FAMILY VISIONS INCORPORATED
POLICY AND PROCEDURE MANUAL

POLICY: **NEGOTIATIONS**		POLICY NO: GEA-011
	DATE Issued: March 16, 2022	PREVIOUS POLICY DATE/NAME:
	DATE Reviewed:	RELATED DOCUMENTS:
APPROVED BY: Board of Directors	DISTRIBUTION: Board Policy APPLICATION: Family Visions Employees	

It is the intent and purpose of the parties involved to promote positive working relations between the Family Vision Board (FV Board) and all employees. The agency and the employee groups recognize their mutual responsibility to meet at reasonable times and negotiate in good faith, and sincerely endeavour to reach agreement on those items under negotiation. The negotiated items will appear in a signed negotiated agreement.

The Board will establish a Negotiations Committee which will be the Board's agent, representing management at the bargaining table. The Executive Director along with Counsel retained by Family Visions, Inc. will serve as the Committee's administrative resource persons and will attend negotiation meetings. The Executive Director will act as the Board's primary spokesperson prior to, during, or following negotiations with any of its employee groups. The Executive Director will serve as the first contact person for all outside agencies seeking information regarding contractual items that are subject to current negotiations. The FV Board may, at any time during the negotiating process, choose to access the resources available through its relationship with like-minded organizations in its interest to reach a mutually satisfactory agreement.

The FV Board recognizes the representative of the Manitoba Government and General Employee's Union as the bargaining agent for the in-scope employees.

The FV Board recognizes the Out of Scope Employees as a distinct bargaining group. In principle, negotiated benefits will apply to this employee group as financially possible and in a separately negotiated agreement.