



Manitoba
Government
and General
Employees'
Union

MEMBERSHIP 2013-2014

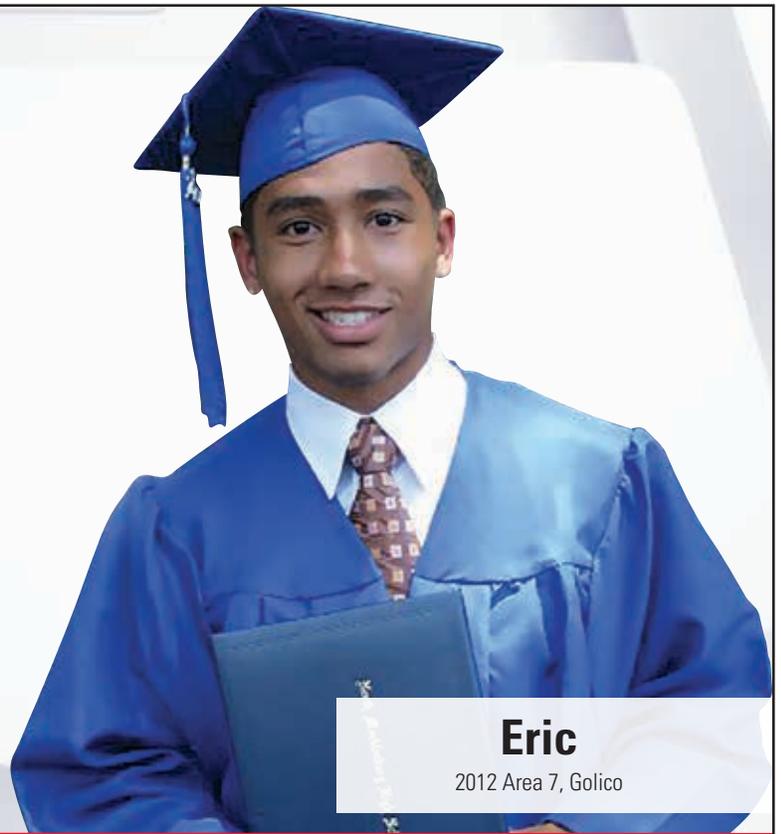
Education Calendar



MGEU

Manitoba
Government
and General
Employees'
Union

Continuing
Your Education?



Eric

2012 Area 7, Golic

We Can Help

Whether you are **starting or continuing post-secondary education**, on a full-time or a part-time basis, an **MGEU member** or an **eligible family member**, **we can help.**

To see if you qualify, to receive an application form, or for more info, contact:

OVER
\$20,000

AVAILABLE EACH YEAR

Resource Centre at **204-982-6438** (toll-free 1-866-982-6438)

Visit our website at **www.mgeu.ca**

Welcome to the 2013-2014 MGEU Membership Education Calendar.

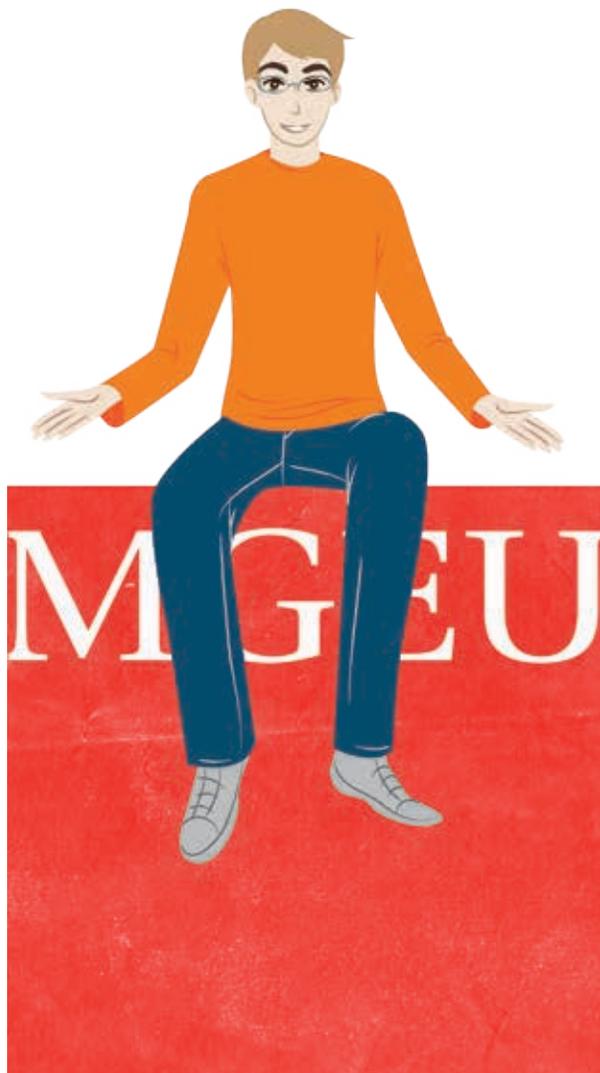
Whether you are a local table officer, steward, member-at-large, or safety and health representative, thank you for stepping up and agreeing to accept the vitally important role of union activist. Through the MGEU's Membership Education Program, you'll gain the knowledge, skills and confidence to assist your fellow members in the workplace and, ultimately, to help build a better union.

