

ANCR Opens New Resource Centre

This September, ANCR (Child and Family All Nations Coordinated Response Network) hosted an open house to give members of the public a chance to see their new Resource Centre first-hand. The new centre at 1008 Wall Street – which replaces their Marion Street location – features more meeting, programming and office space.



ANCR Members at the new Resource Centre (left - right): Jodie Matthies, Gisèle Saurette-Roch, Darahlynn Sinclair, Marion Jonassen, Kelly Rieu, Jennifer Rafuse

The new Resource Centre, which opened its doors earlier in June, is geared towards prevention and helping families deal with challenges in their lives. The centre will be home to many ANCR programs, including The General Parenting and Family Harmony Program, the Positive Parenting Program, and Parent Respite to name a few.

MTAP Recipient Announced

The union invites at least one member per year to apply for a six-month position at one of its offices, as part of the Membership Training and Apprenticeship Program (MTAP). It's a six-month on-the-job work experience in which a member is able to work closely with MGEU Staff Representatives.

Recently, **Andy Regier (Local 221, Macdonald Youth Services Crisis Stabilization)** was selected to fill an MTAP position in Winnipeg.

Andy's eager to get started and learn more about his union from the perspective of an MGEU staff rep. "I've always been interested in the union movement and I'm excited to get an in-depth perspective at the MGEU."

Attend a Union Meeting and SCORE

The MGEU is welcoming the Jets back to Manitoba and treating one lucky member with two tickets to see them in person at the MTS Centre this winter.

All you have to do is fill out a ballot at your Local meeting this fall or at any MGEU office to win:

- 1st prize: Two tickets to a Jets home game**
- 2nd prize: A Jets jersey**
- 3rd prize: Six tickets to an MJHL game of your choice**

Members must fill out a ballot in person at a Local meeting or MGEU office. Limit of one entry per member. For additional rules and regulations visit www.mgeu.ca. Deadline for entries December 19, 2011. Draw date: January 3, 2012.

Community Social Service Workers Appreciation Day: November 6



Over the past few years, the MGEU's National Union (NUPGE) has worked to

promote awareness and recognition for the people working in the community social service sector.

In 2011, they are asking unions and communities across the country to pass resolutions and proclamations that endorse the designation of November 6th as Community Social Service (CSS) Workers Appreciation Day.

For the past two years, Manitoba has been the only province to make an official proclamation and, at the MGEU's request, the Province of Manitoba will once again be proclaiming November 6th Community Social Service Workers Appreciation Day.

To learn more about this NUPGE campaign and what's happening across the country, visit cssworkerscare.ca.



www.mgeu.ca

Community-Based Social Services

Update



Has it Been a Year Already?



**Component Director
Melissa Dvorak**

Hard to believe it's been a year now since we became the MGEU's newest component and it's been great to see our component take shape as we get started on a number of key initiatives.

FUNDING CONSTRAINTS remain our number one issue. In fact, lobbying for an improved funding structure for our workplaces was one of the primary reasons this component was formed. To learn more about other funding models, we've put forward a motion to establish a committee that will examine how other provinces fund their community-based social services. We want to do our research and come up with a solution for sustainable funding which we can bring to the government. Ideally, we'd like to see funding for our agencies brought within the umbrella of one Minister.

Delays in obtaining **CRIMINAL RECORD CHECKS**

continue to be a big problem for our members, so much so that a resolution was passed at the MGEU's Convention to lobby the federal government to cut down on wait times for record checks through



our national affiliates (NUPGE, CLC). As you've probably heard, the federal government changed a law in July 2010 which stipulates that people applying to sensitive positions must be matched by birth date and gender — but not by name — to a list of known sexual offenders.

Those new criteria return a large number of false-positive matches when an applicant and an offender's birth date match, regardless of their names. As a result, the RCMP is spending more time sorting through all the data, creating a backlog which can run up to four months. It's also very frustrating and embarrassing for anyone who happens to share a birth date with a known offender, as they must be fingerprinted to prove their innocence. Clearly, the system needs improvement.

Closer to home, **BRENDA NEILES** (Local 369) became the MGEU's 2011 United Way Winnipeg Representative back in August. Brenda works for Macdonald Youth Services as an In-Home Facilitator. Every year the union sponsors a member to work with the United Way over a three-month period. Their job is to assist the campaign with the tools and resources needed to succeed. Since many of the Locals in our Component receive funding from the United Way, it just makes sense to have one of our component members working directly on the campaign. Good luck to Brenda.

I'd also like to thank **SUSAN GRANDBOIS** (Parklands - Area 2) for her commitment over the past year in helping get our component off the ground. Unfortunately, Susan recently left the Component so elections are being held at the next component meeting to fill her vacancy as Component Co-chair. I'd like to thank Susan for her dedication to the Component and wish her all the best.



Manitoba
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and General
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Remember to include your full name.

Take the Safety and Health Survey

The MGEU's Safety, Health and Environment Committee is trying to get a better understanding of where the state of safety and health is at within our MGEU workplaces across the province.

The committee is trying to see where safety and health initiatives could be improved and gauge the average member's knowledge of health and safety procedures. Once all of the surveys have been tabulated, the committee will take the results to labour/management meetings and, where necessary, bargaining tables in an effort to make our workplaces safer. Please take a few minutes to complete this short survey at www.mgeu.ca/news/article/1763



www.mgeu.ca/news/article/1763



BARGAINING ROUNDUP

A look at what's happening at bargaining tables around our component

FINISHED & RATIFIED

After getting their employer to take notice by rejecting a tentative agreement and voting in favour of strike action, **KNOWLES CENTRE** members returned to the table in September. In early October, they ratified a new five-year agreement with a 2.9% general wage increase in each of the last three years.

