

Your latest CUPE Health Care News

CUPEUPDATE

Health Care Workers Union

www.cupehealthcare.ca

January 23, 2019

Government Confirms Community Support Definition

Home Care workers have an historic opportunity to improve their working conditions

THE REGULATION

We now have a clear decision from government that the Community Sector is part of the votes.

Late on January 21, 2019, the provincial government passed a regulation to *The Health Sector Bargaining Unit Review Act* (HSBURA, also referred to as Bill 29).

The new government regulation clarifies that employees providing direct hands-on or psycho-social care to patients, residents, and clients will be part of the Community Sector in the health care votes. Government has also confirmed that the Facility Sector now includes operational support roles only.

CUPE understands that Community Support will include classifications like Health Care Aide, Home Care Attendant, Support Worker, and Rehabilitation Assistant. We understand that Facility Support will include positions like Housekeeping Aide, Dietary Aide, Receptionist, Secretary, Transcriptionist, Administrative Assistant, and clerks, attendants and assistants that do not perform direct care. Employers are continuing to consult with unions about where certain classifications fall in the votes.

WHAT DOES THIS MEAN FOR HOME CARE WORKERS?

Home Care workers provide direct, hands-on care. With the new regulation, there is more than one collective agreement in the community sector, and that means Home Care is in the votes.

CUPE has opposed health care representation votes. We know that Health Care workers are already under increased stress from the cuts imposed by government, and CUPE is standing strong for you in this difficult process.

But now that it's clear Home Care workers will be included in the votes, **you deserve to know what CUPE has to offer.**

Home Care workers currently have worse benefits, sick time provisions, vacation, and pensions than other Health Care workers. CUPE has a track record of bargaining strong for you, and we will fight to improve life for Home Care workers, too.

HSBURA BACKGROUND

- *The Health Sector Bargaining Unit Review Act* is a provincial law to reduce the number of health care unions and health care collective agreements in Manitoba. This will be done through union representation votes.

- HSBURA 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
Community Support
Facility Support
Nurses
Physician/Clinical Assistants
Physicians
Physicians Medical Residents
Professional/Technical/Paramedic

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

HOW DOES THIS AFFECT ME?

- It is important to be aware of which employee groups are part of the health care votes to ensure you can get all the information you need to exercise your vote.
- Health Care workers will have the opportunity to choose CUPE 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 and sign up to receive the latest CUPE health care news or to have a "Stop The Health Care Cuts" sign delivered to you.
- 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, or visit: cupehealthcare.ca