,765.24 | - |
| Morley-Lecomte, J. | Seine River | 96,234.99 | - | - | - | - | 4,662.04 | - |
| Moses, J. | St. Vital | 96,234.99 | - | - | - | - | - | - |
| Naylor, L. | Wolseley | 96,234.99 | - | - | - | - | - | - |
| Nesbitt, G. | Riding Mountain | 96,234.99 | - | - | - | - | 7,518.36 | - |
| Pallister, Hon. B. | Fort Whyte | 96,234.99 | 64,564.55 | 16,081.52 | 80,646.07 | 15,753.92 | - | - |
| Pedersen, Hon. B. | Midland | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | 10,292.36 | - | - |
| Piwniuk, D. | Turtle Mountain | 96,234.99 | - | - | - | - | 10,872.04 | - |
| Reyes, J. | Waverley | 96,234.99 | - | - | - | - | - | - |
| Sala, A. | St. James | 96,234.99 | - | - | - | - | - | - |
| Sandhu, M. | The Maples | 96,234.99 | - | - | - | - | - | - |
| Schuler, Hon. R. | Springfield-Ritchot | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | 10,292.36 | - | - |
| Smith, A. | Lagimodiere | 96,234.99 | - | - | - | - | 4,863.04 | - |
| Smith, B. | Point Douglas | 96,234.99 | - | - | - | - | 6,691.94 | - |
| Smook, D. | La Verendrye | 96,234.99 | - | - | - | - | 4,964.08 | - |
| Squires, Hon. R. | Riel | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | 10,292.36 | - | - |
| Stefanson, Hon. H. | Tuxedo | 96,234.99 | 42,181.62 | 10,506.67 | 52,688.29 | 10,292.36 | - | - |
| Teitsma, J. | Radisson | 96,234.99 | - | - | - | - | 201.00 | - |
| Wasyliw, M. | Fort Garry | 96,234.99 | - | - | - | - | - | - |
| Wharton, Hon. J. | Red River North | 96,234.99 | 42,181.69 | 10,506.60 | 52,688.29 | 10,292.36 | - | - |
| Wiebe, M. | Concordia | 96,234.99 | - | - | - | - | 6,213.64 | - |
| Wishart, I. | Portage la Prairie | 96,234.99 | - | - | - | - | 4,662.04 | - |
| Wowchuk, R. | Swan River | 96,234.99 | - | - | - | - | 1,099.16 | - |
| <u>Former MLAs:</u> | | | | | | | | |
| Altemeyer, R. | | - | - | - | - | - | - | 41,811.83 |
| Graydon, C. | | - | - | - | - | - | - | 41,811.84 |
| Mayer, C. | | - | - | - | - | 5,089.62 | - | - |
| Saran, M. | | - | - | - | - | - | - | 41,811.83 |
| Swan, A. | | - | - | - | - | - | - | 41,811.83 |
| TOTALS | | 5,485,394.43 | 692,376.90 | 163,173.99 | 855,550.89 | 144,351.90 | 195,634.14 | 167,247.33 |

**REPORT OF AMOUNTS PAID OR PAYABLE TO MEMBERS OF THE ASSEMBLY
FOR THE YEAR ENDED MARCH 31, 2021
EXPENSES**

| MEMBER | CONSTITUENCY | TEMPORARY | COMMUTING | TRAVEL | CONSTITUENCY |
|---------------------|---------------------|-------------------------------------|-----------|-----------|------------------------------------|
| | | RESIDENCE AND LIVING EXPENSES | EXPENSES | EXPENSES | ASSISTANT SALARIES (Note 1a) |
| | | \$ | \$ | \$ | \$ |
| Adams, D. | Thompson | 7,200.00 | - | 12,369.60 | 52,527.61 |
| Altomare, N. | Transcona | - | - | 147.00 | 52,618.00 |
| Asagwara, U. | Union Station | - | - | 535.77 | 52,618.00 |
| Brar, D. | Burrows | - | - | 462.00 | 52,618.00 |
| Bushie, I. | Keewatinook | 10,035.14 | - | 14,007.93 | 52,618.00 |
| Clarke, Hon. E. | Agassiz | 19,846.69 | - | 7,296.21 | 52,618.00 |
| Cox, Hon. C. | Kildonan-River East | - | - | 880.66 | 51,877.76 |
| Cullen, Hon. C. | Spruce Woods | 23,198.25 | - | 494.46 | 49,228.76 |
| Driedger, Hon. M. | Roblin | - | - | - | 52,618.00 |
| Eichler, Hon. R. | Lakeside | 26,006.45 | - | 160.16 | 52,618.00 |
| Ewasko, W. | Lac du Bonnet | 21,868.24 | - | 23,835.83 | 46,438.37 |
| Fielding, Hon. S. | Kirkfield Park | - | - | 1,035.16 | 52,618.00 |
| Fontaine, N. | St. Johns | - | - | 6,018.37 | 52,618.00 |
| Friesen, Hon. C. | Morden-Winkler | 24,961.00 | - | 622.51 | 52,618.00 |
| Gerrard, Hon. J. | River Heights | - | - | 176.10 | 52,618.00 |
| Goertzen, Hon. K. | Steinbach | 21,789.80 | - | 5,413.93 | 52,618.00 |
| Gordon, A. | Southdale | - | - | 1,406.91 | 52,263.19 |
| Guenter, J. | Borderland | 22,219.35 | - | 15,930.36 | 52,618.00 |
| Guillemard, Hon. S. | Fort Richmond | - | - | 138.66 | 52,618.00 |
| Helwer, Hon. R. | Brandon West | 24,856.58 | - | 2,055.00 | 39,062.64 |
| Isleifson, L. | Brandon East | 20,447.01 | - | 8,482.78 | 37,045.06 |
| Johnson, D. | Interlake-Gimli | 25,998.60 | - | 32,647.18 | 52,618.00 |
| Johnston, S. | Assiniboia | - | - | 138.66 | 50,222.41 |
| Kinew, W. | Fort Rouge | - | - | - | 52,618.00 |
| Lagassé, B. | Dawson Trail | - | - | 1,771.16 | 52,578.50 |
| Lagimodiere, A. | Selkirk | 10,910.48 | - | 8,862.50 | 45,706.17 |
| Lamont, D. | St. Boniface | - | - | 716.50 | 52,618.00 |
| Lamoureux, C. | Tyndall Park | - | - | - | 52,618.00 |
| Lathlin, A. | The Pas-Kameesak | 18,113.93 | - | 13,278.93 | 44,568.67 |
| Lindsey, T. | Flin Flon | 20,074.00 | - | 12,224.65 | 51,536.72 |
| Maloway, J. | Elmwood | - | - | - | 43,973.45 |

