

CIVIL SERVICE

BARGAINING BULLETIN

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

Your Elected Civil Service Bargaining Committee

Administration
Component Director
Pat Williamson

Clerical Component Director
Bev Schreyer

Corrections Component Director
Brian Parley

Health Component Director
Diane Arksey

Legal Component Director
Debbie Jamerson

Physical Sciences Component
Director
Grady Hunt

Social Sciences Component Director
Brenda-Lee Johnstone

Trades Component Director
Len Caminha

1st Vice-President, MGEU Chair,
Civil Service Bargaining Committee
Wally Fletcher

MGEU Chief Negotiator
Sheila Gordon

MGEU Staff Negotiator
Janet Kehler

Every workplace should have a union contact! Does yours?

As we head into bargaining, it's vital all workplaces have someone members can go to with a question or concern. If you don't know who that person is where you work, the position may be empty.

Contact us at 204-982-6438 (1-866-982-6438) or email resourcecentre@mgeu.ca to find out who to talk to, or how you can help keep your co-workers informed.

ELECTED COMMITTEE WORKING TO REVIEW PROPOSALS

In September, we, your elected Bargaining reps and MGEU staff negotiators, organized and attended more than fifty meetings with fellow Civil Service members throughout the province.

These meetings were a great opportunity to introduce ourselves as your elected reps at the bargaining table, and to hear about your key priorities for the next contract.

Where We're At: The Bargaining Package

After these meetings with members, we began meeting as a Committee to pore over the hundreds and hundreds of proposals put forward from all Locals, Areas, and Components.

At this point, we're sorting through proposals, and working to identify and group similar proposals, as we put together a comprehensive package to present to the employer this spring.

Bargaining to Begin Early Spring 2014

Early in the new year, our negotiator will send the required letter to the employer, notifying them of our intent to begin negotiations.



Pat Williamson (Administration), Brian Parley (Corrections), Bev Schreyer (Clerical), and Len Caminha (Trades) review bargaining proposals at a Bargaining Committee meeting on November 14, 2013.

On the reverse, you'll find a visual guide to the bargaining process. As negotiations proceed, we'll indicate exactly where we're at on the guide.

It's our priority to keep all members informed as we work through this complex and often lengthy process with our employer.

We appreciate the trust you have placed in us, and look forward to bargaining the best deal possible for all Civil Service members.

- Your MGEU Civil Service Bargaining Committee



Frontline service providers like you talk about what they're seeing on the job every day...

Phase 2 of the MGEU "ElephantTalk" campaign kicked off in November, with more than a dozen members who work in public service jobs – from additions counsellor to college instructor to fire ranger – learning how to explain what they do, and why it's so important to Manitobans, in ten seconds or less!

Through November and December, you can hear their first-hand accounts of trying to care for Manitobans and their province while faced with budget cuts, growing waiting lists and staff shortages, on radio stations throughout the province.

Visit elephanttalk.ca to see/hear the ads and stay up-to-date on the latest discussions about how investing in public services is a smart investment.



Listen for Scott Cloney, a Corrections Officer, (and MGEU 4th VP) and Shelley Wiggins, an Employment & Income Assistance Officer, on a radio near you.

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.



Majority rejects tentative agreement

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.