

TECHNICAL / PROFESSIONAL / EMS BARGAINING BULLETIN

Negotiation news for MGEU Technical, Professional and EMS members
Locals 364, 388, 389, 390, 392, 393, 408, 409, 410, 411, 415, 416, 417, 418, 419, 420

Employer Requesting Conciliation Services

In the fall of 2014, negotiations between our Central Table Bargaining Committee and the employer were put on hold until both sides could meet with the Labour Relations Secretariat to discuss merging the former and current contracts of the members who joined MGEU as a result of the 2012-2013 RHA amalgamation votes.

After those meetings in February, the Labour Relations Secretariat confirmed that the MGEU's and the employer's interpretations of the merger were indeed different, and that these differences would have to be addressed at the bargaining table.

The Central Table Bargaining Committee then met with the employer to resume negotiations on April 7. Proposal packages were exchanged

between our committee and the employer on April 9 and 10.

Negotiations were scheduled to resume on Monday, April 13, but the employer began the bargaining session by advising they would be applying to the Minister of Labour to request conciliation services and won't resume negotiations until a conciliator is appointed.

Further bargaining is scheduled for April 21 and 28 as well as May 4, 5, 8, 19, 25 and 26, 2015. We are hopeful a conciliator will be appointed quickly so bargaining can continue on these scheduled dates. We also remain optimistic that conciliation will be a positive step that can help move negotiations forward.

- Your Tech/Prof/EMS Bargaining Committee

What is Conciliation?

Conciliation is a common contract resolution mechanism.

In Manitoba, one or both parties can make a written request to the Minister of Labour for the assistance of an appointed conciliator to help reach a contract settlement.

Usually the two parties speak separately with the conciliator, who advises and makes proposals to each side. The conciliator acts as a neutral third party throughout this process. Regardless of who requests conciliation, the process is impartial.

The conciliator does not have the authority to impose a binding settlement, but their assistance can help break down barriers and speed up the negotiation process.



To receive the latest bargaining news, visit www.mgeu.ca and hit the **At the Bargaining Table** button or click on **contact us** to send us your personal e-mail address for e-mail updates.

Your T/P/EMS Bargaining Team

left row (back to front): **Brent Curry** (Southern EMS, Local 417), **Jessie McNeill** (Southern EMS, Local 419), **Paulette Sherb** (Prairie Mountain T/P, Local 409), **Nellie Fotheringham** (DSM, Local 389), **Diana Schultz** (Southern T/P, Local 410)

middle row (back to front): **Glenn Spearman** (DSM, Local 388), **Tyson Campbell** (Southern T/P, Local 420), **Elaine Watt** (MGEU Negotiating Rep), **Lianne Sigurdur** (Interlake-Eastern T/P, Local 411)

right row (back to front): **Robert Stonebridge** (DSM, Local 392), **Jeffrey Noel** (DSM, Local 398), **Veronica Boychuk** (Prairie Mountain T/P, Local 408), **Randy Porter** (MGEU Negotiating Rep), **Dan Trakalo** (Interlake-Eastern EMS, Local 418)

missing from photo: **Wayne Chacun** (Prairie Mountain EMS, Local 416), **Michelle Knelsen** (Southern T/P, Local 420), **Tammie McConnell** (Medical Transportation Coordination Centre, Local 364), **Chyrisse Regehr** (Southern T/P, Local 410), **Amy Suderman** (DSM, Local 390)

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www.mgeu.ca

How to Stay *Informed* During Negotiations

News can happen fast during negotiations and the union isn't allowed to use the employer's email system. Here's how to ensure you receive the latest information during negotiations:

1. Visit www.mgeu.ca

Click on the "At the Bargaining Table" button to read the latest information about Professional / Technical / EMS bargaining.

2. Send us your home email address

The best way to make sure you receive all up-to-date details about negotiations, is to submit your home e-mail address. Visit www.mgeu.ca and look for the "Update Your Information" link at the top of the page.

HOW AN IDEA BECOMES PART OF YOUR CONTRACT



All MGEU members work under the protection of a contract (aka collective agreement) negotiated with their employer. The MGEU oversees hundreds of contracts and each one is built upon democratic principles. Bargaining is a complicated process and no two rounds of bargaining are the same.

Here's generally how it works.

Affected union members receive a meeting notice

Majority rejects tentative agreement

STRIKE – Can help apply pressure on employer. A majority must vote in favour, but a positive vote does not automatically result in job action.

ARBITRATION – Each party presents their case to a third-party arbitrator who assesses the arguments and makes a legally-binding ruling.

CONCILIATION – To help reach a resolution, the two parties each talk separately with a conciliator, who advises and makes proposals to each side but doesn't impose a settlement.

MEDIATION – Both parties return to the bargaining table with a neutral third party mediator who facilitates face-to-face discussion but doesn't impose a settlement.

READ MORE ABOUT HOW NEGOTIATIONS WORK: www.mgeu.ca/for-members/bargaining-for-beginners

WE'RE HERE IN THE BARGAINING PROCESS

MGEU

Manitoba Government and General Employees' Union

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