

# Your latest CUPE Health Care News

# **CUPE**UPDATE

Health Care Workers Union

[www.cupehealthcare.ca](http://www.cupehealthcare.ca)

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## **UPDATE ON HSBURA (BILL 29) REPRESENTATION VOTES**

### **BACKGROUND**

- Commissioner Bob Pruden was appointed by the government to conduct 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 MB.
- This law requires one single union, and one collective agreement, to cover each category of employees in one of 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

## **VOTES TO TAKE PLACE WHEREVER THERE IS MORE THAN ONE UNION**

CUPE and other health care unions recently received a decision from Commissioner Bob Pruden. The Commissioner decided that he will not establish a minimum membership requirement for a union to be on the ballot. A union with even one member in an employee category will appear on the ballot. This means that there will be votes in all employee categories, for all health employers, **unless** one union represents 100% of the employees in that category with that Employer.

We have not been provided lists of classifications yet. Based on what we know now, there will be 12 votes conducted across Manitoba.

Here are the Employers and employee categories where we believe **CUPE members** will have the opportunity to vote:

- Interlake-Eastern Regional Health Authority – Facility Support
- Northern Regional Health Authority – Facility Support
- Prairie Mountain Health – Facility Support
- Shared Health – Facility Support
- Shared Health – Professional-Technical
- Southern Health-Santé Sud – Facility Support
- Winnipeg Regional Health Authority – Facility Support
- Winnipeg Regional Health Authority – Nurses
- Winnipeg Regional Health Authority – Physicians
- Winnipeg Regional Health Authority – Professional-Technical

Commissioner Pruden has issued his decision, but unions have the option to voluntarily withdraw from any of the votes. In fact, the Commissioner is encouraging unions to engage in discussions about this. He specifically mentions in his decision that unions representing employees in the following groups could start discussions based on the information currently available: Physicians in the Winnipeg Regional Health Authority, Nurses in Prairie Mountain Health and in Southern Health-Santé Sud. He suggests these groups because one union has the vast majority of members in these regions, while the other union or unions have very few. It is, so far, up to the unions whether they wish to enter into discussions.

## VOTES LIKELY TO TAKE PLACE IN SPRING 2019

### BACKGROUND

- Commissioner Bob Pruden created a Committee made up of unions & employers and is consulting with the Committee on how to make electronic voting work for the HSBURA (Bill 29) votes. CUPE has a representative on this Committee.
- After three (3) meetings, the Committee reviewed a proposed Request For Proposals (RFP). This is part of the process through which the Commissioner plans to select a company to run the electronic voting process.
- Based on the timelines presented in the proposed RFP, all the votes across the province will likely take place in Spring 2019.
- Based on the information provided to the Committee, all of the health care votes will be conducted by electronic voting from any internet-enabled device. Once the votes begin, they may take place over a short period of time, and the votes in certain health employer organizations may take place simultaneously (at the same time, or with some overlap).
- The Committee does not have decision-making authority. It is a consultative committee.
- Commissioner Pruden has the authority to make decisions about the voting process or to ask the provincial government to make regulations for the votes.

### HOW DOES THIS AFFECT ME?

- It is important to be aware of timelines for the health care votes, to ensure you can get all the information you need to exercise your vote.
- All classifications of CUPE health care members in all Regional Health Authorities and Shared Health are affected.
- CUPE health care members will have the opportunity to choose CUPE to continue as their union.

### WHAT HAPPENS NEXT?

- CUPE will continue to keep you informed about the health care union representation votes process.
- CUPE will be there to assist you when it comes time to vote.
- 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](http://cupehealthcare.ca) and sign up to receive the latest CUPE health care news.
- Celebrate Health Care Support Workers' Week October 8-13, 2018. You deserve recognition for the hard work you do every day in public health care!
- Speak to your CUPE Local President or site rep.
- Join your CUPE Local Facebook page.

### HOW CAN I FIND OUT MORE?

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 CUPE Health Care Coordinator, Shannon McAteer at [smcateer@cupe.ca](mailto:smcateer@cupe.ca), or visit: [cupehealthcare.ca](http://cupehealthcare.ca)