For those of you who've been active before, thank you for your continuing commitment to your union and to life-long learning. Many activists tell us that they come away from MGEU courses with a renewed sense of purpose, not to mention a new network of friends and union contacts. Others say that the skills they pick up often have direct application in both their professional and personal lives.

In the 2013-2014 Membership Education Calendar, you will find descriptions of each course to help you weigh your options. You will also find a Frequently Asked Questions section, which should help steer you through some of the logistics of attending.

As an elected activist, you've already shown you're ready to stand up, have a say, and accept new challenges. You are now an integral part of making our union the best it can be and you are encouraged to take advantage of the wide range of educational opportunities available.

-The Membership Education Committee



In this booklet, you'll find:

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Core Training

These courses provide a solid foundation of skills and knowledge to help presidents, chief stewards, vice-presidents, stewards and members-at-large in their elected role in the workplace.

We Are the MGEU and Effective Local Meetings

(2 DAYS)

A broad overview of the MGEU, including:

- » Who we are: diversity of MGEU Membership
- » Structure of the MGEU
- » What we believe: core values
- » What we do: primary functions
- » Roles of active members, elected leadership and staff
- » Communication within the MGEU
- » Membership Education Program
- » Importance of local meetings and how to strengthen them
- » Review of Bourinot's Rules of Order
- » Role play of local meeting
- » Taking effective minutes
- » Troubleshooting and keeping your meeting on track

Representing Our Members

(2 DAYS)

PREREQUISITE: *We Are the MGEU* and *Effective Local Meetings*

- » Overview of steward roles
- » The MGEU grievance procedure
- » Labour/workplace legislation
- » Effective grievance investigation interviews
- » Writing and presenting grievances
- » Representing members in disciplinary meetings

Return To Work (2 DAYS)

PREREQUISITE:

Representing Our Members

Topics include:

- » Defining return to work and the duty to accommodate
- » Interests and roles of all RTW parties
- » Overview of Worker's Compensation
- » Role of stewards in RTW meetings and plans
- » Collective agreement and employer policy language
- » Typical forms used in RTW planning

Steward Tune-up (1 DAY)

PREREQUISITE: *Representing Our Members*

This follow-up to *Representing Our Members* provides an opportunity to tune-up core steward skills such as:

- » Assisting a member in a disciplinary meeting
- » Interviewing members about their concerns
- » Taking notes
- » Drawing conclusions – complaint or grievance?
- » Reporting to, and strategizing with, your staff representative

Local Table Officer Discussions (1 DAY)

NOTE: This course can be taken in addition to the four days of annual training.

Annual discussions designed to provide local table officers with a less-structured opportunity to:

- » Network within their own geographic area
- » Share some successes and accomplishments over the past year
- » Raise and brainstorm over emerging issues and challenges
- » Receive updates on union/membership education developments
- » Discuss larger strategic issues across the union

Bargaining Collectively (1 DAY)

NOTE: This course can be taken in addition to the four days of annual training.

An overview of the MGEU collective bargaining process designed for local table officers and stewards as they are starting to prepare for bargaining. Courses are scheduled upon request of negotiating and servicing representatives in advance of bargaining.

