



Manitoba  
Government  
and General  
Employees'  
Union

www.mgeu.ca

ADJUSTORS of  
**MASC**

Local 359, 360, 361, 362

**Bargaining  
Bulletin**

*your bargaining  
committee*

- Glen Bodnariuk -  
Grandview**
- Michelle Czuby-Slota -  
Beausejour**
- Robert Manastyr -  
Portage la Prairie**
- Barb Stambuski -  
Birtle**



**Your Staff Representative -  
Colin Ghostkeeper**

After spending more than 4 years helping members in the MGEU Resource Centre and now 5 years as a Staff Representative, Colin has a great deal of experience assisting MGEU members on a wide variety of issues. Currently based out of the Winnipeg Head Office, he's responsible for representing employees working in the Civil Service, Crown Corporations, as well as boards and agencies in rural Manitoba and Winnipeg.

Colin can be reached through MGEU Resource Centre at 1-866-982-6438, or by email at [colin.ghostkeeper@mgeu.ca](mailto:colin.ghostkeeper@mgeu.ca)

**Employer Brings Bargaining to a Standstill**

Your Manitoba Agriculture Services Bargaining Committee has been diligently bargaining since September 2010.

During the six sessions at the bargaining table, the committee has been able to work through some non-monetary issues that clarify and improve various contract language and health and safety concerns.

**Bargaining at a Standstill**

The committee has recently been informed by the employer that bargaining will remain at a standstill until the Civil Service Master Agreement has been ratified. For this reason, no further bargaining dates will be set until this happens. Once the Civil Service Master Agreement is ratified, the committee anticipates heading into the monetary phase (i.e. wages and benefits) of the bargaining process.

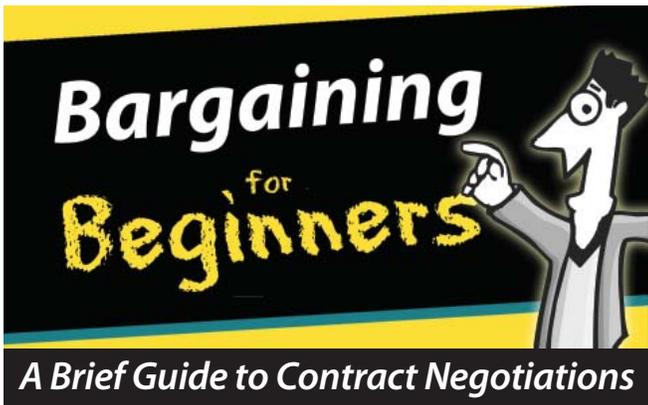
While we are waiting for the employer to return to the table, your bargaining committee is planning an information meeting for the membership to discuss the next step in bargaining with all MASC members.

The current plan is to hold the meetings at some point during the Annual Training Conference in Portage la Prairie, being held on April 6th and 7th. You will receive a meeting notice by mail once the date, time and location have been set.

In the meantime, if you have any questions, feel free to contact any member of the bargaining committee (see list in left margin) through the MGEU Resource Centre at 1-866-982-6438, or e-mail [resource.centre@mgeu.ca](mailto:resource.centre@mgeu.ca).



**Your MASC Bargaining Committee (left -right)**  
Glen Bodnariuk (Area 2), Robert Manastyr (Area 4), Barb Stambuski (Area 3),  
Colin Ghostkeeper (MGEU Staff Representative)  
Missing from photo: Michelle Czuby-Slota (Area 5)



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](http://www.mgeu.ca)

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