

CIVIL SERVICE BARGAINING BULLETIN

The bargaining newsletter for all MGEU Civil Service Components: 1, 2, 3, 4, 5, 6, 7, 8

How to Stay **Informed** During Negotiations



News happens fast during negotiations and the union isn't allowed to use the employer's e-mail system.

The best way to make sure you get all of the up-to-date details is to provide the union with your personal e-mail address at mgeu.ca (just look for the "Update Your Information" link at the top of the page). You can also click on the "Find your Local / Contract" link for the latest information for your Local.

contact us...

MGEU Resource Centre
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connect with us...

www.mgeu.ca



2013/2014 Bargaining Process Already Rolling

Though it might be hard to believe, our current contract expires next spring and your elected Bargaining Committee has already been meeting.

Over two days in April, we met to discuss a wide range of things: from past contract language, to the current bargaining climate, to future communication strategies. On May 14, 2013, the Civil Service Bargaining Council (all Civil Service Local Presidents) also met for a day to share their ideas about upcoming negotiations.

This fall is your chance to have your say!

In September, dozens of Local meetings will be held throughout the province. At a meeting in



your elected civil service bargaining representatives

back row, left-right: Brian Parley (Corrections), Len Caminha (Trades), Grady Hunt (Physical Sciences), Wally Fletcher (1st Vice-President), Pat Williamson (Admin), Sheila Gordon (negotiator), Janet Kehler (negotiator)
front row, left-right: Michelle Gawronsky (MGEU President), Brenda-Lee Johnstone (Social Sciences), Diane Arksey (Health), Bev Schreyer (Clerical), Debbie Jamerson (Legal)

your Area, you'll have a chance to bring forward any suggested improvements to the current contract.

On the other side, you'll find a handy info-graphic about how a member's proposal makes its way through the process, and how we all eventually end up with a ratified collective agreement.

If you have any questions about bargaining, please feel free to contact any member of the bargaining committee through the MGEU Resource Centre.

Have YOU seen the elephant in the room?

Last month, the MGEU launched a new ad campaign with a simple message: members are telling us that they're working hard to do more with less, but services are starting to suffer.

"This is the elephant in the room no taxpayer really wants to talk about. What are we prepared to do when tax revenues aren't enough?" said MGEU president Michelle Gawronsky. "As Manitobans, and as people working in the public sector, we need to start this



conversation with our friends and families."

In January, an MGEU poll found that 47% of Manitobans greatly value their public services, and want to do what it takes to sustain them. Meanwhile, in a separate survey of MGEU members, more than half said their workload has increased in the past five years.

You can watch the ad, discover interesting Elefacts, read about the services, send a message to your MLA and share your story at [ElephantTalk.ca!](http://ElephantTalk.ca)

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.



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.