| MEMBER | CONSTITUENCY | CONSTITUENCY EXPENSES (Note 1a) | PRINTING AND MAILING | COMMITTEE EXPENSES | TOTAL EXPENSES | |
|---------------------|--------------|---------------------------------------|----------------------------|-----------------------|-------------------|-----------|
| | OFFICE RENT | | EXPENSES | | | EXPENSES |
| | ALLOWANCE | | (Note 1a) | | | (Note 1b) |
| | \$ | \$ | \$ | \$ | \$ | |
| Adams, D. | 15,120.00 | 23,667.57 | 2,173.86 | - | 113,058.64 | |
| Altomare, N. | 17,352.00 | 53,404.20 | 5,808.01 | - | 129,329.21 | |
| Asagwara, U. | 17,352.00 | 59,703.49 | 8,633.69 | - | 138,842.95 | |
| Brar, D. | 16,968.00 | 61,473.69 | 5,331.15 | - | 136,852.84 | |
| Bushie, I. | 16,800.00 | 45,784.25 | 2,447.63 | - | 141,692.95 | |
| Clarke, Hon. E. | 16,275.00 | 30,832.06 | 4,037.86 | - | 130,905.82 | |
| Cox, Hon. C. | 17,352.00 | 63,513.32 | 2,647.95 | - | 136,271.69 | |
| Cullen, Hon. C. | 12,747.00 | 23,099.76 | 2,163.54 | - | 110,931.77 | |
| Driedger, Hon. M. | 11,340.00 | 42,241.75 | 1,256.18 | - | 107,455.93 | |
| Eichler, Hon. R. | 15,246.00 | 27,823.13 | 1,923.43 | - | 123,777.17 | |
| Ewasko, W. | 17,352.00 | 26,421.91 | 1,521.29 | - | 137,437.64 | |
| Fielding, Hon. S. | 17,352.00 | 55,819.59 | 5,023.41 | - | 131,848.16 | |
| Fontaine, N. | 15,600.00 | 65,360.40 | 3,794.07 | - | 143,390.84 | |
| Friesen, Hon. C. | 14,164.11 | 39,562.53 | 2,621.50 | - | 134,549.65 | |
| Gerrard, Hon. J. | 17,352.00 | 60,880.52 | 6,859.87 | - | 137,886.49 | |
| Goertzen, Hon. K. | 17,352.00 | 56,614.30 | 3,981.80 | - | 157,769.83 | |
| Gordon, A. | 17,352.00 | 62,251.20 | 1,242.71 | - | 134,516.01 | |
| Guenther, J. | 17,352.00 | 53,835.69 | 1,966.29 | - | 163,921.69 | |
| Guillemard, Hon. S. | 16,144.55 | 57,575.56 | 5,748.31 | - | 132,225.08 | |
| Helwer, Hon. R. | 14,795.81 | 24,113.76 | 2,131.44 | - | 107,015.23 | |
| Isleifson, L. | 17,352.00 | 30,726.90 | 3,254.89 | - | 117,308.64 | |
| Johnson, D. | 17,352.00 | 45,647.63 | 2,505.07 | - | 176,768.48 | |
| Johnston, S. | 17,352.00 | 54,035.99 | 3,084.48 | - | 124,833.54 | |
| Kinew, W. | 16,968.00 | 63,869.20 | 7,710.63 | - | 141,165.83 | |
| Lagassé, B. | 17,352.00 | 55,416.43 | 1,853.34 | - | 128,971.43 | |
| Lagimodiere, A. | 15,750.00 | 31,218.58 | 1,227.34 | - | 113,675.07 | |
| Lamont, D. | 17,352.00 | 68,983.93 | 5,883.50 | - | 145,553.93 | |
| Lamoureux, C. | 17,352.00 | 37,512.97 | 3,557.37 | - | 111,040.34 | |
| Lathlin, A. | 14,380.00 | 23,531.74 | 2,018.24 | - | 115,891.51 | |
| Lindsey, T. | 11,970.00 | 46,157.71 | 2,551.70 | - | 144,514.78 | |
| Maloway, J. | 12,600.00 | 64,805.73 | 7,375.33 | - | 128,754.51 | |

**REPORT OF AMOUNTS PAID OR PAYABLE TO MEMBERS OF THE ASSEMBLY
FOR THE YEAR ENDED MARCH 31, 2021
EXPENSES**

| MEMBER | CONSTITUENCY | TEMPORARY | COMMUTING | TRAVEL | CONSTITUENCY |
|---------------------|---------------------|-------------------------------------|-----------|-------------------|------------------------------------|
| | | RESIDENCE AND LIVING EXPENSES | EXPENSES | EXPENSES | ASSISTANT SALARIES (Note 1a) |
| | | \$ | \$ | \$ | \$ |
| Marcelino, M. | Notre Dame | - | - | - | 49,386.20 |
| Martin, S. | McPhillips | - | - | 6,594.66 | 52,618.00 |
| Michaleski, B. | Dauphin | 19,773.03 | - | 8,712.21 | 50,418.38 |
| Micklefield, A. | Rossmere | - | - | 2,483.34 | 52,618.00 |
| Morley-Lecomte, J. | Seine River | - | - | 355.66 | 46,370.42 |
| Moses, J. | St. Vital | - | - | 330.95 | 52,618.00 |
| Naylor, L. | Wolseley | - | - | 52.69 | 52,618.00 |
| Nesbitt, G. | Riding Mountain | 15,064.17 | - | 18,620.46 | 38,820.32 |
| Pallister, Hon. B. | Fort Whyte | - | - | 138.66 | 40,443.78 |
| Pedersen, Hon. B. | Midland | 24,425.00 | - | 234.66 | 19,230.16 |
| Piwniuk, D. | Turtle Mountain | 24,929.60 | - | 38,562.11 | 52,150.40 |
| Reyes, J. | Waverley | - | - | 592.16 | 52,589.10 |
| Sala, A. | St. James | - | - | 252.40 | 49,830.00 |
| Sandhu, M. | The Maples | - | - | - | 53,229.85 |
| Schuler, Hon. R. | Springfield-Ritchot | - | - | 10,946.66 | 52,558.64 |
| Smith, A. | Lagimodiere | - | - | 3,237.95 | 52,618.00 |
| Smith, B. | Point Douglas | - | - | 1,217.50 | 52,618.00 |
| Smook, D. | La Verendrye | 21,836.21 | - | 25,528.31 | 39,055.21 |
| Squires, Hon. R. | Riel | - | - | 138.66 | 44,310.30 |
| Stefanson, Hon. H. | Tuxedo | - | - | 348.66 | 52,618.00 |
| Teitsma, J. | Radisson | - | - | 600.78 | 52,618.00 |
| Wasyliw, M. | Fort Garry | - | - | - | 52,618.00 |
| Wharton, Hon. J. | Red River North | 26,194.71 | - | 8,165.41 | 52,502.64 |
| Wiebe, M. | Concordia | - | - | 316.70 | 52,618.00 |
| Wishart, Hon. I. | Portage la Prairie | 14,363.47 | - | 3,153.14 | 47,805.71 |
| Wowchuk, R. | Swan River | 17,697.75 | - | 25,009.71 | 52,589.37 |
| <u>Former MLAs:</u> | | | | | |
| Bindle, K. | | - | - | - | - |
| Caldwell, D. | | - | - | - | - |
| Curry, N. | | - | - | - | - |
| Klassen, J. | | - | - | 6,361.57 | - |
| Marcelino, D. | | - | - | - | - |
| Martin, S. | Morris | - | - | - | - |
| Swan, A. | | - | - | - | - |
| Yakimoski, B. | | - | - | - | - |
| TOTALS | | 461,809.46 | - | 333,063.99 | 2,831,623.79 |

