

BARGAINING UPDATE #6

December 24, 2022



President's Message

by Jason Linklater, MAHCP President

By the end of this calendar year, the vast majority of our members will have been without a new contract for 1,735 days and counting, almost five years. As far as I know, this situation is unprecedented in Canadian health care.

It is not only highly disrespectful to our members, it is actively damaging to our health care system, especially as more and more professionals leave for other provinces or other jobs. The personal and professional impacts of this continued delay are more apparent with each passing week, and MAHCP members are increasingly at wit's end.

I know how frustrating it is to keep waiting, especially as everything - from milk to mortgages - gets more expensive.

Our Shared Goal

Our members need a contract that reflects the extensive and profound impact we have on the health of Manitobans. In short, it's about finally getting the respect we deserve.

Our province needs a contract that can compete with other jurisdictions. A new, fair contract is the only way to keep existing health care professionals on the job, and to recruit and fill the growing number of vacancies.

Our Progress

It has been a few months since our last significant update. As bargaining ramps up in the new year, you can expect more regular updates.


As you know, our bargaining committee has been in negotiations with the employer since March 2022. I am pleased to report that we are making good progress through non-monetary negotiations and are gearing up for the important monetary discussions that we have all been waiting for.


Monetary is always the most contentious part of bargaining, and it's where we will need your help. There is more detail on what you can do to help below.


The employer has agreed to add another day each week to our bargaining schedule starting in January, which should increase the pace and help us get to monetary that much quicker.

Upcoming bargaining dates are January 11-12, 18-19, 25-26, and February 1-2. The bargaining committee has been meeting an additional day each week since May 2022 to ensure they are prepared for every engagement with the employer, meaning three days per week will be devoted to bargaining starting in January.

As a member of the bargaining committee, I have seen first-hand the hard work committee members are putting in. I want to recognize and thank all committee members for their continued efforts on our members' behalf.

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HEALTHCARE
Professionals

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Committee Update

Lead Negotiator

Cheryl Beal is MAHCP's new Lead Negotiator for central table bargaining. Cheryl has been acting in the Lead Negotiator role since November.

She is MAHCP's Lead Labour Relations Officer and has almost a decade of labour relations experience with MAHCP. Cheryl has been involved with central table bargaining from the very beginning, and has spent hundreds of hours poring over all contracts and proposals.

Bargaining Committee Chair

Wayne Chacun is the new Chair of the Bargaining Committee. A strong union activist, Wayne is a paramedic with many years of experience as a board member and bargaining committee member at his former union, MGEU. He now serves as MAHCP Secretary and Executive Council Director for District 4, Prairie Mountain Health South, in addition to his role as Bargaining Chair.

Bargaining Committee

Tanya Burnside, Vice President

Thompson Community Health, Primary Care Connector

Suzanne Garbutt

Access Fort Garry, Community Mental Health

Shayleen Goretzki, Executive Council Director

Grace Hospital, Sonographer

Tanis Hares

HSC, Respiratory Therapist

Jason Linklater, President

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

Conrad Padilla

Klinik Community Health, Counsellor

Andrea Pollock

Access River East, Home Care Case Coordinator

Jana-Leigh Povey, Executive Council Director

HSC, Nuclear Medicine Technologist

Christine Taitley

Victoria General Hospital, Pharmacy Assistant

MAHCP staff:

Cory Szczepanski, Labour Relations Officer

Rebecca Clifton, Labour Relations Officer

Cathy Langit, Administrative Assistant

Candice Keam, Administrative Assistant

Non-monetary vs Monetary?

As you may know, bargaining is typically divided into non-monetary and monetary negotiations, with non-monetary coming first. "Non-monetary" means all provisions that don't have a financial cost to the employer, such as those dealing with working conditions, definitions, management rights, and seniority.

In this round of negotiations, non-monetary is taking much longer than usual due to the government's amalgamation of bargaining units, the same amalgamation that forced representation votes back in 2019, and put all bargaining on hold for several years.

As mentioned we are making good progress on non-monetary, working through collective agreements article by article. The employer wants to simplify and standardize language in each of those articles, but MAHCP is trying to maintain as much hard-fought language as possible from the 46 different collective agreements that are being amalgamated into just three.

That work is painstaking, essentially the same as bargaining an entirely new collective agreement, but we are making progress. I encourage you to check out our bargaining flow chart for a quick visual overview of the entire process at:

www.mahcp.ca/bargaining.

Retro Cheques From Other Unions

Many of you have talked to me about how upsetting it is to wait for a new contract, especially when we see our co-workers in other sectors receiving retro pay and raises from their new contracts. Other unions' members in the support sectors are the latest to receive retro cheques after ratifying several months ago. One support union had been at the bargaining table for 21 months before finally reaching a deal.

We can never make guarantees about retroactivity, as it must be negotiated at the table. That said, our bargaining committee is well aware that other unions have successfully negotiated retroactivity for increases.

NOTE: If we achieve retroactivity, it will be governed by the new MAHCP agreements once they are ratified. Other unions' agreements do not apply even if you were formerly a member of one of those unions, with the exception of some members at Cadham Provincial Laboratory.

What's Next?

I've heard from many members who are more than ready to take action. As we gear up for the monetary part of bargaining, the time for action is fast approaching. We are preparing to turn up the pressure substantially, so we can give the bargaining committee extra leverage at the table.

This is where we need you.

#1 HELP US GET CONTACT INFO

As bargaining ramps up, it's more important than ever that we can reach all MAHCP members with critical bargaining information or other calls to action. Ask your co-workers if they received this newsletter. If not, ask them to email us* directly at info@mahcp.ca with their personal contact information or sign a Membership Application Form.

**Please remind them not to email us from their employer email – personal emails only.*

#2 SIGN UP TO BE A PICKET CAPTAIN

Picket Captains will help us prepare and execute any actions necessary to ramp up pressure, up to and including job action in the event of a strike.

If you like organizing people, if you're a born communicator, if you're the go-to at your workplace, or if you're just mad as hell and ready to lead, you should sign up today by emailing info@mahcp.ca or scan the QR code to your right. All picket captains will receive training and ongoing support.

WE NEED CONTACT INFO

KNOW SOMEONE WHO ISN'T RECEIVING OUR EMAIL UPDATES?

Ask them to email us at info@mahcp.ca or visit:

www.mahcp.ca/membership-application

You can also scan the QR code on the right.



MAHCP RECRUITMENT STARTS NOW

READY TO LEAD?

Help us organize and execute info pickets and/or job action if needed. Visit:

www.mahcp.ca/bargaining

You can also scan the QR code on the right.

