

MGEU

Manitoba
Government
and General
Employees'
Union

HEALTH CARE *support services* BARGAINING BULLETIN

The bargaining newsletter for MGEU HCSS Component 14
Locals 82, 83, 84, 85, 86, 88, 89, 95, 96, 99, 100, 102, 126, 137, 371, 386, 412, 413 and 421

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 HCSS bargaining.

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



HCSS Central Table Bargaining Finally Underway!

Back in the fall of 2011, the HCSS Central Bargaining Committee toured the province to collect members' bargaining proposals.

But, of course, in the spring of 2012, the Province decided to amalgamate several rural RHAs. This led to five representation votes, three of which involved thousands of HCSS members, and Component 14 bargaining was put on hold.

As a result of the votes, the Bargaining Committee was happy to welcome nearly 3,000 new members (formerly of CUPE) into the bargaining unit, and as soon as the Labour Board issued certificates for the new Locals, the Bargaining Committee hit

the road again to gather any additional bargaining proposals from these new members.

These meetings are now complete, and the Committee is working to incorporate any new proposals into the package. **Negotiations are set to begin in early October.**

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.



your elected Health Care Support Services bargaining reps

standing, l-r: Val Gustar (Interlake Eastern), Dulari Kallu (Convalescent Home), Nicole Gariepy (Actionmargeurite. St. Boniface), Carol Grant (Prairie Mountain), Gail Crossley (Prairie Mountain), Oliver Meier (River Park Gardens), Elda Gosselin (Dr. Gendrau), Terry Rear (Component Director), Marianne Fleming (Golden Links Lodge), Stephen Chartrand (Southeast), Annamarie Bonneteau (Holy Family), Dexter Penner (Eden Mental Health), Cecile Friesen (Villa Youville), Sheila Gordon (staff negotiator).

sitting, l-r: Elizabeth Gercama (Sharon Home), Nicole Vanderpoele (St. Rose Hospital), Theresa Hardie (Prairie Mountain), Lori Porter (Prairie Mountain), Tannis Chwartacki (WRHA Selkirk Laundry), Lynn Ritchoot (Victoria Hospital) **missing:** Iris Kotyk (Interlake Eastern)

Have YOU seen the elephant in the room?

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

"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?" said MGEU president Michelle Gawronsky. "As people working

in the public sector, we need to start this conversation with our friends and families."

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!**



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.