| MEMBER | CONSTITUENCY OFFICE RENT ALLOWANCE | CONSTITUENCY EXPENSES (Note 1a) | AND MAILING EXPENSES (Note 1b) | COMMITTEE EXPENSES | TOTAL EXPENSES |
|---------------------|--|---------------------------------------|---|-----------------------|---------------------|
| | \$ | \$ | \$ | \$ | \$ |
| Marcelino, M. | 17,352.00 | 58,891.99 | 5,703.87 | - | 131,334.06 |
| Martin, S. | 17,352.00 | 29,044.23 | 2,200.73 | - | 107,809.62 |
| Michaleski, B. | 13,719.52 | 32,443.35 | 1,364.64 | - | 126,431.13 |
| Micklefield, A. | 17,352.00 | 63,509.56 | 5,207.44 | - | 141,170.34 |
| Morley-Lecomte, J. | 17,352.00 | 56,724.83 | 3,045.62 | - | 123,848.53 |
| Moses, J. | 10,067.20 | 54,860.35 | 6,534.39 | - | 124,410.89 |
| Naylor, L. | 17,352.00 | 64,254.85 | 6,504.18 | - | 140,781.72 |
| Nesbitt, G. | 12,063.90 | 20,596.92 | 2,391.83 | - | 107,557.60 |
| Pallister, Hon. B. | 11,340.00 | 39,699.74 | 2,255.30 | - | 93,877.48 |
| Pedersen, Hon. B. | 15,120.00 | 22,556.85 | 1,978.44 | - | 83,545.11 |
| Piwniuk, D. | 11,340.00 | 23,551.47 | 2,164.61 | - | 152,698.19 |
| Reyes, J. | 17,352.00 | 54,443.61 | 5,947.81 | - | 130,924.68 |
| Sala, A. | 17,352.00 | 63,805.39 | 4,938.89 | - | 136,178.68 |
| Sandhu, M. | 17,352.00 | 60,537.06 | 3,083.21 | - | 134,202.12 |
| Schuler, Hon. R. | 15,506.00 | 61,251.84 | 6,095.75 | - | 146,358.89 |
| Smith, A. | 11,723.71 | 51,193.34 | 2,427.95 | - | 121,200.95 |
| Smith, B. | 17,352.00 | 65,092.27 | 6,834.33 | - | 143,114.10 |
| Smook, D. | 10,284.72 | 22,907.92 | 1,741.10 | - | 121,353.47 |
| Squires, Hon. R. | 17,352.00 | 62,065.56 | 1,315.46 | - | 125,181.98 |
| Stefanson, Hon. H. | 17,352.00 | 39,708.17 | 1,308.72 | - | 111,335.55 |
| Teitsma, J. | 17,352.00 | 64,457.44 | 2,456.09 | - | 137,484.31 |
| Wasyliw, M. | 16,644.48 | 61,476.80 | 8,507.15 | - | 139,246.43 |
| Wharton, Hon. J. | 15,072.00 | 40,428.93 | 1,961.31 | - | 144,325.00 |
| Wiebe, M. | 17,352.00 | 60,309.73 | 5,753.07 | - | 136,349.50 |
| Wishart, Hon. I. | 9,135.00 | 25,202.90 | 1,185.65 | - | 100,845.87 |
| Wowchuk, R. | 11,182.50 | 25,843.05 | 2,278.60 | - | 134,600.98 |
| <u>Former MLAs:</u> | | | | | |
| Bindle, K. | - | 84.70 | - | - | 84.70 |
| Caldwell, D. | - | 203.70 | - | - | 203.70 |
| Curry, N. | - | (203.58) | - | - | (203.58) |
| Klassen, J. | - | 751.14 | - | - | 7,112.71 |
| Marcelino, D. | - | 304.51 | - | - | 304.51 |
| Martin, S. | - | (742.40) | - | - | (742.40) |
| Swan, A. | (1,254.75) | - | - | - | (1,254.75) |
| Yakimoski, B. | - | (1,026.86) | - | - | (1,026.86) |
| TOTALS | 884,668.75 | 2,680,114.85 | 207,522.02 | - | 7,398,802.86 |

**REPORT OF AMOUNTS PAID OR PAYABLE TO MEMBERS OF THE ASSEMBLY
FOR THE YEAR ENDED MARCH 31, 2021
NOTES TO THE FINANCIAL REPORT**

1. BASIS OF ACCOUNTING

This Report presents the amounts paid or payable to members of the legislature as required by Sections 52.27 (1) and (2) of The Legislative Assembly Act.

Expenses and compensation are recognized on an accrual basis. Expenses are accrued based upon the claims processed to May 21, 2021.

Repayments by MLAs for claims over the maximum entitlement are recognized when received.

Expenses in this Report represent the constituency expenses established by The Legislative Assembly Act and disbursed by the Members' Allowances Office. This Report does not include any expenses incurred by a minister and disbursed by the minister's department or other departments. In addition, this Report does not include any expenses incurred by other MLAs that are disbursed by other departments.

Expenses incurred by a minister for his or her department are published in the Minister's Expense Reports posted on the website of that department. Other payments over \$50,000 made by a department to MLAs are reported in the Statement of Payments in Volume 2 of the Public Accounts.

