



# Questions & Answers

## About the Local 73 Restructuring Vote

September 2016

At meetings taking place October 25 - 27, 2016, RRC Local 73 members will be voting on whether to pursue establishing two separate bargaining units (one for Instructors and one for all other members of MGEU Local 73).

Please review the following Questions & Answers about this vote and cast your ballot.

### Why is this vote taking place?

Currently, Red River College, Local 73, is a single bargaining unit comprised of all MGEU members at the College. There is one Collective Agreement and members bargain with the employer at one bargaining table. But at times over the years, the merits of restructuring the bargaining unit into two separate groups have been discussed by some members.

A group of instructors recently approached the MGEU President and the Local Executive with a proposal to create a separate bargaining unit for RRC Instructors only. As a result of those discussions, a motion was put forward at a June 2016 Local meeting to hold a membership vote to create two bargaining units within Local 73. The motion was passed by the membership, which is why this vote is taking place.

### What vote result is needed to move ahead with restructuring the bargaining unit?

More than two-thirds (67%) of the ballots cast must be in favour of restructuring the bargaining unit for the union to proceed to the next step in this process. This number is consistent with the threshold for other important votes outlined in the MGEU's Constitution.

### Does the MGEU have a recommendation?

The union is not making a recommendation. We believe it is important that members of Local 73 decide for themselves.

We want to make sure that members are well-informed and are provided with the most democratic way to make this decision. As such, members are strongly encouraged to attend an information session and discuss the ramifications with their co-workers and their elected leadership in order to make an informed decision before casting a ballot.

### If the vote is successful, how will the two separate bargaining units be created?

If the vote result supports restructuring the bargaining unit, the first step would be for the MGEU to approach the employer to see if they support the change. If they are opposed, the union will make an application to the Manitoba Labour Board to reorganize the bargaining unit into two groups. The employer and the union would then present evidence and their rationale at a hearing and the Labour Board would make a decision.

If the Labour Board agrees that two separate bargaining units are appropriate, the employer and the union could then begin the bargaining process for the two units within Local 73.

*Continued on reverse...*



# Q&A About the Local 73 Restructuring Vote cont'd

## How long could this process take to establish two bargaining units?

The process must go before the Labour Board, which can take some time. It could be several months, even more than a year.

## How would bargaining be conducted with two bargaining units?

There are several possibilities on how bargaining would be carried out if the bargaining unit is restructured. The union and the employer would have to discuss and determine the process. It's possible that the two units could bargain with the employer separately. It's also possible for each to bargain at a central table with the employer, but deal with certain proposals separately and ratify two separate agreements.

## What would happen to the current collective agreement with two bargaining units?

The current collective agreement would remain in effect until new collective agreements are negotiated for each bargaining unit.

## If the bargaining unit is split, which job classifications would be included in the "Instructors" unit and which would be included in the "Support Services staff" unit?

The Instructors who requested this vote have indicated it is their wish to include only those who are defined in the classification as "Instructors" be included in the proposed new bargaining unit. All other members would remain in the other bargaining unit.

## What are some of the implications of restructuring the bargaining unit?

There are differing views as to whether restructuring the bargaining unit will help or hinder each group over the long-term. Some would argue that having two bargaining units would provide each group with more power at the bargaining table to effectively focus on their own unique issues. Others would argue that there is strength in numbers, and having two groups could result in less power at the bargaining table.



**Remember to cast your ballot October 25-27  
at a meeting near you.**

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