Topics include:

- » Legislative foundation of the right to collective bargaining
- » Constraints on collective bargaining (within and beyond the union)
- » Who does what: staff, local, leadership and members
- » Developing bargaining proposals
- » Communication with members during bargaining
- » Ratification/strike votes



What Activists are saying about Core Training*

*Taken from course evaluations.

Excellent! Helped me to understand how to deal with issues that come up in the workplace.

Very well presented. Presenters were **very knowledgeable.**

I feel more at ease as a steward and feel more confident in being able to deal with my responsibilities.

My personal two year training plan

Year I		Year II	
1. We Are the MGEU/ Effective Local Meetings	2 days	1. Return to Work	2 days
2. Representing Our Members	2 days	2. Issues Seminars	2 days
TOTAL	4 days	TOTAL	4 days

Supplementary training: *Local Table Officer Discussions* and *Bargaining Collectively* if applicable. These courses do not count as part of the four days of annual training.

Sample training schedule for newly-elected activists.

Issues Seminars

These courses provide an additional opportunity to explore important workplace issues. Presidents, chief stewards, vice-presidents, stewards and members-at-large who have completed *Representing Our Members* may register.

Building a Respectful Workplace (2 DAYS)

- » Exploring elements of a respectful workplace – sample policies
- » Defining harassment and bullying
- » Relevant legislation
- » Union strategies for responding and/or being proactive on these issues

Supporting Cultural Diversity and MGEU's Aboriginal Members (2 DAYS)

- » An exploration of the elements of culture
- » The importance of enhanced communication when cultures interact and collide
- » Current demographics of Manitoba's economy/labour market and the growing importance of newcomer and Aboriginal peoples
- » Presentations by support/employment centres, including exploring available resources

Conflict Resolution Skills (2 DAYS)

- » Introduction to conflict resolution theory
- » Sources of conflict in the workplace and union
- » Understanding your conflict style
- » Communication skills
- » Useful steps for conflict resolution

Public Speaking (2 DAYS)

This course is designed to meet the needs of today's union activists who are often called upon to speak publicly and persuasively on union and workplace issues.

Topics include:

- » The importance of knowing your audience
- » How to organize information and arguments
- » Verbal and non-verbal tips to get your message across
- » Hands-on, confidence-building exercises
- » Practice developing/delivering a short speech on a union topic



Pension Primers (1 DAY)

- » How pensions developed over the years – role of unions
- » Overview of relevant legislation
- » Current pension issues: pension reform, pensions in the media, funding concepts, pensions as just one part of retirement planning
- » Overview of Old Age Security/Canada Pension Plan
- » Overview of civil service, health employees and home care pension plans

Environmental Stewardship

(1 DAY)

- » Become aware of environmental issues close to home
- » Practical steps you can take as an individual, as a union member
- » Learn ways you can help make changes in your community, workplace and province

Changing Technology at Work: Our Rights and Responsibilities

(1 DAY)

A broad overview of the technological changes that affect the workplace.

Topics include:

- » Computer, email, cell phone and Internet use
- » Social networking
- » Work-life balance
- » Workplace discipline issues
- » Off-duty conduct
- » Safety and health impacts
- » Union strategies for responding and/or being proactive on these issues



What Activists are saying about Issues Seminars*

*Taken from course evaluations.

It was a very good course. Lots of discussions.

Very interesting. I have learnt a lot as a steward.

.....

Excellent presentation. Certainly **appreciated the knowledge** and expertise.

.....

I think it was very good knowledge.

Would love to do it again soon.



Workplace Safety and Health Training

MGEU Workplace Safety and Health training is available to:

- » Members who sit on joint workplace safety and health committees (workplaces with 20+ employees)
- » Members who are designated safety and health representatives in workplaces where joint committees are not required (workplaces with 10 – 19 employees)
- » Chief stewards who are responsible for communicating and working closely with the above
- » With special approval, other members who are interested in playing a safety and health role in their workplace.

MGEU members elected or appointed as workplace safety and health committee members or workplace safety and health representatives are entitled to two normal working days per year for employer-paid training as per provincial legislation. MGEU will provide wage recovery for two additional days of MGEU safety and health training. Your workplace safety and health committee or representative should discuss and approve which particular courses to attend: MGEU, Workplace Safety and Health Division (safemanitoba.com) or other.

PLEASE NOTE: Courses delivered by another provider may be considered as an equivalent to MGEU's *Basic Safety and Health Training*. Please contact the Resource Centre to speak with the Education Administrative Support person if you completed this course with another provider.