The reported amounts reflect the following policies based upon directives and interpretations by the Legislative Assembly Management Commission:

- a. MLAs are charged under their constituency expense entitlements with the salary type benefits for constituency staff such as sick leave, statutory holiday pay, and overtime, in addition to their salary and vacation pay. All other benefits, totaling \$640,091 for the year ended March 31, 2021, are not charged to MLAs' entitlements and are therefore excluded from this Report.
- b. Printing fees are included in this Report, however, postage costs paid directly to the supplier on the member's behalf are excluded from this Report.
- c. Costs associated with the assignment of government vehicles to members, or payments of the optional car allowance to members, in lieu of assigned vehicles, are excluded from this Report.

2. PREMIER'S AND MINISTERS' COMPENSATION

The Fiscal Responsibility and Taxpayer Protection Act (FR&TP Act) requires the government not to incur a deficit greater than the baseline amount and penalizes ministers by reducing their salaries if this requirement is not met. The deficit amount is calculated in accordance with the Act.

The Act also requires the government to withhold 20% of the ministerial salaries. This percentage will increase to 40% if the government has a deficit exceeding the baseline amount for two consecutive years. The withheld amounts will be paid to the ministers if there is no deficit incurred or if the deficit is below the baseline amount.

As of March 31, 2021, a total of \$163,174 was withheld. Any salary reductions or repayments related to these withheld amounts will be disclosed in the next year's report. As of March 31, 2021 a total of \$144,351 was paid to the ministers as the deficit was below the baseline amount in 2019/20.

**REPORT OF AMOUNTS PAID OR PAYABLE TO MEMBERS OF THE ASSEMBLY
FOR THE YEAR ENDED MARCH 31, 2021
NOTES TO THE FINANCIAL REPORT**

3. SEVERANCE AND TRANSITION PAYMENTS

Severance Allowance

Severance pay to Members elected prior to 1995 is made pursuant to section 52.21 of The Legislative Assembly Act. A member who ceases to be a member for any reason other than under section 18 (conviction) or 20 (disqualification) is entitled to a payment calculated at the rate of one (1) month's pay for each consecutive year that he or she has served as a member to a maximum of twelve (12) months' pay.

Transition/ Severance Payments

Members elected after 1995 who resign, retire or are defeated in an election are entitled to receive the equivalent of one month's salary for each year of service. The minimum transition/severance payment is three (3) months' pay and the maximum is twelve (12) months' pay. The Member has the option of receiving the payment in a lump sum (Severance) or by bi-weekly payments (Transition).

4. SPECIAL SUPPLY AND OPERATING ALLOWANCES

Each official party as well as any independent member is entitled to a special supply and operating allowance under Section 52.23 of the Act. This allowance was paid as designated by the leader of each party to the following:

| | |
|---------------------------------------|-------------------|
| Progressive Conservative Party Caucus | \$ 110,180 |
| New Democratic Party Caucus | 56,664 |
| Driedger, Hon. M. | 3,148 |
| Lamont, D. | 3,148 |
| Gerrard, J. | 3,148 |
| Lamoureux, C. | 3,148 |
| | <u>\$ 179,436</u> |

5. UNREPORTED AMOUNTS AND EXPENSES RELATED TO OTHER YEARS

The amounts in this Report include previously unreported claims and recoveries related to prior years' expenses totaling \$99,171 and \$12,852 respectively, with a net total of \$86,319. In addition, these amounts do not include payments related to future years' expenses totaling \$6,414 which represent primarily prepaid rent and unexpired insurances.



**Report of Amounts Paid or Payable to
Members of The Assembly**

FOR THE YEAR ENDED

March 31, 2022



STATEMENT OF RESPONSIBILITY

The accompanying Report of Amounts Paid or Payable to Members of the Assembly by the Assembly is the responsibility of Management of the Legislative Assembly and has been prepared in accordance with provisions of *The Legislative Assembly Act*. In Management's opinion, the Report has been properly prepared within reasonable limits of materiality, incorporating Management's best judgment regarding estimates and other data available up to June 30, 2022.

Management maintains internal controls to provide reasonable assurance of the reliability and accuracy of the financial information reported.

This Report is tabled in the Legislature. It is also available on the Manitoba Legislative Assembly website.

On behalf of Management;


Digitally signed by
Deanna Wilson
Date: 2022.09.28
11:24:15 -05'00'

Deanna Wilson
Executive Director, Administration Branch
Manitoba Legislative Assembly


Patricia Chaychuk
Clerk of the Legislative Assembly
Manitoba Legislative Assembly

