

Central Table Update

As reported in the latest MAHCP Newsletter, all Central Table collective agreements have now been accepted. The WRHA Corporate Programs certificate originally ended in a tie vote. Subsequently, a meeting was held and a re-vote resulted in ratification.

In this article, I would like to address some of the common questions submitted by members regarding the implementation of the new agreement.

Retroactive salary increase

We expect that payroll departments will have already received the information they need to implement the general salary increases and create retro-activity payments. We also expect that the April 1, 2016 general wage increase will be implemented on that date.

Recruitment and Retention / Standardization Funds

There has been discussion, but no final decisions made at this time regarding the makeup of the committees to determine the distribution of these funds. There have been a number of volunteers and plenty of information coming from members. We will make announcements as soon as these decisions are made and the committees formed.



MAHCP Treasurer Chad Harris (from left), Strike Readiness Committee member Michael Kleiman, President Bob Moroz and Provincial Strike Coordinator James Stevenson are pictured during the ratification votes count on February 19, 2016. Photo by Bernice Pontanilla

Voting Numbers and Percentages

There are a few requests for MAHCP to release the exact breakdown of the results of the ratification result. Executive Council will be meeting next week and this will be an item up for discussion. We must consider the strategic implications of publicly displaying such information. If, for example, one group votes 80% in favor of acceptance, but still has significant workplace issues, it becomes a risk that the employer can point to the number and determine that most employees are “happy.” We know that many members who voted yes would not necessarily consider themselves “happy” in their workplace.

In the past, we have been able to use those groups who have narrowly ratified an agreement to force the Employer into discussions regarding their workplaces. In the case of

Diagnostic Services of Manitoba members, we have a relatively small margin of acceptance in this round. We are aware that there are workplace issues at DSM and this narrow result will once again provide the ability for us to push the employer even harder to address those issues.

On a final note, I would once again like to let you know that no matter how you voted in this process, we take all of the conversations and emails very seriously. There were many passionate conversations that took place and it is important that we listen to what was said and make whatever changes we can based on your feedback. Just as this time I believe you had more information before you voted than in previous rounds, we will continue to improve our processes.

In Solidarity,
 Bob Moroz
 MAHCP President

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

Local Table Updates

SOCIETY FOR MANITOBANS WITH DISABILITIES

- SMD is set to return to the table March 4 and 10 to bargain with the negotiating committee. We are optimistic that these dates will bring us closer to finalizing an agreement to bring back to the membership. Please watch the website for updates over the next few weeks.

WINNIPEG CLINIC - Pending.

Next Bargaining Beats Issue

As needed

Thank you for your hard work!



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.