Basic Safety and Health Training (2 DAYS)

NOTE: This course is the prerequisite for all other safety and health courses

- » Labour movement's historical commitment to safer/healthier workplaces
- » Overview of provincial safety and health legislation
- » Identifying and controlling hazards in the workplace
- » Structure and function of workplace safety and health committees

Safety and Health Programs (1 DAY)

- » Identifying safety and health hazards/risks
- » Establishing formal policy statements with respect to control measures
- » Developing a documented Safety and Health program

Violence in the Workplace (1 DAY)

- » Identifying various types of workplace violence
- » Identifying factors that increase the risk of workplace violence
- » Developing harassment, respectful workplace and violence policies

Workplace Wellness/Stress (1 DAY)

- » Identifying and discussing workplace stressors
- » Exploring symptoms of stress and stress-related dysfunction
- » Discuss eight key areas for improving work/life balance

Ergonomics (1 DAY)

- » Definition and general principles of ergonomics (fitting work to the worker)
- » Identifying specific risk factors
- » Strategies for prevention and response

Everything was great. **Plenty of opportunities** to discuss our concerns and they had the answers to my questions.

Great day and **good chance to network** with other Workplace Safety and Health people.

I thoroughly **enjoyed** this course. Plenty of real life examples.

What Activists
are saying about
Safety and Health
courses*

*Taken from course evaluations.

My personal two year training plan

Year I		Year II	
1. Basic Safety and Health Training (MGEU/Division)	2 days	1. Violence in the Workplace (MGEU)	1 day
2. Safety and Health Programs (MGEU)	1 day	2. Ergonomics (MGEU)	1 day
3. Workplace Wellness/Stress (MGEU)	1 day	3. Workplace Safety and Health Division course*	1 day
		4. Workplace Safety and Health Division course*	1 day
TOTAL	4 days	TOTAL	4 days

*Please visit the Workplace Safety and Health Division web site for a list of courses: <http://safemanitoba.com>.

Sample training schedule for newly-elected safety and health representatives.

Course
Schedule
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2013-2014

Local Table Officer/Steward

2013

We Are the MGEU and Effective Meetings

Fri/Sat	September	13/14	Brandon	Area 3
Tues/Wed	September	17/18	Thompson	Areas 1 & 8
Fri/Sat	September	20/21	Portage	Areas 2 & 4
Fri/Sat	September	20/21	Brandon	Area 3
Fri/Sat	September	27/28	Brandon	Area 3
Fri/Sat	September	27/28	Winnipeg	Areas 5, 6 & 7
Fri/Sat	September	27/28	Winnipeg	Areas 5, 6 & 7
Fri/Sat	October	18/19	Winnipeg	Areas 5, 6 & 7
Fri/Sat	November	1/2	Winnipeg	Areas 5, 6 & 7
Fri/Sat	November	15/16	Brandon	Area 3

Representing Our Members

Tues/Wed	October	8/9	The Pas	Areas 1 & 8
Fri/Sat	October	18/19	Dauphin	Areas 2 & 4
Fri/Sat	October	18/19	Brandon	Area 3
Fri/Sat	October	25/26	Winnipeg	Areas 5, 6, 7
Fri/Sat	October	25/26	Winnipeg	Areas 5, 6, 7
Fri/Sat	October	25/26	Brandon	Area 3
Fri/Sat	October	25/26	Brandon	Area 3
Fri/Sat	November	15/16	Winnipeg	Areas 5, 6, 7
Fri/Sat	November	22/23	Winnipeg	Areas 5, 6, 7
Fri/Sat	December	6/7	Brandon	Area 3

Return to Work

Fri/Sat	November	1/2	Brandon	Area 2, 3, 4
Fri/Sat	November	22/23	Winnipeg	Areas 5, 6 & 7

Steward Tune-up

Tues	November	5	Thompson	Areas 1 & 8
Fri	November	29	Winnipeg	Areas 5, 6, 7

2014

Local Table Officer Discussions

Tues	January	7	Winnipeg	Areas 6 & 7
Thurs	January	9	Brandon	Area 3
Fri	January	10	Portage	Area 4
Tues	January	14	Selkirk	Area 5
Tues	January	21	Thompson	Area 8
Tues	February	4	The Pas	Area 1
Tues	February	11	Dauphin	Area 2
Thurs	February	13	Winnipeg	Areas 6 & 7