**REPORT OF AMOUNTS PAID OR PAYABLE TO MEMBERS OF THE ASSEMBLY
FOR THE YEAR ENDED MARCH 31, 2022
COMPENSATION**

| MEMBER | CONSTITUENCY | PREMIER'S AND MINISTERS' COMPENSATION | | | | | | SEVERANCE / |
|----------------------|---------------------|---------------------------------------|------------|------------|------------|------------|--------------|-------------|
| | | MEMBERS' | PAID OR | | | PAID UNDER | OTHER | TRANSITION |
| | | INDEMNITY | ACCRUED | WITHHELD | TOTAL | FR&TP ACT | COMPENSATION | PAYMENTS |
| | | | | (Note 2) | | (Note 2) | (Note 3) | (Note 4) |
| | | \$ | \$ | \$ | \$ | \$ | \$ | |
| Adams, D. | Thompson | 67,758.62 | - | - | - | - | - | 18,328.68 |
| Altomare, N. | Transcona | 97,786.67 | - | - | - | - | - | - |
| Asagwara, U. | Union Station | 97,786.67 | - | - | - | - | - | - |
| Brar, D. | Burrows | 97,786.67 | - | - | - | - | - | - |
| Bushie, I. | Keewatinook | 97,786.67 | - | - | - | - | - | - |
| Clarke, Hon. E. | Agassiz | 97,786.67 | 21,044.54 | 5,219.88 | 26,264.42 | 10,506.60 | - | - |
| Cox, Hon. C. * | Kildonan-River East | 97,786.67 | 34,223.57 | 8,739.05 | 42,962.62 | 10,506.60 | - | - |
| Cullen, Hon. C. | Spruce Woods | 97,786.67 | 42,863.12 | 10,674.56 | 53,537.68 | 10,506.60 | - | - |
| Driedger, Hon. M. | Roblin | 97,786.67 | - | - | - | - | 53,537.68 | - |
| Eichler, Hon. R. * | Lakeside | 97,786.67 | 34,223.57 | 8,739.05 | 42,962.62 | 10,506.60 | - | - |
| Ewasko, Hon. W. | Lac du Bonnet | 97,786.67 | 42,863.12 | 10,674.56 | 53,537.68 | - | - | - |
| Fielding, Hon. S. | Kirkfield Park | 97,786.67 | 42,863.12 | 10,674.56 | 53,537.68 | 10,506.60 | - | - |
| Fontaine, N. | St. Johns | 97,786.67 | - | - | - | - | 7,890.25 | - |
| Friesen, Hon. C. | Morden-Winkler | 97,786.67 | 42,863.12 | 10,674.56 | 53,537.68 | 10,506.60 | - | - |
| Gerrard, Hon. J. | River Heights | 97,786.67 | - | - | - | - | - | - |
| Goertzen, Hon. K. | Steinbach | 97,786.67 | 46,784.26 | 11,654.82 | 58,439.08 | 10,506.60 | - | - |
| Gordon, Hon. A. | Southdale | 97,786.67 | 42,863.12 | 10,674.56 | 53,537.68 | - | - | - |
| Guenter, J. | Borderland | 97,786.67 | - | - | - | - | 3,994.74 | - |
| Guillemard, Hon. S. | Fort Richmond | 97,786.67 | 42,863.12 | 10,674.56 | 53,537.68 | 10,506.60 | - | - |
| Helwer, Hon. R. | Brandon West | 97,786.67 | 42,863.12 | 10,674.56 | 53,537.68 | 10,506.60 | - | - |
| Isleifson, L. | Brandon East | 97,786.67 | - | - | - | - | 10,063.98 | - |
| Johnson, Hon. D. | Interlake-Gimli | 97,786.67 | 42,863.12 | 10,674.56 | 53,537.68 | - | - | - |
| Johnston, Hon. S. | Assiniboia | 97,786.67 | 10,721.64 | - | 10,721.64 | - | 1,374.92 | - |
| Khan, I. | Fort Whyte | 2,710.41 | - | - | - | - | - | - |
| Kinew, W. | Fort Rouge | 97,786.67 | - | - | - | - | 53,537.68 | - |
| Lagassé, B. | Dawson Trail | 97,786.67 | - | - | - | - | 948.37 | - |
| Lagimodiere, Hon. A. | Selkirk | 97,786.67 | 38,141.48 | - | 38,141.48 | - | 1,020.00 | - |
| Lamont, D. | St. Boniface | 97,786.67 | - | - | - | - | - | - |
| Lamoureux, C. | Tyndall Park | 97,786.67 | - | - | - | - | - | - |
| Lathlin, A. | The Pas-Kameesak | 97,786.67 | - | - | - | - | - | - |
| Lindsey, T. | Flin Flon | 97,786.67 | - | - | - | - | - | - |
| Maloway, J. | Elmwood | 97,786.67 | - | - | - | - | 204.00 | - |
| Carried Forward..... | | 3,004,069.13 | 528,044.02 | 119,749.28 | 647,793.30 | 94,559.40 | 132,571.62 | 18,328.68 |

| MEMBER | CONSTITUENCY | PREMIER'S AND MINISTERS' COMPENSATION | | | | | | SEVERANCE / |
|----------------------|---------------------|---------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|------------------|
| | | MEMBERS' | PAID OR | | PAID UNDER | | OTHER | TRANSITION |
| | | INDEMNITY | ACCRUED | WITHHELD | TOTAL | FR&TP ACT | COMPENSATION | PAYMENTS |
| | | | | (Note 2) | | (Note 2) | (Note 3) | (Note 4) |
| | | \$ | \$ | \$ | \$ | \$ | \$ | |
| Brought Forward..... | | 3,004,069.13 | 528,044.02 | 119,749.28 | 647,793.30 | 94,559.40 | 132,571.62 | 18,328.68 |
| Marcelino, M. | Notre Dame | 97,786.67 | - | - | - | - | - | - |
| Martin, S. | McPhillips | 97,786.67 | - | - | - | - | 948.37 | - |
| Michaleski, B. | Dauphin | 97,786.67 | - | - | - | - | 672.51 | - |
| Micklefield, A. | Rossmere | 97,786.67 | - | - | - | - | 5,436.33 | - |
| Morley-Lecomte, J. | Seine River | 97,786.67 | - | - | - | - | 5,766.71 | - |
| Moses, J. | St. Vital | 97,786.67 | - | - | - | - | - | - |
| Naylor, L. | Wolseley | 97,786.67 | - | - | - | - | - | - |
| Nesbitt, G. | Riding Mountain | 97,786.67 | - | - | - | - | 6,802.19 | - |
| Pallister, Hon. B. * | Fort Whyte | 50,082.50 | 27,425.48 | 7,136.82 | 34,562.30 | 16,081.52 | - | 60,118.10 |
| Pedersen, Hon. B. | Midland | 97,786.67 | 12,287.64 | 3,255.14 | 15,542.78 | 10,506.60 | 1,836.80 | - |
| Piwniuk, Hon. D. | Turtle Mountain | 97,786.67 | 10,721.64 | - | 10,721.64 | - | 8,832.99 | - |
| Reyes, Hon. J. | Waverley | 97,786.67 | 38,141.48 | - | 38,141.48 | - | - | - |
| Sala, A. | St. James | 97,786.67 | - | - | - | - | 1,224.00 | - |
| Sandhu, M. | The Maples | 97,786.67 | - | - | - | - | - | - |
| Schuler, Hon. R. * | Springfield-Ritchot | 97,786.67 | 32,112.14 | 8,211.20 | 40,323.34 | 10,506.60 | - | - |
| Smith, Hon. A. | Lagimodiere | 97,786.67 | 10,721.64 | - | 10,721.64 | - | 4,399.26 | - |
| Smith, B. | Point Douglas | 97,786.67 | - | - | - | - | 6,802.19 | - |
| Smook, D. | La Verendrye | 97,786.67 | - | - | - | - | 7,890.25 | - |
| Squires, Hon. R. | Riel | 97,786.67 | 42,863.12 | 10,674.56 | 53,537.68 | 10,506.60 | - | - |
| Stefanson, Hon. H. | Tuxedo | 97,786.67 | 43,504.16 | 10,715.65 | 54,219.81 | 10,506.67 | - | - |
| Teitsma, J. | Radisson | 97,786.67 | - | - | - | - | 1,764.37 | - |
| Wasyliw, M. | Fort Garry | 97,786.67 | - | - | - | - | - | - |
| Wharton, Hon. J. | Red River North | 97,786.67 | 42,863.12 | 10,674.56 | 53,537.68 | 10,506.60 | - | - |
| Wiebe, M. | Concordia | 97,786.67 | - | - | - | - | 6,312.97 | - |
| Wishart, I. | Portage la Prairie | 97,786.67 | - | - | - | - | 4,939.63 | - |
| Wowchuk, R. | Swan River | 97,786.67 | - | - | - | - | 4,735.63 | - |
| TOTALS | | 5,498,818.38 | 788,684.44 | 170,417.21 | 959,101.65 | 163,173.99 | 200,935.82 | 78,446.78 |

