



Manitoba  
Government  
and General  
Employees'  
Union

www.mgeu.ca

Local 195  
**Manitoba Gaming  
Control Commission**



*your bargaining  
committee*

- Brent Lusty - President**
- David Layte - Vice President**
- Kristianne Dechant - Steward**
- Loren Findlay - Negotiator**
- Rick Farley - Staff Representative**

**STAY IN  
THE LOOP**

**Keep  
Your  
Contact Info  
Current**



It's a very important time for members of Local 195 to stay connected to their union. Keep in mind, the employer does not automatically send all of your contact information to the MGEU. The only way we can keep you apprised of the latest developments is by using the contact information YOU submit to the MGEU.

At key times in negotiations the union sends important information through the mail, in e-mails, and sometimes over the phone. Even if you think the union already has your contact information on file, some key details could be missing so it's always a good idea to update it.

Give us a call or visit [www.mgeu.ca](http://www.mgeu.ca) and click on the red "update your member information" box. Fill out every applicable field to ensure the union has all of the information necessary to keep you up-to-date.

**Bargaining Committee Frustrated by Lack of Progress**

**Y**our Manitoba Gaming Control Commission Bargaining Committee has been diligently negotiating with the employer since December 2010.

From the outset, the committee determined it would try to keep the important elements of negotiations close to their chests to avoid compromising our position at the table. However, we also wanted to make sure that members stayed as informed as possible throughout the process.

Through seven sessions at the bargaining table, the committee has been able to work through some non-monetary issues (i.e. minor administrative and contract language changes).

The frustration for the committee has been that minor language changes have been the only issues we've been able to resolve since the employer is unwilling to address anything more significant.

The committee had hoped at this point, we'd be starting to deal with monetary proposals (i.e. wages and benefits) but with the current lack of progress, there are still many key non-monetary items outstanding.



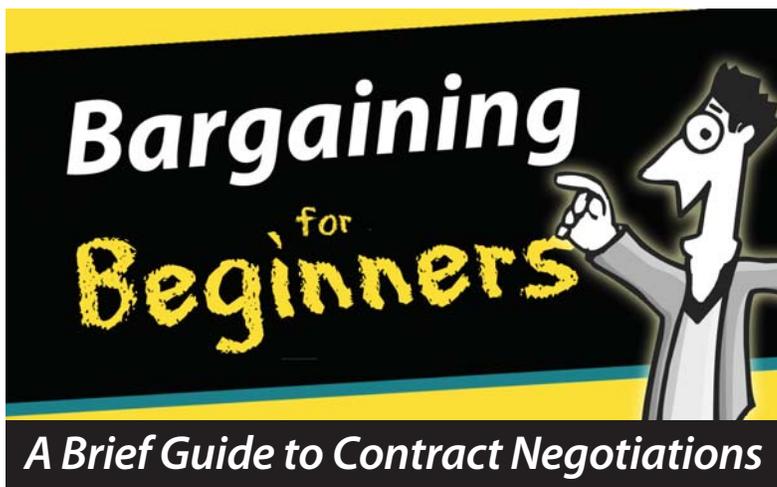
**Your Bargaining Committee**

*Back row, from left: Loren Findlay, Brent Lusty, David Layte  
Front row : Kristianne Dechant, Rick Farley*

While we're using all means necessary to proceed with meaningful bargaining, it's becoming increasingly apparent that the employer is not fully engaged in the process.

Right now, there are no further bargaining dates set. A Local meeting is being planned for later this month (a meeting notice will be sent shortly) so that we can discuss with members the next steps. It's very important that you attend.

In the meantime, if you have any questions, feel free to contact any member of the bargaining committee (see left sidebar) through the MGEU Resource Centre.



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. At this stage of the process, their first order of business is to collect bargaining proposals from members like you.

### 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

Based on your input, 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.

**contact us...**  
 MGEU Resource Centre:  
 982-6438 (toll-free 1-866-982-6438)  
 TTY toll-free 1-866-982-6599  
 e-mail: [resourcecentre@mgeu.ca](mailto:resourcecentre@mgeu.ca)  
[www.mgeu.ca](http://www.mgeu.ca)

## 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 at [www.mgeu.ca/90](http://www.mgeu.ca/90).

