



April 2018

Update on MAHCP Collective Bargaining

Dear MAHCP members,

As you can see in our Local Tables update of this Bargaining Beats, several of our non-Central Table collective agreements have been negotiated and ratified.

Our Central Table bargaining committee is continuing to meet to discuss and finalize our proposal package. We have an experienced group of members on the committee and all our labour relations staff have been participating in this vetting process as well. If you get a chance, thank a bargaining team member because the next round is going to be one of the most difficult in a generation.

Impact of legislation on this round of bargaining

I have spoken a great deal on how current legislation will affect this next round of bargaining.

First, Bill 28, the Public Services Sustainability Act, will dictate a wage freeze for two years and no more than a 0.75% increase in year three and no more than 1% in year four. I hope you are already aware that we are part of the Partnership to Defend Public Services, which is challenging this legislation in the Court of Queen's Bench and will take it as far as we can.

It is important for members to know that it is not MAHCP's plan to

simply accept this at the bargaining table. We have no intention of simply accepting this unconstitutional legislated mandate at the table. We will continue to demand that our members are treated with the respect that we each deserve. We may eventually be forced to present this to members for ratification, but as long as I am at that table, we will not tentatively agree to this unless there are equivalent or greater gains elsewhere in the agreement.

I have heard comments that we should do what the Manitoba Teachers' Society has done and begin bargaining before the law actually comes into effect. To be clear, the legislation has no timelines and can be applied retroactively, so there is no option of "getting in under the wire." I applaud the Teachers for going forward with their demands to settle agreements based on bargaining, not on legislation and I hope we can all support our Teacher colleagues.

Bill 29, the Health Sector Bargaining Unit Review Act, is responsible for the delay of virtually all bargaining in Health Care.

All the support sector unions as well as the Nurses Union have not had a single day of bargaining since their agreements expired on March 31, 2017. We continue to work with our colleagues in those other unions to make sure that there is a coordinated response to these delays.

So what that means for MAHCP is that we can expect significant delays in our own bargaining.

The Employer and the Provincial Health Labour Relations Services have not been interested in setting dates to bargain with MAHCP. We continue to explore our options in this situation.

Bill 29 may result in a representation vote at some point, resulting in fewer collective agreements and fewer unions in health care. As of today, all unions remain in the dark about how this process will unfold, when it may happen, and which members will be involved. I believe that the Employers are also in the dark in this regard.

As we learn more, we will be sharing that information with members as soon as possible.

MAHCP is working hard on your behalf to get the best agreement possible under very difficult circumstances and we hope you will continue to support your bargaining committee throughout.

In Solidarity,
Bob Moroz
MAHCP President

Next Bargaining Beats Issue:

As needed

Local Table Updates

ABORIGINAL HEALTH & WELLNESS CENTRE - Bargaining preparations commenced in March of this year. More preparatory work is in progress.

BRANDON CLINIC - Preliminary discussions, work in progress.

CANADIAN BLOOD SERVICES - Currently in the bargaining process with the next dates scheduled for early May.

CCMB PSYCHOSOCIAL ONCOLOGY CLINICIANS (PSOs) - Ratified and awaiting the LRS to complete the process. The expectation is to have the documents signed in April.

DYNACARE - The committee met throughout February and March to prepare extensively. Bargaining began on April 4 with meetings scheduled through the second week of April.

JOCELYN HOUSE - Ratification vote took place on March 21 and members accepted their new collective agreement.

MANITOBA CLINIC - Completed, ratified and printed agreement, also available online under Member Services.

SOCIETY FOR MANITOBANS WITH DISABILITIES - Current collective agreement expires in 2019.

WINNIPEG CLINIC - Bargaining is ongoing at this time. Newly organized group of Respiratory Therapists are being negotiated into the Winnipeg Clinic's collective agreement.

WRHA IMAGING EQUIPMENT SERVICE TECHNOLOGISTS - Ratified and awaiting the LRS to complete the process.



The 2018 Central Table Bargaining Committee: (back row) David Wong; President Bob Moroz; Jason Linklater; Staff Cathy Langit; Jana Leigh Povey; Sharla Bouchard; Arlene Boychuk-Reich; LRO Chelsea Kaufmann; LRO Marcy Ervick; Executive Director Lee Manning; LRO Michele Eger; LRO Walter McDowell; Tanis Hares; (sitting in front row) Janelle Morissette; Tanya Burnside; and Marcia Tait.