

COMMUNITY SUPPORT BARGAINING BULLETIN

The bargaining newsletter for all Component 15, Community Support members:
Locals 113, 114, 115, 401, 402, 403, 404, 405, 406 and 407

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 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.

Have a problem with a supervisor? Facing discipline?



You don't have to face it alone. Your elected reps and MGEU staff are there to be by your side when problems arise on the job.

Contact your Local Executive or staff rep through the MGEU Resource Centre.

contact us...

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

TTY toll-free 1-866-982-6599
resourcecentre@mgeu.ca

connect with us...

www.mgeu.ca



2013/2014 Bargaining Process Already Rolling

With summer just around the corner, I wanted to give you an update on bargaining, and a few other issues we've been working on.

BARGAINING 2013/2014

Local meetings were held throughout the province in February and March to collect your proposals.

Since then, our Bargaining Committee has been working to put these proposals into a package to present to the employer, which we hope will happen soon. (to learn more about how bargaining generally works, from Local meetings to ratification, see the **graphic on the other side**).

Your Component Executive also met in May to discuss upcoming negotiations, and other issues. For instance, we're hearing about Respectful Workplace problems and encourage all of you who are having issues with this to file a formal complaint as per our collective agreement.

WORKING THROUGH EFT CHALLENGES

All rural offices have now rolled out EFTs and we're over half way through in the WRHA.

As the Memo of Understanding suggests, lessons would be learned as we travelled from region to region to pursue this huge undertaking. Certainly, each region presented its own challenges and we've worked hard to address them. At times, this has meant going back into the regions and troubleshooting. For example, we are piloting "growing EFTs" in the former Central region where the size of available EFTs didn't meet service demands and



your community support bargaining representatives

back, left-right: Lena Gauthier, Janice Ballard, Lisa Johnston, Christina Overton
middle, left-right: Marlene Hrechka, Diana Delroy, Darlene Tremblay, Rosemary Hrechka, Orville White
front, left-right: Curt Penniston, Shirley Russell, Roberta Nadon, Sheila Gordon

didn't provide workers with enough hours.

We're also continuing to press each Region's employers on a number of other issues, including consecutive assignment scheduling and the allocation of additional hours for part-timers.

OVERTIME ALERT

In the former Interlake region, we've discovered the employer was not paying appropriate overtime rates. If you have a Home Care EFT position, you're entitled to time and one-half of your regular rate for the first three hours of overtime in a day (after eight hours) and in a bi-weekly (after 80 hours), and it's double time thereafter. So once you've worked the first three hours overtime in a bi-weekly, any and all overtime worked after that is at double time!

WE WANT TO HEAR FROM YOU!

Our Component represents many classifications and I'm here to report on everyone's concerns. If you have a specific issue in your workplace, whether it's a reclassification review or workplace safety and health concerns, please contact us so that we may help.

- Marlene Hrechka, *Component Director*

Union Vital to Return to Work Process

In our contract (see the Rehabilitation, Return to Work and Accommodation article) you'll notice the employer and the union have agreed to actively participate and facilitate the return to work of any ill, injured or disabled employees.

That little bit of contract language was developed because employers have increasingly seen the value in the union playing a more active role in the return to work process – so much so, that the MGEU has developed a course on the issue and has been training dozens of our Component's activists to help members return to work.

If you are returning to work from an illness, injury or disability, please contact our Resource Centre to find out how we can help.



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.

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

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Have you seen the elephant in the room?



Last month, the MGEU launched a new ad campaign with a simple message: members are working hard to do more with less, but services are starting to suffer. 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 and many said unfilled vacancies are to blame. "This is the elephant in the room no taxpayer wants to talk about. What are we prepared to do when tax revenues aren't enough and services are stretched?" said MGEU president Michelle Gawronsky. 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/