

Newsletter

Pallister government's Bill 29 will disrupt health care

The Pallister government has enacted Bill 29, *The Health Sector Bargaining Unit Review Act*, an unnecessary step that will further disrupt the health care system following a year of upheaval, says CUPE, which represents 11,500 health care workers in Manitoba.

Over the past year, the government has cut health care funding, forced disruptive restructuring including deletions and layoffs on front-line workers, has closed ERs, shuttered Urgent Care Centres, axed health programs, and ignored growing health issues across Manitoba.

CUPE has consistently cautioned that so many cuts and changes will put patient care at risk.

"The last thing health care workers need right now is more uncertainty," said Shannon McAteer, CUPEHealth Care Coordinator. "Health care workers are already working short, feeling disrespected by this government, and now they are being given one more obstacle while they try to do their jobs." There is a better way, says CUPE.

In response to the government's concerns that health care has "too many bargaining units," 7,000 CUPE health care members formed CUPE Local 204, a single union local that represents 20 health care facilities in Winnipeg and Manitoba, including hospitals, personal care homes, community clinics, health care programs, and more. This was done without disrupting health care, and at no cost to government.

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Your Local Union Is:

- 110 members strong as of April, 2018
- Affiliated with CUPE Manitoba
- Affiliated with The Manitoba Federation of Labour (MFL)
- Engaged in political action for the education sector



NDP Leader, Wab Kinew addresses delegates at the 2018 CUPE Manitoba Convention

“P3 schools failed on cost, transparency and accountability across Canada. In Nova Scotia, New Brunswick and Alberta, P3 schools cost millions of dollars more than they would have cost had the projects been built traditionally.”

HARASSMENT

Harassment is offensive behaviour that a reasonable person would consider unwelcome. If the target of harassment considers the behaviour offensive and unwelcome, and a reasonable person would anticipate that response, the behaviour is harassment.

The effect on the target of harassment, not the intent of the harasser, defines harassment. “I didn’t mean to offend” or “it was meant as a joke” is not a legitimate defense.

Publicly ridiculing or disciplining a person by a co-worker or supervisor is a form of harassment.

Manitoba Government cancels proposed P3 schools

CUPE members in Manitoba are celebrating a major victory against P3s. Five new schools in Winnipeg and Brandon will be built without the using a Public-Private Partnership (P3) model, according to the 2018 Manitoba Budget. The government [initially planned](#) to build four schools under the P3 model, but after a cost-benefit analyses the savings were found to be enough to build an entire fifth school!

“We are incredibly relieved that the government has chosen not to pursue P3 schools here in Manitoba,” said Terry Egan, President of CUPE Manitoba. “P3 schools across Canada have proven to be more expensive and less accountable to the public, and this is case-in-point.”

Throughout 2017, CUPE conducted a sustained campaign in Manitoba to “raise red flags” on P3 schools. CUPE 737, representing workers at Brandon School Division, held a public Town Hall meeting, presented to the Brandon School Division Board of Trustees numerous times, and reached out to the community. “It was incredibly important for the public to understand the implications P3 schools could have, so we made a real effort to inform the public since the government wasn’t going to do so,” said Jamie Rose, President of CUPE 737.

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Manitoba Government Cancels Proposed P3 Schools (From Page 2)

"We are glad that the government has backed off its plans for P3 schools, and can actually now build one more school than they had planned."

P3 schools failed on cost, transparency and accountability across Canada. In Nova Scotia, New Brunswick and Alberta, P3 schools cost millions of dollars more than they would have cost had the projects been built traditionally. It's likely the same story for Saskatchewan, where cost claims about P3 schools have been shrouded in secrecy, and are based on faulty calculations.

P3 schools have been found to be less transparent and accountable to citizens, which was particularly alarming for CUPE considering the provincial government's recent [scrapping of the P3 Transparency and Accountability Act](#).

"It was clear to us, despite what Pallister said when he first announced the new schools, that the P3 school experience across Canada has cost Canadians millions of dollars more than the fully public model," said Egan.

"We hope the Pallister government will take this cue, and consult with CUPE and our experts on other privatization schemes, including our concerns with other P3s, Social Impact Bonds, private child care, and privatization in health care."

This victory was a success because CUPE members worked together, as a united front.

"I want to thank the leaders and activists at CUPE 737, as well as Chair of the CUPE Manitoba School Division Sector Gale Morton, Regional Vice-President Gord Delbridge, CUPE members from other sectors, and the staff at CUPE Regional and CUPE National offices for all their support throughout this campaign," said Egan.

"When CUPE members work together, we can – and do – win".

For more information visit cupe.mb.ca/p3schools



Pictured above: Steve Magian met with Mark

Hancock, CUPE National President

Bob Guenther met with

Charles Fleury, CUPE National Secretary
Treasurer

Bob and Steve met with
Terry Egan, CUPE Manitoba President

CUPE Manitoba held its bi-annual convention in Brandon, MB from May 2 – 4, 2018 with the Health and Safety Conference on May 1, 2018. There were many discussions on Healthcare Sector changes, and CUPE's successful campaign against proposed P3 schools being considered in the Brandon area. P3 stands for "Public Private Partnership".



Members attend the April 21, 2018 general meeting and election



John Marsh swears in new members



Newly elected Local Executive Committee members: (L-R)

Steve Magian - President
Sylvia Shaler — Shop Steward
Ken Peters — Sargent At Arms
Susan Reynolds-Masnyk — Shop Steward
Grant Johnston—Trustee (3 year)
Sharon Guzzardi - Shop Steward
Bob Guenther—Secretary Treasurer

Thanks to Brother John Panotes for the pictures.

