

Health Care Support Services

Update

Do you know who your workplace Stewards are? How about your Local President?

These individuals are members like you and they're there to help. If you don't know who the Steward(s) or members of the Executive are for your Local, contact the Resource Centre at 1-866-982-6438.

Your Local Executive and Stewards volunteer to make sure you're represented in your workplace, so be sure to thank them for their work.

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

www.mgeu.ca

DIRECTOR PROUD TO LEAD, READY TO BARGAIN



Your
Component Director
TERRY REAR

2011/2012 is going to be a busy year for those of us working in Health Care Support Services and I feel so proud to be representing you all on the MGEU's Board of Directors, and our upcoming central table HCSS Bargaining Committee.

I've worked at Fred Douglas Lodge for twenty years, starting out as a volunteer, then moving into the kitchen, then training as a health care aide, until finally moving into my current position as a scheduler. Through all that time, I've always been amazed at our ability as a Component to rally around issues vital to our work at personal care homes and health care facilities.

Whether it was the 1996 strike, our long fight for standardized wages, or our stand on vacation policy during the last round of bargaining, we've found a way to stick to our guns and pull together. I became my Local President shortly after the 1996 strike and have never looked back.

Every day, I've enjoyed standing up for my fellow members. Every round, I've enjoyed working with our committee to get the best deal possible out of our employers.

In many jobs, or even volunteer activities, the difference you make in the lives of others isn't always clear, but health care support services and union activism certainly aren't one of them.

In this Update, you'll find out more about the new Workplace Safety and Health Regulations that affect all of us (*see reverse*). Those of us in health care are all too aware of the potential for violence and abuse in our line of work, and there's some important improvements to workplace policies we should all be aware of.

As we enter a big bargaining year, how the province would handle essential services during a work stoppage in PCHs remains of great interest. During their recent round of bargaining, our fellow Technical/Professional/Paramedical members took a strike vote and had to negotiate an Essential Services Agreement (ESA). On the reverse, we'll fill you in on a new Bill that will have implications for how all future ESAs are negotiated.

Finally, I'd like to invite anyone with questions to please give me a call through the MGEU Resource Centre at 982-6438. It's always important to hear directly from you whenever possible and I welcome your questions and comments. And if you're a member represented by the central table Bargaining Committee, I hope to see you at a proposal meeting this fall.

WORK FOR A PUBLIC FACILITY? HAVE YOUR SAY THIS FALL!

MANY OF THE MGEU HCSS COLLECTIVE AGREEMENTS will expire in March 2012. That means preparations for bargaining will be in full swing this fall.



Watch your mailbox for an upcoming Bargaining Update and notice of your Local meeting.

The Bargaining Committee and your negotiator, Sheila Gordon, will be meeting with members throughout the province this fall to hear about your priorities for change. **This is your chance to put forward how you would like to see your contract improved!**

We've enclosed a bargaining proposal form for you to put forward your ideas. If you have any questions, please see your Local President or Steward, or call the MGEU Resource Centre at 982-6438.

New Workplace Safety and Health Regulations Aim to Prevent Harassment and Abuse in the Workplace

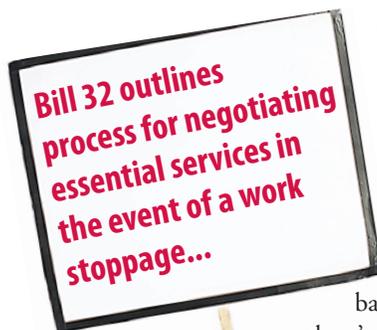


DID YOU KNOW that in 2011, the government introduced new and improved regulations regarding harassment in your workplace?

As of February, your employer is legally obligated to develop and implement a written workplace harassment prevention policy, in cooperation with your Workplace Safety and Health Committee, or employee representatives.

To the right, you'll find a brief outline of the new regulations.

If you have any questions, check out the Safe Manitoba website at www.safemanitoba.com, or call the MGEU Resource Centre at 1-866-982-6438.



THOSE OF US who work in health care know that there are limitations whenever we contemplate strike action. Client or patient safety must be factored in as a prime consideration bargaining breaks down and there's a potential work stoppage.

That's why the MGEU has been working closely with the Province to help pass Bill 32, *the Essential Services (Health Care) and Related Amendments Act*.

Under the Act, which was passed by the Manitoba Legislature on June 16, 2011, health care employers and unions are required to begin negotiations on an Essential Services Agreement (ESA) one year prior to when their collective agreement expires.

The ESA would include information such as:

- a list of work functions that constitute essential services;
- classes of employees and the number of employees that will be required to perform essential services.

Either the union or the employer may request that the Minister of Labour appoint a conciliation officer or mediator to help them negotiate the ESA.

For more info about Bill 32, contact the MGEU Resource Centre at 1-866-982-6438.

CHANGES UNDER THE WORKPLACE SAFETY AND HEALTH REGULATION DEFINE HARASSMENT AS:

- (a) objectionable conduct that creates a risk to the health of a worker, or
- (b) severe conduct that adversely affects a worker's psychological or physical well-being.

Conduct is considered to be objectionable if it is based on race, creed, religion, colour, sex, sexual orientation, gender-determined characteristics, marital status, family status, source of income, political belief, political association, political activity, disability, physical size or weight, age, nationality, ancestry or place of origin.

Conduct is considered to be severe if it could reasonably cause a worker to be humiliated or intimidated and is repeated, or has a lasting, harmful effect on a worker.

The objectionable or severe conduct includes a written or verbal comment, a physical act, gesture or display.

WHAT ARE MY RESPONSIBILITIES?

Workers, supervisors and employers all have a responsibility to not harass anyone in the workplace.

Employers must develop a written policy to prevent harassment must make sure that workers follow this policy. In developing the policy, employers must consult the workplace safety and health committee or representative. If there is no committee or representative, the workers must be consulted.

The written harassment prevention policy must be posted in the workplace in a place where it will be easy for everyone to see.

WHAT MUST BE IN THE PREVENTION POLICY?

The harassment prevention policy must state that:

- Every worker is entitled to work free of harassment.
- The employer must ensure, so far as is reasonably practicable, that no worker is subjected to harassment in the workplace.
- The employer will take corrective action respecting any person under the employer's direction who subjects a worker to harassment.
- The employer will not disclose the name of a complainant or an alleged harasser or the circumstances related to the complaint to any person except where disclosure is necessary to investigate the complaint or take corrective action with respect to the complaint, or required by law.
- A worker has a right to file a complaint with the Manitoba Human Rights Commission.
- The employer's harassment prevention policy is not intended to discourage or prevent the complainant from exercising any other legal rights pursuant to any other law.

The harassment prevention policy must also provide information on:

- How to make a harassment complaint.
- How harassment complaints will be investigated.
- How the complainant and alleged harasser will be informed of the results of the investigation.