



Health Care Bargaining Update

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MAJOR CHANGES TO BARGAINING IMPOSED BY GOVERNMENT

Dear CUPE health care support worker,

The provincial government has been making sweeping changes that will affect health care bargaining.

On March 20th the provincial government announced Bill 28 and Bill 29 which will impact our bargaining. The CUPE Provincial Health Care Council (PHCC) is working with the Manitoba Federation of Labour and other unions to address these attacks, and we will be looking to all CUPE health care members for support.

Wage Freeze and Caps (Bill 28)

The government is *imposing four years of wage freezes and caps*. All public sector workers in all unions, including health care, are affected.

Under this legislation public sector workers entering into new collective agreements will not see wage increases in years 1 and 2, with a .75% increase in year 3 and a 1% increase in year 4.

Government's Wage Freezes	
Year 1	0%
Year 2	0%
Year 3	0.75%
Year 4	1%

We do not believe wage freezes are fair for our members. CUPE and other public sector unions, along with the Manitoba Federation of Labour, are willing to come to the table with government and we're prepared to work with the government to find solutions that will protect public services and strengthen Manitoba's economy for all.

The PHCC will stay in contact with all CUPE Locals in the province to ensure you are kept up-to-date on what is happening.

Please go to phcc.cupe.ca and sign up for email updates to stay connected.

Health Care Restructuring (Bill 29)

The provincial government is carrying out a plan to reduce the number of union contracts in health care.

This proposed legislation will establish seven sectors of employees (see table on next page) in each region, and require one union with one collective agreement to represent each sector in each region. Regions include the Winnipeg Regional Health Authority (RHA), Interlake-Eastern RHA, Northern RHA, Southern Health-Santé Sud and Prairie Mountain Health.

Employee Sectors
1. Physicians
2. Nurses
3. Medical Residents
4. Physician Assistants & Clinical Assistants
5. Professional/Technical/Paramedical
6. Facility Support
7. Community Support

Because there are many unions currently representing workers that would fall into these new sectors, the legislation requires a union representation vote to be held to choose one union with one collective agreement for each sector in each region.

In addition, workers in province-wide employers like CancerCare Manitoba and Diagnostic Services of Manitoba will require similar choices for one union and one collective agreement per sector.

It's really complicated, but you can count on CUPE to continue fighting for our members and for public health care.

We believe representation votes are extremely disruptive, both to patients and health care workers. This is why CUPE is working on alternatives. We would much rather work cooperatively with other unions and the government to avoid representation votes.

All health care unions in Manitoba are facing the same challenges, and we are committed to working together with all unions involved in health care. For more information on how these changes will look, please visit phcc.cupe.ca.

What Does this Mean for Bargaining?

We are doing everything we can to ensure bargaining begins as soon as possible. CUPE is a strong union, and we are doing everything we can to get to the table and bargain a fair collective agreement.

We count on CUPE members like you to help us push back against Premier Pallister's agenda.

ER & Program Closures and Fight Back

CUPE has been at the forefront in the fight-back against Premier Pallister's recent changes to health care. CUPE Local 1973 held a very successful rally at Concordia Hospital and encouraged members to call the Minister of Health and the Premier to oppose these cuts. **Visit phcc.cupe.ca for upcoming events and rallies.**

Rumours

You may hear rumours at your workplace about changes to retirement, benefits, northern living allowance, sick time and other provisions in the collective agreement. These are just rumours. The current Collective Agreements continue to stay in place.

If you have any questions please contact your PHCC representative, or visit phcc.cupe.ca and sign up for email updates. It is the best way to get the right information.

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