This is a significant contract ratification for the component as the Knowles Centre agreement is often seen as setting the standard for other wage adjustments in the sector. Last year in the Legislature, Family Services and Consumer Affairs Minister Gord Mackintosh said "the (wage adjustment) pattern will be determined by the nature of the settlement at Knowles. That doesn't mean that they'll be paid the same as Knowles; it just means that the adjustment will reflect the scale changes that are arrived at through collective bargaining... we're trying to have some comparability across the sector."

The new Knowles Centre contract is currently being printed. The union has requested that a separate cheque be sent to members for retroactive pay when the money from the funder has been received.

Earlier this month, members of **LOCAL 353, SARA RIEL INC.** ratified a new three-year agreement, which includes a 2% general wage increase in the first year, a wage increase equal to the funding increase of the salary account in the second and third years, as well as a new sliding scale for placement on the salary scale based on years of relative education and/or experience.

A new step-on-step salary scale will also be implemented for support staff, with significant increases for members in that classification retroactive to April 1, 2011. Improvements to the mileage rate, new contract language on the use of privately-owned vehicles, expense

reimbursements, civil liability, and justice and dignity are a few of the other key changes in the new agreement.

Rounding out the list of recently settled contracts is **OSBORNE HOUSE** in June and **ST. AMANT COMMUNITY RESIDENTIAL PROGRAM** in August.

IN NEGOTIATIONS

Members from **TAMARACK REHABILITATION** are examining an offer and discussing what their next steps will be, while **SPECIAL PEOPLE IN KILDONAN EAST** have continued to negotiate throughout October and are now waiting to set up further negotiating dates in November. Additional dates are scheduled for **ANCR** in November as negotiations continue on non-monetary items. **MACDONALD YOUTH SERVICES CRISIS STABILIZATION** are well into bargaining but are waiting on a mandate from the funder.

HEADING TO THE BARGAINING TABLE

Negotiations were set to commence in October for members of **ELIZABETH FRY SOCIETY**, but the employer had to cancel the first dates. The union has put forth alternate negotiating dates and is waiting on the employer's response.

Meanwhile, **MACDONALD YOUTH SERVICES N/APHP** have their first negotiating dates scheduled while members from **PROJECT NEECHEEWAM** met with the employer to kick off bargaining on October 21. Members of **FAMILY SERVICE, FAMILY SUPPORT** held a proposal meeting on September 15 and have sent a request to commence bargaining. Other groups waiting for negotiations to begin include **CAREER CONNECTIONS** and **NCN FAMILY AND COMMUNITY WELLNESS CENTRE**.

How to Prevent a Spreading Pest

Written by Erin Whitaker, Local 136 Main Street Project

Bed bugs – just the thought of them evokes fear, frustration and a fair bit of itching from most of us who work in community-based social services. To help us learn more about this tiny terror, the MGEU invited Taz Stuart, the City of Winnipeg's top entomologist, to talk to members of our component about how to identify them and protect ourselves.

How do you identify a Bed Bug Infestation?

Unfortunately, Taz had no silver bullet that would keep us from ever bringing an infestation into our own homes, but he did share some helpful hints about how to minimize our contact with these pests and avoid spreading them.



To help our Component activists learn more about bed bugs, the MGEU invited Taz Stuart, the City of Winnipeg's top entomologist, to talk about how to identify bed bugs and protect ourselves.

Even one bed bug constitutes an infestation, but a house badly infested with bed bugs will smell like coriander or cilantro. Infestations usually occur around or near the areas where people sleep in houses, apartments, shelters, hotels, and even buses. They hide during the day in places like the seams of mattresses, bed frames, headboards, dressers, behind wallpaper, or any other objects or crevices around a bed. And when you're sleeping, you won't feel them crawling on you, so it's hard to know they're in your home until you break out in bites.

Since a first time bite can take up to 14 days to appear, it's important to look for other clues when determining if bed bugs have infested an area. These signs include:

- the bed bugs' exoskeletons after molting,
- bed bugs in the fold of mattresses and sheets, and
- rusty-coloured blood spots due to their blood-filled fecal material that they excrete on the mattress or nearby furniture.

Bed bugs can live for three years without eating and they travel in the seams and folds of luggage, overnight bags, folded clothes,



bed bug not actual size

bedding, furniture, and anywhere else they can hide. Most people don't realize they're transporting stow-away bed bugs as they travel from location to location, infecting areas as they go.

Gloom and Doom

It does all sound gloom and doom but ironically, doom (more specifically Dr. Doom) is one of Taz's favourite chemicals to kill these bugs. He favours a multi-pronged approach to bed bug eradication, which includes pesticides and heat treatment. The good news is that there still is no evidence that bed bugs transmit disease and they're harder to bring home from a client's house than many of us thought.

"It (the presentation) definitely made my skin crawl but it was very valuable in showing us what to look for and how to protect ourselves. I know I'm going to be a lot more mindful of where I set down my belongings," said Component Director Melissa Dvorak.

For me, the most useful piece of information I took from the presentation was that I will leave my bags in the bathtub if I have to set them down at a client's house or in a hotel room while I scan the room over for these little sneaks.

The Not-So-Personal Computer



Using Technology at Work

Computers, smart phones and other electronic devices have become essential tools in almost every workplace. But a work computer or phone should be used for just that: WORK.

In many MGEU workplaces, computer networks contain

highly sensitive and secured information. Using this information for personal reasons, such as searching names, addresses and other personal information violates computer usage policies. By using the employer's equipment for personal reasons you risk facing disciplinary action.

And if you use the employer's equipment to access your own personal e-mail, banking or social networking pages, you are also allowing your employer to gain access to your own personal information. **Don't mix business with pleasure. Only use a work computer or smart phone for work.**

- The MGEU Tech Change Committee