



Issue 10 - January 14, 2016

Central Table Update

Dear members,

Events are unfolding rapidly and we expect that to continue to be the case in the coming days and weeks. There are a lot of people putting in countless hours of work as we are preparing for any number of possible outcomes of this bargaining process. I would like to thank all of them for their hard work and dedication to our membership.

The Central Table bargaining committee met with the employer on January 11 and 12, 2016. Somewhat uncharacteristically, the employer presented a document to the committee very late in the day of the 12th. In that document were some items that may begin to address some of the salary issues our members are facing. Since these are relatively new items on the table, the committee does need some time to analyze these concepts and prepare a thoughtful and reasoned response. While the committee does not feel that we are there yet, there does seem to be some hope of concluding a deal that we can put to our members for ratification.

If and when that this does actually occur, as always, it will be up to each member to vote or reject any offer. To that end, our Strike Committee, Executive Council and staff are continuing the preparations that we have been working on for months. We will continue to prepare for any number of possible outcomes.

In Solidarity,

Bob Moroz, MAHCP President

Essential Services basics

There have been many questions coming into the office regarding Essential Services Agreements (ESAs) in the event of strike action by MAHCP members. We will try to answer with some basic information here. The specific details of individual agreements and expected duties will be shared with members **in the event of strike notice being served** to the employer or in the case of rejection of any tentative agreement.

What is it?

An agreement between the employer and Association outlining how many members will report to the worksite in the event of a strike and what duties are expected of members.

What does it mean?

“**Essential service**” means a service, duty or function that is necessary to enable an employer to prevent or limit
(a) loss of life;
(b) serious harm or damage to, or deterioration of, the mental or physical health of one or more persons; or
(c) serious harm or damage to, or deterioration of, property required in the performance of an essential service.
It will not be business as usual.

This legislation is different than in the past when members

may remember the employer automatically determining 100% of employees as “essential.”

Who determines which specific members work essential shifts?

The employer is responsible for the scheduling of members based on the negotiated numbers. The rotation of essential shifts in a specific department or site must be fairly distributed among qualified members of that area.

The employer and the members are bound by the legislation, which means that the employer may not schedule more than the negotiated number of employees. Conversely employees may not “volunteer” to work shifts that have not been properly scheduled according to the ESA.

How do I communicate what I think is a violation of the ESA?

We are preparing a very easy to follow communication chart for members to let us know if something needs to be addressed. This will be shared as well and available on our website and through our strike captains. It will be very important to let us know as soon as possible if you feel there is a violation so we can address the issue.

Local Table Updates

SOCIETY FOR MANITOBANS WITH DISABILITIES -

Negotiations continue to be stalled as Family Services has not yet provided funding letter to employer.

WINNIPEG CLINIC - Pending.

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

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

Central Table Bargaining Dates Tentative dates for end of January 2016

Next Bargaining Beats Issue February 2016, or as needed

Tentative information picket dates

Greetings everyone,

It's been a very busy week here at the office for the Strike Readiness Committee and myself. What we have been working on most recently, and was mentioned in the last Bargaining Beats, is the planning of information pickets as the first step in our strike campaign.

We have some **tentative** dates, however, these **tentative** dates do depend on our bargaining committee and negotiations with the employer.

The **tentative** dates and locations are as follows:

All information pickets will take place 11:00 am to 1:00 pm on public property

January 25 - Health Sciences Centre - 710 William Ave Entrance
CancerCare Manitoba - McDermot Ave

January 26 - St. Boniface Hospital - Atrium Entrance, Tache Ave and Dollard Blvd

January 27 - Misericordia Hospital - Sherbrook St and Wolseley Ave
Northern Hospitals - The Pas
Thompson
Flin Flon

January 28 - Concordia Hospital - Concordia Ave

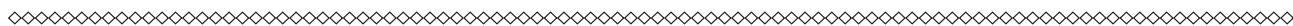
January 29 - Victoria General Hospital - Pembina Highway and Dartmouth Dr

The Strike Readiness Committee and I are very excited to see our members out in numbers to drive home this message that is most certainly overdue.

As for the strike, we have Strike Captains training at the office on January 19, with this session also being teleconferenced in the north. I'm looking forward to seeing everyone who signed up there, as we have lots planned.

Remember if you have any questions regarding the strike, you can reach me at MAHCPstrike@gmail.com.

James Stevenson MLT BSc, Provincial Strike Coordinator



2014 Central Table Bargaining Committee

Chair - Janelle Morissette - DSM HSC

Lead Negotiator - Lee Manning - Executive Director

Subject Matter Resource - Marcya Ervick - Labour Relations Officer

Bob Moroz - President, MAHCP

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

Alternates:

David Wong - St Boniface Hospital

Sylvie Theriault - WRHA HSC

Tanis Hares - WRHA HSC

Administrative Support - Cathy Langit and Joan Ewonchuk - MAHCP

Members can expect to receive 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.