



Manitoba
Government
and General
Employees'
Union

www.mgeu.ca

The Bargaining newsletter for
MASC

Admin Members - Local 359, 360, 361, 362



Bargaining Bulletin

Employer's Lack of Monetary Mandate Stalls Negotiations

your bargaining committee

- Donna Besselt -**
Local 359, Area 2
- Peter George -**
Local 360, Area 3
- Terry Comeau -**
Local 361, Area 4
- Pearl Gauthier -**
Local 362, Area 5



Your Staff Representative

Randy Porter

Randy is a long-time union activist with more than twenty years of bargaining experience. He's worked as an MGEU staff representative for a decade, starting out in Dauphin before moving over to the Portage office in 2002.

Randy assists many Area 4 Locals with negotiations. He's also responsible for representing employees working in the Civil Service, Crown Corporations, as well as boards and agencies in Portage and surrounding areas.

Randy can be reached through the MGEU Resource Centre at 1-866-982-6438.

Your Manitoba Agriculture Services Administration Bargaining Committee has been in negotiations with the employer since September 2010. Through the first seven meetings with the employer, we were able to work through some non-monetary issues (such as WCB items) to improve contract language.

However, we've been unable to discuss the most important issues because they are monetary items (i.e. wages and benefits). Back in January, the employer informed the committee they weren't prepared to negotiate monetary issues until the Civil Service Agreement was settled.

Without a monetary mandate to work with, we've been unable to negotiate since January 17th. Now that the Civil Service Agreement has been ratified, negotiations have resumed (dates scheduled for March 15, 21, and 22) and anticipate that monetary issues will now be dealt with.



Your MASC Admin Bargaining Committee (left-right)

Terry Comeau (Area 4), Donna Besselt (Area 2), Randy Porter (MGEU Negotiator), Pearl Gauthier (Area 5), Peter George (Area 3)

2011 MGEU/NUPGE scholarships now available

Every year, the MGEU and its National Union (NUPGE) award several scholarships to union members and their families, in order to help them succeed in their educational goals. More details and applications for all bursaries/scholarships are available for download at www.mgeu.ca/90.

MGEU Area Bursaries

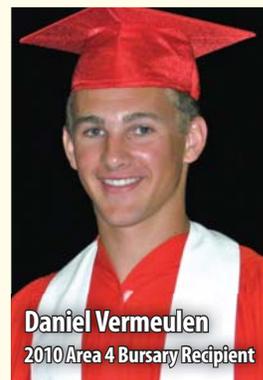
Right now there are eight MGEU bursaries, worth \$1,000 each (one per area) available to any registered, dues-paying member, or spouse of a member, or child or ward of a member.

Application Deadline: May 9, 2011

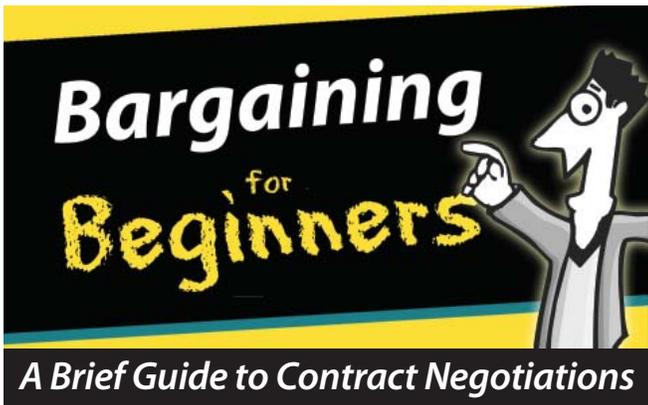
NUPGE Post-Secondary Scholarships

Once again, the National Union of Public and General Employees is sponsoring a number of scholarships for children of NUPGE members throughout the country. All MGEU members are eligible to apply for the four scholarships available (worth \$1,500 each).

NUPGE scholarship deadline: June 30, 2011



Daniel Vermeulen
2010 Area 4 Bursary Recipient



With negotiations now underway, your bargaining committee thought it would be helpful to provide an overview of how the process of bargaining usually works.

Collective Bargaining Begins at Local Meetings

The bargaining process begins at a Local meeting, where members elect who will speak on their behalf (usually the Local Table Officers). At this stage of the process, their first order of business is to organize a series of meetings to collect bargaining proposals from members like you.

Have Your Say in Negotiations - Submit a Bargaining Proposal

Bargaining proposal meetings are your chance to share what you'd like to see in your contract, or to suggest improvements to what currently exists. Members complete a proposal form and bring it to one of the scheduled meetings. At these meetings, members will discuss each proposal and help the committee determine key priorities to improve the contract.

Based on this feedback, the bargaining committee will work to create a package of proposals (including things like wage or

benefit improvements, or remedies to workload and health and safety concerns) that they will bring to the negotiating table on your behalf.

Bargaining - A Give and Take Process

At the outset of negotiations, your bargaining committee will sit down with the employer

and present the package of proposals. The employer will also come to the table with changes they'd like to make to the contract. From there, the negotiating process, which can last anywhere from a few weeks to several months, usually involves a kind of give and take as each side accepts, amends, rejects or withdraws the proposals put forward. At all times, the bargaining committee is working to maintain and/or gain as much as possible for you and your fellow members.

Protecting Your Interests at the Table

Until negotiations are finished and the agreement is ratified, nothing is set in stone. That's why it's not always possible for your bargaining committee to share all of the details being discussed at the table.

Throughout negotiations, the committee will do its best to keep you informed. But to avoid damaging their negotiating position, there are times when they won't be able to share all of the details. Like a game of cards, they don't want the employer to know what their strategy is – and they know that any information sent to you will be read by management – so sometimes the committee must keep their cards close to their chest.

3 Scenarios for Getting a Deal

Scenario #1

Most often a settlement is eventually reached between the bargaining committee and management. At that point, the proposed contract is taken to members of the bargaining unit for a vote. The settlement must be accepted by the majority of voting members before it's considered "ratified." Once signed by both the union and management, you'll get a written copy of the contract.

Scenario #2

Occasionally, the majority of voting members do not accept the tentative settlement. In this case, the employer may agree to return to the table, but most often the membership will then take a strike vote. More than fifty percent of all voting members must vote in favour before any strike action is taken. After a successful strike vote, the employer will sometimes agree to return to the bargaining table and try to resume negotiations.

Scenario #3

There are times when a tentative settlement can't be reached between the union bargaining committee and management. Depending on the situation, both sides might agree to request third-party assistance from the Manitoba Labour Board, or the union might go directly to a strike vote.

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contact us...

MGEU Resource Centre:
982-6438 (toll-free 1-866-982-6438)
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www.mgeu.ca

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Remember to include your full name.