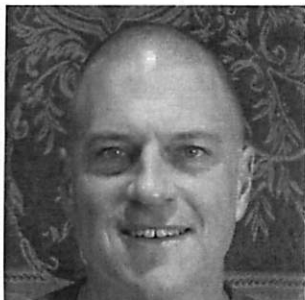


# Re-Elect Bob Moroz MAHCP President.

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I have had the privilege to serve as the President of MAHCP since October, 2012 and I am once again asking for your support in this election.

This Union requires strong and knowledgeable leadership and I believe that I am the person who can deliver that leadership.

## What have we accomplished during my term as President?

- ✓ We have made a very specific effort to share as much information with members as possible throughout the bargaining process, just as we promised.
- ✓ We created a Strike Readiness Committee this past year who organized and ran a series of very well attended information pickets. The member turnout was spectacular and for that I am proud. We also garnered a significant amount of media attention.
- ✓ We have increased our staffing numbers, specifically in the Labour Relations department to a higher level than ever before. This has been accomplished by looking closely at how we utilize our resources and placing them precisely where they will benefit our members the most.
- ✓ We have taken on a Communications professional which has put MAHCP in a very enviable position where media, and therefore the general public, are taking notice and reaching out to us when there are stories in Manitoba's Health Care system.
- ✓ We have decided to take full advantage of the expertise and knowledge of our Labour Relations staff. We now have a fully re-vamped Staff Representative training program and early indications are that this new training is very well received. By re-building our staff rep program, we hope to return to a time where we were able to boast a team of staff reps who are skilled, well trained, supported and informed in order to serve our members better.
- ✓ We are working hard as an Executive Council to determine the ideal way we can function in order to ensure each member has a voice at the Council table.
- ✓ We are participating in more community/ charity events than ever before which raises our public image and gives members a chance to mingle and meet one another.
- ✓ I am honoured to have been elected as Chair of the Manitoba Council of Health Care Unions. I have also been invited to speak at a Labour Liason Meeting with the NDP Caucus shortly before the Provincial election, as well as the Premier's round table discussion on Health Care last summer. This is important as these roles also increase our profile and reputation.

## What have I learned during my time as President?

- ✓ Importance of communications, especially around Central Table Bargaining. We will continue to work toward our goal to keep members as informed as possible,
  - To be specific, there were a number of emails in the very last week of bargaining that contained a lot of information

- I have heard from a number of members that some of these emails seemed as though I was suggesting that the final offer be accepted. If I did leave you with that impression, I would like to apologize, as I did during our ratification meetings. I have stated over and over that I do not wish to tell members how to vote on a collective agreement and this was never my intent with any of my communications. My wish was to have you examine the offer and take all of the factors into consideration before casting your ballot. It really is a simple as that.
- ✓ By speaking with so many members, I continue to develop my own understanding of the sheer complexity and range of our membership. We are taking steps over the coming months to address the question of how best to define ourselves as a cohesive, yet vastly diverse group of Professionals. This means looking to improve our communication so no member ever feels ignored or unheard. For this Union to become even stronger and more respected, we will continue to work to make certain that every person in Manitoba recognizes you and values what you do.

#### My Commitments to members

- ✓ If re-elected, I will be holding a pre-bargaining tour of meetings around our worksites and regions. This way we will be able to collect and discuss your proposals for our next round of bargaining as well as educate our members on the entire bargaining process. During our last round of ratification meetings, it became clear that we need to continue to improve our education efforts for members, especially when it comes to bargaining. These meetings will also serve as an opportunity for you to tell us what you feel is the best direction for MAHCP.
- ✓ I will continue to work hard with the rest of Executive Council to examine how we work as a governance body and how we can make changes that will benefit our members. We need to continue to improve our capacity to hear from members and also to let members know what is happening within our Union.
- ✓ I will continue to use every opportunity to educate the Government and Manitobans about the value of our members and why treating us differently than other professionals is the wrong thing to do.
- ✓ I will continue to use the reputation I have been building within the Labour movement and within the Health Care system to be a fierce advocate of our members.
- ✓ I know that one of our main functions is to negotiate a fair collective agreement. What I can promise is that we will put together another strong team, take the lessons we learned from this and other rounds and work as hard as we can to get a reasonable agreement. For example, we have discussed creating the Strike Readiness Committee at the same time as the Bargaining Committee. Starting over with a new and inexperienced President may put us at a disadvantage when it comes time to bargain with a new Government.

Finally, I would like to once again thank you for your support over the past 4 years. Good leaders recognize the value of surrounding themselves with good teams and readily give credit to those who deserve it. I have tried to model my Presidency after this belief and I hope I can be honoured once again to serve as your MAHCP President.

If you have any questions or comments, please contact me at [morozbob@gmail.com](mailto:morozbob@gmail.com) or join the discussion on my Facebook campaign page: [www.facebook.com/Bob4President2016](http://www.facebook.com/Bob4President2016)

Bob