



# We're here for you!

The Manitoba Labour Board has informed Manitoba Association of Health Care Professionals of its intent to proceed with the counting of the ballots cast in the recent vote held for the professional, technical and paramedical employees employed by Prairie Mountain Health. The Board has scheduled a meeting for this Wednesday, December 12, 2012 at 9:30 a.m. for all parties to attend.

At that meeting, the Board will identify the names of all individuals who cast their ballot in the vote. The Employer, MAHCP and MGEU will then be asked to sign a Fair Vote Certificate which would acknowledge that the parties agree the process of the election was conducted fairly. If any of the parties are unwilling to sign the Fair Vote Certificate it would need to articulate the reasons why it is unwilling to sign the document. Both MAHCP and MGEU have raised a number of concerns with respect to the process of this election.

The parties will also have the opportunity to challenge any of the individual ballots cast and provide explanation as to why the ballot is challenged. Two examples of possible challenges would be that the individual was no longer employed by Prairie Mountain Health or the individual was not employed within either of the bargaining units at the time the vote occurred. There are currently 168 names that appeared on the voters list that were challenged by the parties.

If no eligibility challenges exist and the Fair Vote Certificate is signed, the Board's Returning Officer would proceed to count the ballots and announce the results in accordance with the Manitoba Labour Board Rules of Procedure.

If there are challenges as to individual voter eligibility or if the Fair Vote Certificate is not signed by all parties, those disputed issues will be directed to a panel of the Manitoba Labour Board for determination. A hearing for the parties to present evidence and argument on the disputed issues would be the likely outcome. In light of the numerous challenges to the voters list and issues both unions have already raised we believe it is unlikely that the ballots will be counted on Wednesday and that hearings will have to be scheduled to address the disputed issues.

Until all of the issues of the election are determined MAHCP will continue to represent the employees within the former Brandon RHA bargaining unit and MGEU will continue to represent the employees within the former Assiniboine and Parkland RHA bargaining units.

We will update our web page and correspond with you via email once more information is available.

Gary Nelson  
Labour Relations Officer