

BARGAINING UPDATE #2

**PRESIDENT'S
MESSAGE**
WE NOW HAVE
BARGAINING
DATES

TOWN HALLS
DATES & TIMES
ANNOUNCED

**BARGAINING
FAQS**
YOUR QUESTIONS
ANSWERED



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January 2022



Find out more: www.mahcp.ca/bargaining



BOB MOROZ

*President, Manitoba Association
of Health Care Professionals*

PRESIDENT'S MESSAGE

We now have dates in March to begin contract negotiations for over 6,000 MAHCP members bargained at the “central table” - which includes Shared Health/WRHA bargaining units and NRHA, currently spread across 46 separate collective agreements.

MAHCP members covered by these agreements have a grim anniversary coming up. As of April 1, 2022, we will have worked for four years without a contract.

For some members, April 1 will mark five years with no pay increase, and little to no consideration, support or recognition.

We have endured a lot in that time. The Pallister government introduced unconstitutional legislation, Bill 28, to freeze our wages and deny us our right to free and fair collective bargaining. It has since been withdrawn but its shadow and influence remain.

That same government stripped health care with a series of cuts, closures and consolidations that left us even more understaffed and unsupported than before.

They amalgamated health care bargaining units, forcing unions into unnecessary representation votes that the employer then used as an excuse to delay bargaining.

They created Shared Health, which continues to grow and swallow up more and more of Manitoba health care, leading to doubtful system benefits but many new headaches for MAHCP's members and labour relations team.

This was even before 2020 brought a global pandemic that two years later continues to impact nearly every aspect of health care and our lives.

The pandemic exposed every weakness and flaw of each one of the decisions I mentioned above. The fallout from the collective mismanagement of our health care system will be felt for years, if not decades.

The most frustrating part is that so much of it could have been, and should have been, avoided. Consistently, Allied Health Professionals have been ignored and the work you do has been taken for granted, despite the vital role every member plays.

The vast majority of our members have been left out of the various pandemic top-ups, premiums and recognition programs the employer and government have offered.

We haven't seen a pay increase in years, despite growing prices on everything from gas to groceries. And the majority of us are working harder, and under more stressful conditions, than ever before.

Manitoba Nurses Union members have ratified new contracts, and now it's our turn. As we finally begin contract negotiations for over 6,000 central table members this March, we will remember all of it.

Every time we were asked to do more with less, every time they made us jump through another hoop before we could get to the bargaining table, and every sacrifice we made to keep the health care system in Manitoba from collapsing.

We know we are in for a tough fight, but your central table bargaining committee is ready. It could be a long battle, and we will need you with us every step of the way to ensure we get a fair deal from this government and employer.

While we will not be able to give you details about the specifics of what is going on at the table, we will keep you apprised of dates and developments. You can also check out the FAQ in this update.

Today we are also announcing a number of dates for upcoming virtual Town Halls, which will provide additional information about contract negotiations and what you can expect from this cycle of bargaining. We invite you to join us, there will be a Q&A portion so we can answer any questions you may have.

We encourage you to read through the information in this email, and on our website at www.mahcp.ca/bargaining.

Knowledge is power, and an informed membership is a strong membership.

If you know members who aren't receiving our emails, make sure they contact info@mahcp.ca today or send them to <https://mahcp.ca/membership-application> to get signed up – we need everyone engaged, we are stronger together.

Stay safe, stay strong and continue to support yourselves, each other and your patients, clients and residents as best you can. MAHCP is here to support you.

In solidarity,



Bob Moroz, MAHCP President
Chair, Central Table Bargaining Committee

Are you getting emails from us?

Now, more than ever, it's important for us to have your personal email address on file.

Don't miss future bargaining updates or meetings! Email us at info@mahcp.ca and make sure we have your current email address.



BARGAINING INFORMATION FOR MEMBERS

VIRTUAL TOWN HALLS

Join Bob Moroz, MAHCP President, and Lee Manning, MAHCP Executive Director and Lead Negotiator, and learn about the bargaining process.

