MANITOBA SCHOOL BOARDS ASSOCIATION
UNIVERSAL STANDARDS TRUST FUND
REPORT OF ACTIVITY
CALENDAR YEAR 2026

MEMBERS OF THE MUST FUND COMMITTEE:

Gary Wowchuk	Region 1 (Swan Valley)
Gregg Waldvogel	Region 2 (Portage la Prairie)
Ron Falk, Chair	Region 3 (Hanover)
Tim Davis	Region 4 (Flin Flon)
Chipalo Simunyola, Vice-Chair	Region 5 (Louis Riel)
Tamara Kuly	Region 6 (Winnipeg)
Chris Huppe	MSBA Staff

Since last year's update, the MUST Fund Committee met on March 5, 2026 and September 25, 2026. At these meetings, the Committee reviewed applications for financial assistance, legal cost submissions, and the Fund's overall financial position. The Committee continued its oversight responsibilities to ensure the Fund remains responsive to the needs of Manitoba school divisions while maintaining sound financial and governance practices.

During its March meeting, the Committee reviewed and approved amendments to the MUST Fund Guidelines and Procedures to ensure the program continues to operate effectively and reflects current practices and requirements. The Committee also reviewed the Fund's audited financial statements prepared by KPMG and identified no concerns regarding the financial stability of the Fund or its financial management practices.

The Committee considered one hundred and twenty-six (126) requests for financial assistance from twenty-five (25) different school divisions. Of the 126 requests considered, eighty-four (84) were related to teaching staff, and forty-two (42) were related to support staff. The wide range of matters reviewed included grievance arbitrations, workplace investigations, employee discipline and termination matters, workplace safety and health issues, human rights complaints, collective agreement interpretation disputes, labour board proceedings, and other complex labour relations matters affecting Manitoba school divisions.

Decisions recorded during the reporting period include twenty-two (22) requests for final payments, twenty-six (26) requests for interim payment, eighty-seven (87) requests in principle (awaiting legal costs). One (1) request was declined and one (1) was deferred. In assessing applications consistently and in accordance with the Fund's established guidelines, the Committee continued to support school divisions facing significant legal and labour relations costs.

The Committee approved $586,584.18 in financial assistance to school boards during the reporting period. Matters involving teaching staff accounted for $378,799.55 of approved assistance, while non-teaching matters accounted for $207,784.63. These expenditures reflect the ongoing value of the MUST Fund in helping divisions manage the financial impact of increasingly complex labour relations and employment related proceedings on a local and provincial basis.

The Committee remains committed to maintaining the Fund's long-term sustainability and ensuring adequate resources are available to support participating school divisions when significant labour relations matters arise.

At the September 25, 2026 meeting, the Committee reviewed the MUST Fund's financial status. Following that review, the Committee approved an approximate fee assessment of $500,000.00 to be levied effective July 1, 2027. This represents an increase of $100,000 over the July 1, 2026 fee assessment. The final July 1, 2027 assessment will be communicated to divisions in spring 2027.

The following table provides additional detail on the range of labour relations issues underlying the requests, describing teaching and non-teaching matters reviewed by the Committee.