* NOTE: The following Members retained Ministerial status for fiscal year 2021/22 and held the designation of Hon. up to the following date:

| | |
|----------------------|-------------------|
| Cox, Hon. C. * | January 18, 2022 |
| Eichler, Hon. R. * | January 18, 2022 |
| Pallister, Hon. B. * | September 1, 2021 |
| Schuler, Hon. R. * | December 31, 2021 |

**REPORT OF AMOUNTS PAID OR PAYABLE TO MEMBERS OF THE ASSEMBLY
FOR THE YEAR ENDED MARCH 31, 2022
EXPENSES**

| MEMBER | CONSTITUENCY | TEMPORARY | COMMUTING | TRAVEL | CONSTITUENCY |
|------------------|---------------------|-------------------------------------|-----------|-----------|------------------------------------|
| | | RESIDENCE AND LIVING EXPENSES | EXPENSES | EXPENSES | ASSISTANT SALARIES (Note 1a) |
| | | \$ | \$ | \$ | \$ |
| Adams, D. | Thompson | 5,453.16 | - | 5,662.63 | 36,671.40 |
| Altomare, N. | Transcona | - | - | 931.83 | 52,676.16 |
| Asagwara, U. | Union Station | - | - | 2,793.33 | 52,880.00 |
| Brar, D. | Burrows | - | - | 3,612.84 | 52,876.04 |
| Bushie, I. | Keewatinook | 20,375.85 | - | 32,188.00 | 52,880.00 |
| Clarke, E. | Agassiz | 20,245.75 | - | 10,341.79 | 52,880.00 |
| Cox, C. | Kildonan-River East | - | - | 1,128.21 | 52,880.00 |
| Cullen, C. | Spruce Woods | 24,234.46 | - | 1,514.82 | 48,100.02 |
| Driedger, M. | Roblin | - | - | 68.00 | 52,880.00 |
| Eichler, R. | Lakeside | 26,340.00 | - | 4,072.11 | 52,880.00 |
| Ewasko, W. | Lac du Bonnet | 21,319.15 | - | 10,472.76 | 50,336.65 |
| Fielding, S. | Kirkfield Park | - | - | 911.61 | 52,880.00 |
| Fontaine, N. | St. Johns | - | - | 5,937.04 | 52,880.00 |
| Friesen, C. | Morden-Winkler | 25,181.35 | - | 2,450.61 | 49,724.97 |
| Gerrard, Hon. J. | River Heights | - | - | 2,142.84 | 52,880.00 |
| Goertzen, K. | Steinbach | 22,950.60 | - | 5,021.19 | 52,880.00 |
| Gordon, A. | Southdale | - | - | 320.11 | 52,880.00 |
| Gunter, J. | Borderland | 19,191.18 | - | 14,901.86 | 52,880.00 |
| Guillemard, S. | Fort Richmond | - | - | 96.11 | 52,253.70 |
| Helwer, R. | Brandon West | 21,002.42 | - | 660.00 | 43,350.19 |
| Isleifson, L. | Brandon East | 20,822.27 | - | 7,957.55 | 38,031.50 |
| Johnson, D. | Interlake-Gimli | 25,836.99 | - | 25,545.96 | 52,880.00 |
| Johnston, S. | Assiniboia | - | - | 96.11 | 51,448.49 |
| Khan, I | Fort Whyte | - | - | - | 754.00 |
| Kinew, W. | Fort Rouge | - | - | 2,306.81 | 52,880.00 |
| Lagassé, B. | Dawson Trail | - | - | 2,197.11 | 52,823.00 |
| Lagimodiere, A. | Selkirk | 21,383.64 | - | 2,535.00 | 46,894.54 |
| Lamont, D. | St. Boniface | - | - | 501.05 | 52,880.00 |
| Lamoureux, C. | Tyndall Park | - | - | - | 52,880.00 |
| Lathlin, A. | The Pas-Kameesak | 20,290.63 | - | 33,478.88 | 52,867.72 |
| Lindsey, T. | Flin Flon | 20,740.76 | - | 13,687.65 | 52,806.76 |
| Maloway, J. | Elmwood | - | - | 1,124.74 | 49,777.65 |

| MEMBER | CONSTITUENCY | CONSTITUENCY EXPENSES (Note 1a) | PRINTING AND MAILING | COMMITTEE EXPENSES | TOTAL EXPENSES | |
|------------------|--------------|---------------------------------------|----------------------------|-----------------------|-------------------|-----------|
| | OFFICE RENT | | EXPENSES | | | EXPENSES |
| | ALLOWANCE | | (Note 1a) | | | (Note 1b) |
| | \$ | \$ | \$ | \$ | \$ | |
| Adams, D. | 11,340.00 | 24,805.47 | 4,839.74 | - | 88,772.40 | |
| Altomare, N. | 17,448.00 | 59,532.31 | 5,364.90 | - | 135,953.20 | |
| Asagwara, U. | 17,448.00 | 60,083.34 | 8,237.33 | - | 141,442.00 | |
| Brar, D. | 17,288.00 | 68,647.26 | 4,969.21 | - | 147,393.35 | |
| Bushie, I. | 16,800.00 | 57,241.70 | 2,269.37 | - | 181,754.92 | |
| Clarke, E. | 16,380.00 | 29,716.44 | 3,114.90 | - | 132,678.88 | |
| Cox, C. | 17,448.00 | 65,041.83 | 2,310.67 | - | 138,808.71 | |
| Cullen, C. | 13,044.78 | 23,394.28 | 3,689.43 | - | 113,977.79 | |
| Driedger, M. | 11,340.00 | 38,011.81 | 4,443.98 | - | 106,743.79 | |
| Eichler, R. | 15,246.00 | 26,608.45 | 1,715.38 | - | 126,861.94 | |
| Ewasko, W. | 17,448.00 | 27,604.46 | 5,931.24 | - | 133,112.26 | |
| Fielding, S. | 17,448.00 | 47,817.02 | 7,517.72 | - | 126,574.35 | |
| Fontaine, N. | 15,600.00 | 63,781.23 | 6,984.42 | - | 145,182.69 | |
| Friesen, C. | 15,254.50 | 39,085.63 | 2,728.50 | - | 134,425.56 | |
| Gerrard, Hon. J. | 17,448.00 | 67,729.72 | 5,989.25 | - | 146,189.81 | |
| Goertzen, K. | 17,448.00 | 44,212.97 | 6,036.60 | - | 148,549.36 | |
| Gordon, A. | 17,448.00 | 55,306.41 | 7,581.41 | - | 133,535.93 | |
| Guenther, J. | 17,448.00 | 44,920.44 | 3,296.40 | - | 152,637.88 | |
| Guillemard, S. | 15,586.44 | 39,565.46 | 4,161.69 | - | 111,663.40 | |
| Helwer, R. | 16,945.62 | 25,106.49 | 3,545.12 | - | 110,609.84 | |
| Isleifson, L. | 17,448.00 | 19,581.11 | 3,832.37 | - | 107,672.80 | |
| Johnson, D. | 17,448.00 | 34,054.90 | 2,286.52 | - | 158,052.37 | |
| Johnston, S. | 17,448.00 | 45,097.92 | 9,352.41 | - | 123,442.93 | |
| Khan, I. | - | 1,786.45 | - | - | 2,540.45 | |
| Kinew, W. | 16,968.00 | 63,096.21 | 7,014.19 | - | 142,265.21 | |
| Lagassé, B. | 17,448.00 | 50,621.01 | 4,074.59 | - | 127,163.71 | |
| Lagimodiere, A. | 16,170.00 | 33,953.44 | 2,960.72 | - | 123,897.34 | |
| Lamont, D. | 17,448.00 | 65,984.66 | 3,452.74 | - | 140,266.45 | |
| Lamoureux, C. | 17,448.00 | 48,704.56 | 4,503.69 | - | 123,536.25 | |
| Lathlin, A. | 14,584.80 | 25,545.78 | 6,483.16 | - | 153,250.97 | |
| Lindsey, T. | 11,970.00 | 36,540.42 | 2,781.02 | - | 138,526.61 | |
| Maloway, J. | 12,600.00 | 63,836.45 | 8,139.51 | - | 135,478.35 | |

