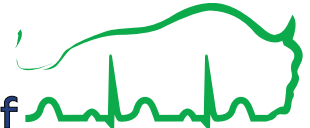


# NEWS

Manitoba Association of  
**HEALTHCARE**



March 2016

*Professionals*

## President's message on bargaining, ratification

Bob Moroz, MAHCP President

This round of bargaining has now concluded.

The majority of our Central Table members – 20 of 21 certificates – ratified a new collective agreement during a vote last month that saw a record turnout for MAHCP. We had members in one certificate, the WRHA Corporate Programs, whose vote ended in a tie. Over the last weekend in February, a re-vote was conducted and the result on Feb. 29, 2016, was acceptance of the new collective agreement.

Many members have requested a numerical breakdown of the results. Executive Council will discuss that very topic at our next meeting regarding the strategic value of releasing those numbers publicly. We need to weigh the pros and cons of having the employer have access to that information. However, as a summary, most certificates who voted in favor of this agreement did so with a clear majority. Diagnostic Services of Manitoba saw the narrowest

margin of acceptance and we will continue to use that information as we move forward and toward the next round of bargaining. The votes indicate a serious problem at DSM and the conversations and emails that occurred certainly reinforced that fact for us.

Members certainly provided a large amount of feedback in terms of how this ratification took place. While many members were positive about our use of electronic voting, there were numerous suggestions as to how it may have been done more effectively. Executive Council will be reviewing the entire process and continue to make changes and improvements to the process as we can clearly see that the participation rate in this vote was very high compared to previous rounds of bargaining.

I would like to address some of the questions and concerns around the communication around this ratification and bargaining process.

Our goal this time around, as I have stated many times before, was to ensure that you had as much information as possible in order for you to cast an informed ballot. We made sure that all proposed changes to the collective agreement were provided to you before you voted. We posted answers to the most common questions on our website in an attempt to clarify issues before the conclusion of the electronic voting period. There was also information shared that had less to do with the actual agreement and more to do with what the ramifications of a strike vote would be. I received feedback that some of this was perceived as an attempt to sway members from a strike vote. While that certainly was not the intent of that information, I understand that perception is often more important than intent. When faced with the option of sharing information or holding it back in case it is seen to be an attempt at influence, we chose to share the information as we knew it at the time.

Finally, I would like to once again thank all those involved in this long, frustrating process, beginning with the members who took the time to submit proposals, to the vetting and bargaining team, the strike readiness committee, and volunteers who agreed to work at the ratification meetings. As well, I am grateful to our Labour Relations staff, our Communications Officer for being our keys to getting information to and from our membership. A special thank you needs to go to our administrative staff who worked so very hard in our first foray into the use of electronic voting for collective agreement ratification.



MAHCP members on the Bargaining and Strike Readiness committees at the in-person meeting held at Canad Inns Polo Park on February 18, 2016: Front row – Colleen Bemister, Janelle Morissette, Jodi Kent and Janet Fairbairn; Back row – Michael Kleiman, Chad Harris, Al Harlow, Michael Thibert and Bob Moroz

*See more on this round of bargaining on pages 4 and 5...*