

# BARGAINING UPDATE #1 <June 2020>

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# President's Message



Bob Moroz,  
MAHCP President

**T**HIS YEAR HAS ALREADY BEEN AN eventful one, and in some ways we're just getting started. MAHCP members in Shared Health, the WRHA and the Northern Regional Health Authority have been working without a contract for two, and in some cases three years. In that time, the provincial government has come up with delay tactic after delay tactic. With last year's representation votes behind us, we were firing up to get back to the bargaining table when the COVID-19 pandemic hit. But with

Manitoba settling into our "new normal," the provincial government is out of excuses. MAHCP members deserve to get back to the table to bargain a fair deal, and that's my top priority.

Meanwhile, MAHCP has been busy bargaining for some of our non-Central Table members as well. Members at Manitoba Clinic recently ratified a new three-year contract where we were able to achieve significant gains that brought them up to speed with our Central Table contracts, such as adding family sick leave and bereavement leave.

Contract negotiations are currently ongoing for Manitoba Possible (formerly Society for Manitobans with Disabilities), Aboriginal Health & Wellness Centre and Canadian Blood Services.

Our union continues to grow, with more non-unionized Allied Health Professionals recently organizing and voting to join MAHCP. We welcome these newest members and look forward to representing them in the workplace and at the bargaining table. Together we are One Strong Voice for Allied Health in Manitoba.

And finally, we won our court challenge to the Pallister government's unconstitutional wage-freeze legislation, known as Bill 28. MAHCP was proud to join other public-sector unions to defeat this unjust legislation and protect our right to free and fair collective bargaining.

Please read on for up-to-date information and answers to some commonly asked questions. As always, you can reach out at any time with further questions by emailing [info@mahcp.ca](mailto:info@mahcp.ca) or calling 204-772-0425/1-800-315-3331.

*In solidarity,*  
**Bob Moroz**, MAHCP President

## Meet your Central Table Bargaining Committee

Thank you to everyone who put their name forward earlier this year to serve on our Central Table Bargaining Committee. We received more nominations than ever, a great indication of the level of passion and commitment in our newly expanded membership.

The Bargaining Committee has the mandate to represent all of our Central Table members at the bargaining table. They come from diverse backgrounds, professions and working environments, but they have

one goal: to negotiate a fair deal for all MAHCP members in the Shared Health, WRHA and NRHA bargaining units.

MAHCP is pleased to officially announce your Central Table Bargaining Committee, which will be led by President Bob Moroz as Chairperson, Vice President Tanya Burnside and our Executive Director and Chief Negotiator Lee Manning. Bargaining Committee members are listed here (alphabetically by last name):

### MAHCP CENTRAL TABLE BARGAINING COMMITTEE

NAME	SITE	CLASSIFICATION
WAYNE CHACUN	Virden EMS	Paramedic
REBECCA CLIFTON	Selkirk EMS	Paramedic
SUZANNE GARBUTT	Access Fort Garry	Community Mental Health
SHAYLEEN GORETZKI	Grace Hospital	Sonographer
TANIS HARES	Health Sciences Centre	Respiratory Therapist
JASON LINKLATER	Health Sciences Centre	Orthopedic Technologist
SHONA LITKE	Beausejour/Pine Falls	Medical Laboratory/Radiation Technologist
EMMA MAHONEY	St. Boniface Hospital	Medical Laboratory Assistant
LORI MARLOW	The Pas Community Health	Restorative Care Coordinator
JANELLE MORISSETTE	Health Sciences Centre	Cytotechnologist
CONRAD PADILLA	Klinik	Counsellor
ANDREA POLLOCK	Access River East	Home Care Case Coordinator
JANA-LEIGH POVEY	Health Sciences Centre	Nuclear Medicine Technologist
CALEB SMITH	Grace Hospital	Physiotherapist
CHRISTINA TAITLEY	Victoria General Hospital	Pharmacy Assistant

## Meet your Central Table Bargaining Committee, cont'd

MAHCP has also received more bargaining proposals than ever, and we want to thank everyone who took the time to provide your input. MAHCP staff have been hard at work behind the scenes to prepare proposals and other materials for review and prioritization by the Bargaining Committee. The Committee will meet in September with the goal of being ready to bargain this fall.

Employer representatives have so far offered no timeline or plan to begin bargaining, and we don't yet know what bargaining will look like or how long it will take. However, we have already been pushing and plan to push even harder this fall. MAHCP members have already waited too long for a new contract. It's well past time for the Employer to come to the table in good faith to negotiate a fair deal for Allied Health. We will keep members updated when we know more.

## Bill 28 Update

As you probably know, MAHCP and other public-sector unions (Partnership to Defend Public Services) recently won a resounding and historic victory in the courts. Bill 28, the Manitoba Government's unconstitutional wage-freeze legislation that has been hanging over our heads since 2017, has been overturned by the decision of Madam Justice McKelvey of the Manitoba Court of Queen's Bench. In her written decision, the judge was clear in her condemnation of the government's attempt to undermine our right to free and fair collective bargaining, calling Bill 28 a "draconian measure which limits and reduces a union's bargaining power."