We Are the MGEU and Effective Meetings

Fri/Sat	Jan/Feb	31/1	Brandon	Areas 2, 3 & 4
Fri/Sat	Jan/Feb	31/1	Brandon	Areas 2, 3 & 4
Fri/Sat	Jan/Feb	31/1	Winnipeg	Areas 5, 6 & 7
Fri/Sat	March	21/22	Brandon	Areas 2, 3 & 4
Fri/Sat	March	21/22	Brandon	Areas 2, 3 & 4
Fri/Sat	March	21/22	Winnipeg	Areas 5, 6 & 7

Representing Our Members

Fri/Sat	Feb/March	28/1	Brandon	Areas 2, 3 & 4
Fri/Sat	Feb/March	28/1	Brandon	Areas 2, 3 & 4
Fri/Sat	Feb/March	28/1	Winnipeg	Areas 5, 6 & 7
Fri/Sat	April	11/12	Brandon	Areas 2, 3 & 4
Fri/Sat	April	11/12	Brandon	Areas 2, 3 & 4
Fri/Sat	April	11/12	Winnipeg	Areas 5, 6 & 7

Return to Work

Fri/Sat	February	7/8	Winnipeg	Areas 5, 6 & 7
Fri/Sat	March	21/22	Portage	Areas 2, 3 & 4

Steward Tune-up

Tues	March	4	Portage	Areas 2, 3 & 4
Fri	March	7	Winnipeg	Areas 5, 6 & 7

Issues Seminars

Mon - Fri	May	26 - 30	Winnipeg	All Areas
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Safety and Health

2013

Basic Safety and Health

Thurs/Fri	September	12/13	Winnipeg	Areas 5, 6 & 7
Mon/Tues	September	23/24	Thompson	Areas 1 & 8
Mon/Tues	Sept/Oct	30/1	Dauphin	Areas 2, 3 & 4

Safety and Health Programs

Thurs	October	24	Thompson	Areas 1 & 8
Mon	November	4	Winnipeg	Areas 5, 6, 7
Thurs	November	7	Dauphin	Areas 2, 3 & 4

Workplace Wellness/Stress

Fri	October	25	Thompson	Areas 1 & 8
Tues	November	5	Winnipeg	Areas 5, 6, 7
Fri	November	8	Dauphin	Areas 2, 3 & 4

2014

Basic Safety and Health

Thurs/Fri	January	23/24	Winnipeg	Areas 5, 6, 7
Thurs/Fri	January	30/31	The Pas	Areas 1 & 8
Mon/Tues	March	10/11	Brandon	Areas 2, 3 & 4

Violence in the Workplace

Thurs	March	20	The Pas	Areas 1 & 8
Tues	March	25	Winnipeg	Areas 5, 6 & 7
Thurs	May	1	Brandon	Areas 2, 3 & 4

Ergonomics

Fri	March	21	The Pas	Areas 1 & 8
Wed	March	26	Winnipeg	Areas 5, 6 & 7
Fri	May	2	Brandon	Areas 2, 3 & 4



Membership Training and Apprenticeship Program (MTAP)

In addition to the Membership Education Program, the MGEU provides an opportunity for an experienced local activist to learn more about the union and, in particular, the role of a staff representative. The Membership Training and Apprenticeship Program (MTAP) provides an opportunity to work closely with MGEU staff representatives during a six-month, on-the-job work experience. At least one position is advertised annually. Applicants are selected through an interview process. Periodically check the MGEU website, www.mgeu.ca/for-members/become-an-mgeu-activist, to find out if an MTAP training opportunity is currently available.

Labour Community Advocate Program

The Labour Community Advocate Program is designed to train union activists to link workers facing workplace, personal, or family challenges with resources in the community; to identify community issues where the union can play a role, through collective bargaining or social action; and to support community activism among union members, unions and labour organizations.

The Labour Community Advocate Program is a joint initiative of the United Way, the Canadian Labour Congress and the Winnipeg Labour Council. This three level program runs for eight weeks, one evening per week, and is available to all interested activists. Many different unions participate. Registration is on a first-come, first-served basis and space is limited. The MGEU will cover the \$90 registration fee. Activists participate on their own time.