- Find out what to expect during bargaining.
- Learn what your bargaining committee will need from you.
- Get your bargaining questions answered.
- All meetings take place virtually (Zoom) RSVP to get the link.

DATES & TIMES OF MEETINGS

Tuesday, February 15th
2-4pm or 7-9pm

Thursday, February 17th
2-4pm or 7-9pm

Saturday, February 19th
2-4pm

Please RSVP by Monday, February 14th to get the link:

Email: info@mahcp.ca
Phone: 204-772-0425
Toll-free: 1-800-315-3111



FREQUENTLY ASKED QUESTIONS ABOUT BARGAINING

When was my collective agreement up?

Many of MAHCP's central table contracts expired March 31, 2018.

If we are negotiating a new contract, do I still have a valid contract?

Yes. You are covered under your current contract, even if it is with a different union, until a new one is signed.

When do we start negotiating for a new Collective Agreement?

MAHCP is set to begin central table bargaining in March 2022, with further dates to follow. We had served the employer with our notice to bargain six months prior to the end of our contract, in 2017.

However, due to the implementation of Bill 29 (representation votes) and the pandemic, the employer delayed the central table bargaining cycle for all unions. MAHCP typically follows MNU and the support sectors in bargaining, as their contracts expire before ours.

How long will bargaining take?

The bargaining process can take many months. Some rounds of bargaining have been as long as 18 months.

For context, the nurses began their recent round of bargaining in October 2020 and finally ratified new agreements one year later in October 2021 following seven weeks of mediation.

Allied Health is the most complex of all sectors.

What happens during negotiations?

Proposals are put forth by both the union and employer. Each negotiating side reviews the other's proposals, goes back to their respective committee and discusses how they will reply to the other side's proposals (i.e., whether they will accept the proposals, offer amendments, or reject them). With each meeting held, each side will offer a revised reply to the other side's proposals. The meetings are usually a full day and each successive meeting is booked sometimes a week or several weeks later.

Non-monetary proposals are dealt with first and agreed upon, and then monetary proposals are dealt with (i.e., wages and benefits). Once the monetary proposals have been discussed and there is no more movement on these issues, a final offer is presented to take to our membership for approval or rejection.

