

# NEWS

Manitoba Association of

# HEALTHCARE

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*Professionals*

## New strategies on the horizon

Bob Moroz, MAHCP President

As I write this article, I find myself wondering what my theme should be.

I have received countless emails and phone calls from members regarding the time it has and is taking for the Employer to implement our negotiated salary increases. I would like to repeat that we continue to take every opportunity to push the WRHA and other Employers to get these increases into the hands of our members as soon as possible.

In fact during my last conversation with the Labour Relations Secretariat I insisted that the WRHA communicate with their own employees and answer the questions I have been posing to them on your behalf. I understand that such a communication has been made.

This has been a terribly frustrating time for all of us. I have learned a great deal from this entire process and we are already discussing strategies to ensure that this delay does not occur in future bargaining rounds.

I would also like to let members know that during all of the meetings and conversations I have had with members I really have been listening. The feedback we get is the way to determine what we are doing well and where we need to improve.

This was the first time we used electronic voting to ratify a collective agreement. We have had a great deal of positive feedback but we certainly heard some concerns. The idea is always to share as much information as possible while also providing an opportunity for every member to participate.



MAHCP President Bob Moroz at the Day of Mourning march on April 28, 2016.

Photo by Bernice Pontanilla

It was also made quite clear that there was a certain amount of confusion regarding how we vote according to our Manitoba Labour Board certificate and not as an entire membership. We will commit to doing a better job of communicating with and educating members about how this works before we begin the next round of bargaining.

Your Executive Council has been discussing ways to continue to improve the service we provide for our members.

### New training

To that end, our Labour Relations Officers have been working very hard and proposing a new Staff Representative program. The council is considering this plan right now but we are excited that our training program has been refreshed, updated and strengthened.

I truly believe that it will definitely allow our staff reps to be better able to represent you in the workplace. The first class of staff reps will

experience this new training later this month.

Executive Council has begun the process of self evaluation in terms of our ability to represent and give voice to each and every member.

We are just beginning these discussions but it is absolutely my goal to have an Executive Council that truly has the ability to represent and communicate with every member regardless of where you are and what you do.

Finally, I would like to point out to our members that our Labour Relations Officers and all staff work very hard on our behalf. The environment in which they work is extremely difficult given that they depend on the Employers' willingness and ability to quickly resolve issues.

Please keep in mind that while I understand that frustrations can run high, this is their workplace and they have the right to safe and respectful workplace.

I hope you all have a very pleasant and safe summer.