

**YOUR LOCAL  
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Vice-President: Ian Macaskill  
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Member at Large: William Whyte

**Corrections Bargaining Moves to Interest Arbitration**



In the previous edition of the *Corrections Bargaining Bulletin*, we asked for your feedback on two possible pension formulas (bridge or flat

rate) to help the committee create a proposal that was representative of our membership and could be brought forward to the employer.

Since that newsletter, the bargaining committee has held several meetings throughout the province to hear what members' had to say and inform people about how the current pension plan works and the two options. Unfortunately, we didn't receive the response from the membership we had hoped for, as only 16 members made it out to these meetings to ask questions and learn more about their pension.

As a result, it was difficult to reach a consensus with so little input from the membership, so the committee also developed an online survey for members to submit. We received just over 140 responses, which allowed the committee to determine that a proposal to fund a 2.33% bridge benefit on a go-forward basis is the preferred option for Corrections members.

**What exactly is a "go-forward basis?"** Basically it means that whatever the changes, they would only be applied to an employee's pension after a specific implementation date in the future.

So, if someone has 25 years of service in Corrections so far, and they continue to work for another five years after the implementation date, their 30-year pension would be calculated at 25 years without the bridge formula and five with the bridge. As a result the new formula, if implemented, would be of greater benefit to those who are beginning their careers in

Corrections, as they'd have more pensionable earnings under the bridge formula.

The committee brought this new proposal forward, along with a number of special wage adjustment proposals, in our final package presented to the employer on September 16. The employer responded by saying that they would not alter their final offer.

Because the two parties could not successfully conclude negotiations, both agreed to have Michael Werier hear the matter in an interest arbitration. Garth Smorang of Myers Weinberg will represent MGEU corrections members and put forward our case in the arbitration.

**Our next step** is to determine which matters can be put before the arbitrator and wait for counsel to set the dates for the arbitration. As the process continues, we will post information online at [www.mgeu.ca](http://www.mgeu.ca) and in the mail.

**What is Interest Arbitration?**

When two parties are unable to negotiate a collective agreement, one of the ways to reach an agreement is a process called interest arbitration. It is often used to settle a dispute regarding wages and other monetary items and is an alternative to a strike or lock-out. Arbitration is meant to duplicate the results the parties would have achieved had they been able to continue to freely negotiate the terms of their collective agreement.

In an interest arbitration, an arbitrator rules on the terms and conditions of work that could not be negotiated by the parties. In this way, he or she determines the outstanding terms of the collective agreement. Generally speaking, items which have been agreed to between the parties during the bargaining process are not submitted to interest arbitration. The arbitrator's final decision is binding on all parties.

## 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](http://www.mgeu.ca/news/article/1763)



## 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 the public service and 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*

## Please Welcome Your New Rep: Lee Edwards



Over the summer, Lee Edwards was assigned as your new staff representative for the Corrections Component. Lee is a seasoned staff rep with close to three years' experience at the MGEU. Before

that, Lee worked for the United Steelworkers for more than 20 years. She has extensive bargaining experience in the labour movement and has represented members at all levels as a staff representative and as a dedicated labour activist.

## MGEU Corrections Stewards:

*Have a question about the union, the workplace or the contract? Your workplace stewards are here to help.*

**Local 9: The Pas and Area** - Marlene Dick, David Harder, Eugene Ross

**Local 10: Dauphin and Area** - Mike Penner, Randy Waldack

**Local 11: Brandon and Area** - Erika Keller, Chris Ridgen, Carol Spent, Dean Werbiski

**Local 12: Portage and Area** - Tyler Hildebrand, Cheryl Omeniuk, Gary Rempel, Shannon Reynolds, Julie Rheault, Robert Wells

**Local 13: Selkirk and Area** - Brian Crockett, Joseph Horn, Daniel Franklin, Tina Hay, Jarret Pachkowsky

**Local 14: Winnipeg** - Mike Bartel, Christopher Brown, Michael Brown, Maurice Ciarelli, Scott Cloney, Carlos Governo, Arno Gutierrez, Brian Harrison, Tim Lytle, Ian Macaskill, Jason Pethybridge, David Romanyck, Indira Shah, Steven Smith, Jason Sousa, Brenda Steinhorsen, Darren Sweers, Tannis Toothill

**MGEU**

Manitoba  
Government  
and General  
Employees'  
Union

**Have a question?  
contact us**

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(toll-free 1-866-982-6438)

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