



BARGAINING BEATS

Issue 2 - March 2014

Future Bargaining Beats Issues

June 2014 -

- Central Table Bargaining Update
- Committee Member Profiles
- Local Table Updates

Where can you find up-to-date bargaining information?

- Bargaining Beats
- Quarterly Newsletter
- Twitter: @morozbob
- MAHCP Website
- Union Bulletin Boards at Work
- Telephone Town Hall - TBD
- Bargainingbeats@mahcp.ca

Central Table Update

The Bargaining Committee met February 26, 27, and 28. The committee continues to fine tune the proposals submitted by members and staff into one proposal package that will be submitted to the employer at the commencement of bargaining.

Local Table Updates

MANITOBA CLINIC - Agreement signed on December 18, 2013 in effect until December 31, 2016.

JOCELYN HOUSE - Currently in discussion and making positive headway on non-monetary items. Monetary items are awaiting funding letter from the WRHA.

GAMMA-DYNACARE MEDICAL LABS - Letter of intent sent. Awaiting confirmation of dates for April and May.

ABORIGINAL HEALTH & WELLNESS CENTRE - The Bargaining Committee has been struck, looking at bargaining dates in May or June. Watch Bargaining Beats for more updates.

SOCIETY FOR MANITOBANS WITH DISABILITIES, BRANDON CLINIC, GDML BRANDON AND WINNIPEG CLINIC - Letter of intent sent in February 2014. Once bargaining dates are obtained, members will be notified.

Members can expect to receive monthly communication updates from one of the sources above. Please ensure your contact information is correct. Contact the MAHCP office to make changes info@mahcp.ca or 204-772-0425.

Let the Intent be Known

According to the Labour Relations Act of Manitoba, in order for your union to bargain a renewed collective agreement, the union must serve notice on the employer. The Act reads:

Notice to commence collective bargaining for renewal, etc., of agreement

61(1) Subject to subsection (2) not more than 90 days and not less than 30 days next preceding the date of expiry of the term of, or preceding the termination of, a collective agreement, whether entered into before or after the coming into force of this Act, a party thereto may by notice require the other party thereto to commence collective bargaining with a view to the renewal or revision of the collective agreement or the conclusion of a new collective agreement.

Whether you are a member of a local table agreement like Jocelyn House or SMD, or Central Table like HSC or SBH, this requirement is the same. The following is an example of the letter that was sent on February 11, 2014 to all Central Table Employers to initiate the bargaining process as per Article 34 in most central table agreements. A very similar letter will be sent to the local tables when their collective agreements near expiry.

Now that MAHCP has sent this letter both the union and employer under section subsection 62 are required to begin bargaining.

Obligation to negotiate

62 Where notice to commence collective bargaining has been given under section 60, the certified bargaining agent and the employer, or employer's organization representing the employer, shall without delay, but in any case within 10 clear days after the notice was given or such further time as the parties may agree, meet and commence, or cause authorized representatives on their behalf to meet and commence, to bargain collectively in good faith with one another, and shall make every reasonable effort to conclude a collective agreement.

At Central Table this process will begin after March 31, 2014 which is the expiry date of the collective agreements. For some of the smaller table agreements this process is already under way (see Local Table Updates for more information).



February 11, 2014

Dear Employer

As the current collective agreement between the parties expires on March 31, 2014, this letter will serve as notice of the Manitoba Association of Health Care Professionals intent to begin collectively bargaining a new agreement.

I look forward to you providing dates you are available to begin the process.

Yours truly,
Lee Manning
Executive Director, MAHCP



The Who's Who of Your Bargaining Committee

The Negotiator - Lee Manning, Executive Director at MAHCP

Lee has been the Executive Director at MAHCP since January of 2005. Prior to coming to MAHCP, Lee worked as a labourer at Molson Breweries MB which included co-chairing the Union Executive. Lee's repertoire also included Regional Human Resources Consultant for Central Park Lodges and following that, Director of Human Resources responsible for all human resource functions of the now Northern Health Region.

Lee has led two prior rounds of bargaining for MAHCP in 2006 and 2010. This, coupled with 25 years of experience in Human Resources and Labour Relations in both union/non-union environments has proven him to be a formidable negotiator. We are pleased to continue to have Lee as our MAHCP lead negotiator for the 2014 bargaining session.

2014 Central Table Bargaining Committee

Chair - Bob Moroz - President

Lead Negotiator - Lee Manning - Executive Director

Subject Matter Resource - Marcya Ervick - Labour Relations Officer

Colleen Bemister - WRHA HSC

Tanya Burnside - Northern RHA

Keith Sutherland - CCMB

Al Harlow - DSM Concordia

Jason Linklater - WRHA HSC

Marcia Tait - DSM SBH

Victoria Fabris - WRHA Corporate

Jo-Anne Peltz - St Boniface Hospital

Zana Anderson - WRHA DLC

Janelle Morissette - DSM HSC

Alternates:

David Wong - St Boniface Hospital

Sylvie Theriault - WRHA HSC

Tanis Hares - WRHA HSC

Administrative Support - Joan Ewonchuk - MAHCP