



# MAHCP

## *Welcomes You*

### **When do I become an MAHCP member?**

The new bargaining unit certificates for the Shared Health and WRHA bargaining units are effective **Friday, Dec. 13, 2019**. Starting at 12:01 a.m. that day, you will be an MAHCP member and we will begin representing you. For assistance, please email [info@mahcp.ca](mailto:info@mahcp.ca) or call 204-772-0425/1-800-315-3331 (toll free) and your inquiry will be directed to appropriate staff.

### **What about my collective bargaining agreement?**

You will continue to be covered by your **current** collective bargaining agreement even after MAHCP becomes your union. You will keep your current agreement, and MAHCP will protect your rights and benefits under that agreement, until a new one is negotiated and ratified by the membership.

### **When will negotiations for a new collective bargaining agreement begin?**

This remains unknown. MAHCP will be lobbying the Provincial Government to get back to the negotiating table for our sector as soon as possible—we've been without a contract since April 1, 2018.

### **What about bargaining proposals?**

We've updated our bargaining proposal form, included in this package and also available at [mahcp.ca](http://mahcp.ca) under Member Services →Forms. The deadline for proposals is **Tuesday, Feb. 18, 2020**. If there are aspects of your current non-MAHCP agreement that you feel are unique and you would like to retain in our next contract, please complete a bargaining proposal to ensure that our bargaining committee is aware.

## What are “receiving agreements”?

“Receiving agreement” refers to the collective agreement that will form the basis of negotiations once we get back to the table. The Commissioner has determined receiving agreements for the Professional/Technical/Paramedical (PTP) Sectors and bargaining units that MAHCP represents as follows:

- Shared Health PTP Sector: MAHCP Health Sciences Centre Agreement
- WRHA PTP Sector: MAHCP St. Boniface Agreement
- NRHA PTP Sector: MAHCP NRHA Agreement

All MAHCP collective agreements are available at [mahcp.ca](http://mahcp.ca) under Member Services.

## Does that mean I’ll lose everything in my current collective agreement?

The Central Table agreements for all unions are largely similar. However, as noted above, if there is something unique to your current collective agreement that you would like to retain in our next contract, please submit a bargaining proposal form by Feb. 18, 2020, and it will be considered by the Bargaining Committee.

## What’s different about MAHCP’s structure and service model?

MAHCP is a “direct service model.” That means that when you have a workplace issue, you contact your assigned Labour Relations Officer (LRO) directly. Our LROs are paid, full-time professionals focused on providing member service. This is very different from a “Local” structure where designated workplace colleagues are responsible for handling many labour relations matters.

We do have a robust and growing Member Advocate (MA) program. MAs are similar to “shop stewards” or “staff reps” in other unions, and they receive training to be our eyes and ears in the workplace and to be a quick go-to for commonly asked questions about collective agreements and employee rights. MAs are not responsible for handling private, confidential and often serious workplace concerns—that’s what your LRO is for.



## Why hasn’t MAHCP reached out before now?

We didn’t have contact information for incoming members from other unions. At MAHCP’s request, the Employer did finally provide home mailing addresses and some phone numbers for incoming members at the end of November, allowing us to get this welcome and preliminary information in your hands as close to Dec. 13 as possible. **Important: we still don’t have your personal email address or, in most cases, a personal/cell phone number!** That’s our primary means of keeping members informed, so please **email us your contact info ASAP at [info@mahcp.ca](mailto:info@mahcp.ca)** so we can add you to our list. Please also follow us on Facebook, Twitter and Instagram!

## How do I find out more about my new union?

Please visit [mahcp.ca](http://mahcp.ca) to learn more about MAHCP, our structure, our service model, our Constitution and our collective agreements. Feel free to email [info@mahcp.ca](mailto:info@mahcp.ca) with additional questions or contact us by phone at 204-772-0425 or toll free at 1-800-315-3331.

In addition, MAHCP President Bob Moroz and staff will be hitting the road as soon as possible once certificates are issued to meet our newest members and to introduce MAHCP. We look forward to meeting you soon.

Please continue to contact your current union for any labour relations matters until the new bargaining unit certificates issued by the Commissioner take effect on Dec. 13, 2019.