

# PARAMEDICS OF WINNIPEG BARGAINING BULLETIN

Negotiation news for MGEU Local 911 - Paramedics of Winnipeg

## Local 911 Elected Representatives

President: **Ryan Woiden**Chief Steward: **Joshua O'Keefe**Vice-President: **Troy Reidy**Stewards: **Petra Avanthy,  
Jeff Bell, Richard Gray,  
Keith Hancox, Tom Hudson,  
Ron Jackson,  
Nishanth Jayaranjan,  
Carla Jones, Sheena Mahadeo,  
Gina Silva, Mark Sisetski,  
Dallas Baker, Andre Lacroix,  
Philippe La Riviere,  
Jonathan Peters**Health & Safety Rep: **Loren Bacala****MGEU Staff Representative  
Colin Ghostkeeper**

## contact us...

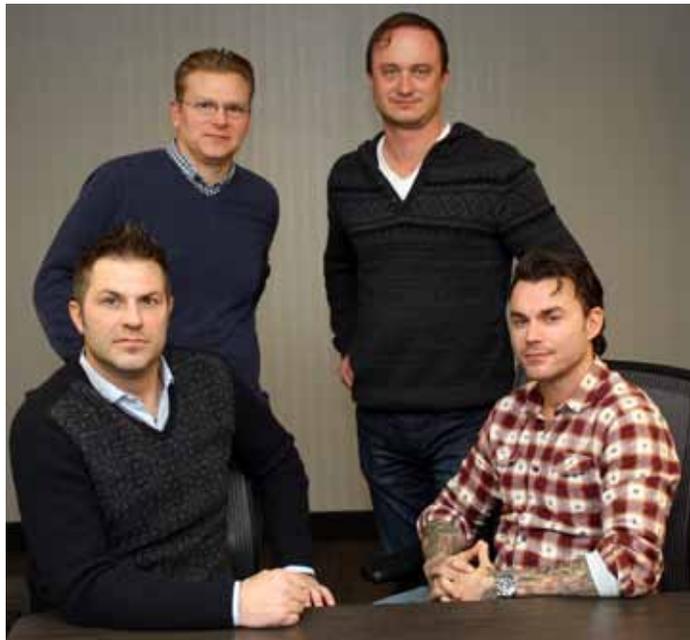
MGEU Resource Centre  
204-982-6438  
(toll-free 1-866-982-6438)  
TTY toll-free 1-866-982-6599  
resourcecentre@mgeu.ca

## connect with us...

www.mgeu.ca



## Poised to Begin Arbitration After Reaching Impasse



### your Local 911 bargaining team

From left

Back row: Colin Ghostkeeper (MGEU negotiator), Joshua O'Keefe (Chief Steward)

Front row: Ryan Woiden (President), Troy Reidy (Vice-President)

Our Local has been in negotiations for about ten months and we've had several productive sessions with the employer.

As a result of Local elections this past fall, our bargaining committee has also changed midway through negotiations. We'd like to thank Chris Broughton, Keith Hancox, and Mark Sisetski for their efforts and their dedication to members of the Local throughout the bargaining process.

In November we began monetary discussions to address

wages and benefits, and (based on the bargaining proposals members submitted) we can tell you that the current mandate presented by the employer to our bargaining committee does not go far enough to reach a tentative agreement.

Local 911 members deserve a fair and reasonable settlement offer that is in line with recent offers provided to other City Emergency Services. That is what our Committee believes and that is what our Committee has tabled to the employer. But the City & the Fire Paramedic

Service maintains they are unable to go beyond their current mandate approved by City Council, so there remains a sizable gap between the two positions.

### Getting ready for arbitration

After considering all of the options (conciliation, mediation, arbitration, and ratification) the Committee sent notice to the Minister of Labour in November requesting binding arbitration. The Committee believes this option provides our Local with the best opportunity to reach a new agreement.

In this process, each party presents their case to a qualified third-party arbitrator, who then assesses the arguments and makes a legally-binding ruling. Given the wage increases gained through arbitration in our last round of negotiations, our Committee feels it remains our best option to receive a fair and reasonable settlement.

We will remain available to meet with the employer in order to try to reach a tentative agreement before arbitration begins, but the City would have to increase their mandate in order for us to reach a settlement.

Visit [www.mgeu.ca](http://www.mgeu.ca) and click on the "At the Bargaining Table" button for further updates on negotiations.

*In Solidarity,*

*Local 911 Bargaining Committee*

## Staying Informed During Negotiations

News can happen fast during negotiations and the union isn't allowed to use the employer's e-mail system. Here's how to ensure you receive the latest information during negotiations:

### 1. Visit [www.mgeu.ca](http://www.mgeu.ca)

Click on the "At the Bargaining Table" button to read the latest information about bargaining for your Local.

### 2. Send us your home e-mail address

The best way to make sure you receive all up-to-date details about negotiations is to submit your home e-mail address.

Visit [www.mgeu.ca](http://www.mgeu.ca) and look for the "Update Your Information" link at the top of the page.

# 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. *Local 911 members cannot strike.*

**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](http://www.mgeu.ca/for-members/bargaining-for-beginners)



Manitoba Government and General Employees' Union

© 2013 MGEU