

**Your MASC Adjustor
Bargaining Committee:****Glen Bodnariuk****Robert Manastyr****Barbara Stambuski****Your MASC Admin
Bargaining Committee:****Terry Comeau****Peter George****Kory Lylyk****Your MGEU Negotiator****Randy Porter**

To receive the latest bargaining news, visit www.mgeu.ca and hit the "At the Bargaining Table" button or send us your home e-mail address.

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connect with us...www.mgeu.ca**Province brings MASC negotiations to a standstill**

Your Manitoba Agriculture Services Corporation Bargaining Committees have been in negotiations with the employer since May 2014, when both tables first exchanged bargaining proposals.

While the MGEU bargaining committees representing MASC Adjustors and MASC Admin bargain separately, the bargaining news to date is essentially the same: during the first six months at the bargaining table, negotiators addressed a number of non-monetary issues (working conditions and contract language).

The next step in the bargaining process is to begin negotiating monetary items (i.e. wages and benefits). However, the Province's representatives have brought negotiations at both MASC tables to a standstill, citing their inability to get a funding mandate from the Province as the reason.

What they're waiting for

The Province is also currently in negotiations with MGEU members in the Provincial Civil Service. Those negotiations also began in May but, given the size and scope of the Civil Service, negotiators are still dealing with non-monetary issues at that bargaining table.

The Province wants the Civil Service agreement ratified in order to determine the monetary settlement for other bargaining units like ours. That means our negotiations will be on hold until bargaining is wrapped up at that table and the Province has a funding mandate in hand from that contract.

If all of this sounds a little bit familiar, that's because it is. In our last round of negotiations for MASC Adjustors and



Admin in 2011, our committees were told bargaining would remain at a standstill until the Civil Service Master Agreement was ratified. It's déjà vu bargaining.

What's next?

Our committees are very frustrated by this wait-and-see approach to bargaining and we've expressed to the Province's negotiating reps that members are not pleased by this tactic. If this is the pattern for all future bargaining, then we want to see the Province stagger the effective dates for our contract so that we don't find ourselves always waiting on Civil Service bargaining.

MASC members will continue to be covered by the current contract until a new one is ratified. In the meantime, if you have any questions, feel free to contact any member of your bargaining committee (listed on the left) through the MGEU Resource Centre. For the latest bargaining news, visit www.mgeu.ca and click the "At the Bargaining Table" button.

- Your MASC Bargaining Committees

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.



X Majority rejects tentative agreement

STRIKE – Can help apply pressure on employer. A majority must vote in favour, but a positive vote does not automatically result in job action.

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.