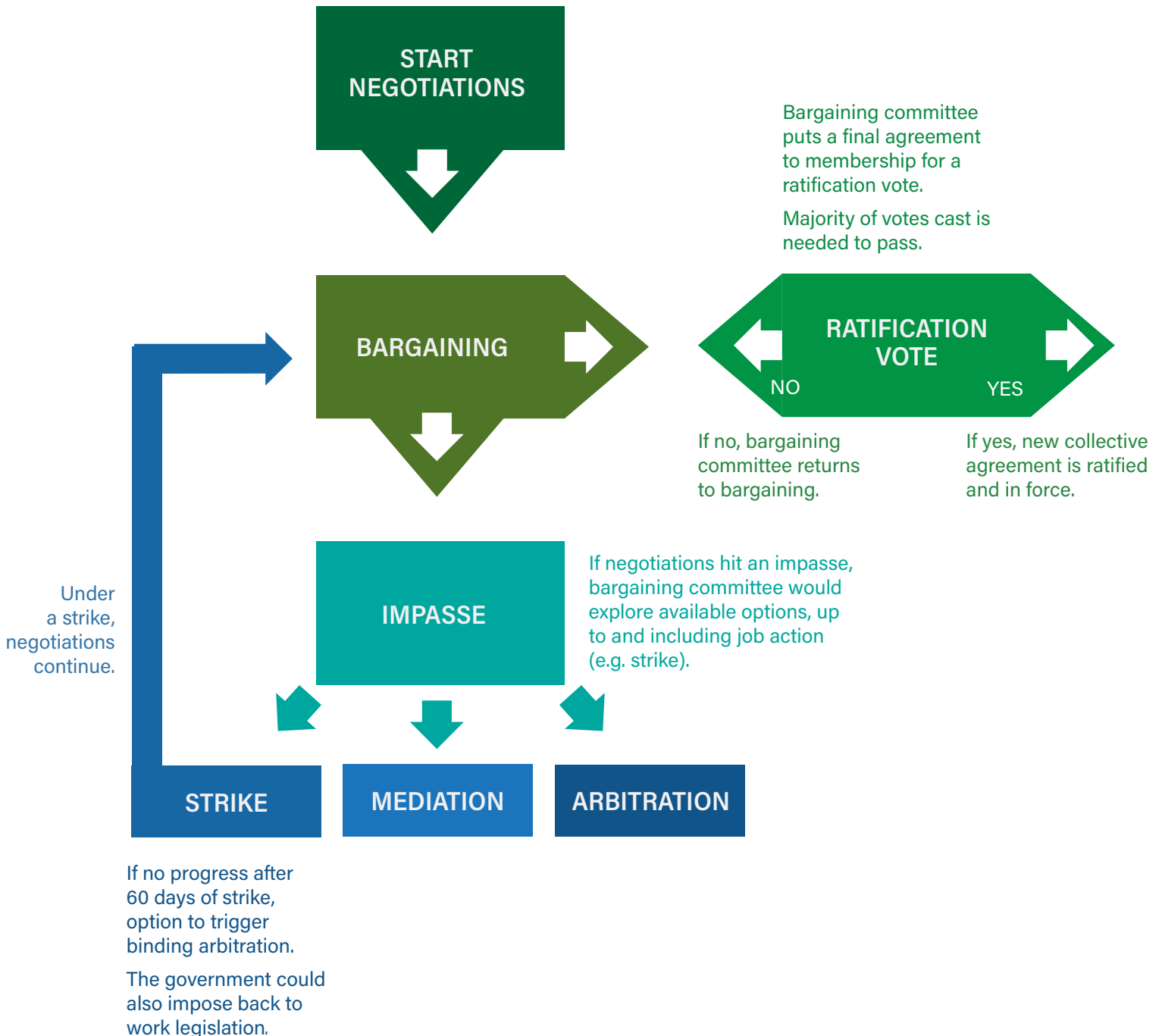
The union will usually indicate if they are recommending approval or rejection of the offer. The membership then votes for or against the new proposed collective agreement.

If negotiations reach an impasse, the bargaining committee has options depending on a number of variables. This could include mediation, arbitration or even a strike vote/job action. Your Central Table negotiating team will be integral in choosing how we proceed.

Look on next page for the Bargaining Flow Chart which outlines next steps in bargaining.

(FAQ continued on next page 6)

BARGAINING FLOW CHART



(FAQ continued)

What is Central Table Bargaining?

Central table bargaining involves a group of sites and contracts being negotiated simultaneously at a single negotiation session. For MAHCP, it refers to all employers/sites that fall under the new Shared Health, WRHA and NRHA employer groups.

How is the Central Table Bargaining Committee chosen?

The negotiating team is comprised of interested members who apply to sit on the committee. The bargaining committee is drawn from Executive Council and the membership at large, representing a diverse group of occupations, regions and experience.

MAHCP CENTRAL TABLE BARGAINING COMMITTEE

NAME	SITE	CLASSIFICATION
Tanya Burnside, VP	Thompson Community Health	Primary Care Connector
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	HSC	Respiratory Therapist
Jason Linklater	HSC	Orthopedic Technologist
Shona Litke	Beausejour/Pine Falls	Medical Laboratory/Radiation Technologist
Lori Marlow	The Pas Community Health	Restorative Care Coordinator
Janelle Morissette	HSC	Cytotechnologist
Bob Moroz, Chair	CancerCare Manitoba	Radiation Therapist
Conrad Padilla	Klinic	Counsellor
Andrea Pollock	Access River East	Home Care Case Coordinator
Jana-Leigh Povey	HSC	Nuclear Medicine Technologist
Caleb Smith	Grace Hospital	Physiotherapist
Christina Taitley	Victoria General Hospital	Pharmacy Assistant

The bargaining committee also includes the following from MAHCP:

Lee Manning, Lead Negotiator and Executive Director

Cheryl Beal, Lead Labour Relations Officer | Cory Szczepanski, Labour Relations Officer

Administrative support provided by Cathy Langit and Rachiel Langit

Am I obligated to accept the recommendations of the bargaining committee?