**REPORT OF AMOUNTS PAID OR PAYABLE TO MEMBERS OF THE ASSEMBLY
FOR THE YEAR ENDED MARCH 31, 2022
EXPENSES**

| MEMBER | CONSTITUENCY | TEMPORARY | COMMUTING | TRAVEL | CONSTITUENCY |
|---------------------|---------------------|-------------------------------------|-----------|------------|------------------------------------|
| | | RESIDENCE AND LIVING EXPENSES | EXPENSES | EXPENSES | ASSISTANT SALARIES (Note 1a) |
| | | \$ | \$ | \$ | \$ |
| Marcelino, M. | Notre Dame | - | - | 360.11 | 52,880.00 |
| Martin, S. | McPhillips | - | - | 6,875.61 | 52,880.00 |
| Michaleski, B. | Dauphin | 19,645.54 | - | 9,958.11 | 49,093.28 |
| Micklefield, A. | Rossmere | - | - | 2,346.62 | 52,880.00 |
| Morley-Lecomte, J. | Seine River | - | - | 601.11 | 47,685.40 |
| Moses, J. | St. Vital | - | - | 2,799.53 | 52,880.00 |
| Naylor, L. | Wolseley | - | - | 1,155.59 | 52,880.00 |
| Nesbitt, G. | Riding Mountain | 17,359.07 | - | 22,386.37 | 39,562.38 |
| Pallister, B. | Fort Whyte | - | - | 96.11 | 19,545.71 |
| Pedersen, B. | Midland | 10,680.26 | - | 13,869.41 | 19,731.13 |
| Piwniuk, D. | Turtle Mountain | 24,523.86 | - | 31,105.44 | 52,880.00 |
| Reyes, J. | Waverley | - | - | 655.11 | 52,880.00 |
| Sala, A. | St. James | - | - | 2,739.50 | 46,518.02 |
| Sandhu, M. | The Maples | - | - | 2,823.65 | 52,466.16 |
| Schuler, R. | Springfield-Ritchot | - | - | 12,813.96 | 52,880.00 |
| Smith, A. | Lagimodiere | - | - | 2,403.61 | 52,880.00 |
| Smith, B. | Point Douglas | - | - | 9,405.36 | 52,880.00 |
| Smook, D. | La Verendrye | 22,524.91 | - | 25,950.57 | 38,578.97 |
| Squires, R. | Riel | - | - | 96.11 | 41,587.31 |
| Stefanson, H. | Tuxedo | - | - | 779.11 | 52,880.00 |
| Teitsma, J. | Radisson | - | - | 96.11 | 52,880.00 |
| Wasyliw, M. | Fort Garry | - | - | 780.22 | 52,880.00 |
| Wharton, J. | Red River North | 23,837.23 | - | 11,345.96 | 52,880.00 |
| Wiebe, M. | Concordia | - | - | 3,717.58 | 49,177.40 |
| Wishart, I. | Portage la Prairie | 21,228.59 | - | 13,375.31 | 49,954.11 |
| Wowchuk, R. | Swan River | 18,831.77 | - | 34,697.31 | 52,837.50 |
| <u>Former MLAs:</u> | | | | | |
| Saran, M. | | - | - | - | - |
| TOTALS | | 473,999.44 | - | 407,892.03 | 2,824,530.16 |

