

**How to Stay  
Informed  
During  
Negotiations**

News happens fast during negotiations and the union doesn't have access to 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](http://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](mailto:resourcecentre@mgeu.ca)

**connect with us...**

[www.mgeu.ca](http://www.mgeu.ca)

**2013 HCSS Bargaining Shaping up to be a Tough Fight**

**W**hile MGEU Central Table bargaining just recently began, many of you may have noticed that unions bargaining on behalf of health care support service members throughout the province have already begun to push back at their employers.

**UFCW LOCAL 832 REACHES DEAL AFTER MONTH-LONG STRIKE**

UFCW Local 832 members at privately-owned Vista Park Lodge were on strike in September over contracting out of work and poor wages.

Recently, with the assistance of a Labour Board appointed conciliation officer, the employer changed their position enough for members to ratify a new deal.

"I'd like to extend a big thank you for all the support MGEU members provided during the strike," said UFCW Local 832 President, Jeff Traeger.

MGEU President, Michelle Gawronsky, thanked all who came out, including your HCSS Bargaining Committee, to show their solidarity with the striking workers.

"Coming together like this is what being part of a union is all about," she said.

**THE EMPLOYER HAS PUT SEVERAL UNACCEPTABLE CONCESSIONS ON THE TABLE**

All the unions who bargain with the Regional Health Authorities as part of multi-union HCSS negotiations, including MGEU's HCSS Central Table, have now exchanged proposals with the employer and begun bargaining.

**Already, the employer has presented several concessions to the unions, including your Bargaining Committee, that are completely unacceptable.** Some concessions to us include:

1. stripping our seniority rights;
2. stripping our right to represent members; and
3. a reversal of the part-time vacation clause the MGEU recently won through arbitration.

As a result, Locals such as UFCW at St. Boniface Hospital have taken strike votes, with overwhelming support from their membership.

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UFCW Local 832 President Jeff Traeger (far left) and MGEU President Michelle Gawronsky (left) joined with your MGEU HCSS Bargaining Committee and other MGEU members to walk in support of striking Local 832 members who recently reached a settlement with their employer.

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## WHAT DO THESE CONCESSIONS AND STRIKE VOTES MEAN FOR US?

Your Bargaining Committee has made it clear to the employer that we are not prepared to accept concessions of any kind.

In the next short while, representatives of all the unions involved in HCSS multi-union bargaining will meet to decide the next steps.

It is still early days at the bargaining table, but we are determined to stand with all HCSS workers and send a clear message from the outset — concessions must be taken off the table before we can continue.

We are a vital part of Manitoba's health care system. The need for the kind of care we provide is only growing in this province. The government must re-invest in patient/resident care or Manitoba's most vulnerable citizens will pay the price.

If you have any other questions about bargaining so far, please contact a member of the Bargaining Committee through the MGEU Resource Centre at 204-982-6438 or toll-free 1-866-982-6438.

## Rally sends message loud and clear: Working short is shortchanging health care



HCSS Component Director Terry Rear (left) with MGEU President Michelle Gawronsky

**T**he practice of working short is hurting care for thousands of Manitobans in personal care homes and hospitals. Without adequate staff on the floor, real people suffer. That was the message dozens of care workers and supporters delivered at a rally on a chilly day at the Manitoba Legislature.

The MGEU has been advocating for fair treatment and an end to working short and it's a subject MGEU President Michelle Gawronsky can identify with on a personal level.

"I don't just stand beside you in your fight for change in your workplaces. I've been in your shoes. I have been a health care aide. I've worked short more times than I care to mention."

The October 29<sup>th</sup> rally was a multi-union initiative that brought approximately 100 workers from facilities across the province together to stand in solidarity on behalf of Manitoba families and communities.



## Health Care Aides gearing up to voice support for public services

**T**his past spring, the MGEU launched a public campaign called Elephant Talk, urging Manitobans to begin discussing "the elephant in the room." The elephant, of course, was the fact that we can't expect our public services to deliver the results Manitobans deserve — unless we give those services the resources they need. Eventually, fewer resources and fewer public service workers lead to fewer, less effective services. **You can watch the TV ad at [elephanttalk.ca](http://elephanttalk.ca).**

This fall, we're continuing the ElephantTalk campaign through a variety of other mediums, including print and radio. And two health care aides — Paula Hamm, from Eden Mental Health Centre in

Winkler and Elaine Bell from Crocus Court PCH in Roblin— will give voice to why it's so important to invest in the kind of care you provide every day.

Throughout November and December, stay tuned to the radio for a number of MGEU members sharing their personal on-the-job experience and the challenges they're currently facing right now (like working short!) in providing quality services to Manitobans.

