

**Your MHA
Bargaining Committee:**

Local 127 - The Pas
Dianne Howell

Local 128 - Dauphin
Colleen Coombs

Local 129 - Brandon
Evelyn Gaboury

Local 130 - Portage
Kelly Ouellette

Local 132 - Winnipeg
Shereen Farrell

Local 132 - Winnipeg
Jerry Tom

Your MGEU Negotiator
Anita Darvill



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.

contact us...

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Non-monetary negotiations almost complete

Negotiations on our next MHA contract are well under way, so our committee thought you'd appreciate a bit of an update on what's happened so far.

The process began in February / March 2014 when our committee met with members throughout the province over several weeks to gather ideas and bargaining proposals for the next contract.

We then pulled together all of the proposals into a bargaining package to present to the employer for our first exchange on May 6, 2014. Both sides met again June 16 and, after a summer break, negotiations resumed October 1, 16, 27 and November 6.

So far, bargaining has dealt with non-monetary items (things like working conditions and changes to contract language). Internal promotions and family-related leave are a couple of the important non-monetary issues we've talked about so far.

Monetary negotiations could be delayed by Civil Service bargaining

We're scheduled to meet with the employer again November 27 and December 10 and our hope is to have completed the non-monetary portion of negotiations after those sessions. Once that happens, we could begin the monetary portion of negotiations (wages and benefits). However, that may be delayed, as the employer has indicated they've yet to receive a funding mandate from the Provincial Government.

The Province is 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, negotiations often move a little bit slower at that bargaining table.

In past years, the Province has wanted Civil Service negotiations near completion before they



Left - right (back row): Evelyn Gaboury, Kelly Ouellette, Dianne Howell, Shereen Farrell (front row): Jerry Tom, Anita Darvill, Colleen Coombs

would determine the monetary settlement for other bargaining units like ours. That means if we get through non-monetary items in the next month, our negotiations could be on hold until bargaining wraps up for the Civil Service and the employer has a funding mandate in hand.

We don't know if that will prove to be the case, but wanted members to be aware of the current bargaining climate. MHA 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 the 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.

Thanks Jack McIvor!

Our bargaining committee has changed a bit following September's Local Elections, as we welcome new Local 127 President Dianne Howell to the committee. We'd also like to thank former President Jack McIvor for his dedicated service to his Local and the MHA bargaining committee.



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.



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.

WE'RE HERE IN THE NEGOTIATION PROCESS



Manitoba Government and General Employees' Union