



YOUR LATEST **CUPE** HEALTH CARE NEWS

September 19, 2018

HEALTH CARE UPDATE

UNIONS RECEIVE LIST OF EMPLOYERS TO BE INCLUDED IN HSBURA (BILL 29) UNION REPRESENTATION VOTES

NEWS

- CUPE and other health care unions met recently with government officials regarding the health care representation votes that are required by the *Health Sector Bargaining Unit Review Act* (HSBURA), also referred to as Bill 29.
- HSBURA is a provincial law to reduce the number of health care unions and health care collective agreements in Manitoba.
- This law requires one single union, and one collective agreement, to cover each category of employees in each of the six “Health Employer Organizations”.

Categories of Employees

Facility Support

Professional/Technical/Paramedic

Nurses

Community Support

Physicians Medical Residents

Physician/Clinical Assistants

Physicians

Health Employer Organizations

Interlake-Eastern Regional Health Authority

Northern Regional Health Authority

Prairie Mountain Health

Shared Health (includes provincial employers)

Southern Health-Santé Sud

Winnipeg Regional Health Authority

At the meeting last week, government officials provided the Unions with an initial list of Employers that would be part of the union representation votes. The list will not be final until the government passes official regulations and amendments to HSBURA.

WHAT WE LEARNED

CUPE learned more about which Employers are on the list for each Regional Health Authority and Shared Health.

While recognizing that the list could still change, we can share the following updates that affect CUPE members:

SHARED HEALTH

- **Health Sciences Centre** will be part of the Shared Health vote. Previously we had believed HSC members would take part in the WRHA vote.
- **CancerCare Manitoba** will be part of the Shared Health vote. Until a few weeks ago, we did not believe that there would be votes at CancerCare Manitoba.

- **Diagnostic Services of Manitoba** will be moved to Shared Health effective April 2019 and will participate in the votes in Shared Health. This includes *facility support* and *professional/technical* employees.
- **Patient Transport Services** (along with non-municipal Emergency Medical Services) will be transferred to Shared Health. We have not yet received a list of all classifications that will be considered “patient transport”.
- **Rehabilitation Centre for Children** will take part in the Shared Health vote.

INTERLAKE-EASTERN REGIONAL HEALTH AUTHORITY

- **Betel Home** in Gimli will take part in the **Interlake-Eastern Regional Health Authority** vote.

NORTHERN REGIONAL HEALTH AUTHORITY

- The **Northern** vote will include:
 - direct operations sites.

No Indigenous personal care homes will be included in the votes.

PRAIRIE MOUNTAIN HEALTH

- **St. Paul’s Personal Care Home** and **Dinsdale Personal Care Home** will take part in the **Prairie Mountain Health** vote.

SOUTHERN HEALTH-SANTÉ SUD

- The **Southern Health-Santé Sud** vote will include:
 - direct operations sites;
 - Rock Lake Personal Care Home;
 - Tabor Home;
 - Menno Home for the Aged;
 - and Villa Youville Inc. (Ste-Anne).

WINNIPEG REGIONAL HEALTH AUTHORITY (WRHA)

- The **WRHA** vote will include:
 - direct operations sites;
 - CUPE sites that will be included in the **WRHA** vote include:
 - Actionmarguerite (St. Joseph’s Residence)
 - Bethania Personal Care Home
 - Concordia Hospital
 - Golden West Centennial Lodge
 - Grace Hospital
 - Klinik Community Health Centre
 - Lions Personal Care Centre
 - Luther Home
 - Middlechurch Home of Winnipeg
 - Mount Carmel Clinic
 - Nine Circles Community Health Centre
 - Nor’West Co-op Community Health Centre
 - Pembina Place Mennonite Personal Care Home
 - Riverview Health Centre
 - Seven Oaks General Hospital
 - Sexuality Education Resource Centre
 - WRHA – Nutrition and Food Services – Regional Distribution Facility (RDF)
 - Women’s Health Clinic
 - CUPE is seeking clarification as to whether the WRHA Midwives are included and Medical Device Reprocessing.

Government will be providing CUPE with a list of which classifications will be considered part of each general category of employee.

We still have not been provided any details or timelines as to when the votes will begin or how the votes will be conducted.

HOW DOES THIS AFFECT ME?

- All classifications of CUPE health care members are affected.
- CUPE health care members will have the opportunity to choose CUPE to continue as their union.
- The list of Employers helps us understand in which region members at each facility will vote.

WHAT HAPPENS NEXT?

- CUPE will continue to keep you informed about the union representation votes process.
- CUPE is with you, for you every day.

CALL TO ACTION

Even with all the chaos created by the provincial government, health care workers continue to deliver public health care services every day.

Let's keep working together for public health care!

- Go to cupehealthcare.ca to keep up-to-date on the latest CUPE health care news.
- Contact your CUPE Local President to find out more.
- Join your CUPE Local Facebook page.

HOW CAN I FIND OUT MORE ABOUT THE VOTES?

We know that this process is long and can be confusing. We want to make sure every CUPE member is informed, so you can choose the strongest way forward. Please contact us if you have questions or concerns.

For more information, contact your Local CUPE President or your CUPE Health Care Coordinator, Shannon McAteer at smcateer@cupe.ca or visit: cupehealthcare.ca.

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