Teacher	A Grievance - 3 teachers on LTP offered permanent position in error
Teacher	A Grievance - Calculation of extra curricular activity hours
Teacher	A Grievance - Division denied paid leave
Teacher	A Grievance - Division renewed LTP positions without posting
Teacher	A Grievance - Extracurricular hour accumulation
Teacher	A Grievance - Hours of Work - Prep Time
Teacher	A Grievance - Improper application of prep time for part time teacher
Teacher	A Grievance - Improper offer of permanent employment to LTP teachers
Teacher	A Grievance - Incorrect prorated sick leave on return from leave
Teacher	A Grievance - Incorrect prorated sick leave on return from LTD/STL
Teacher	A Grievance - LTP teachers hired rather than certified teacher
Teacher	A Grievance - On-the-job injury claim denied
Teacher	A Grievance - On-the-job Injury expenses
Teacher	A Grievance - Prep time reduction
Teacher	A Grievance - Teacher denied maternity leave top-up
Teacher	A Grievance - Teachers not provided summer PD compensation time
Teacher	A Grievance - Teachers not receiving contractual prep time
Teacher	A Grievance - Transfer without consultation
Teacher	A Grievance - Unreasonable workload, no prep time
Teacher	Admin leave after principal arrested
Teacher	B Grievance - 5 day suspension re student exam accommodation
Teacher	B Grievance - Admin Leave re concerns regarding contact with students
Teacher	B Grievance - Alleged inappropriate relationship with student
Teacher	B Grievance - Alleged interactions with staff, students, parents
Teacher	B Grievance - Delay of payment of wages
Teacher	B Grievance - Fraudulent bank account change led to diverted funds
Teacher	B Grievance - Inappropriate comments made to student
Teacher	B Grievance - Limiting part time teachers from substituting
Teacher	B Grievance - LTP and reducing FTEs
Teacher	B Grievance - No compensatory time to attend required training
Teacher	B Grievance - Privacy rights during an employer investigation
Teacher	B Grievance - Suspension for substantiated confrontation with student
Teacher	B Grievance - Teacher Certification and Pay
Teacher	B Grievance - Teacher disciplined for derogatory words to student
Teacher	B Grievance - Teacher feels division failed to provide save working environment
Teacher	B Grievance - Teacher issued warning letter
Teacher	B Grievance - Teacher on Admin Leave after complaints
Teacher	B Grievance - Teacher suspended due to misconduct
Teacher	B Grievance - Teacher suspension
Teacher	B Grievance - Teacher terminated following Section 92 hearing
Teacher	B Grievance - Teacher to reimburse division for stolen laptop (from home)
Teacher	B Grievance - Teacher to reimburse division for stolen laptop (school event)
Teacher	B Grievance - Transfer/Reassignment
Teacher	B Grievance - Travel compensation not provided to teachers
Teacher	B Grievance - Unjust discipline of physical education teacher
Teacher	B Grievance - Unjust discipline of re classroom incident
Teacher	B Grievance - Unjust discipline re student allegations
Teacher	Competition/selection decision
Teacher	Contracts, full time vs. term contract
Teacher	Duty of fair representation - MLB
Teacher	Harassment Investigation
Teacher	Investigation due to student allegations
Teacher	Maternity Leave benefits
Teacher	Maternity/Parental Leave eligibility
Teacher	MTS Tracking App
Teacher	Principal reassignment unfair
Teacher	Reassignment/transfer to alternate location
Teacher	Reinstatement of sick leave when not covered by WCB
Teacher	Resource teacher grieves unsafe workplace
Teacher	Teacher bereavement leave denied - other leaves to use
Teacher	Teacher denied religious holy leave
Teacher	Teacher files violent incident report
Teacher	Teacher grievance re interest on retro pay
Teacher	Teacher grievance workplace harassment
Teacher	Teacher Investigation
Teacher	Teacher investigation and subsequent hearing
Teacher	Teacher investigation re texting with students
Teacher	Teacher Layoff
Teacher	Teacher on medical leave due to parent harassment
Teacher	Teacher on unpaid admin leave - allegations of physical contact with student
Teacher	Teacher on unpaid admin leave during investigation by Child and Family Services
Teacher	Teacher prep time article interpretation
Teacher	Teacher reassignment just before maternity leave

Teacher	Teacher refused to attend mandatory training
Teacher	Teacher Resignation
Teacher	Teacher sick leave credit upon return from medical leave
Teacher	Teacher Workplace Safety and Health violent student
Teacher	Teacher Workplace Safety injuries incurred
Teacher	Teachers conduct and competency led to S.92 hearing
Teacher	Teachers prorating of leave benefits
Teacher	Termination of Adult EAL teacher
Teacher	Unfair Labour Practice (Leaves of Absence)
Teacher	Workplace Safety Violent student

Non-Teacher	Alleged unjust termination resolved
Non-Teacher	Assigned work in accordance with seniority
Non-Teacher	Bereavement Leave is up to the discretion of the employee
Non-Teacher	Bus driver terminated re racism
Non-Teacher	Bus driver termination re distracted driving
Non-Teacher	CUPE certification attempt (EAs)
Non-Teacher	CUPE employee disciplined for addiction struggles
Non-Teacher	CUPE Essential Services Agreement-
Non-Teacher	CUPE grieves vacation pay article
Non-Teacher	Division denied employee hour terms to be converted to permanent
Non-Teacher	Division personnel not reporting information
Non-Teacher	Duty of fair representation
Non-Teacher	EA & student threatened on transit bus
Non-Teacher	EA course offered by Division paused
Non-Teacher	EA method of payment - regular part time and additional casual
Non-Teacher	EA term ended
Non-Teacher	Employee charged with criminal matter unrelated to employment
Non-Teacher	Employee qualifications did not meet position requirements
Non-Teacher	Employee termination re physical force towards student
Non-Teacher	Employee termination without cause
Non-Teacher	Essential Services Agreement - MGEU
Non-Teacher	Essential Services Agreement and UFCW bus drivers
Non-Teacher	Essential Services Agreement discussions
Non-Teacher	Failure to assign work in accordance with seniority
Non-Teacher	Hourly pay for bus drivers
Non-Teacher	Human Rights complaint based on ancestry
Non-Teacher	Investigation into respectful workplace
Non-Teacher	MB human rights grievance - discrimination and harassment by an EA
Non-Teacher	MGEU Amalgamation of 3 agreements
Non-Teacher	One hour of cancellation pay for a trip/charter not paid
Non-Teacher	Ratification of CA - MLB grievances filed (CUPE)
Non-Teacher	Respectful workplace investigation
Non-Teacher	Statutory eligibility requirements for holiday pay
Non-Teacher	Statutory Holiday Pay
Non-Teacher	Support staff (EA) termination re social media activity
Non-Teacher	Termination duty of fair representation
Non-Teacher	Termination of bus driver Code of Conduct
Non-Teacher	Termination of systems administrator
Non-Teacher	Termination re breach of trust
Non-Teacher	Trustee Sanction
Non-Teacher	UFCW contracting out
Non-Teacher	Unsafe workplace grievance EA injured by student