| MEMBER | CONSTITUENCY | CONSTITUENCY | PRINTING | COMMITTEE | TOTAL |
|---------------------|-------------------|---------------------|-------------------|-----------|---------------------|
| | OFFICE RENT | | EXPENSES | | |
| | ALLOWANCE | (Note 1a) | MAILING | | EXPENSES |
| | \$ | \$ | EXPENSES | \$ | \$ |
| | | | (Note 1b) | | |
| Marcelino, M. | 17,448.00 | 65,775.56 | 5,162.52 | - | 141,626.19 |
| Martin, S. | 17,448.00 | 39,439.03 | 3,508.24 | - | 120,150.88 |
| Michaleski, B. | 11,505.39 | 21,378.02 | 5,246.62 | - | 116,826.96 |
| Micklefield, A. | 17,424.00 | 61,329.28 | 6,710.01 | - | 140,689.91 |
| Morley-Lecomte, J. | 17,448.00 | 55,959.95 | 2,062.75 | - | 123,757.21 |
| Moses, J. | 17,448.00 | 53,523.41 | 5,988.54 | - | 132,639.48 |
| Naylor, L. | 17,448.00 | 62,837.93 | 5,834.70 | - | 140,156.22 |
| Nesbitt, G. | 12,407.88 | 19,004.36 | 5,498.53 | - | 116,218.59 |
| Pallister, B. | 7,612.50 | 18,117.52 | - | - | 45,371.84 |
| Pedersen, B. | 15,120.00 | 23,659.10 | 4,603.52 | - | 87,663.42 |
| Piwniuk, D. | 11,396.70 | 23,047.12 | 4,802.68 | - | 147,755.80 |
| Reyes, J. | 17,448.00 | 58,022.02 | 6,752.61 | - | 135,757.74 |
| Sala, A. | 16,034.00 | 52,309.99 | 8,984.64 | - | 126,586.15 |
| Sandhu, M. | 17,448.00 | 65,576.37 | 6,000.79 | - | 144,314.97 |
| Schuler, R. | 15,841.00 | 54,241.77 | 4,594.35 | - | 140,371.08 |
| Smith, A. | 18,340.51 | 64,885.94 | 3,660.30 | - | 142,170.36 |
| Smith, B. | 17,448.00 | 65,458.31 | 6,292.74 | - | 151,484.41 |
| Smook, D. | 10,284.72 | 20,304.29 | 1,864.28 | - | 119,507.74 |
| Squires, R. | 17,448.00 | 62,174.76 | 5,568.95 | - | 126,875.13 |
| Stefanson, H. | 17,448.00 | 33,145.07 | 3,751.05 | - | 108,003.23 |
| Teitsma, J. | 17,448.00 | 66,313.98 | 6,175.77 | - | 142,913.86 |
| Wasyliw, M. | 16,869.75 | 62,489.80 | 6,583.22 | - | 139,602.99 |
| Wharton, J. | 17,448.00 | 46,281.47 | 4,667.17 | - | 156,459.83 |
| Wiebe, M. | 17,448.00 | 55,873.33 | 5,340.44 | - | 131,556.75 |
| Wishart, I. | 9,135.00 | 26,610.13 | 2,854.81 | - | 123,157.95 |
| Wowchuk, R. | 11,340.00 | 23,068.12 | 5,223.76 | - | 145,998.46 |
| <u>Former MLAs:</u> | | | | | |
| Saran, M. | - | (349.55) | - | - | (349.55) |
| TOTALS | 898,973.59 | 2,597,492.71 | 277,341.17 | - | 7,480,229.10 |

**REPORT OF AMOUNTS PAID OR PAYABLE TO MEMBERS OF THE ASSEMBLY
FOR THE YEAR ENDED MARCH 31, 2022
NOTES TO THE FINANCIAL REPORT**

1. BASIS OF ACCOUNTING

This Report presents the amounts paid or payable to members of the legislature as required by Section 52.27 (1) of The Legislative Assembly Act.

Expenses and compensation are recognized on an accrual basis. Expenses are accrued based upon the claims processed to May 13, 2022.

Repayments by MLAs for claims over the maximum entitlement are recognized when received.

Expenses in this Report represent the constituency expenses established by The Legislative Assembly Act and disbursed by the Members' Allowances Office. This Report does not include any expenses incurred by a minister and disbursed by the minister's department or other departments. In addition, this Report does not include any expenses incurred by other MLAs that are disbursed by other departments.

Expenses incurred by a minister for his or her department are published in the Minister's Expense Reports posted on the website of that department. Other payments over \$50,000 made by a department to MLAs are reported in the Statement of Vendor Payments of the Public Accounts.

The reported amounts reflect the following policies based upon directives and interpretations by the Legislative Assembly Management Commission:

- a. MLAs are charged under their constituency expense entitlements with the salary type benefits for constituency staff such as sick leave, statutory holiday pay, and overtime, in addition to their salary and vacation pay. All other benefits, totaling \$678,202 for the year ended March 31, 2022, are not charged to MLAs' entitlements and are therefore excluded from this Report.
- b. Printing fees are included in this Report; however, postage costs paid directly to the supplier on the member's behalf are excluded from this Report.
- c. Costs associated with the assignment of government vehicles to members, or payments of the optional car allowance to members, in lieu of assigned vehicles, are excluded from this Report.

2. PREMIER'S AND MINISTERS' COMPENSATION

The Fiscal Responsibility and Taxpayer Protection Act (FR&TP Act) requires the government not to incur a deficit greater than the baseline amount and penalizes ministers by reducing their salaries if this requirement is not met. The deficit amount is calculated in accordance with the Act.

The Act also requires the government to withhold 20% of the ministerial salaries. This percentage will increase to 40% if the government has a deficit exceeding the baseline amount for two consecutive years. The withheld amounts will be paid to the ministers if there is no deficit incurred or if the deficit is below the baseline amount.

As of March 31, 2022, a total of \$ 170,417 was withheld. Any salary reductions or repayments related to these withheld amounts will be disclosed in the next year's report. As of March 31, 2022 a total of \$163,174 was paid to the ministers as the deficit was below the baseline amount in 2020/21.

**REPORT OF AMOUNTS PAID OR PAYABLE TO MEMBERS OF THE ASSEMBLY
FOR THE YEAR ENDED MARCH 31, 2022
NOTES TO THE FINANCIAL REPORT**

3. OTHER PAYMENTS

Other payments are additional salaries provided to a member who holds any position as outlined in Sec. 1(2) of the Members' Salaries Regulation.

4. SEVERANCE AND TRANSITION PAYMENTS

Severance Allowance

Severance pay to Members elected prior to 1995 is made pursuant to Sec. 52.21 of The Legislative Assembly Act.

A member who ceases to be a member for any reason other than under section 18 (conviction) or 20 (disqualification) is entitled to a payment calculated at the rate of one (1) month's pay for each consecutive year that he or she has served as a member to a maximum of twelve (12) months' pay.

Transition/ Severance Payments

Members elected after 1995 who resign, retire or are defeated in an election are entitled to receive the equivalent of one month's salary for each year of service. The minimum transition/severance payment is three (3) months' pay and the maximum is twelve (12) months' pay. The Member has the option of receiving the payment in a lump sum (Severance) or by bi-weekly payments (Transition).

5. SPECIAL SUPPLY AND OPERATING ALLOWANCES

Each official party as well as any independent member is entitled to a special supply and operating allowance under Sec. 52.23 of the Act. This allowance was paid as designated by the leader of each party to the following:

| | |
|---------------------------------------|-------------------|
| Progressive Conservative Party Caucus | \$ 110,985 |
| New Democratic Party Caucus | 57,078 |
| Driedger, Hon. M. | 3,171 |
| Lamont, D. | 3,171 |
| Gerrard, Hon. J. | 3,171 |
| Lamoureux, C. | <u>3,171</u> |
| | <u>\$ 180,747</u> |

6. UNREPORTED AMOUNTS AND EXPENSES RELATED TO OTHER YEARS

The amounts in this Report include previously unreported claims and recoveries related to prior years' expenses totaling \$66,140 and \$ 2,077 respectively, with a net total of \$64,063. In addition, these amounts do not include payments related to future years' expenses totaling \$2,519 which represent primarily prepaid rent and unexpired insurances.



*“ In this time of change, let’s keep
being kind and respectful to each other. ”*

-Dr. Brent Roussin