

**YOUR LOCAL 220 TABLE OFFICERS**

Carl Morden (2735 Pembina)

- PRESIDENT

Dallas Reimer (975 Henderson)

- CHIEF STEWARD

Colleen Wilson (755 Portage)

- VICE-PRESIDENT

**WORKPLACE STEWARDS**

Holly Dacquisto (975 Henderson)

Monica Gray (1050 Leila)

Debra Kirkness (640 Main)

Robert McLennan (1001 Corydon)

Colleen Morton (2015 Portage)

Debbie Nightingale (2735 Pembina)

Kevin Thompson (755 Portage)

Leslie Wishlow (845 Regent)

**STAFF REPRESENTATIVE**

Colin Ghostkeeper

## Committee Finalizes Bargaining Package

**Local President  
Carl Morden**

Hello members of Local 220, I thought it was time to update you all on what has been happening recently in our Local.

First of all, our former Chief Steward, Correna Barthel, has moved on to HR. We wish you well Correna. Dallas Reimer was elected as our new Chief Steward. I have full confidence in him and urge you all to contact Dallas with any concerns you may have. Please read his bio that is featured on the other side of this newsletter.

Our Local Executive met a number of times over the last number of weeks to finalize our bargaining package in preparation for meetings set to begin with the employer in the very near future. We are hoping for a productive and expeditious bargaining experience, so let's cross our fingers. Rest assured that your Executive will be working diligently to ensure the best possible results for our membership.

## Workload demands and stress continue to impact our Local

**Carl Morden**

As long as I have been involved in the union we have had challenges with workloads within our Local, particularly within the Resource Coordinator classification.

We have had some success over the years redistributing resources and creating new positions – and these actions helped.

However, we have seen the WRHA add programs and increase responsibilities, while patient volumes have increased significantly without any proportional increase in staffing. As a result, our RCs are expected to continue to maintain an extremely overloaded desk while dealing with almost impossible tasks. To their credit, they have managed to do so... so far.

The employer is not backfilling empty positions either in a timely manner which results in RC's and other classifications covering empty desks for weeks and months at a time. The calls that I, the Executive, and our Staff Representative have received from members asking for help on this issue have been increasing.

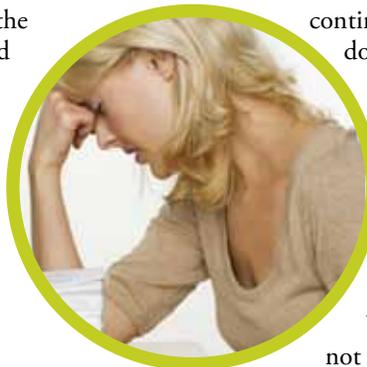
I have met with the employer on numerous occasions and continue to do so. We have informed the WRHA that staff will move on to greener pastures if they don't address the issue.

These are not empty threats – it's not unusual for members to call threatening to quit if things don't change, but for the first time they are starting to do so! This is a trend we do not want to see continue and I can only hope the WRHA doesn't either.

We have spoken with the Health Minister, we have spoken with the past director of Home Care and we will speak with the new one. It is imperative that they understand and work to resolve this issue, not just pay lip service to us.

We are working on this and will not stop! Be aware, however, this is a complicated and difficult issue and will not resolve in a week or a month. It may take strong actions on our part to fix this and we rely on you, our members to stand together. United we are strong! United we have power!

For those of you who are not RCs, do not feel you have been forgotten. Workload burnout is everywhere and we continue to address the issue across the board. All members should contact the Executive and inform their managers when workload strain is becoming a factor and jobs are becoming unmanageable. We need to hear from you. If we don't know about it and the employer is not made aware, then, from their perspective, there is no problem.



## Finding vacation coverage is management's job, not yours

Carl Morden

Our Local Executive has noticed that some team managers insist upon our members finding their own coverage prior to requesting vacation. This is not your responsibility! It is the team manager's job to manage staff.

Asking your peers to provide coverage for your rightfully-earned vacation time can create peer pressure, a feeling of debt, and at times bad feelings between co-workers. All of this is unfortunate and unnecessary.

In some offices the team manager will arrange coverage, most often by assigning your partner to cover. That is the expected method, or variances of same, but at no time should you be

asked who is covering for you and at no time should your PHA be returned unapproved because you have not indicated who your coverage is. If this happens, please politely inform your manager in an email that this is management's responsibility.

If you continue to experience unwillingness to deal with your time-off request, then a second email should be sent to your team manager and cc'd to me, the Executive and our Staff Representative, Colin Ghostkeeper. This issue was addressed at labour management some time ago and it was agreed by both sides that no member would be expected to find their own coverage. Let's ensure our rights are protected!

## MGEU Convention 2014

The MGEU's biennial Convention was held October 17-18, 2014 at the RBC Convention Centre in Winnipeg. Delegates listened to guest speakers, debated Constitutional and general resolutions, passed the union's budget and elected the union's Provincial Officers:

- President: Michelle Gawronsky
- 1st Vice President: Wayne Chacun
- 2nd Vice President: Stephen Roznowsky
- 3rd Vice President: Jackie Fitzpatrick
- 4th Vice President: Scott Cloney



## Greetings from the new Chief Steward, Dallas Reimer

I would like to express my appreciation to the members and the Local Executive for the warm welcome I have received as Chief Steward. I am very fortunate to be able to represent such a strong group and I believe we have a lot of room to grow in solidarity.

Just a bit about myself: I grew up in a rural community in South Eastern Manitoba, and spent most of my time working on our farm. I went to the University of Winnipeg, majoring in psychology and sociology, graduating from the honours program in 2006. I volunteered at St. Boniface General Hospital for one year while in University, and was offered my first position in the field of mental health with McDonald Youth Services Mobile Crisis Service.

I was elected Vice President of our Union shortly after and was involved in all areas, including contract bargaining. In 2007, I was hired on by the WRHA and three years ago took up the Shop Steward position within the Mobile Crisis department. As a representative, I believe that it is important to have good relationships between union members, union representatives, and managers, while still being assertive to ensure members are being heard and treated fairly.

I am honoured to have been elected Chief Steward by our Local and it comes at a very busy and critical time as we will be preparing for upcoming contract negotiations. I look forward to representing you and hearing from you if you ever have a question or a concern.



Chief Steward  
Dallas Reimer



Manitoba  
Government  
and General  
Employees'  
Union

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