



Manitoba
Government
and General
Employees'
Union

www.mgeu.ca

The MLCC member newsletter -

GOLICO

MGEU Locals 56, 57, 58, 59, 60, 61



YOUR RIGHT TO REPRESENTATION

Your GOLICO Representatives

Component Director - Ed Miller

Chairperson - Kevin Kotyk

Vice Chairperson - Michael Kreller

Local 56 President - Michael Kreller

Local 56 VP - Celeste Atchison

Local 57 President - Stephen Roznowsky

Local 57 Chief Steward - Charlene Kuchar

Local 57 VP - Terry Brown

Local 58 President - Kevin Kotyk

Local 58 Chief Steward - Ray Piche

Local 58 VP - Earl Cheasley

Local 59 President - Ed Miller

Local 59 Chief Steward - Richard Harper

Local 60 President - Teresa Anderson

Local 60 Chief Steward - Michelle Regier

Local 60 VP - Pam Burnett

Local 61 President - Ritchie Gural

Local 61 Chief Steward - Gordon Rosnow

Local 61 VP - Christine Laarveld

Local 61 Members at Large - Timothy

Banera, Lawrence Campbell,

Michael McBay

*MGEU Staff Representative
Greg Mendro*



**Component Director
Ed Miller**

Welcome back to the eighth edition of GOLICO Ink.

I'd like to take a moment to remind members about their right to representation.

If the employer calls you in for a meeting, it is within your rights to ask to know the nature of the meeting.

If you think it may be discipline-related, you should notify your steward. Your workplace steward may notify your Chief Steward, or advise you to call your MGEU Staff Rep.

In fact, if you get called into a meeting with the employer about return-to-work, accommodation or discipline, your MGEU Staff Representative should be present and has a right to be there.

If you're unsure about the right person to talk to, call the MGEU Resource Centre (1-800-982-6438) and they will help you figure things out.

Workplace Safety & Health Regulatory Improvements

As a result of amendments made to Workplace Safety and Health regulations in February 2011, both workers and employers have been taking the steps necessary to eliminate or control workplace hazards.

These changes have also meant that there have been new Workplace Health and Safety (WHS) committees created at the MLCC.

Please see the reverse side of this newsletter for more details about these WHS committees and how the election process has changed as a result.

RESPECTFUL WORKPLACE

As you may already be aware, the MLCC now has a code of conduct in place. This code of

conduct applies to both staff and management.

If you don't know about the code of conduct, or haven't had a chance to review it yet, now is definitely the time to do so.

You can find a copy of the code on the employer's Intranet under, "What's On Tap".

If you have any questions or issues regarding the code, you should contact your steward, your president or your Staff Rep.

I hope you find the information in this edition of GOLICO Ink helpful. If you have a question, please contact the MGEU Resource Centre at 982-6438, toll-free at 1-866-982-6438 or email at resourcecentre@mgeu.ca.

In Solidarity,

Ed Miller, GOLICO Component Director

meet some FACES from your WORKPLACES



**Kevin Kotyk, speaking at
2010 MGEU Convention**

Kevin Kotyk

MLCC Experience:

9 years - currently a Product Consultant in Brandon.

Union Role: Area 3 MGEU Board Member and Local 58 President

Reason for being involved in the MGEU:

"It has molded me into an individual I am proud to be. People are treated with respect and dignity and it's a true privilege to participate in that type of welcoming environment."

Read Kevin's entire profile at
www.mgeu.ca/profiles

What You Need to Know About ORGOC

If you have experienced an injury or illness, disability management is a proactive process that should include effective return to work strategies. But while it is necessary to share some medical information in this process, it's important to remember there are limitations.

The MLCC contracts with a consulting firm called **Occupational Rehabilitation Group of Canada (ORGOC)** to assist with reintegrating employees during their recovery period — a process commonly known as “accommodation”. Being accommodated using ORGOC is a voluntary process, and has never been mandatory.

By reporting an injury, illness or restrictive medical condition to the MLCC, you should receive the necessary support

while injured or ill. An understanding of your functional/medical status and work demands in the early stages will help to identify barriers and establish solutions. The search for modified or alternate duties must be guided by your medical information, which should clearly specify your abilities and limitations.

If ORGOC is involved, you may grant them access to your personal medical information by submitting the Release of Medical Information authorization form. Remember, any information collected should be limited to signs or symptoms, confirmation of treatment, functional limitations, and your prognosis for return to work. Authorization remains valid during the accommodation or until otherwise revoked in writing. Pay careful attention

to any authorization that would allow ORGOC to share your medical information with the MLCC.

If you have any questions about your right to accommodation, the release of personal medical information, or are having difficulties in dealing with ORGOC or the MLCC on an accommodation, please contact the MGEU Resource Centre for assistance at 1-866-982-6438.



Workplace Health and Safety Restructuring

Due to changes in legislation, there has been a restructuring of the previous MLCC Workplace Health & Safety Committee (WH&S) and committees are now established on a workplace by workplace basis. Here's a look at how the new committees are structured:

A) Head Office & Distribution Centre

*Required under legislation (*Committee downsized from previous incarnation*)
6 members (3 Worker reps and 3 Management reps)

B) Inspections & Licensing

*Required Under Legislation
4 members (2 Worker reps & 2 Management reps)

C) Retail Stores

**Not Required under legislation
8 members (2 Worker reps from Winnipeg, 2 from Rural, & 4 Management reps)

GOLICO Local 61 is responsible for the administration of the election process for Worker Reps for all but the two reps from rural Manitoba. The two rural reps will be elected through the GOLICO Component Executive.

To ensure that there is never the possibility of a complete turnover of Worker Reps, the elections for these positions have been staggered. GOLICO Local 61 will be having meetings the first Sunday after the

Labour Day long weekend to hold elections for WH&S Worker reps. The terms will be for a two year period beginning October 1 and ending September 30.

Here are your representatives on the following MLCC WH&S Committees:

1) Head Office WH&S Committee:

Cheryl Weber, Head Office Term Expires: Sept 30/2013
David Hill, Distribution Centre (Co-Chair) Term Expires: Sept/2012
Joe King, Maintenance Term Expires: Sept/2012

2) Inspections & Licensing WH&S Committee:

Christine Laarveld (Co-Chair) Term Expires: Sept 30/2013
Lurdes Boulet Term Expires: Sept 30/2014

3) Retail Stores WH&S Committee:

Ritchie Gural, Winnipeg Stores (Co-Chair) Term Expires: Sept/2012
Art Arpin, Winnipeg Stores Term Expires: Sept 30/2014
Kevin Koytk, Rural Stores Term Expires: Sept 30/2013
Michael Kreller, Rural Stores Term Expires: Sept 30/2014

If you have any questions about the changes to the Workplace Health & Safety Committees, please contact your Local executive through the MGEU Resource Centre at 1-866-982-6438.

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contact us...

MGEU Resource Centre:
982-6438 (toll-free 1-866-982-6438)
TTY toll-free 1-866-982-6599
e-mail: resourcecentre@mgeu.ca
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