

COMMISSIONER'S UPDATE
October 18, 2018

To: All Unionized Health Care Workers in Manitoba

I am writing this to you in my role as the person responsible for implementing The Health Sector Bargaining Unit Review Act (you may have heard it called Bill 29). This law will result in changes to the union structure in the health care field. Since my appointment, I have been working with the 13 unions and 6 employer organizations involved. The unions are sending this update to their members.

Currently, unions represent employees in 192 bargaining units all over the province. Those bargaining units are being restructured and amalgamated into a maximum of 42 bargaining units. Under the law, Regional Health Authorities and Shared Health can each have a maximum of 7 bargaining units. After amalgamation, there can only be one union representing the employees in each bargaining unit. Employees in each bargaining unit will have the opportunity to vote to determine which union will represent them.

Unions and employers have committed to avoiding anything that would have a disruptive impact on services to patients and their families. As important as the votes are, it is also very important that the process does not become a distraction from everyone's job responsibilities.

Q When will the votes take place?

A The votes cannot be scheduled until the details of the voting process are finalized. Votes will be scheduled for some time in 2019. You will receive lots of notice before a vote is held.

Q How am I involved in this process?

A You can participate by "getting informed and getting involved". Getting informed means asking questions and reviewing materials provided by the unions competing for your vote. Getting involved means voting for the union of your choice when the votes are held.

Q Does this process affect my status as a union member?

A No. If you are in a union now, you will be in a union after this process. However, depending on the results of a vote, you may be represented by a different union.

Q How does this restructuring affect the collective agreement that covers me?

A You will continue to be covered by your existing collective agreement (regardless of which union wins the vote) until a new collective agreement is negotiated for the new bargaining unit.

Q How is the vote going to be conducted?

A That decision has not been made. One option being examined by the parties is electronic voting - a process that has been used by many organizations to conduct votes among large groups of people who are not in a single location.

Q Is the vote confidential?

A Absolutely. The voting process will be strictly confidential. No one from management or any union will know how you voted.

Q Who can I discuss my vote with?

A You can discuss your vote with anyone you want. However, you don't have to discuss it with anyone if you don't want to.

This is an important time for everyone who provides health care services in Manitoba - both unionized and non-union staff. The unions and employer organizations are working hard to make sure that the process is a fair one.

I will provide another update when more specific information is available. In the meantime, I hope that you will take advantage of the opportunity to "get informed and get involved".

Robert Pruden

Commissioner

NEW BARGAINING UNITS AFTER RESTRUCTURING AND AMALGAMATION

- Community Support
- Facility Support
- Professional/Technical/Paramedical
- Nurses
- Physicians
- Medical Residents
- Physician Assistants and Clinical Assistants

EMPLOYER ORGANIZATIONS

- Shared Health
- Winnipeg Regional Health Authority
- Northern RHA
- Prairie Mountain RHA
- Interlake-Eastern RHA
- Southern Health-Santé Sud RHA

UNIONS/ASSOCIATIONS

- CUPE (Canadian Union of Public Employees)
- Doctors Manitoba
- MAHCP (Manitoba Association of Health Care Professionals)
- MGEU (Manitoba Government and General Employees' Union)
- MNU (Manitoba Nurses Union)
- OE987 (Operating Engineers of Manitoba Local 987)
- PARIM (Professional Association of Residents and Interns of Manitoba)
- PCAM (Physician and Clinical Assistants of Manitoba)
- PIPSC (Professional Institute of the Public Service of Canada)
- PSAC (Public Service Alliance of Canada)
- UFCW (United Food and Commercial Workers)
- UNIFOR
- WAPSO (Winnipeg Association of Public Service Officers)