

August 23, 2019

Health Care Representation Votes: What happens now?

FOR ALL HEALTH CARE WORKERS

Now that the health care representation votes have concluded, there will be a period of transition for all unions and employers. Here is what you need to know:

- **You keep your current union – for now.** Contact your current union for any grievances, arbitrations, and issues in the workplace. You continue to pay dues to your current union.
- **Your current collective agreement continues** to cover you until a new contract is bargained.
- Your new union will represent you after the Commissioner certifies the winning union as your bargaining agent.

More Details

It will take some time after the votes for the Commissioner to establish the new bargaining units. Unions and Employers will also need time to prepare for the changes. This period is to ensure a smooth transition for members, unions, grievances, arbitrations, and bargaining rights between unions and employers. Your current union will remain your representative until the Commissioner certifies the winning union as your bargaining agent.

IF YOU ARE A CURRENT CUPE MEMBER IN THE WRHA, SHARED HEALTH, SOUTHERN HEALTH-SANTÉ SUD, OR THE NORTHERN HEALTH REGION IN A FACILITY SUPPORT OR COMMUNITY SUPPORT JOB

Contract and Representation

- Until a new contract is ratified, you will continue to work under your current collective agreement. CUPE will be working with the Commissioner and your employer to confirm the receiving agreements, which will become the basis of bargaining.
- CUPE continues to be your representative in the workplace.
- CUPE has always been focused on what happens after the votes: bargaining a new contract. Members can expect our bargaining surveys and meetings to discuss your proposals for bargaining.

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Welcoming new members

- Because CUPE is welcoming 9,000 new members, it could take some time to ensure these new members are integrated into the union. We want to ensure these new members also have the opportunity to submit proposals and be part of the bargaining process from the start. Let's get ready to welcome new members into our CUPE family. **Don't hesitate to contact us at: 204-688-2873.**

IF YOU'RE BECOMING A NEW CUPE MEMBER

Contract

- Until a new contract is ratified, you will continue to work under your current collective agreement.
- CUPE will be working with the Commissioner and your employer to confirm the receiving agreements, which will become the basis of bargaining.

Grievances, arbitrations, and representation

- Until a new bargaining certificate is issued to CUPE by the Commissioner, your current union remains responsible for grievances, arbitrations, administering your collective agreement and representing you in labour relations.
- Once the Commissioner establishes the new bargaining units, we will reach out to new members to welcome you to CUPE, and to explain our structure, who to contact, as well as what to expect from your new union.
- CUPE locals are autonomous, which means we ensure you have the best representatives directly in your workplace. You also have control over your union's finances and direction. For new facilities joining CUPE, you will be electing workplace representatives (your Unit Vice President, Shop Stewards). CUPE will be arranging Shop Steward training and more for these representatives, as soon as possible.
- CUPE has always been focused on what happens after the votes: bargaining a new contract. Members can expect our bargaining surveys, and meetings to discuss your proposals for bargaining.
- **We are excited to welcome you into the CUPE family, and if you have any questions don't hesitate to contact us at: 204-688-2873.**

IF YOU ARE A CURRENT CUPE MEMBER IN PRAIRIE MOUNTAIN HEALTH, INTERLAKE-EASTERN RHA, OR ARE A CUPE PROFESSIONAL/TECHNICAL MEMBER OR NURSE

Contract and Representation

- Until a new contract is ratified, you will continue to work under your current collective agreement.
- Until a new bargaining certificate is issued to your new union by the Commissioner, CUPE remains responsible for grievances, arbitrations, administering your collective agreement and representing you in labour relations.
- Once the new bargaining certificate is established, you will become a member of your new union.
- CUPE and your new union will work together to ensure a smooth transition of any grievances or arbitrations.
- We are disappointed that you will no longer be part of CUPE, but rest assured CUPE will be with you, for you in solidarity with your new union. We're all in this together, and we look forward to working with you and your new union!

Don't hesitate to contact us at: 204-688-2873.

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23-Aug-19