We are waiting to see what the Manitoba Government does next. They may choose to appeal Justice McKelvey's decision, but we and our partners from other unions are prepared to fight this battle all the way to the Supreme Court if necessary. What we do know is that Premier Pallister's initial response to the judge's ruling was to once again plead poverty. His meaning seemed clear: he seems to believe there's still no money for health care professionals or any other public-sector workers.

Our recent victory in the courts proves we were right and the government was wrong to try to freeze your wages through legislation, but that doesn't mean they're just going to roll over. We are still expecting this round of bargaining to be the toughest in recent memory. We will be ready to fight for what our members deserve.

## MAHCP welcomes 45 new members

We are proud to announce that MAHCP's membership continues to grow!

Joining our ranks are nearly 20 additional Speech Language Pathologists at Deer Lodge Centre, the Movement Disorder Clinic and Concordia Hospital; more than a dozen at the WRHA's Community Health Services location on Hargrave Street, including Physiotherapists, Speech Language Pathologists, and a dietitian; and one in Audiology at Manitoba Possible (formerly SMD).

We are also thrilled to announce MAHCP's first union members at the Pan Am Clinic with Shared Health, a group of 10 MRI Technologists.

These groups join the approximately 2,500 new MAHCP members that came aboard during the Manitoba government's forced votes on health care union representation in the summer of 2019, as well as additional groups, such as Occupational Therapists and Dietitians at Concordia Hospital, that have joined MAHCP since the expiry of our central table collective agreements in 2018.

A key motivating factor in deciding to join MAHCP for these new members was working towards wage parity and consistency with their colleagues during the upcoming bargaining of a new collective agreement. Most formerly non-union positions have seen their wages fall further behind when the provincial government did not extend the same recruitment and retention and wage standardization adjustments to them that MAHCP negotiated for its members previously.

If you know of any colleagues within Allied Health that are not currently union members, or if you yourself hold another part time positions not currently represented by MAHCP, we would be happy to answer any questions at [info@mahcp.ca](mailto:info@mahcp.ca) about the process of joining and the benefits of membership. We are stronger together!

## Contact Us!



email  
[info@mahcp.ca](mailto:info@mahcp.ca)

Phone  
**204-772-0425/1-800-315-3331**

You can also find us at:



VISIT **MAHCP.ca**

## What's my bargaining unit and what's the starting point for negotiations?

There is still a lot of confusion out there about bargaining units and where people fall, and that confusion is completely understandable. The recent bargaining unit restructuring forced on health care unions by the Manitoba Government not only pitted union against union—a representation vote that none of us wanted—but it completely upended the way bargaining units are formed without actually saving the government a dime.

For MAHCP members under Central Table contracts, the good news is that there are now only three bargaining units, comprising a total of around 6,000 members in the “Professional/Technical/Paramedical” (PTP) sector: Shared Health, WRHA and NRHA. The new Shared Health PTP Bargaining Unit is nearly 4,000 members strong and the WRHA PTP unit has roughly 1,900 members. Those numbers mean we are a much stronger force at the bargaining table.

The Shared Health PTP unit includes all MAHCP members at HSC; in labs, diagnostic imaging and rural EMS across the province; and at CancerCare, Manitoba Adolescent Treatment Centre, Eden Mental Health, Tissue Bank and elsewhere. It's the largest of our bargaining units and it's province-wide. We will begin bargaining from the MAHCP HSC collective agreement for this new bargaining unit.

The WRHA PTP bargaining unit not only includes all MAHCP members directly employed by the WRHA, but also those working in community health centres, personal care homes, in Churchill and at other sites. Our “receiving agreement” will be the MAHCP St. Boniface Hospital agreement, so that will be our starting point for negotiations on this new contract.

The NRHA PTP unit is slightly smaller in size than it was previously, with rural EMS in the north moving over to Shared Health. We'll start from the previous NRHA agreement here, and we expect to bring our EMS language from this agreement to the table for the new Shared Health contract as a starting point as well.

MAHCP is currently administering a number of collective agreements from MGEU, CUPE and UFCW as a result of the recent representation votes and changes in union representation. All of these agreements, along with all current MAHCP agreements covering community hospitals and the former DSM, will be combined into one of the new contracts listed above. That doesn't mean everything automatically carries over. As we have already said, this is going to be a tough and complex round of bargaining, but we are ready for that challenge.

## How do I stay informed?

We want to make sure MAHCP members have the information you need throughout this process. This ‘Bargaining Update’ will be the first of many that we will use to keep you up-to-date prior to and during bargaining. If you know a colleague who isn't receiving our emails, please make sure they email us at [info@mahcp.ca](mailto:info@mahcp.ca) from their personal email address so we can add them to the list. In addition, we encourage all members to follow our Facebook page, or Twitter and Instagram if you prefer.

You can also talk to your Member Advocates, members of the Bargaining Committee, your LRO or email [info@mahcp.ca](mailto:info@mahcp.ca) anytime with questions. We need MAHCP members stay informed—an informed membership is an engaged membership, and we will need everyone behind us for this round of bargaining.

**ONE STRONG VOICE** *Together*