For more information, please contact Charlotte at the United Way, 204-924-4261, or the Winnipeg Labour Council, 204-942-0522.



Frequently Asked Questions

PLEASE NOTE: If you have been elected as a union activist or workplace safety and health representative and have not been receiving invitations to courses, please contact the Resource Centre to ensure that we have received your Election Certification Form and that your membership and contact information is up-to-date.



What if I find out that I was not invited to a course being offered in my Area that I still need to take?

Call the Resource Centre immediately. If the course has not yet been held, we may still be able to register you. If the course has already been held, we can put a note on your file to ensure you are contacted for future courses. In addition, please call the Resource Centre as your contact information or your education record may be incorrect.

How do I get started on my training?

If you are elected at a local meeting, you will be given an Election Certification Form. Fill it out and return it to your staff representative. This will create a record of your position and entitle you to start taking training.

At local meetings prior to the MGEU biennial convention, you can complete an application form for your first two courses: *We are the MGEU* and *Effective Meetings*.



If you are a safety and health representative, you will start receiving course applications as soon as your Election Certification Form is received by the union. You can print a copy of this from the MGEU activist portal or call the Resource Centre and they will mail one to you.

How many education courses am I allowed to take in one year?

The MGEU union school year is August 1 to July 31 with courses generally scheduled from September to June. In any one school year, a local table officer, steward or member-at-large is allowed to take up to four days of training. (NOTE: *Bargaining Collectively* and *Local Table Officer Discussions* do not count.)

If you hold an official workplace safety and health position, your employer is required to cover your wages for two normal working days of related training. In addition, the MGEU will cover two more days of union-based training (see *Workplace Safety and Health* course listings for more information).



Does the union ever hold additional course sessions beyond what is listed in the calendar? If so, how do I find out about them?

Yes. First, *Bargaining Collectively* is scheduled as required based on consultation with staff representatives who are bargaining particular collective agreements. Second, the Education Administrative Support person regularly checks the union database to identify additional core courses that may be required in particular Areas. Lastly, we periodically get special requests from the elected leadership or MGEU staff. If we proceed with an additional course, any local activist who is eligible to attend a particular course in that Area will be invited. This is why it is important to ensure that your contact information is up-to-date. If you are interested in taking a course that you don't see scheduled for a while, you can always call us to see if anything is being planned.

How do I know what courses I've already taken?

After every course you attend, the MGEU uses attendance sheets to update your education record in its database. This information is then used to determine who is invited to courses. To find out what courses you've already taken, contact the Resource Centre and they will provide you with this information over the phone or by email.



How does the union decide who gets accepted into courses?

Applications are initially screened to ensure the member is eligible to attend the particular course and then processed on a first-come, first-served basis. Space is limited in all courses. Read all applications carefully and fill them out completely, particularly any information regarding what time off you require. Respond right away if you are interested in taking a course you are invited to. Contact the Resource Centre with any questions.

Do I still get paid when I attend an MGEU course?

If you would normally have worked on the day(s) the course is running, your employer will continue to pay you and then bill the MGEU for reimbursement. If you would not normally be working, you attend the course on your own time.



How do I get time off work to attend union courses?

Your collective agreement contains an article that permits the MGEU to request that you be allowed to take time off work for union business. A letter confirming your registration in a course will have a letter attached for you to give to your employer requesting this time off. Employers will generally agree to such requests unless workplace "operational requirements" prevent it.



What if I have special requirements as a course participant?

Please indicate on your application form if you have dietary, allergy, mobility, visual, hearing or other requirements. We will then do our best to accommodate your needs.



What travel expenses are covered by the MGEU when I attend a course?

Your time off letter for your employer will include "appropriate travel time," a reasonable amount of time to get to and from the course location. Members who require a flight to the course location should contact

the Resource Centre to discuss this with the MGEU's Education Administrative Support person. You will be expected to book your own flight and then expense it. You can also submit receipts for taxis from the airport to the course location, out of town buses or bus fare within a city. If you use your own vehicle, you can claim your mileage and be reimbursed at a rate that is adjusted periodically by the union.

Will the MGEU provide a hotel room to course participants who live a certain distance away from the training location?