**COME AND SAY
 GOODBYE TO THE
 2017/2018 SCHOOL
 YEAR WITH A
 BARBEQUE FOR
 LOCAL 744 MEMBERS
 ON SATURDAY, JUNE
 23, 2018
 IMMEDIATELY AFTER
 THE GENERAL MEMBER-
 SHIP MEETING**



**ON SATURDAY, JUNE
 23, 2018**

**LOCAL EXECUTIVE
 COMMITTEE MEETING
 STARTS AT 9:00 am**

**GENERAL MEMBERSHIP
 MEETING STARTS AT
 10:00 am**

BBQ STARTS AT 11:00

**AT THE ANAF HALL,
 3584 PORTAGE AVE.**

**Bill 28— THE PUBLIC SERVICES SUSTAINABILITY ACT
 (MANITOBA)**

Bill 28 outlines the increases for our next 4 year contract. There is a wage freeze (no increases) for the first 2 years and pathetically minimal increases for the final 2 years.

Bill 28, Section 12(1) states that all collective agreements will be held to the following increases (note that this represents the total pay/benefits package)

0% for the first 12 months,
 0% for the second 12-month period,
 0.75% increase for the next 12-month period and
 1% for the final 12 months.

The Public Services Sustainability Act has been passed by the Manitoba Legislature, but it has not been proclaimed into law yet. Even though it has not been proclaimed into law, government employers are proceeding as though it has been proclaimed into law.

The Manitoba Federation of Labour, and other Labour organizations, have taken the government to Court because this type of law is unconstitutional. Collective bargaining is a Charter right and this legislation takes away our right to collective bargaining.

This legislation unfairly places the blame for the Manitoba governments claimed financial problems on the front-line unionized workers and the citizens of Manitoba who use those services.

A wage freeze is only a freeze if everything else, including taxes, is frozen. If that does not happen it is a wage cut.

This government needs to respect the citizens of Manitoba, many of whom are union members, and negotiate rather than legislate.

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"We can be innovative," said McAteer. "We have shown that. We can show it again."

"We have viable solutions for government," said McAteer.

source CUPE.CA



Written by Myers Weinberg LLP on March 21, 2017

The stated general purpose of this Act, introduced in the Manitoba Legislature on March 20, 2017, is to reduce the number of bargaining units in the health sector by establishing a fixed number of seven (7) bargaining units. The bargaining agent for each legislated bargaining unit will be selected through a representation vote of the employees in that new unit. The selected bargaining agent's existing collective agreement that covers the most employees will become the basis for negotiating a new collective agreement for the newly legislated bargaining unit. A Commissioner appointed by Government will oversee the process, which will affect all the health regions, as well as the province-wide health employers, such as CancerCare Manitoba, Diagnostic Services Manitoba Inc., and any others that may be added by Regulation.

An employer's organization will be created for each health region and for each province-wide health employer for the sole purpose of collective bargaining. In addition, the Minister will appoint one or more representatives to bargain on behalf of the employer organizations, and on behalf of the province-wide health employers.

Why is this important to 744?

- This legislation is designed to turn unions against each other.
- With the amalgamation of many CUPE Healthcare Locals into CUPE Local 204 (representing 7,000 members), CUPE has demonstrated a willingness to be a part of discussion. This government needs to respect the rights of unionized workers in Manitoba and **negotiate not legislate**.
- The government has promised significant changes to Public Education so similar legislation could be coming our way.

President's Message

Sisters and Brothers,

This has been a very busy, and challenging, month.

First, I want to extend my sincere gratitude to Brothers John Marsh and Greg LeFurgey who have worked tirelessly for the members of 744 over the years. Most recently both John and Greg have done whatever they could to assist the transition to the new Executive. I am extremely happy that John remains politically active on behalf of our Local. Thank you both for your energy, experience and time.

While in Brandon at the CUPE Manitoba Convention I developed Cellulitis in my leg which required emergency and outpatient medical attention. I was quite limited in what I could do but I was able to make the sessions I needed to attend and meet with the people I needed to see. I was fortunate to have the help and care of Brothers Bob Guenther, John Marsh and Greg LeFurgey.

I recently attended the Manitoba Federation of Labour Convention in downtown Winnipeg. It was a very successful Convention which saw Kevin Rebeck re-elected President. This is a very difficult time for the workers of Manitoba and we will only overcome if we have unity in the Labour movement.

This is my first Newsletter in a while and I look forward to keeping you informed. This Newsletter is a work in progress and it will improve as we all get more familiar with the software. Future issues will contain feature articles such as "Meet Your Local Executive Committee Members" and "Know Your Contract, Know Your Rights". Should make for gripping reading right? Your Local is planning on publishing an edition every two months with additional editions possible during Negotiations to keep you up to date.

If you have any interest in becoming involved with the Local, or within the larger Labour movement, please seek me out. You don't have to be elected to be active.

Have a great summer everyone.



Local Executive Committee 2018

Table Officers	President Steve Magian Vice-President Dale Gibson Secretary-Treasurer Bob Guenther Recording Secretary Randy Palmer	smagian@sjsd.net dgibson@sjsd.ca bguenther@sjsd.net rpalmer@sjsd.net	204.793.1297	(talk or text)
Shop Stewards:	Susan Reynolds-Masnyk Sylvia Shaler Sharron Guzzardi			
Sergeant at Arms	Ken Peters			
Trustees:	Grant Johnston Kim Vezina-Orvis Stan Sobczak			

You have the right to union representation.

If you have questions or concerns please contact a member of the Local Executive Committee/Shop Stewards.

