

January 2013

**Metis CFS Agency  
Bargaining Committee:****Luana Leader** - Local 385  
(*The Pas, Michif*)**Dave Mansell** - Local 384  
(*Dauphin, Michif*)**Janice Wood** - Local 384  
(*Ochre River, Michif*)**Darlene Meisner** - Local 383  
(*Winnipeg, Metis Agency*)**Sharon Spinks** - Local 383  
(*Winnipeg, Métis Agency*)**Janet Kehler**  
(*MGEU Staff Negotiator*)**Metis CFS Authority  
Bargaining Committee:****Yolanda Roulette**  
(*Local 394 President*)**Dustin Rodgers**  
(*Local 394 Chief Steward*)**Karla Lanyon**  
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**Urgent Vote Needed on STD, LTD and Sick Leave Provisions**

While we are mid-way through negotiating the contract for Metis Child, Family and Community Services, and have not yet begun negotiations for the Metis Authority, an urgent issue has come up that requires all of us to cast a ballot and have our say.

**Renewal of STD, LTD contract presents major cost increases to employees**

Recently, the MCFCS, MCFS and Metis Authority employer representatives advised us of two critical issues:

1. The contract for short-term disability (STD) and long-term disability (LTD) was set to be renewed November 1, 2012.
2. In response to high levels of employee plan usage, the premiums were scheduled to go up significantly – 30% for STD and 58% for LTD.

In response, we met with the employer to discuss some options to minimize the negative impact of these increased costs to employees.

**Revision to sick leave intended to mitigate increases**

On November 4, 2012, the employer advised us that they had decided to extend the waiting period for STD from seven to thirty days, but also increase the sick leave cap from eighteen to thirty days. They did this to eliminate the need to increase the STD premiums. Although these efforts were well intended, your bargaining committee continued to press for alternative approaches, which would provide a superior, long-term solution for all members.

As a result of these further discussions, we've arrived at a tentative agreement which includes a number of positive changes to the Sick Leave Article – most notably, a new sick leave cap of ninety days.

**Vote needed for bargaining to resume**

The change to sick leave will take the form of a memorandum to be included in the contract and at this point, we need to briefly interrupt our regular process so you can vote on whether to accept this change.

We felt it was best to hold this vote sooner, rather than later, since you're already paying the increased costs (again, the contract was renewed November 1, 2012) and the sooner the change is implemented, should you vote to accept it, the less it will end up costing you.

**IMPORTANT VOTING INFORMATION:**

Members can attend and vote once at any meeting. There will be two types of ballot boxes at all voting locations: one for Metis Agency and Michif members and one for Metis CFS Authority members. Representatives will be on hand to ensure you cast your ballot in the appropriate ballot box.

There will be a presentation at each meeting to help members understand the proposed changes to the STD, LTD and sick leave plans.

**Due to the importance of this issue, all three employers have agreed to allow staff to use a portion of their work day to travel to and participate in these meetings.**

**VOTE SCHEDULE**January 15, 2013 – noon - 1:30pm  
The Pas, 456 Fischer Ave.January 15, 2013 – noon - 1:30pm  
Thompson, 310-83 Churchill Dr.January 16, 2013 – noon and 5 pm  
Winnipeg, 2000 Portage Ave., basement boardroomJanuary 17, 2013 – noon  
Winnipeg, 150 Henry Ave.January 17, 2013 – 5 pm  
January 21, 2013 – 12:30pm  
Winnipeg, 100 Sutherland Ave.January 23, 2013 – 5 pm  
Brandon, 141 Rosser Ave.January 24, 2013 – noon  
Swan River, 605 Main St.January 24, 2013 – 5 pm  
January 25, 2013 – noon  
Dauphin, 611 Main St. North