Yes. Course participants who live at least 120 kms (roundtrip) from the course location can request a hotel room on their course application (contact the Resource Centre if you are uncertain if you qualify). Hotel parking is usually included in any hotel booking. Street parking can be expensed.

If you are accepted into a course and authorized for a hotel room, you must contact the hotel identified by the union and make your own booking from a block of rooms reserved by the MGEU. If you have booked a hotel room but are unable to attend the course, you must contact the hotel to cancel your room. If you do not do this, you will be responsible for these hotel expenses. You must also notify the Resource Centre that you will not be attending. After normal business hours, you can contact the Resource Centre by email or leave a voice message on their answering service.



FAQ Continued...

What meal expenses are reimbursed by the MGEU when I attend a course?

Lunch is either brought in for course participants or everyone goes out and can claim up to a set amount. If you are required to stay away from home overnight to attend a course, additional meals as well as an overnight per diem can be claimed.



What about childcare or eldercare expenses?

Childcare and eldercare expenses are also reimbursed within certain guidelines. See the *MGEU Policy and Procedures Manual* for more specific information on these and all other expenses, or contact the Resource Centre. All expense forms can be found in the MGEU activist portal.

What expectations does the union have of me when I attend a course?

- » To attend the entire course from 8:45 am to 4:30 pm
- » To actively and respectfully participate in all course activities
- » To respect and protect the privacy of other course participants, facilitators, and other MGEU activists and staff not in attendance
- » To turn off your cell phone during a course
- » To minimize or eliminate the use of scented products due to sensitivities and allergies
- » To notify the MGEU if for any legitimate reason you are unable to attend. After normal business hours, contact the Resource Centre by email or leave a voice message on their answering service.





What if I am unable to attend all or much of a course that I am scheduled to attend?

If you are accepted into a course but then decide to withdraw, notify the Resource Centre right away in case there are others wanting to get into the course. If you have booked a hotel room, you must contact the hotel to cancel your room.

If, on the actual day of the course, you find that you are unable to attend as scheduled, contact the Resource Centre so your course facilitators can be notified. After normal business hours, you can contact the Resource Centre by email or leave a voice message on their answering service.

If, while attending a course, you unexpectedly have to miss part of it, speak to one of your facilitators who will note any absences on the attendance sheet.

Education courses are considered an MGEU sanctioned event. The following MGEU policy is in effect:

*MGEU Policy and Procedures Manual
 Financial Guidelines: Expenses – Union Meetings, Schools and Events*

When a member registers for an MGEU sanctioned event and fails to attend the entire business proceedings of the event without a legitimate reason and notice to the MGEU, no reimbursement will be made for wage recovery,

kilometres, meals or hotel. The 2nd Vice President will send a letter to the member advising that the member may be ineligible to attend any school or event during the following 12 months. (BOARD OF DIRECTORS, MARCH 2009)

What if I am sick on a day that I am scheduled to attend training?

You must contact the Resource Centre so your course facilitators can be notified. After normal business hours, contact the Resource Centre by email or leave a voice message on their answering service. You should also contact your employer to notify them that you require a sick day. The union will not reimburse your employer if you cannot attend a course due to illness.



Can I attend a course more than once?

Generally, no. However, in certain circumstances, with special permission, applications will be considered for refresher purposes.

Who facilitates MGEU education courses?

The MGEU Membership Education Program strives to ensure that courses are facilitated by knowledgeable, experienced staff and elected union activists.

Who makes decisions about the Membership Education Program?

The MGEU Membership Education Committee works closely with the Coordinator of Membership Education, the Education Assistant and the Safety and Health Specialist to ensure a high quality program that meets the needs of our members.

Chaired by the MGEU's Third Vice-President, the Committee includes elected representatives from each Area who meet regularly to review the program and discuss ideas for strengthening it, particularly based on feedback from course participants.

If you have any questions about your Education Program, contact the Resource Centre at 204-982-6438, 1-866-982-6438 or resourcecentre@mgeu.ca.





Manitoba
Government
and General
Employees'
Union



Contact the MGEU Resource Centre

601–275 Broadway | Winnipeg, MB
Canada R3C 4M6

204-982-MGEU (6438)

Toll Free: 1-866-982-MGEU (6438)

TTY for the deaf: 982-6599 or 1-866-982-6599

Fax: 204-982-6590

resourcecentre@mgeu.ca

www.mgeu.ca