No, you are not obligated to accept the recommendations of the bargaining committee.

What is the status of my proposal and what is the employer proposing?

We do not share the status of proposals during negotiations. The reason for this is simply neither side wants to 'tip their hand' to the other side. Negotiations can be delicate and each side does not want to reveal what their ultimate goals are or what their deal-breakers are.

If these are disclosed to membership this info may get back to management and can disadvantage us in our negotiations. It is understandably frustrating to members, but it is to our collective advantage to keep our ultimate objectives close to the chest.

Also, members should know that even Executive Council members not on the negotiating committee do not get extra information about negotiations. Negotiators have to sign confidentiality agreements – general updates (bargaining dates, broad themes, etc.) are provided on a regular basis.

When are we taking a strike vote?

A strike mandate is an important tool for the bargaining committee, if and when they choose to use it. Nurses represented by MNU and support staff represented by CUPE voted in favour of strike action last year.

It's important to note that both MNU and CUPE were each at the bargaining table for about eight months before their bargaining committees chose to hold strike votes.

MAHCP will be commencing central table bargaining in March and the committee will call a strike vote if and when it is deemed necessary to achieve our aims at the table.

If a strike vote is called, the bargaining committee will be expecting a strong strike mandate to provide leverage at the bargaining table.

Employers may be more willing to negotiate when they see such support in great numbers.

What do I have to do during a strike?

In the event of a strike, your manager will be scheduling people to work under an Essential Services Agreement. If you are not scheduled to work, walking the picket line to accumulate picket hours would be beneficial.

What does the Essential Services Agreement mean and what does it cover?

The Essential Services Agreement is typically negotiated prior to the beginning of bargaining and refers to employees who are considered essential and must report for work as scheduled. The number of employees deemed essential can vary greatly from department to department and from facility to facility.

How much do I get paid during a strike?

To obtain strike pay you must volunteer to work on the picket line or with other strike-related duties.

Strike Pay will be \$50/day; members must complete at least 4 hours of picketing or other authorized duties supporting the strike that day to be eligible. Strike pay is only available to those members who are not working that day due to essential services agreements. Strike Pay will commence on the member's third day of picketing or other authorized duties. MAHCP will not collect dues on Strike Pay. Strike Pay is not taxable.

How long can a strike last?

The length of a strike can vary greatly. Once a strike action is initiated, the strike will continue until outstanding issues are settled. The government could also legislate all striking employees back to work.

(continued on back page)

(FAQ continued)

The employer or union can apply to the Labour Board to settle the provisions of a new collective agreement through binding arbitration by applying to the board in writing.

They can only do so if:

- At least 60 days have elapsed since the strike or lockout has commenced.
- The parties have attempted to conclude a new Collective Agreement with the assistance of a conciliation officer or mediator for at least 30 days during the period of the strike or lockout.
- The parties have not concluded a new Collective Agreement.

Do I get retroactive pay once we have a new agreement?

Retroactive pay, along with any wage increases, must be negotiated.

What can I do to help during negotiations?

Stay informed and stay engaged. Make sure we have contact details for you and your coworkers so you can stay up to date on crucial information.

HOW DO I STAY INFORMED?

We want to make sure MAHCP members have the information you need throughout this process. We rely heavily on sending information through email.

If you know a colleague who isn't receiving our emails, please make sure they email us at info@mahcp.ca from their personal email address so we can add them to the list.

You also scan the QR code below with your smartphone or visit www.mahcp.ca/membership-application to update your information.

scan here
to go to
online form



We encourage all members to follow our social media accounts on Facebook, Instagram and Twitter.

If you have questions come to our upcoming town halls, talk to your Member Advocates, members of the bargaining committee, your LRO or email info@mahcp.ca.

We need MAHCP members to stay informed—an informed membership is an engaged membership, and we will need everyone behind us for this round of bargaining.

Together, we are one strong voice.



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