

YOUR LATEST CUPE HEALTH CARE NEWS

PHCC BARGAINING BULLETIN NO. 5 – FEBRUARY 9, 2018

phcc.cupe.ca

If you want to learn more, receive updates by email, or have questions, please get in touch:

EMAIL
phcc@cupe.ca
(subscribe to updates)
PHONE
204-942-0343
WEBSITE
phcc.cupe.ca

CUPE SAYS "STOP THE CUTS!"

Health care members continue to campaign passionately for public health care.

If you want a "Stop the Cuts!" lawn sign:

EMAIL
cupe204.ca@gmail.com
PHONE
204-775-2873

STOP
THE HEALTH
CARE CUTS
AUTHORIZED BY CUPE HEALTH CARE WORKERS
FOR A FREE YARD SIGN: 204.cupe.ca **CUPE204**

Your Provincial Health Care Council Executive

Debbie Boissonneault, President
Morgan Chagnon
Lisa Chetwynd
Sherlynn Delaney
Sukhjitt Gill
Jamie Johnston
Demi Kuzyk-Bernier
Limson Mestito
Marie Nixon
Chris Pullen
Larry Ragbir
Ken Reimer
Margaret Schroeder

Dear CUPE Health Care Member,
Here is the latest news on your union and health care in Manitoba.

AT THE BARGAINING TABLE

Bargaining has not started because of Bill 28 and Bill 29.

Bill 28 is *The Public Services Sustainability Act* to suppress wages, and Bill 29 is *The Health Sector Bargaining Unit Review Act* to force changes in your union representation.

Until a new collective agreement is negotiated, your existing local collective agreement will remain in place.

In the meantime, CUPE is fighting to get to the bargaining table.



CHALLENGING THE WAGE FREEZE

CUPE is cooperating with other unions to defend your right to fair bargaining. Public sector unions in Manitoba have filed a joint court challenge against Bill 28. CUPE has already provided important evidence to help build our case, which will be heard in court starting May 29, 2018.



WHAT'S NEXT IN HEALTH CARE?

REPRESENTATION VOTES

CUPE is working hard with other unions to ensure you will keep your current union membership. We want to deliver great public health care, not deal with unnecessary upheaval. But the provincial government has other ideas: under Bill 29, there will most likely be representation votes in 2018. If this happens, each health region (Regional Health Authority) will be divided into sectors. The collective agreement (CA) of the winning union's biggest unit in that sector will cover all the workers in that sector. That means we would start bargaining from that new CA. It's a lot to take in, and we will continue to keep you updated.

MANITOBA SHARED HEALTH

The provincial government plans to create a new entity in 2018. It will be similar to a Regional Health Authority (RHA). It may include Diagnostic Services of Manitoba, Health Sciences Centre, eHealth, laundry, finance, the Regional Distribution Facility (RDF), as well as other administrative branches. Stay tuned as we learn more.

WRHA RESTRUCTURING

Last fall, the provincial government implemented Phase 1 of WRHA restructuring. The bumping that resulted was very challenging and emotional. Thank you to CUPE members for their understanding and participation in getting through this restructuring.

Phase 2, expected in 2018, will include program changes to mental health, surgery and anesthesia, seniors and rehabilitation. Stay tuned!

HEALTH CARE UPDATE

ENFORCING YOUR CA, EVERY DAY!

CUPE has won many key grievances, to ensure that your health care CA is respected in the workplace.

Here are some highlights:

FAIR PAY FOR PART-TIME WORKERS

Local 204 (formerly Local 1550) & HSC: CUPE won an arbitration award saying that part-time employees must be paid overtime when they work in excess of daily or bi-weekly hours. This decision resulted in a payment of hundreds of thousands of dollars to part-time employees at the Health Sciences Centre. (2010)

FAIR TREATMENT FOR WORKERS DURING TRIAL PERIOD

Local 204 (formerly Local 1550) & HSC: CUPE won an arbitration award confirming that the Employer should communicate and work with employees during a trial period. The Employer should not return a trial employee to their former position without first letting them know of and have a chance to work on concerns that the employee could improve on. (2012)

NO SURPRISES ON YOUR PAY CHEQUE

Local 204 (formerly Local 1550) & HSC: CUPE has unique overpayments language and we successfully defended it. CUPE won an arbitration award that confirms the Employer has to stick to the provisions of the CA when dealing with accidental overpayments. There is a strict timeline and procedure in place for the Employer to resolve errors, and they cannot send a collection agency after you. (2015)

